



MAIN RESULTS FROM THE STRUCTURE OF EARNINGS SURVEY 2022

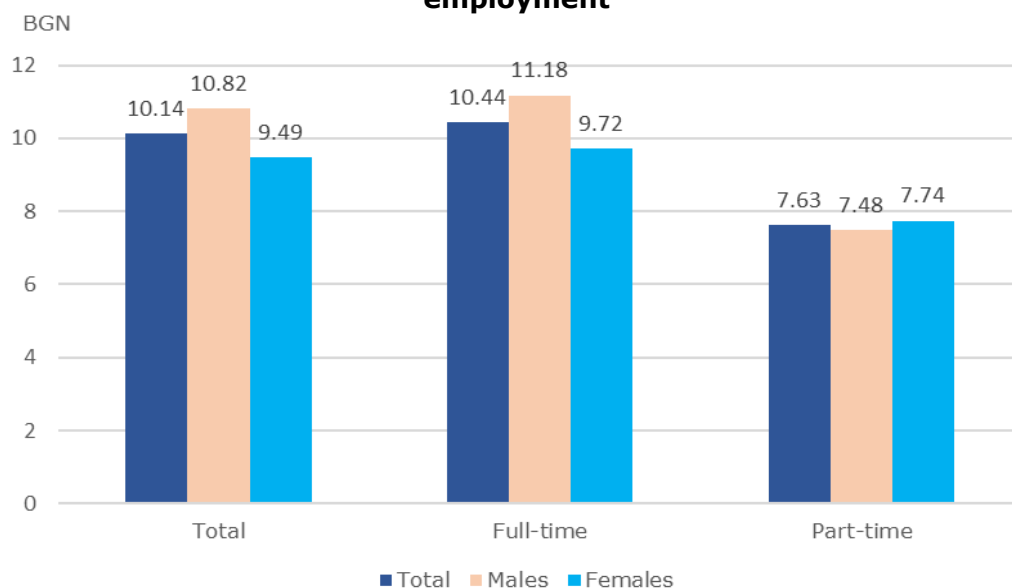
The survey results relate to a population of 2 317 407 employees under labour contracts. Of the total number of employees, 49% are men and 51% are women. Approximately, 30% of employees work in Industry and the rest 70% are in Services. Of the observed population, 25% of employees are occupied in the public sector and 75% of employees are occupied in the private sector. While in the public sector, 90% of the persons are engaged in Services, in the private sector, the distribution of employees is more even - 37% are in Industry and 63% in Services.

Table 1. Number of employees and average gross hourly earnings in October 2022 by type of ownership of the enterprise and economic sectors

Type of ownership	Employees in numbers			Gross hourly earnings - BGN		
	Total	Industry	Services	Total	Industry	Services
Total	2317407	693528	1623879	10.14	8.97	10.64
Public Sector	590886	61704	529182	10.82	11.70	10.72
Private Sector	1726521	631824	1094697	9.91	8.71	10.60

In October 2022, the average gross hourly earnings are 10.14 BGN. The gross hourly earnings of full-time employees are 10.44 BGN and the gross hourly earnings of part-time employees are 27% lower (7.63 BGN). The gross hourly earnings of females are 9.49 BGN and represent 88% of the earnings of males who earn 10.82 BGN per hour.

