

Commuting to work in Mazowieckie Voivodship in the light of the results of the 2021 Census

18 March 2024

730.9 thousand

Number of persons commuting to work outside their gmina of residence

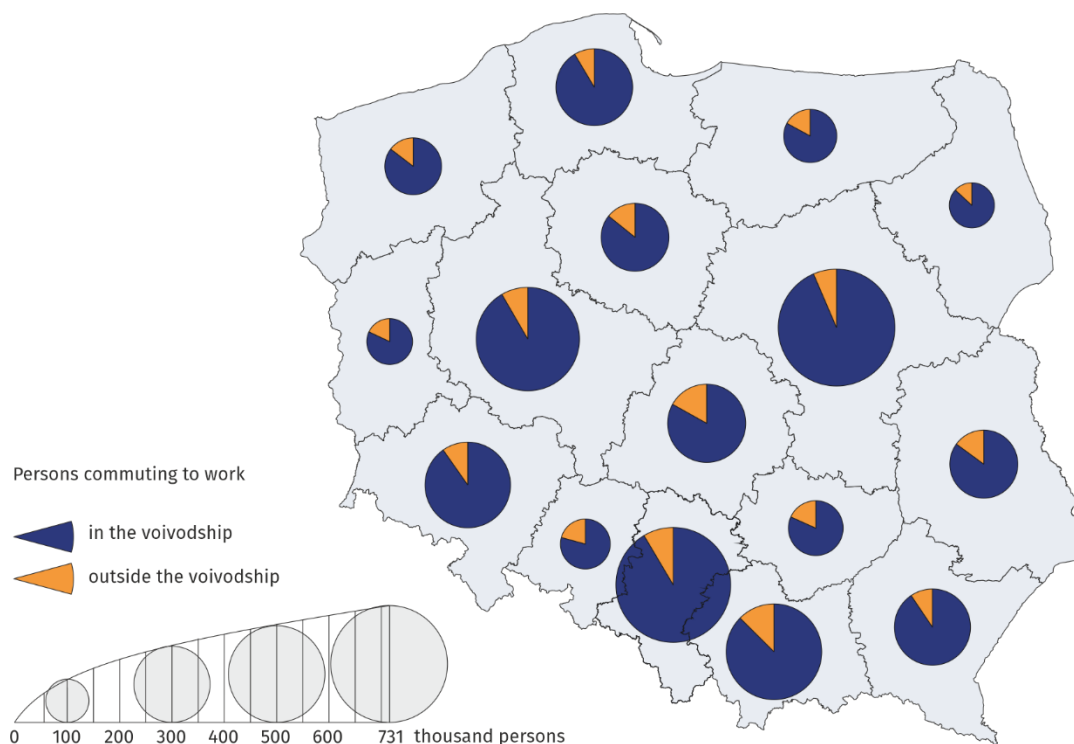
In Mazowieckie Voivodship in 2021, 730.9 thousand employees commuted to work outside their gmina of residence, which constituted 14.1% of all commuters in the country. There were more incoming commuters than outgoing ones, and the ratio of work-related commuting flows was 3.67 and was the highest in Poland.

Information on commuting to work is the result of a statistical survey using data collected from respondents as part of the National Census 2021 and data from administrative registers (Social Insurance Institution and the Ministry of Finance). The input population for the commuting survey was the group of contract workers (determined on the basis of population according to the [national definition](#)). In accordance with the adopted research methodology, flows between gminas in a given voivodship and other voivodships were taken into account, including between the urban and rural parts in all urban-rural gminas.

Persons commuting to work

In 2021, 730.9 thousand employees commuted to work outside their gmina of residence in Mazowieckie Voivodship. Of all those commuting to work in Poland, the largest number lived in Mazowieckie Voivodship (14.1%).

Map 1. Persons commuting to work by voivodships in 2021



Paid employees are persons whose source of income are wages and salaries from employment relationship, service relationships from outwork, as well as cash benefits from social insurance paid by the workplace.

Commuters are employees whose gmina of residence is different from the gmina in which their workplace is located

The largest share of commuters in the country was recorded in Mazowieckie Voivodship (14.1%), followed by the Śląskie and Wielkopolskie voivodships. The majority (93.5%) of commuting took place within the administrative borders of the voivodship

In Mazowieckie Voivodship, as in most voivodships, the majority of commuters to work were persons living in rural areas. Their share was 55.7% and was lower than the average in the country (58.5%). Rural residents were more mobile when commuting within the voivodship (56.4% of them in this group). However, among those commuting to work outside the area, urban residents had a slight advantage (54.4% compared to 45.6%). From the perspective of the workplace, cities were the destination for most employees. The percentage of Masovian population commuting to work to cities was 76.0% and was one of the six highest in the country (with an average of 74.9%), so consistently the percentage of persons commuting to work to rural areas was among the lowest (24.0% compared to 25.1% average in Poland).

Residents of rural areas commuted to work more often. Among those moving within the voivodship, their share was 56.4%

Table 1. Commuters to work in Mazowieckie Voivodship by workplace location, sex and place of residence in 2021

Specification	Persons commuting to work		
	total	intravoivodship	intervoivodship
Total	730937	683759	47178
men	369082	340593	28489
women	361855	343166	18689
Urban areas	323960	298272	25688
Rural areas	406977	385487	21490

In all voivodships, men were more likely to decide to commute to work. In Mazowieckie Voivodship, their share in the total number of commuters was the lowest among the voivodships and amounted to 50.5% (the average in the country was 52.8%). Women predominated among those commuting to work inside Mazowieckie Voivodship, while outside its borders the majority were men (50.2% vs. 60.4%, respectively).

The most mobile were persons aged 35–44 and 25–34. Men were more likely to decide to commute to work

Table 2. Persons commuting to work in Mazowieckie Voivodship by sex and age in 2021

Age groups	Total	Men	Women
Total	730937	369082	361855
in % of the total			
24 years and less	9.1	9.2	9.1
25–34	24.3	23.4	25.1
35–44	29.2	28.5	30.0
45–54	22.0	21.4	22.7
55–64	12.8	14.3	11.3
65 years and more	2.5	3.1	1.9

