

14 June 2013

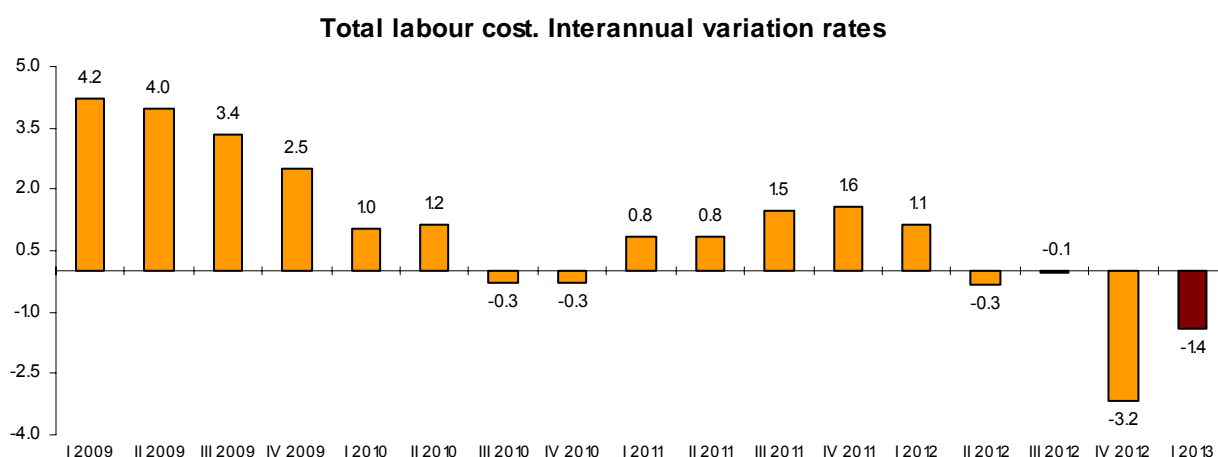
**Quarterly Labour Cost Survey (QLCS)**  
First quarter of 2013

**Main results**

- The labour cost of companies decreases 1.4% in the first quarter of 2013, as compared with the same period of the previous year, standing at 2,480.22 euros per worker.
- The wage cost per worker per month decreases 1.8%, reaching 1,809.22 euros on average. In turn, other costs decrease 0.3%, standing at 671.00 euros per worker per month.
- The working day decreases 3.5%. This quarter, 7.2 working hours per week are lost on average, 80% of which are a result of holidays taken and public holidays, due to the fact that Easter Week is held primarily in this quarter.
- As a consequence of the working day drop, the labour cost per effective hour worked increases 2.1%.
- In order to contribute to the analysis and interpretation of the data, as of this quarter the INE provides the main calendar- and seasonally-adjusted QLCS series. Considering these adjusted results, labour cost per worker decreases 1.1% in its annual rate, and labour cost per effective hour falls 0.4%.

## Labour cost by component

The labour cost per worker per month reached 2,480.22 euros for the first quarter of 2013, indicating a decrease of 1.4%, as compared with the same period of the previous year. This is the second lowest rate since this survey is conducted.



Of the total cost, 1,809.22 euros corresponded to wages and 574.38 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The wage cost, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, decreased by 1.8% in annual rate and reached 1,809.22 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which decreased 0.5%.

Other costs (non-wage costs) decreased by 0.3%. Their main component, obligatory Social Security contributions, maintains its rate as in the first quarter 2012, whereas non-wage payments decreased 11.0%, due to the drop in all its components.

The labour cost per hour increased 2.1%. This increase, higher than that of cost per worker, is due to the drop in the number of effective working hours by 3.5% as a consequence of the Holly Week.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,480.22	-1.4
Wage cost	1,809.22	-1.8
Other costs	671.00	-0.3

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,809.22	-1.8
Ordinary wage cost	1,633.32	-0.5

<sup>1</sup> Same quarter last year

### Other costs (non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	671.00	-0.3
Obligatory contributions	574.38	0.0
Non-wage payments	106.14	-11.0
Subsidies and bonuses <sup>2</sup>	9.51	-53.2

### Cost per hour

	Euros	Rate <sup>1</sup>
Effective hourly cost	18.68	2.1
Cost per hour paid	16.50	-0.8

<sup>2</sup> Subsidies are subtracted from 'Other costs'

## Labour cost by economic sector

*Industry* is the only sector showing increases in total labour cost and its main components. Worth noting in this sector the increase of ordinary wages and extraordinary payments. The increase of the other costs is, in particular, due to the growth of the obligatory Social Security contributions.

