

Average paid employment and wages and salaries in the national economy in 2025 – final data

22.10.2026

11.0 million
full-time equivalents

Average paid employment in the national economy in 2025

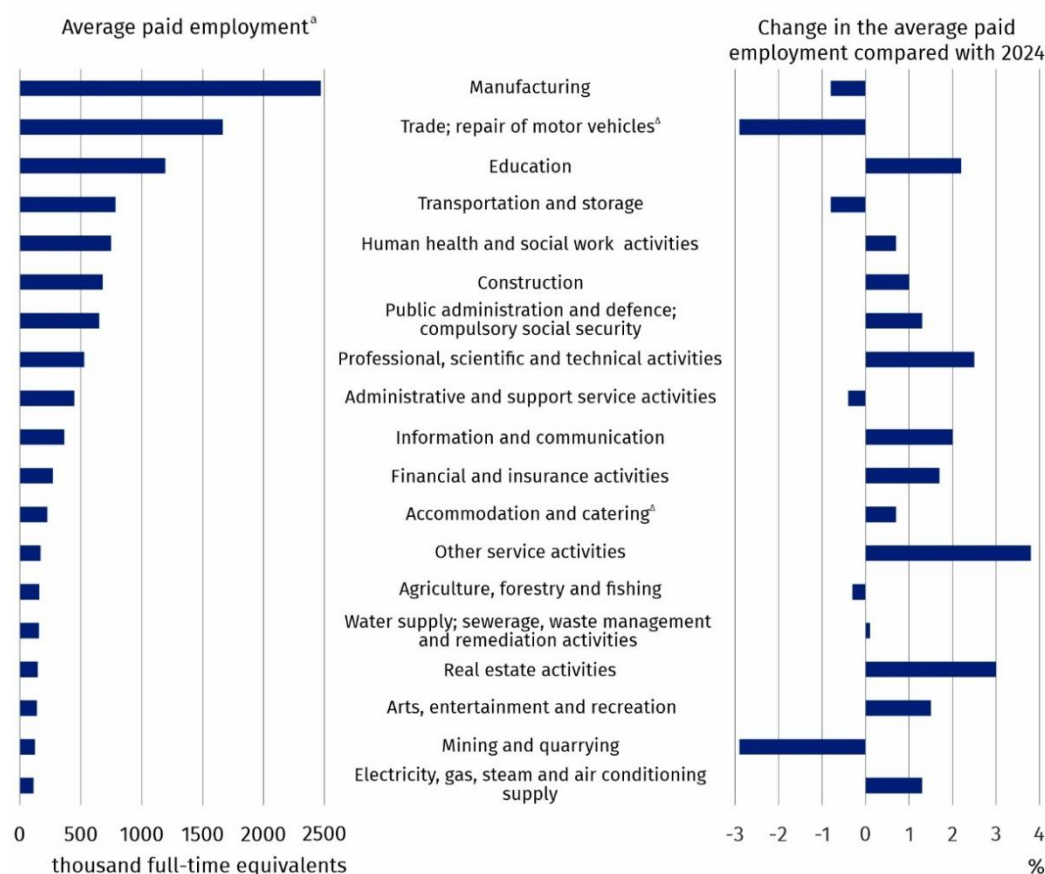
According to final data, the average paid employment in the national economy amounted to 11 042.2 thousand full-time equivalents and remained at a similar level to the previous year.

Average paid employment in the national economy

In 2025, the largest number of full-time equivalents was concentrated in the Manufacturing section (Section C), accounting for 22.4% of total average paid employment. Compared with 2024, the average paid employment increased in most sections, with the largest increases recorded in the Other service activities section (Section S), at 3.8%, and the Real estate activities section (Section L), at 3.0%. A decrease in the average paid employment was recorded in six sections, with the largest decreases observed in the Mining and quarrying section (Section B) and the Trade; repair of motor vehicles^A section (Section G), both down by 2.9%.

