statistics f!ash

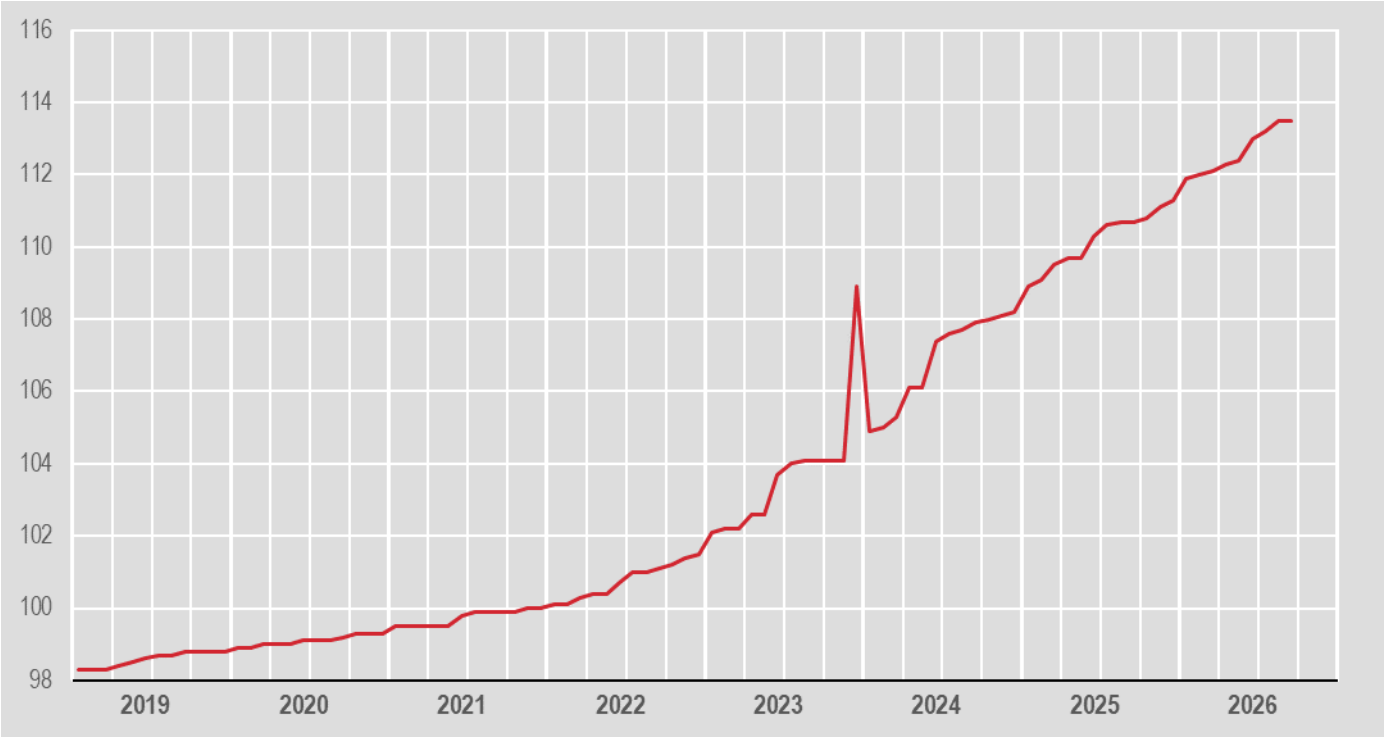
1926 | 2026 Istat

July – September 2026

Contractual wages and salaries

- The index of wages according to the national collective bargaining agreement measures the evolution of wages and salaries (per employee or per hour) determined by contractual provisions set by collective agreements; the indices are calculated with reference to the fixed employment structure of the base period (December 2021).
- At the end of September 2026 the coverage rate (share of national collective agreements in force for the wage setting aspects) was 80.8% in terms of employees and 78.5% in terms of the total amount of wages.
- In September 2026, the hourly index and the per employees indices were unchanged from last month.
- Compared with September 2025 both indices increased by 2.5%.
- In the period January-September 2025 the hourly index increased by 2.5% and the per employee index rose by 2.6%.

