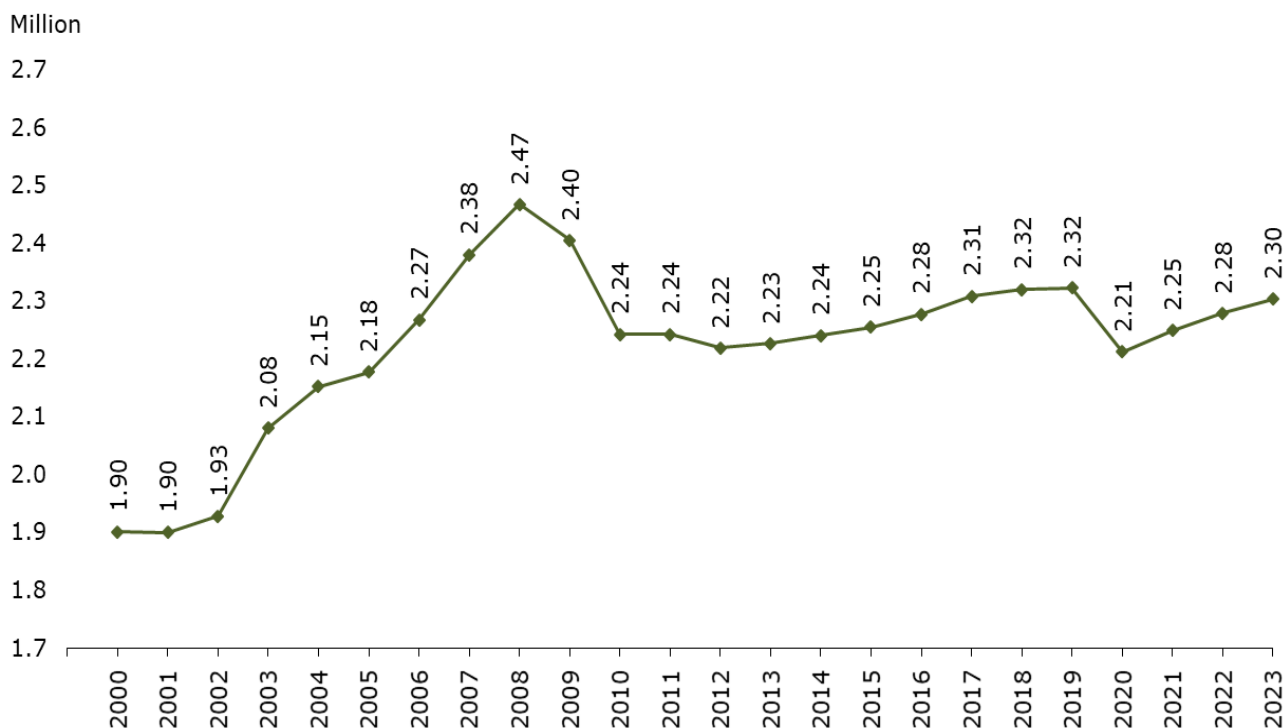




EMPLOYEES UNDER LABOUR CONTRACT AND GROSS AVERAGE WAGES AND SALARIES IN 2023

The **number of employees** under labour contract in 2023 increased by 24.1 thousand, or by 1.1%, as compared to 2022 and reached 2.30 million according to the final data of the National Statistical Institute (NSI).

