

Structure of wages and salaries by occupations in October 2020

22.11.2021

PLN 4702.66

Median monthly wage
and salary¹

In October 2020, the average monthly total gross wage and salary for employees in entities of the national economy with 10 or more employed persons¹ amounted to PLN 5 748.24. It was 22.2% higher than the median wage and salary.

The presented data come from the sample Survey on the structure of wages and salaries for October 2020. The source of the data is a survey carried out every two years on reporting units with 10 or more employed persons. The results of the survey were generalised for full-time and part-time employees (without converting part-time employees in full-time equivalent employees), but provided on a full-time equivalent basis. More information on the survey methodology can be found in [Methodological report Structure of wages and salaries by occupations](#).

The Survey on the structure of wages and salaries is a unique survey, because it is the only one that allows for a detailed analysis of the differentiation of monthly and hourly wages and salaries, taking into account the characteristics of natural persons, such as sex, age, educational attainment, seniority, occupation, and the characteristics of workplaces of these people, including type of activity, ownership sector, size of employing establishment and geographical location. On the basis of the results of this survey, the breakdowns of employees according to the level of their earnings and measures of wage differentiation are also prepared.

This study presents only the basic survey results for Poland. Data broken down by the characteristics of natural persons and the characteristics of the workplace at lower aggregation levels will be presented in a separate publication in February 2022.

Average monthly gross wage and salary

In October 2020, the average monthly gross wage and salary in Poland amounted to PLN 5 748.24. Wages and salaries equal to or lower than the average monthly gross wage and salary were received by 69.0% of women and 62.5% of men. Compared to October 2018, the average monthly gross wage and salary increased by 14.9%.

The minimum or lower wage or salary, in line with the provisions on the minimum wage in force in October 2020², were received by 7.8% of employees.

The distribution of employees in terms of the average monthly total gross wage and salary is presented in the chart below.

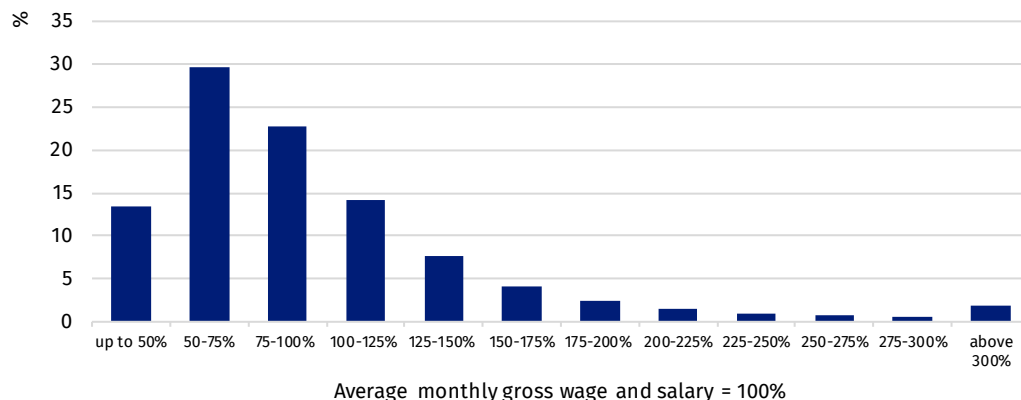
The median wage/salary is also referred to as the middle wage/salary, dividing employees into two equal groups: one receives wages or salaries lower than the median, the other – higher

¹ Covered by the Survey on the structure of wages and salaries.

² The minimum monthly gross wage in 2020 was PLN 2 600.00 in accordance with the Regulation of the Council of Ministers of 10 September 2019 on the amount of the minimum wage and the amount of the minimum hourly rate in 2020 (Journal of Laws (Dziennik Ustaw) 2019, item 1778).

Chart 1. Structure of employees by the level of their wages and salaries

As of October



In October 2020, men received average monthly gross wages and salaries 6.6% higher than the total, and women – lower by 7.0%. The average monthly gross wages and salaries of men were 14.7% higher than those of women.

In the reference month, wages and salaries of up to PLN 2 874.12, i.e. not exceeding 50.0% of the average total monthly gross wage and salary, was received by 12.6% of women and 14.1% of men.

Nearly 8% of men and almost 4% of women received at least double the average monthly gross wage and salary (from PLN 11 496.48).