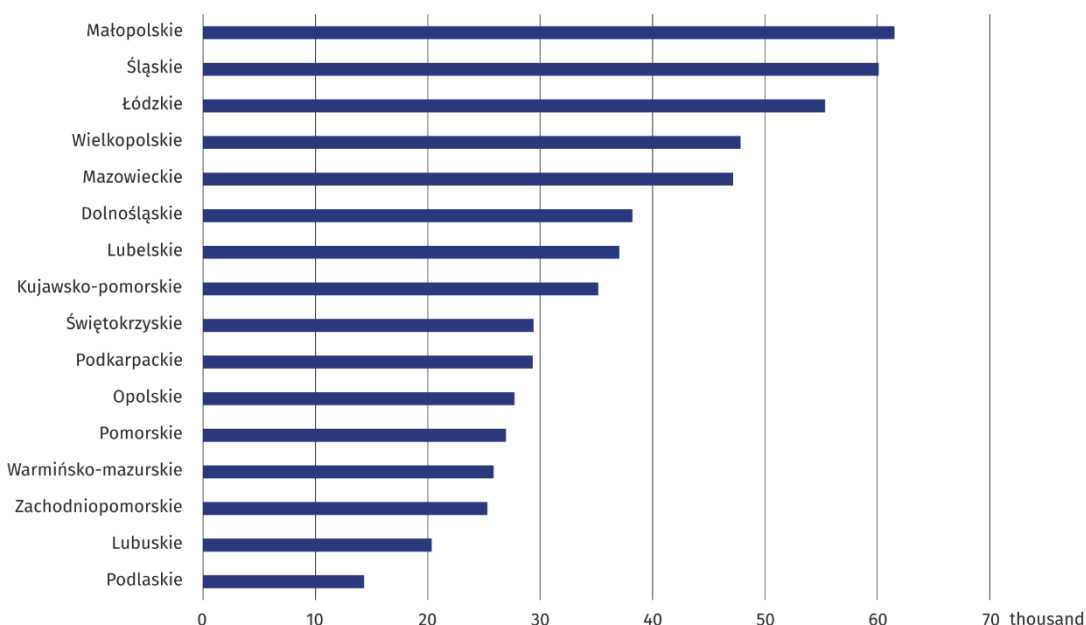
The structure of employed commuters, taking into account the division by sex, shows differences in shares in particular age groups. Men predominated in the age groups of 24 years and less, 55–64 years and 65 years and more. The greatest predominance of men was recorded among the oldest persons (65 years and more), where their percentage was 63.2%. Their dominance in this group results primarily from the lower retirement age of women. However, in the age group from 25 to 54, there were slightly fewer men; with a relative balance between men and women in each group.

Outgoing commuters

In 2021, 47.2 thousand employees commuted from Mazowieckie Voivodship to work. On a national scale, it constituted 8.1%, and more outgoing commuters were recorded only in four voivodships: Małopolskie (61.5 thousand, i.e. 10.6%), Śląskie (60.1 thousand, i.e. 10.3%), Łódzkie (55.4 thousand, i.e. 9.5%) and Wielkopolskie (47.8 thousand, i.e. 8.2%).

Outgoing commuters are employees who commute from their gmina (powiat/voivodship) of residence to another gmina (powiat/voivodship) where their workplace is located

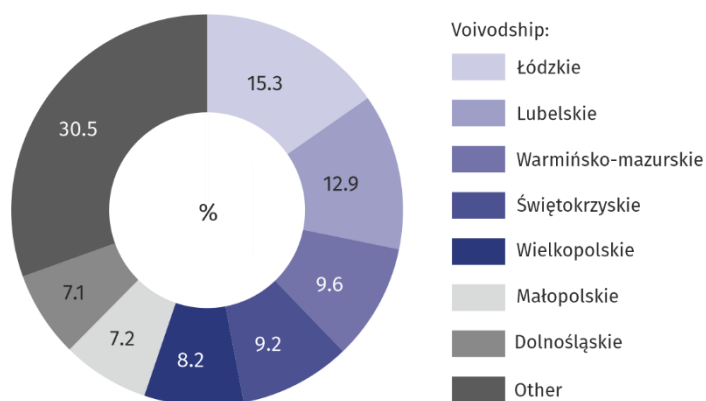
Chart 1. Outgoing commuters from voivodships in 2021



Employees from Mazowieckie Voivodship most often went to work in Łódzkie and Lubelskie Voivodships; In total, almost 30% of those leaving went there. Relatively large numbers of inhabitants of Mazowieckie Voivodship also commuted for work to other neighbouring voivodships – Warmińsko-Mazurskie Voivodship (9.6%) and Świętokrzyskie Voivodship (9.2%). The least frequent destinations were Lubuskie and Opolskie voivodships, where 0.8% and 1.1% of employees living Mazowieckie Voivodship went, respectively.

Nearly 30% of outgoing commuters from Mazowieckie Voivodship for work purposes went to Łódzkie and Lubelskie voivodships

Chart 2. Commuting destinations from Mazowieckie Voivodship in 2021



In the total number of outgoing commuters outside Mazowieckie Voivodship, there were more persons from urban than from rural areas (54.4% compared to 45.6%). The largest share of employees coming from urban areas was observed in Śląskie (72.1%) and Pomorskie (65.5%) voivodships, with the average share in the country at 55.3%. The highest percentage of employees from rural areas in the total number of outgoing commuters occurred in Świętokrzyskie (58.0%) and Podkarpackie (56.7%) voivodships.

The vast majority of outgoing employees Mazowieckie Voivodship went to work in urban areas (79.9%), and the percentage of such movements did not differ significantly from the average for Poland (80.9%).

Men were the majority among outgoing commuters outside the voivodship. Their share in the total number of outgoing commuters was 60.4% and was close to the national average (58.6%). This indicates that women decided to work outside their voivodship of residence much less frequently (39.6% compared to 41.4% in the country).

Table 3. Outgoing commuters outside Mazowieckie Voivodship by sex and age in 2021

Age groups	Total	Men	Women
Total	47178	28489	18689
in % of the total			
24 years and less	14.0	12.6	16.3
25–34	28.7	26.5	32.1
35–44	25.1	25.9	23.8
45–54	17.2	18.6	15.2
55–64	10.8	12.1	8.8
65 years and less	4.2	4.4	3.9

Considering the group of persons going to work outside Mazowieckie Voivodship according to age groups, it can be stated that in each group there were more men than women. The greatest predominance of men was recorded in the age group (55–64 years), where their percentage was 67.7%, and the smallest among the youngest persons (24 years and less) – 54.1%.

Paid employees going to work outside Mazowieckie Voivodship went mainly to large cities. Most often, they decided to go to work in Wrocław (2.4 thousand persons, i.e. 5.2%). They also traveled to Kraków (2.4 thousand persons; i.e. 5.1%) and Łódź (2.3 thousand persons; i.e. 4.9%) in relatively large numbers.

