

Distribution of wages and salaries in the national economy in October 2024

02.04.2025

PLN 6 856.75

Median monthly gross wage and salary

PLN 8 363.69

Average monthly gross wage and salary

In October 2024, the median monthly gross wage and salary in the national economy in Poland was 18.0% lower than the average monthly gross wage and salary.

Median monthly gross wage and salary in the national economy

The median gross wage and salary in the national economy in October 2024 was PLN 6 856.75. This means that half of employees were paid a wage or salary not higher than this amount, and the other half received a wage or salary not lower. The value of the median wage and salary indicates gender differences – for men it amounted to PLN 7 028.98 and was PLN 328.64 higher than for women. Taking into account the age of employees, it can be noted that the highest value of the median wage and salary occurred in the 35-44 age group and amounted to PLN 7 160.00. In terms of entity size, the highest value of the median wage and salary was recorded in entities with 1 000 or more employed persons and amounted to PLN 8 203.24.

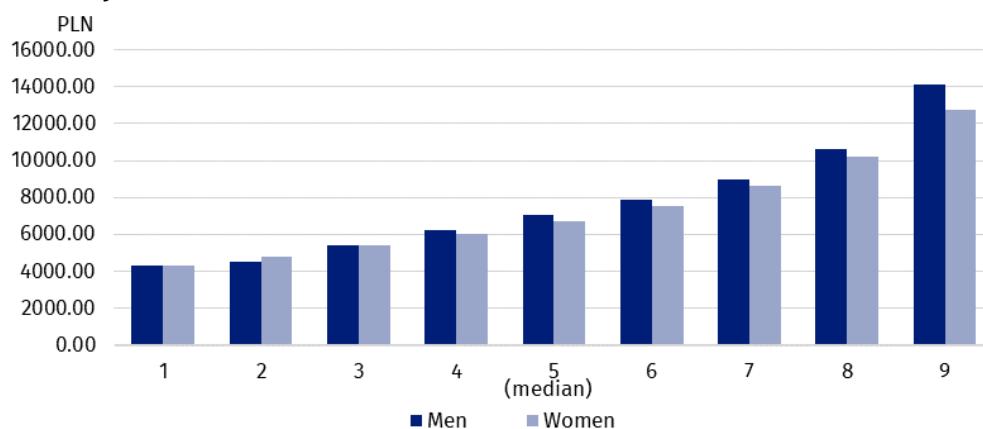
In October 2024, the median wage and salary of men was higher than the total median wage and salary by 2.5%, and that of women was lower by 2.3%

Deciles of monthly gross wages and salaries in the national economy

In October 2024, as in the previous month, 10.0% of the lowest earners received a wage or salary of at most PLN 4 300.00 (the first decile). In contrast, 10.0% of the highest earners received a wage or salary of at least PLN 13 372.14 (the ninth decile). In 8 out of 9 brackets of wages and salaries under analysis, there were differences by sex, with a small difference (less than 0.1%) in the third decile. The largest difference in wages and salaries by sex occurred in the ninth decile and amounted to PLN 1 318.24. In the first decile, the value of women's and men's wages and salaries was at the same level.

In October 2024, among the 10.0% of the highest earning men, the wage and salary was not lower than PLN 14 088.24

Chart 1. Deciles of monthly gross wages and salaries in the national economy by sex in October 2024



Average monthly gross wage and salary in the national economy

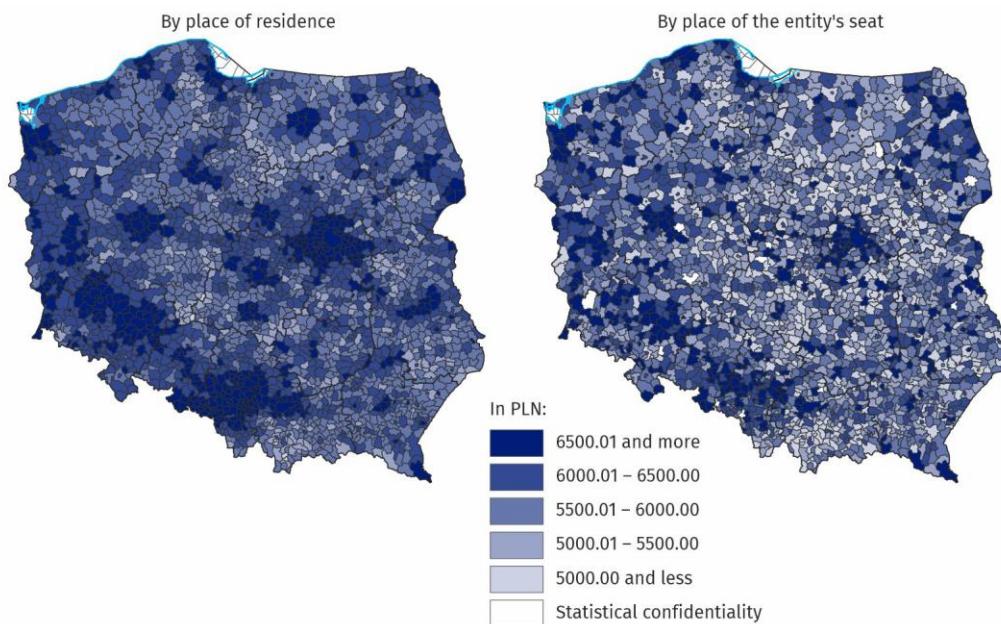
The average wage and salary in the national economy in October 2024 was PLN 8 363.69, with the average wage and salary of men amounting to PLN 8 660.04 and accounting for 103.5% of the total average wage and salary. On the other hand, the average wage and salary of women was lower and amounted to PLN 8 057.24. It was equal to 96.3% of the total average wage and salary. When analysing the age of employees, the highest average wage and salary was observed in the 45-54 age group (PLN 8 831.55), while taking into account entity size – in entities with 1 000 or more employed persons (PLN 9 787.74).

