Q3-2025
Labour market and social shpere

Labour market and social sphere
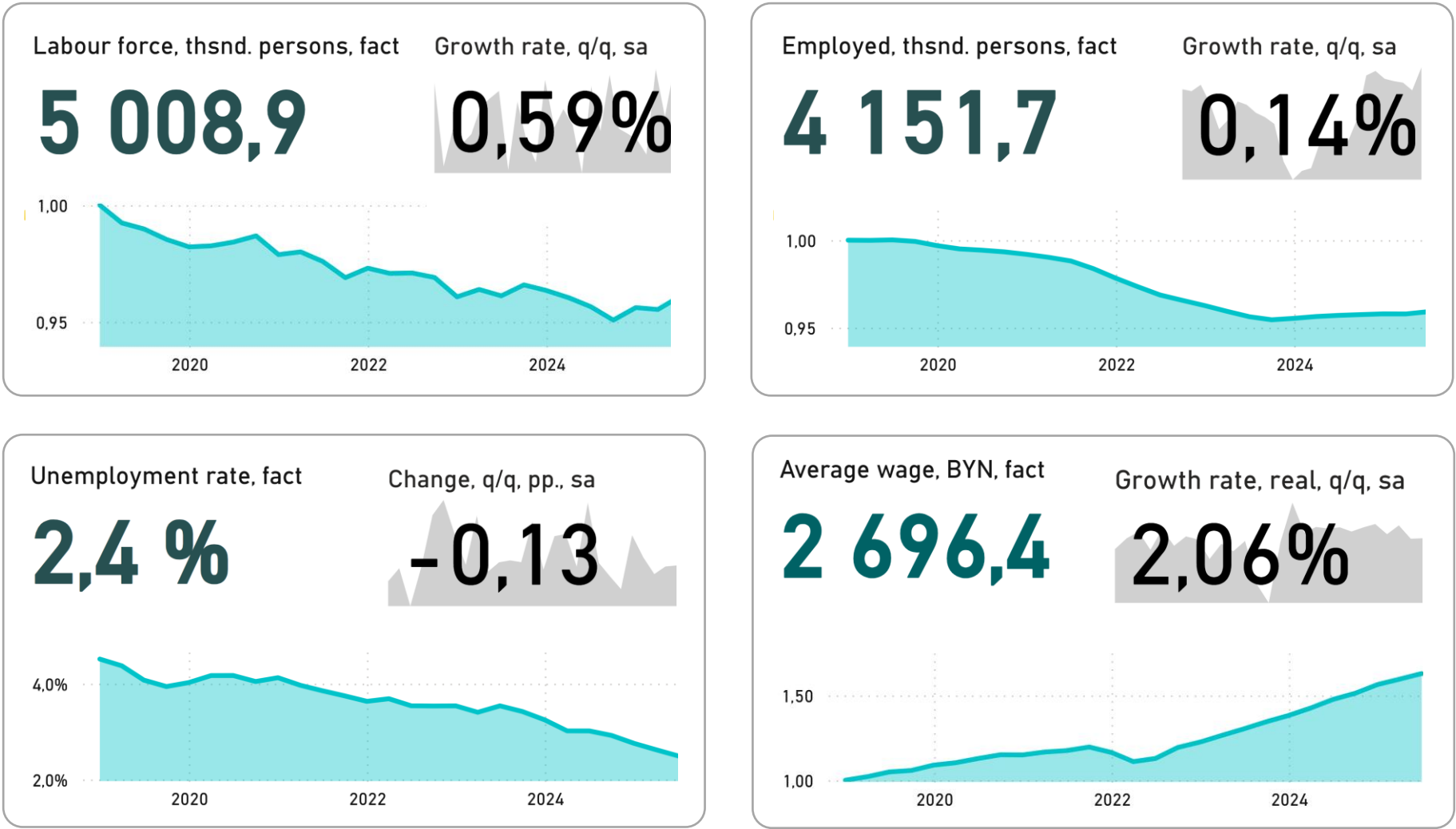## Q3-2025

Key findings

- Employment in the economy increased by **0,14%** in seasonally adjusted terms, and the average actual employment level reached **4151,7 thsnd**. persons.
- The unemployment rate decreased. By the end of the quarter, a new historical minimum of **2,4%** was reached.
- In the quarter under review, the number of new hires exceeded terminations by slightly more than **3,7 thsnd.** persons; there was a strong increase in additionally introduced workplaces, which resulted in **6,4%** growth to the previous quarter in seasonally adjusted terms.
- Active labour market and wage dynamics continued in Minsk City and Minsk Region, while a slowdown was observed in Grodno Region.
- Positive labour market dynamics were observed in Construction. Active movement also continued in Other services and Industry, while high employee turnover and a slowdown in the creation of additionally introduced workplaces indicated signs of stagnation in Trade and service, transportation and repair activities, and accommodation and food services. The least active labour markets were in Financial services and Information and communication.
- Labour market conditions remained tight primarily due to the declining unemployment rate.
- The average monthly wage amounted to **2696,4 BYN** in nominal terms for the quarter, and in real terms it increased by **2,06%** comparing to previous quarter, seasonally adjusted. The growth rate of real wages continued to outpace labour productivity growth, although their dynamics showed signs of deceleration.
- The level of wages relative to the average wage in the economy remained unchanged compared with the previous quarter in both the state commercial and budgetary sectors. The share of the payroll number of employees in the state commercial sector also remained approximately at the previous quarter's level..

The labour market maintained a certain level of stability

Key Labour Market Indicators in Q3-2025

Labour force, thsnd. persons, fact	Growth rate, q/q, sa
5 008,9	**0,59%**

Employed, thsnd. persons, fact	Growth rate, q/q, sa
4 151,7	**0,14%**

Unemployment rate, fact	Change, q/q, pp., sa
2,4 %	**-0,13**

Average wage, BYN, fact	Growth rate, real, q/q, sa
2 696,4	**2,06%**

Notes. 1) The cards display actual values of the indicators; base indices (Q1-2019 = 1), unemployment dynamics, and growth rates are presented in real terms, seasonally adjusted[1]. 2) The average wage is reported for registered staff and external part-time workers. Source: Compiled basing on Belstat data.
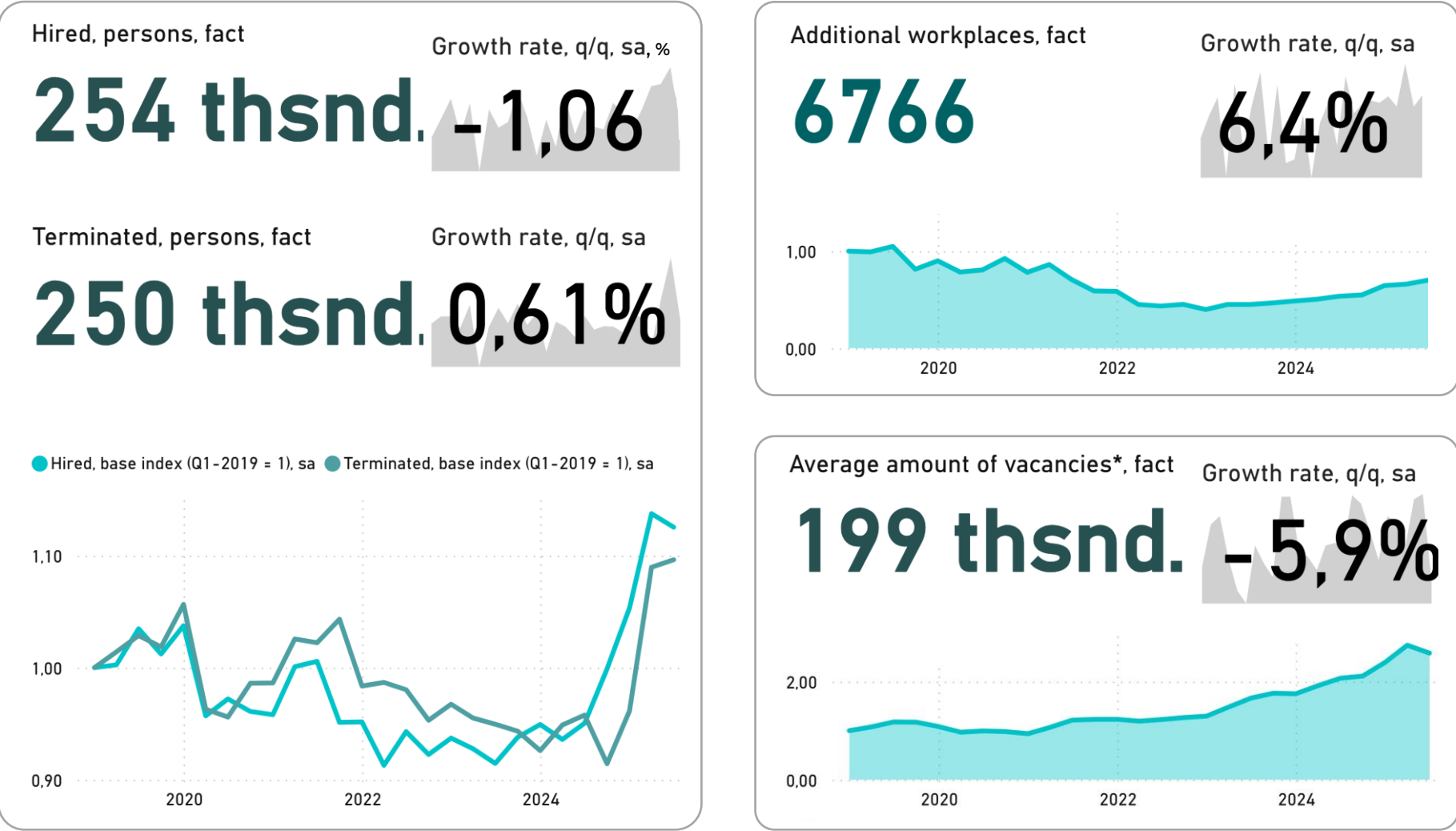
Employment in the economy stabilized. In Q3-2025, the average employment showed a slight increase: in absolute terms by 3,3 thsnd., or 0,14% seasonally adjusted, compared with the previous quarter. The labour force, in turn, grew slightly faster: according to the labour force survey, seasonally adjusted, it increased by 0,59% over the quarter. The overall trend, both in terms of the labour force and employment, remained stable with a slight upward tendency.