Figure 1. Employees under labour contract - annual average number

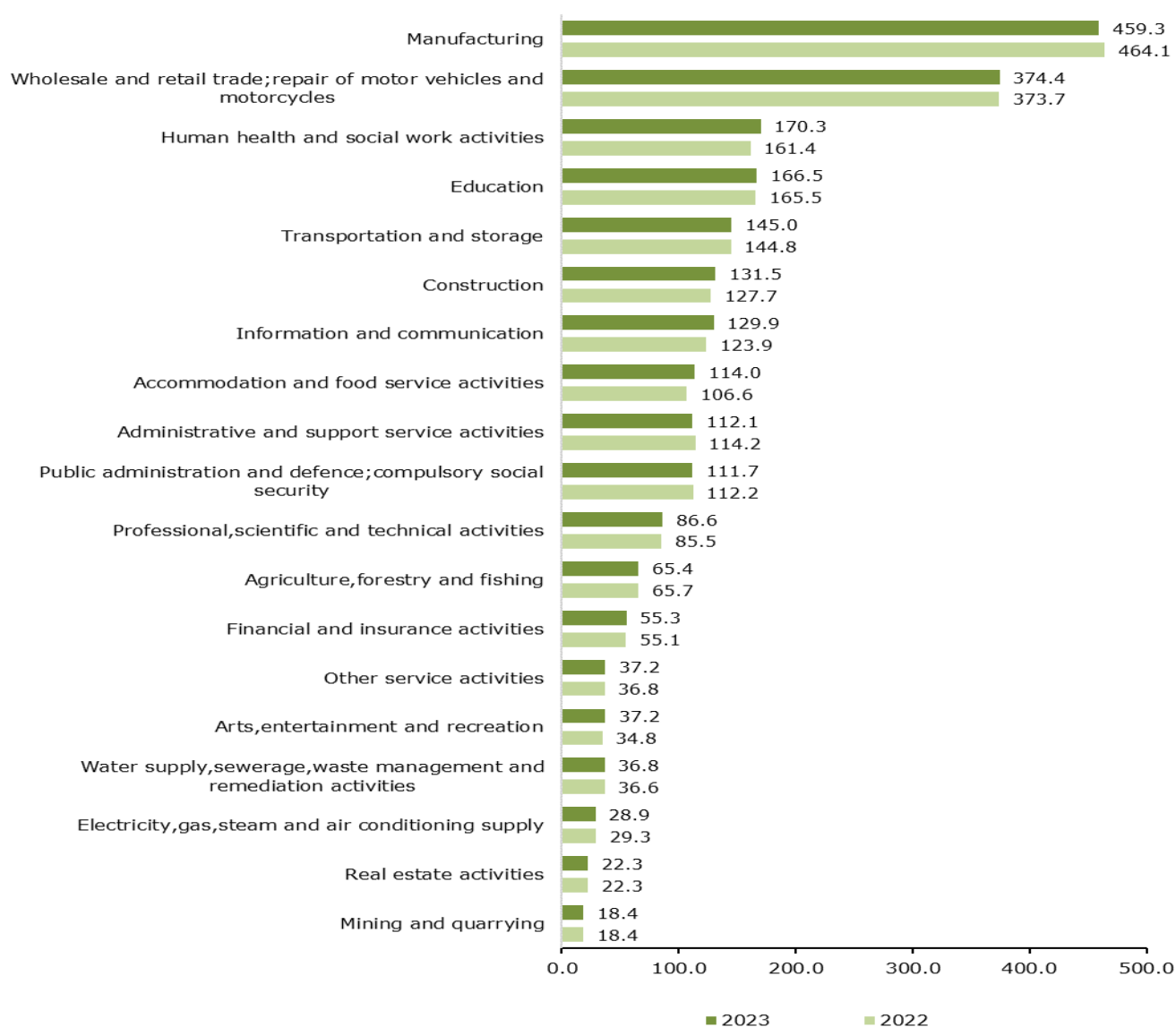


The highest increase compared to the previous year was observed in the following economic activities: 'Human health and social work activities' - by 8.9 thousand, 'Accommodation and food service activities' - by 7.4 thousand, and 'Information and communication' - by 6.0 thousand. The highest decrease in the number of employees - by 4.8 thousand, was recorded in 'Manufacturing', followed by 'Administrative and support service activities' - by 2.1 thousand.

In percentages, the highest increase in 2023, as compared to 2022, was registered in the economic activity 'Arts, entertainment and recreation' - by 7.0% and in 'Accommodation and food service activities' - by 6.9%, and the highest decrease was reported in 'Administrative and support service activities' - by 1.9%.

