

Structure of wages and salaries by occupation in October 2022

12.10.2023

 **21.8%**

Increase in the average monthly gross wage and salary compared with the average monthly wage and salary for October 2020

In October 2022, the total average monthly gross wage and salary¹ was PLN 7 001.28. It was 22.8% higher than the median wage and salary.

Introduction

The data presented come from a sample survey – the Survey on the Structure of Wages and Salaries by Occupation for October 2022. The source of the data is a report prepared every two years by 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 into full-time employees), but calculated in full-time terms. 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 differences in monthly and hourly wages, taking into account the characteristics of natural persons, such as sex, age, level of education, work seniority, occupation, as well as the characteristics of employing establishments of these people, including kind of activity, ownership sector, entity size and geographical location. Based on the results of this survey, the distribution of employees by amount of wage or salary and measures of wage differentiation are also developed.

Data taking into account the characteristics of natural persons and the characteristics of employing establishments at lower levels of aggregation will be presented in a separate publication in February 2024.

Average monthly gross wages and salaries

In October 2022, the average monthly gross wage and salary in Poland was PLN 7 001.28. 70.9% of women and 61.9% of men received a wage or salary that was lower than or equal to the average monthly gross wage and salary. Compared with October 2020, the average monthly gross wage and salary nominally increased by 21.8%.

6.3% of employees received the minimum or lower wage, in accordance with the provisions on minimum wage for work in October 2022².

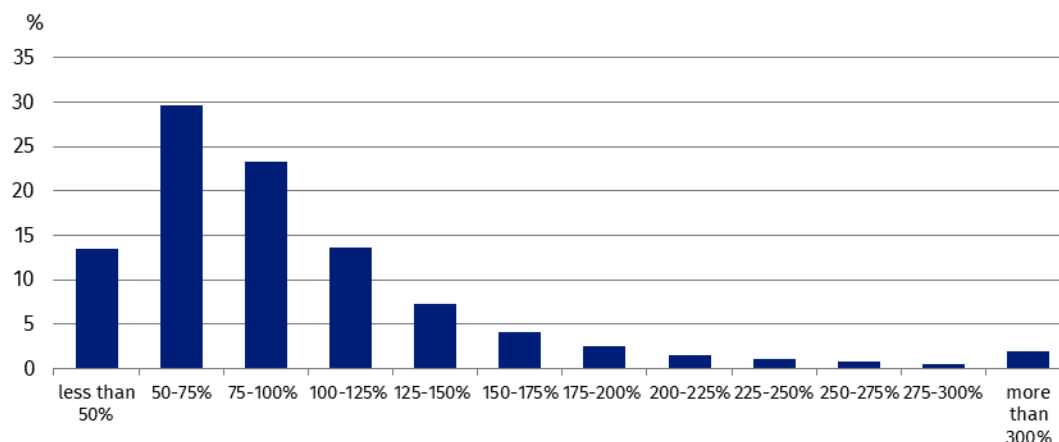
6.3% of employees received the minimum or lower wage in October 2022

¹ For employees in national economy entities with 10 or more employed persons, covered by the Survey on the Structure of Wages and Salaries by Occupation.

² The minimum monthly gross wage in 2022 amounted to PLN 3 010.00 in accordance with the Regulation of the Council of Ministers of 14 September 2021 on the amount of the minimum wage for work and the amount of the minimum hourly rate in 2022 (Journal of Laws (Dziennik Ustaw) 2021, item 1690).

