

Distribution of wages and salaries in the national economy in January 2026

1.07.2026

PLN 7 447.16

Median monthly gross wage and salary

PLN 9 352.97

Average monthly gross wage and salary

In January 2026, the median monthly gross wage and salary decreased by 5.8% in nominal terms compared with December 2025, whilst it increased by 8.2% compared with January 2025. During the same period, the average monthly gross wage and salary decreased by 4.7% in nominal terms compared with December 2025, whilst it increased by 7.3% compared with January 2025.

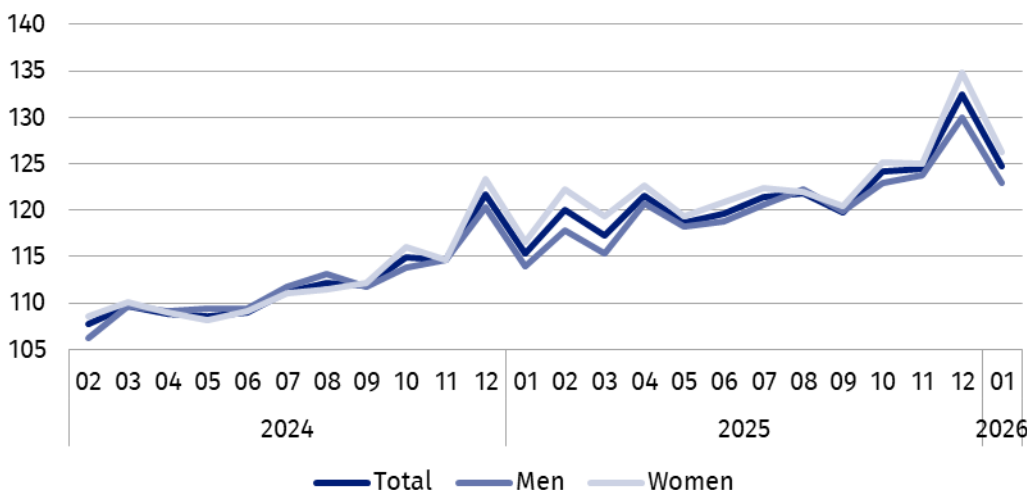
In January 2026, the median monthly gross wage and salary was 20.4% lower than the average monthly gross wage and salary in that month

Median monthly gross wage and salary in the national economy

The median gross wage and salary in the national economy in January 2026 was PLN 7 447.16. 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 7 590.00 (101.9% of the total value), while among women it was PLN 7 289.17 (97.9% of the total value). In the public sector, the median wage and salary was PLN 8 790.54 (representing 118.0% of the total value), while in the private sector it was PLN 6 744.14 – 90.6% of the total value. Taking the employees' age into account, the highest median wage and salary was in the 45-54 age group – PLN 7 743.00 (104.0% of the total value), while the lowest was in the 24-or-under age group – PLN 5 914.29 (79.4% 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 8 687.15 (116.7% of the total value), while the lowest in entities with 9 or fewer employed persons – PLN 4 806.00 (64.5% of the total value).

