

# Distribution of wages and salaries in the national economy in November 2025

06.05.2026

**PLN 7 432.00**

Median monthly gross wage and salary

**PLN 9 068.03**

Average monthly gross wage and salary

In November 2025, the median monthly gross wage and salary increased in nominal terms by 0.2% compared with October 2025, while compared with the corresponding month of the previous year, it increased in nominal terms by 8.6%. During the same period, the average monthly gross wage and salary increased in nominal terms by 0.9% compared with October 2025, and increased in nominal terms by 8.3% compared with November 2024.

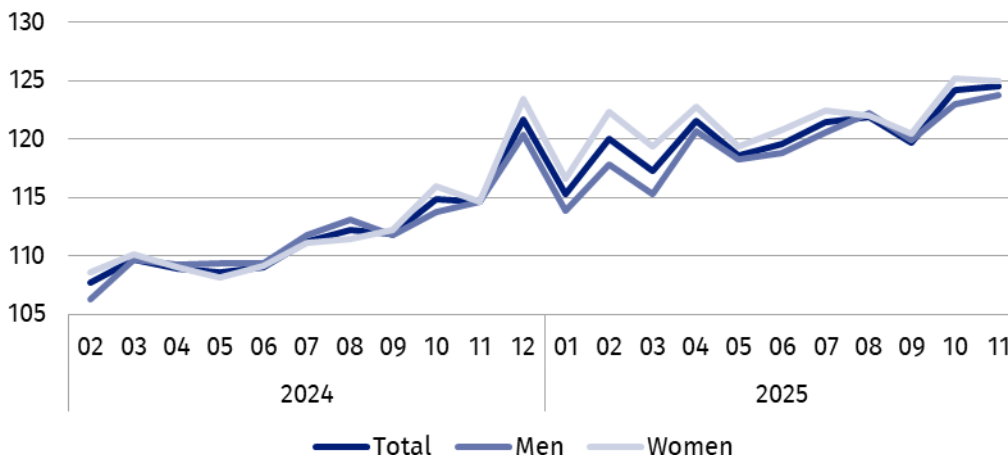
In November 2025, the median monthly gross wage and salary was 18.0% lower than the average monthly gross wage and salary for that month

## Median monthly gross wage and salary in the national economy

The median gross wage and salary in the national economy in November 2025 was PLN 7 432.00, which means that half of the employees were paid a wage or salary not higher than this amount, and the other half received a wage or salary not lower than this amount. The median wage and salary varied depending on sex – in the case of men it was PLN 7 636.00 (102.7% of the total value), while among women it was PLN 7 217.00 (97.1% of the total value). In the public sector, the median wage and salary was PLN 8 687.21, which was 116.9% of the total value, while in the private sector it was PLN 6 770.00 – 91.1% of the total value. Taking the employees' age into account, the highest median wage and salary was recorded in the 35-44 age group – it was PLN 7 714.55 (103.8% of the total value), while the lowest was in the 24-or-under age group, at PLN 5 925.00 (79.7% of the total value). In turn, in terms of entity size, the highest median wage and salary was recorded in entities with 1 000 or more employed persons – PLN 8 749.50 (117.7% of the total value), and the lowest in entities with 9 or fewer employed persons – PLN 4 666.00 (62.8% of the total value).

In November 2025, in entities with 9 or fewer employed persons, the median gross wage and salary was equal to the minimum wage applicable during that period

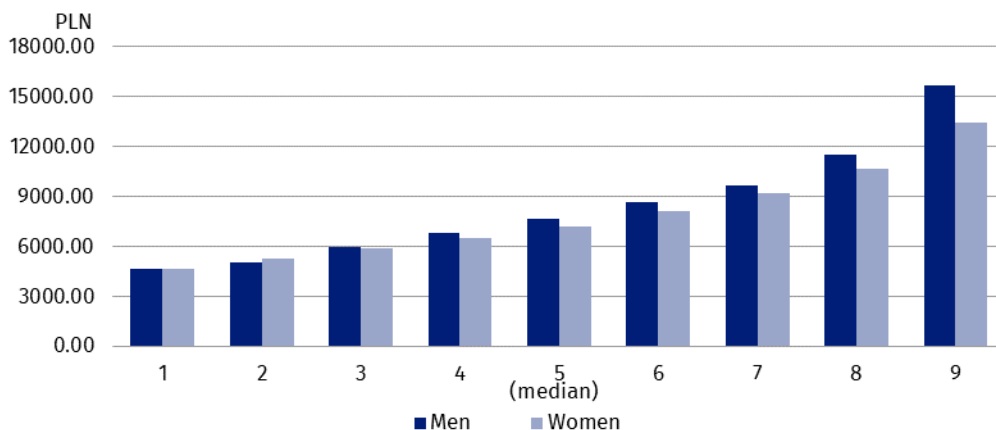
**Chart 1. Indices of median monthly gross nominal wage and salary in the national economy**  
01 2024 = 100



