

Distribution of wages and salaries in the national economy in December 2025

3.06.2026

PLN 7 907.20

Median monthly gross wage and salary

PLN 9 813.30

Average monthly gross wage and salary

In December 2025, the median monthly gross wage and salary increased by 6.4% in nominal terms compared with November 2025, while it increased by 8.8% in nominal terms compared with the corresponding month of the previous year. During the same period, the average monthly gross wage and salary increased by 8.2% in nominal terms compared with November 2025, and by 7.8% in nominal terms compared with December 2024.

In December 2025, the median monthly gross wage and salary was 19.4% lower than the average monthly gross wage and salary for that month

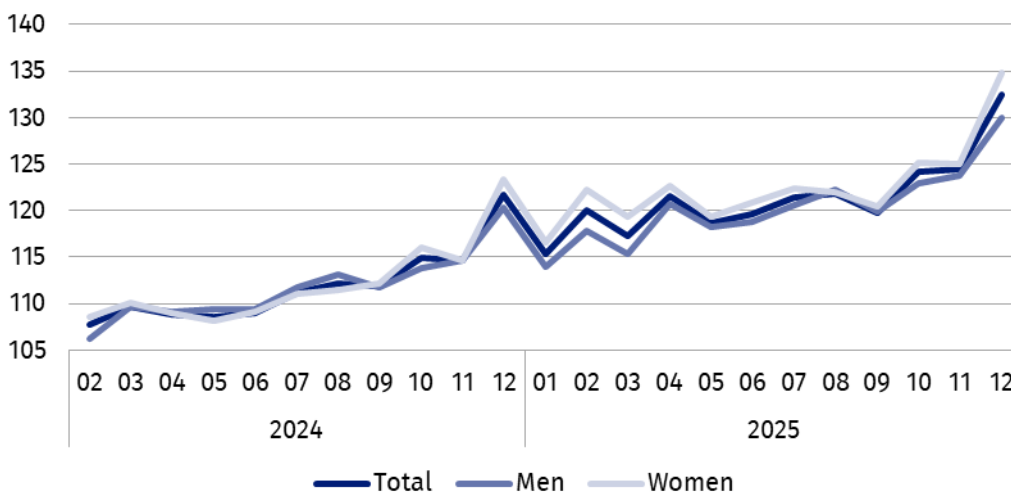
Median monthly gross wage and salary in the national economy

The median gross wage and salary in the national economy in December 2025 was PLN 7 907.20. It means that half of the employees received 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 – among men it was PLN 8 027.85 (101.5% of the total value), while among women it was PLN 7 783.00 (98.4% of the total value). In the public sector, the median wage and salary was PLN 9 857.96 (which was 124.7% of the total value), while in the private sector it was PLN 6 895.00 – 87.2% of the total value. Taking the employees' age into account, the highest median wage and salary was in the 45-54 age group – PLN 8 305.53 (105.0% of the total value), while the lowest was in the 24-or-under age group – PLN 6 077.85 (76.9% 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 9 578.35 (121.1% of the total value), and the lowest in entities with 9 or fewer employed persons – PLN 4 666.00 (59.0% of the total value).

In December 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

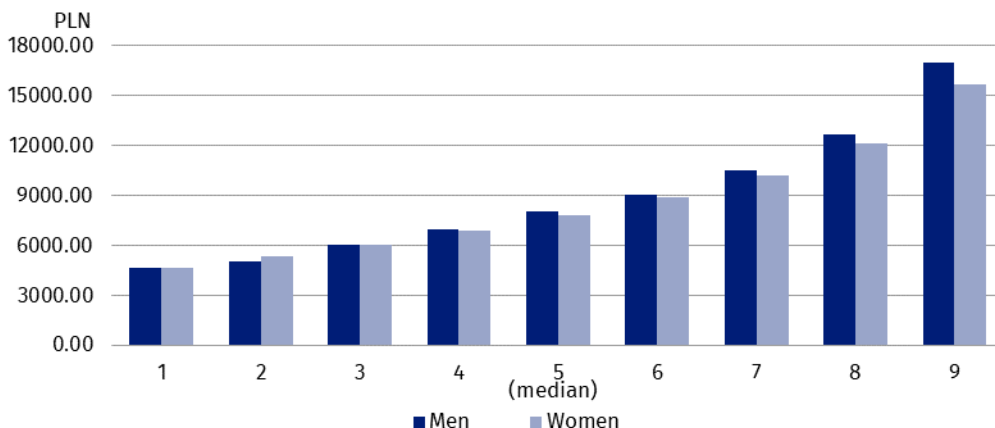
01 2024 = 100



Deciles of monthly gross wages and salaries in the national economy

In December 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 16 290.63 (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 1 314.20 in favour of men.