*Construction* showed a decrease in wage cost as a consequence of the maintenance of the ordinary wage cost, the drop of extraordinary payments and late payments –which represents a slight reduction of the total wage costs– and the decrease of the other costs due to the drop of the compensation for dismissal.

Sector *Services* decreased its labour costs due to the drop in wage cost –in particular extraordinary payments and late payments– and in other costs because of the decrease in non-wage payments.

## Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2,480.22	-1.4	1,809.22	-1.8	1,633.32	-0.5	671.00	-0.3
Industry	2,906.80	1.5	2,098.55	1.4	1,853.27	1.4	808.25	1.7
Construction	2,563.49	-0.8	1,732.59	-0.5	1,619.86	0.3	830.90	-1.5
Services	2,391.26	-2.0	1,758.73	-2.6	1,591.63	-1.0	632.53	-0.2

<sup>1</sup> Same quarter last year

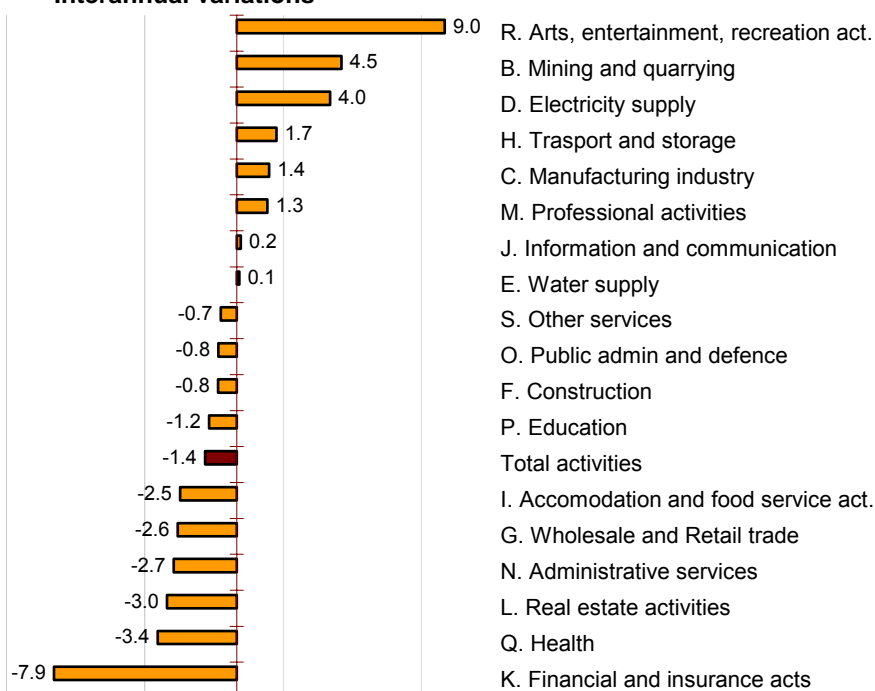
By activity sections, it was observed that the increase of the labour cost was higher in Arts, entertainment and recreation, *Extractive Industries*, *Electricity, gas, steam and air conditioning supply*.

Conversely in *financial and insurance Activities*, *Human health and social work activities* and *real estate activities* registered the most important decreases.

## Labour cost per worker and month

	Euros
D. Suministro de energía eléctrica, ...	6,688.05
K. Actividades financieras y de seguros	5,156.55
B. Industrias extractivas	3,702.51
J. Información y comunicaciones	3,611.53
M. Actividades profesionales, ...	2,864.19
C. Industria manufacturera	2,823.80
H. Transporte y almacenamiento	2,771.57
O. Public admin and defence...	2,736.80
E. Water supply, ...	2,635.98
F. Construcción	2,563.49
Q. Actividades sanitarias ...	2,508.30
Total de actividades	2,480.22
G. Comercio ...	2,187.28
L. Actividades inmobiliarias	2,173.25
P. Educación	2,171.49
R. Actividades artísticas ...	1,918.81
S. Otros servicios	1,778.14
N. Actividades administrativas ...	1,709.22
I. Hostelería	1,424.69

