



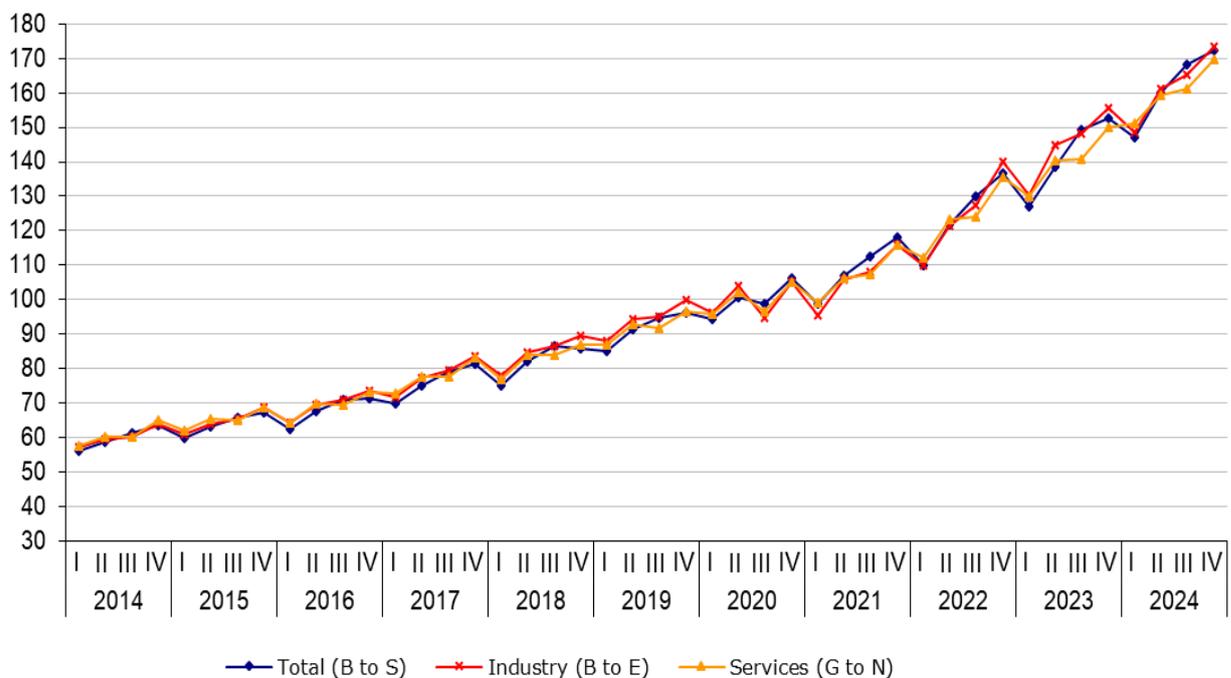
QUARTERLY LABOUR COST INDEX, FOURTH QUARTER OF 2024

In the fourth quarter of 2024, compared to the fourth quarter of 2023, the total hourly labour cost rose by 12.8% (according to preliminary data). The total hourly labour cost increased by 11.5% in industry, by 13.1% in services and by 17.3% in construction.

The highest annual growth in total labour costs was recorded in the following sectors: 'Real estate activities' and 'Other service activities' - by 23.5%, and 'Arts, entertainment and recreation' - by 22.1%.

In the structure of the total labour costs, the wages and salaries costs per hour worked grew by 13.0% in comparison with a year earlier, while the other (non-wage) costs rose by 11.7%. Among the economic activities in the fourth quarter of 2024, compared to the fourth quarter of 2023, the growth rate of wages and salaries component ranged from 24.4% in 'Other service activities' sector to 3.9% in 'Electricity, gas, steam and air conditioning supply' sector.

**Figure 1. Total labour cost index - %
(Calendar-adjusted, 2020 = 100)**



QUARTERLY LABOUR COST INDEX, FOURTH QUARTER OF 2024

Methodological notes

The Labour Cost Index is a short-term indicator measuring the quarterly development of hourly labour costs incurred by employers as a result of engaging the labour workforce. The Quarterly Survey on employees, hours worked, wages and salaries and other expenditures paid by the employer is the main source used for the labour cost index data calculation.

The Labour Cost Index (LCI) is defined as a Laspeyres index of labour costs per hour worked. Since the first quarter of 2023, it has been calculated as a breakdown by economic activities at a section level according to the new NACE Rev. 2 classification and with the reference year 2020 = 100. Based on Regulation (EC) No. 450/2003 of the European Parliament and of the Council, separate indices shall be calculated for the Total Labour Costs and for their two main components: Wage and salary costs and Labour costs other than wages and salaries.

