



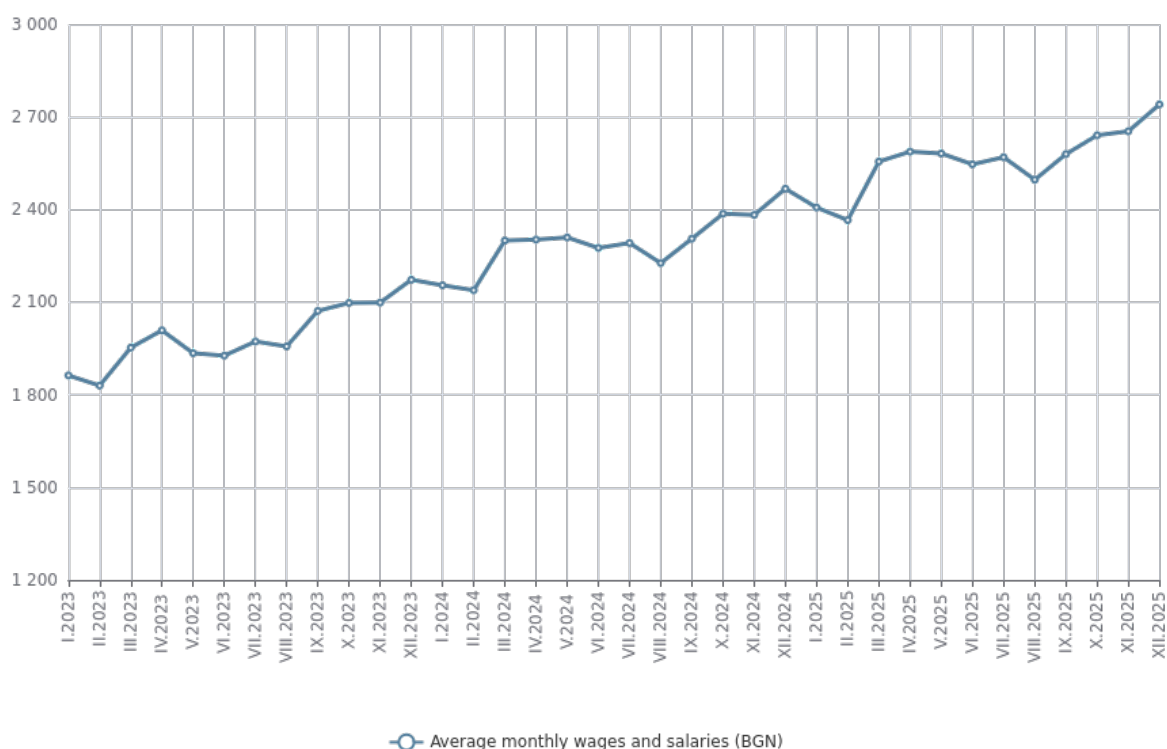
## EMPLOYEES AND AVERAGE WAGES AND SALARIES - FOURTH QUARTER OF 2025

The **number of employees** under labour contract at the end of December 2025 decreased by 12.5 thousand, or 0.5%, as compared to the end of September 2025, and reached 2.34 million according to the preliminary data of the National Statistical Institute (NSI). The highest decrease was observed in the economic activities: 'Accommodation and food service activities' - by 6.3%, 'Agriculture, forestry and fishing' - by 5.0%, and 'Real estate activities' - by 3.2%. The highest increase of the number of employees - by 1.3%, was recorded in the economic activity 'Human health and social work activities'.

At the end of December 2025, as compared to December 2024, the number of employees under labour contract increased by 29.3 thousand, or by 1.3%. The highest increase in absolute figures was observed in the economic activities 'Human health and social work activities' - by 11.7 thousand, 'Construction' - by 5.6 thousand, and 'Wholesale and retail trade; repair of motor vehicles and motorcycles' - by 5.1 thousand, and the highest decrease was in 'Manufacturing' - by 7.6 thousand, and in 'Agriculture, forestry and fishing' - by 1.6 thousand. In percentages, the highest increase at the end of December 2025, as compared to December 2024, was in the following economic activities: 'Human health and social work activities' - by 5.8%, 'Arts, entertainment and recreation' - by 5.1%, and in 'Other service activities' - by 4.9%, as the highest decrease was reported in 'Agriculture, forestry and fishing' - by 2.5%, and in 'Mining and quarrying' - by 2.2%.

The **average monthly wages and salaries** of the employees under labour contract in October were 2 641 BGN, in November - 2 654 BGN, and in December 2025 - 2 741 BGN.