EMPLOYEES UNDER LABOUR CONTRACT AND GROSS AVERAGE WAGES AND SALARIES IN 2023

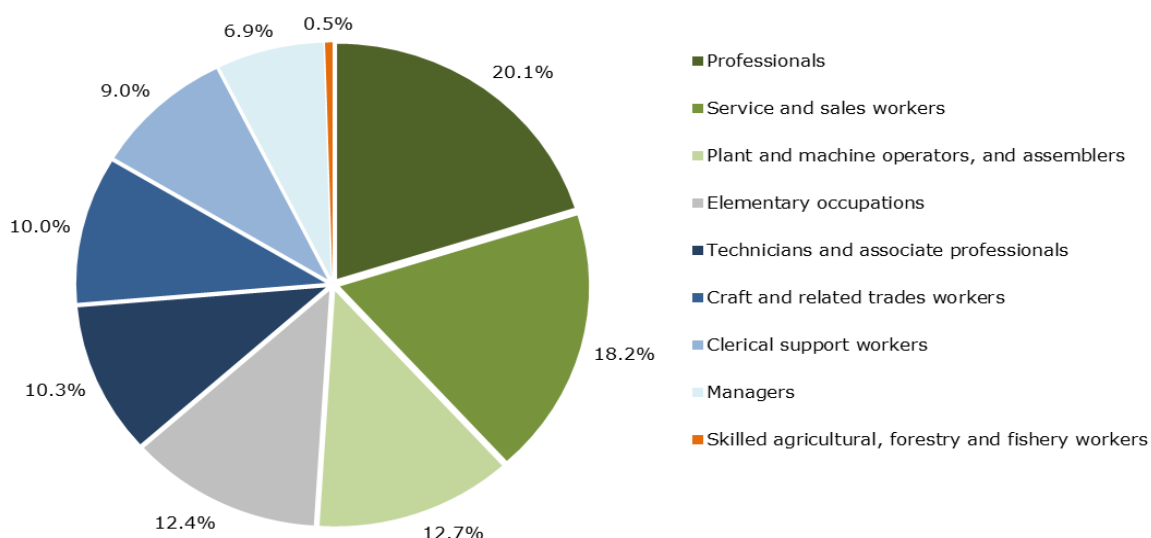
**Figure 2. Employees under labour contract by economic activities - annual
average number (in thousands)**



By occupations, according to the International Standard classification of Occupations (ISCO-08), the major groups, with the highest share of the number of employees, are: 'Professionals' - 20.1% (447.9 thousand), followed by 'Service and sales workers' - 18.2% (405.2 thousand) and 'Plant and machine operators, and assemblers' - 12.7% (282.6 thousand). 'Managers' represent 6.9% (153.3 thousand) of all employees as employees in 'Elementary occupations' are 12.4% (275.3 thousand). With the lowest share are 'Skilled agricultural, forestry and fishery workers' - 0.5% or 10.7 thousand.