Total labour costs (TOT), which include wages and salaries paid by the employer in cash or in kind, employers' actual and imputed social contributions plus taxes, regarded as labour costs;

Wage and salary costs (WAG) cover wages and salaries paid in cash or in kind;

Labour costs other than wages and salaries (OTH - non-wage costs) include the employers' actual and imputed social contributions plus taxes, regarded as labour costs.

Since the second quarter of 2020, the amounts received under government measures to support employers' labour costs are excluded.

Economic activity coverage (NACE Rev. 2):

- **Total (sections B to S)** – 'Mining and quarrying' (B), 'Manufacturing' (C), 'Electricity, gas, steam and air conditioning supply' (D), 'Water supply, sewerage, waste management and remediation activities' (E), 'Construction' (F), 'Wholesale and retail trade; repair of motor vehicles and motorcycles' (G), 'Transportation and storage' (H), 'Accommodation and food service activities' (I), 'Information and communication' (J), 'Financial and insurance activities' (K), 'Real estate activities' (L), 'Professional, scientific and technical activities' (M), 'Administrative and support service activities' (N), 'Public administration and defence; compulsory social security' (O), 'Education' (P), 'Human health and social work activities' (Q), 'Arts, entertainment and recreation' (R), 'Other service activities' (S);
- **Industry (section B to E)** - 'Mining and quarrying' (B), 'Manufacturing' (C), 'Electricity, gas, steam and air conditioning supply' (D), 'Water supply, sewerage, waste management and remediation activities' (E);

**QUARTERLY LABOUR COST INDEX,
FOURTH QUARTER OF 2024**

- **Services (sections G to N)** - 'Wholesale and retail trade; repair of motor vehicles and motorcycles' (G), 'Transportation and storage' (H), 'Accommodation and food service activities' (I), 'Information and communication' (J), 'Financial and insurance activities' (K), 'Real estate activities' (L), 'Professional, scientific and technical activities' (M), 'Administrative and support service activities' (N).

More methodological information on the labour cost index and data could be found on the official website of NSI - <http://www.nsi.bg/en>, 'Labour Market' section.

**QUARTERLY LABOUR COST INDEX,
FOURTH QUARTER OF 2024**

Annex

Table 1

**Hourly labour cost index for the period fourth quarter of 2022 - fourth quarter of 2024
(Calendar-adjusted)**

(Percentage change compared to corresponding period of the previous year)