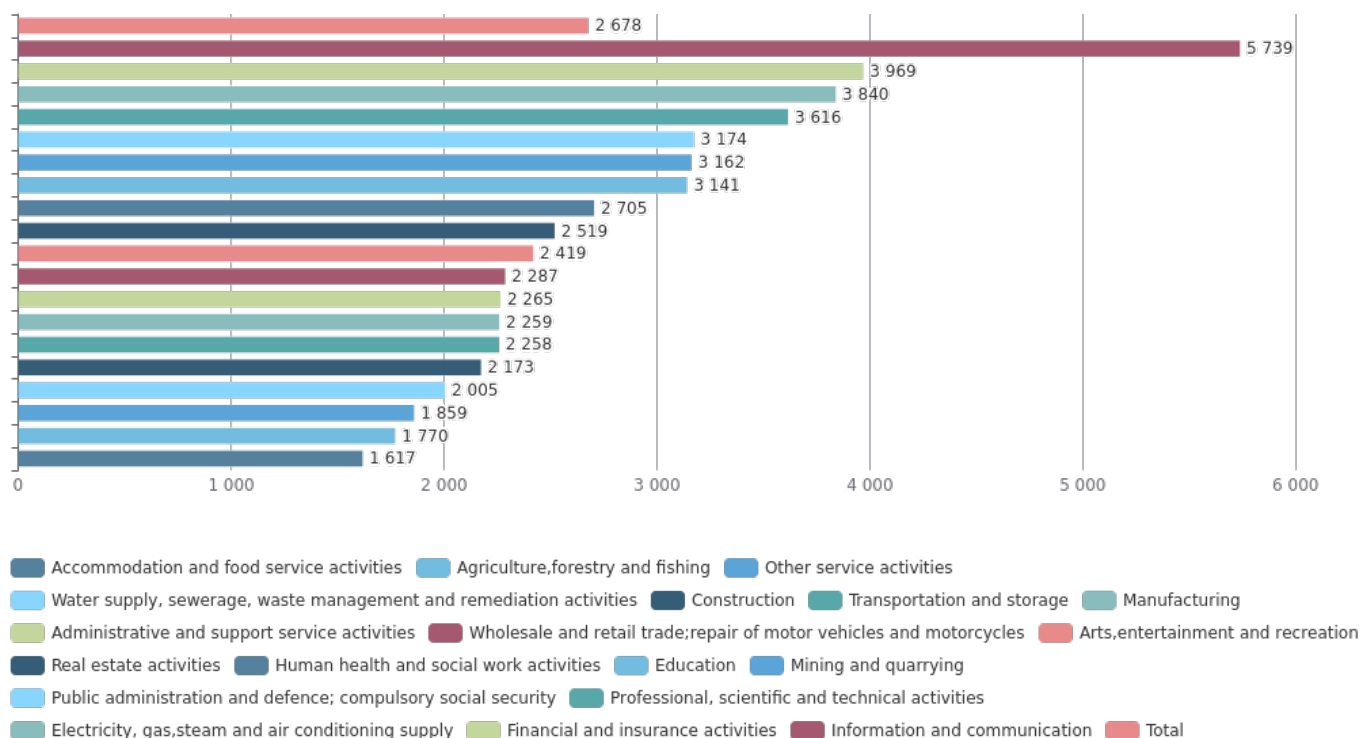
Figure 1. Gross average wages and salaries by months



In the fourth quarter of 2025, in comparison with the third quarter of 2025, the average monthly wages and salaries increased by 5.1% and reached 2 678 BGN. The highest increase in wages and salaries was reported in: 'Education' - by 13.0%, 'Electricity, gas, steam and air conditioning supply' - by 8.5%, and in 'Arts, entertainment and recreation' - by 7.9%.

