

17 June 2014

Quarterly Labour Cost Survey (QLCS)
First quarter of 2014

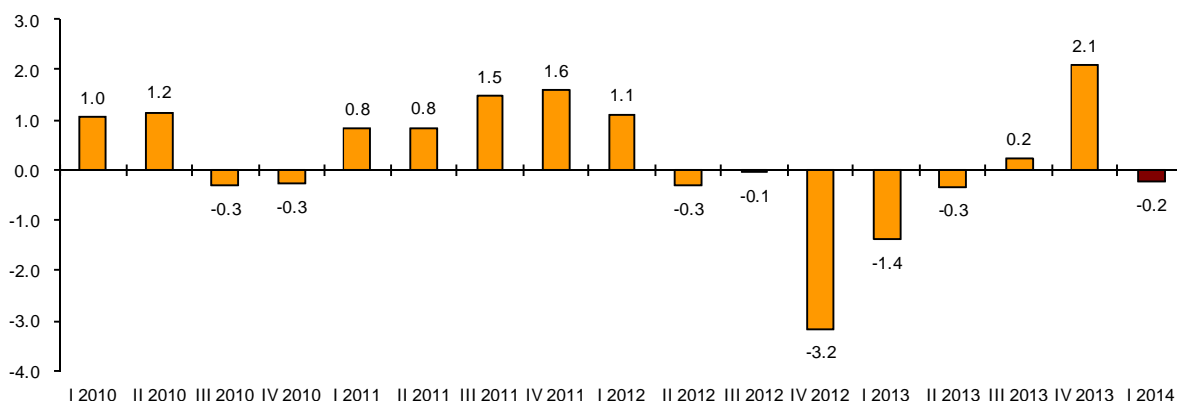
Main results

- The labour cost of companies decreases 0.2% in the first quarter of 2014, as compared with the same period of the previous year, standing at 2,474.40 euros per worker per month.
- The wage cost per worker per month decreases 0.2% as compared with the same month of the previous year, standing at an average of 1,805.76 euros. In turn, other costs decrease 0.4%, standing at an average of 668.64 euros.
- The working day increases 1.6% this quarter, as compared to the same quarter of the previous year. This increase in the number of effective hours worked is due to the fact that the Easter holidays took place in April this year, while in 2013 they took place in March. This quarter, 3.4 working hours per week are lost on average, of which 1.9 are due to Holidays and Public holidays.
- As a consequence of the working day increase, the labour cost per effective hour worked decreases 1.8% in the annual rate.
- Considering the results adjusted for seasonal and calendar effects, the wage cost per worker decreases 0.1% in the fourth quarter, as compared with the previous quarter, while the wage cost per effective hour worked increases 0.1%.
- Regarding the seasonally and calendar adjusted data, the wage cost per worker decreased 0.2% in the first quarter 2014, as compared to the same period of 2013, and the cost per effective hour worked increased 0.4% in the annual rate.
- In the first quarter 2014, the number of vacancies was 54,965. 87.2% were registered in the *Services* sector.

Labour cost by component

The labour cost per worker per month reached 2,474.40 euros for the first quarter of 2014, indicating a decrease of 0.2%, as compared with the same period of the previous year.

Total labour cost. Annual variation rates



Of the total cost per worker per month incurred by an employer in use of the work factor, 1,805.76 euros corresponded to wages, and 582.36 to compulsory 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 0.2% in annual rate, from 1,809.22 to 1,805.76 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost remains the same as that of the first quarter 2013.

Other costs (non-wage costs) decreased 0.4%. Their main component, compulsory Social Security contributions, increased its rate by 1.4%, whereas non-wage payments decreased 10.8%, due to the decrease in compensations for dismissals and other non-wage payments (compensations for termination of a contract, compensation payments, small tools, work clothes, staff selection, etc.)

The labour cost per hour decreased 1.8% as compared with the same month of the previous year. This decrease, over that of cost per worker, is due to an increase in the number of effective working hours due to the Easter effect. After adjusting this and the calendar effect, the estimated increase of the cost per hour is 0.4%.