Code NACE.BG - 2008 ¹	Economic activities	Q4 2022*			Q1 2023*			Q2 2023*			Q3 2023*			Q4 2023*			Q1 2024*			Q2 2024*			Q3 2024*			Q4 2024*		
		TOT	WAG	OTH																								
B to S	All NACE branches except agriculture, fishing, private households with employed persons	15.7	16.1	13.8	15.3	15.8	12.5	13.8	14.2	11.9	14.9	15.6	11.4	11.9	12.2	10.4	15.8	15.8	15.9	15.4	15.4	15.1	12.8	12.7	13.4	12.8	13.0	11.7
B to E	Industry (except construction)	21.0	21.5	18.7	18.6	19.6	13.7	19.3	20.0	16.1	16.2	16.6	13.9	10.9	11.3	9.1	13.9	14.0	13.6	11.2	11.2	11.0	11.4	11.2	12.5	11.5	11.4	12.2
G to N	Services (excluding public administration)	17.1	17.5	14.8	16.0	16.4	13.8	13.9	14.1	12.7	13.5	14.2	9.5	10.7	11.1	8.6	16.3	16.1	17.8	13.6	13.7	12.8	14.3	14.2	14.8	13.1	13.1	13.0
B	Mining and quarrying	22.2	24.1	14.6	15.1	15.5	13.6	14.1	14.8	11.6	16.4	18.1	10.4	-0.8	-2.7	7.7	16.2	17.1	12.8	1.9	2.0	1.5	1.0	-0.6	7.0	10.7	10.1	13.0
C	Manufacturing	19.3	19.9	16.3	19.3	20.3	14.6	20.1	20.7	17.1	16.2	16.6	14.4	13.2	13.5	12.1	14.0	14.2	12.8	11.8	11.9	11.3	12.2	12.2	12.0	12.2	12.3	11.8
D	Electricity, gas, steam and air conditioning supply	34.1	33.7	35.7	13.8	15.1	8.2	18.3	19.7	12.7	15.6	16.8	11.3	3.9	6.7	-7.0	11.9	10.9	16.2	9.3	8.3	13.4	10.2	7.9	19.6	5.8	3.9	14.2
E	Water supply, sewerage, waste management and remediation activities	18.4	18.5	18.2	19.6	21.5	11.1	15.8	15.7	16.5	16.0	15.7	17.7	8.3	7.2	13.5	14.8	13.5	20.9	15.8	16.4	13.1	14.2	14.5	12.8	13.1	13.3	12.0
F	Construction	10.3	10.1	11.2	14.2	14.2	13.9	16.1	16.4	14.5	17.0	17.5	14.3	19.4	20.4	14.1	19.3	20.6	12.7	19.5	20.8	12.8	12.9	13.4	10.6	17.3	17.7	15.0
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	18.0	18.7	14.1	16.2	17.1	11.7	14.1	14.1	13.8	12.9	13.6	9.5	10.7	11.1	8.1	16.5	16.6	15.6	16.1	16.4	14.0	16.1	16.0	16.7	14.9	14.8	15.6
H	Transportation and storage	18.3	19.4	13.9	23.6	25.9	14.0	18.1	18.9	14.5	17.4	18.1	14.0	14.0	14.7	10.8	18.3	18.4	17.8	14.7	15.3	12.0	15.5	16.1	12.7	14.6	15.7	9.4
I	Accommodation and food service activities	27.6	28.7	22.3	24.0	24.9	19.4	24.0	24.9	19.3	18.4	19.9	11.5	11.7	13.0	5.2	20.6	21.8	14.5	24.4	25.5	18.9	18.1	18.8	14.3	13.5	13.4	14.4
J	Information and communication	13.5	13.5	13.5	12.7	12.6	14.0	13.2	13.1	13.9	11.2	11.8	6.7	9.4	9.7	6.9	15.6	13.9	29.2	7.3	7.2	8.7	10.7	10.2	15.0	8.4	8.1	10.8
K	Financial and insurance activities	20.7	21.2	17.7	15.0	15.4	12.1	6.6	7.0	4.0	13.7	15.1	5.5	11.4	11.6	10.2	13.0	13.3	11.3	12.0	12.2	11.0	10.8	10.6	12.0	9.0	9.1	7.8
L	Real estate activities	12.1	12.9	7.4	15.9	16.3	13.6	11.1	12.2	4.8	11.2	12.1	6.5	10.3	10.3	10.6	18.3	18.1	19.8	24.9	23.9	31.0	24.5	24.2	26.4	23.5	22.7	28.0
M	Professional, scientific and technical activities	14.9	14.6	16.8	12.3	11.8	15.7	12.7	13.0	11.4	14.0	14.5	10.5	9.7	9.9	8.4	14.6	15.5	9.5	14.9	15.1	13.7	13.2	13.6	11.0	17.4	17.8	14.7
N	Administrative and support service activities	17.4	18.0	14.3	16.0	16.0	16.1	12.5	13.1	9.4	13.9	14.7	10.0	10.4	10.3	10.9	17.1	17.4	15.7	12.9	13.1	12.2	16.7	16.9	15.7	13.8	14.0	12.9
O	Public administration and defence; compulsory social security	9.2	10.8	4.1	15.0	16.4	10.7	5.8	5.4	7.0	13.0	13.8	10.1	19.7	19.3	21.1	16.3	16.9	14.3	27.0	27.6	25.3	10.3	10.3	10.5	8.5	10.0	3.5
P	Education	14.7	14.5	15.5	13.1	13.8	10.3	6.1	6.5	4.2	21.5	23.4	15.1	17.1	17.6	14.7	18.3	18.0	19.5	26.4	25.9	28.6	8.7	7.6	12.8	14.0	14.9	10.3
Q	Human health and social work activities	1.1	0.5	4.7	3.3	3.2	3.7	11.5	12.1	8.3	11.7	12.7	6.8	7.9	8.6	4.1	13.6	13.9	12.2	15.8	16.0	14.5	14.6	14.7	13.8	12.1	12.0	12.2
R	Arts, entertainment and recreation	22.6	22.1	24.7	18.3	19.0	14.7	14.2	14.2	14.3	13.3	13.7	10.9	6.0	6.3	4.9	14.0	13.9	15.0	21.7	22.1	19.6	18.0	18.1	17.9	22.1	22.8	18.2
S	Other service activities	17.9	19.5	10.6	11.9	10.7	17.8	7.3	6.8	9.9	7.9	7.5	10.0	3.1	2.2	8.3	20.8	22.1	14.5	21.9	23.4	14.1	23.3	23.5	22.4	23.5	24.4	19.4

¹ NACE.BG - 2008 - National Classification of economic activities comparable with NACE Rev. 2.

² Preliminary data.