CHART 1. INDEX OF WAGES PER HOUR ACCORDING TO COLLECTIVE AGREEMENTS
January 2019 – September 2026 (Index, December 2021=100)



PRESS OFFICE
tel. +39 06 4673.2243/44
ufficiostampa@istat.it

CONTACT CENTRE
contact.istat.it

CHART 2. WAGES PER HOUR ACCORDING TO COLLECTIVE AGREEMENTS

January 2019-September 2026 (Index, December 2021=100), month on previous month, month on same month a year ago percentage changes and annual average changes

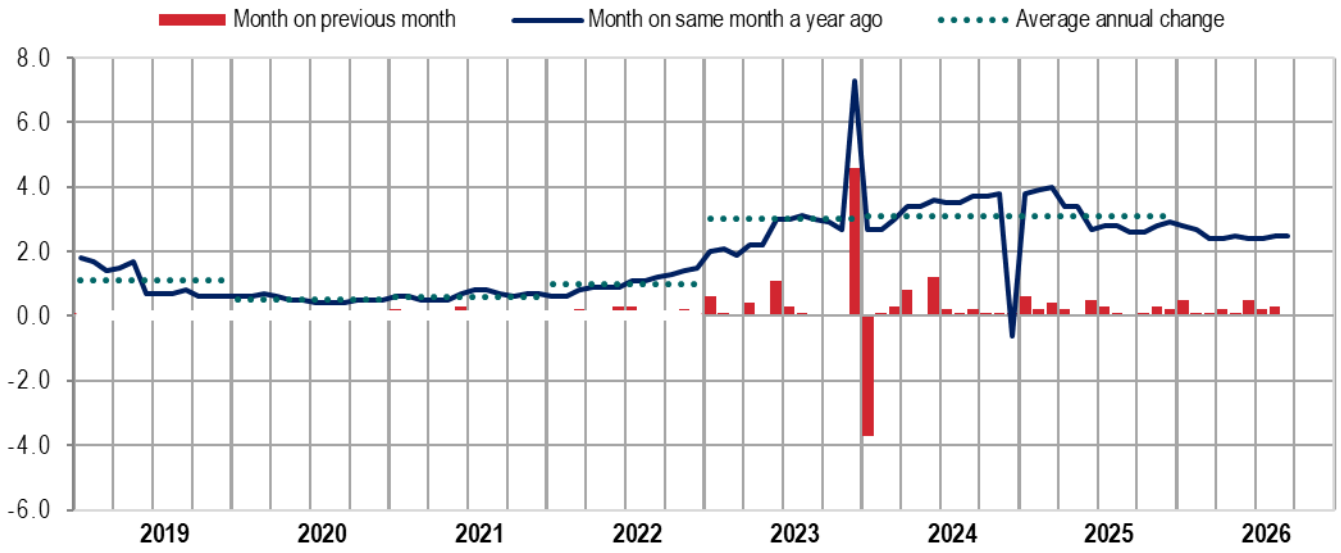


CHART 3. WAGES PER HOUR ACCORDING TO COLLECTIVE AGREEMENTS, BY ECONOMIC SECTOR

January 2019-September 2026, month on same month a year ago percentage changes (Index, December 2021=100)