Labour cost per worker

	Euros	Rate ¹
Total labour costs	2,474.40	-0.2
Wage costs	1,805.76	-0.2
Other costs	668.64	-0.4

Other costs (non-wages costs)

	Euros	Rate ¹
Total (other costs)	668.64	-0.4
Compulsory contributions	582.36	1.4
Non-wage payments	94.65	-10.8
Subsides and allowances ²	8.36	-12.1

Wage costs

	Euros	Rate ¹
Total wage costs	1,805.76	-0.2
Ordinary wage costs	1,632.94	0.0

Cost per hour

	Euros	Rate ¹
Cost by effective hour	18.34	-1.8
Cost by paid hour	16.56	0.4

¹As compared with the same quarter of the previous year

²Subsides are taken out of the Other costs

Labour cost according to economic sectors

Industry was the sector with the greatest increase in total labour cost in this quarter. This sector registered the greatest increases in wage costs, both ordinary and total wage costs and a slight decrease in other costs, specially dismissal costs and compensations for dismissals.

Wage cost remained the same in *Construction*. This sector showed the greatest increase of the other costs, due to the increase in the compulsory contributions and non-wage payments.

The *Services* sector registered decreases in the main components of the cost.

Labour costs by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	2,474.40	-0.2	1,805.76	-0.2	1,632.94	0.0	668.64	-0.4
Industry	2,935.28	1.0	2,128.11	1.4	1,887.85	1.9	807.17	-0.1
Construction	2,572.64	0.4	1,731.88	0.0	1,622.70	0.2	840.76	1.2
Services	2,379.63	-0.5	1,749.09	-0.5	1,584.88	-0.4	630.54	-0.3

¹ As compared to the same quarter of the previous year

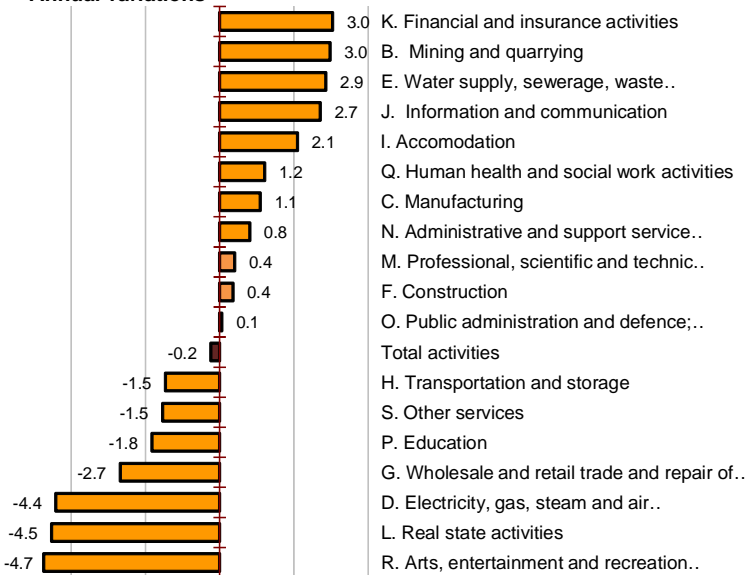
By activity sectors, it was observed that the increase of the labour cost was higher in *Financial and insurance activities; Mining and quarrying and Water supply, sewerage, waste management and remediation activities*.

In turn, *Arts, entertainment and recreation activities, Real state activities and Electricity, gas, steam and air conditioning supply* registered the greatest decreases.

Labour cost per worker and month

	Euros
D. Electricity, gas, steam and air conditic	6,393.27
K. Financial and insurance activities	5,313.13
B. Mining and quarrying	3,812.39
J. Information and communication	3,709.39
M. Professional, scientific and technic ac	2,875.73
C. Manufacturing	2,854.61
O. Public administration and defence; co	2,738.32
H. Transportation and storage	2,731.21
E. Water supply, sewerage, waste mana	2,711.34
F. Construction	2,572.64
Q. Human health and social work activiti	2,538.79
Total activities	2,474.40
P. Education	2,131.96
G. Wholesale and retail trade and repair	2,128.76
L. Real state activities	2,074.97
R. Arts, entertainment and recreation act	1,827.88
S. Other services	1,750.81
N. Administrative and support service ac	1,723.12
I. Accomodation	1,454.56