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



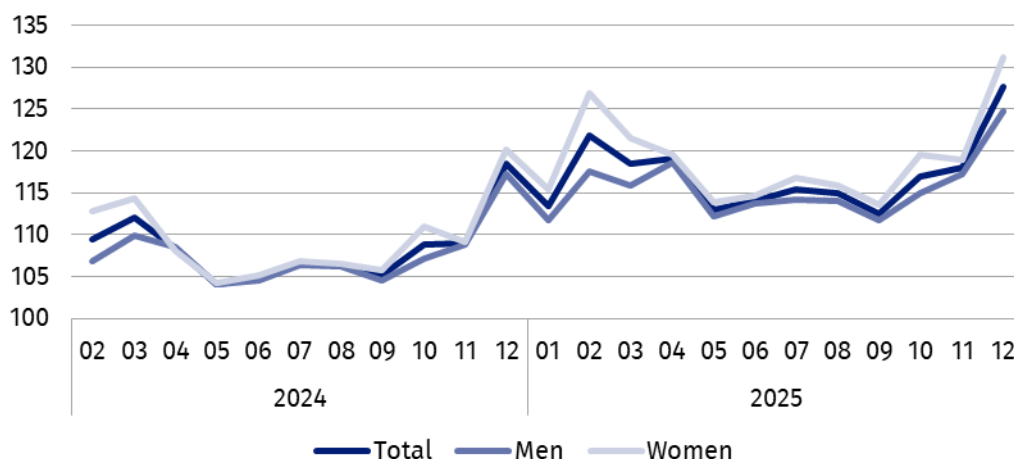
In December 2025, the highest earning 10% of men received a wage or salary of at least PLN 16 994.20. During the same period, the highest earning 10% of women received a wage or salary of at least PLN 15 680.00

Average monthly gross wage and salary in the national economy

The average wage and salary in the national economy in December 2025 was PLN 9 813.30, among men – PLN 10 087.86 (which represented 102.8% of the total average wage and salary), while among women – PLN 9 533.08 (97.1% of the total average wage and salary). In terms of the employees’ age, the highest average wage and salary was recorded in the 65-or-over age group – PLN 10 590.88 (107.9% of the total value), and the lowest in the 24-or-under age group – PLN 6 868.21 (70.0% 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 11 475.08 (116.9% of the total value), and the lowest in entities with 5 or fewer employed persons – PLN 6 051.70 (61.7% of the total value). The average wage and salary also varied by ownership sector. In the public sector, it was PLN 11 389.08 (which represented 116.1% of the total value), while in the private sector it was PLN 9 083.38 (92.6% of the total value).

In December 2025, the average monthly gross wage and salary in entities with 9 or fewer employed persons was PLN 6 306.72

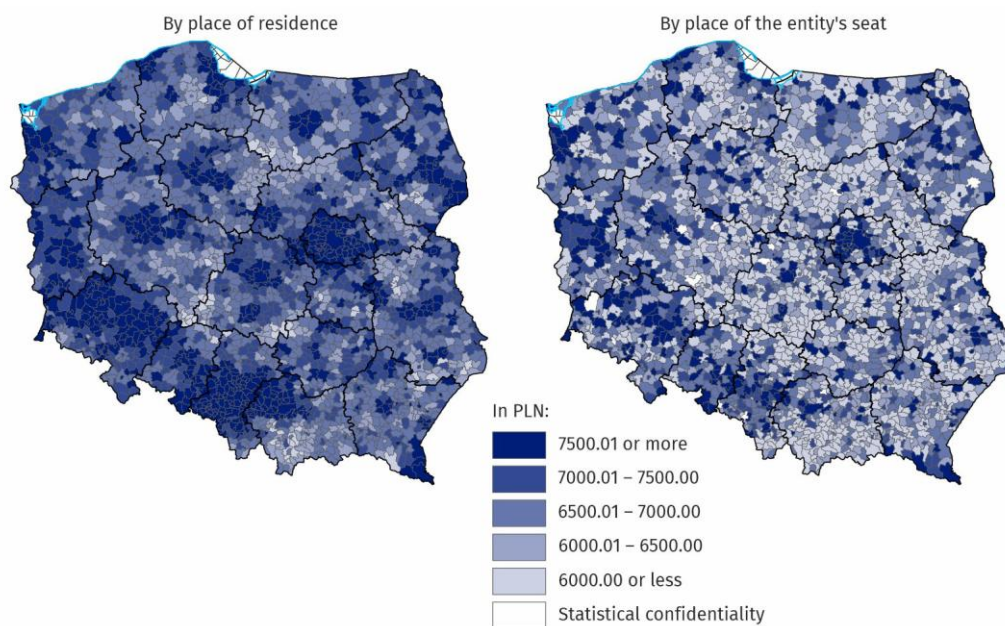
Chart 3. Indices of average monthly gross nominal wage and salary in the national economy 01 2024 = 100



Wages and salaries by territory

Wages and salaries in the national economy in December 2025 varied spatially both by place of residence of the employees and by place of the entity's seat.