Average paid employment includes full-time employees and part-time employees converted into full-time equivalents

Chart 1. Average paid employment in the national economy by PKD 2007/NACE Rev. 2 section in 2025 – final data



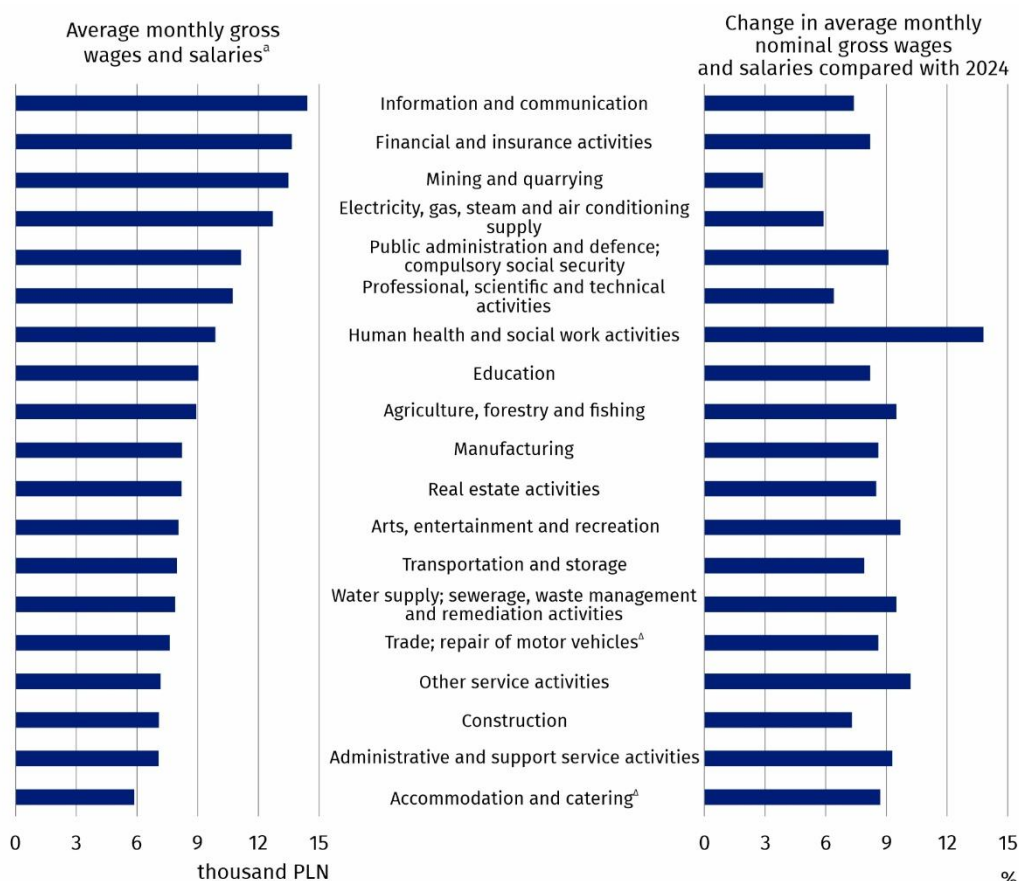
a Sorted by the number of full-time equivalents.

Average monthly gross wages and salaries in the national economy

According to final data, the average monthly gross wage and salary in the national economy in Poland in 2025 amounted to PLN 8 872.34. Compared with 2024, it increased nominally by 8.8%. The average monthly gross wage and salary varied by PKD/NACE section, ranging from PLN 5 873.62 in the Accommodation and catering^a section (Section I) to PLN 14 421.98 in the Information and communication section (Section J). These figures were 33.8% below and 62.5% above the national average, respectively.

In 2025, compared with 2024, the average monthly gross wage and salary in the national economy increased by 8.8% in nominal terms

Chart 2. Average monthly gross wages and salaries in the national economy by PKD 2007/NACE Rev. 2 section in 2025 – final data



a Sorted by the amount of wage and salary.

Compared with 2024, the average monthly gross wage and salary increased in all PKD/NACE sections. The highest increase, 13.8%, was recorded in the Human health and social work activities section (Section Q), while the lowest, 2.9%, occurred in the Mining and quarrying section (Section B).

Minimum gross wage

In 2025, the minimum gross wage increased by PLN 366.00 compared with 2024 and stood at PLN 4 666. This represented 53.2% of the average monthly gross wage and salary in the national economy, excluding annual awards¹.