Annual variations



Labour cost by Autonomous Community

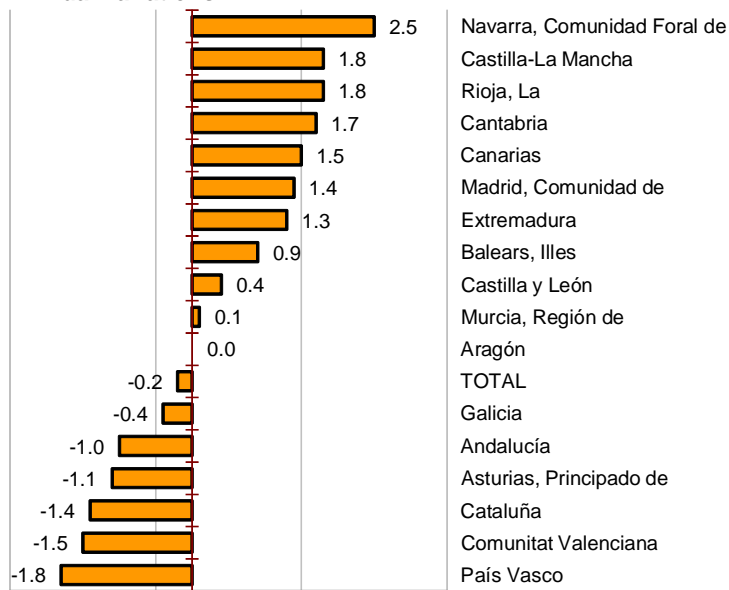
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 350 euros. In Extremadura and Canarias this labour cost was lower than the national average by more than 350 euros.

Considering the annual growth of this cost, Comunidad Foral de Navarra, Castilla-La Mancha and La Rioja registered the highest rates, whereas País Vasco, Comunitat Valenciana and Cataluña registered the lowest increases.

Labour cost per worker/month

	Euros
Madrid, Comunidad de	2,981.60
País Vasco	2,883.90
Cataluña	2,632.58
Navarra, Comunidad Foral de	2,571.86
TOTAL	2,474.40
Asturias, Principado de	2,398.18
Balears, Illes	2,337.21
Aragón	2,303.04
Castilla-La Mancha	2,277.80
Cantabria	2,226.03
Rioja, La	2,223.91
Comunitat Valenciana	2,213.95
Murcia, Región de	2,209.56
Andalucía	2,199.68
Castilla y León	2,187.55
Galicia	2,170.28
Canarias	2,085.74
Extremadura	2,035.33

Annual variations

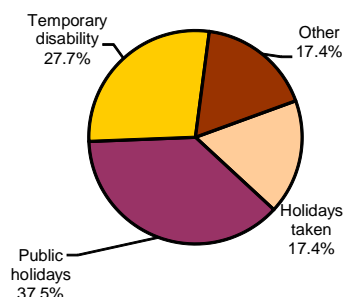


Working time

During the first quarter of 2014, the average agreed working week, considering full-time and part-time together, was 34.3 hours. Among them, an average of 3.4 hours was lost per week, most of them due to Holidays and bank holidays taken.

After adding overtime and subtracting lost hours, the working week was reduced to 31.0 effective hours worked.

Non-worked hours



Other non-worked hours (various reasons)

	Porcentaje
Maternity	49.2%
Compensated absences	18.0%
Overtime compensation	15.3%
Labor conflicts	7.9%
Hours lost at work	3.2%
Hours not worked nor paid	2.6%
Hours lost at work due to economical or technical reasons	2.1%
Hours not worked but paid	1.6%

According to the **type of working day**, the wage difference between full and part-time workers was 4.35 euros per hour (13.96 euros/hour for full-time and 9.61 euros/hour for part-time). Regarding the time worked, full-time workers almost doubled the effective hours worked by part-time workers (35.0 hours per week as compared with 17.7 hours).