The unemployment rate continued to decline. According to the labor force survey of households, in Q3-2025 the unemployment rate reached a new historical minimum of 2,4% in absolute terms. The continued decline in unemployment indicates that, despite the current stabilization of employment, the issue of labour resource scarcity persists.

The growth of real wages continued, but a trend toward slower growth than before emerged. In Q3-2025, the increase in the average wage in real terms amounted to slightly over 2%. Despite the sustained high growth rates of real wages, the overall trend in 2025 showed a deceleration, partly due to accelerating inflationary processes.

Levels of new hires and terminations remained high

The Labor Market Dynamics in Q3-2025

Hired, persons, fact
254 thsnd. Growth rate, q/q, sa, % **–1,06**

Terminated, persons, fact
250 thsnd. Growth rate, q/q, sa **0,61%**

● Hired, base index (Q1–2019 = 1), sa ● Terminated, base index (Q1–2019 = 1), sa

Additional workplaces, fact
6766 Growth rate, q/q, sa **6,4%**

Average amount of vacancies*, fact
**199 thsnd.** Growth rate, q/q, sa **–5,9%**

*Notes. 1) The cards display the actual values of indicators; growth rates and base indices (Q1-2019 = 1) are presented in real terms, seasonally adjusted. 2) * - due to changes in legislation on job vacancy postings[2], the data contains a structural shift. Source: compiled basing on Belstat and Ministry of Labour and Social Defense of Republic of Belarus data.*

In Q3-2025, the number of new hires again exceeded terminations. The positive net of new hires over terminations during the period under review amounted to more than 3,7 thsnd. persons in absolute terms, while the dynamics of both indicators in seasonally adjusted terms continued to demonstrate a trend of record-high levels. Part of the sustained activity can be explained by the ongoing transition of individual entrepreneurs to the status of legal entities.

The number of new hires for additionally introduced workplaces continued to grow. In Q3-2025, after maintaining previous growth rates, the number of hires for newly created workplaces increased by 6,4% compared with the previous quarter, seasonally adjusted, reaching the level of the same period in 2021. This may, in part, also reflect the ongoing effects of changes in entrepreneurship legislation.

For the first time in a long period, the average number of vacancies declined. During Q3-2025, the number of vacancies decreased, falling by 5,9% compared with the previous quarter. According to data from the rabota.by survey, applicant activity increased; however, it is too early to speak of a trend reversal or a significant easing of labour market tightness.
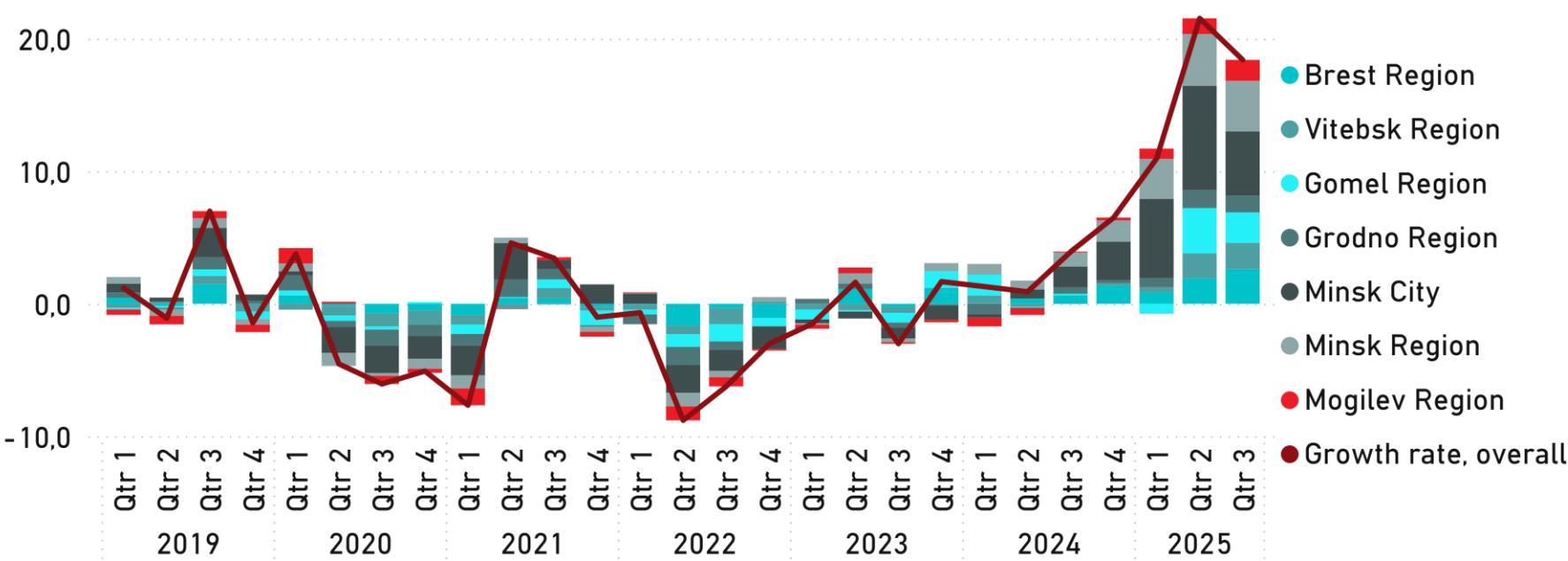
Beveridge curve, QI-2017 - Q3-2025
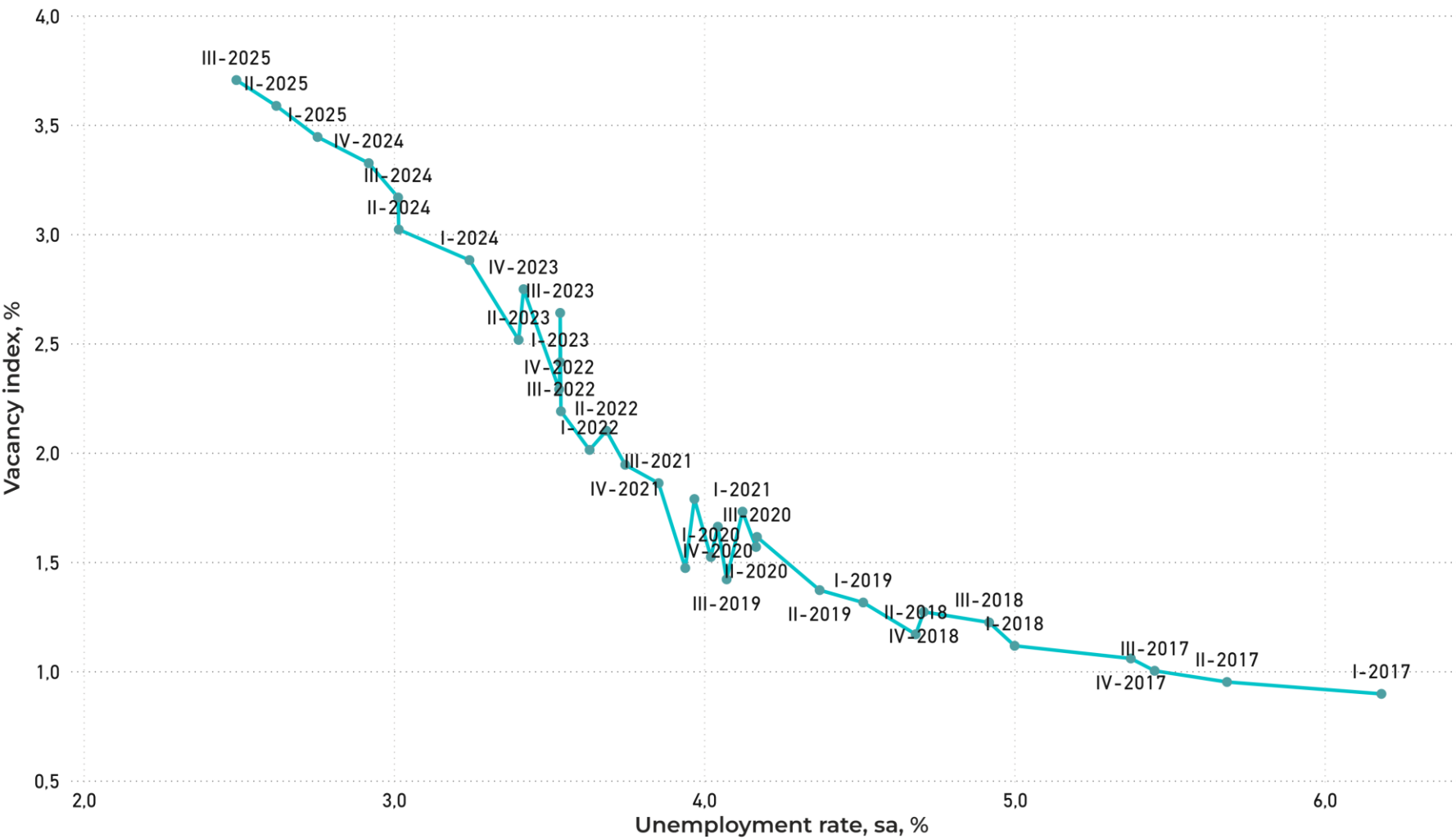
Note. The Beveridge curve reflects labor market tension: movement from the lower right to the upper left corner indicates increasing tension[3]. The vacancy index is calculated as the ratio of the average number of vacancies, smoothed using a one-sided Hodrick–Prescott filter, to the seasonally adjusted labor force. Source: calculated basing on Belstat and Ministry of Labour and Social Defense of Republic of Belarus data.

