HELLENIC REPUBLIC

HELLENIC STATISTICAL AUTHORITY

Piraeus, 13 November 2026

LABOUR COST SURVEY: 2024

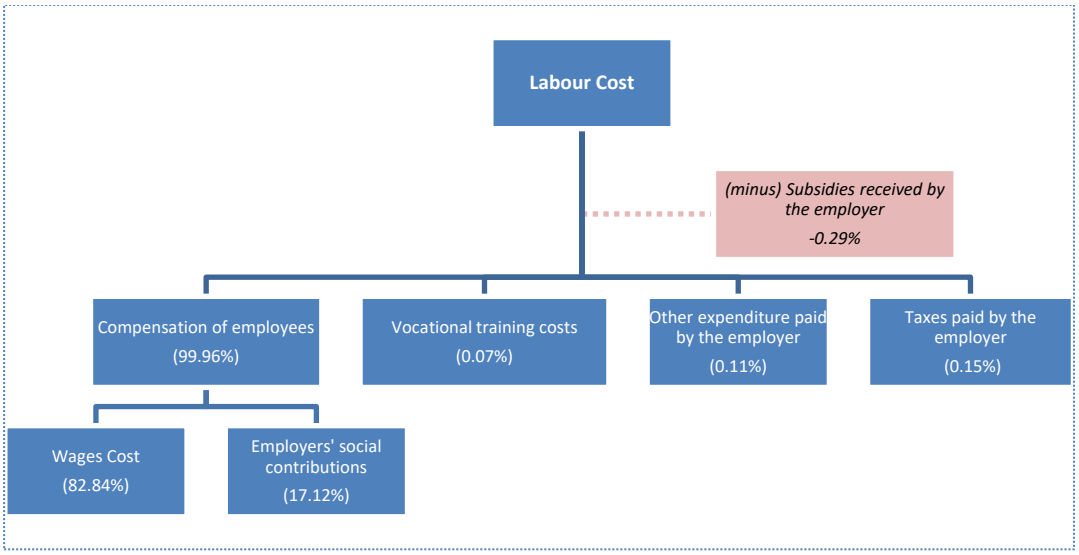
The Hellenic Statistical Authority (ELSTAT) publishes statistics on labour costs in Greece for the reference year 2024, covering enterprises in sectors B to S of the Statistical Classification of Economic Activities (NACE Rev. 2).

The main purpose of the Labour Cost Survey is to provide a comprehensive and detailed presentation of the structure of Labour Cost at national level, by producing statistics on the number of employees, hours actually worked, hours paid and labour cost, with an analysis of its main components.

Labour costs are defined as the total expenditure incurred by employers in order to employ staff. Any subsidies or grants received by the employer are deducted from the labour costs.

Wage costs are the dominant component of labour costs, accounting for 82.8% of total labour costs, whilst across the various sectors of the economy this proportion ranges from 80.0% to 87.7%. The second largest component is employers' social security contributions, accounting for 17.1%, whereas the remaining components make up 0.3% of labour costs (Graph 1, Tables 1 and 2). Table 1 presents the breakdown of labour costs by sector of economic activity. Table 2 shows the breakdown of labour costs by enterprise size (based on the number of employees).

Graph 1: Structure of Labour Cost of sections B to S of economic activities of NACE Rev.2, year 2024



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Table 1: Labour Cost (€) by sector of economic activity, year 2024