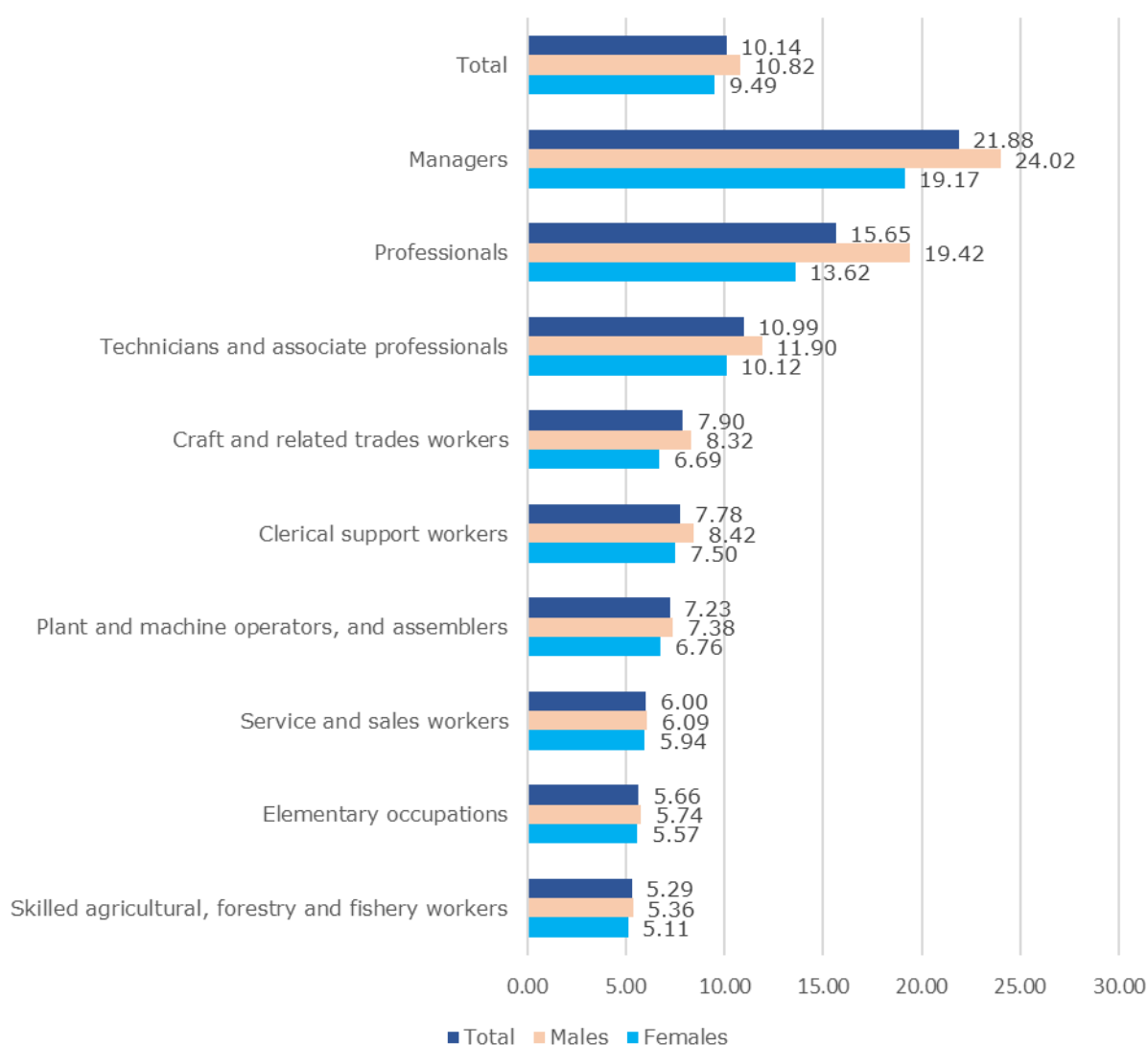
Figure 1. Gross hourly earnings in October 2022 by gender and mode of employment



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Conventionally, better-paid are the occupations presuming higher qualification, educational level and responsibilities. At first place are managers (ISCO '08 major group 1) with gross hourly earnings of 21.88 BGN, followed by professionals (ISCO '08 major group 2) who earn 15.65 BGN per hour and technicians and associate professionals (ISCO '08 major group 3) with 10.99 BGN per hour. The lowest paid are the employees in major group 6 'Skilled agricultural, forestry and fishery workers' and major group 9 'Elementary occupations' - 5.29 BGN and 5.66 BGN per hour, respectively.

