



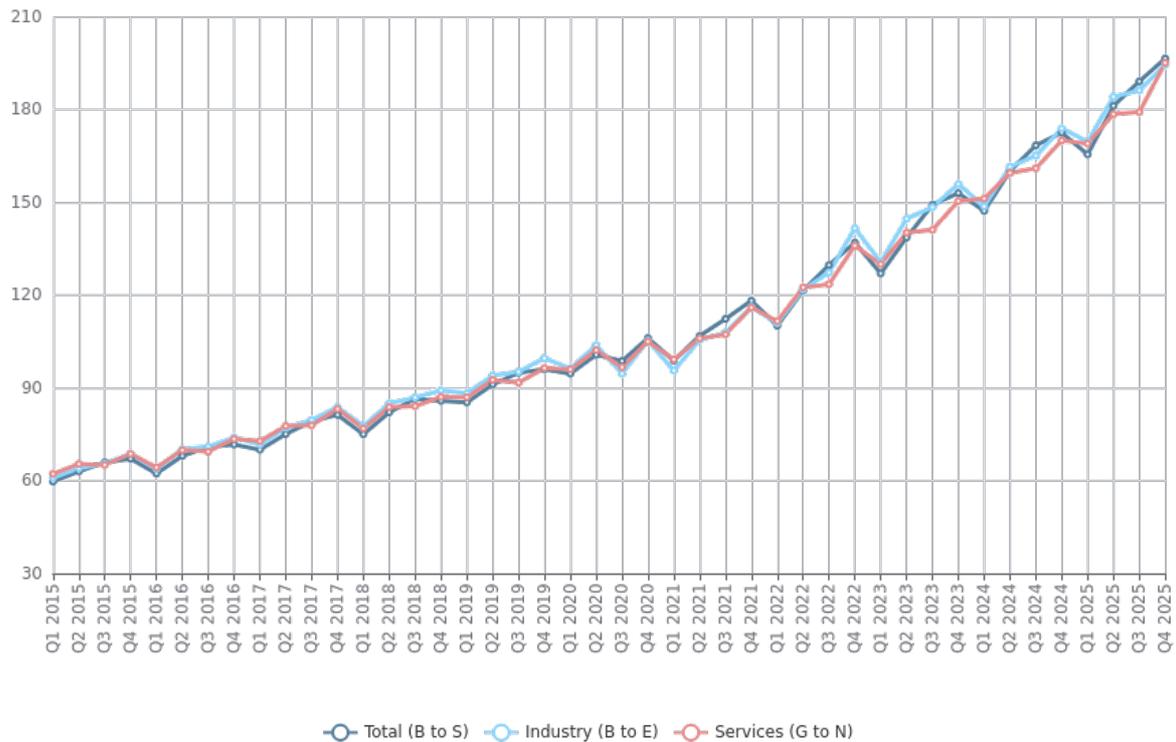
LABOUR COST INDEX - FOURTH QUARTER OF 2025

In the fourth quarter of 2025, compared to the fourth quarter of 2024, the total hourly labour cost rose by 13.9% (according to preliminary data). The total hourly labour cost increased by 11.8% in industry and by 14.8% in services.

The highest annual growth in total labour costs was recorded in the following sectors: 'Real estate activities' - by 22.5%, 'Construction' - by 20.1%, and 'Administrative and support service activities' - by 17.2%.

In the structure of the total labour costs, the wages and salaries costs per hour worked grew by 13.8% in comparison with a year earlier, while the other (non-wage) costs rose by 14.3%. Among the economic activities in the fourth quarter of 2025, compared to the fourth quarter of 2024, the growth rate of wages and salaries component ranged from 23.5% in 'Real estate activities' sector to 3.6% in 'Electricity, gas, steam and air conditioning supply' sector.

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



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. It has been calculated broken down by economic activities at a section level according to the new NACE Rev. 2 classification and with base 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);
- **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).