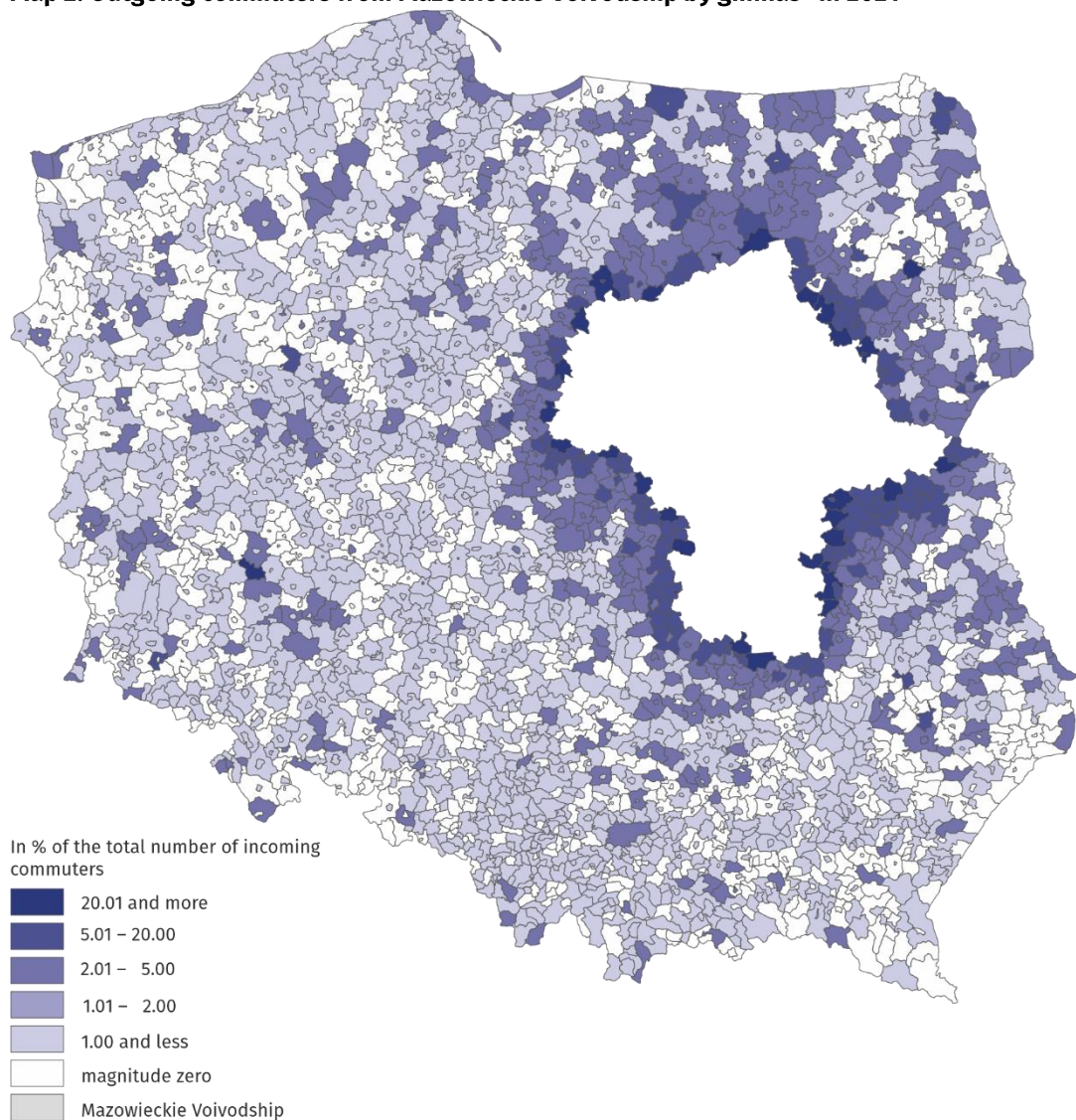
Persons going to work outside Mazowieckie Voivodship represented urban areas to a greater extent than rural areas

Outgoing commuters outside the voivodship borders went to work mainly to voivodship cities

Table 4. Gminas with the largest number of incoming commuters from Mazowieckie Voivodship in 2021

Place	Gmina of work	Type of gmina	Voivodship of work	Number of incoming commuters from gminas of Mazowieckie Voivodship	In % of total outgoing commuters from Mazowieckie Voivodship
1	Wrocław	urban	Dolnośląskie	2446	5.2
2	Kraków	urban	Małopolskie	2393	5.1
3	Łódź	urban	Łódzkie	2307	4.9
4	Olsztyn	urban	Warmińsko-mazurskie	2094	4.4
5	Poznań	urban	Wielkopolskie	1683	3.6
6	Gdańsk	urban	Pomorskie	1514	3.2
7	Starachowice	urban	Świętokrzyskie	1293	2.7
8	Lublin	urban	Lubelskie	1259	2.7
9	Skarżysko-Kamienna	urban	Świętokrzyskie	931	2.0
10	Puławy	urban	Lubelskie	805	1.7

Map 2. Outgoing commuters from Mazowieckie Voivodship by gminas^a in 2021



^a Taking into account the division into urban and rural parts in urban-rural gminas.

The analysis of commutes outside the voivodship, conducted from the perspective of the gmina of work, indicates that the largest share of Masovians in the population coming for work purposes was in the gminas of Tłuchowo (Kujawsko-Pomorskie Voivodship, Lipno powiat), Wola Mystowska (Lubelskie Voivodship, Łukowski powiat), Iłowo-Osada (Warmińsko-Mazurskie Voivodship, Działdowo powiat), Czyżew - town (Podlaskie Voivodship, Wysokie Mazury powiat).

Among all gminas in Mazowieckie Voivodship, m.st. Warszawa had the largest number of outgoing commuters to other gminas. In 2021, 56 thousand persons left here for work purposes, which constituted 7.7% of total outgoing commuters. Among the inhabitants of rural areas, the largest number of employees left Piaseczno gmina for work – 11.4 thousand persons, i.e. 1.6% of total outgoing commuters and 2.8% of total outgoing commuters from rural areas. In the structure of outgoing commuters, taking into account the type of gmina of residence, 27.5% were employees from urban-rural gminas, with the percentage of those living in the rural part of these gminas being 14.6% and in urban areas 12.9%. The share of outgoing commuters from rural gminas was 41.1%, while that of urban gminas was 31.4%.

Table 5. Gminas of Mazowieckie Voivodship with the largest number of outgoing commuters in 2021

Place	Gmina of residence	Type of gmina	Outgoing commuters	
			total	in % of total outgoing commuters from Mazowieckie Voivodship
1	M.st. Warszawa	urban	56045	7.7
2	Pruszków	urban	15902	2.2
3	Ząbki	urban	13163	1.8
4	Piaseczno – town	urban-rural	12510	1.7
5	Legionowo	urban	12205	1.7
6	Marki	urban	11433	1.6
7	Piaseczno – rural area	urban-rural	11420	1.6
8	Radom	urban	9792	1.3
9	Otwock	urban	9377	1.3
10	Lesznowola	rural	8903	1.2

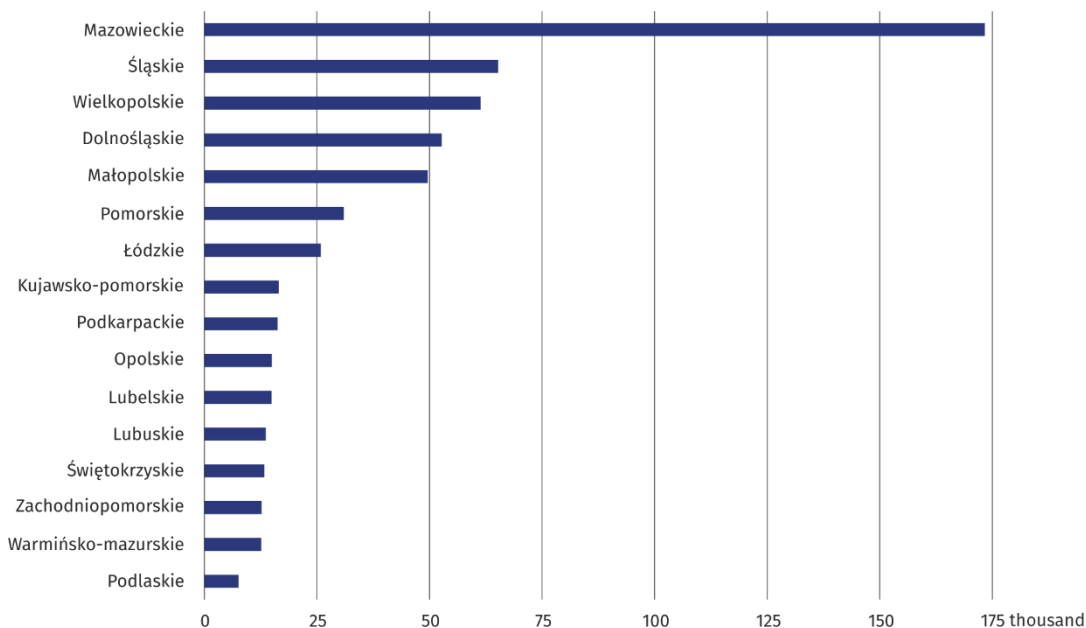
Most commuters were from m.st. Warszawa, Pruszków and Ząbki, and among rural gminas - from Piaseczno and Lesznowola