Despite the decline in the number of vacancies, which partly reflects a partial fulfillment of staffing needs, the labour market remained tight. In Q3-2025, labour-market tightness did not ease due to the continued decline in the unemployment rate, and, as noted earlier, it is too early to speak of a trend reversal in the labour market — such a reversal would be indicated by the absence of a significant increase in vacancies and the stabilization of unemployment over several subsequent quarters. The persistence of labour-market tightness continues to reflect the reality of workforce shortages and, together with sustained levels of new hires and terminations, signals primarily a continued high employee turnover rather than a long-term closure of organizations' staffing needs.
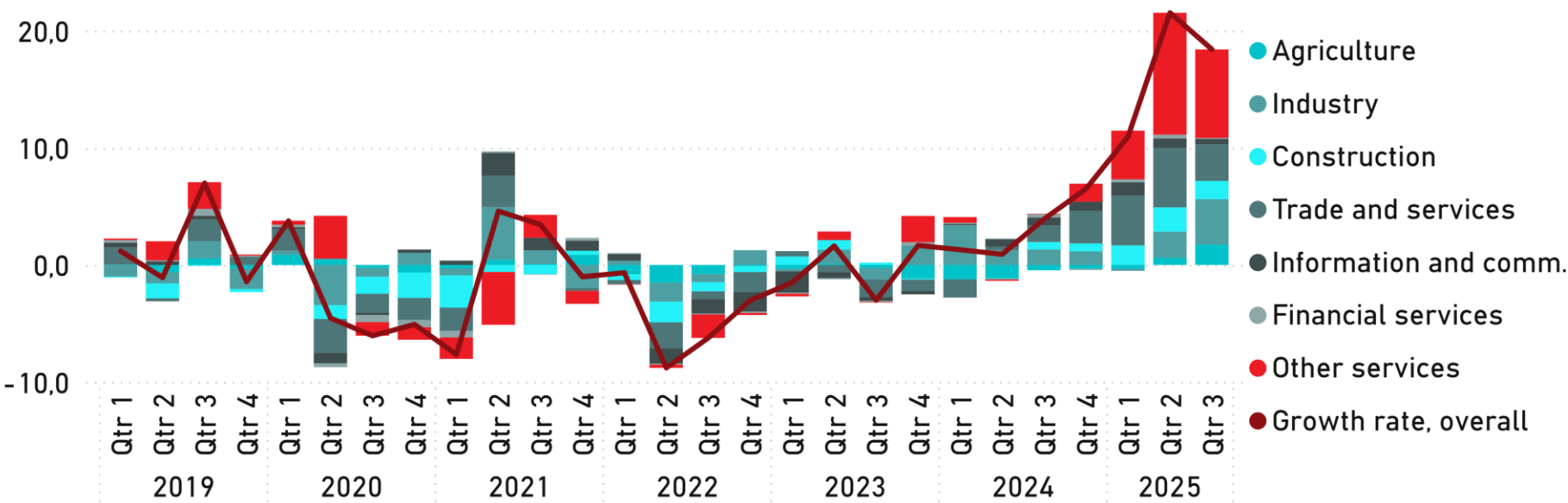
The increase in new hires was driven by growth across all regions and all sectors[4]. In Q3-2025, the indicator rose by 18,40% compared with the same quarter of the previous year. Among regions, Minsk City (4,84 pp.) and Minsk Region (3,82 pp.) continued to lead in contribution, together accounting for 47,1% of the total increase. The smallest increase in new hires was observed in Grodno Region (1,27 pp.). Among sectors, Other services (7,56 pp.) continued to lead in hiring, followed by Industry (3,88 pp.), together accounting for 62,2% of the total increase. At the same time, the least active growth in hiring was observed in Financial services (0,09 pp.) and Information and communication (0,46 pp.).

Hires growth rates decomposition
q/q same period of previous year, %, including:

by regions

Legend:
- Brest Region
- Vitebsk Region
- Gomel Region
- Grodno Region
- Minsk City
- Minsk Region
- Mogilev Region
- Growth rate, overall

(X-axis: Qtr 1–4 for 2019, 2020, 2021, 2022, 2023, 2024; Qtr 1–3 for 2025)

by industries

Legend:
- Agriculture
- Industry
- Construction
- Trade and services
- Information and comm.
- Financial services
- Other services
- Growth rate, overall

(X-axis: Qtr 1–4 for 2019, 2020, 2021, 2022, 2023, 2024; Qtr 1–3 for 2025)

Note. Switching to year-over-year growth rates and their decomposition by factors helps address the issue of seasonality; the value of such growth differs from that of the original seasonally adjusted series. Source: Calculated basing on Belstat data.

The number of terminations also increased across all sectors and regions. In Q3-2025, the indicator rose by 14,60% compared with the same quarter of the previous year. As with new hires, the largest contribution to the increase in terminations at the regional level came from Minsk City (4,33 pp.) and Minsk Region (2,36 pp.), together accounting for 45,8% of the total growth, while the smallest contribution was from Grodno Region (1,13 pp.). Among sectors, the main contributions came from Other services (6,33 pp.), Trade and service (3,29 pp.), and Industry (3,22 pp.), together accounting for 87,9% of the increase, whereas the least active terminations were observed in Financial services (0,02 pp.), Agriculture (0,34 pp.), and Information and communication (0,38 pp.).