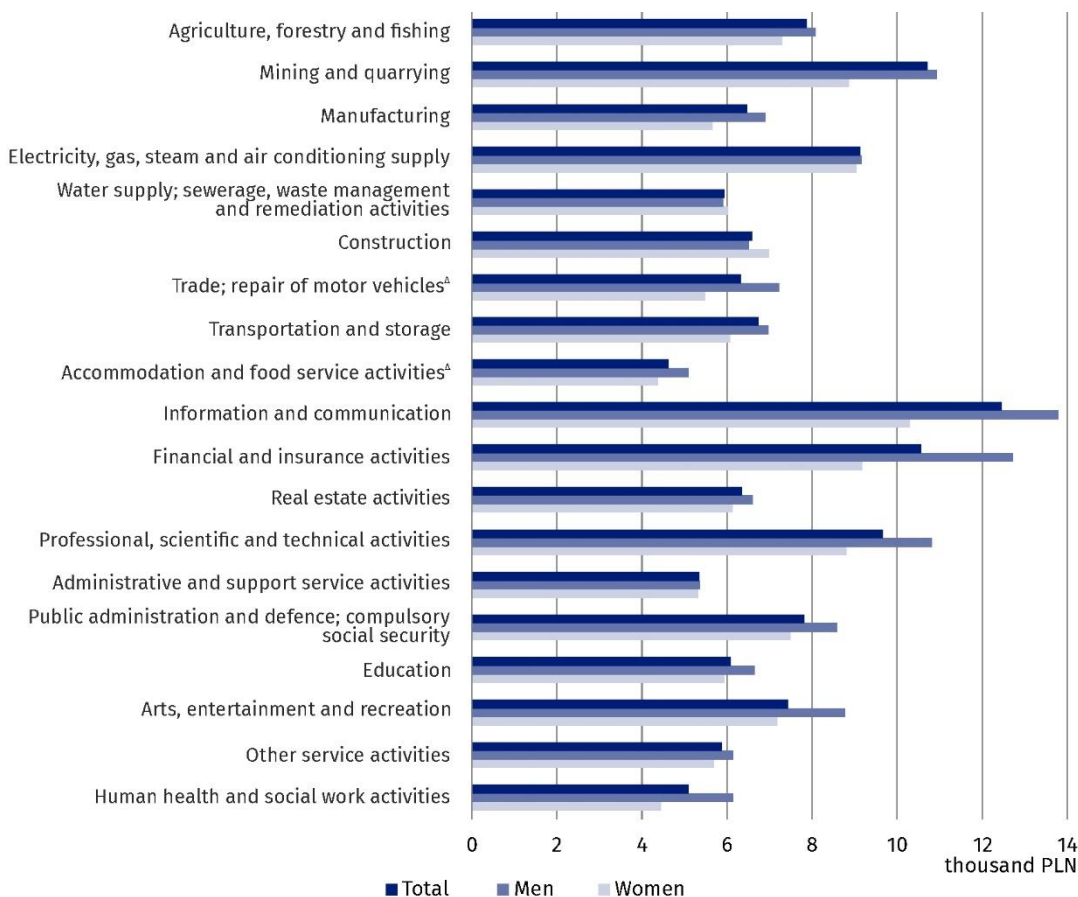
The distribution of employees in terms of the average monthly gross wage and salary is presented in the chart below.

Chart 1. Structure of employees by earnings band in October 2022
As at October



In October 2020, men received the average gross monthly wage or salary 8.0% higher than the total wage and salary, and women – 8.2% lower. The average monthly gross wage and salary of men was 17.6% higher than women’s. In the analysed month, wage or salary up to PLN 3 500.64, i.e. at most 50.0% of the average monthly gross wage and salary, was received by 13.3% of women and 13.7% of men. Nearly 8.2% of men and nearly 4.1% of women received remuneration at least twice as high as the average monthly gross wage and salary (from PLN 14 002.56). The group of employees who received from 100.0% to 200.0% of the average monthly gross wage and salary comprised 27.5% of employees.

Chart 2. Average monthly gross wages and salaries by PKD/NACE section in 2022
As at October



The highest gross wage and salary in October 2022 was recorded in the PKD/NACE section Information and communication. It was higher than the total average wage and salary by 77.8%. In this PKD/NACE section, both men and women received the highest wages and salaries. The lowest paid employees were employed in the Accommodation and catering^A section – their average wage or salary was only 66.1% of the total average wage and salary.

