

Average paid employment¹ and average wage and salary in the enterprise sector in January 2026

19.02.2026

6.4 million FTE

Average paid employment in the enterprise sector

In January 2026, the average paid employment in the enterprise sector was 0.2% lower than in December 2025 and 0.8% lower than a year earlier.

PLN 9 002.47

Average monthly gross wage and salary in the enterprise sector

The average monthly gross wage and salary in the enterprise sector in January 2026 was 6.1% lower than in December 2025 and increased by 6.1% in nominal terms compared with January 2025.

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 wage and salary in the enterprise sector

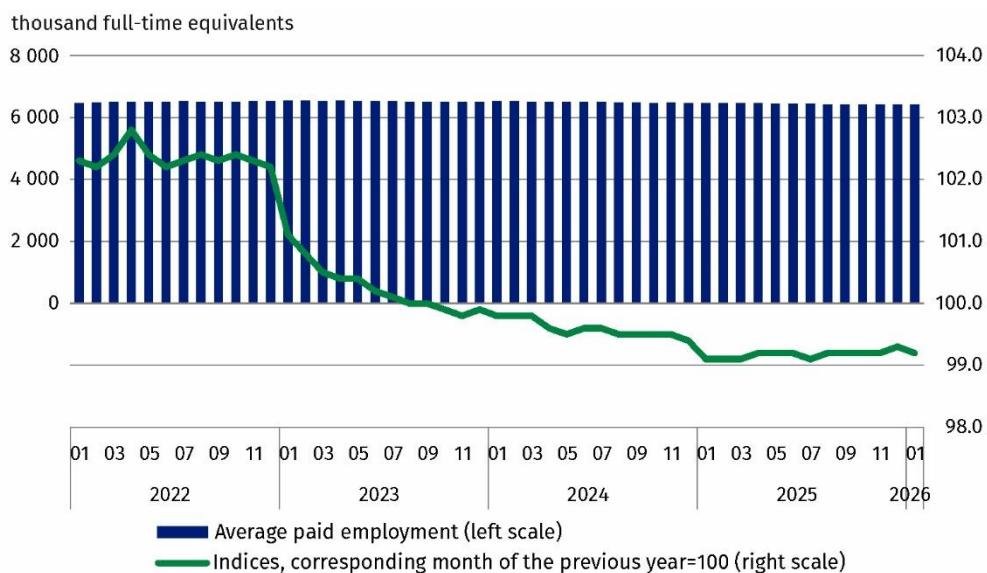
Specification	01 2026		
	in absolute numbers	12 2025= =100	01 2025= =100
Average paid employment in thousand full-time equivalents	6 400.5	99.8	99.2
Total average gross wage and salary in PLN	9 002.47	93.9	106.1
of which excluding payments from profit	9 002.27	93.9	106.1

In January 2026, the statutory minimum salary increased to PLN 4 806, i.e., by 3.0% compared with the previously applicable minimum salary. This also affected the change in the average monthly gross wage and salary in the enterprise sector

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

² See: Methodological notes.

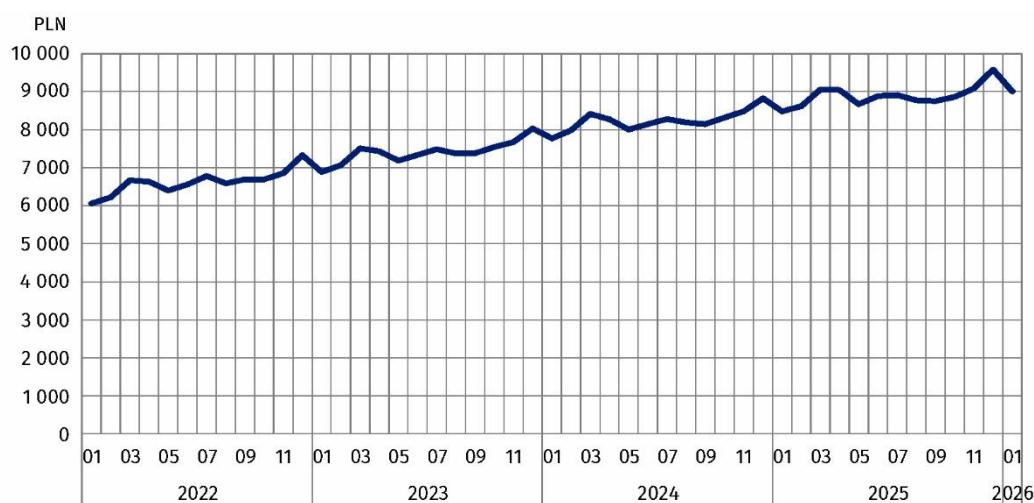
Chart 1. Average paid employment in the enterprise sector



The decrease in the average monthly wage and salary in January 2026 compared with the previous month was caused by the absence of additional payments that took place in December 2025, i.e., Christmas bonuses and Miner's Day awards, as well as a smaller scale of additional payments, including awards and bonuses, such as discretionary, annual and incentive awards and bonuses, as well as service anniversary awards (which, in addition to basic wages and 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 pay

Chart 2. Average monthly gross wage and salary in the enterprise sector



³ Annex to the explanatory notes on reporting on paid employment, wages and salaries: https://form.stat.gov.pl/formularze/2026/objasnienia/zalacznik_do_objasnien.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*.

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.

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](#)

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[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](#)

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