Sections of Economic Activity NACE Revision 2	Total labour cost	Analysis of labour cost						*Percentage of wages to labour cost***
		Compensation of employees		Vocational training costs	Other expenditure paid by the employer	Taxes	Subsidies received by the employer**	
		Wages Cost	Employers' social contributions					
TOTAL B-S	**62,366,814,048**	**51,665,298,007**	**10,674,285,532**	**42,071,641**	**67,069,517**	**96,095,942**	**178,006,591**	***82.8%***
B.MINING AND QUARRYING	226,417,839	184,034,633	41,989,388	13,328	274,821	105,669	0	*81.3%*
C.MANUFACTURING	8,098,931,977	6,655,128,697	1,410,536,821	9,280,725	18,616,343	6,433,674	1,064,283	*82.2%*
D.ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	1,156,585,856	956,283,181	199,674,096	340,161	288,418	0	0	*82.7%*
E.WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	477,265,022	381,620,156	94,497,891	365,855	815,466	576,658	611,004	*80.0%*
F.CONSTRUCTION	2,077,298,364	1,713,718,921	360,185,403	329,503	992,558	2,170,488	98,509	*82.5%*
G.WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	10,221,638,614	8,461,027,000	1,712,011,435	9,239,985	7,249,179	33,565,326	1,454,311	*82.8%*
H.TRANSPORTATION AND STORAGE	3,925,315,161	3,241,422,685	661,590,085	3,730,711	18,508,400	1,993,945	1,930,665	*82.6%*
I.ACCOMMODATION AND FOOD SERVICES ACTIVITIES	7,428,299,412	6,134,989,679	1,286,758,127	141,329	2,884,840	4,204,084	678,647	*82.6%*
J.INFORMATION AND COMMUNICATION	3,221,778,213	2,654,550,765	537,041,537	1,413,232	4,634,170	24,471,744	333,235	*82.4%*
K.FINANCIAL AND INSURANCE ACTIVITIES	2,846,242,423	2,331,409,120	504,510,286	3,368,036	1,151,858	5,871,219	68,096	*81.9%*
L.REAL ESTATE ACTIVITIES	419,055,706	346,957,994	70,826,556	310,200	850,090	183,838	72,972	*82.8%*
M.PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	3,638,286,230	3,023,648,592	620,439,523	6,177,403	2,972,315	881,028	15,832,631	*83.1%*
N.ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	3,218,173,497	2,658,446,832	556,266,692	1,230,523	2,490,945	62,200	323,695	*82.6%*
O. PUBLIC ADMINISTRATION AND DEFENCE – COMPULSORY SOCIAL INSURANCE	4,298,272,306	3,617,460,728	729,071,947	5,246,146	2,396,203	5,616,189	61,518,907	*84.2%*
P.EDUCATION	5,329,131,766	4,430,701,912	899,897,509	29,487	64,192	7,313,433	8,874,767	*83.1%*
Q.HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	3,892,482,134	3,248,486,458	662,305,311	408,109	2,408,512	1,612,839	22,739,095	*83.5%*
R.ARTS. ENTERTAINMENT AND RECREATION	808,716,243	675,496,666	144,870,886	348,485	344,555	779,765	13,124,114	*83.5%*
S.OTHER SERVICE ACTIVITIES	1,082,923,285	949,913,988	181,812,039	98,423	126,652	253,843	49,281,660	*87.7%*

**Subsidies reduce the total labour cost*

*** The percentage is calculated on labour cost (total labour cost minus subsidies).*

Table 2: Labour Cost (€) by size class of enterprise, year 2024

Enterprise class size (number of employees)	Labour cost	Analysis of labour cost						Percentage of wages to labour cost**
		Compensation of employees		Vocational training costs	Other expenditure paid by the employer	Taxes	Subsidies received by the employer*	
		Wages Cost	Employers' social contributions					
TOTAL 10+ employees	**62,366,814,048**	**51,665,298,007**	**10,674,285,532**	**42,071,641**	**67,069,517**	**96,095,942**	**178,006,591**	**82.8%**
10-49	16,997,296,877	14,110,982,344	2,836,633,532	1,139,480	7,475,378	46,625,612	5,559,469	83.0%
50-249	16,349,460,182	13,526,556,372	2,804,093,188	13,538,698	19,015,508	32,172,792	45,916,376	82.7%
250-499	5,826,713,526	4,839,955,377	997,952,238	8,670,731	6,538,148	3,568,646	29,971,614	83.1%
500-999	5,846,472,881	4,835,140,817	1,016,900,247	3,825,652	8,615,938	7,306,896	25,316,669	82.7%
1.000 +	17,346,870,582	14,352,663,097	3,018,706,327	14,897,080	25,424,545	6,421,996	71,242,463	82.7%