In January 2026, 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

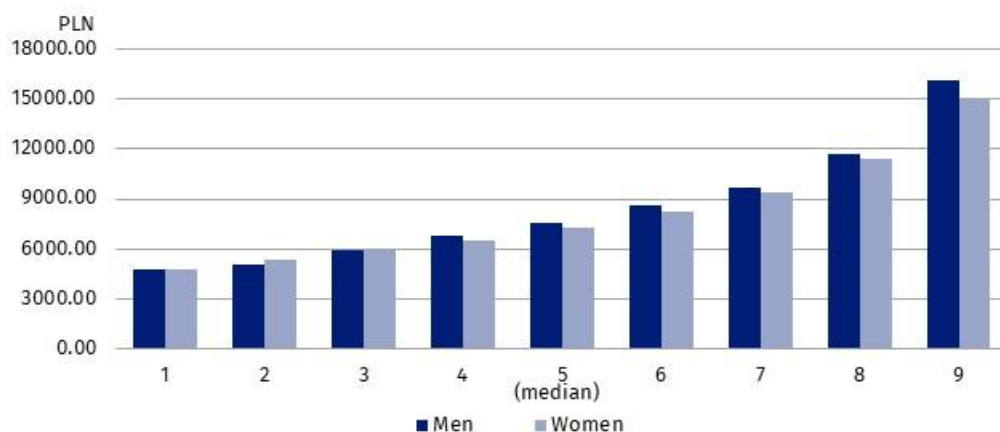


Deciles of monthly gross wages and salaries in the national economy

In January 2026, the lowest earning 10% of employees received a wage or salary of at most PLN 4 806.00 (the first decile). In contrast, the highest earning 10% of employees received a wage or salary of at least PLN 15 500.00 (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 1 212.31 in favour of men.

In January 2026, only in the second decile were women's wages and salaries higher than men's; the difference amounted to PLN 272.88

Chart 2. Deciles of monthly gross wages and salaries in the national economy by sex in January 2026



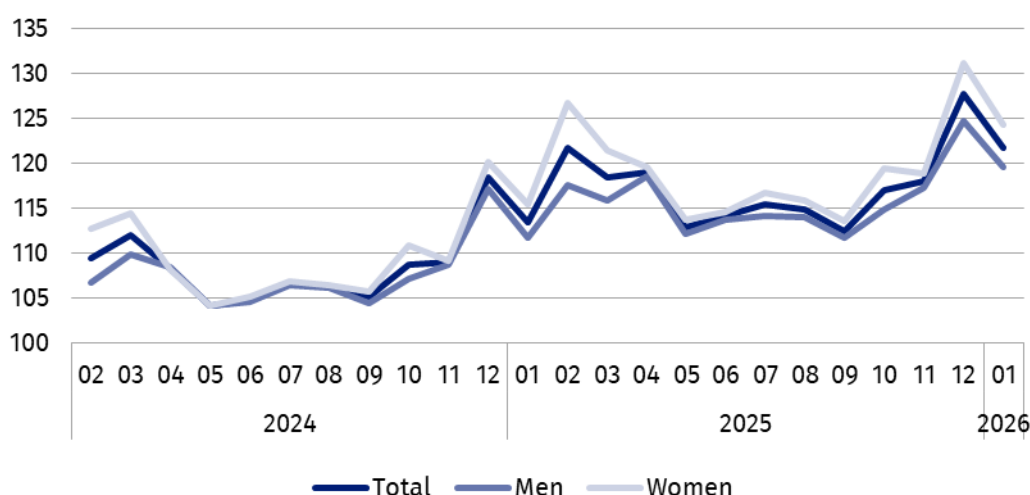
In January 2026, the highest earning 10% of men received a wage or salary of at least PLN 16 177.61. During the same period, the highest earning 10% of women received a wage or salary of at least PLN 14 965.30

Average monthly gross wage and salary in the national economy

The average wage and salary in the national economy in January 2026 was PLN 9 352.97, among men – PLN 9 668.77 (which represented 103.4% of the total average wage and salary), while among women – PLN 9 031.66 (96.6% 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 9 994.84 (106.9% of the total value), while the lowest in the 24-or-under age group – PLN 6 574.24 (70.3% 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 10 808.37 (115.6% of the total value), while the lowest in entities with 5 or fewer employed persons – PLN 6 009.76 (64.3% of the total value). The average wage and salary also varied by ownership sector. In the public sector, it was PLN 10 520.56 (which represented 112.5% of the total value), while in the private sector it was PLN 8 810.17 (94.2% of the total value).