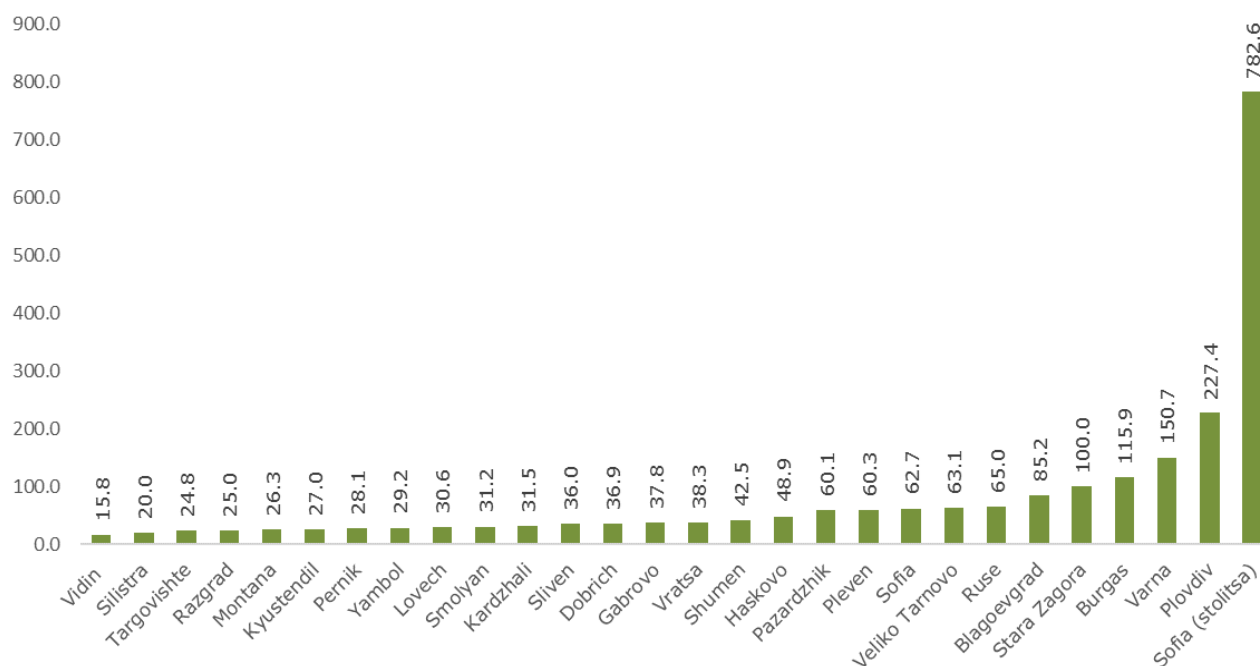
EMPLOYEES UNDER LABOUR CONTRACT AND GROSS AVERAGE WAGES AND SALARIES IN 2023

Figure 3. Structure of employees in 2023 by (ISCO-08) major groups



In 2023, in the districts Sofia (stolitsa), Plovdiv and Varna worked nearly half of the employees under labour contract in the country. In Sofia (stolitsa) are working 34.0% (782.6 thousand) employees, in Plovdiv - 9.9% (227.4 thousand) and in Varna - 6.5% (150.7 thousand). With the lowest number of employees are the districts Vidin - 15.8 thousand, Silistra - 20.0 thousand and Targovishte - 24.8 thousand.

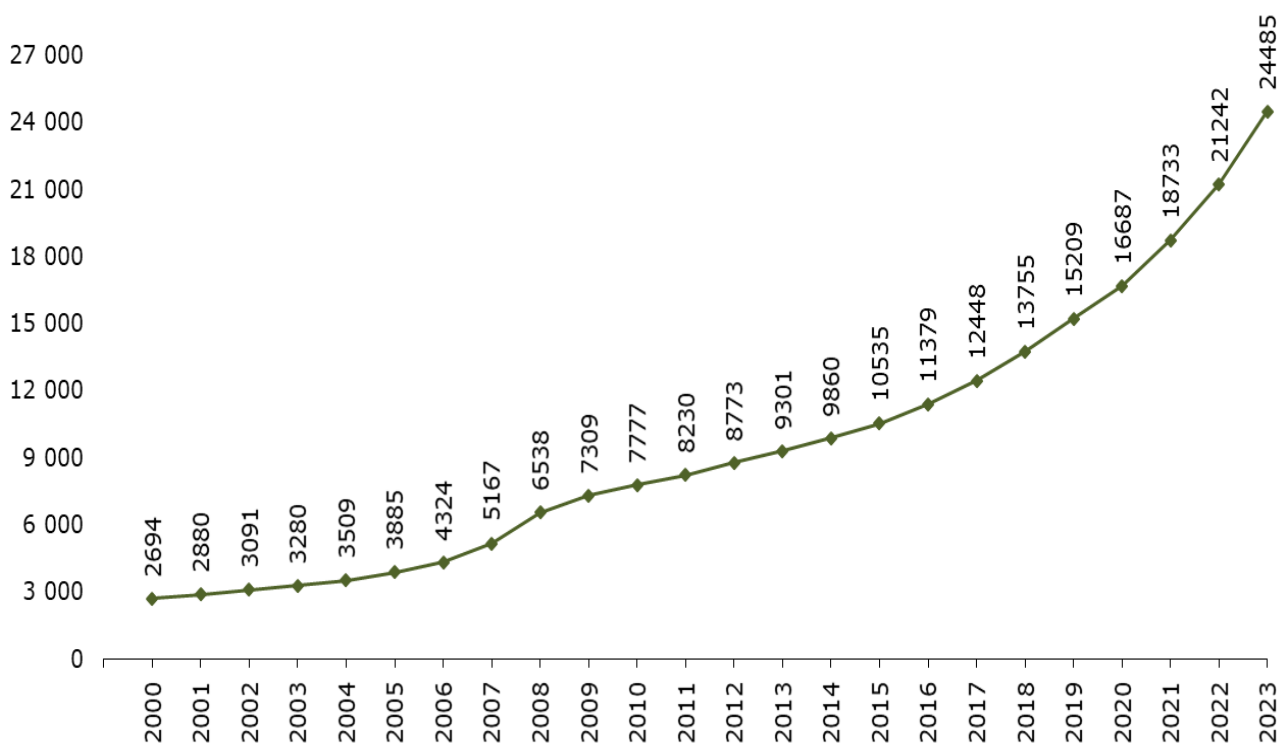
Figure 4. Employees under labour contract by districts in 2023 - annual average number (in thousands)



EMPLOYEES UNDER LABOUR CONTRACT AND GROSS AVERAGE WAGES AND SALARIES IN 2023

The **average annual gross wages and salaries** of the employees under labour contract in 2023 amounted to 24 485 BGN and increased by 15.3% compared to 2022.