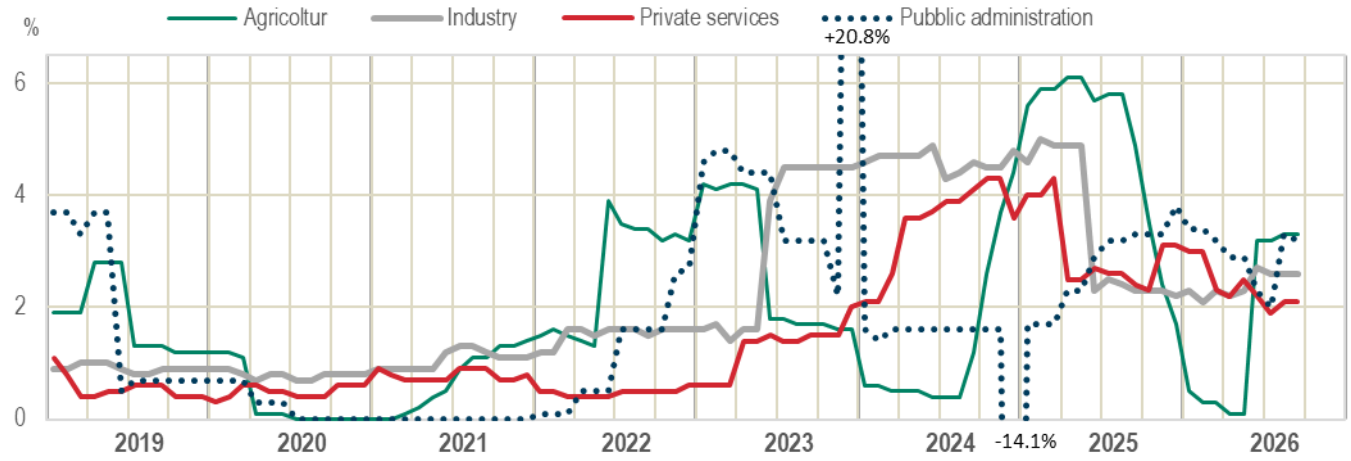


TABLE 1. WAGES PER HOUR AND PER EMPLOYEE ACCORDING TO COLLECTIVE AGREEMENT

July-September 2026, indices, month on previous month and on same month a year ago percentage changes (Index, December 2021=100)

	Index (December 2021=100)			Month on previous month percentage changes			Month on same month a year ago percentage changes			
	Jul	Aug	Sep	Jul 26 / Jun 26	Aug 26 / Jul 26	Sep 26 / Aug 26	Jul 26 / Jul 25	Aug 26 / Aug 25	Sep 26 / Sep 25	Jan-Sep 2026 / Jan-Sep 2025
Wages according to collective agreements per hour	113.2	113.5	113.5	0.2	0.3	0.0	2.4	2.5	2.5	2.5
Wages according to collective agreements per employee	113.1	113.5	113.5	0.2	0.4	0.0	2.3	2.6	2.5	2.6

CHART 4. BARGAINING TENSION INDICATORS. EMPLOYEES AWAITING RENEWAL, TOTAL AND PRIVATE SECTOR
January 2019-September 2026, percentage values

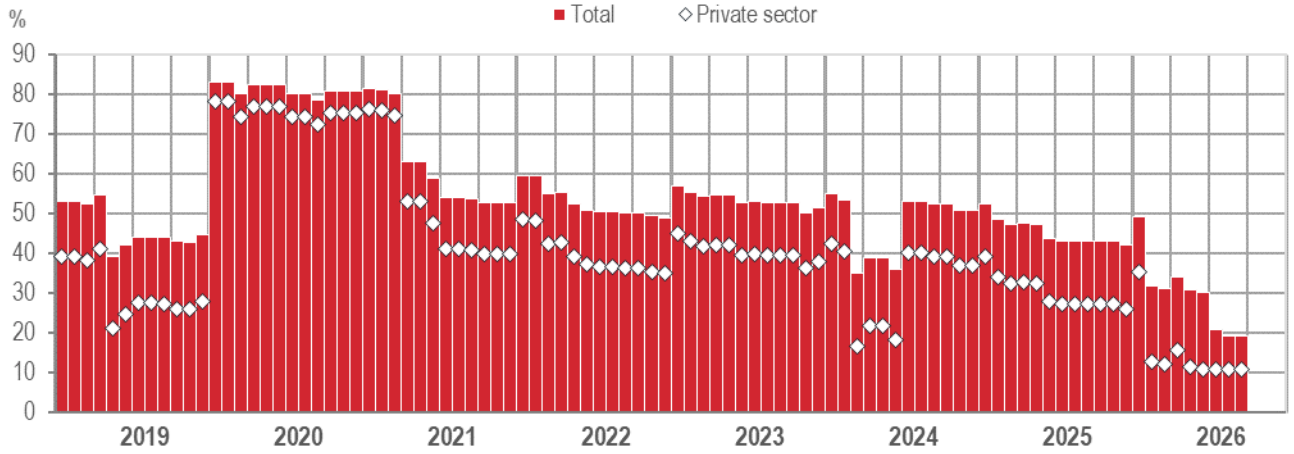
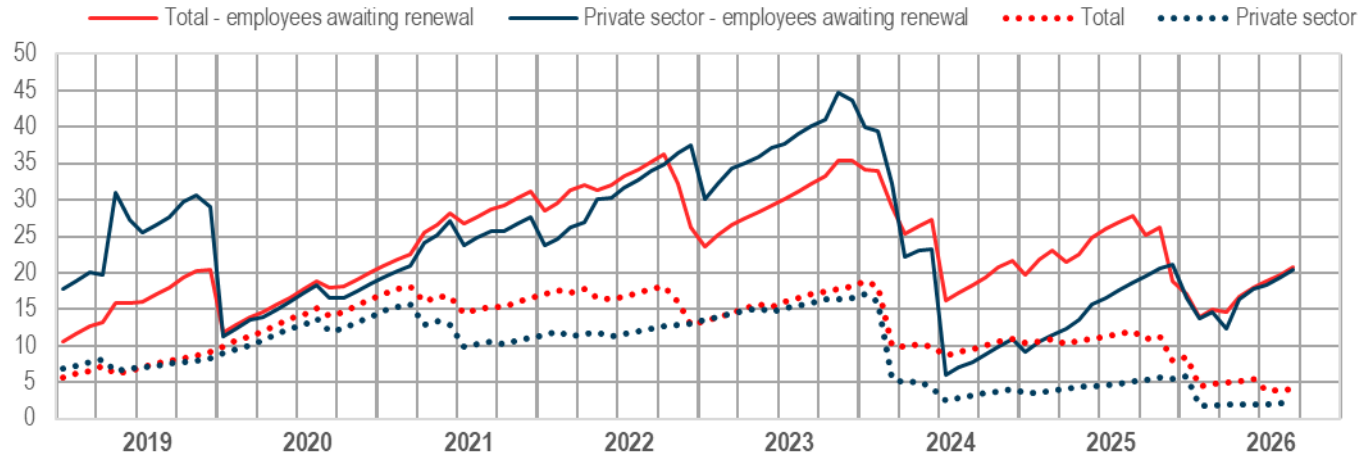


