

Classification of Occupations and Specializations for Labour Market Needs – Summary.

The Polish Classification of Occupations and Specializations for Labour Market Needs (Klasyfikacja Zawodów i Specjalności – KZiS), published in 2014 is a national adaptation of the International Standard Classification of Occupations (ISCO-08) compiled by the International Labour Office, Geneva. ISCO-08 is recommended to EU Member States by EUROSTAT to use in statistical surveys.

The Polish Classification of Occupations was introduced by the ordinance of the Minister of Labour and Social Policy on 7th August, 2014 with amendments.

Information regarding names of occupations and specializations with referring 6-digit codes, and correspondence tables between KZiS 2018 as amended and KZiS 2025 and ISCO-08 are available on the Public Employment Services' web site (www.psz.praca.gov.pl). There is also a browser enabling finding descriptions of groups and occupations and specializations.

ISCO-08 and KZiS organise occupations in a hierarchical framework. They are based on two main concepts: the concept of kind of work performed – defined as a set of tasks or duties designed to be executed by one person – and the concept of skill, defined as the skill level – the degree of complexity of constituent tasks – and skill specialisation – the field of knowledge required for competent performance of the constituent tasks.

At the most aggregate level, the classifications define four skill levels, which correspond to the major occupational groups. These skill levels are operationalized in terms of the educational categories and levels of the International Standard Classification of Education (ISCED 2013). However, using ISCED categories to define skill levels does not imply that the skills necessary for a given job can only be acquired through formal education. These skills may also be gained through informal training and experience.

All classification items are provided with numerical symbols (Arabic numerals). Similar to the ISCO-08 standard and the European Classification of Skills, Competences, Qualifications and Occupations ESCO (based on ISCO-08), major groups are marked with a single-digit symbol, sub-major groups - two-digit, minor groups - three-digit, unit groups - four-digit. The six-digit symbol (not present in ISCO-08) was assigned to specific professions or specializations within unit groups.

All groups of professions / specializations have been assigned levels assigned to qualifications appropriate for the majority of occupations within a given PQF group and the European Qualifications Framework (EQF), marked with Roman numerals.

KZiS 2025 is a hierarchical classification comprising five levels: major groups (10), sub-major groups (43), minor groups (134), unit groups (445) and occupations and specializations (2583).

In order not to lose the comparability with ISCO-08, the ambition has been to minimise the changes on the three highest levels.

Tabele 1. KZiS major groups with number of sub-groups, skill and qualification levels¹:

No	Major groups	Sub-major groups	Minor groups	Unit groups	Occupations and specializations	ISCO-08 skill level	ISCED 2013 qualification level	PRK levels
1	Legislators, senior officials and managers	4	11	31	173	3, 4	3, 4, 5, 6, 7, 8	IV, V, VI, VII, VIII

2	Professionals	6	31	99	723	4	5, 6, 7, 8	VI, VII, VIII
3	Technicians and associate professionals	5	20	87	545	3	3, 4	IV, V
4	Clerks	4	8	27	71	2, 3	3, 4	IV, V, VI
5	Service workers and shop sales workers	4	13	39	140	2, 3	3, 4	III, IV, V
6	Skilled agricultural and fishery workers	3	9	17	54	2	2, 3	II, III, IV
7	Craft and related trades workers	5	14	69	412	2	2, 3	II, III, IV
8	Plant and machine operators and assemblers	3	14	41	350	2	2, 3	II, III, IV
9	Elementary Occupations	6	11	32	112	1, 2, 3	1, 2, 3	II, III
10	Armed forces	3	3	3	3	2, 3, 4	2, 3, 4, 5, 6, 7, 8	III, IV, V, VI, VII, VIII
Totals:		43	134	445	2583			

Skill levels:

In KZiS, just like in ISCO-08, four broad levels of competence were defined regarding to the levels of education described in the Classification ISCED 2013:

1. The first level of competences corresponds to the first level of education ISCED, which is obtained in primary school.

2. The second level of competences corresponds to the second and third levels of ISCED education which are obtained in general and vocational secondary schools as well as through the dual vocational education system (vocational practice).

3. The third level of competences corresponds to the fourth level of education ISCED, which is obtained in post-secondary schools as well as to the third level of education ISCED, obtained in technical secondary schools.

4. The fourth level of competences corresponds to the fifth level of education ISCED, which is obtained in post-secondary schools, to the sixth level obtained in universities, technical universities and colleges (bachelor's degree), to the seventh level obtained in universities (master's degree) as well as to the eighth level of education, obtained in postgraduate studies.

Classifying professions and specializations requires knowledge of the characteristics and levels identified in the Polish Qualifications Framework (PQF), which are described in terms of learning outcomes: knowledge, skills and social competences. The Polish Qualifications Framework, just like the European Qualifications Framework, has eight levels, each of which presents general requirements that must be met in order to qualify at a given level. Pursuant to the Act on PQF, the levels of partial qualifications are assigned based on a comparison of the characteristics specified for PQF levels with the learning outcomes required for a given qualification. In contrast, PQF levels of full qualifications are indicated directly in the Act on PQFⁱⁱ:

level 1 - is assigned to a full qualification awarded after completing a six-year primary school, a first-degree music school, and a six-year general music school of the first degree;

level 2 - is assigned to full qualifications awarded after completing the eight-year primary school, gymnasium;

level 3 - is assigned to full qualifications awarded after graduating from a basic vocational school, a first-stage sectoral school, a basic vocational school or a first-stage sectoral school after passing the apprentice exam in professions included in the classification of vocational education professions;

level 4 - is assigned to full qualifications awarded after graduating from secondary school and receiving a secondary school-leaving examination certificate (high school diploma, technical secondary school, second-stage sectoral school, diploma confirming vocational qualifications after graduating from a second-stage sectoral school);

level 5 - is assigned to full qualifications awarded after graduation from post-secondary school, teacher training college, foreign language teacher training college, college of social workers and after obtaining a certified specialist or certified technologist specialist certificate;

Levels 6-8 are assigned to qualifications awarded in the higher education system, and thus:

level 6 - is assigned to full qualifications awarded after completing first cycle studies (undergraduate and engineering studies);

level 7 - is assigned to full qualifications awarded after completing second-cycle or long-cycle studies;

level 8 - is assigned to full qualifications awarded after completing doctoral studies and obtaining a doctoral diploma.

level 8 - assigned to full qualifications awarded after completing doctoral studies and obtaining a doctoral diploma

Level 6 - 7 is assigned to partial qualifications awarded after completing postgraduate studies.

ⁱ In accordance with the regulation of the Minister of Family, Labor and Social Policy of October 21. 2025 (Journal of Laws 2025, item 1534).

ⁱⁱ Act of 22 December 2015 on the Integrated Qualifications System (Journal of Laws of 2020, item 226), Art. 8.