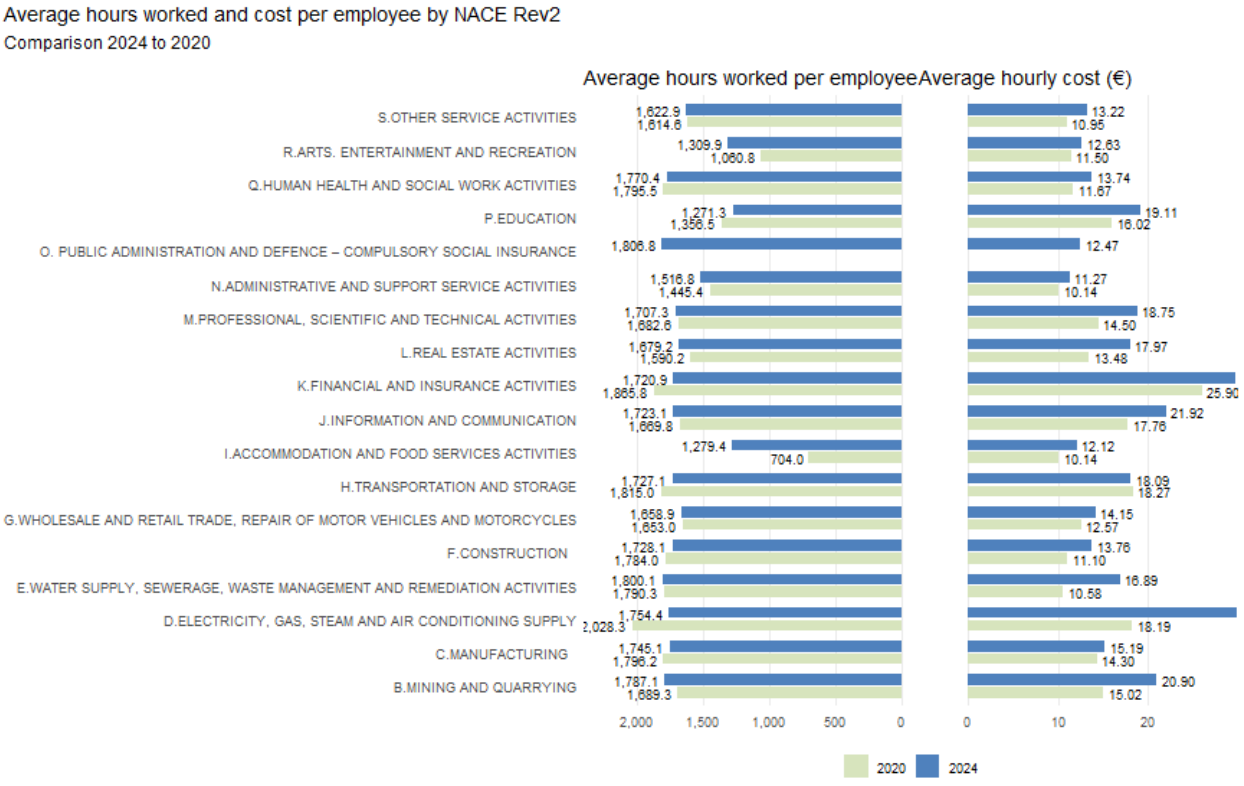
**Subsidies reduce the total labour cost*

*** The percentage is calculated on labour cost (total labour cost minus subsidies).*

The average hours actually worked per employee, in 2024, are 1,579.9 and record a slight increase of 4.8% compared to 2020 (1,508.2). The largest percentage increase in actually working hours, in 2024 compared to 2020, is observed in sectors that were significantly affected by measures implemented due to the Covid-19 pandemic in 2020, such as sectors *H. Accommodation and Food Service Activities*, and *R. Arts, Entertainment and Recreation*. The largest percentage decrease was observed in sector *D. Supply of electricity, gas, steam and air conditioning*. The average hourly labour cost increased by 10.1% in 2024 compared to 2020 (Graph 2, Table 3).