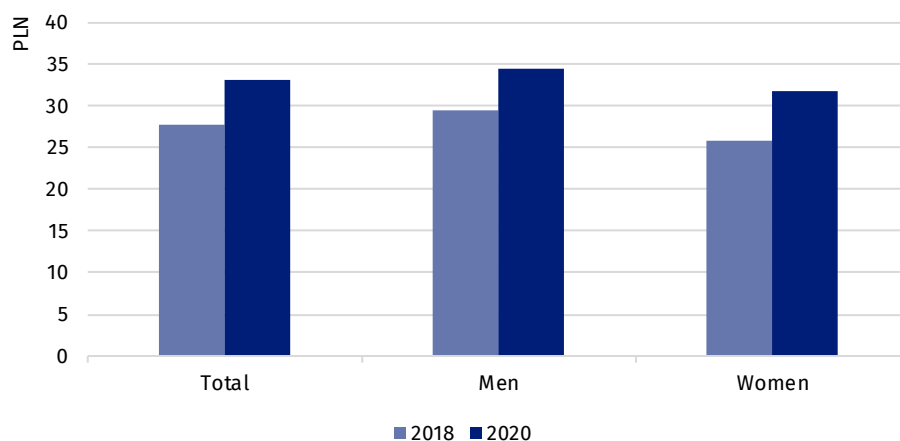
In the group of employees who received from 100.0% to 200.0% of the average total monthly gross wage and salary, there were 28.5% of employees.

Average hourly gross wage

In October 2020, the average gross hourly wage was PLN 33.24. Compared to October 2018, it was higher by 19.6%. In the reference month of 2020, men received average hourly wages 4.0% higher above the total average, and women – lower by 4.5%. The average hourly wage of men was 13.6% higher than the average hourly wage of women.

Chart 2. Average hourly gross wage by sex

As of October



Selected measures of position

In the Survey on the structure of wages and salaries individual data on employees are collected, which enables the presentation of wages using measures of position such as the median or deciles.

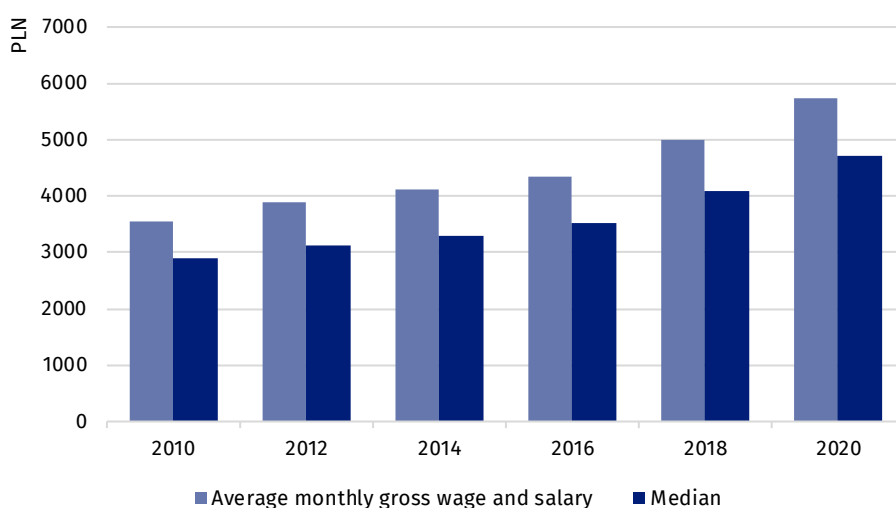
In October 2020, half of the employees received the average gross monthly wage or salary not higher than PLN 4 702.66 (median). Women constituted 52.0% of this group of employees receiving such wages and salaries.

In the reference month, 10.0% of employees achieved the average gross monthly wage or salary not higher than PLN 2 719.68, the majority in this group - 55.6% - were men. The advantage of men was also in the group of 10.0% of the highest earners, i.e. those earning over PLN 9 384.92. They constituted 65.3% of those receiving such wages and salaries.

The decile divides the distribution of results into 10 equal parts, every 10.0%, e.g. the first decile means that 10.0% of employees have wages and salaries lower than or equal to the first decile, and 90.0% of employees have wages and salaries equal to or higher than the first decile

Chart 3. Average monthly gross wage and salary and median gross wage and salary

As of October



The results of the Survey on the structure of wages and salaries show that the median total gross wage and salary and the average total monthly gross wage and salary in the last 10 years increased by approximately 62% each. The difference between the value of the average total monthly gross wage and salary and the median wage and salary remains at a similar level and ranges between 22.0%-25.0% of the median.