Weekly hours¹

	Effective hours	Hours lost
Total workers	31.0	3.4
Full time	35.0	3.9
Part time	17.7	1.7

¹ For calculation purposes, a month is considered to have 4.35 weeks

Labour cost per hour

	Euros	Rate ²
Total workers	13.39	-1.8
Full time	13.96	-1.5
Part time	9.61	-1.7

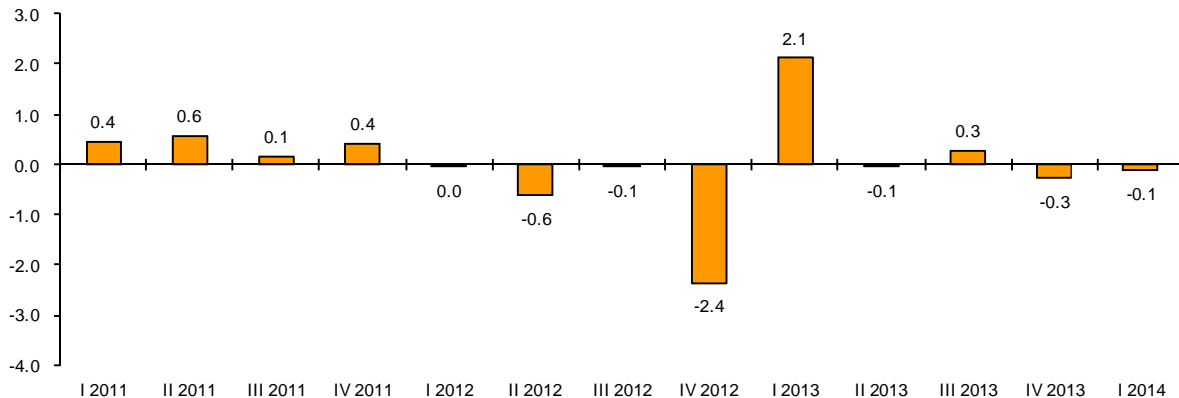
² Same quarter last year

Calendar and seasonally adjusted QLCS series¹

In order to contribute to the analysis and interpretation of the data, the main QLCS series are provided for the whole economy, adjusted for seasonal and calendar effects.

The labour cost per worker, adjusted for seasonal and calendar effects, registered a decrease of 0.1% in the annual rate in the first quarter 2014, as compared with the fourth quarter 2013.

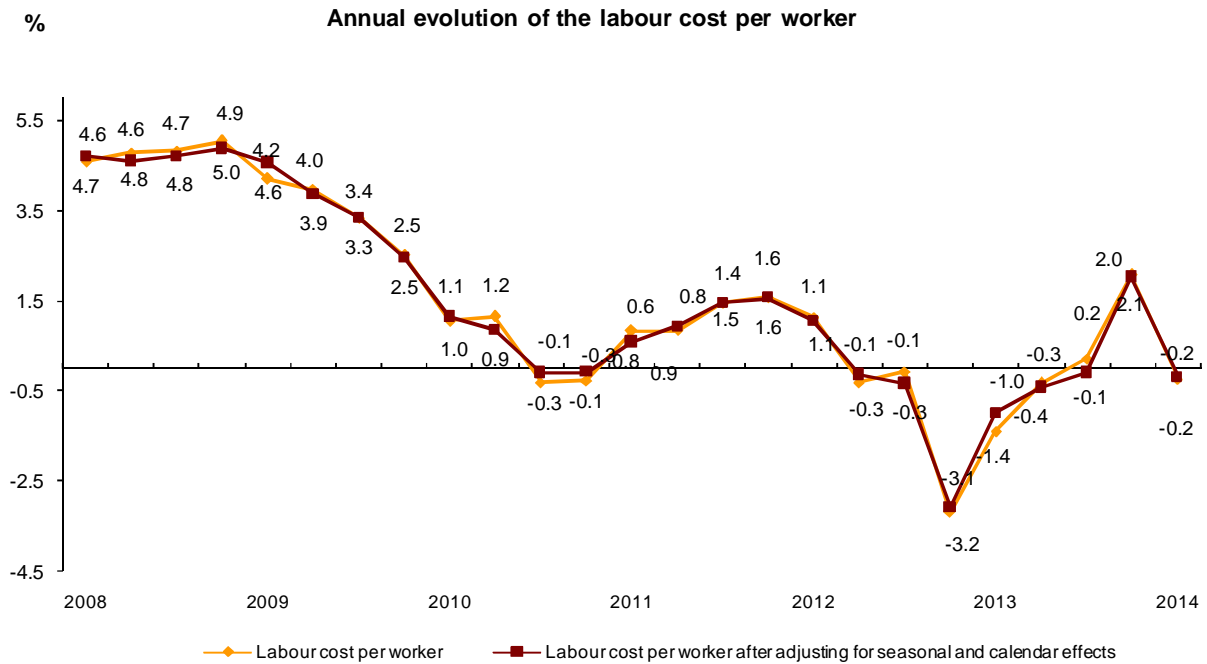
Total labour cost per worker. Quarterly variation rates after adjusting for seasonal and calendar effects