Incoming commuters are paid employees who come from the gmina (district/voivodship) of residence to another gmina (district/voivodship) where their workplace is located

Incoming commuters

In 2021, 173.3 thousand employees from other voivodships came to work in Mazowieckie Voivodship. In terms of the number of arrivals, Mazowieckie Voivodship took first place in the country, attracting 29.8% of the total number of persons going to work outside the voivodship of their residence.

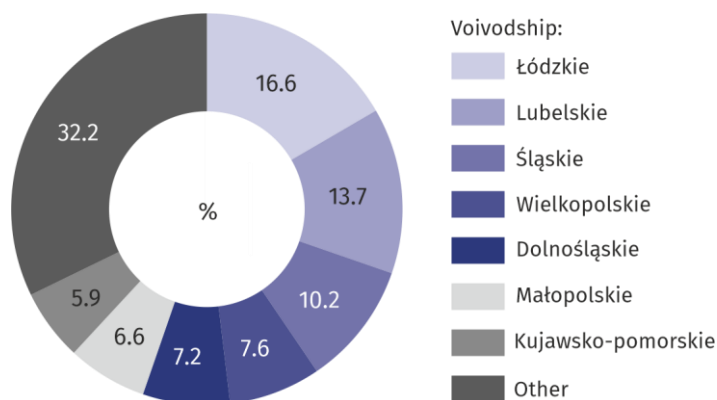
Chart 3. Incoming commuters to voivodships in 2021



Mazowieckie Voivodship was a destination, especially for residents of neighbouring voivodships. The largest number of paid employees came from Łódzkie Voivodship (28.8 thousand persons, i.e. 16.6%), Lubelskie Voivodship (23.7 thousand, i.e. 13.7%) and Śląskie Voivodship (17.6 thousand, i.e. 10.2%). The least frequent employees were the inhabitants of the following voivodships: Lubuskie (3.1 thousand, i.e. 1.8%), Opolskie (3.2 thousand, i.e. 1.8%) and Zachodniopomorskie voivodships (5.9 thousand, i.e. 3.4 %).

Residents of Łódzkie Voivodship most often came to work in Mazowieckie Voivodship

Chart 4. Destinations of commutes to Mazowieckie Voivodship in 2021



In 2021, in the population of employees coming to work in Mazowieckie Voivodship, a large difference was observed in the mobility of residents of urban and rural areas. Incoming commuters from urban areas constituted 61.0%, and those coming from rural areas - 39.0%. In the country, the mobility of urban residents was lower than that of those living in rural areas; 55.3% vs. 44.7%, respectively.

Due to the location of the workplace, employees from outside Mazowieckie Voivodship were much more likely to come to urban areas (90.2% compared to 9.8% in the case of rural areas); in the country 80.9% vs. 19.1%, respectively.

There were more men than women among incoming commuters to Mazowieckie Voivodship (56.0% compared to 44.0%). In the country, the predominance of men was slightly greater (58.6% compared to 41.4%).

Among incoming commuters to Mazowieckie Voivodship, there were more urban residents than rural residents

Table 6. Incoming commuters from outside the voivodship by sex and age in 2021

Age groups	Total	Men	Women
Total	173348	97159	76189
in % total			
24 years and less	15.4	14.4	16.7
25–34	26.4	24.3	29.2
35–44	21.9	22.7	20.8
45–54	16.7	18.4	14.5
55–64	12.8	13.3	12.2
65 years and more	6.8	6.9	6.7

The majority of incoming commuters to Mazowieckie Voivodship included persons aged 25–34 (45.8 thousand) and 35–44 (37.9 thousand). In total, persons in these groups accounted for 48.3% of the total number of persons coming to work from outside Masovia; however, for women this percentage was higher than for men (50.0% vs. 47.0%, respectively).

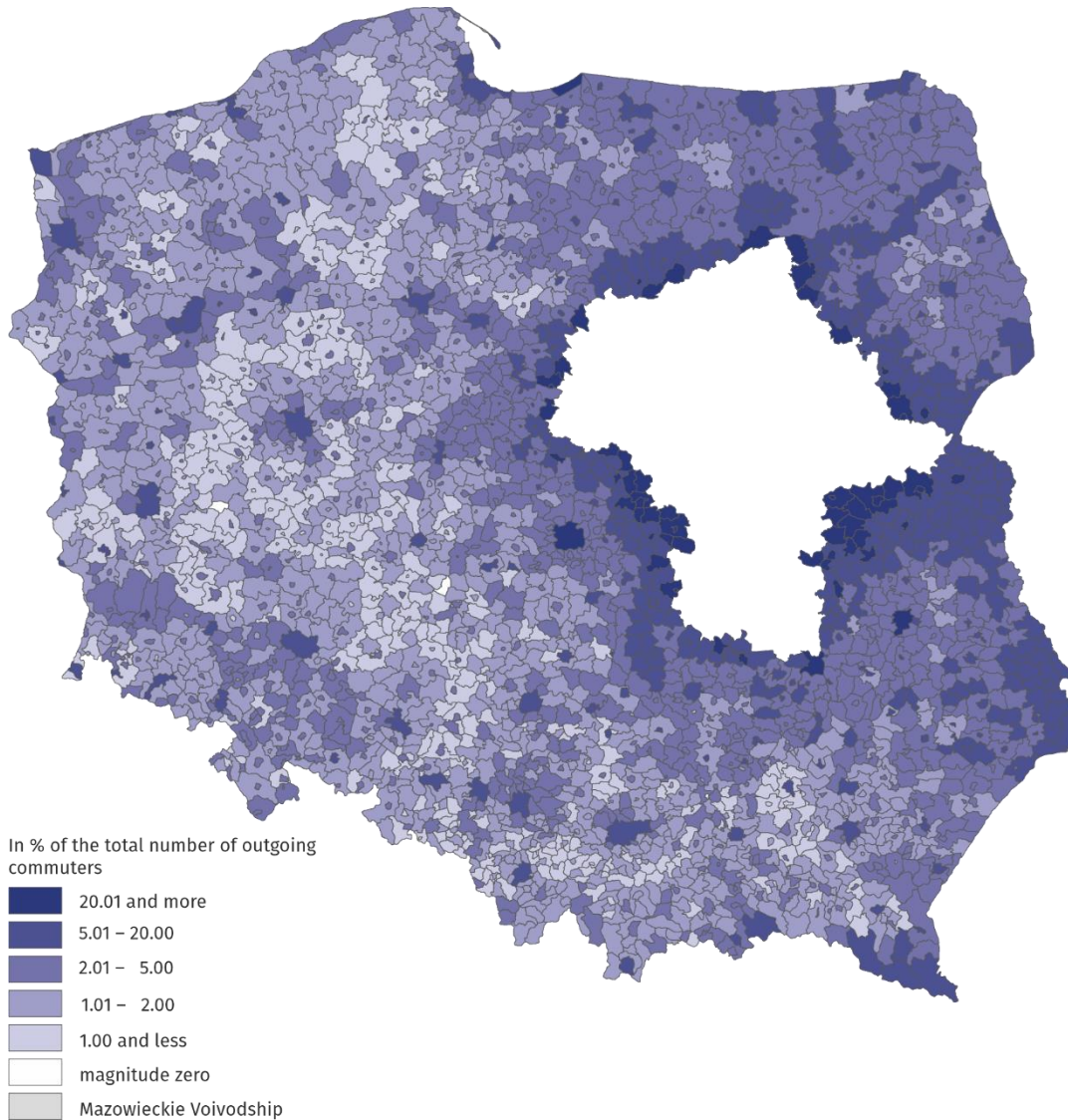
Table 7. Gminas with the largest number of outgoing commuters to Mazowieckie Voivodship in 2021