Average total monthly gross wages and salaries by major occupational group

The Survey on the structure of wages and salaries provides data on the differentiation of average monthly gross wages and salaries by occupation. In this news release, the data are presented according to the Polish Classification of Occupations and Specialisations (KZiS)³. International Standard Classification of Occupations (ISCO 08) being used in official statistics. Data for sub-major and minor occupational groups will be published in the above-mentioned publication in February 2022.

³ [Classification of Occupations and Specialisations.](#)

Chart 4. Relative deviations of average monthly gross wages and salaries in major occupational groups from the average monthly gross wage and salary in 2020
As of October



In October 2020, employees from two major occupational groups: Managers and Professionals received average gross monthly wages and salaries above the average wage and salary. The wages and salaries of those in the occupations included in the first of these groups were higher than the average total monthly gross wage and salary by 82.2%, and in the case of professionals by 22.9%. Employees in elementary occupations, as well as Services and sales workers were characterised by the least favourable relation to the average wage and salary. Their earnings were one third lower than the average monthly gross wage and salary.

Table 1. Average monthly gross wages and salaries by major occupational group in 2020
As of October

Major occupational groups	Total	Men	Women
	in PLN		
OGÓŁEM	5 748.24	6 126.15	5 343.07
Managers	10 476.03	11 646.34	9 044.89
Professionals	7 066.64	8 229.87	6 405.93
Technicians and associate professionals	5 613.22	6 290.24	5 054.24
Clerical support workers	4 531.56	4 634.34	4 458.24
Services and sales workers	3 675.12	4 007.44	3 483.84
Skilled agricultural, forestry and fishery workers	4 051.47	4 063.70	4 021.71
Craft and related trades workers	4 652.88	4 781.38	3 748.68
Plant and machine operators and assemblers	4 620.90	4 755.89	4 050.49
Elementary occupations	3 576.57	3 906.93	3 359.26

In each of the presented occupational groups, in October 2020 men received average monthly gross wages and salaries higher than women. In the three occupational groups, wages

and salaries of men were approximately 22% higher than those of women (Managers; Professionals, and Craft and related trades workers). Wages and salaries of women were closest to the wages and salaries of men among Skilled agricultural, forestry and fishery workers, and Clerical support workers. In these occupational groups, women earned up to approximately 4% less than men.

Table 2. The share of employees in major occupational groups receiving monthly gross wages and salaries lower than or equal to the average monthly gross wage and salary in 2020
As of October

Major occupational groups	Total	Men	Women
	in %		
TOTAL	65.6	62.5	69.0
Managers	27.5	23.6	32.4
Professionals	43.0	33.8	48.3
Technicians and associate professionals	64.0	52.4	73.5
Clerical support workers	82.6	81.1	83.7
Services and sales workers	93.6	89.3	96.2
Skilled agricultural, forestry and fishery workers	87.6	87.6	87.5
Craft and related trades workers	77.9	75.5	94.5
Plant and machine operators and assemblers	77.9	75.2	89.6
Elementary occupations	95.3	90.4	98.4

In October 2020, in almost all major occupational groups, the share of women receiving monthly gross wages and salaries lower than or equal to the average value was higher than the share of men (except for the occupational group Skilled agricultural, forestry and fishery workers). Among employees in elementary occupations over 98% of women and over 90% of men had wages and salaries in such a scope. A similar situation occurred in the occupational group Services and sales workers. The largest differences in the share of male employees and female employees receiving monthly gross wages and salaries lower than or equal to the average value were in the occupational group Technicians and associate professionals. Gross wages and salaries lower than or equal to the average were received by around half of men in this occupational group and almost three quarters of women in this occupational group.

The distribution of wages and salaries of women and men by major occupational group in 2020 did not change significantly compared to 2018.

Chart 5. Average monthly gross wages and salaries of men and women by major occupational group
As of October



Compared to October 2018, wages and salaries increased in all major occupational groups. Among men, the highest increase in wages and salaries was recorded in the occupational group Skilled agricultural, forestry and fishery workers (by 19.6%), and the lowest in the group Managers. In the case of women, the highest increase in wages and salaries was in the group Elementary occupations (by 20.9%). As in the case of men, also among women, the smallest increase in the average monthly gross wage and salary was recorded in the group Managers (by 12.1%).

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Related information

[Structure of wages and salaries by occupations in October 2018 - it appears every two years](#)

[Methodological report Structure of wages and salaries by occupations](#)

[Other publications that contain the results of these surveys: \[stat.gov.pl\]\(https://stat.gov.pl\) → Topics → Labour market](#)