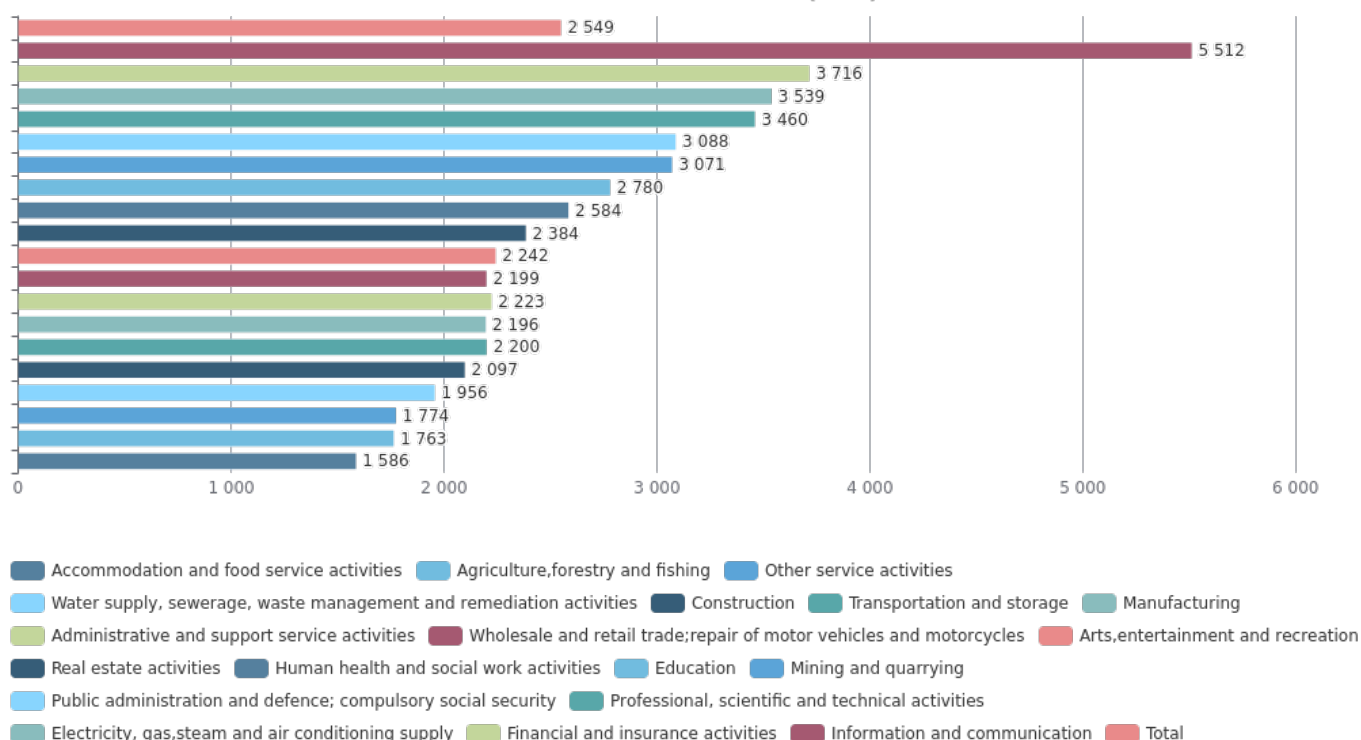
## Q4 2025

**Figure 2. Gross average monthly wages and salaries of the employees under labour contract by economic activities (BGN)**