Place	Gmina of residence	Type of gmina	Voivodship of residence	Number of outgoing commuters in Mazowieckie Voivodship	In % of total incoming commuters from outside Mazowieckie Voivodship
1	Łódź	urban	Łódzkie	5741	3,3
2	Skierniewice	urban	Łódzkie	3855	2,2
3	Kraków	urban	Małopolskie	3842	2,2
4	Wrocław	urban	Dolnośląskie	3714	2,1
5	Poznań	urban	Wielkopolskie	3087	1,8
6	Gdańsk	urban	Pomorskie	2839	1,6
7	Lublin	urban	Lubelskie	2793	1,6
8	Białystok	urban	Podlaskie	1890	1,1
9	Szczecin	urban	Zachodniopomorskie	1717	1,0
10	Bydgoszcz	urban	Kujawsko-pomorskie	1682	1,0

Analysing commuting to work from a gmina perspective, it should be stated that the largest numbers of persons from outside the voivodship came to Mazowieckie Voivodship from large cities: Łódź (5.7 thousand persons), Skierniewice (3.9 thousand), Kraków (3.8 thousand) and Wrocław (3.7 thousand).

Taking into account the structure of outgoing commuters the gminas of residence for work, it should be noted that the largest percentage of persons going to work in Mazowieckie Voivodship were in gminas located in neighbouring voivodehips, including: Kowiesy (Łódzkie Voivodship, skierniewicki powiat), Bolimów (Łódzkie Voivodship, skierniewicki powiat), Stoczek Łukowski (Lubelskie Voivodship, łukowski powiat), Wola Mysłowska (Lubelskie Voivodship, łukowski powiat), Skierniewice (Łódzkie Voivodship, Skierniewice powiat), Tłuchowo (Kujawsko-Pomorskie Voivodship, lipnowski powiat).

Map 3. Incoming commuters to Mazowieckie Voivodship by gminas^a in 2021



^a Taking into account the division into urban and rural parts in urban-rural gminas.

The most attractive place to work in Mazowieckie Voivodship was m.st Warszawa. In 2021, 390.4 thousand employees came here for work purposes (both from the voivodship and from outside its borders). It was 45.5% of total incoming commuters to the gminas of Mazowieckie Voivodship and 57.9% - in urban areas. Among rural gminas, the most persons came to work in Ożarów Mazowiecki - rural area (8.2 thousand persons, i.e. 1.0% of total incoming commuters to Masovian gminas for work purposes and 4.5% of those coming to rural areas).

The vast majority of incoming commuters in the gminas of Mazowieckie Voivodship went to urban areas – 66.7%; 15.4% of those arriving had a job in rural areas, and the rest – in urban-rural gminas: in urban areas – 11.9%, in rural areas – 6.0%.

Most persons come to work in m.st Warszawa, and among rural gminas - to Ożarów Mazowiecki

Table 8. Gminas of Mazowieckie Voivodship with the largest number of incoming commuters in 2021

Place	Workplace gmina	Type of gmina	Incoming commuters	
			total	in % of total incoming commuters to the gminas of Mazowieckie Voivodship
1	M.st. Warszawa	urban	390395	45.5
2	Radom	urban	22392	2.6
3	Płock	urban	19958	2.3
4	Piaseczno – town	urban-rural	13826	1.6
5	Siedlce	urban	13597	1.6
6	Pruszków	urban	10898	1.3
7	Ostrołęka	urban	8236	1.0
8	Ożarów Mazowiecki – rural area	urban-rural	8187	1.0
9	Grodzisk Mazowiecki – town	urban-rural	8106	0.9
10	Mińsk Mazowiecki	urban	7982	0.9

Commuting to work in m.st. Warszawa

Outgoing commuters from m.st. Warszawa

In 2021, 56.0 thousand persons left m.st. Warszawa for work. The workplace of most outgoing commuters (58.8%) was located in urban areas. For the vast majority of persons leaving m.st. Warszawa for work purposes (45.0 thousand, i.e. 80.4%) commuted to work within Mazowieckie Voivodship, with the main direction being the neighbouring gminas.

For most outgoing commuters from m.st. Warszawa, commuting took place within the voivodship, most often to neighbouring gminas

Table 9. Gminas with the largest number of incoming commuters from m.st. Warszawa in 2021