Annex

Table 1. Changes of Hourly Labour cost Indices compared to the corresponding period of the previous year (Calendar-adjusted)

																(Per cent)
Code NACE.BG - 2008[1]	Economic activities	Q4 2024* (TOT)	Q4 2024* (WAG)	Q4 2024* (OTH)	Q1 2025* (TOT)	Q1 2025* (WAG)	Q1 2025* (OTH)	Q2 2025* (TOT)	Q2 2025* (WAG)	Q2 2025* (OTH)	Q3 2025* (TOT)	Q3 2025* (WAG)	Q3 2025* (OTH)	Q4 2025* (TOT)	Q4 2025* (WAG)	Q4 2025* (OTH)
B to S	All NACE branches except agriculture, fishing, private households with employed persons	12.8	13.0	11.7	12.4	13.0	9.5	13.2	13.4	12.3	12.3	12.4	12.1	13.9	13.8	14.3
B to E	Industry (except construction)	11.5	11.4	12.2	14.1	14.5	12.3	14.0	14.2	13.3	12.8	13.2	10.6	11.8	12.0	11.0
G to N	Services (excluding public administration)	13.0	13.1	13.0	11.8	12.5	7.5	11.9	12.0	11.2	11.3	11.0	12.6	14.8	14.7	15.2
B	Mining and quarrying	10.7	10.1	13.0	0.8	0.3	2.8	17.2	17.0	17.8	18.5	20.0	13.2	6.0	4.4	12.3
C	Manufacturing	12.3	12.3	11.8	14.9	15.1	14.0	14.7	14.8	13.8	13.0	13.1	12.3	13.2	13.3	12.8
D	Electricity, gas, steam and air conditioning supply	5.7	3.9	14.2	13.8	16.2	3.8	7.0	7.1	6.4	6.9	9.2	-1.6	2.7	3.6	-0.9

																(Per cent)
E	Water supply, sewerage, waste management and remediation activities	13.2	13.4	12.2	16.4	16.4	16.3	15.8	15.8	16.1	15.4	16.1	12.4	15.8	16.7	11.7
F	Construction	17.2	17.7	14.9	19.7	20.3	16.3	16.2	16.2	15.9	16.4	16.4	16.1	20.1	20.1	20.0
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	14.9	14.7	15.5	11.5	11.3	12.3	11.0	10.9	11.4	10.8	10.8	10.5	13.5	13.4	13.9
H	Transportation and storage	14.6	15.8	9.4	11.0	11.2	9.7	13.6	13.9	12.5	11.7	11.1	14.5	12.0	11.1	16.3
I	Accommodation and food service activities	13.4	13.3	14.2	13.5	13.4	14.1	7.7	7.0	11.3	7.5	6.7	11.5	13.0	12.4	16.4
J	Information and communication	8.5	8.2	10.9	9.1	11.4	-7.2	8.9	9.2	6.4	8.2	7.8	11.0	16.5	16.6	15.7
K	Financial and insurance activities	9.0	9.1	7.9	14.5	15.6	7.4	14.7	15.2	11.2	14.1	14.3	13.0	16.0	16.4	13.6
L	Real estate activities	23.3	22.6	27.8	19.2	19.5	17.0	16.5	17.6	10.1	12.7	12.8	12.2	22.5	23.5	17.3
M	Professional, scientific and technical activities	17.3	17.8	14.6	14.8	15.0	13.8	14.7	14.9	13.8	12.1	12.0	12.9	14.3	14.1	15.6
N	Administrative and support service activities	13.9	14.1	13.0	13.8	14.3	11.2	18.1	18.3	17.0	21.0	21.0	21.1	17.2	17.3	16.7

																	(Per cent)
O	Public administration and defence; compulsory social security	8.7	10.2	3.7	7.5	7.3	8.2	16.3	17.3	12.8	16.3	15.7	18.0	12.8	12.3	14.4	
P	Education	13.9	14.8	10.2	11.2	12.1	7.9	15.3	15.9	12.9	13.2	14.5	8.3	12.6	11.7	16.5	
Q	Human health and social work activities	12.1	12.1	12.2	11.5	11.8	9.7	12.0	12.0	11.5	9.6	9.5	10.2	12.7	12.4	14.0	
R	Arts, entertainment and recreation	21.3	22.0	17.4	17.9	18.7	14.0	17.7	18.8	11.9	16.8	15.6	23.0	15.6	15.3	17.2	
S	Other service activities	23.4	24.3	19.3	12.6	11.6	17.6	13.9	13.8	14.7	12.6	12.7	12.3	14.7	15.4	11.0	

TOT - Total labour costs

WAG - Wages and salaries costs

OTH - Other (non-wage) costs

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

* Preliminary data.