Terminations growth rates decomposition
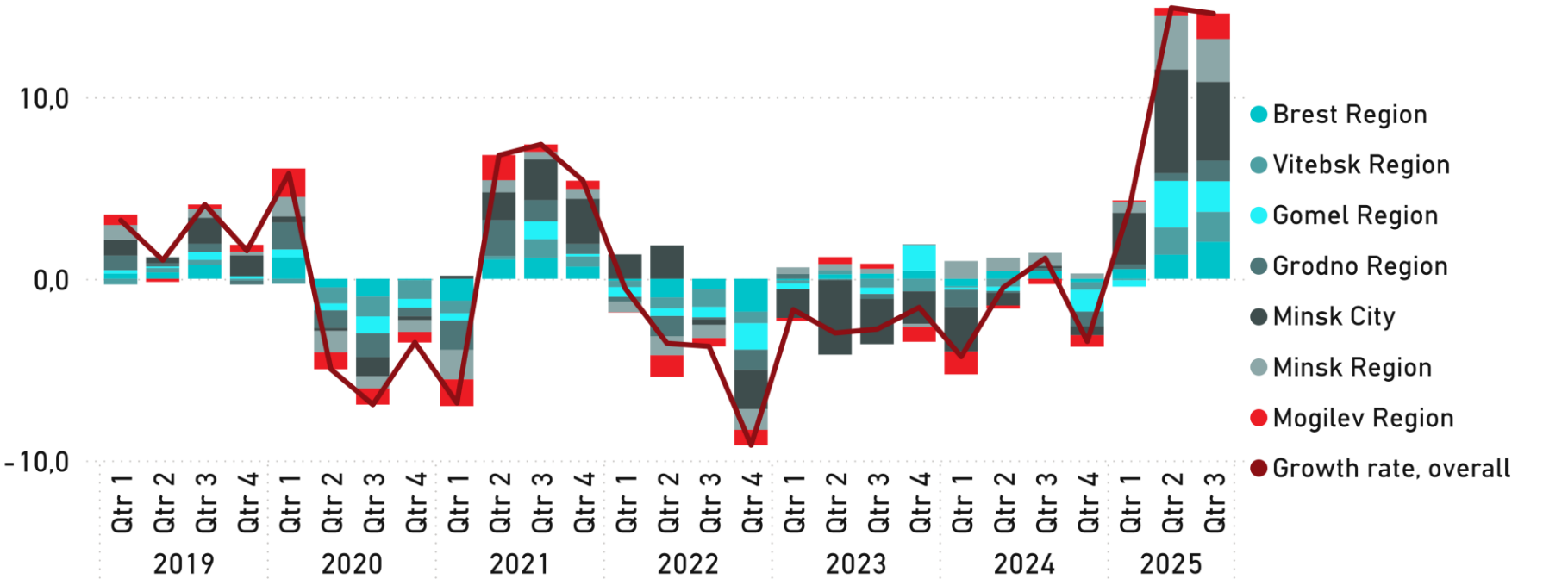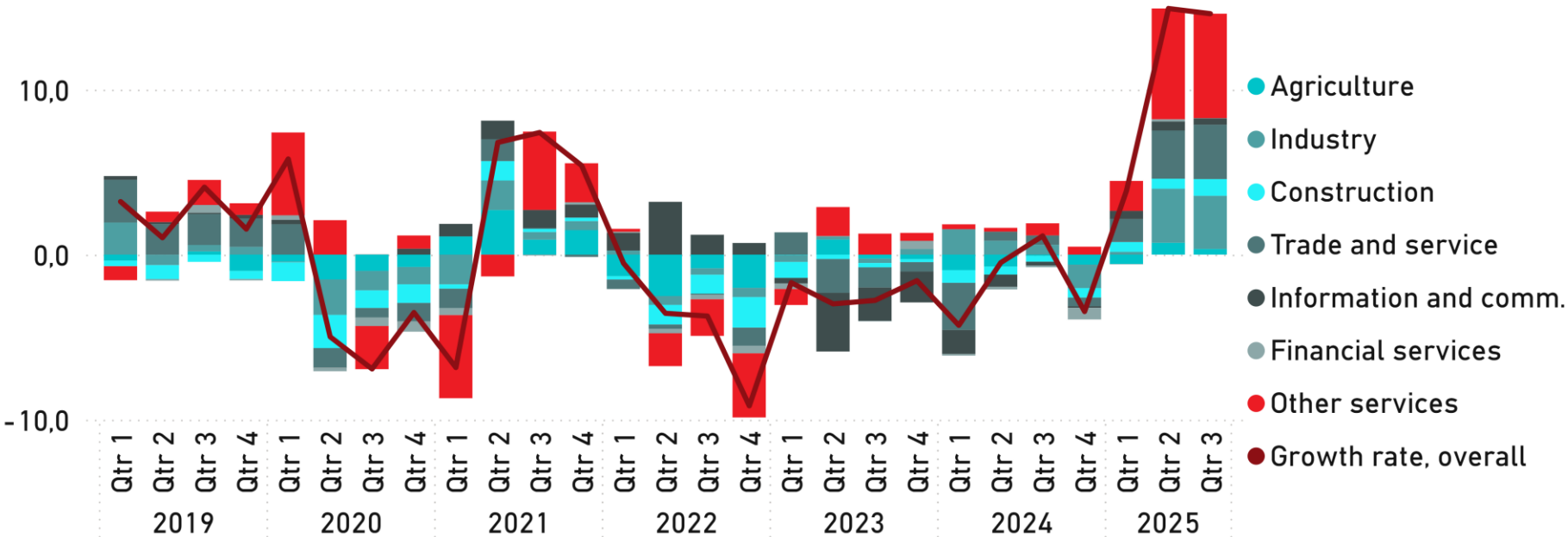q/q same period of previous year, %, including:
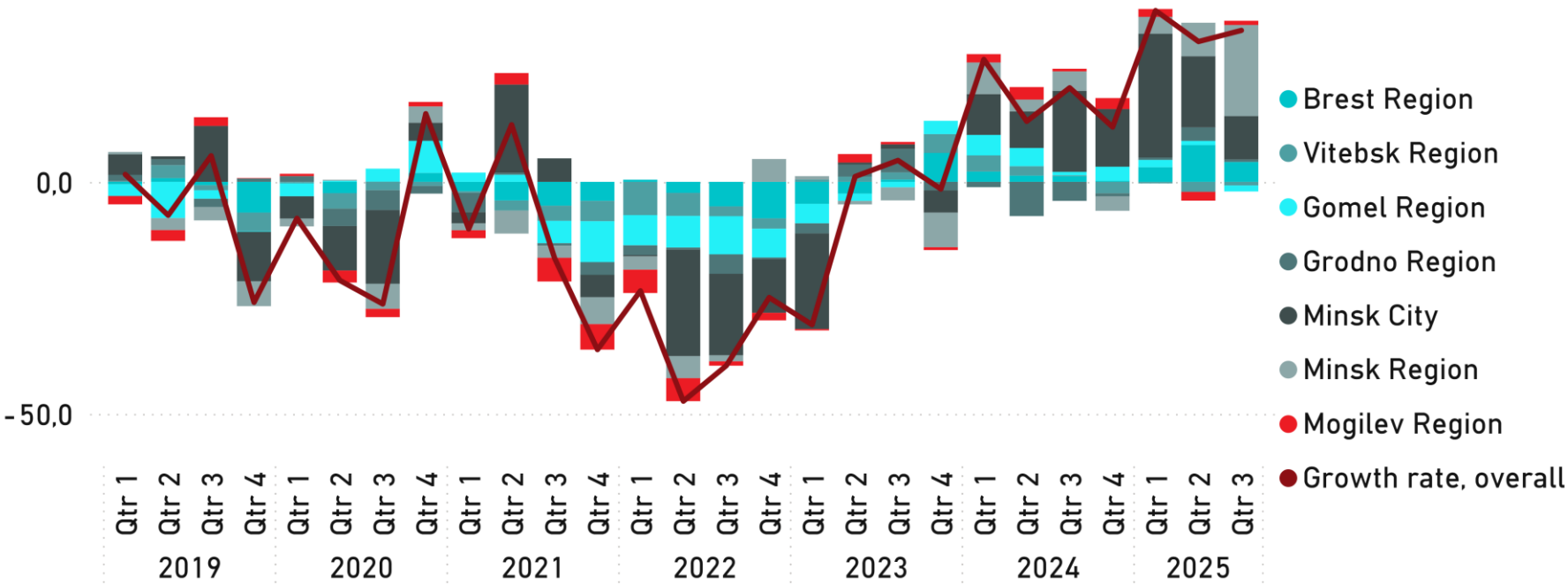
by regions

by industries

Note. Switching to year-over-year growth rates and their decomposition by factors helps address the issue of seasonality; the value of such growth differs from that of the original seasonally adjusted series. Source: calculated basing on Belstat data.