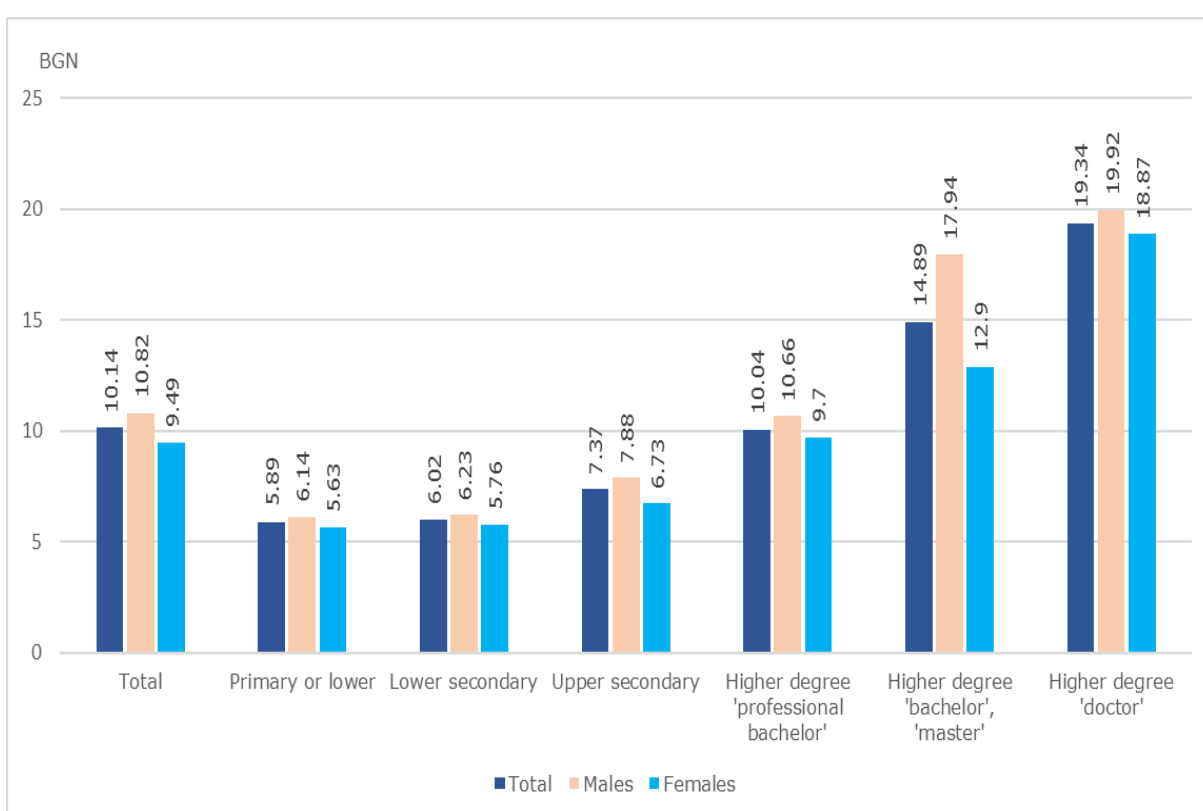
Figure 2. Gross hourly earnings of employees in October 2022 by gender and occupations - BGN



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The level of earnings is in positive correlation to the level of completed education. The highest paid are employees with an educational degree 'doctor'. Their gross hourly earnings are 19.34 BGN per hour and are twice as high as the total average. The next place are employees with educational degrees 'bachelor' and 'master' with average hourly earnings of 14.89 BGN, or 47% above the average. The workers with primary or lower education are with the lowest average hourly earnings - 5.89 BGN, which is 42% less than the total average. Employees with upper secondary education represent 54% of the total surveyed population and earn on average 7.37 BGN per hour, or 27% lower than the total average.