Figure 5. Gross average annual wages and salaries of the employees under labour contract (BGN)



The highest growth rates were recorded in the economic activities: 'Education' - by 18.8%, 'Construction' - by 16.7% and 'Transportation and storage' - by 16.1%.

The economic activities with the highest wages and salaries in 2023 were:

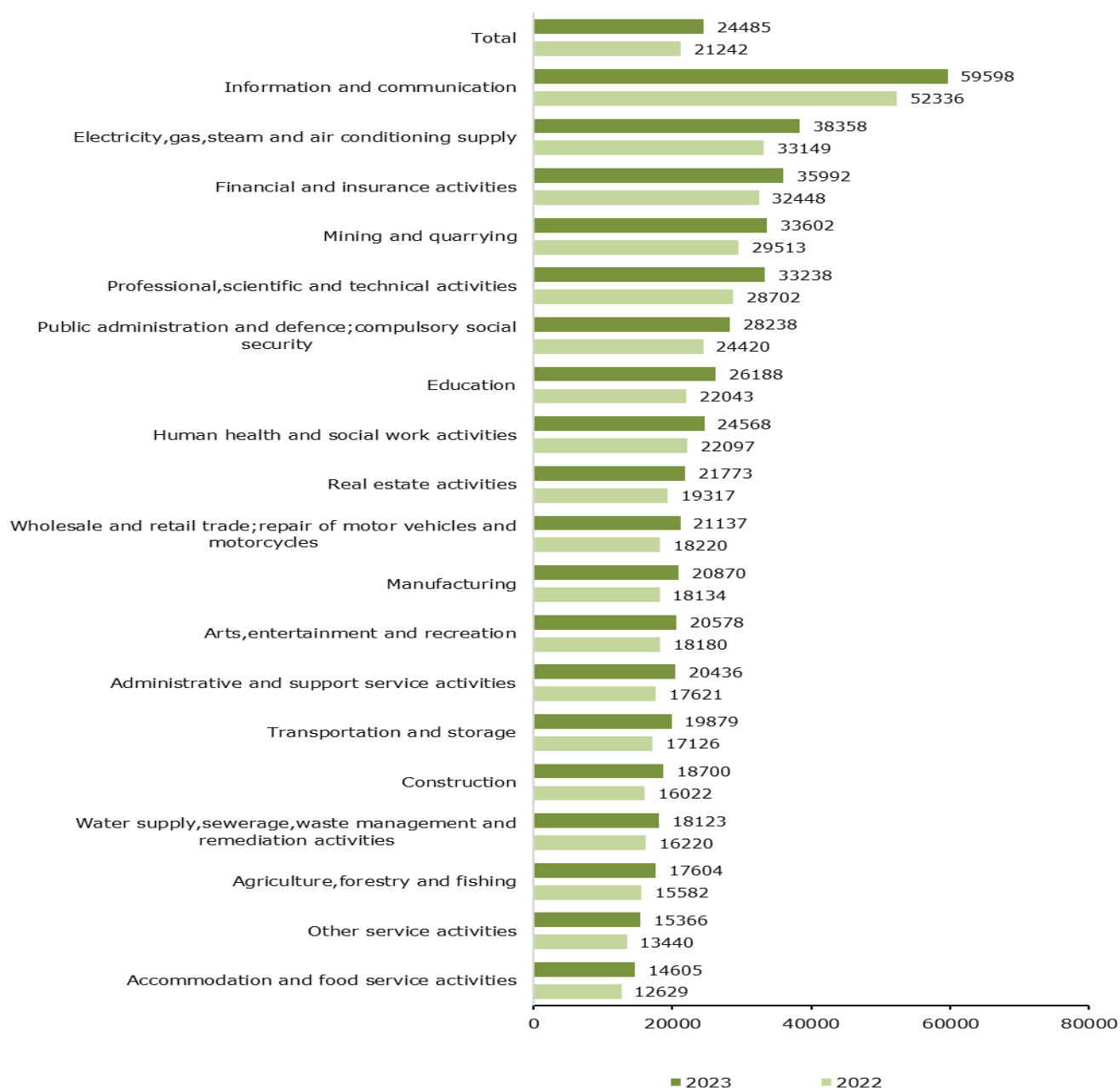
- 'Information and communication' - 59 598 BGN;
- 'Electricity, gas, steam and air conditioning supply' - 38 358 BGN.
- 'Financial and insurance activities' - 35 992 BGN;

The lowest wages and salaries were recorded in:

- 'Accommodation and food service activities' - 14 605 BGN;
- 'Other service activities' - 15 366 BGN;
- 'Agriculture, forestry and fishing' - 17 604 BGN.