CHART 5. BARGAINING TENSION INDICATORS. AVERAGE NUMBER OF MONTHS PASSED FROM THE EXPIRATION DATE, TOTAL AND PRIVATE SECTOR
January 2019-September 2026



Contractual length of work: hours of work to be worked, according to the collective agreements, by full time employees, net of those paid but not worked, for holidays and paid reduction working time.

Employee: Employees (full time equivalent), excluding apprentices and managers, whose compensations are ruled by the national collective bargaining agreement.

Employees awaiting renewal: the share of employees covered by collective agreements expired.

National Collective bargaining agreement: written contract negotiated through employers' association and trade unions that regulates the terms and conditions of employees at work.

The contractual wages index per employee measures the change of remunerations set by the national labour contract and by the current law. The index refers to FTE.

The hourly contractual wages index: is obtained as the ratio between the contractual wage index per employee and the contractual length of work index. It measures the change of contractual wage per worked hour.

Wages according to collective agreement: annual contractual wages set by the national collective labour agreements. The considered components are: basic salary, periodic seniority increases, shift work allowance and other general allowances (when relevant in the sector), additional monthly payments and other payments regularly paid over the year.

Introduction and regulatory framework

The contractual wages and salaries and working hours data are taken from national collective bargaining agreements (NCBA), or from laws and regulations that govern the topic.

It is necessary, however, to remember that the index of the contractual wages and salaries has purely national characteristics, and it's not included among those subject to European Regulation. In addition to being the most timely indicator of the evolution of wages and salaries, it assumes particular importance because it is the basis of numerous legislative provisions (and not) for the adjustment of wages and salaries, pension and fee amounts to specific categories of employees and services.

Index reference base

The reference period of indices is December 2021. The choice to refer the reference period to a month (rather than a year), is linked to the characteristics of indicator that does not present seasonal components because it refers to annual remuneration. Year 2021 was chosen, analogously to that established for the other short-term indicators by the European Regulation on short-term statistics. The new series of indices of contractual wages are calculated starting from January 2021; therefore, these indices replace, from January 2021 to December 2023, the previously indices published in base 2015. Starting from January 2024, the new series of indices are appropriate to produce the legal effects that the laws in force reconnect to specific indicators calculated by Istat.

Observation field: information sources and acquisition methods

To determinate the monthly index, the survey follows the evolution of the gross wages and work hours for all the employment categories involved, except apprentices and managers with reference to Ateco (2007) sections A to S.

For each economic activity sector, the national collective bargaining agreements considered are the most representative for the number of employees respect to the other contrats of the same sector. As consequence the leader contracts dynamic is attribuited to the group of employees belonging to contracts represented by them.