## Interannual variations



## Labour cost by Autonomous Community

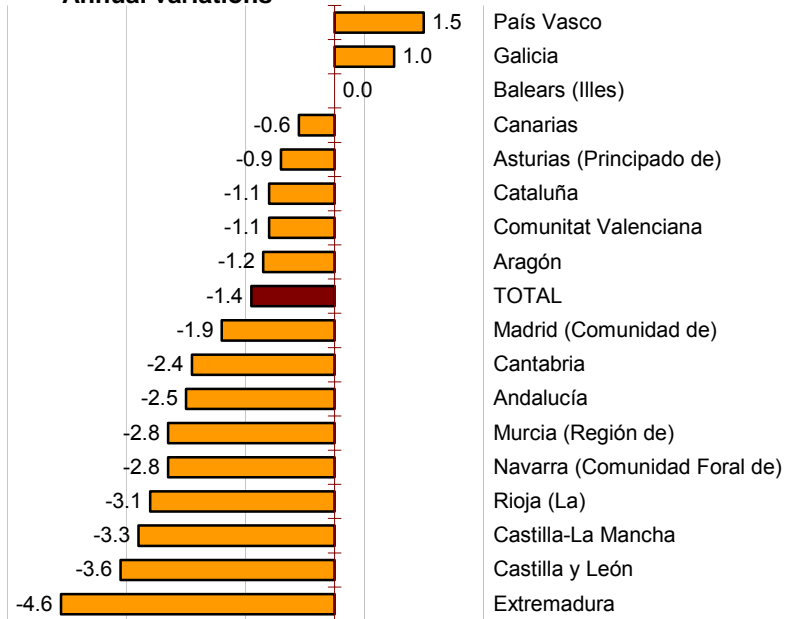
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura, Canarias and Castilla y León said labour cost was lower than the national average by the same amount.

Considering the interannual growth of this cost, País Vasco, Galicia and Illes Balears presented the highest rates, whereas Extremadura, Castilla y León and Castilla-La Mancha registered the less decreases.

### Labour cost per worker and month

	Euros
Madrid (Comunidad de)	2,941.09
País Vasco	2,936.24
Cataluña	2,669.70
Navarra (Comunidad Foral de)	2,509.25
TOTAL	2,480.22
Asturias (Principado de)	2,425.60
Balears (Illes)	2,316.00
Aragón	2,302.47
Comunitat Valenciana	2,248.74
Castilla-La Mancha	2,237.76
Andalucía	2,220.82
Murcia (Región de)	2,208.22
Cantabria	2,189.44
Rioja (La)	2,184.96
Galicia	2,178.91
Castilla y León	2,178.07
Canarias	2,054.61
Extremadura	2,010.14

### Annual variations

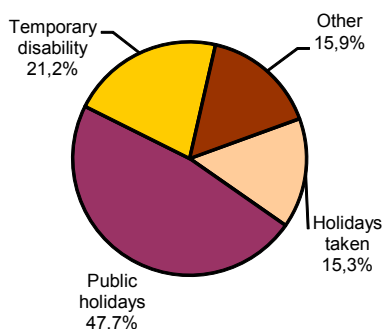


## Working time

During the fourth quarter of 2013, the average agreed working week, considering full-time and part-time together, was 34.5 hours. Among them, an average of 4.1 hours were lost per week, most of them due to holidays taken.

After adding overtime and subtracting hours lost, the working week was reduced to 30.5 effective hours worked.

### Hours not worked



### Other hours not worked (different reasons)

	Porcentaje
Maternity	49,2%
Paid leave	18,0%
Overtime compensation	15,3%
Labour disputes	7,9%
Hours lost at the work place	3,2%
Other hours not worked not paid	2,6%
Hour lost due to technical or economic reasons	2,1%
Other hours not worked and paid	1,6%

According to the **type of working day**, the wage difference between full and part-time workers was 4.39 euros per hour (14.17 euros/hour for full-time and 9.78 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (34.2 hours per week as compared with 17.4 hours).

### Hours per week<sup>1</sup>

	Effective Hours	Lost Hours
Total workers	30.5	4.1
Full-time	34.2	4.7
Part-time	17.4	2.0

<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks

### Wage cost per hour

	Euros	Rate <sup>2</sup>
Total workers	13.63	1.8
Full-time	14.17	1.7
Part-time	9.78	4.9

<sup>2</sup> Same quarter last year

### Calendar- and seasonally-adjusted QLCS series

In order to contribute to the analysis and interpretation of the data, as of this quarter the main calendar- and seasonally-adjusted QLCS series are provided.

The labour cost per worker calendar- and seasonally-adjusted decreased 1.1% of the annual rate.



## Performance of the quarterly rate

The variation rate in the first quarter of 2013, as compared with the fourth quarter of 2012, as of the calendar- and seasonally-adjusted QLCS series, increased 2.3% of the labour cost and 2.7% of the wage cost.