¹ Seasonal adjustment of these indicators was performed in accordance with the INE Standard for adjusting seasonal and calendar effects in short-term series, which is available in the Methods and standards section of the INE website.

Annual evolution of the labour cost

The variation rate in the first quarter 2014, as of the calendar- and seasonally-adjusted QLCS series, registered a 0.2% decrease in the labour cost annual rate.



Vacancies

The number of vacancies stood at 54,965 in the first quarter 2014. Out of the total, 87.2% were registered in Services Sectors.

Most of the units inquired answered that they do not have vacancies to cover this quarter because they do not need additional workers.

Vacancies by sector

Vacancies	% of the total vacancies in each sector	Reasons why vacancies do not exist (percentages)				
		Total	No more workers needed	High costs of hiring	Other	
TOTAL	54,965	100.0	100.0	92.7	5.1	2.2
Industry	4,217	7.7	100.0	94.0	4.2	1.8
Construction	2,806	5.1	100.0	94.7	3.2	2.1
Services	47,942	87.2	100.0	92.3	5.4	2.3

Vacancies by Autonomous Community

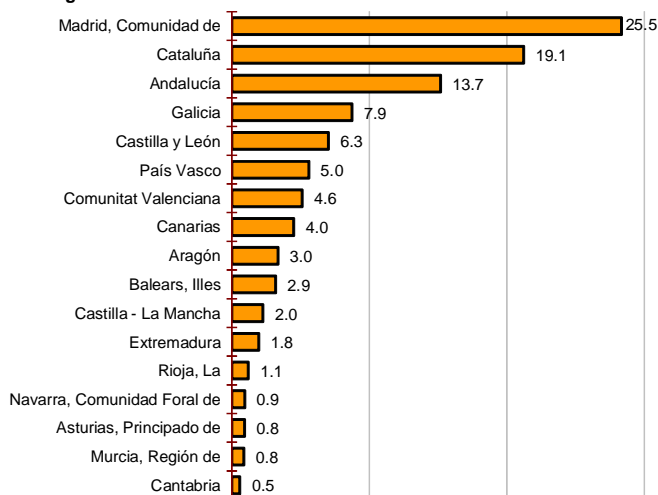
The Autonomous Communities registering the greatest number of vacancies in the first quarter of 2014 were Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number were Cantabria, Región de Murcia and Principado de Asturias.

Considering the percentage distribution, Comunidad de Madrid, Cataluña and Andalucía covered more than half of the total vacancies in this quarter.

Vacancies by Autonomous Communities

	Vacancies
TOTAL	54,965
Madrid, Comunidad de	14,023
Cataluña	10,505
Andalucía	7,510
Galicia	4,325
Castilla y León	3,474
País Vasco	2,774
Comunitat Valenciana	2,533
Canarias	2,225
Aragón	1,664
Balears, Illes	1,577
Castilla - La Mancha	1,123
Extremadura	976
Rioja, La	596
Navarra, Comunidad Foral de	469
Asturias, Principado de	466
Murcia, Región de	435
Cantabria	290

Percentage distribution



Quarterly Labour Cost Survey (QLCS)