The highest average hourly costs for year 2024 are observed in sector *D. Electricity, gas, steam and air-conditioning supply* (€29.8) and sector *K. Financial and insurance activities* (€29.7). In contrast, the lowest average hourly labour costs are found in the sectors *N. Administrative and support service activities* (€11.3) and *I. Accommodation and food service activities* (€12.1) (Graph 2, Table 3).

Graph 2: Average number of hours actually worked per employee and average labour costs per hours actually worked, by Section of Economic Activity



-The average hourly cost is calculated on the hours actually worked

Table 3: Average number of hours actually worked per employee and average labour costs (€) per hours actually worked, by Section of Economic Activity, years 2020 and 2024

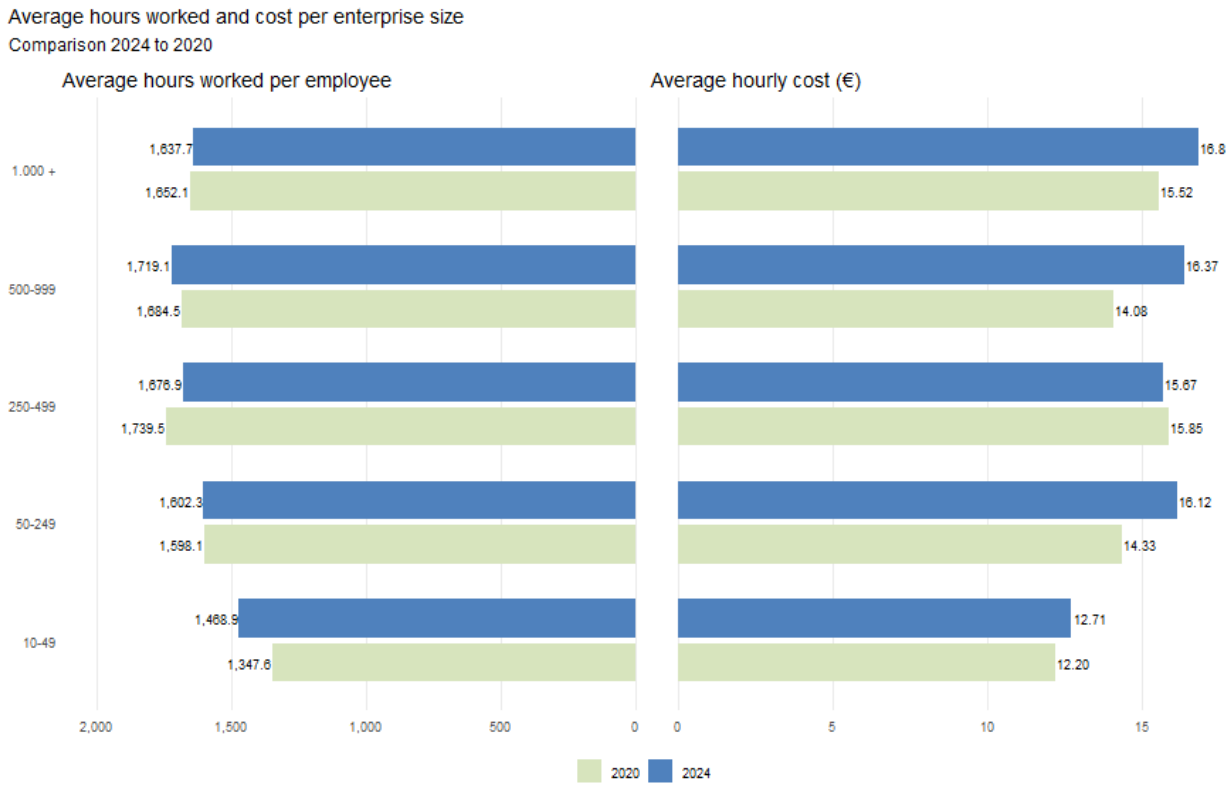
Sections of Economic Activity NACE Revision 2	2024			2020		*Change 2024/2020*	
	Number of employees	Average hours actually worked per employee[1]	Average labour costs per hour actually worked	Average hours actually worked per employee[1]	Average labour costs per hour actually worked	in average hours actually worked per employee	in average hourly labour costs per hour actually worked
TOTAL B-S	**2,603,396**	**1,579.9**	**15.16**	**1,508.2**	**13.76**	***4.8%***	***10.1%***
B.MINING AND QUARRYING	6,062	1,787.1	20.90	1,689.3	15.02	*5.8%*	*39.2%*
C.MANUFACTURING	305,491	1,745.1	15.19	1,796.2	14.30	*-2.8%*	*6.2%*