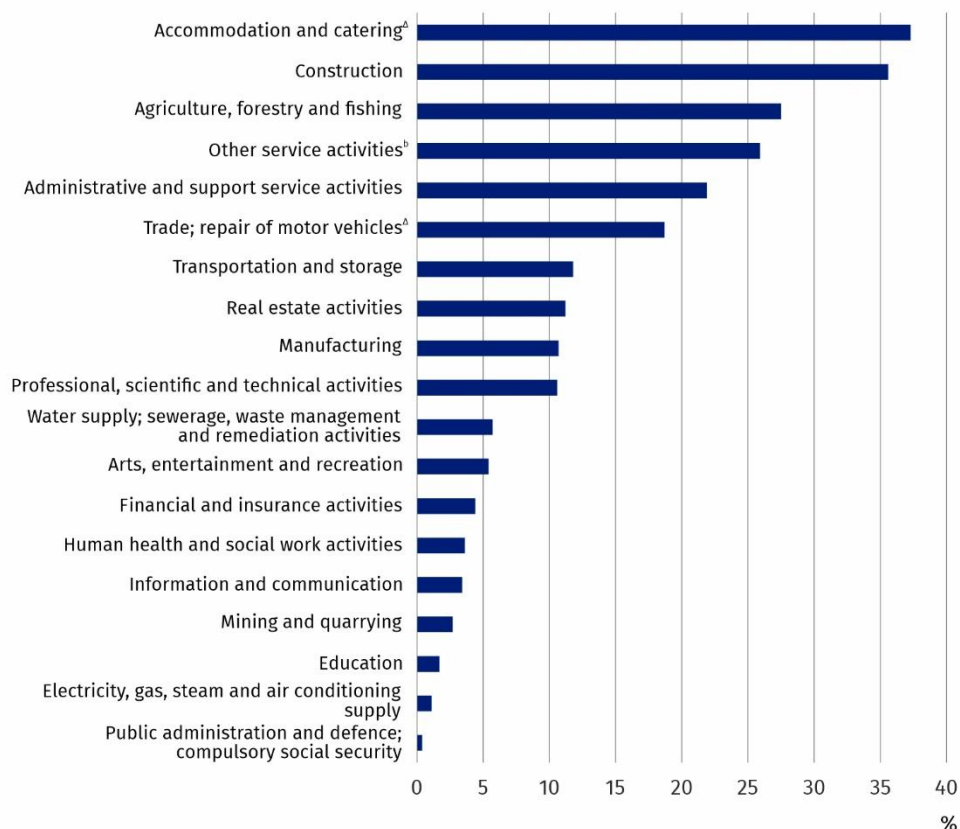
As at 31 December 2025, 1.5 million employees were receiving a gross wage or salary not exceeding the minimum wage, representing 11.9% of the total number of employees².

The minimum wage is the lowest wage that an employee working under an employment contract can receive, calculated on a full-time basis

¹ From profit sharing and from balance sheet surplus in cooperatives and extra annual wages and salaries for employees of budgetary sphere units.

² The data cover all wage and salaried jobs. Employees holding more than one job are counted for each job held, both in the total number of employees and among those receiving wages or salaries not exceeding the applicable minimum wage.

Chart 3. Share of employees receiving a gross wage or salary not exceeding the applicable minimum wage out of the total number of employees in a given PKD 2007/NACE Rev. 2 section in December 2025
As at the end of the month



a The data cover all wage and salaried jobs. Employees holding more than one job are counted for each job held, both in the total number of employees and among those receiving wages or salaries not exceeding the applicable minimum wage. b Data for the Other service activities (S) section also cover employees in the Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use (T) and Activities of extraterritorial organisations and bodies (U) sections.

A breakdown by economic activity shows that, the highest share was recorded in the Accommodation and catering^a section (Section I), at 37.3% of all employees working in this section, whilst the lowest was recorded in the Public administration and defence; compulsory social security section (Section O), at 0.4% of all employees working in this section.

Symbol (Δ) — means that abbreviated names of NACE Rev. 2 sections were used. Full names are available on the Eurostat website at:

<https://ec.europa.eu/eurostat/web/metadata/classifications>

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Terms used in official statistics

[Average paid employment](#)
[Average monthly gross wages and salaries](#)