EMPLOYEES UNDER LABOUR CONTRACT AND GROSS AVERAGE WAGES AND SALARIES IN 2023

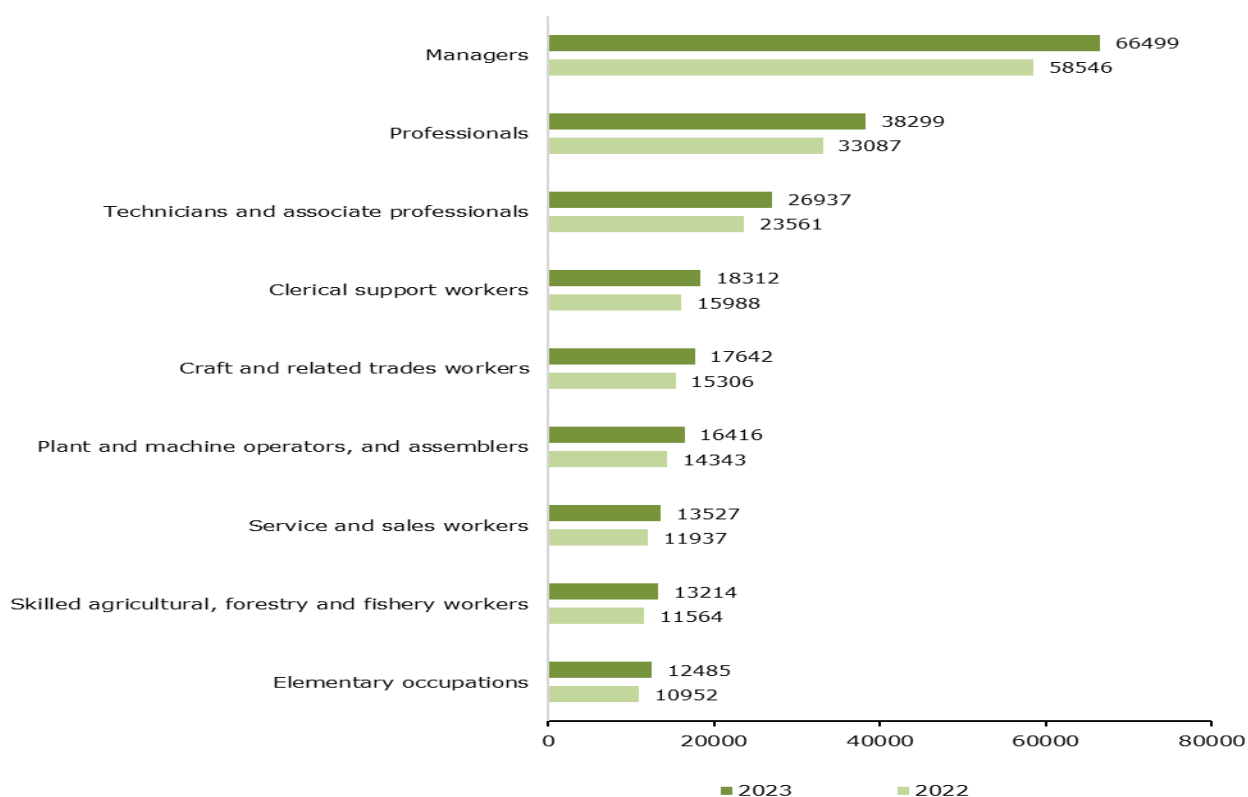
Figure 6. Gross average annual wages and salaries of the employees under labour contract by economic activities (BGN)



By occupations, according to the International Standard classification of Occupations (ISCO-08), the major groups with the highest gross annual wages and salaries were: 'Managers' - 66 499 BGN (13.6% increase compared to 2022), followed by 'Professionals' - 38 299 BGN (15.8% increase compared to 2022) and 'Technicians and associate professionals' - 26 937 BGN (14.3% increase compared to 2022). With the lowest annual wages and salaries were the employees in 'Elementary occupations' - 12 485 BGN, they increased by 14.0% compared to the previous year.