D.ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	22,153	1,754.4	29.76	2,028.3	18.19	*-13.5%*	*63.6%*
E.WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	15,695	1,800.1	16.89	1,790.3	10.58	*0.5%*	*59.6%*
F.CONSTRUCTION	87,330	1,728.1	13.76	1,784.0	11.10	*-3.1%*	*24.0%*
G.WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	435,533	1,658.9	14.15	1,653.0	12.57	*0.4%*	*12.5%*
H.TRANSPORTATION AND STORAGE	125,660	1,727.1	18.09	1,815.0	18.27	*-4.8%*	*-1.0%*
I.ACCOMMODATION AND FOOD SERVICES ACTIVITIES	479,077	1,279.4	12.12	704.0	10.14	*81.7%*	*19.6%*
J.INFORMATION AND COMMUNICATION	85,286	1,723.1	21.92	1,669.8	17.76	*3.2%*	*23.4%*
K.FINANCIAL AND INSURANCE ACTIVITIES	55,739	1,720.9	29.67	1,865.8	25.90	*-7.8%*	*14.6%*
L.REAL ESTATE ACTIVITIES	13,889	1,679.2	17.97	1,590.2	13.48	*5.6%*	*33.3%*
M.PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	113,664	1,707.3	18.75	1,682.6	14.50	*1.5%*	*29.4%*
N.ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	188,307	1,516.8	11.27	1,445.4	10.14	*4.9%*	*11.1%*
O. PUBLIC ADMINISTRATION AND DEFENCE – COMPULSORY SOCIAL INSURANCE	190,833	1,806.8	12.47				
P.EDUCATION	219,325	1,271.3	19.11	1,356.5	16.02	*-6.3%*	*19.3%*
Q.HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	160,004	1,770.4	13.74	1,795.5	11.67	*-1.4%*	*17.7%*
R.ARTS. ENTERTAINMENT AND RECREATION	48,869	1,309.9	12.63	1,060.8	11.50	*23.5%*	*9.8%*
S.OTHER SERVICE ACTIVITIES	50,479	1,622.9	13.22	1,614.6	10.95	*0.5%*	*20.7%*