The NCBAs monitored by the survey are 75, while there were 73 for the base 2015 (Table 1).
There are two in agriculture; 24 in industry; 34 in private services and 15 in public administration. With regard to the private sector, the NCBA for employees of large-scale retail trade was included, which was signed for the first time in 2018; while the NCBA representing the social welfare sector was replaced by two NCBAs following the revision of the corresponding INPS codes.

For the agriculture sector, provincial contracts are also considered, whose clauses give rise to a remuneration that integrates national remuneration.

In the public sector, the agreements already monitored have been confirmed.

Overall, the survey takes into account the economic treatment of 2,557 figures, identified within each contract by the qualification and levels of classification to which corresponds a different basic wage measure (Table 1). Of the figures monitored, 2,471 contribute to the construction of the monthly index. Specifically, 1,347 are defined at the national level while the remaining 1,124 are defined at the territorial level. The survey monitors 86 figures related to public managers not included in the montly index.

TABLE 1. CONTRACTUAL WAGES. YEAR 2021.
Contracts, employees, distribution of sum of wages and number of profiles.

MAIN CONTRACT GROUPINGS	NCBA	Employees	Sum of wages (%)	Number of profiles		
				Blue collars	White collars	Total
Agriculture	2	389,627	2.2	991	133	1,124
Industry	24	4,494,088	34.8	220	297	517
Private services	34	5,358,453	39.9	174	305	479
Total private sector	60	10,242,168	76.9	1,385	735	2,120
Public Administration	15	2,846,967	23.1	-	351	351
Total monthly index	**75**	**13,089,135**	**100.0**	**1,385**	**1,086**	**2,471**
Public Administration managers regulated by NCBA	9	159,471	-	-	34	34
Public Administration managers not regulated by NBCA	5	77,419	-	-	52	52
Total	**89**	**13,326,025**	**-**	**1,385**	**1,172**	**2,557**

The reference employment structure

The reference population is represented by employees: white collars, blue collars and middle managers. Several archives are used to estimate the number of employees to which attribute the wage dynamic set by each NCBA. The distribution of employees by professional level is defined in agreement with the employers' associations .

The agricultural sector

For the agricultural sector, the number of employees was estimated through elaborations on the Labor Register (LR) while the Asia Agriculture register was used for workers that collects the quarterly DMAG declarations sended by agricultural enterprises. From this information, it was possible to calculate at the provincial level the employment stock seperately for permanent and fixed-term. Because fixed-term employees and permanent employees have different economic treatment.

The extra-agricultural private sector

For the private sector, the information derives from elaborations on LR referred to December 2021 at the Ateco group level (Table 6).

Apprentices, managers, other special categories (homeworkers, etc.) and employees with incompatibility between professional level and NCBA were excluded.

The NCBAs monitored by the survey are the most representative within each sector of activity considered. The identification and quantification of the employees is based on the list of Inps NCBAs, which even if isn't completely in accordance with the evolution of national collective bargaining, is the classification used in Uniemens declarations in 2021. The recent and exhaustive classification introduced by CNEL has been adopted in Uniemens declarations starting from February 2022.

The total number of employees is calculated by attributing to the most representative NCBA for each economic activity sector also the employees regulated by the other contracts in the same sector.

The survey does not consider all Ateco groups (Table 2). The exclusion occurred when more than 50% of employees are regulated by agreeements not included in the group considered.

Public administration

For the public sector, the number of employees in 2021 and the composition by level of classification within the NCBAs is taken from the "Conto Annuale" which collects the number of employees in the Public Administration. The "Conto Annuale" takes into account also fixed-term employees (relevant only in the school sector).

TABLE 2. GROUPS ATECO (A-S) EXCLUDED BY SURVEY

GROUPS OF ECONOMIC ACTIVITY	
031	Fishing
051	Mining of hard coal
052	Mining of lignite
071	Mining of iron ores
099	Support activities for other mining and quarrying
321	Manufacture of jewellery, bijouterie and related articles
591	Motion picture, video and television programme activities
653	Pension funding
662	Activities auxiliary to insurance and pension funding
782	Temporary employment agency activities
931	Operation of sports facilities
941	Activities of business and employers membership organisations
942	Activities of trade unions
949	Activities of other membership organisations
960	Other personal service activities

The differences in the coverage of Ateco groups for years 2015 and 2021 are illustrated in Table 3.