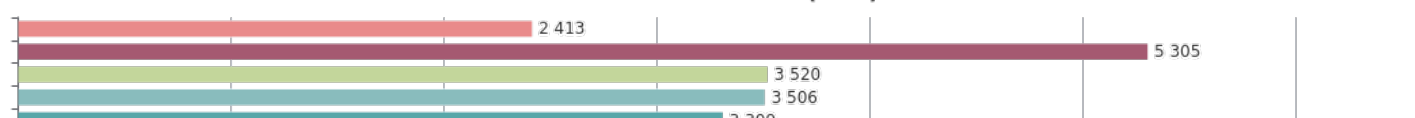
## Q3 2025

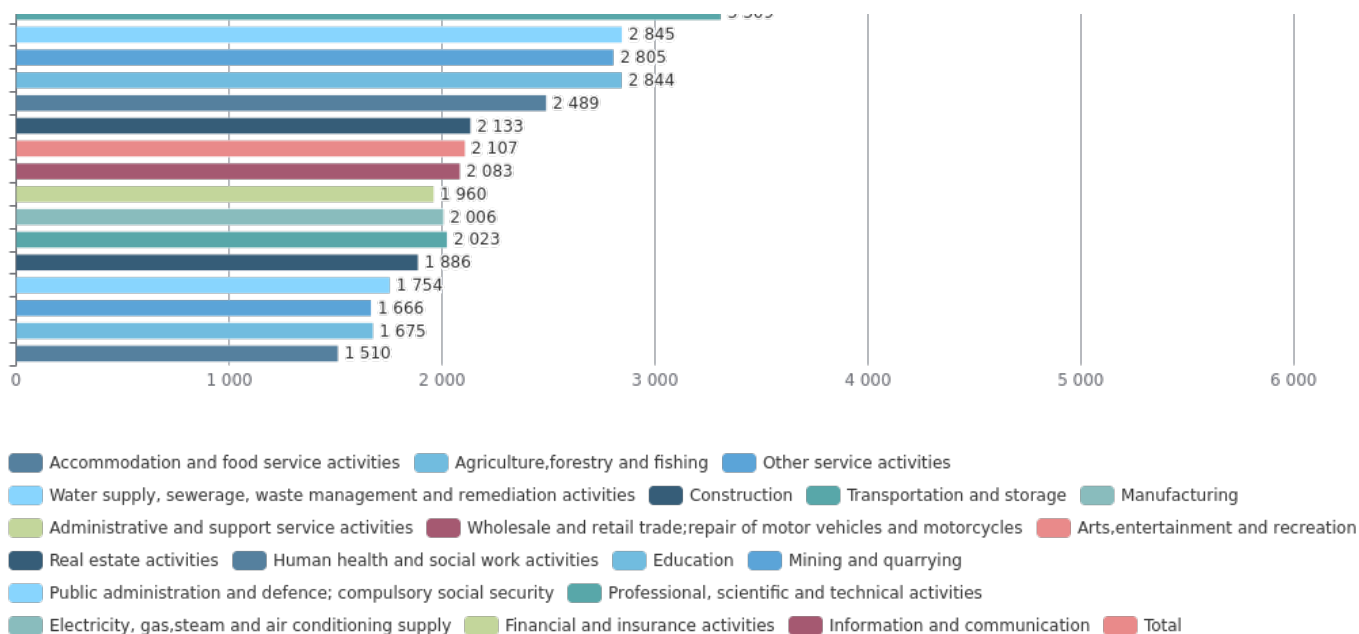
**Figure 2. Gross average monthly wages and salaries of the employees under labour contract by economic activities (BGN)**



## Q4 2024

**Figure 2. Gross average monthly wages and salaries of the employees under labour contract by economic activities (BGN)**





Compared to the fourth quarter of 2024, the average monthly wages and salaries in the fourth quarter of 2025 rose by 11.0%. The highest growth rates were recorded in the economic activities: 'Real estate activities' - by 18.1%, 'Administrative and support service activities' - by 15.6%, and 'Construction' - by 15.2%.

The economic activities with the highest wages and salaries in the fourth quarter of 2025 were:

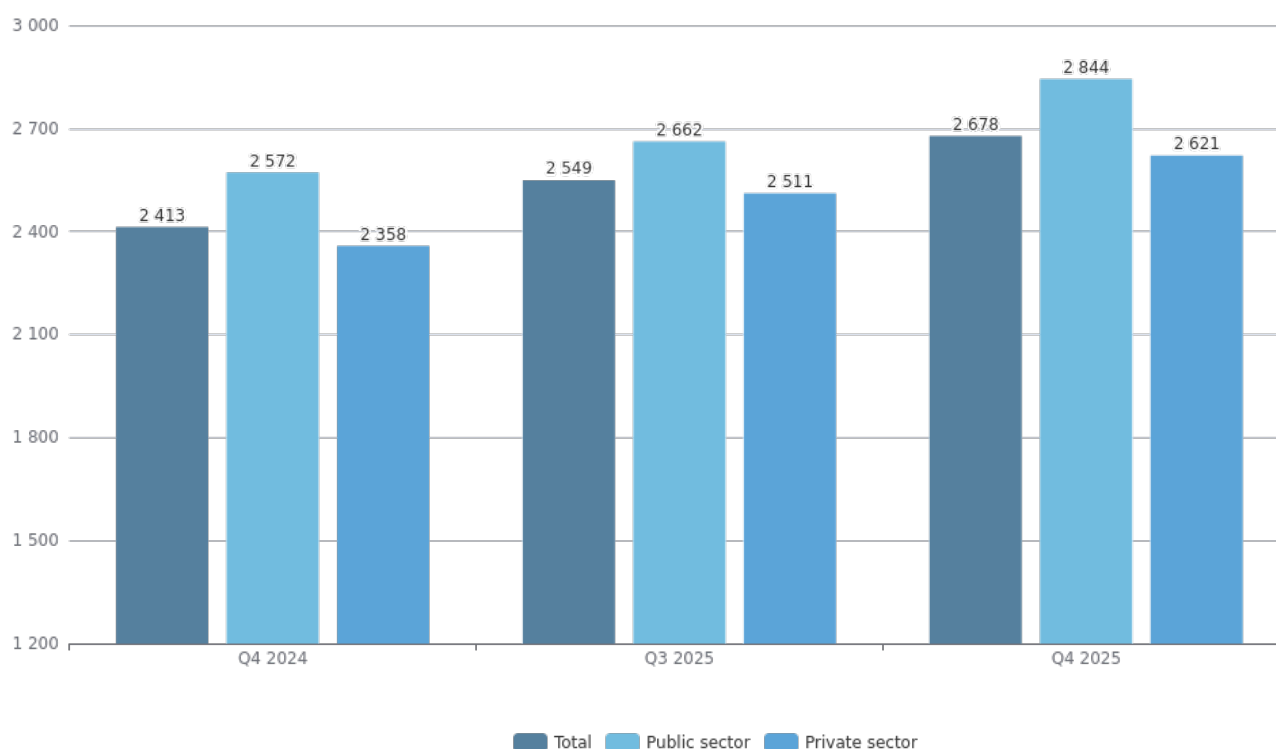
- 'Information and communication' - 5 739 BGN;
- 'Financial and insurance activities' - 3 969 BGN;
- 'Electricity, gas, steam and air conditioning supply' - 3 840 BGN.