In January 2026, the average monthly gross wage and salary in entities with 9 or fewer employed persons was PLN 6 224.82

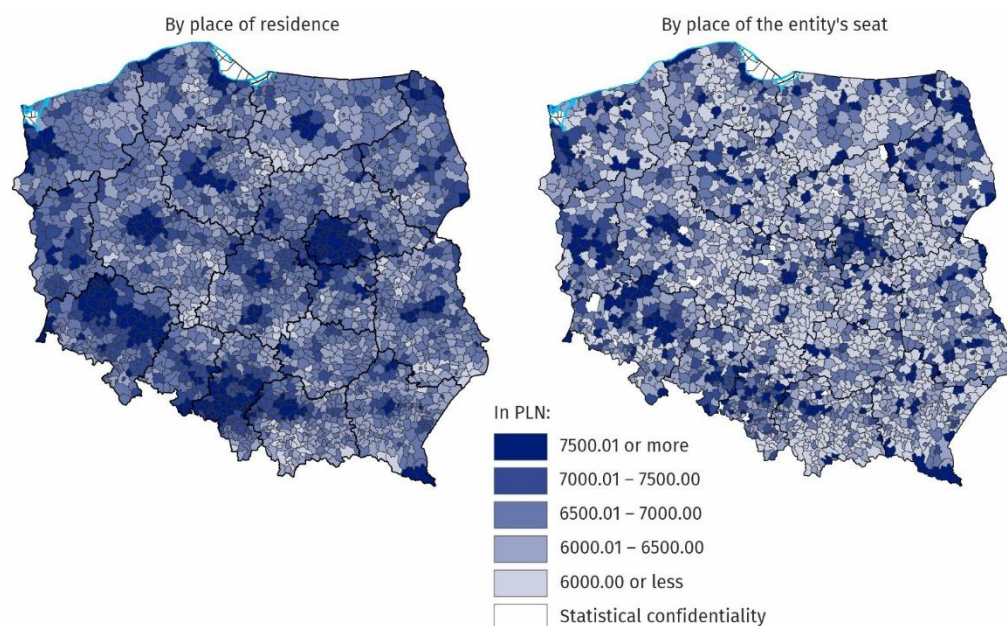
Chart 3. Indices of average monthly gross nominal wage and salary in the national economy
01 2024 = 100



Wages and salaries by territory

Wages and salaries in the national economy in January 2026 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 January 2026



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 13 068.53, with the median wage and salary being equal to or lower than PLN 6 000 in around 36% of gminas. On the other hand, in the breakdown by place of residence of the employees, only in around 4% of gminas was the median wage and salary equal to or lower than PLN 6 000, and the difference between the highest and lowest values of the median wage and salary was PLN 7 601.11.

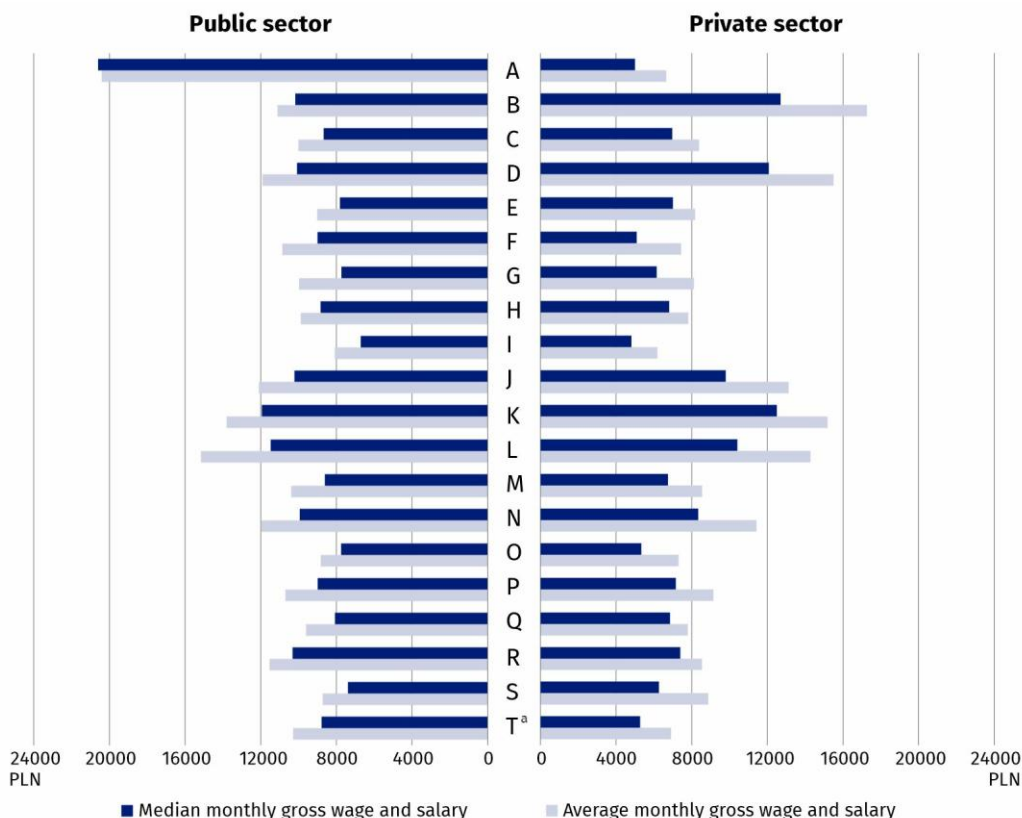
Wages and salaries by PKD 2025/NACE Rev. 2.1 section