The pace of creating additionally introduced workplaces varied across sectors and regions. In Q3-2025, the number of additionally introduced workplaces increased by 32,64% compared with the same quarter of the previous year; however, the dynamics differed across regions and sectors. At the regional level, for the first time in a long period, Minsk Region led in contribution to the increase (19,64 pp.), surpassing Minsk City (9,35 pp.) by more than twofold. Together, these two regions accounted for 83,5% of the total positive contribution to growth. Stagnation in the creation of additionally introduced workplaces was observed in Gomel Region (-1,29 pp.) and Vitebsk Region (-0,78 pp.). Among sectors, Construction (16,90 pp.) and Industry (12,92 pp.) retained leadership in contribution, together accounting for 67,9% of the total positive contribution. A decline in the creation of additionally introduced workplaces was observed in Trade and service (-9,80 pp.) and Financial services (-0,3 pp.).

Additionally introduced workplaces growth rates decomposition
q/q same period of previous year, %, including:

by regions

by industries
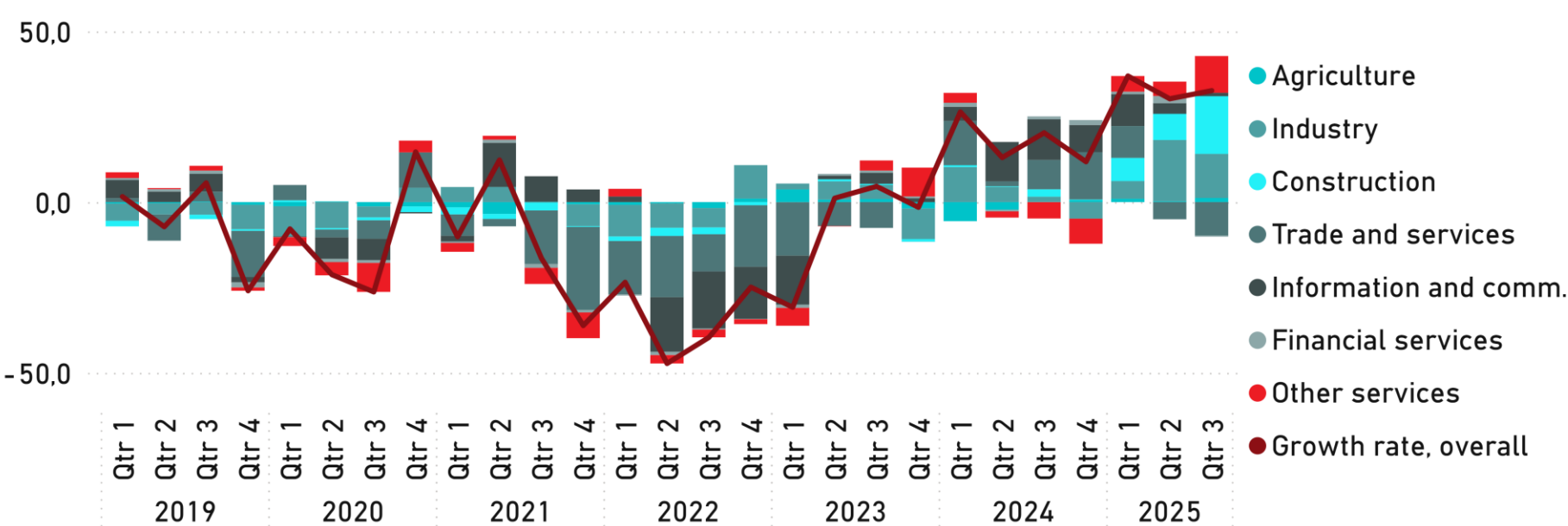
Note. Switching to year-over-year growth rates and their decomposition by factors helps address the issue of seasonality; the value of such growth differs from that of the original seasonally adjusted series. Source: Calculated basing on Belstat data.

Thus, in Q3-2025, labour-market dynamics were mixed. Among regions, the highest activity continued to be observed in Minsk City and Minsk Region, while among sectors, Industry and Other services remained most active. However, despite the growth in additionally introduced workplaces, these regions and sectors experienced intensified employee movement, which may indicate rising turnover. Positive dynamics, with a significant contribution to the creation of additionally introduced workplaces and relatively low employee movement, were observed in Construction. The least active labour market at the regional level was in Grodno Region, and among sectors – in Financial services and Information and communication. With the continued slowdown in the creation of additionally introduced workplaces and relatively high employee movement, there are risks of stagnation in Trade and service.
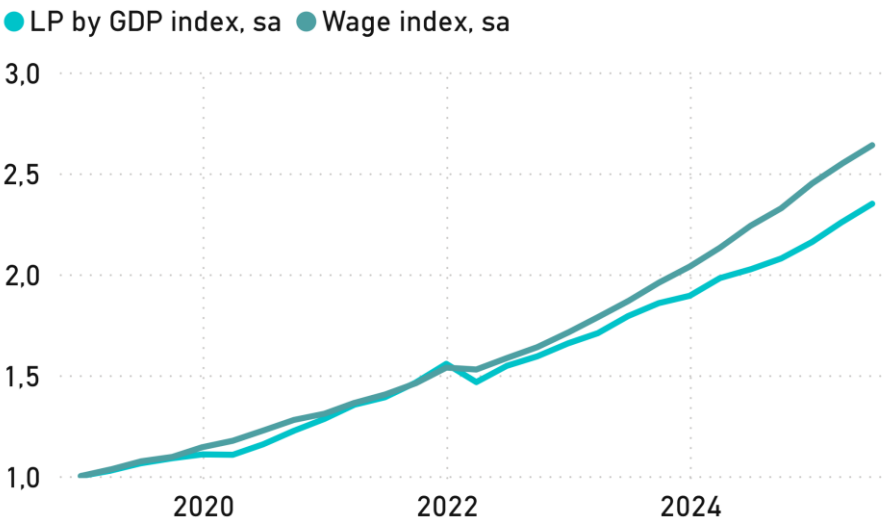
The trend of rising labour-costs continued

Labor productivity and wage dynamics
Base indices (Q1-2019 = 1), seasonally adjusted

in real terms

● LP by GDP index, sa ● Wage index, sa

in nominal terms

● LP by GDP index, sa ● Wage index, sa
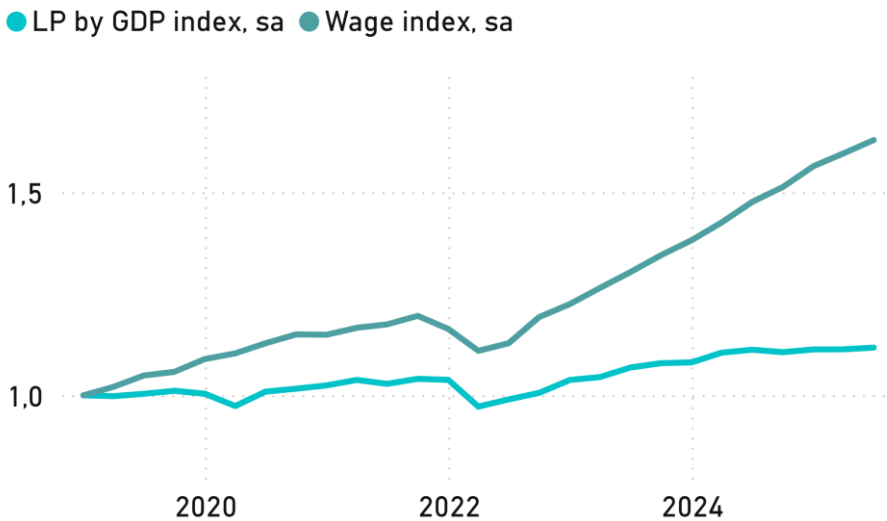
Source: calculated basing on Belstat data.

A significant gap with labour productivity growth (hereafter – LP) persisted. In Q3-2025, the seasonally adjusted average accrued wage in real terms increased by 2,08%, while the seasonally adjusted average LP per GDP in real terms grew by 0,39% compared with the previous quarter. In nominal terms, the wage growth trend remained virtually unchanged and continued to outpace the productivity growth trend, reflecting the ongoing issue of workforce shortages.