First Quarter 2014

Base year 2008

Total wage cost

1. National results

	Wage cost per month and worker			Wage cost per effective hour worked		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,474.40	101.7	-0.2	18.34	101.8	-1.8
Industry	2,935.28	108.6	1.0	19.98	103.3	-2.0
Construction	2,572.64	105.3	0.4	17.34	103.5	-2.3
Services	2,379.63	100.6	-0.5	18.07	100.8	-1.7

¹ Same quarter as the year before

2. Autonomic results

	Wage cost per month and worker			Wage cost per effective hour worked		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,474.40	101.7	-0.2	18.34	101.8	-1.8
Andalucía	2,199.68	96.9	-1.0	16.80	100.4	-2.3
Aragón	2,303.04	96.5	0.0	17.47	98.3	-1.6
Asturias, Principado de	2,398.18	100.0	-1.1	18.17	100.1	-1.8
Balears, Illes	2,337.21	101.5	0.9	17.61	104.0	1.0
Canarias	2,085.74	100.0	1.5	15.67	104.2	0.9
Cantabria	2,226.03	96.9	1.7	16.61	96.9	-1.5
Castilla y León	2,187.55	98.1	0.4	16.60	98.4	-2.4
Castilla - La Mancha	2,277.80	104.3	1.8	16.63	105.2	-0.6
Cataluña	2,632.58	100.5	-1.4	19.31	98.9	-2.0
Comunitat Valenciana	2,213.95	100.9	-1.5	16.90	104.3	-0.6
Extremadura	2,035.33	100.3	1.3	15.35	103.9	-0.6
Galicia	2,170.28	102.2	-0.4	15.84	101.2	-2.2
Madrid, Comunidad de	2,981.60	106.7	1.4	21.09	103.5	-2.4
Murcia, Región de	2,209.56	103.0	0.1	16.49	101.9	-2.1
Navarra, Comunidad Foral de	2,571.86	100.1	2.5	19.50	98.7	0.0
País Vasco	2,883.90	102.5	-1.8	21.87	99.0	-2.8
Rioja, La	2,223.91	98.5	1.8	16.46	96.4	1.0

¹ Same quarter as the year before

Quarterly Labour Cost Survey (QLCS)

First Quarter 2014

Base year 2008

Wage cost

1. National results

	Wage cost per month and worker			Wage cost per effective hour worked		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,805.76	100.3	-0.2	13.39	100.5	-1.8
Industry	2,128.11	107.0	1.4	14.49	101.8	-1.6
Construction	1,731.88	101.7	0.0	11.67	99.9	-2.8
Services	1,749.09	98.7	-0.5	13.28	98.9	-1.8

¹ Same quarter as the year before

2. Autonomic results

	Wage cost per month and worker			Wage cost per effective hour worked		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,805.76	100.3	-0.2	13.39	100.5	-1.8
Andalucía	1,596.43	96.0	-0.6	12.19	99.3	-1.9
Aragón	1,653.58	93.4	-0.1	12.54	95.1	-1.8
Asturias, Principado de	1,745.77	98.3	-1.8	13.23	98.4	-2.4
Balears, Illes	1,685.18	99.4	0.7	12.70	101.8	0.9
Canarias	1,520.28	99.8	1.1	11.42	104.0	0.5
Cantabria	1,624.70	97.0	2.4	12.12	97.0	-0.9
Castilla y León	1,591.87	96.3	1.4	12.08	96.6	-1.4
Castilla - La Mancha	1,633.37	102.6	1.0	11.92	103.5	-1.4
Cataluña	1,914.01	98.4	-1.9	14.04	96.9	-2.5
Comunitat Valenciana	1,606.29	100.2	-1.4	12.26	103.6	-0.4
Extremadura	1,487.37	99.6	1.9	11.22	103.3	0.0
Galicia	1,572.35	100.7	0.1	11.47	99.7	-1.8
Madrid, Comunidad de	2,209.15	105.2	1.5	15.62	102.1	-2.3
Murcia, Región de	1,611.71	102.7	1.0	12.03	101.5	-1.2
Navarra, Comunidad Foral de	1,878.67	98.0	3.7	14.25	96.6	1.2
País Vasco	2,118.14	100.7	-1.7	16.06	97.3	-2.8
Rioja, La	1,616.77	96.8	0.6	11.97	94.8	-0.3