# Quarterly Labour Cost Survey (QLCS)

## First Quarter 2013

Base año 2008

### Total Labour Cost

#### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,480.22	102.0	-1.4	18.68	103.7	2.1
Industry	2,906.80	107.6	1.5	20.38	105.4	4.8
Construction	2,563.49	104.9	-0.8	17.75	106.0	3.6
Services	2,391.26	101.1	-2.0	18.39	102.6	1.3

<sup>1</sup> Same quarter, previous year

#### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,480.22	102.0	-1.4	18.68	103.7	2.1
Andalucía	2,220.82	97.9	-2.5	17.20	102.7	0.6
Aragón	2,302.47	96.5	-1.2	17.76	99.9	3.0
Asturias, Principado de	2,425.60	101.1	-0.9	18.51	102.0	2.0
Balears, Illes	2,316.00	100.5	0.0	17.43	102.9	3.4
Canarias	2,054.61	98.5	-0.6	15.53	103.3	4.0
Cantabria	2,189.44	95.3	-2.4	16.87	98.4	2.7
Castilla y León	2,178.07	97.7	-3.6	17.00	100.8	-0.1
Castilla - La Mancha	2,237.76	102.5	-3.3	16.73	105.8	-0.2
Cataluña	2,669.70	101.9	-1.1	19.70	100.9	1.7
Comunitat Valenciana	2,248.74	102.5	-1.1	17.00	104.9	2.2
Extremadura	2,010.14	99.0	-4.6	15.45	104.6	0.5
Galicia	2,178.91	102.6	1.0	16.20	103.5	5.3
Madrid, Comunidad de	2,941.09	105.2	-1.9	21.61	106.1	2.5
Murcia, Región de	2,208.22	102.9	-2.8	16.85	104.1	0.5
Navarra, Comunidad Foral de	2,509.25	97.6	-2.8	19.50	98.7	0.1
País Vasco	2,936.24	104.3	1.5	22.50	101.9	4.3
Rioja, La	2,184.96	96.8	-3.1	16.30	95.4	-3.2

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2013

Base año 2008

## Wages and Salaries

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,809.22	100.5	-1.8	13.63	102.3	1.8
Industry	2,098.55	105.5	1.4	14.72	103.4	4.8
Construction	1,732.59	101.7	-0.5	12.00	102.7	4.0
Services	1,758.73	99.2	-2.6	13.53	100.7	0.7

<sup>1</sup> Same quarter, previous year

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,809.22	100.5	-1.8	13.63	102.3	1.8
Andalucía	1,605.64	96.5	-3.0	12.43	101.3	0.1
Aragón	1,655.98	93.5	-2.0	12.77	96.8	2.2
Asturias, Principado de	1,777.32	100.0	-0.9	13.56	100.9	2.0
Balears, Illes	1,673.11	98.7	-1.2	12.59	101.0	2.2
Canarias	1,503.52	98.7	-1.0	11.36	103.5	3.6
Cantabria	1,586.87	94.8	-1.5	12.23	97.9	3.7
Castilla y León	1,569.64	95.0	-4.2	12.25	97.9	-0.7
Castilla - La Mancha	1,616.99	101.6	-1.9	12.09	104.9	1.3
Cataluña	1,951.63	100.3	-1.4	14.40	99.4	1.5
Comunitat Valenciana	1,628.32	101.5	-1.9	12.31	104.1	1.4
Extremadura	1,459.47	97.7	-5.7	11.22	103.3	-0.6
Galicia	1,571.01	100.6	1.5	11.68	101.6	5.9
Madrid, Comunidad de	2,175.80	103.6	-2.9	15.99	104.5	1.4
Murcia, Región de	1,595.68	101.7	-1.6	12.18	102.8	1.8
Navarra, Comunidad Foral de	1,812.06	94.5	-1.8	14.08	95.5	1.1
País Vasco	2,155.12	102.5	1.2	16.52	100.1	4.1
Rioja, La	1,607.89	96.2	-1.0	12.00	95.0	-1.1

<sup>1</sup> Same quarter, previous year



## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2013

Base año 2008

## Other Costs

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	671.00	106.2	-0.3	5.05	107.9	3.1
Industry	808.25	113.3	1.7	5.66	111.0	4.8
Construction	830.90	112.3	-1.5	5.75	113.4	2.7
Services	632.53	106.7	-0.2	4.86	108.0	3.0