### Deciles of monthly gross wages and salaries in the national economy

In November 2025, the lowest earning 10% of employees received a wage or salary of at most PLN 4 666.00 (the first decile). In contrast, the highest earning 10% of employees received a wage or salary of at least PLN 14 477.10 (the ninth decile). 8 out of 9 deciles of wages and salaries varied by sex of the employees. The largest nominal difference in wages and salaries by sex occurred in the ninth decile and was PLN 2 198.44 in favour of men.

**Chart 2. Deciles of monthly gross wages and salaries in the national economy by sex in November 2025**



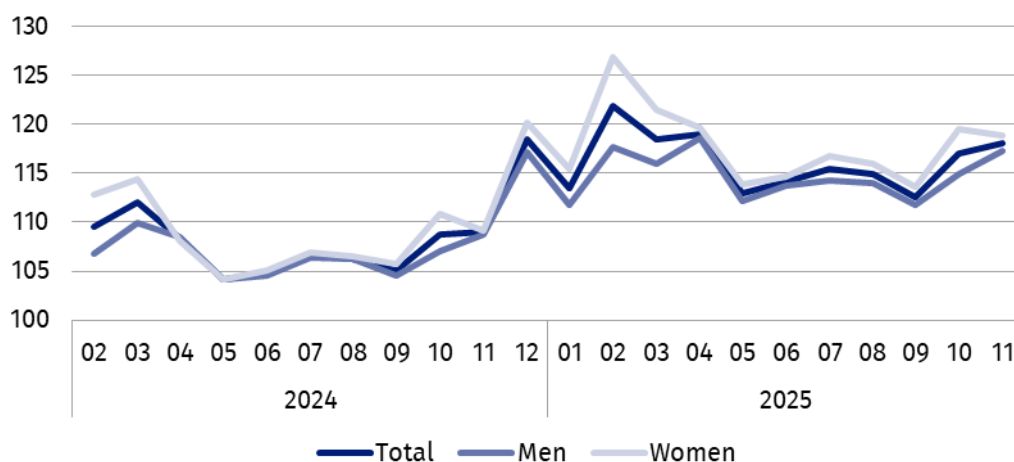
In November 2025, the highest earning 10% of men received a wage or salary of at least PLN 15 664.20. During the same period, the highest earning 10% of women received a wage or salary of at least PLN 13 465.76

### Average monthly gross wage and salary in the national economy

The average wage and salary in the national economy in November 2025 was PLN 9 068.03, among men – PLN 9 482.01, which represented 104.6% of the total average wage and salary, while among women – PLN 8 642.60, or 95.3% of the total average wage and salary. In terms of the employees' age, the highest average wage and salary was recorded in the 45-54 age group – PLN 9 556.53 (105.4% of the total value), and the lowest in the 24-or-under age group – PLN 6 525.16 (72.0% of the total value). Taking entity size into account, the highest average wage and salary was recorded in entities with 1 000 or more employed persons – PLN 10 824.31 (119.4% of the total value), and the lowest in entities with 5 or fewer employed persons – PLN 5 869.88 (64.7% of the total value). The average wage and salary also varied by ownership sector. In the public sector, it was PLN 10 037.29, which represented 110.7% of the total value, while in the private sector it was PLN 8 624.91 – 95.1% of the total value.

