

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

05.03.2025

PLN 6 683.15

Median monthly gross wage and salary

PLN 8 075.07

Average monthly gross wage and salary

In September 2024, the median monthly gross wage and salary in the national economy in Poland was 17.2% 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 September 2024 was PLN 6 683.15. 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 6 900.16 and was PLN 420.17 higher than for women. Taking into account the age of employees, it can be noted that the highest median value occurred in the 35-44 age group and amounted to PLN 6 952.38. In terms of entity size, the highest value of the median wage and salary occurred in entities with 1 000 or more employed persons and amounted to PLN 7 880.22.

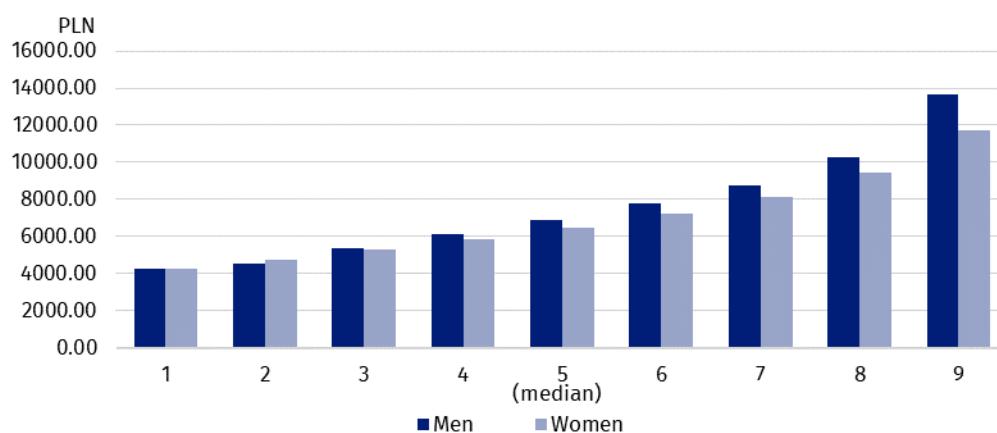
In September 2024, the median wage and salary of men was higher than the total median wage and salary by 3.2%, and that of women was lower by 3.0%

Deciles of monthly gross wages and salaries in the national economy

In September 2024, 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 12 658.16 (the ninth decile). In 8 out of 9 brackets of wages and salaries under analysis, there were differences by sex – only in the first decile was the value of wages and salaries for men and women at the same level. The largest difference in wages and salaries by sex occurred in the ninth decile and amounted to PLN 1 901.68.

In September 2024, among the 10.0% of the highest earning men, the wage and salary was not lower than PLN 13 631.68

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



Average monthly gross wage and salary in the national economy

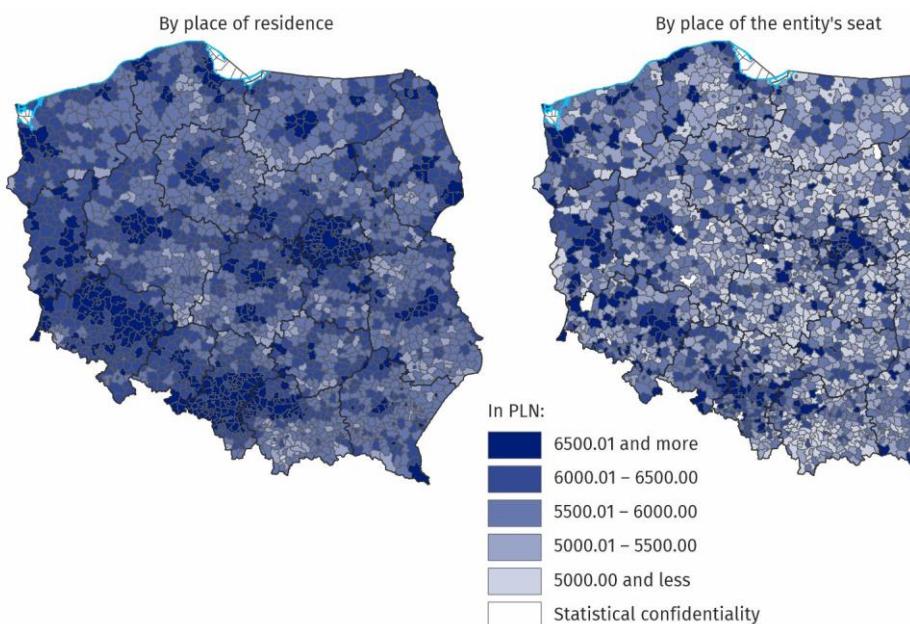
The average wage and salary in the national economy in September 2024 was PLN 8 075.07, with the average wage and salary of men amounting to PLN 8 452.31 and accounting for 104.7% of the total average wage and salary. On the other hand, the average wage and salary of women was lower and amounted to PLN 7 685.28. It was equal to 95.2% of the total average wage and salary. When analysing the age of employees, the highest average wage and salary was observed in the 65-and-over age group (PLN 8 457.73), while taking into account entity size – in entities with 1 000 or more employed persons (PLN 9 420.04).

In September 2024, the average wage and salary of women was PLN 767.03 lower than the average wage and salary of men

Wages and salaries by territory

Wages and salaries in the national economy in September 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 September 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 6 233.88, while in nearly 19% 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 0.2% of gminas with such a median, and the difference between the highest and the lowest value of the median wage and salary was PLN 4 506.62.

When analysing gminas by place of the entity's seat, in September 2024, the difference between the highest and lowest median value was PLN 6 233.88

Wages and salaries in PKD 2007/NACE Rev. 2 sections

Wages and salaries also varied by kind of activity. In September 2024, the highest median value occurred in the section Mining and quarrying, where it amounted to PLN 11 190.35. 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 38.0% 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 35.2%, while in the section Administrative and support service activities by 5.3%.

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



The highest average wage and salary occurred in the section Information and communication, where it amounted to PLN 13 323.06. The largest difference between the average wage and salary of men and that of women was in the section Financial and insurance activities, amounting to PLN 4 352.80. In the section Construction the average wage and salary of women was higher than that of men by PLN 971.46.

In September 2024, the average monthly gross wage and salary of male employees in the section Information and communication was PLN 14 765.16

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.

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Prepared by:
Statistical Office in Bydgoszcz

Director Wiesława Gierańczyk, Ph.D.
Phone: (+48 52) 366 93 90

Issued by:
Press Office

Mobile phone: +48 695 255 032
Landline phones: +48 22 608 38 04, +48 22 449 41 45,
+48 22 608 30 09

e-mail: obslugaprasowa@stat.gov.pl

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