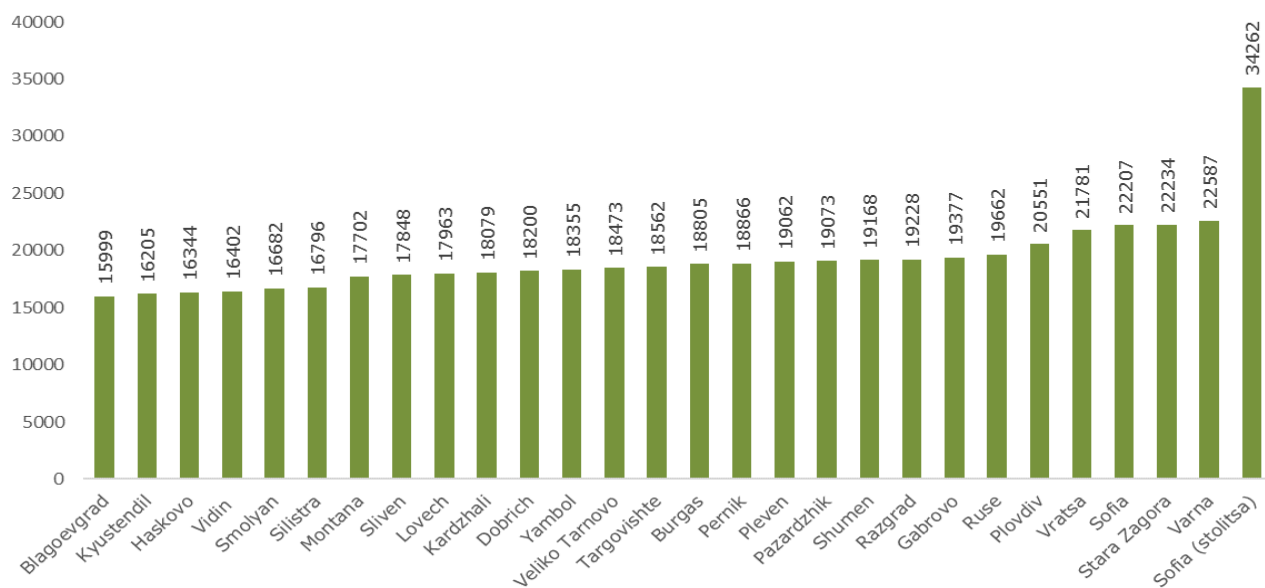
EMPLOYEES UNDER LABOUR CONTRACT AND GROSS AVERAGE WAGES AND SALARIES IN 2023

Figure 7. Gross average annual wages and salaries of the employees under labour contract by occupations - major groups ISCO-08 (BGN)



By districts, in 2023, Sofia (stolitsa) was with the highest annual wages and salaries - 34 262 BGN, followed by Varna and Stara Zagora - 22 587 and 22 234 BGN respectively. The districts with the lowest wages and salaries were: Blagoevgrad - 15 999 BGN, Kyustendil - 16 205 BGN and Haskovo - 16 344 BGN.

Figure 8. Gross average annual wages and salaries of the employees under labour contract by districts (BGN)



EMPLOYEES UNDER LABOUR CONTRACT AND GROSS AVERAGE WAGES AND SALARIES IN 2023

Methodological notes

The source of information is the annual survey on number of employees, wages and salaries and other labour costs. The survey is exhaustive for all public and private sector enterprises.

Employees are all persons who have a labour contract (fixed or payment; full-time or part-time) with their employer by virtue of the Labour Code or the Civil Servants Act and who receive remuneration in cash or in kind for certain quality and quantity of work done.

The average annual wages and salaries are calculated through dividing the total amount of wages and salaries costs which accrued during the reference year by the average annual number of employees under labour contract excluding those on maternity leaves.

More methodological information on the annual survey and more data can be found on NSI's official website and in Information System INFOSTAT:

- <https://www.nsi.bg/en/content/3950/annual-statistics-employment-and-labour-cost;>
- [infostat.nsi.bg/infostat/pages/module.jsf?x_2=79.](http://infostat.nsi.bg/infostat/pages/module.jsf?x_2=79)