Dynamics of shares of compensation of employees and gross mixed income in GDP structure

● Share of compensation of employees in GDP, sa, % ● Share of gross operating surplus and gross mixed income, sa, %
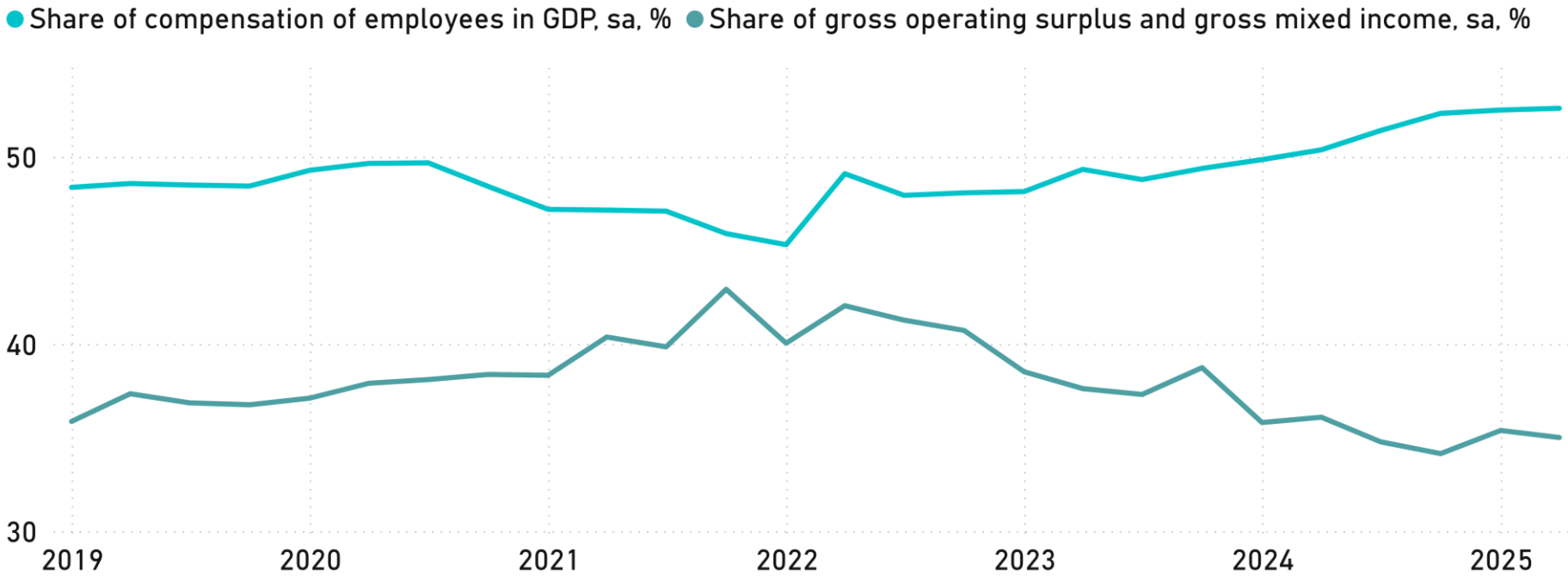
Note: The data are provided with a one-quarter lag due to the publication schedule. Source: calculated basing on Belstat data.

The share of labour costs in GDP remained at a record high. In Q3-2025, the share of wages in GDP amounted to 52,6% of GDP in seasonally adjusted terms. The share of gross profit in GDP slightly declined compared with the previous quarter, reaching 35,0%, while remaining within the range of the lowest values observed during the period under review.
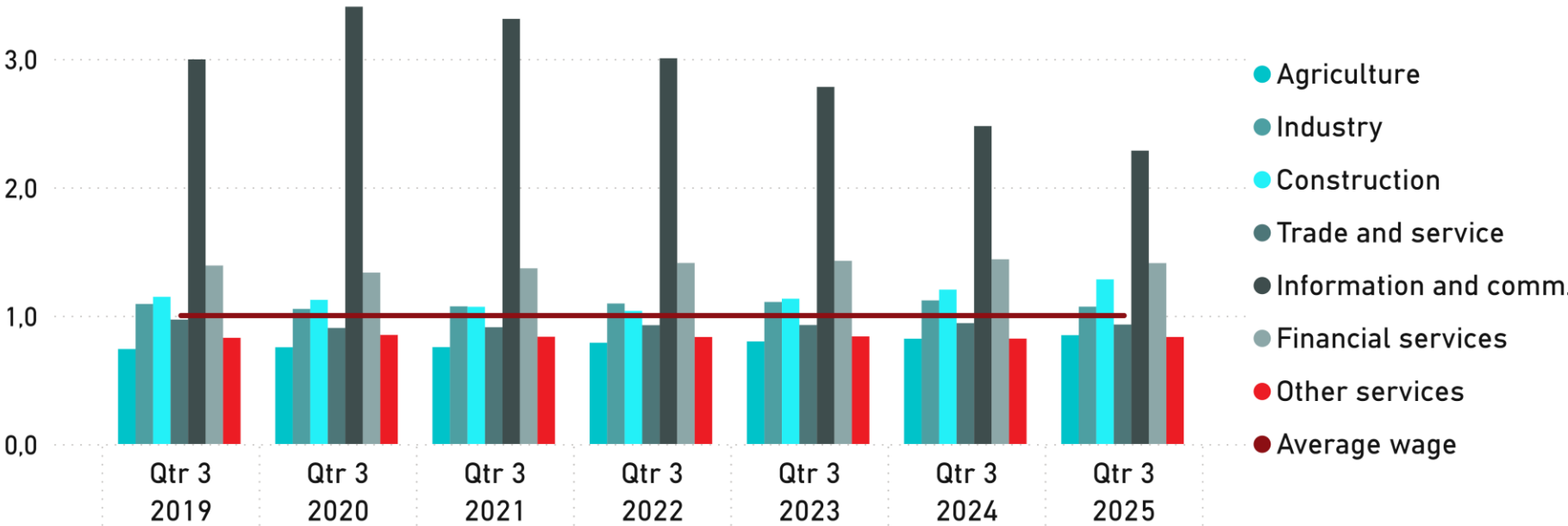
Relative nominal average monthly wage
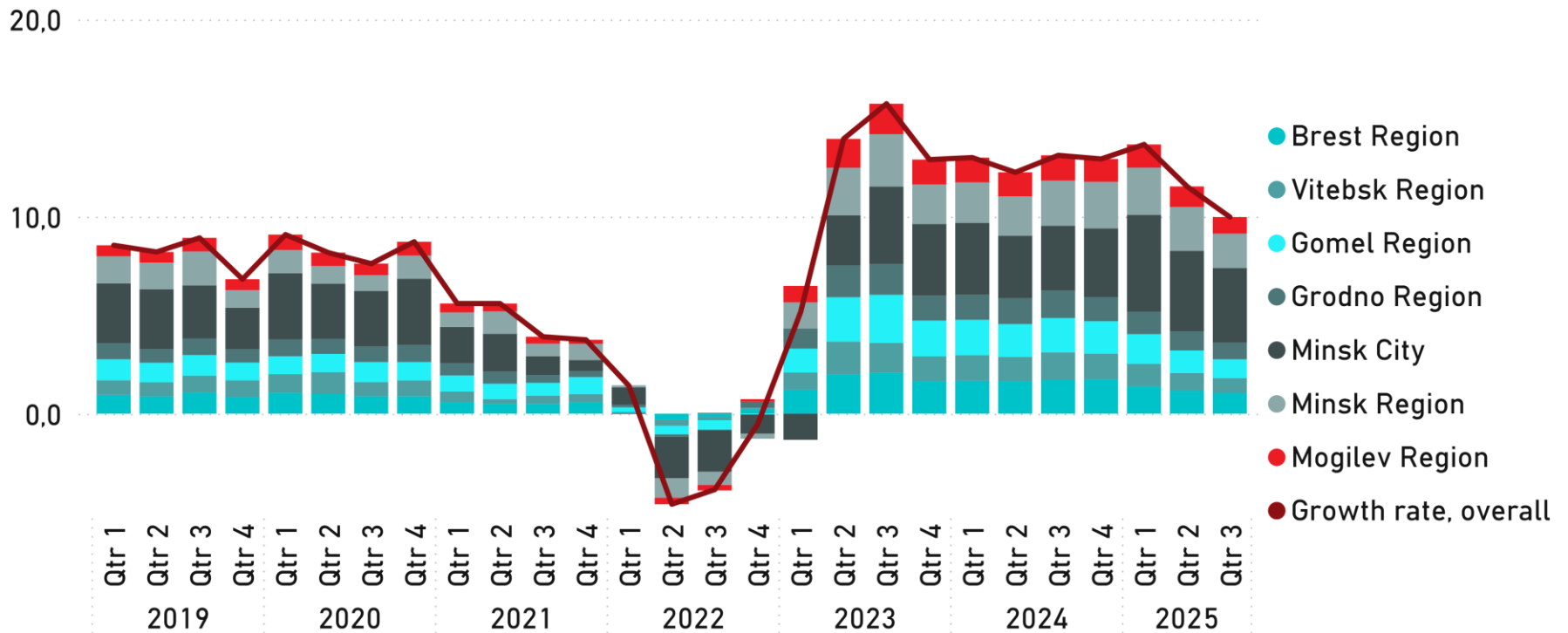Average wage in economy = 1