[1]: on an annual basis

In terms of enterprise size (based on the number of employees), the lowest average hours worked per employee in 2024 were observed among businesses with 10 to 49 employees, at 1,468.9 hours, showing the largest increase compared with 2020 (9.0%). The highest number of hours per employee is found in enterprises with 500–999 employees, at 1,719.1 hours (Graph 3, Table 4).

The highest average hourly labour cost is observed in enterprises with 1,000 employees and over (€16.8), whereas the lowest is in the class size of enterprises with 10 to 49 employees (€ 12.7). The largest increase in the average hourly labour cost is observed in enterprises with 500-999 employees compared to 2020 (16.3%) (Graph 3, Table 4).

Graph 3: Average number of hours actually worked per employee and average labour costs per hours actually worked, by size class of enterprise



-The average hourly cost is calculated on the hours actually worked

Table 4: Average hours actually worked employee and average labour costs (€) per hour actually worked, by size class of enterprise, years 2020 and 2024

Enterprise class size based on the number of employees	2024			2020			*Change 2024 / 2020*	
	Number of employees	Average hours actually worked per employee[1]	Average hourly labour costs	Number of employees	Average hours actually worked per employee[1]	Average hourly labour costs	*in average hours actually worked per employee*	*in average hourly labour costs*
10 + employees (TOTAL)	**2,603,396**	**1,579.9**	**15.16**	**1,783,575**	**1,508.2**	**13.76**	***4.8%***	***10.2%***
10-49 employees	910,281	1,468.9	12.71	821,137	1,347.6	12.20	*9.0%*	*4.2%*
50-249 employees	632,920	1,602.3	16.12	414,493	1,598.1	14.33	*0.3%*	*12.5%*
250-499 employees	221,757	1,676.9	15.67	128,050	1,739.5	15.85	*-3.6%*	*-1.1%*
500-999 employees	207,808	1,719.1	16.37	138,628	1,684.5	14.08	*2.1%*	*16.3%*
1.000 + employees	630,630	1,637.7	16.80	281,267	1,652.1	15.52	*-0.9%*	*8.2%*

[1]: on an annual basis

Table 5 that follows, presents the average number of hours actually worked per employee and the average hourly labour cost of the four large geographical areas of Greece (NUTS I). Attica has the highest average number of hours actually worked per employee and the highest average hourly labour cost for employees, in both years 2024 and 2020.

Table 5: Average number of hours worked, average hourly wage costs (€) by NUTS 1 region, years 2020 and 2024

Large geographical areas (NUTS1)	2024		2020		*Change 2024 / 2020*	
	Average hours actually worked per employee	Average hourly labour costs	Average hours actually worked per employee	Average hourly labour costs	in average hours actually worked per employee	in average hourly labour costs
EL3 – Attica	1,706.4	18.24	1,695.0	15.38	0.7%	18.6%
EL4 –Aegean Islands and Crete (North Aegean, South Aegean, Crete)	1,647.5	12.41	1,579.4	10.45	4.3%	18.7%
EL5 –Northern Greece (Eastern Macedonia and Thrace, Central Macedonia, Western Macedonia, Epirus)	1,649.8	13.07	1,629.2	11.82	1.3%	10.6%
EL6 – Central Greece (Thessaly, Ionian Islands, Western Greece, Sterea Ellada, Peloponnese)	1,634.7	12.71	1,520.3	11.40	7.5%	11.5%

EXPLANATORY NOTES

Labour Cost Survey The Labour Cost Survey is conducted on enterprises every four years. The main purpose of the survey is to provide a comprehensive and detailed presentation of the structure of the Labour Cost of employees in enterprises in the sections B-S of economic activity of NACE Rev.2. The collected data refer to (a) the number of employees, (b) the hours actually worked, (c) the hours paid and (d) the components of labour costs (wages cost, employers' social contributions, etc.).

Reference period Year 2024

Legal Framework Regulation (EC) No 530/1999 concerning structural statistics on earnings and on labour costs. For the implementation of the abovementioned Regulation, the Regulation (EC) No 1737/2005 is applied, which amends 1726/1999 as regards the definitions and transmission of labour cost information, as well as the Regulation (EC) No 698/2006 regarding the assessment of the quality of structural statistics on Labour Costs and wages.

Coverage All sections B-S of economic activities of NACE Rev.2 are covered.

Definitions **Employees** are all the employed persons who have a direct employment contract with the enterprise or the local unit, i.e., they are listed in the enterprises' payroll and receive remuneration in the form of wages or salaries, irrespectively of the kind of their work and the number of working hours (full or part-time employment) and the duration of the contract (fixed or indefinite).

Hours actually worked by all employees during the year represent all hours of actual work, during normal working hours and hours of overtime work and not, paid or not paid and irrespectively of the level of the remuneration. This variable includes time for preparatory tasks, time spent at the place of work during which no work is done (owing to, for example, machine breakdown, and accidents), the time spent on filling in forms and documents, and the hours actually worked by apprentices. Hours actually worked *do not include* hours paid but not worked, for example: paid holidays/vacation, public holidays, absence due to sickness, maternity leave, etc., as well as the hours spent on the training of apprentices.

