

Average paid employment¹ and average gross wages and salaries in the enterprise sector in December 2023

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0.1%

YoY decrease in the average paid employment in the enterprise sector

In December 2023, the average paid employment in the enterprise sector compared with December 2022 was lower by 0.1% and amounted to 6 495.3 thousand full-time equivalent employees. Compared to the previous month, the average paid employment was recorded at a similar level.


9.6%

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

The average monthly wage and salary in the enterprise sector in December 2023 compared with December 2022 increased nominally by 9.6% and amounted to PLN 8 032.96 gross. Compared with November 2023, the average monthly gross wage and salary increased nominally by 4.7%.

Labour market in the enterprise sector

The enterprise sector is part of the national economy, which means that data concern units conducting economic activity classified into **selected² kinds of activity according to NACE Rev. 2, with 10 or more employed persons**. Therefore, the survey does not include, inter alia, public administration, education, human health and social work activities. Basic data on this sector are published monthly and for the national economy as a whole quarterly, e.g. in the statistical information *Paid employment, wages and salaries in the national economy*.

The enterprise sector is part of the national economy, which means that the data refer to selected entities conducting economic activity

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

| Specification | 12 2023 | | | 01-12 2023 | |
|--|---------------------|------------------|------------------|---------------------|---------------------|
| | in absolute numbers | 11 2023= =100 | 12 2022= =100 | in absolute numbers | 01-12 2022= =100 |
| Average paid employment in thousand full-time equivalent employees | 6 495.3 | 100.0 | 99.9 | 6 528.9 | 100.3 |
| Total average gross wages and salaries in PLN | 8 032.96 | 104.7 | 109.6 | 7 444.39 | 111.9 |
| of which excluding payments from profit | 8 032.63 | 104.7 | 109.6 | 7 443.28 | 111.9 |

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

² Activities included in the enterprise sector are listed on the page 4.

In December 2023, **the average paid employment** in the enterprise sector remained at a similar level to that recorded in November 2023, similarly as in November 2023 relative to October 2023. Comparing December 2023 to December 2022, average employment decreased by 0.1%.

Chart 1. Average paid employment in the enterprise sector



Average monthly gross wage or salary in the enterprise sector include the base salary and additional salary components, including bonuses, awards, overtime pay and retirement severance pays

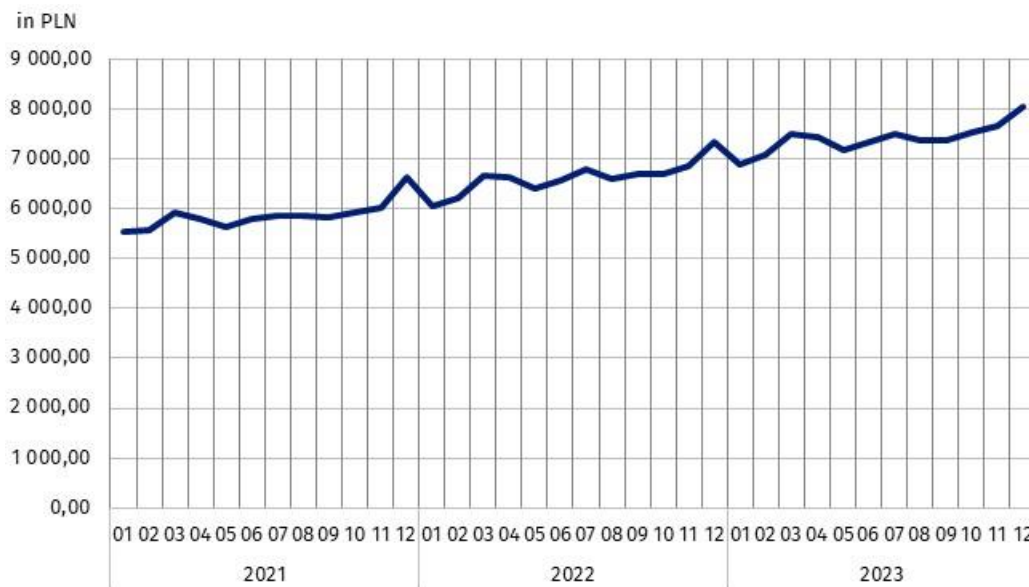
In December 2023, **the average monthly gross wage and salary in the enterprise sector** increased nominally by 4.7% compared with November 2023. This increase was due, among other things, to the payment of quarterly, annual and Christmas bonuses, annual awards, service anniversary awards, Miner’s Day awards, overtime pay, and retirement severance pays (which, in addition to base salaries, are also included among the components of wages and salaries³).