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



In December 2025, the median wage and salary, calculated according to place of residence, was equal to or higher than PLN 6 500 in approximately 85% 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 46% of gminas

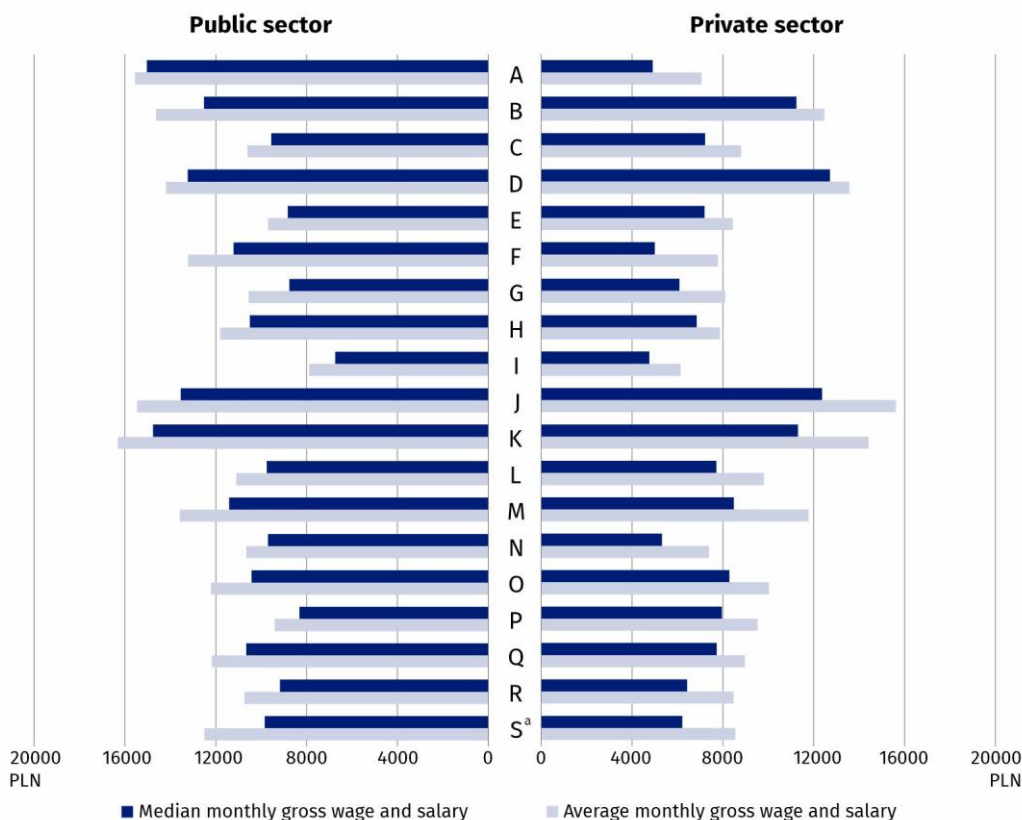
The spatial distribution of the median wage and salary by place of residence of the employees is more even than by place of the entity's seat. The difference between the highest and lowest values of the median in the breakdown by place of the entity's seat was PLN 8 434.00, with the median wage and salary being equal to or lower than PLN 5 500 in around 14% of gminas. On the other hand, in the breakdown by place of residence of the employees, only in around 0.1% 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 5 990.36.

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

Wages and salaries also varied by kind of activity. In December 2025, the highest median wage and salary – PLN 12 983.15, was recorded in the Electricity, gas, steam and air conditioning supply section. In the public sector, the highest median wage and salary was in the Agriculture, forestry and fishing section (PLN 15 037.35), while in the private sector – in the Electricity, gas, steam and air conditioning supply section (PLN 12 718.42). In 12 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 Information and communication section, at 30.0%. In 7 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 42.9%.

In December 2025, the largest difference in the median gross wage and salary between the public and private sectors occurred in the Agriculture, forestry and fishing section – PLN 10 121.35

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 December 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 December 2025 was recorded in the Information and communication section, at PLN 15 610.39. In the public sector, the highest average wage and salary was in the Financial and insurance activities section (PLN 16 321.55), while in the private sector in the Information and communication section (PLN 15 616.96). 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 35.2% in favour of men. In 5 sections, women’s average wage and salary was higher than men’s, with the largest percentage difference occurring in the Construction section, amounting to 19.8% in favour of women.

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.

In December 2025, in 14 sections, men’s average monthly gross wage and salary was higher than women’s average monthly gross wage and salary

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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