Table 2. Labour Cost Index - Total labour costs for the period 2022 - 2025 (Calendar-adjusted, 2020 = 100)

														(Per cent)
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*	Q1 2025*	Q2 2025*	Q3 2025*	Q4 2025*
B до S	All NACE branches except agriculture, fishing, private households with employed persons	137.0	127.0	138.6	149.2	153.0	147.2	160.1	168.4	172.5	165.5	181.2	189.1	196.5
B to E	Industry (except construction)	141.6	130.7	144.7	148.4	155.9	148.7	161.5	165.1	173.9	169.6	184.1	186.2	194.5
G to N	Services (excluding public administration)	136.0	130.0	140.2	141.1	150.4	151.2	159.5	161.0	170.0	169.0	178.5	179.2	195.1
B	Mining and quarrying	153.6	124.0	139.3	140.1	149.5	144.0	141.9	141.5	165.5	145.2	166.3	167.7	175.4
C	Manufacturing	139.8	134.2	146.3	152.2	157.2	152.6	164.4	170.4	176.5	175.4	188.5	192.5	199.7
D	Electricity, gas, steam and air conditioning supply	151.0	114.4	144.2	134.8	156.5	128.3	157.5	148.3	165.5	146.0	168.5	158.5	169.9
E	Water supply, sewerage, waste management and remediation activities	135.3	122.2	129.9	133.2	145.6	140.3	150.6	151.9	164.9	163.3	174.5	175.4	190.9
F	Construction	132.2	129.1	141.2	144.5	159.4	154.3	168.7	162.9	186.9	184.7	196.0	189.6	224.5
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	136.8	130.9	140.7	141.9	152.3	153.0	163.2	164.1	175.0	170.6	181.1	181.7	198.6
H	Transportation and storage	126.8	128.5	140.3	142.2	147.5	152.0	160.9	164.5	169.1	168.7	182.8	183.7	189.3
I	Accommodation and food service activities	152.4	136.4	147.9	153.5	168.7	165.5	183.9	180.5	191.3	187.8	198.0	194.0	216.2
J	Information and communication	137.5	130.0	141.5	140.4	148.8	149.1	153.1	155.7	161.5	162.7	166.7	168.4	188.1

														(Per cent)
K	Financial and insurance activities	128.7	122.9	126.9	127.8	140.7	138.4	142.0	142.9	153.3	158.5	162.9	163.1	177.9
L	Real estate activities	128.6	114.8	120.9	124.6	138.9	136.9	150.9	154.0	171.3	163.2	175.7	173.6	209.9
M	Professional, scientific and technical activities	134.0	124.5	134.3	140.9	147.7	143.2	154.2	158.9	173.4	164.4	176.9	178.2	198.1
N	Administrative and support service activities	145.9	144.2	156.7	149.0	158.9	169.0	177.1	173.5	181.0	192.4	209.2	209.9	212.2
O	Public administration and defence; compulsory social security	140.0	124.6	133.4	155.7	167.5	144.9	169.6	171.7	182.1	155.8	197.2	199.6	205.4
P	Education	128.7	103.2	118.6	209.1	150.6	122.2	150.0	227.3	171.5	135.9	172.9	257.2	193.2
Q	Human health and social work activities	137.4	122.0	133.6	137.4	147.1	140.7	154.8	157.8	164.9	156.9	173.3	173.0	185.8
R	Arts, entertainment and recreation	151.9	135.5	143.3	157.2	160.8	156.0	173.5	184.6	195.1	183.9	204.2	215.6	225.6
S	Other service activities	134.2	126.6	136.5	141.4	144.5	153.8	166.2	173.4	178.4	173.1	189.3	195.3	204.6

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

* Preliminary data.