

Average paid employment¹ and average gross wages and salaries in the enterprise sector in December 2024

22.01.2025

 **0.6%**

YoY decrease in the average paid employment in the enterprise sector

In December 2024, the average paid employment in the enterprise sector compared with December 2023 was lower by 0.6% and amounted to 6 453.7 thousand full-time equivalent employees.

 **9.8%**

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 December 2024 compared with December 2023 increased nominally by 9.8% and amounted to PLN 8 821.25 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

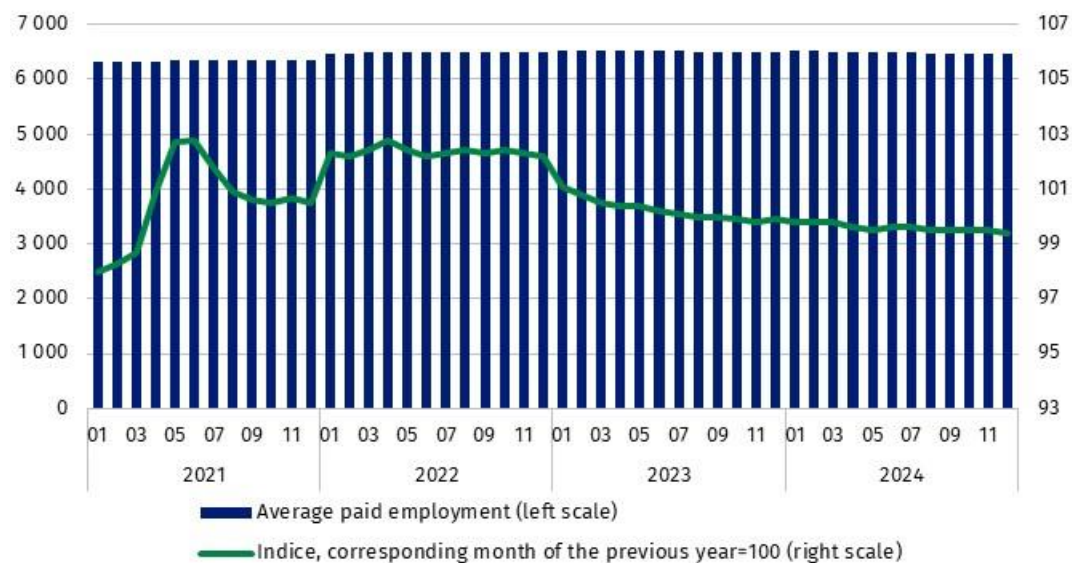
Specification	12 2024			01-12 2024	
	in absolute numbers	11 2024= =100	12 2023= =100	in absolute numbers	01-12 2023= =100
Average paid employment in thousand full-time equivalent employees	6 453.7	99.9	99.4	6 504.2	99.6
Total average gross wages and salaries in PLN	8 821.25	104.0	109.8	8 265.92	111.0
of which excluding payments from profit	8 820.94	104.0	109.8	8 264.85	111.0

In July 2024, the statutory minimum salary for work was raised to PLN 4 300 i.e. by 1.4% compared with the last increase in January 2024, when it amounted to PLN 4 242, which also affected changes in average monthly gross wages and salaries in the enterprise sector

In December 2024, there was a slight decrease in **the average paid employment** in the enterprise sector relative to November 2024 by 0.1%.

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

Chart 1. Average paid employment in the enterprise sector



In December 2024, **the average monthly gross wage and salary in the enterprise sector** increased by 4.0% in nominal terms compared with November 2024. This increase was due to the payment of, inter alia, 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 wage or 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
http://form.stat.gov.pl/formularze/2024/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*.

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](#)

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[Methodological report Wages and salaries in the national economy](#)

Data available in databases

[Local Data Bank – Labour market](#)

[Macroeconomic Data Bank – Labour market](#)

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](#)