TOT - Total labour costs

WAG - Wages and salaries costs

OTH - Other (non-wage) costs

**QUARTERLY LABOUR COST INDEX,
FOURTH QUARTER OF 2024**

Table 2

**Labour Cost Index - Total labour costs for the period 2020 - 2024
(Calendar-adjusted, 2020 = 100)**

(Per cent)

Code NACE.BG - 2008 ¹	Economic activities	2020				2021				2022*				2023*				2024*			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
B to S	All NACE branches except agriculture, fishing, private households with employed persons	94.5	100.7	98.7	106.1	98.8	106.9	112.4	118.0	110.1	121.8	130.0	136.6	126.9	138.6	149.3	152.8	147.1	159.9	168.4	172.3
B to E	Industry (except construction)	96.2	103.9	94.6	105.3	95.4	105.7	108.1	115.8	110.1	121.4	127.5	140.2	130.5	144.8	148.2	155.5	148.7	161.1	165.1	173.3
G to N	Services (excluding public administration)	96.0	102.2	96.7	105.0	99.1	106.1	107.4	115.8	112.0	123.2	124.1	135.6	130.0	140.4	140.9	150.2	151.2	159.4	161.0	169.8
B	Mining and quarrying	91.4	102.8	89.5	116.4	96.9	104.3	101.1	123.3	107.7	122.0	120.4	150.6	123.9	139.3	140.1	149.5	144.0	141.9	141.5	165.5
C	Manufacturing	97.7	104.0	94.8	103.5	95.8	106.0	110.2	115.9	112.2	122.0	130.7	138.3	133.9	146.6	151.9	156.6	152.7	163.9	170.4	175.8
D	Electricity, gas, steam and air conditioning supply	90.3	107.2	95.9	106.7	90.3	105.4	100.7	112.2	100.7	121.8	116.4	150.5	114.6	144.1	134.6	156.4	128.2	157.4	148.3	165.4
E	Water supply, sewerage, waste management and remediation activities	92.5	98.6	94.1	114.8	97.4	103.4	102.7	113.6	102.2	112.2	114.6	134.6	122.2	130.0	133.0	145.7	140.3	150.6	151.9	164.7
F	Construction	96.4	99.5	96.0	108.1	102.8	109.9	107.7	121.0	113.3	121.5	123.4	133.4	129.3	141.1	144.3	159.3	154.3	168.6	163.0	186.8
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	96.4	101.2	96.4	106.0	99.5	105.0	106.4	116.5	112.9	123.1	125.3	137.4	131.3	140.5	141.5	152.0	152.9	163.1	164.3	174.7
H	Transportation and storage	99.3	104.8	94.9	101.0	95.6	102.4	102.9	109.5	103.9	118.9	121.3	129.5	128.5	140.3	142.3	147.6	152.0	161.0	164.4	169.2
I	Accommodation and food service activities	103.2	104.7	91.6	100.5	95.3	103.3	110.5	118.1	110.6	119.1	129.3	150.6	137.1	147.7	153.1	168.3	165.4	183.8	180.8	191.0
J	Information and communication	94.2	100.2	98.8	106.8	100.8	109.1	111.1	119.4	114.6	125.5	126.4	135.5	129.1	142.1	140.5	148.2	149.3	152.5	155.6	160.7
K	Financial and insurance activities	93.5	107.9	95.2	103.5	92.5	104.1	100.5	105.3	106.5	119.5	112.6	127.1	122.4	127.4	128.1	141.6	138.4	142.7	141.9	154.3
L	Real estate activities	94.2	100.1	98.4	107.3	108.5	101.2	101.8	111.9	99.7	108.6	111.4	125.4	115.6	120.6	123.9	138.4	136.8	150.6	154.3	170.9
M	Professional, scientific and technical activities	93.6	101.1	97.6	107.7	99.3	104.2	107.1	117.0	111.1	118.9	123.3	134.5	124.8	134.1	140.5	147.5	143.1	154.1	159.1	173.2
N	Administrative and support service activities	94.1	101.9	99.3	104.7	104.0	114.2	114.7	122.3	124.4	139.2	130.6	143.6	144.4	156.6	148.8	158.5	169.1	176.8	173.6	180.5
O	Public administration and defence; compulsory social security	89.0	90.2	106.4	114.4	104.7	111.0	116.0	128.2	108.3	126.1	137.6	139.9	124.5	133.4	155.5	167.6	144.8	169.4	171.6	181.8
P	Education	86.8	92.0	119.2	102.0	87.9	99.7	148.9	112.2	91.2	111.7	172.1	128.7	103.2	118.5	209.2	150.7	122.0	149.8	227.4	171.7
Q	Human health and social work activities	88.9	97.4	99.3	114.3	111.5	119.1	116.1	135.4	118.8	120.3	123.6	136.9	122.7	134.1	138.0	147.7	139.3	155.3	158.2	165.5
R	Arts, entertainment and recreation	98.4	106.7	93.0	101.9	106.7	105.9	120.0	122.7	115.1	124.3	139.3	150.4	136.2	141.9	157.8	159.5	155.3	172.7	186.3	194.7
S	Other service activities	95.4	104.1	97.5	102.9	103.8	109.0	111.8	118.5	113.7	127.0	130.6	139.8	127.2	136.3	140.9	144.2	153.6	166.0	173.7	178.1

¹ NACE.BG - 2008 - National Classification of economic activities comparable with NACE Rev. 2.

* Preliminary data.