The highest nominal increase in the average monthly gross wage and salary compared to the previous month occurred in the Agriculture, forestry and fishing section (by 82.8%). The highest value of the average monthly wage and salary in December 2023, similarly to the previous month, was recorded in the Mining and quarrying section (PLN 20 136.24), and the lowest in the Accommodation and catering^A section (PLN 5 639.35).

On an annual basis (December 2023 to December 2022), the average monthly gross wage and salary increased nominally by 9.6%.

³ Annex to the explanatory notes on reporting on paid employment, wages and salaries http://form.stat.gov.pl/formularze/2023/obiasnienia/zalacznik_do_obiasnien.pdf

Chart 2. Average monthly gross wages and salaries in the enterprise sector



In July 2023, the statutory minimum salary was raised to PLN 3 600, i.e. by 19.6% compared with 2022, when it amounted to PLN 3 010 (in 2022 an increase of 7.5% compared with 2021), which also affected changes in average monthly gross wages and salaries in the enterprise sector

Cumulatively for the whole of 2023, the average monthly gross wage and salary in the enterprise sector increased nominally by 11.9% compared with the same period in 2022. The increase occurred in all PKD/NACE sections. It ranged from 7.5% in the Construction section to 16.6% in the Mining and Quarrying section, which at the same time recorded the highest average monthly gross wage and salary (PLN 13 029.20). On the other hand, the lowest value of the average monthly gross wage and salary was recorded, as in previous months, in the Accommodation and catering^Δ section (PLN 5 379.42).

Methodological notes

The enterprise sector comprises units with 10 or more employed persons, conducting economic activity within the scope of the following areas: 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; legal and accounting 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 activities.

Data source is 'Report on economic activity' (DG-1). Within the scope of this survey, for the entities with 50 or more employed persons it is a census survey, while for the entities with 10 to 49 employed persons it is a sample survey⁴.

Labour market data from the DG-1 survey report do not include people employed under a contract of mandate and a contract to perform a specified task – the detailed scope of exclusions along with methods of calculating labour market variables can be found in the explanations of the DG-1 report⁵.

Due to the short time in which the units provide data as part of the survey on the DG-1 form, the presented results are preliminary. In the absence of complete records as at the date of preparation of the report, it is allowed to include estimated data, and in the event of the need to correct data reported in previous periods, changes are included only in cumulative data.

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/web/metadata/classifications>

In the case of quoting Statistics Poland data, please provide information: 'Source of data: Statistics Poland', and in the case of publishing calculations made on data published by Statistics Poland, please provide information: 'Own elaboration based on Statistics Poland data.'

⁴ Methodological report Monthly activity report of enterprises: <https://stat.gov.pl/en/topics/economic-activities-finance/activity-of-enterprises-activity-of-companies/methodological-report-monthly-activity-report-of-enterprises,17,1.html>

⁵ DG-1 report in English is available in Methodological report Monthly activity report of enterprises: <https://stat.gov.pl/en/topics/economic-activities-finance/activity-of-enterprises-activity-of-companies/methodological-report-monthly-activity-report-of-enterprises,17,1.html>







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Related information

[Working. Employed. Wages and salaries. Cost of labour](#)

[Paid employment, wages and salaries in the national economy in 1st-3rd quarters of 2023](#)

[Structure of wages and salaries by occupations in October 2020](#)

[Methodological report Employment in the national economy](#)

[Methodological report Wages and salaries in the national economy](#)

Data available in databases

[Local Data Bank – Labour market](#)

[Macroeconomic Data Bank – Labour market](#)

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](#)