

Average paid employment¹ and average gross wages and salaries in the enterprise sector in January 2025

20.02.2025

↓ 0.9%

YoY decrease in the average paid employment in the enterprise sector

In January 2025, the average paid employment in the enterprise sector compared with January 2024 was lower by 0.9% and amounted to 6 455.0 thousand full-time equivalent employees.

↑ 9.2%

YoY increase in the average monthly gross wage and salary in the enterprise sector

The average monthly wage and salary in the enterprise sector in January 2025 compared with January 2024 increased nominally by 9.2% and amounted to PLN 8 482.47 gross.

The presented data concern entities from the enterprise sector, which is part of the national economy.

Table 1. Average paid employment and average gross wages and salaries in the enterprise sector

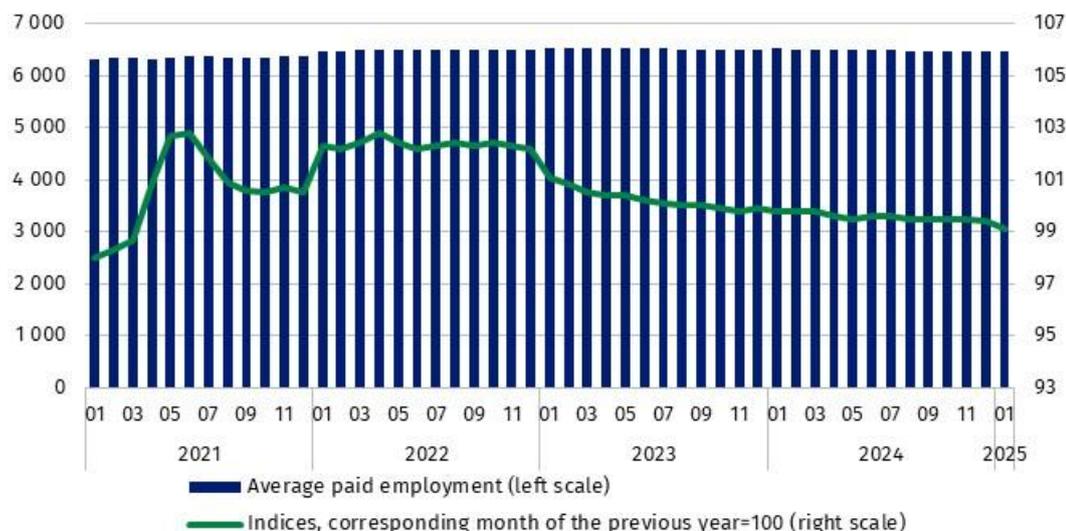
Specification	01 2025		
	in absolute numbers	12 2024= =100	01 2024= =100
Average paid employment in thousand full-time equivalent employees	6 455.0	100.0	99.1
Total average gross wages and salaries in PLN	8 482.47	96.2	109.2
of which excluding payments from profit	8 482.41	96.2	109.2

In January 2025, the statutory minimum salary for work was raised to PLN 4 666 i.e. by 8.5% compared with the last increase in July 2024, when it amounted to PLN 4 300, which also affected changes in average monthly gross wages and salaries in the enterprise sector

In January 2025, the average paid employment in the enterprise sector remained at a similar level to December 2024.

¹ Average paid employment after converting part-time employees into full-time equivalent employees.

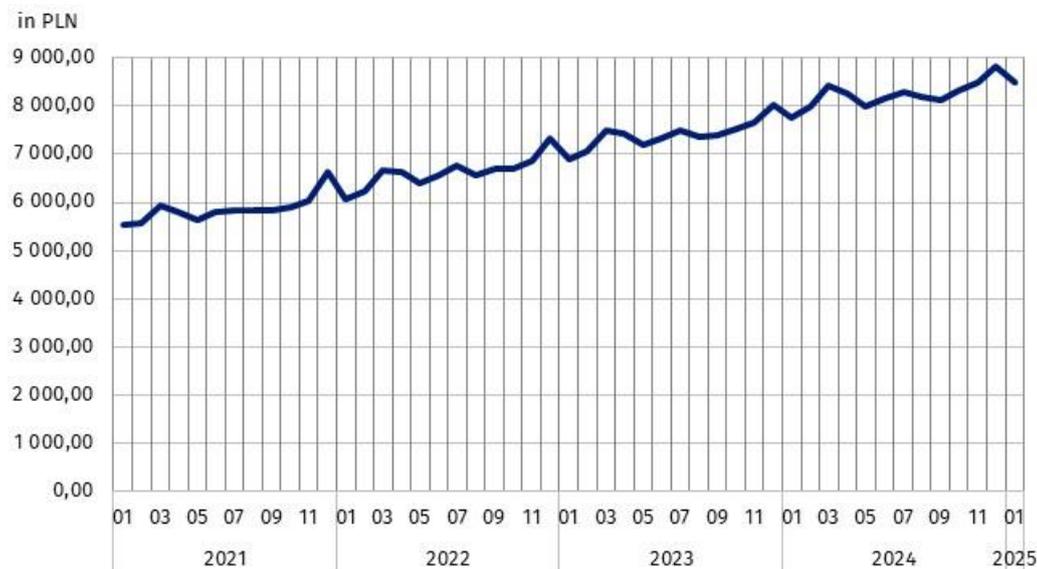
Chart 1. Average paid employment in the enterprise sector



In January 2025, **the average monthly gross wage and salary in the enterprise sector** decreased by 3.8% in nominal terms compared with December 2024. This decrease is the result of a reduction in the scale or even non-existence in January of payments that took place in the previous month, such as awards, including Christmas, service anniversary and Miner's Day awards, as well as quarterly bonuses, annual bonuses and retirement severance pays (which, in addition to base salaries, are also included among the components of wages and salaries²).

Average monthly gross salary in the enterprise sector include the base salary and additional salary components, including bonuses, awards, overtime pay and retirement severance pays

Chart 2. Average monthly gross wages and salaries in the enterprise sector



² Annex to the explanatory notes on reporting on paid employment, wages and salaries https://form.stat.gov.pl/formularze/2025/objasnienia/zalacznik_do_objasnien.pdf

Methodological notes

The enterprise sector is part of the national economy and includes entities with 10 or more employed persons and conducting business activities³. Data for the national economy are published quarterly, e.g. in the publication *Paid employment, wages and salaries in the national economy*.

As in previous years, in January the size class of the surveyed units was verified and a sample of medium-sized units (i.e. with 10 to 49 employed persons) was selected.

Due to the short deadline for units to provide data as part of the survey with the use of DG-1 form, the results presented are preliminary. In the absence of complete records at the date of preparation of the report, it is permissible to report estimated data, and if data reported in previous periods need to be corrected, the changes are included only in the cumulative data.

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.'

³ More information: [Methodological report. Monthly activity report of enterprises](#)

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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Data available in databases

[Local Data Bank – Labour market](#)

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Terms used in official statistics

[Enterprise sector in the labour market and wages and salaries statistics](#)

[Average paid employment](#)

[Wages and salaries to calculate average monthly wages and salaries](#)