¹ Same quarter as the year before

Quarterly Labour Cost Survey (QLCS)

First Quarter 2014

Base year 2008

Other costs

1. National results

	Other costs per month and worker			Other costs per effective hour worked		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	668.64	105.8	-0.4	4.95	105.8	-2.0
Industry	807.17	113.2	-0.1	5.49	107.6	-3.0
Construction	840.76	113.6	1.2	5.67	111.8	-1.4
Services	630.54	106.3	-0.3	4.79	106.4	-1.4

¹ Same quarter as the year before

2. Autonomic results

	Other costs per month and worker			Other costs per effective hour worked		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	668.64	105.8	-0.4	4.95	105.8	-2.0
Andalucía	603.25	99.5	-1.9	4.61	103.1	-3.4
Aragón	649.46	105.6	0.5	4.93	107.4	-1.2
Asturias, Principado de	652.41	104.8	0.6	4.94	104.9	-0.2
Balears, Illes	652.03	107.2	1.4	4.91	109.8	1.4
Canarias	565.46	100.5	2.6	4.25	104.7	1.9
Cantabria	601.33	96.5	-0.2	4.49	96.6	-3.2
Castilla y León	595.68	103.2	-2.1	4.52	103.7	-4.8
Castilla - La Mancha	644.43	108.8	3.8	4.71	109.8	1.5
Cataluña	718.57	106.5	0.1	5.27	104.8	-0.6
Comunitat Valenciana	607.66	102.9	-2.1	4.64	106.2	-1.1
Extremadura	547.96	102.1	-0.5	4.13	105.6	-2.4
Galicia	597.93	106.2	-1.6	4.37	105.3	-3.3
Madrid, Comunidad de	772.45	111.1	0.9	5.47	107.9	-2.7
Murcia, Región de	597.85	103.7	-2.4	4.46	102.8	-4.5
Navarra, Comunidad Foral de	693.19	106.3	-0.6	5.25	104.8	-3.1
País Vasco	765.76	107.6	-2.0	5.81	104.1	-2.8
Rioja, La	607.14	103.3	5.2	4.49	100.9	4.4

¹ Same quarter as the year before

Quarterly Labour Cost Survey (QLCS)

First Quarter 2014

Base year 2008

Working day

1. National results

	Hours worked per worker per month								
	Total workers			Full-time			Part-time		
	Agreed	Effective	Non-worked	Agreed	Effective	Non-worked	Agreed	Effective	Non-worked
	hours	hours	hours	hours	hours	hours	hours	hours	hours
TOTAL	149.1	134.9	14.8	168.5	152.1	17.0	84.3	77.0	7.5
Industry	162.9	146.9	17.1	170.3	153.5	18.0	86.7	79.7	7.2
Construction	163.1	148.4	15.2	170.9	155.4	16.1	77.2	71.6	5.7
Services	145.6	131.7	14.3	167.8	151.6	16.8	84.3	76.9	7.5