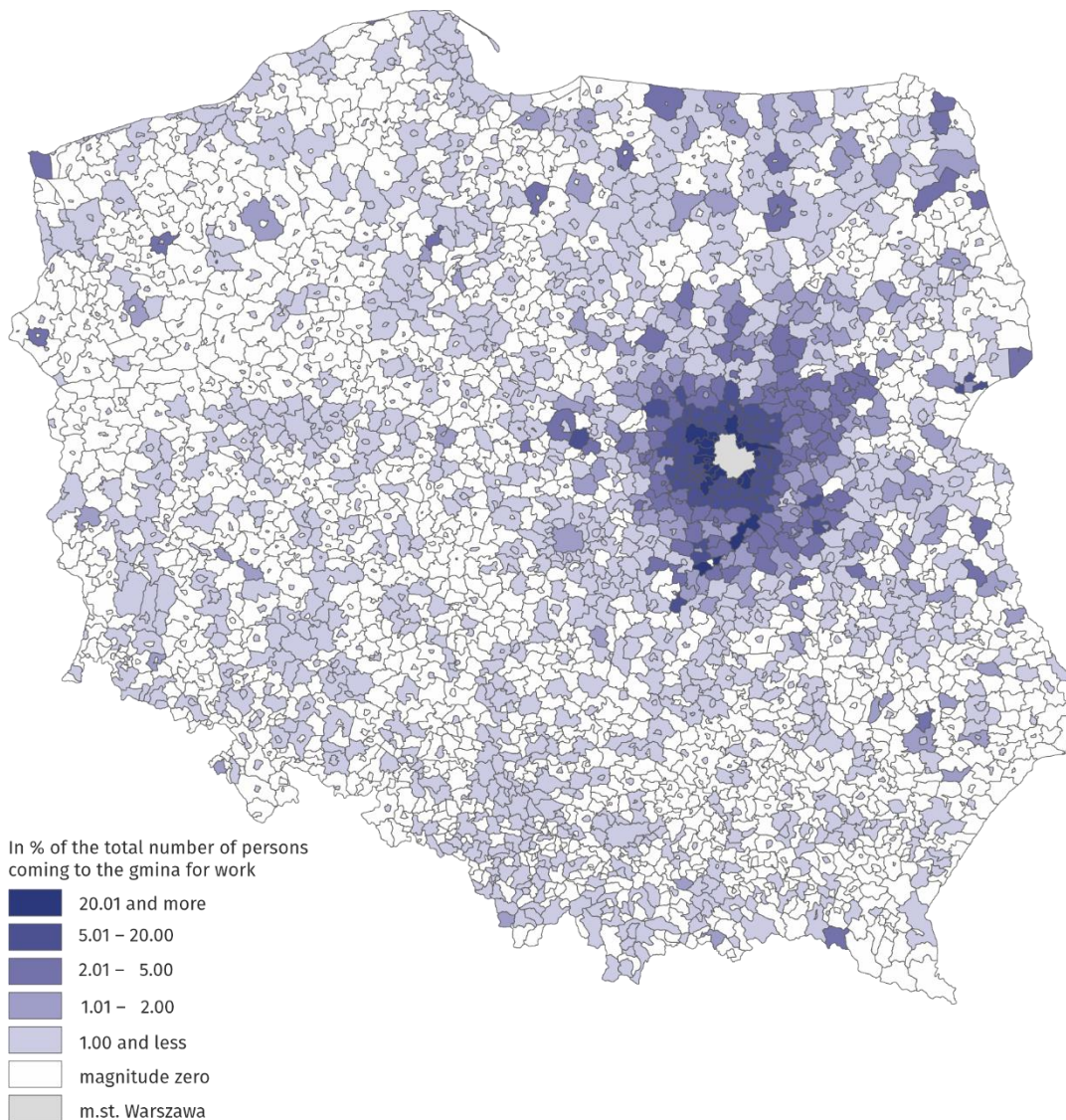
Place	Workplace gmina	Type of gmina	Workplace voivodship	Number of incoming commuters from m.st. Warszawa	In % of total outgoing commuters from m.st. Warszawa
1	Ożarów Mazowiecki – rural area	urban-rural	Mazowieckie	2826	5.0
2	Piaseczno – town	urban-rural	Mazowieckie	2659	4.7
3	Pruszków	urban	Mazowieckie	2573	4.6
4	Raszyn	rural	Mazowieckie	2550	4.5
5	Stare Babice	rural	Mazowieckie	1930	3.4
6	Marki	urban	Mazowieckie	1811	3.2
7	Michałowice	rural	Mazowieckie	1795	3.2
8	Łomianki – town	urban-rural	Mazowieckie	1628	2.9
9	Lesznowola	rural	Mazowieckie	1525	2.7
10	Ożarów Mazowiecki – town	urban-rural	Mazowieckie	1428	2.5

11.0 thousand commuters left m.st. Warszawa to work outside the voivodship, i.e. 19.6% of total outgoing residents. The purpose of these commutes was to work mainly in large cities. Most employees decided to commute to work in Krakow. In 2021, 1.1 thousand residents of the capital city commuted there, i.e. 1.9% of total outgoing commuters from the capital city and 9.6% of those leaving the voivodship. Among the cities of interest to paid employees from m.st. Warszawa was also, among others, Wrocław (0.9 thousand), Łódź (0.8 thousand), Poznań (0.6 thousand) and Gdańsk (0.4 thousand).

Among the inhabitants of m.st. Warszawa commuting to work outside the city were men. In 2021, their share was 60.1%. The most mobile were persons aged 35-44 and 25-34 (16.7 thousand and 15.5 thousand persons, respectively, i.e. a total of 57.5% of total outgoing commuters).

In the total number of outgoing commuters from m.st. Warszawa, persons commuting outside the Voivodship constituted 19.6%

Map 4. Outgoing commuters from m.st. Warszawa by gminas^a in 2021



^a Taking into account the division into urban and rural parts in urban-rural gminas.

Incoming commuters to m.st. Warszawa

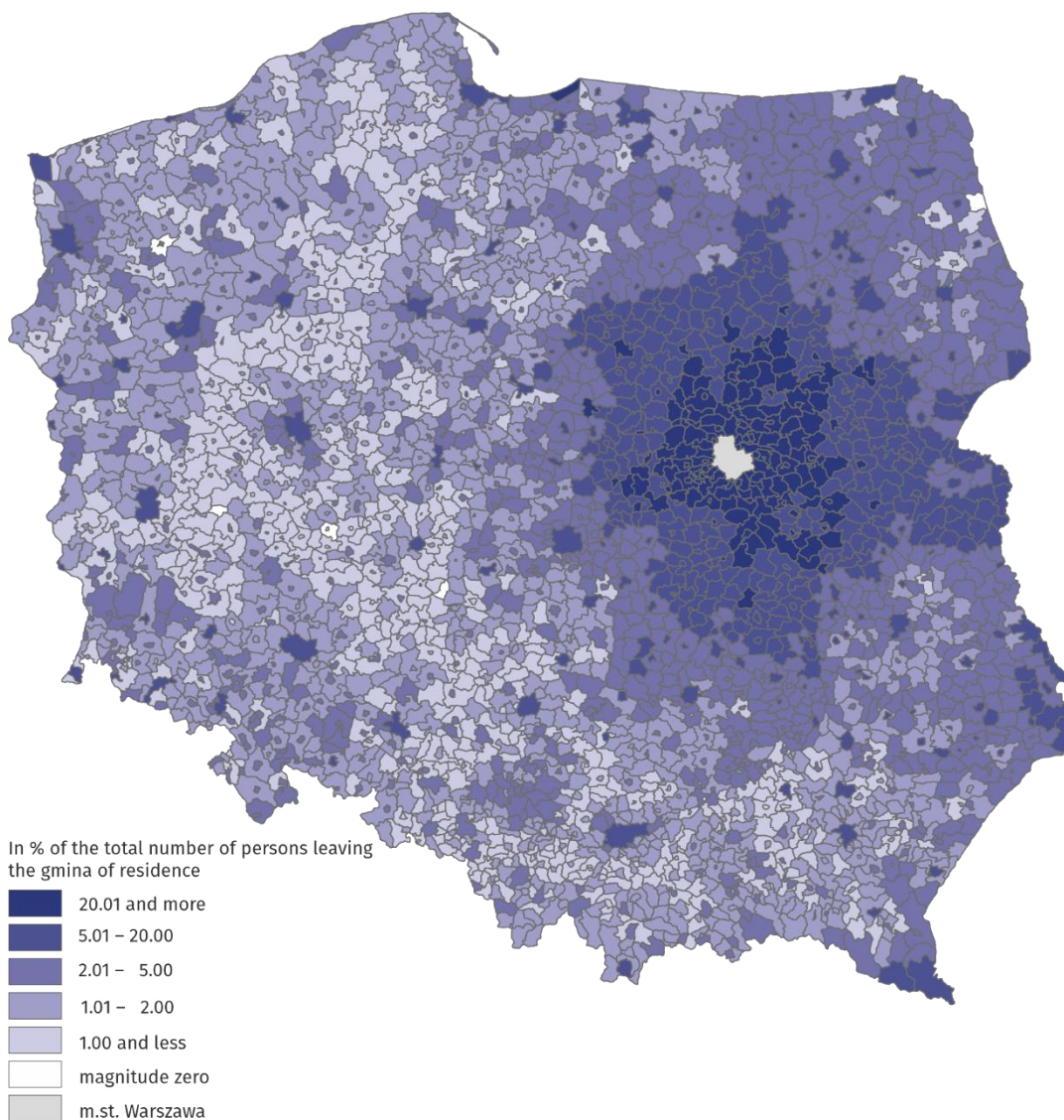
In 2021, m.st. Warszawa was the target workplace for 390.4 thousand incoming commuters. Most of the employees (258.2 thousand, i.e. 66.1%) came from the gminas of Mazowieckie Voivodship, while the rest (132.2 thousand, i.e. 33.9%) came to m.st. Warszawa from other voivodships. More than half of incoming commuters came from urban areas (57.4%).