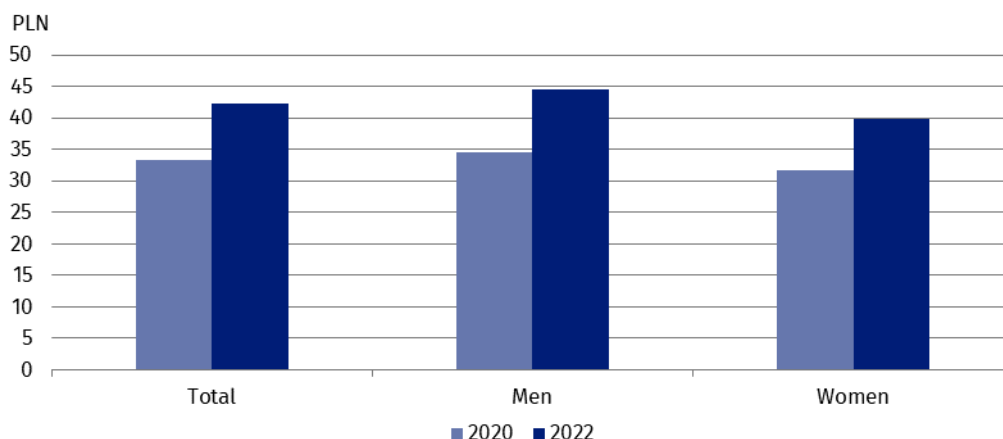
The highest wage or salary for October 2022 was received by employees in the Information and communication section – this applies to both men and women

Average hourly gross wage

In October 2022, the average hourly gross wage was PLN 42.30. It was 27.3% higher compared with October 2020. In the reference month of 2022, men's average hourly wages were 5.5% higher than the total average hourly wage, and women's were 5.9% lower. Men's average hourly wage was 12.1% higher than women's average hourly wage.

Chart 3. Average hourly gross wage by sex

As at October



Selected positional measures

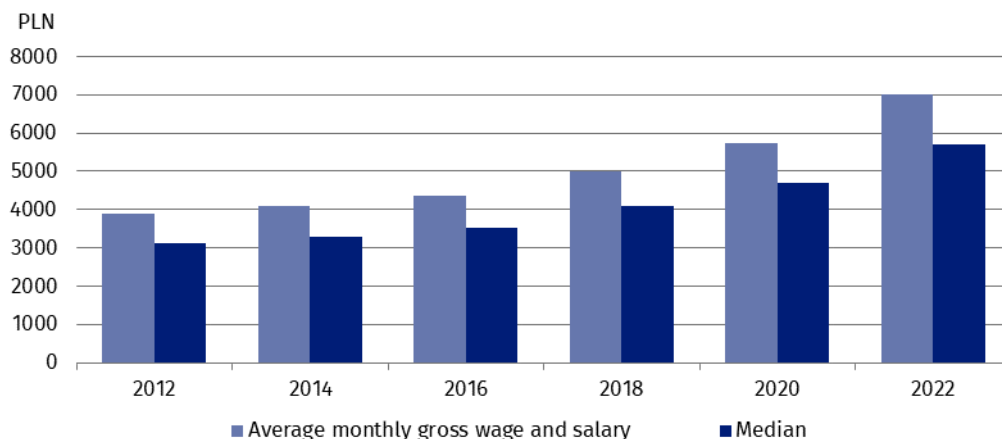
The Survey on the Structure of Wages and Salaries provides individual data on employees, which enables the presentation of wages and salaries using positional measures, such as the median or deciles.

In October 2022, half of the employees received a monthly gross wage or salary no higher than PLN 5 701.62 (the median). In this group of employees receiving such remuneration, 53.9% were women.

In the analysed month, 10.0% of employees received a monthly gross wage or salary not higher than PLN 3 270.00, the majority in this group – 54.3% - were men. There was also a predominance of men in the group of 10.0% of the highest earners, i.e. those earning more than PLN 11 554.60. They accounted for 65.6% of those receiving such remuneration.

Chart 4. Average monthly gross wage and salary and median gross wage and salary

As at October



Median wage and salary is the middle wage and salary, dividing employees into two equal groups: one receives wages and salaries lower than the median, the other – higher

The results of the Survey on the Structure of Wages and Salaries show that over the last 10 years the median wage and salary has increased by 83.0% and the average monthly wage and salary has increased by 79.7%. The spread between the average monthly gross wage and salary and the median remains at a similar level.

Average monthly gross wages and salaries by major occupational group

The Survey on the Structure of Wages and Salaries provides data on the differentiation of the average monthly gross wage and salary by occupation. In this news release, the data are broken down by major occupational group, in accordance with the Classification of Occupations and Specialisations (KZiS) / the International Standard Classification of Occupations (ISCO-08)³. Data for sub-major and minor occupational groups will be published in the mentioned publication in February 2024.