Figure 3. Gross hourly earnings in October 2022 by gender and education



The age and the practical knowledge and skills of practicing an occupation are among the determinants that influence the level of employees' earnings. The employees in the youngest age group - up to 20 years old - received an average of 5.85 BGN per hour, which is 42% less than the total average. Of the surveyed population, persons aged between 40 and 49 years (27%) and those between 50 and 59 (25%) have the largest share, with average hourly earnings of 10.54 BGN and 9.79 BGN. The age group 30 - 39 years has the highest average hourly earnings - 11.51 BGN.

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Table 2. Average gross hourly earnings in October 2022 by gender and age - total full-time and part-time employees

Age (in completed years)	Gross hourly earnings - BGN		
	Total	Males	Females
Total	10.14	10.82	9.49
Under 20	5.85	5.91	5.77
20 - 29	9.59	10.13	8.94
30 - 39	11.51	12.72	10.15
40 - 49	10.54	11.41	9.79
50 - 59	9.79	10.32	9.37
60 and more	8.71	8.61	8.81

The overview of hourly earnings by economic activities shows significant diversions from the total mean value for all economic activities covered in the survey. The highest hourly earnings are sections 'Information and communication' (23.73 BGN) and 'Electricity, gas, steam and air conditioning supply' (16.31 BGN). The lowest remuneration per hour is in the section 'Accommodation and food service activities' - 6.36 BGN, and the section 'Other service activities' - 7.11 BGN.

Table 3. Average gross hourly earnings in October 2022 by gender and economic activities

Economic activities (NACE, Rev. 2)	Gross hourly earnings - BGN		
	Total	Males	Females
Total	10.14	10.82	9.49
Mining and quarrying	14.25	14.60	12.49
Manufacturing	8.72	9.79	7.53
Electricity, gas, steam and air conditioning supply	16.31	16.26	16.49
Water supply, sewerage, waste management and remediation activities	7.57	7.77	7.16
Construction	7.89	7.71	8.98
Wholesale and retail trade; repair of motor vehicles and motorcycles	8.11	8.71	7.60
Transportation and storage	8.44	8.44	8.45
Accommodation and food service activities	6.36	6.72	6.14
Information and communication	23.73	26.68	19.17
Financial and insurance activities	13.16	15.73	12.01
Real estate activities	9.17	9.74	8.58
Professional, scientific and technical activities	12.59	14.23	11.43
Administrative and support service activities	8.81	8.27	9.77
Public administration and defence; compulsory social security	11.75	12.54	11.33
Education	11.37	11.44	11.35
Human health and social work activities	10.89	12.98	10.29
Arts, entertainment and recreation	8.23	9.00	7.58
Other service activities	7.11	7.27	7.03

Methodological notes

The Structure of Earnings Survey (SES) for 2022 is carried out for the sixth time with a four-year periodicity according to the Council Regulation N530/1999, the Commission Regulation N1916/2000 (amended) and the Commission Regulation N1738/2005.

The Structure of Earnings Survey aims to give detailed and comparable at European Union level information on distribution and relationships between the level of remuneration, individual characteristics of employees and these of their employer.

Objects of the survey are: characteristics of the employer (enterprise, local unit) - number of employees in the local unit, type of ownership, existence and type of collective pay agreement, size of the enterprise; individual characteristics of employees - age, sex, educational level, occupation, length of service, mode of employment (full-time/part-time), working hours per day, working days per week, type of employment contract, annual gross earnings, annual bonuses, annual payments in kind, annual days of paid holiday leave, monthly gross earnings, earnings related to overtime, earnings related to shift work, employee's compulsory social security contributions and income tax, number of paid monthly hours, number of paid overtime hours.

The reference year is the calendar 2022, for the representative month is approved October as being the month that is least affected by absences owing to annual leave or public holidays.

More information on the Structure of Earnings Survey and data can be found on NSI official website:

[Structure of Earnings – national level, 4-year periodicity | National statistical institute \(nsi.bg\)](https://www.nsi.bg/en/structure-of-earnings-survey-national-level-4-year-periodicity)