2. Autonomic results

	Hours worked per worker per month								
	Total workers			Full-time			Part-time		
	Agreed	Effective	Non-worked	Agreed	Effective	Non-worked	Agreed	Effective	Non-worked
	hours	hours	hours	hours	hours	hours	hours	hours	hours
TOTAL	149.1	134.9	14.8	168.5	152.1	17.0	84.3	77.0	7.5
Andalucía	145.6	131.0	15.0	167.6	150.6	17.4	84.5	76.2	8.4
Aragón	147.7	131.8	16.4	168.7	150.1	19.3	77.7	71.0	6.8
Asturias, Principado de	146.8	132.0	15.4	167.6	150.2	18.0	77.7	71.2	6.6
Balears, Illes	148.5	132.7	16.2	169.0	150.0	19.4	87.3	80.9	6.6
Canarias	148.6	133.1	15.9	170.5	152.1	18.8	81.6	75.0	6.9
Cantabria	149.0	134.0	15.6	168.0	150.9	17.8	83.9	76.3	7.7
Castilla y León	146.7	131.8	15.3	168.9	151.4	18.0	78.1	71.4	6.9
Castilla - La Mancha	150.2	137.0	13.9	168.4	153.6	15.6	78.8	72.0	6.9
Cataluña	149.6	136.3	13.9	169.0	153.7	16.1	86.7	80.1	6.9
Comunitat Valenciana	146.4	131.0	16.0	168.2	150.4	18.5	84.3	75.8	8.6
Extremadura	145.0	132.6	12.8	167.5	152.7	15.2	79.4	73.7	5.9
Galicia	152.5	137.0	15.9	169.3	152.0	17.8	86.0	77.6	8.7
Madrid, Comunidad de	154.2	141.4	13.5	169.1	154.9	14.9	89.9	83.1	7.1
Murcia, Región de	148.9	134.0	15.3	169.3	152.1	17.8	84.1	76.8	7.3
Navarra, Comunidad Foral de	147.8	131.9	16.5	166.7	148.5	18.8	77.4	69.8	7.9
País Vasco	147.0	131.9	15.6	165.1	147.9	17.8	77.8	70.5	7.5
Rioja, La	149.3	135.1	14.7	168.8	152.3	16.9	81.3	75.1	6.7

Quarterly Labour Cost Survey (QLCS)

First Quarter 2014

Base year 2008

Data adjusted for seasonal and calendar effects

1. Labour cost per worker

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net costs	2,474.40	-0.2	2,474.00	-0.3	2,538.04	-0.2
Wages costs	1,805.76	-0.2	1,805.67	-0.2	1,880.96	-0.1
Other costs	668.64	-0.4	668.33	-0.6	657.08	-0.6

¹ Same quarter as the previous year

2. Labour cost per hour worked

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net costs	18.34	-1.8	18.42	0.3	19.67	0.4
Wages costs	13.39	-1.8	13.45	0.4	14.58	0.6
Other costs	4.95	-2.0	4.97	0.0	5.09	0.0

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

First quarter 2014

Base year 2008

Vacancies

1. National results

	Vacancies	% in each sector over the total vacancies	Reasons why vacancies do not exist (percentages)			
			Total	No more workers needed	High costs of hiring	Other
TOTAL	54,965	100.0	100.0	92.7	5.1	2.2
Industry	4,217	7.7	100.0	94.0	4.2	1.8
Construction	2,806	5.1	100.0	94.7	3.2	2.1
Services	47,942	87.2	100.0	92.3	5.4	2.3

2. Autonomic results

	Vacancies	% in each sector over the total vacancies	Reasons why vacancies do not exist (percentages)			
			Total	No more workers needed	High costs of hiring	Other
TOTAL	54,965	100.0	100.0	92.7	5.1	2.2
Andalucía	7,510	13.7	100.0	87.5	10.4	2.1
Aragón	1,664	3.0	100.0	94.7	3.7	1.6
Asturias, Principado de	466	0.9	100.0	94.2	3.8	1.9
Balears, Illes	1,577	2.9	100.0	91.4	7.6	1.1
Canarias	2,225	4.1	100.0	90.4	5.4	4.2
Cantabria	290	0.5	100.0	96.8	1.0	2.3
Castilla y León	3,474	6.3	100.0	95.0	3.4	1.7
Castilla - La Mancha	1,123	2.0	100.0	94.4	3.8	1.9
Cataluña	10,505	19.1	100.0	92.9	4.5	2.6
Comunitat Valenciana	2,533	4.6	100.0	94.5	4.1	1.4
Extremadura	976	1.8	100.0	89.7	7.3	3.0
Galicia	4,325	7.9	100.0	93.9	4.8	1.3
Madrid, Comunidad de	14,023	25.5	100.0	93.8	3.5	2.8
Murcia, Región de	435	0.8	100.0	95.7	2.6	1.7
Navarra, Comunidad Foral de	469	0.9	100.0	91.6	6.1	2.4
País Vasco	2,774	5.1	100.0	97.0	1.1	1.9
Rioja, La	596	1.1	100.0	87.3	6.8	5.9