TABLE 3. GROUPS ATECO (A-S): DIFFERENCES BETWEEN REFERENCE PERIOD 2015 AND 2021

GROUPSC OF ECONOMIC ACTIVITY		Presence	
		2015	2021
107	Manufacture of bakery and farinaceous products	YES	white collars
268	Manufacture of magnetic and optical media	YES	blue collars
591	Motion picture, video and television programme activities	YES	NO
592	Sound recording and music publishing activities	white collars	YES
643	Trusts, funds and similar financial entities	NO	white collars
663	Fund management activities	YES	white collars
781	Activities of employment placement agencies	white collars	YES
803	Investigation activities	YES	white collars

Contractual elements considered in the monthly indices

The survey considers the remuneration elements having a general and continuous feature, including the additional monthly payments and other amounts paid only in some periods of the year. The remuneration excludes occasional bonuses, overtime work and emoluments established by decentralised agreements, arrears and lump sum payments. Table 4 shows remuneration elements.

The elements common to the remuneration of all sectors are: basic pay, contingency allowance, periodic seniority increases and distinct element of the remuneration; with regard to the other elements, the remuneration structure varies from sector to sector.

The annual duration of the work is made up of a number of hours due by contact in the year, net of hours paid, but not worked, holidays and paid leaves established by the agreements.

TABLE 4. ELEMENTS OF REMUNERATION CONSIDERED IN THE INDICATORS

1	Basic pay (minimum wage)
2	Cost of living allowance (the amounts are fixed at the levels fixed in November 1991; there are many sectors in which the bargaining has provided the pooling of the base pay)
3	Seniority-linked bonuses (included in the calculation of the indices with reference, generally, to an average seniority fixed at 8 years)
4	Other remuneration items paid to the generality of employees according to their level of classification (IPO, ERI, EAR, EDR, IAR...)
5	Remuneration for particular activity (connected to the inconvenience or danger, in sectors in which it is possible to estimate an adequate amount with reference to particular "contractual figures")
6	Guaranteed base pay in case of change in level classification provided by a new NCBA
7	Distinct element of pay (EDR)
8	Advances and allowances of contractual vacation
A	**Monthly wages (sum of items from 1 to 8)**
9	Share of paid holidays
10	Share of the 13th month of salary
11	Share of the 14th month salary and of any other additional salary months
12	Share of any other establishments of annual character
B	**Total on monthly base of the accruals of the annual amounts divided into months (sum of items from 9 to 12)**
A+B	**Wages divided into months (sum of items from 1 to 12)**

Characteristics of the indicators

The monthly index of "contractual wages" is determined from NCBAs. The index refers to the "price" in exchange for a employee work performed. Contractual gross wage differs from total gross wage because refers to a fixed group of workers characterised by a fixed composition by professional level and seniority. The contractual wages index is not affected by changes in employee composition and in hours actually worked and by the payment of specific non-continuous remunerations (arrears, lump sum, etc.).

The contractual wages index per employee measures the change of remunerations set by the NCBA and by the current law. The index refers to FTE without taking into account the deduction for absences or other reductions for unpaid hours.

The index of the contractual length of work measures the variations of the quantity of work that is requested by contract.. For eachclass of employee,the index is based on the number of hours required by contract over the entire year, less the hours paid but not worked for vacation, holidays and otherpaid leaves established by the agreements.

The hourly contractual wages index is obtained as the ratio between the contractual wage index per employee and the contractual length of work index. It measures the change of contractual wage per worked hour.

The "elementary index" (refered to a level of contractual classification, separately for blue collars and white collars), is calculated as a ratio between the remuneration of a specific month and the remuneration of the reference period (December 2021).

$$ {}_n i_j^t = \frac{{}_n r_j^t}{{}_n r_j^o} $$

where *n* is a specific NCBA, *j* is a level of classification of contract *n*, ${}_n r_j^t$ is the remuneration at *t* time and ${}_n r_j^o$ is the reference period remuneration.

The elementary indices are aggregate to obtain average index for class level (blue collar, white collera and total), for agreements and for sector until the general index (total economy).

Lapseyres index is used to aggregate the elementary indices.

$$ {}_nI^t = \frac{\sum_{j=1}^{J} {}_ni_j^t * {}_nR_j^0}{\sum_{j=1}^{J} {}_nR_j^0} $$

where ${}_nR_j^0$ is the sum of wage for the level *j* and the *n* NCBA (employees reffered to december 2021.