The lowest wages and salaries were recorded in:

- 'Accommodation and food service activities' - 1 617 BGN;
- 'Agriculture, forestry and fishing' - 1 770 BGN;
- 'Other service activities' - 1 859 BGN.

In comparison with a year earlier, the average monthly wages and salaries in the public sector grew by 10.6% and in the private sector - by 11.2%.

**Figure 3. Gross average monthly wages and salaries by kind of ownership (BGN)**



## Methodological notes

The source of information is the 'Quarterly Survey on employees, hours worked, wages and salaries, and other expenditures paid by the employer'. The main purpose of this sample survey is to make a study of the current state and dynamics of some main aspects of the labour market. The sample used for the survey is a stratified random sample without replacement. Stratification criteria used include: economic activity (NACE, Rev. 2), size of the enterprise (according to the number of employees) and regional breakdown (28 districts, NUTS3).

## Annex

**Table 1. Employees under labour contract at the end of the month by economic activities in 2025 (Numbers)[1]**

<b>Economic activities</b>	<b>X.2025</b>	<b>XI.2025</b>	<b>XII.2025</b>
Total	2350700	2349688	2342999
Agriculture, forestry and fishing	63074	61743	60658
Mining and quarrying	17440	17387	17320
Manufacturing	437408	436323	433732
Electricity, gas, steam and air conditioning supply	28455	28443	28416
Water supply, sewerage, waste management and remediation activities	37591	37651	37351
Construction	138835	137893	136895
Wholesale and retail trade; repair of motor vehicles and motorcycles	391119	392503	391454
Transportation and storage	142972	142724	141821
Accommodation and food service activities	102339	101615	103476
Information and communication	130147	130028	129719
Financial and insurance activities	58654	58698	58662
Real estate activities	21398	21222	21130
Professional, scientific and technical activities	87009	86793	86587
Administrative and support service activities	117335	117415	116410
Public administration and defence; compulsory social security	114289	114342	114395
Education	175363	176180	175743
Human health and social work activities	210245	211817	211984
Arts, entertainment and recreation	39010	38971	39356
Other service activities	38017	37940	37890
[1] Preliminary data.			

**Table 2. Gross average monthly wages and salaries of the employees under labour contract by economic activities in 2025 (BGN)[1]**

<b>Economic activities</b>	<b>X.2025</b>	<b>XI.2025</b>	<b>XII.2025</b>
Total	2641	2654	2741
Agriculture, forestry and fishing	1768	1785	1757
Mining and quarrying	3008	3169	3308
Manufacturing	2204	2297	2275
Electricity, gas, steam and air conditioning supply	3703	3879	3937
Water supply, sewerage, waste management and remediation activities	1950	1976	2088
Construction	2147	2232	2140
Wholesale and retail trade; repair of motor vehicles and motorcycles	2219	2288	2354
Transportation and storage	2180	2251	2342
Accommodation and food service activities	1572	1624	1656
Information and communication	5550	5663	6003
Financial and insurance activities	3661	3891	4352
Real estate activities	2446	2500	2612
Professional, scientific and technical activities	3507	3627	3714
Administrative and support service activities	2226	2236	2333
Public administration and defence; compulsory social security	3719	2924	2879
Education	3170	2942	3310
Human health and social work activities	2652	2699	2764
Arts, entertainment and recreation	2335	2366	2556
Other service activities	1783	1826	1969
[1] Preliminary data.			