Most persons coming to work in m.st. Warszawa were aged 35-44 (26.8% of the total number) and 25-34 (24.2%). Women constituted 50.6% of the total number of incoming commuters to m.st. Warszawa for commercial purposes.

The largest stream of hired workers was directed to m.st. Warszawa from the gminas surrounding the city, most of them from Ząbki (11.1 thousand persons), Pruszków (10.2 thousand persons), Marki (9.3 thousand), Legionowo (9.2 thousand), Piaseczno – in the urban part (8.6 thousand) and Piaseczno – in the rural part (6.9 thousand), as well as from Lesznowola (6.1 thousand), Otwock (6.0 thousand) and Wołomin – in the urban part (5.1 thousand).

Employees coming from other voivodships constituted 33.9% of total incoming commuters to m.st. Warszawa

Map 5. Incoming commuters to m.st. Warszawa by gminas^a in 2021



^a Taking into account the division into urban and rural parts in urban-rural gminas.

Paid employees from outside the Voivodship living in large cities went primarily to work in m.st. Warszawa. The largest group were incoming commuters from Łódź (almost 5 thousand persons). Persons who also decided to commute to Warszawa included: residents of Kraków, Wrocław and Poznań.

Table 10. Gminas outside Mazowieckie Voivodship with the largest number of outgoing commuters to m.st. Warszawa in 2021

Place	Gmina of residence	Type of gmina	Voivodship of residence	Number of outgoing commuters to m.st. Warszawa	In % of total incoming commuters to m.st. Warszawa outside Mazowieckie Voivodship
1	Łódź	urban	Łódzkie	4978	3.8
2	Kraków	urban	Małopolskie	3414	2.6
3	Wrocław	urban	Dolnośląskie	3315	2.5
4	Poznań	urban	Wielkopolskie	2718	2.1
5	Gdańsk	urban	Pomorskie	2472	1.9
6	Skierniewice	urban	Łódzkie	2436	1.8
7	Lublin	urban	Lubelskie	2270	1.7
8	Białystok	urban	Podlaskie	1595	1.2
9	Szczecin	urban	Zachodniopomorskie	1512	1.1
10	Bydgoszcz	urban	Kujawsko-pomorskie	1465	1.1

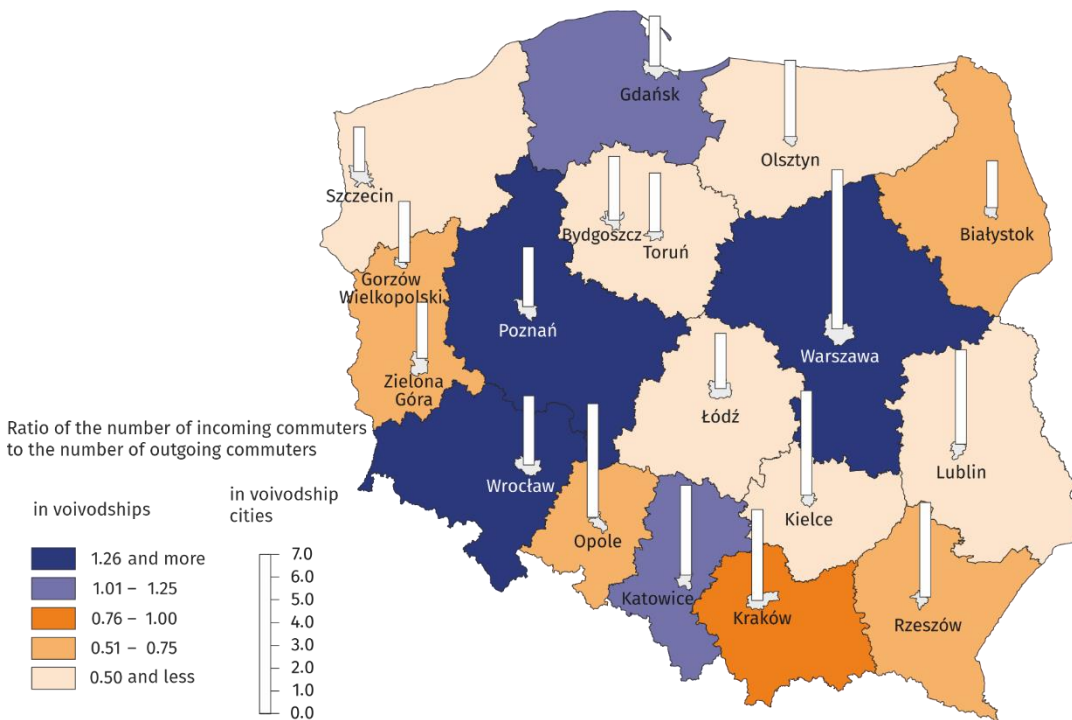
Commuting flows

The measure informing about the degree of attractiveness of the labour market in a given area is the ratio of work-related commuting flows, i.e. the ratio of the number of incoming commuters to the number of outgoing commuters. In 2021, a surplus of incoming commuters over outgoing commuters was recorded for five voivodships. The most attractive labour market was Mazowieckie Voivodship, where the number of incoming commuters was three times higher than the number of outgoing commuters. This indicator in 2021 was 3.67. The following voivodships had much lower values of this indicator – but still above unity: Dolnośląskie (1.38), Wielkopolskie (1.28), Pomorskie (1.15) and Śląskie (1.08). The lowest values of the indicator in question – and, consequently, the lowest "attractive power" – had two voivodships: Lubelskie (0.40) and Świętokrzyskie (0.45). Regardless of the value of the ratio calculated at the voivodship level, in all voivodship cities the number of incoming commuters was greater than the number of outgoing commuters, and the ratio of these two values ranged from 1.95 in Szczecin to 6.97 in Warszawa.