In November 2025, the average monthly gross wage and salary in entities with 9 or fewer employed persons was PLN 6 076.49

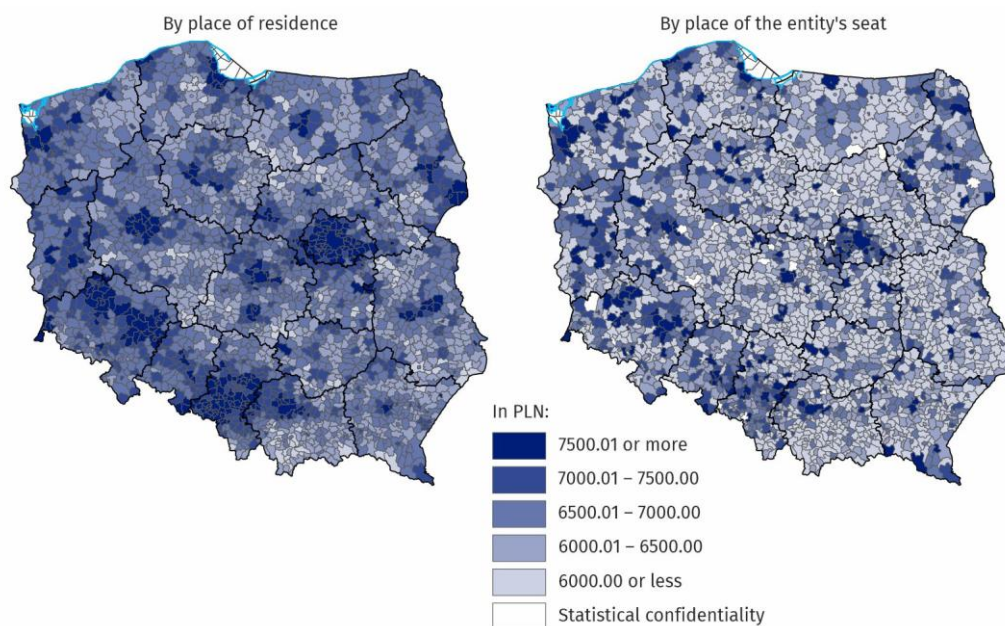
**Chart 3. Indices of average monthly gross nominal wage and salary in the national economy**  
01 2024 = 100



## Wages and salaries by territory

Wages and salaries in the national economy in November 2025 varied spatially by place of residence of the employees, as well as by place of the entity's seat.

**Map 1. Median monthly gross wage and salary in the national economy in November 2025**



In November 2025, the median wage and salary, calculated according to place of residence, was equal to or higher than PLN 6 500 in approximately 71% of gminas, whereas, when calculated according to place of the entity's seat, it was equal to or higher than PLN 6 500 in approximately 33% of gminas

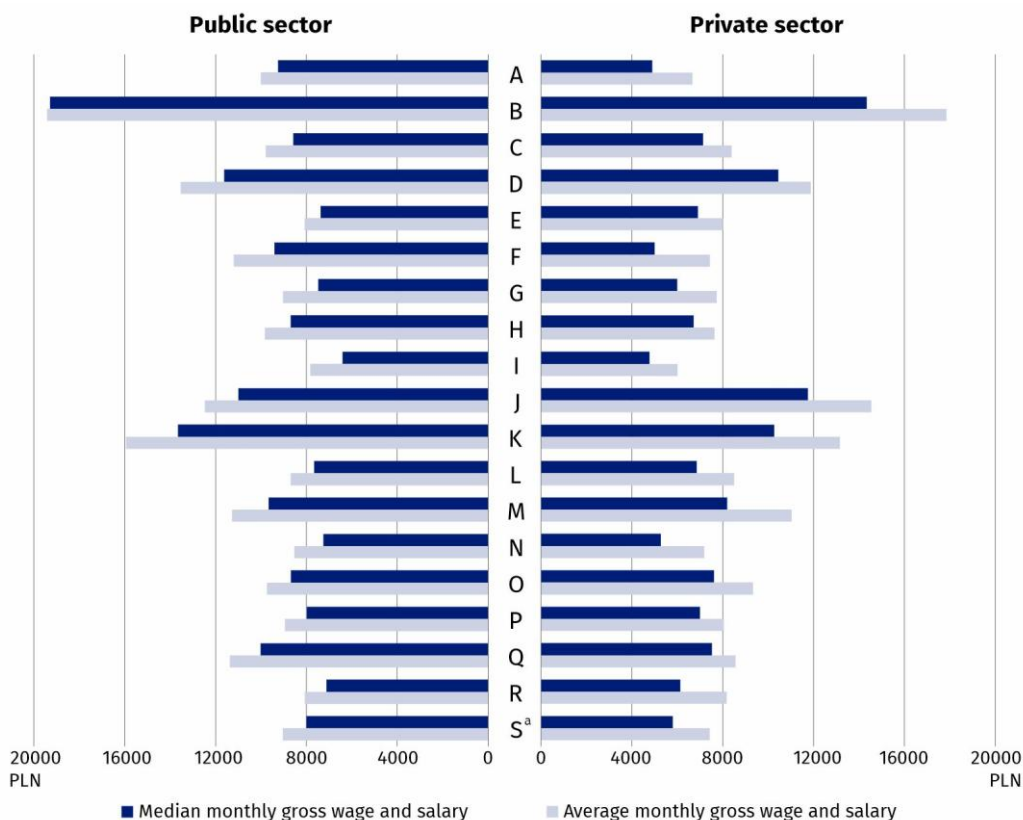
The spatial distribution of the median wage and salary by place of residence of the employees is more even than by place of the entity's seat. The difference between the highest and lowest values of the median in the breakdown by place of the entity's seat was PLN 8 604.14, with the median wage and salary being equal to or lower than PLN 5 500 in around 17% of gminas. On the other hand, in the breakdown by place of residence of the employees, only in around 0.2% of gminas was the median wage and salary equal to or lower than PLN 5 500, and the difference between the highest and lowest values of the median wage and salary was PLN 5 127.71.

