

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

18.12.2025


0.8%

YoY decrease in the average paid employment in the enterprise sector

In November 2025, the average paid employment in the enterprise sector was 6 413.8 thousand full-time equivalents, 0.8% lower than a year earlier.


7.1%

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

The average monthly gross wage and salary in the enterprise sector in November 2025 was PLN 9 078.16, i.e. it increased by 7.1% in nominal terms compared with November last year.

The presented data refer to entities from the enterprise sector, which is part of the national economy².

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

Specification	11 2025			01-11 2025	
	in absolute numbers	10 2025= =100	11 2024= =100	in absolute numbers	01-11 2024= =100
Average paid employment in thousand full-time equivalents	6 413.8	100.1	99.2	6 438.7	99.1
Total average gross wages and salaries in PLN	9 078.16	102.4	107.1	8 872.97	107.9
of which excluding payments from profit	9 077.71	102.4	107.1	8 871.78	107.9

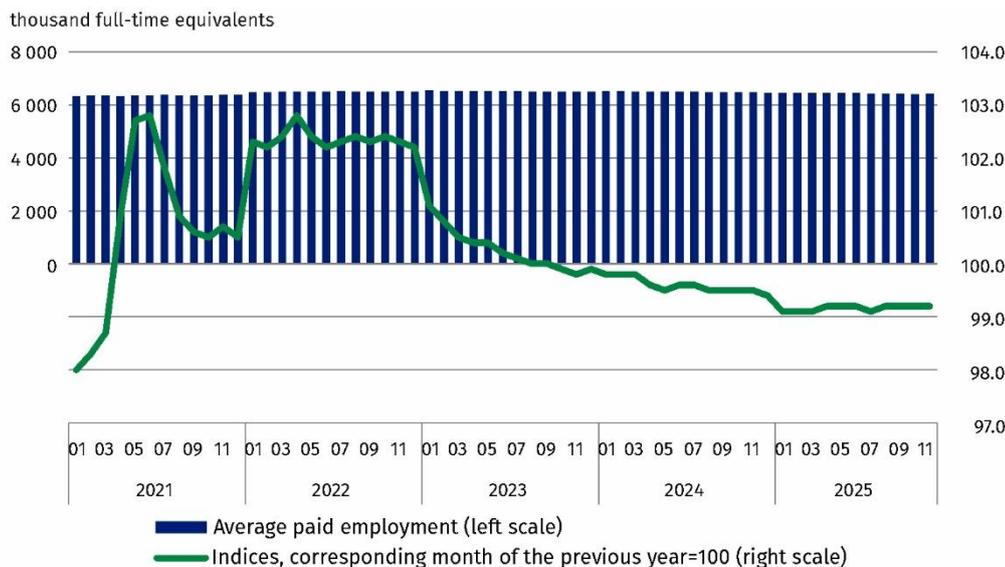
In January 2025, the statutory minimum salary for work was raised to PLN 4 666 i.e. by 8.5% compared with the last increase in July 2024, when it was PLN 4 300, which also affected changes in average monthly gross wages and salaries in the enterprise sector

In November 2025, **the average paid employment in the enterprise sector** was 0.1% higher compared with October this year.

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

² See: Methodological notes.

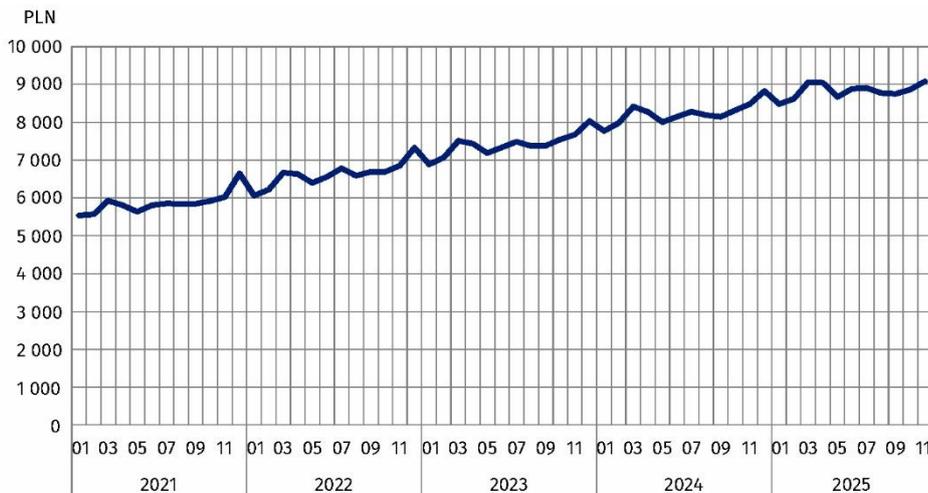
Chart 1. Average paid employment in the enterprise sector



In November 2025, **the average monthly gross wage and salary in the enterprise sector** increased by 2.4% in nominal terms compared with the previous month. The increase in wages and salaries was due to a larger scale of additional payments, inter alia awards and bonuses, including annual and Christmas bonuses, as well as Miner's Day awards (which, in addition to base salaries, are also included among the components of wages and salaries³).

Average monthly gross salary in the enterprise sector includes 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



³ Annex to the explanatory notes on reporting on paid employment, wages and salaries https://form.stat.gov.pl/formularze/2025/objasnienia/zalacznik_do_objasnienn.pdf

Methodological notes

The enterprise sector is part of the national economy and includes units with 10 or more employed persons, conducting business activities in the field of: forestry and logging; marine fishing; mining and quarrying; manufacturing; electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management and remediation activities; construction; wholesale and retail trade; repair of motor vehicles and motorcycles; transportation and storage; accommodation and food service activities; information and communication; real estate activities; activities of head offices; management consultancy activities; architectural and engineering activities; technical testing and analysis; advertising and market research; other professional, scientific and technical activities; administrative and support service activities; arts, entertainment and recreation; repair of computers and personal and household goods; other personal service activities⁴.

Data for the national economy are published quarterly, e.g. in *Statistical bulletin*.

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.

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'.

⁴ More information: [Methodological report. Monthly activity report of enterprises](#)

Prepared by:
Statistical Office in Bydgoszcz

Acting Director Katarzyna Klamrowska
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](#)