In October 2024, the average wage and salary of women was PLN 602.80 lower than the average wage and salary of men

Wages and salaries by territory

Wages and salaries in the national economy in October 2024 were differentiated territorially by place of residence of employees, as well as by place of the entity's seat.

Map 1. Median monthly gross wage and salary in the national economy in October 2024



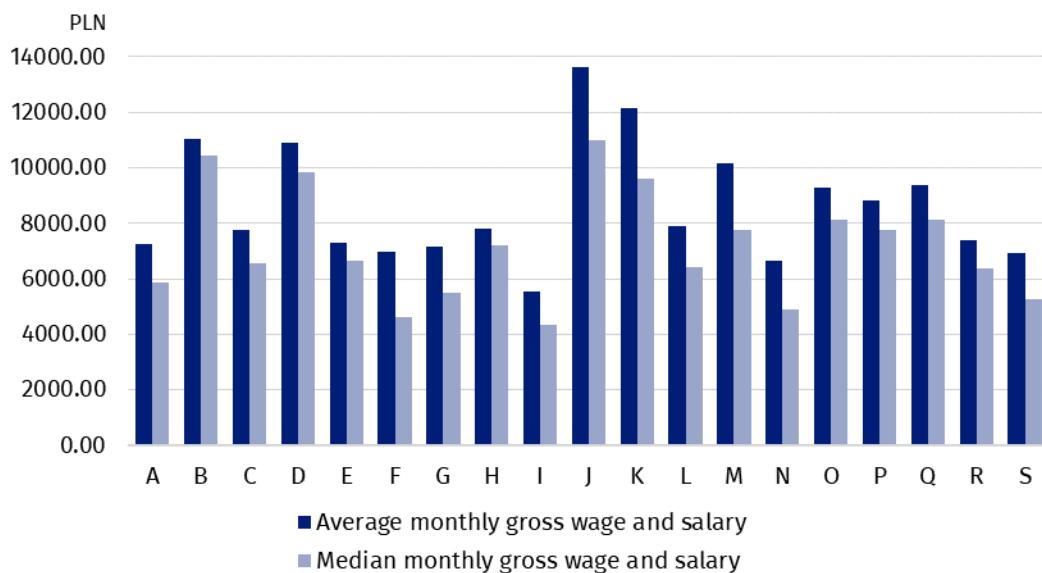
The difference between the highest and the lowest value of the median wage and salary of employees in gminas by place of the entity's seat was PLN 5 767.06, while in around 15% of gminas the median wage and salary was equal to or lower than PLN 5 000. On the other hand, by place of residence of employees, there were 0.1% of gminas with such a median, and the difference between the highest and the lowest value of the median wage and salary was PLN 4 559.27.

When analysing gminas by place of the entity's seat, in October 2024, the difference between the highest and lowest median value was PLN 5 767.06

Wages and salaries by PKD 2007/NACE Rev. 2 section

Wages and salaries also varied by kind of activity. In October 2024, the highest median value occurred in the section Information and communication, where it amounted to PLN 11 000.00. As was the case a month earlier, in 17 of the 19 PKD 2007/NACE Rev. 2 sections analysed, the median wages and salaries of men were higher than the median wages and salaries of women. The section Financial and insurance activities stood out, where the median wage and salary of men was 38.2% higher than that of women. In 2 sections, median wages and salaries of women were higher than median wages and salaries of men. The largest difference occurred in the section Construction, where women's median wage and salary was higher than men's by 37.7%, while in the section Administrative and support service activities by 4.4%.

Chart 2. Average monthly gross wage and salary and median monthly gross wage and salary in the national economy by PKD 2007/NACE Rev. 2 section in October 2024



In October 2024, the average monthly gross wage and salary of male employees in the section Information and communication was PLN 15 074.45

The highest average wage and salary occurred in the section Information and communication, where it amounted to PLN 13 641.63. As was the case a month earlier, the largest difference between the average wage and salary of men and that of women was in the section Financial and insurance activities. In October 2024, the difference amounted to PLN 4 495.05. In 4 sections, average wages and salaries of women were higher than men's – the largest difference was in the Construction section, where the average wage and salary of women was PLN 1 101.18 higher than that of men.

Data source: results of the Survey on the Distribution of Wages and Salaries in the National Economy.

There is a wider range of data on the distribution of wages and salaries in the publication tables.

In this news release abbreviated names of PKD 2007/NACE Rev. 2 sections were used. Abbreviations are marked with a 'Δ' symbol.

PKD 2007/NACE Rev. 2 section symbols:

A – Agriculture, forestry and fishing;

B – Mining and quarrying;

C – Manufacturing;

D – Electricity, gas, steam and air conditioning supply;

E – Water supply; sewerage, waste management and remediation activities;

F – Construction;

G – Wholesale and retail trade; repair of motor vehicles and motorcycles;

H – Transportation and storage;

I – Accommodation and food service activities;

J – Information and communication;

K – Financial and insurance activities;
L – Real estate activities;
M – Professional, scientific and technical activities;
N – Administrative and support service activities;
O – Public administration and defence; compulsory social security;
P – Education;
Q – Human health and social work activities;
R – Arts, entertainment and recreation;
S – Other service activities.

The data for the section Other service activities (S) also include employees in the sections Activities of households as employers; undifferentiated goods- and services- producing activities of households for own use (T) and Activities of extraterritorial organisations and bodies (U).

In the case of quoting Statistics Poland data, please provide information: 'Source of data: Statistics Poland', and in the case of publishing calculations made on data published by Statistics Poland, please provide information: 'Own work based on Statistics Poland data.'

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