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

Wages and salaries also varied by kind of activity. In November 2025, the highest median wage and salary, at PLN 18 560.21, was recorded in the Mining and quarrying section. In both the public and private sectors, the highest median wage and salary was also in the Mining and quarrying section (PLN 19 293.64 in the public sector, PLN 14 348.41 in the private sector). In 15 of the 19 PKD 2007/NACE Rev. 2 sections analysed, men's median wage and salary was higher than women's median wage and salary, with the largest percentage difference occurring in the Mining and quarrying section, at 48.0%. In 4 sections, women's median wage and salary was higher than men's median wage and salary, with the largest percentage difference occurring in the Construction section, at 39.4%.

In November 2025, the largest difference in the median gross wage and salary between the public and private sectors occurred in the Mining and quarrying section, at PLN 4 945.23

**Chart 4. Average monthly gross wage and salary and median monthly gross wage and salary in the national economy by PKD 2007/NACE Rev. 2 section and ownership sector in November 2025**



a The data for the Other service activities (S) section also cover employees in the 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) sections.

The highest average wage and salary in November 2025 was recorded in the Mining and quarrying section, at PLN 18 731.19. In both the public and private sectors, the highest average wage and salary was also in the Mining and quarrying section (PLN 19 425.04 in the public sector, PLN 17 852.88 in the private sector). The largest percentage difference between men’s average wage and salary and women’s average wage and salary was in the Financial and insurance activities section, amounting to 37.0% in favour of men. In 3 sections, women’s average wage and salary was higher than men’s, with the largest percentage difference occurring in the Construction section, amounting to 15.6% in favour of women.

In November 2025, in 16 sections, men’s average monthly gross wage and salary was higher than women’s average monthly gross wage and salary

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

The presented data on wages and salaries cover monetary payments under the title of an employment relationship or a service relationship to employees, as well as payments under contracts of mandate, contracts to perform a specified task and agency agreements, if these contracts were concluded with the same employer or to the benefit of the same employer with whom a given person is employed on the basis of an employment relationship.

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

In this publication letter symbols and abbreviated names of PKD 2007/NACE Rev. 2 sections were used. Abbreviations are marked with a ‘Δ’ symbol. The full names can be found in the list of PKD 2007/NACE Rev. 2 sections below.

Symbols of PKD 2007/NACE Rev. 2 sections:

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 Other service activities (S) section also cover employees in the 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) sections.

When quoting Statistics Poland data, please provide the information: 'Source of data: Statistics Poland', and when publishing calculations made on data published by Statistics Poland, please include the following disclaimer: 'Own study based on figures from Statistics Poland'.

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