Paid hours by all employees during the year represent the annual number of normal work hours and overtime remunerated hours during the year, the hours remunerated with a lower rate even if the difference is covered by social security contributions, as well as hours not worked during the reference periods but nevertheless paid (annual leave, sick leave, official holidays and other special leave, etc.).

Labour costs represent the total expenditure borne by employers for employing staff. They include employee compensation—comprising wages and salaries in cash or in kind—employers' social security contributions, and employment-related taxes deemed as labour costs. Additionally, they cover expenditures on vocational training and other operational costs, minus any subsidies received by the employer.

Wages and salaries (Wages cost) include bonuses, remuneration for output or piecework, shift work allowances, tips and commissions and payments in kind. Wages and salaries are recorded for the period during which the work is performed. However, Christmas/Easter bonuses and other extraordinary payments (13th salary and payment of delayed remunerations, etc.) are recorded in the period during which they should normally be paid.

Employer's social contributions are the total of the social security contributions paid by the employer, in order to ensure the employees' right to social benefits. The employer's social contributions may be actual or imputed.

Vocational training costs: These include expenditure on vocational training services and tools. They cover training costs for apprentices but *exclude their wages and salaries*. Such expenditure comprises minor repairs, and maintenance of training buildings and facilities, course fees, remuneration of external instructors, costs of teaching aids and tools, and payments to vocational training organizations. Subsidies received for vocational training must be deducted, as well as expenditure on the personnel payroll for staff acting as instructors**.**

Other labour-related expenditure incurred by the employer: This includes recruitment costs, namely: (a) fees paid to recruitment agencies, expenses for publishing job advertisements in the press, travel and related expenses reimbursed to candidates called for interview, relocation and settling-in allowances for newly recruited staff, etc.; (b) other expenses, such as work uniforms provided by the employer, etc.

Labour cost-linked taxes paid by the employer (*excluding payroll taxes*). These are all the taxes based on wages and salaries expenditure, paid by the employer.

Subsidies or grants related to labour costs: These represent amounts received by the employer in the form of general-purpose subsidies or grants to cover part or all of direct remuneration costs but excluding social security or vocational training expenditures. Payments received by the employer from social security funds or supplementary pension funds are excluded.

Statistical population

The statistical population is the total of the enterprises employing at least 10 employees and belong to sections B-S of NACE Rev.2.

Methodology

The one-stage stratified sampling method is applied, using the enterprise as a surveyed unit. The strata are derived from the combinations of the 2-digit code of economic activity (NACE Rev.2) and the enterprise size class.

The sampling frame is the current Business Register of ELSTAT. The survey is conducted by visits on enterprise premises by means of printed questionnaires or web application (PAPI, CAWI).

The results of the survey are weighted by applying a suitable unbiased estimator, the calculation of which is based on a) the probability of selection of the enterprises in the sample and b) the response rate of the enterprises.

Statistical Classification

NACE Rev. 2 classification of economic activities is used.

Sections of Economic Activity

NACE Rev. 2	Description
B	Mining and quarrying
C	Manufacturing
D	Electricity, gas, steam and air conditioning supply
E	Water supply, sewerage, waste management and remediation activities
F	Construction
G	Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles
H	Transportation and Storage
I	Accommodation and Food Services Activities
J	Information and Communication
K	Financial and insurance activities
L	Real Estate Activities
M	Professional, scientific and technical activities
N	Administrative and support service activities
O	Public Administration and Defense; Compulsory Social Security
P	Education
Q	Human Health and Social Work Activities
R	Arts. Entertainment and Recreation
S	Other Service Activities

References

Further information on labour costs, including relevant tables and methodological documentation, is available on the Hellenic Statistical Authority (ELSTAT) website, at the following link: "Labour cost (employees, compensation of employees)".