The index projections The press release presents a projection of the indices of wages for the six months following the reference month. The index projections are based on contractual increases fixed by agreements. The accurancy depends on the share of employees with renewed contracts.

Contractual tension indicators.The survey estimates three contractual tension indicators.

1) share of employees with agreements not renewed;
2) number of months following the expire date of contract for only employees awaiting renewal;
3) number of months following the expire date of contract for all the employees.

The weight system

For each sector the contractual wages and salaries indices are summarised through a weight system that assigns each aggregate a weight equal to the incidence of the relative remuneration respect to the total sector. The wages amount is the product between the number of employees for each sector and the average contractual remuneration (Table 5).

TABLE 5. INDICES OF THE CONTRACTUAL REMUNERATIONS WEIGHTING STRUCTURE AND NUMBER OF EMPLOYEES FOR THE CONTRACT SECTORS OBSERVED. Year 2021.

	Year 2021	
	Employees	Weight on the wages amount (a)
AGRICULTURE	389,627	2.19
NDUSTRY	4,494,088	34.85
Mining and quarrying	14,771	0.19
Food and beverages	246,397	2.08
Textiles, clothing and leather processing	338,911	2.25
Wood, paper and print	323,090	2.35
Energy and petroleum	20,632	0.27
Chemicals	227,946	1.95
Rubber, plastic and processing of non-metallic minerals	307,649	2.37
Metalworking industry	2,281,797	17.68
Electrical energy	50,219	0.53
Water and gas	52,259	0.50
Waste removal services	110,731	0.91
Construction	519,686	3.77
PRIVATE SERVICES (c)	5,358,453	39.85
Commerce	1,906,295	13.86
Large-scale retail trade	152,897	1.11
Private Pharmacies	55,820	0.44
Transports, postal services and connected activities	882,195	7.01
Restaurants and hotels	688,343	4.39
nformation and communications services	32,293	0.35
Telecommunications	104,040	0.82
Credit and insurance	369,693	4.40
Other private services	1,166,877	7.48
TOTAL PRIVATE SECTOR	10,242,168	76.89
PUBLIC ADMINISTRATION ACTIVITIES	2,846,967	23.11
Collective bargaining sectors	2,394,228	18.40
Of which Ministries	117,215	0.93
Regional and local authorities	380,585	2.69
National Health Service	568,553	4.35
School	1,175,898	9.06
Police Forces	288,674	3.15
Military – Defense	129,786	1.26
Fire-fighting activities	34,279	0.30
Total economy	**13,089,135**	**100.00**

(a) Incidence of the contractual wages on the contracts by branch and sector of economic activity on the total economy.

Timeliness

The contractual wages indices are disseminated at the end of the month following the reference month.

Revisions

The published data are not subject to revision.

Issue

The indices are published monthly on the Istat data warehouse and quarterly with a press release.

The wages and salaries indices are calculated according: a) contracts and contract groups; b) economic activity on the basis of the Ateco 2007 classification,

In the quarterly press release the contractual wages indices are published by contracts and contract groups.

In the datawarehouse I.stat (http://www.dati.istat.it), the indices are available monthly by contract and by economic activity (Nace Rev. 2).

Contractual wage montly indicators are made available according to the two classifications (by contract/contract group and by Ateco 2007) on average within 28 days after the end of the reference period.

The main dissemination is the quarterly press release, which gives an account of the trend over the three months of the indicators produced according to the classification by contract/contract group.

Furthermore the IstatData data warehouse disseminates:

- monthly hourly and per-employee contractual wage indices (by Ateco and by contract) and indicators related to contractual tension;
- quarterly cash wages by Ateco;
- yearly average annual hourly and per-employee contractual payroll indices (by Ateco and by contract), annual cash contractual payrolls by Ateco, annual cash and accrual payrolls by contract, and annual cash and accrual payrolls for public administration employees including details of managers (regulated by NCBA and not regulated by NCBA).

Database Rivaluta is updated monthly with indexes by contract (hourly and per employee) and reports index series linked since 1982 or the year in which the collective bargaining agreement became part of the sample. Only starting from January 2024 the new series of indices have a legal value.

For technical and methodological information

Pierluigi Minicucci
tel. +39 06 4673.2498
minicucc@istat.it

Livia Fioroni
tel. +39 06 4673.2727
fioroni@istat.it