in regions
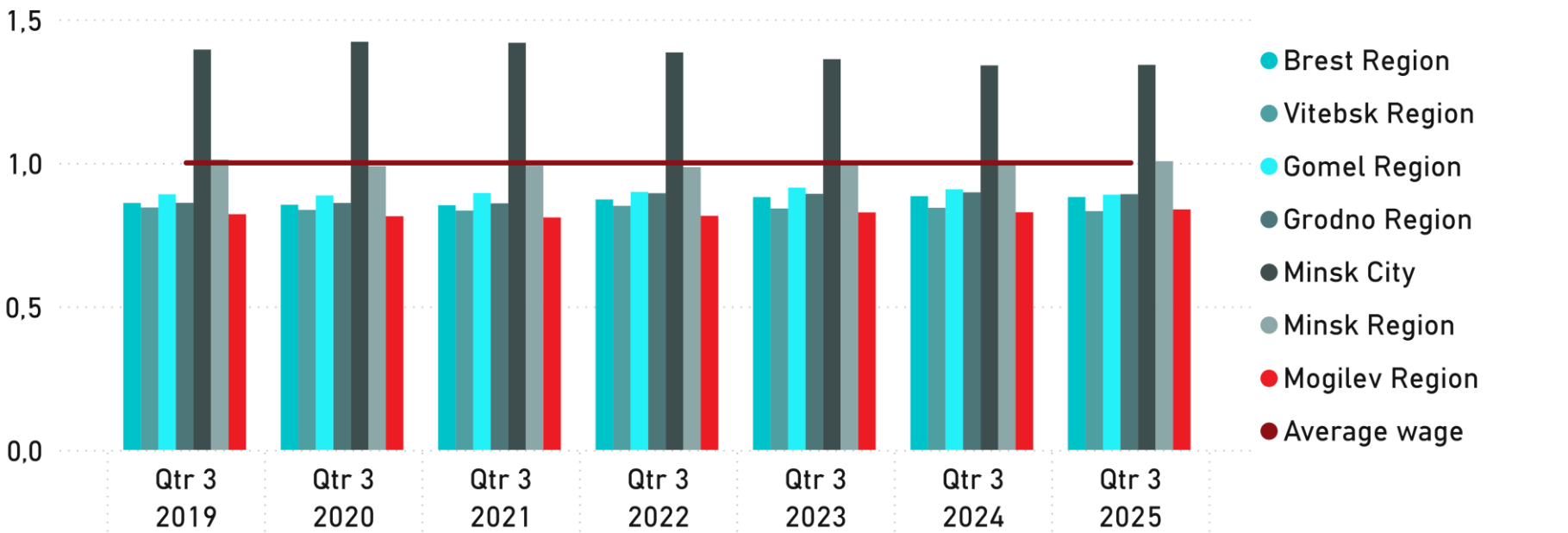
in industries

Note: The relative wage indicator is calculated as the ratio of the nominal accrued average monthly wage in a given sector or region to the corresponding countrywide average, seasonally adjusted. Source: calculated basing on Belstat data.
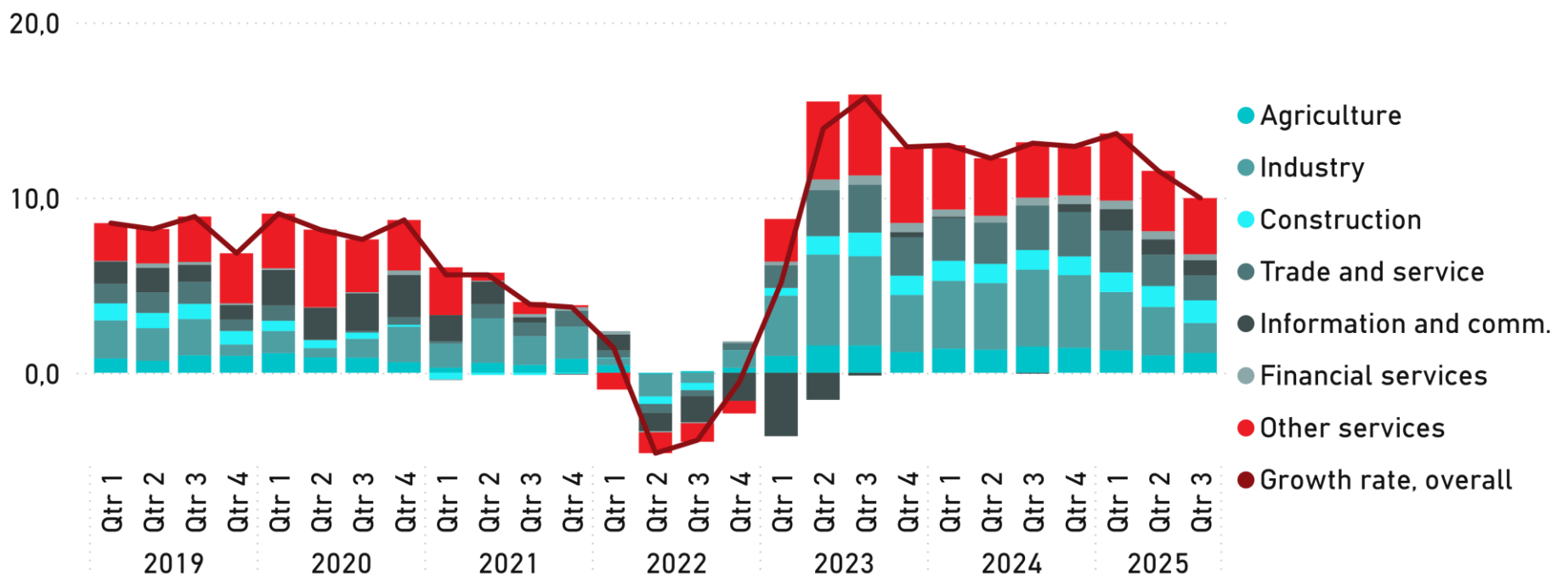
With regional wage ratios remaining unchanged, the most noticeable shifts occurred in specific sectors of the economy. The highest wage levels relative to the economy-wide average were maintained in Minsk City (1,34 times) and Minsk Region (1,01 times); the structure of relative wages remained virtually unchanged compared with the same quarter of the previous year. Among sectors, the highest relative wages continued to be in Information and communication (2,28 times the average wage in the economy), although the downward trend persisted. In Financial services, relative wages declined slightly compared with the same quarter of the previous year. The only sector demonstrating a clear increase in relative wages was Construction, where relative wages reached 1,28 times the average wage in the economy.

Real wage growth decomposition[5]
q/q same period of previous year, %, including:

by regions

Legend: Brest Region, Vitebsk Region, Gomel Region, Grodno Region, Minsk City, Minsk Region, Mogilev Region, Growth rate, overall

by industries

Legend: Agriculture, Industry, Construction, Trade and service, Information and comm., Financial services, Other services, Growth rate, overall

Note. Switching to year-over-year growth rates and their decomposition by factors helps address the issue of seasonality; the value of such growth differs from that of the original seasonally adjusted series. Source: calculated basing on Belstat data.