The ratio of work-related commuting flows: the ratio of the number of incoming commuters to the number of outgoing commuters for a given territorial unit

The ratio of work-related commuting flows in Mazowieckie Voivodship was 3.67 and was the highest in the country

Map 6. Work-related commuting flows by voivodships in 2021



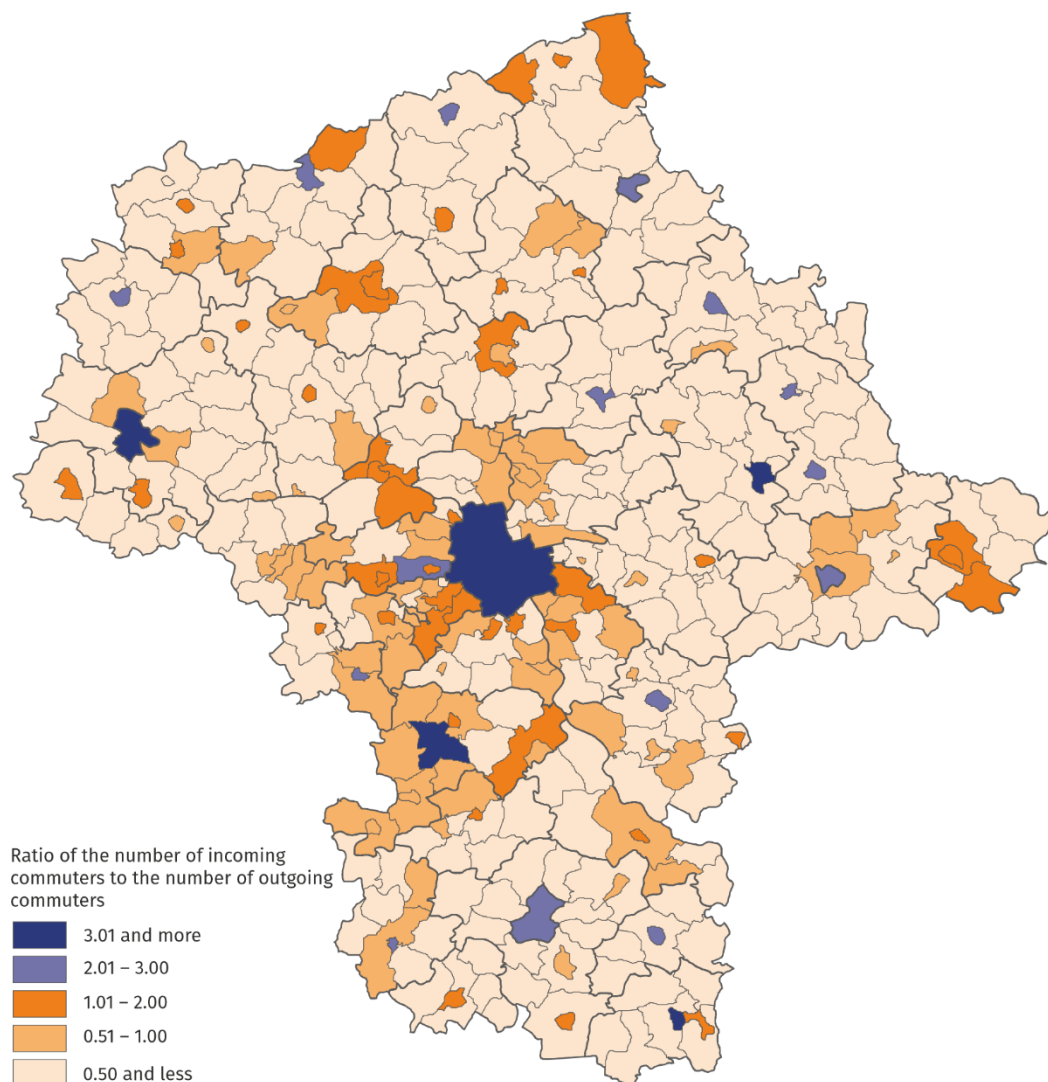
The analysis of the ratio of work-related commuting flows in gmina terms indicates that in 2021 in Mazowieckie Voivodship, a surplus of incoming commuters over persons going outside the gmina of residence for work purposes was recorded in 66 out of 371 administrative units, i.e. 17.8%. The majority of this group (74.2%) were urban areas. The highest value of the ratio of work-related commuting flows was recorded in m.st. Warszawa, where the number of incoming commuters was almost 7 times greater than the number of outgoing commuters. A high ratio was also characteristic of the urban part of the Lipsko gmina (4.75), the rural gmina of Belsk Duży (3.61), urban areas: Płock (3.57), Węgrów (3.09) and Ostrołęka (2.88). The survey shows that in 2021, the ratio equal to 1.00 occurred only in the urban gmina of Mińsk Mazowiecki and in the urban part of the gmina of Mogielnica.

M.st. Warszawa had the greatest attractive force, where the number of incoming commuters was almost 7 times greater than the number of outgoing commuters

Table 11. Gminas in Mazowieckie Voivodship with the largest ratio of the number of incoming commuters to the number of outgoing commuters in 2021

Place	Gmina	Type of gmina	Powiat	Work-related commuting flows
1	M.st. Warszawa	urban	M.st. Warszawa	6.97
2	Lipsko – town	urban-rural	Lipski	4.75
3	Belsk Duży	rural	Grójecki	3.61
4	Płock	urban	M. Płock	3.57
5	Węgrów	urban	Węgrowski	3.09
6	Ostrołęka	urban	M. Ostrołęka	2.88
7	Kosów Lacki – town	urban-rural	Sokołowski	2.57
8	Mszczonów – town	urban-rural	Żyrardowski	2.48
9	Ostrów Mazowiecka	urban	Ostrowski	2.41
10	Radom	urban	M. Radom	2.29

Map 7. Work-related commuting flows by gminas^a in 2021



a Taking into account the division into urban and rural parts in urban-rural gminas.

Table 12. Gminas of Mazowieckie Voivodship with the largest ratio of outgoing commuters to the number of incoming commuters in 2021

Place	Gmina	Type of gmina	Powiat	The ratio of work-related commuting flows
1	Kosów Lacki – rural area	urban-rual	Sokołowski	0.07
2	Wyszogród – rural area	urban-rural	Płocki	0.08
3	Solec nad Wisłą – rural area	urban-rual	Lipski	0.08
4	Czerwińsk nad Wisłą – rural area	urban-rural	Płoński	0.08
5	Rusinów	wiejska	Przysuski	0.09
6	Chorzele – rural area	urban-rual	Przasnyski	0.09
7	Tłuszcz – rural area	urban-rural	Wotomiński	0.09
8	Świercze	wiejska	Pułtusi	0.10
9	Łochów – rural area	urban-rual	Węgrowski	0.10
10	Wiskitki – rural area	urban-rural	Żyrardowski	0.10

The lowest values of the ratio of work-related commuting flows occurred in rural areas. In some cases, the number of outgoing employees was many times higher than the number of incoming commuters. The biggest difference was found in the rural area of the Kosów Lacki gmina, where there were almost 14 times more outgoing commuters than incoming ones. A large difference was also noted in the rural part of the urban-rural gmina of Wyszogród, where the number of outgoing commuters was over 13 times higher than the number of incoming commuters, as well as in the rural areas of the urban-rural gminas of Solec nad Wisłą and Czerwińsk nad Wisłą, where the number of outgoing commuters was over 12 times higher than incoming commuters.

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