Wages and salaries also varied by kind of activity. In January 2026, the highest median wage and salary – PLN 12 467.60, was recorded in the Telecommunication, computer programming, consulting, computing infrastructure and other information service activities section (section K). In the public sector, the highest median wage and salary was in the Agriculture, forestry and fishing section (section A) – PLN 20 605.04, while in the private sector – in the Mining and quarrying section (section B) – PLN 12 703.59. In 14 of the 20 PKD 2025/NACE Rev. 2.1 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 Financial and insurance activities section (section L), at 40.5%. In 6 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 (section F), at 36.8%.

In January 2026, the median wage and salary, calculated according to place of residence, was equal to or higher than PLN 7 000 in approximately 34% of gminas, whereas, when calculated according to place of the entity's seat, it was equal to or higher than PLN 7 000 in approximately 20% of gminas

In January 2026, the largest difference in the median gross wage and salary between the public and private sectors occurred in the Agriculture, forestry and fishing section (section A) – PLN 15 605.04

Chart 4. Average monthly gross wage and salary and median monthly gross wage and salary in the national economy by PKD 2025/NACE Rev. 2.1 section and ownership sector in January 2026



a Data for the Other service activities (T) section also cover employees in the Activities of households as employers and undifferentiated goods- and service-producing activities of households for own use (U) and Activities of extraterritorial organisations and bodies (V) sections.

The highest average wage and salary in January 2026 was recorded in Telecommunication, computer programming, consulting, computing infrastructure and other information service activities section (section K), at PLN 15 150.53. In the public sector, the highest average wage and salary was in the Agriculture, forestry and fishing section (section A) – PLN 20 418.57, while in the private sector in the Mining and quarrying section (section B) – PLN 17 264.99. 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 (section L), amounting to 45.6% 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 (section F), amounting to 15.9% in favour of women.

In January 2026, in 15 sections, men’s average monthly gross wage and salary was higher than women’s average monthly gross wage and salary

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

This publication presents, for the first time, the results of the survey using the Polish Classification of Activities 2025, introduced by the Regulation of the Council of Ministers of 18 December 2024 (Journal of Laws of 2024, item 1936). Due to these changes, data broken down by PKD/NACE section, as well as by sector of the national economy, are not fully comparable with results from previous periods.

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.

Symbols of PKD 2025/NACE Rev. 2.1 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;

H – Transportation and storage;

I – Accommodation and food service activities;

J – Publishing, broadcasting, and content production and distribution activities;

K – Telecommunication, computer programming, consulting, computing infrastructure and other information service activities;

L – Financial and insurance activities;

M – Real estate activities;

N – Professional, scientific and technical activities;

O – Administrative and support service activities;

P – Public administration and defence; compulsory social security;

Q – Education;

R – Human health and social work activities;

S – Arts, sports and recreation;

T – Other service activities.

Data for the Other service activities (T) section also cover employees in the Activities of households as employers and undifferentiated goods- and service-producing activities of households for own use (U) and Activities of extraterritorial organisations and bodies (V) sections.

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