Despite the overall trend of slowing real-wage growth, wages increased across all regions and sectors. In Q3-2025, the growth of real wages compared with the same quarter of the previous year amounted to 9,97%. Among regions, the largest contributions to the increase in real wages continued to come from Minsk City (3,78 pp.) and Minsk Region (1,75 pp.), while contributions from other regions did not exceed 1,1 pp. and showed no significant differences between them. Among sectors, the main contributions came from Other services (3,21 pp.), Industry (1,71 pp.), and Trade and service (1,42 pp.), together accounting for 63,6% of the total growth. Wages grew the least in Financial services (0,34 pp.) and Information and communication (0,87 pp.).
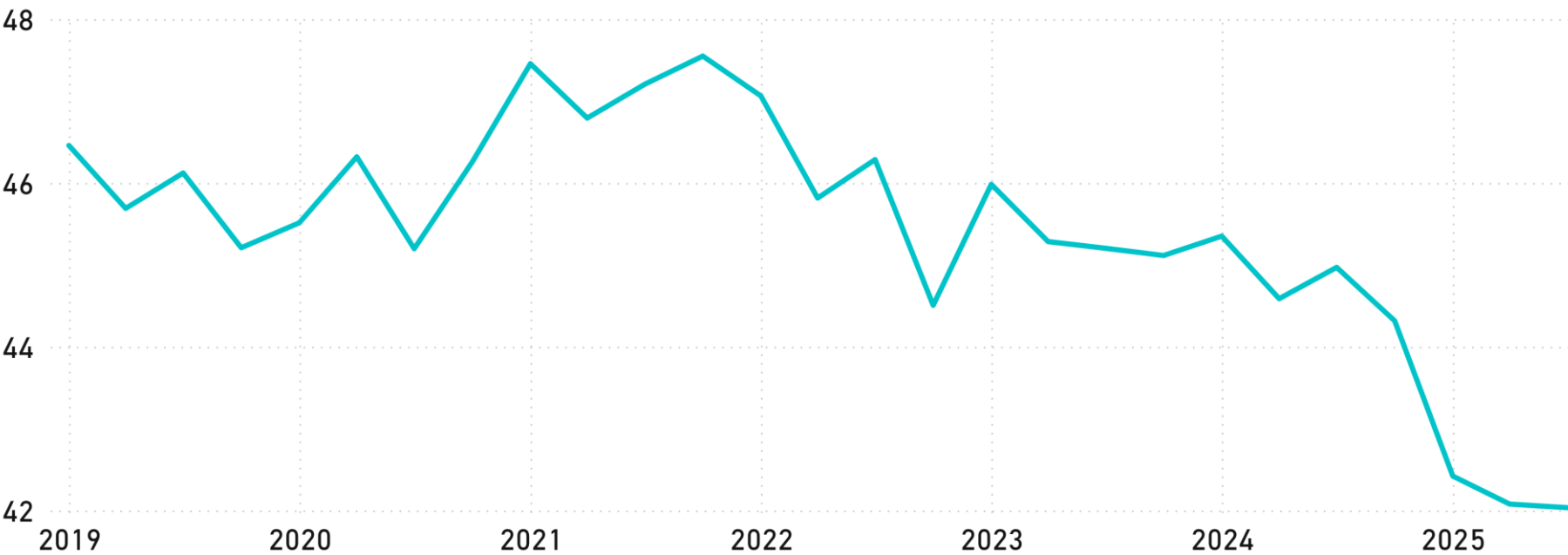
In the state sector, conditions remained virtually unchanged

Relative nominal average wage in state sector

average wage in economy = 1

● in budgetary sector ● in state commercial sector ● average wage
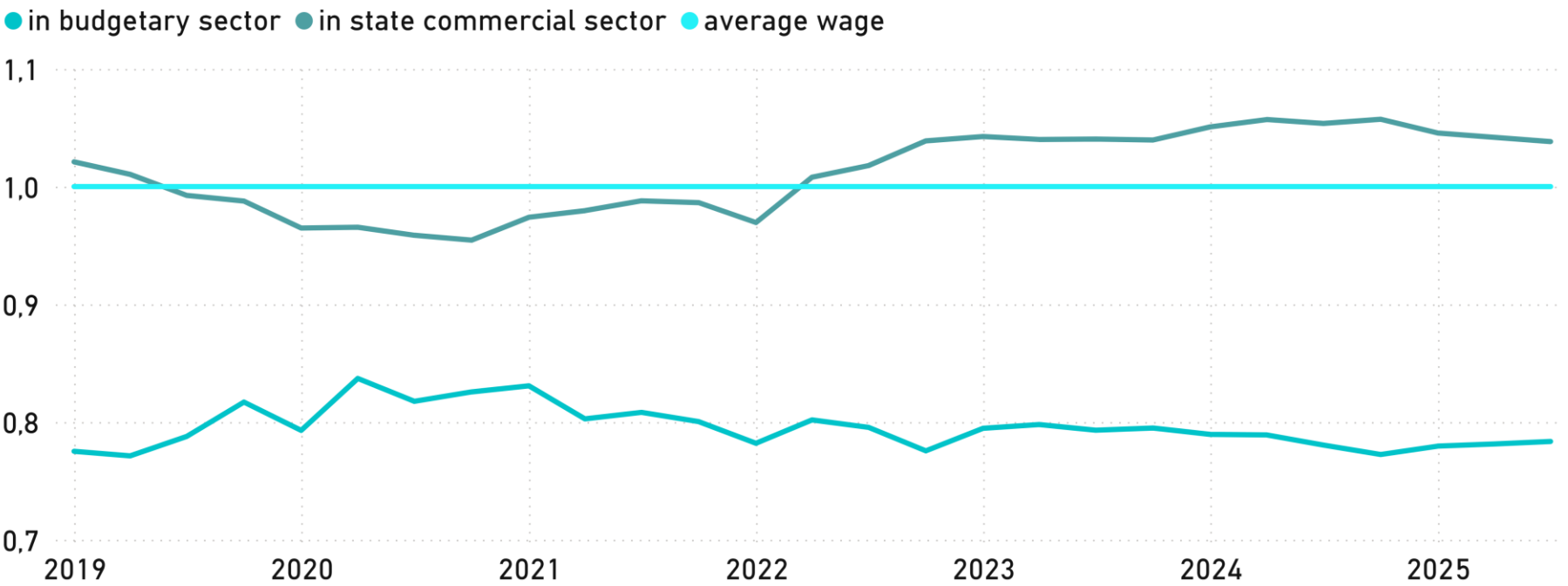
Share of payroll number of employees of state commercial sector in overall payroll number of employees, %

Notes. 1) The public commercial sector refers to commercial organizations with state ownership or a state ownership share. 2) Wage indicators are seasonally adjusted. Source: calculated basing on Belstat data.

The state sector showed little dynamic change. Relative wages in the state commercial sector remained at the same level as in the previous quarter, reaching 1,04 times the average wage in Q3-2025 in seasonally adjusted terms. In real terms, wages in the state commercial sector followed the same trend as in the previous quarter, growing slightly slower than the economy-wide average – the quarterly increase amounted to 1,71% compared with 2,06% for the average wage in the economy in seasonally adjusted terms. Employment in the state commercial sector continued to remain at the lowest level observed during the period, yet unchanged: the share of payroll number of employees in the state commercial sector amounted to 42,0% of the total payroll number of employees in the economy in Q3-2025. In the budgetary sector real-wage growth was slightly faster than the economy-wide average, reaching 2,34% in seasonally adjusted terms. In relative terms, wages in the budgetary sector remained at the previous level, amounting to 78,0% of the average wage in the economy.

Notes and Comments

[1] Seasonal adjustment is applied to remove the seasonal component from the data, which does not carry significant information but can distort the true trend. The seasonal adjustment procedure is performed using JDemetra+ software with the X13-ARIMA-SEATS or TRAMO-SEATS methods, depending on the quality of the series adjustment. Explanations regarding the seasonal adjustment methods are available upon request.

[2] For more detailed information on the changes in legislation regarding job vacancy postings, please refer to the source (available in Russian only).

[3] Labour market tightness refers to a situation where, despite the increase in the number of vacancies, the labour supply remains relatively low, leading to a shortage of workers. A tight labour market is characterized by low unemployment and high demand for labour, which creates difficulties for firms in finding and hiring new employees.

[4] In the bulletin the types of economic activities listed in the Nomenclature of Economic Activities (hereinafter – NACE-2011) have been grouped into industrial categories. The correspondence table between industrial groups and types of economic activities is provided below.

Industrial group	Economic activities according to NACE-2011 classification, included in industrial group
Agriculture	A «Agriculture, forestry and fishing»
Industry	B «Mining and quarrying», C «Manufacturing», D «Electricity, gas, steam, hot water and air conditioning supply», E «Water supply; waste management and remediation activities»
Construction	F «Construction»
Trade and service	G «Wholesale and retail trade; repair of motor vehicles and motorcycles», H «Transportation, storage, postal and courier activities», I «Accommodation and food service activities»
Information and communication	J «Information and communication»
Financial services	K «Financial and insurance activities», L «Real estate activities»
Other services	M «Professional, scientific and technical activities», N «Administrative and support service activities», O «Public administration», P «Education», Q «Human health and social work activities», R «Arts, sports, entertainment and recreation», S «Other service activities»

[5] The model for real wage growth decomposition by regional (industry) factors is as follows:

$$\Delta W_t = \frac{\sum_{i=1}^{n} WF_{i,t}}{\sum_{i=1}^{n} PNE_{i,t}} \Bigg/ \frac{\sum_{i=1}^{n} WF_{i,t-4}}{\sum_{i=1}^{n} PNE_{i,t-4}} \times 100 - 100,$$

where:

i – regional (industrial) index;

t – reporting quarter index;

ΔW_t – value of the average real wage growth in the reporting quarter;

$WF_{i,t}$ – real wage fund in the region (industry) in the reporting quarter;

$PNE_{i,t}$ – payroll number of employees in the region (industry) in the reporting quarter.