<sup>1</sup> Same quarter, previous year

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	671.00	106.2	-0.3	5.05	107.9	3.1
Andalucía	615.18	101.5	-1.2	4.77	106.7	2.1
Aragón	646.49	105.1	0.8	4.99	108.7	5.3
Asturias, Principado de	648.28	104.1	-1.2	4.95	105.1	1.9
Balears, Illes	642.89	105.7	3.2	4.84	108.3	6.8
Canarias	551.09	97.9	0.5	4.17	102.7	5.3
Cantabria	602.57	96.7	-4.8	4.64	99.8	0.0
Castilla y León	608.43	105.4	-1.9	4.75	108.9	1.7
Castilla - La Mancha	620.77	104.8	-6.8	4.64	108.2	-3.9
Cataluña	718.07	106.4	-0.5	5.30	105.4	2.3
Comunitat Valenciana	620.42	105.0	1.0	4.69	107.3	4.2
Extremadura	550.67	102.6	-1.8	4.23	108.2	3.4
Galicia	607.90	107.9	-0.3	4.52	108.9	3.9
Madrid, Comunidad de	765.29	110.1	1.2	5.62	110.8	5.6
Murcia, Región de	612.54	106.2	-5.7	4.67	107.6	-2.5
Navarra, Comunidad Foral de	697.19	106.9	-5.5	5.42	108.2	-2.7
País Vasco	781.12	109.8	2.3	5.98	107.2	4.9
Rioja, La	577.07	98.2	-8.5	4.30	96.6	-8.7

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2013

Base año 2008

### Time worked

#### 1. National results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	150.0	132.8	17.8	168.4	148.8	20.3	84.3	75.7	8.8
Industry	162.6	142.6	20.9	170.1	149.0	22.1	86.2	77.8	8.5
Construction	164.0	144.4	20.1	170.7	150.1	21.1	83.7	75.7	8.0
Services	146.6	130.0	17.0	167.8	148.6	19.7	84.2	75.6	8.9

#### 2. Results by autonomous community

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	150.0	132.8	17.8	168.4	148.8	20.3	84.3	75.7	8.8
Andalucía	147.0	129.1	18.3	167.5	146.8	21.1	86.5	76.9	9.9
Aragón	149.6	129.7	20.5	168.7	146.0	23.5	77.8	68.4	9.6
Asturias, Principado de	150.2	131.0	19.7	167.6	145.8	22.4	76.8	68.9	8.2
Balears, Illes	151.0	132.9	18.4	168.8	147.8	21.4	88.0	80.2	7.8
Canarias	150.0	132.3	18.1	170.9	150.4	21.0	79.8	71.7	8.3
Cantabria	149.6	129.8	20.3	168.5	145.6	23.5	82.4	73.2	9.2
Castilla y León	146.3	128.1	18.5	168.5	147.1	21.8	75.2	67.4	8.0
Castilla - La Mancha	151.3	133.7	18.0	168.5	148.8	20.2	78.4	69.7	8.8
Cataluña	149.7	135.5	14.8	168.8	152.7	16.8	85.3	77.5	8.0
Comunitat Valenciana	149.1	132.3	17.3	168.5	149.0	20.1	87.1	78.8	8.4
Extremadura	145.9	130.1	16.2	166.9	148.7	18.6	77.4	69.3	8.3
Galicia	152.7	134.5	18.5	169.3	148.7	21.1	85.9	77.7	8.3
Madrid, Comunidad de	154.4	136.1	19.0	169.1	148.8	21.0	90.0	80.2	10.1
Murcia, Región de	149.3	131.1	18.6	168.9	148.0	21.5	86.0	76.6	9.6
Navarra, Comunidad Foral de	146.5	128.7	18.3	166.7	146.1	21.2	72.4	64.9	7.8
País Vasco	148.4	130.5	18.4	164.5	144.4	20.7	77.8	69.6	8.4
Rioja, La	149.6	134.0	16.0	168.5	150.7	18.1	80.0	72.6	8.0

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2013

Base year 2008

#### Seasonal and calendar effects adjusted data

##### 1. Labour cost per worker

	Original data		Adjusted for calendar effects		Seasonally adjusted	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net cost	2,480.22	-1.4	2,481.71	-1.3	2,539.59	-1.1
Wage cost	1,809.22	-1.8	1,809.24	-1.8	1,878.42	-1.5
Other costs	671.00	-0.3	672.47	0.1	661.17	0.0

<sup>1</sup> Same quarter, previous year

##### 2. Labour cost per hour worked

	Original data		Adjusted for calendar effects		Seasonally adjusted	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net cost	18.68	2.1	18.42	-0.5	19.64	-0.4
Wage cost	13.63	1.8	13.43	-1.0	14.52	-0.8
Other costs	5.05	3.1	4.99	0.8	5.12	0.8

<sup>1</sup> Same quarter, previous year