Chart 5. Relative deviations of average monthly gross wages and salaries by major occupational group in 2022

As at October



In October 2022, employees belonging to two major occupational groups: Managers and Professionals received an average monthly gross wage or salary higher than the average. However, the remuneration of those employed in occupations belonging to the first of the above-mentioned groups was higher than the total average monthly gross wage and salary

³ [International Standard Classification of Occupations \(ISCO-08\)](#).

by 79.6%, and in the case of Professionals by 20.8%. Employees in Elementary occupations and Service and sales workers were in the least favourable relation to the average wage and salary. Their remuneration was more than a third lower than the average monthly gross wage and salary.

Table 1. Average monthly gross wages and salaries by major occupational group in 2022
As at October

Major occupational groups	Total	Men	Women
	in PLN		
TOTAL	7 001.28	7 558.54	6 430.06
Managers	12 572.14	14 003.79	10 897.59
Professionals	8 456.33	9 944.01	7 611.39
Technicians and associate professionals	6 904.36	7 713.84	6 267.21
Clerical support workers	5 519.56	5 704.56	5 389.79
Service and sales workers	4 402.54	4 749.45	4 206.65
Skilled agricultural, forestry and fishery workers	4 866.99	4 810.50	5 038.30
Craft and related trades workers	5 466.74	5 659.69	4 351.38
Plant and machine operators and assemblers	5 981.63	6 291.36	4 742.55
Elementary occupations	4 292.45	4 737.04	4 038.16

In almost each of the presented occupational groups, in October 2022, men received an average monthly gross wage and salary higher than women. In three major occupational groups, men's wages and salaries were over 30% higher than women's (Professionals and Craft and related trades workers; Plant and machine operators and assemblers). Women's wages and salaries exceeded men's wages and salaries only in the group of Skilled agricultural, forestry and fishery workers. In this occupational group, women earned 4.7% more than men.

Basically, in the major occupational groups, men received higher average monthly gross wages and salaries than women. The only exception is the group of Skilled agricultural, forestry and fishery workers

Table 2. Share of employees in major occupational groups receiving wages and salaries lower than or equal to the average monthly gross wage and salary in 2022
As at October

Major occupational groups	Total	Men	Women
	in %		
TOTAL	66.3	61.9	70.9
Managers	28.4	24.3	33.1

Table 2. Share of employees in major occupational groups receiving wages and salaries lower than or equal to the average monthly gross wage and salary in 2022 (cont.)
As at October

Major occupational groups	Total	Men	Women
	in %		
Professionals	46.9	36.3	52.8
Technicians and associate professionals	64.1	52.5	73.2
Clerical support workers	82.9	79.8	85.0
Service and sales workers	93.6	89.7	95.7
Skilled agricultural, forestry and fishery workers	84.8	83.6	88.3
Craft and related trades workers	80.6	77.8	96.4
Plant and machine operators and assemblers	74.5	69.9	93.0
Elementary occupations	95.9	91.1	98.7

In October 2022, in all major occupational groups, the share of women receiving a monthly gross wage or salary lower than or equal to the average value was higher than the share of men. Employees in elementary occupations in such range of earnings included almost 99% of women employed and over 91% of men employed in this occupational group. The greatest differences in the share of female employees and male employees receiving a monthly gross wage or salary lower than or equal to the average value were in the occupational group of Plant and machine operators and assemblers. A gross wage or salary lower than or equal to the average value was received by almost 70% of men employed in this occupational group and as many as 93% of women employed in this occupational group. The distribution of wages and salaries for women and men by major occupational group in 2022 has not changed significantly compared with 2020.

Chart 6. Average monthly gross wages and salaries of men and women by major occupational group
As at October



Compared with October 2020, there was an increase in nominal wages and salaries in all major occupational groups. Among men, the highest increase in wages and salaries took place in the group of Plant and machine operators and assemblers (by 32.3%), while the lowest in the group of Craft and related trades workers. In the case of women, the highest increase in wages and salaries occurred in the group of Skilled agricultural, forestry and fishery workers (by 25.3%). 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 of Craft and related trades workers (by 16.1%).

In this news release abbreviated names of NACE, Rev. 2 sections were used. Abbreviations are marked with a 'Δ' symbol. Full names are available on the Eurostat website at: <https://ec.europa.eu/eurostat/data/classifications>.

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Related information

[Structure of wages and salaries by occupations in October - biennial publication](#)

[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](#)