

17 June 2015

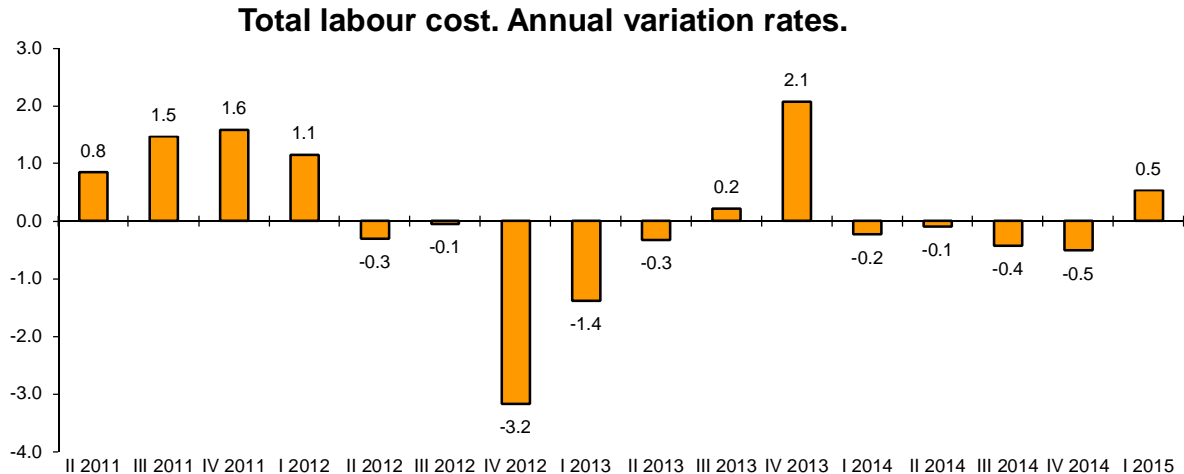
**Quarterly Labour Cost Survey (QLCS)**  
First quarter of 2015

**Main results**

- The labour cost of companies increases 0.5% in the first quarter of 2015, as compared to the same period of the previous year, standing at 2,487.77 euros per worker per month.
- The wage cost per worker per month increases by 1.4%, standing at an average of 1,831.70 euros. In turn, other costs decrease by 1.9%, standing at an average of 655.74 euros per worker and per month.
- During the first quarter of 2015, the average agreed working day is 34.3 hours, considering together full-time and part-time. Among them, an average of 3.6 hours per week are lost, of which 2.0 are due to holiday periods.
- The labour cost per effective hour worked increases 1.2% in the annual rate, more than the wage cost per worker, as a consequence of the lower number of hours worked.
- In the quarterly rate, and considering the results adjusted for seasonal and calendar effects, the wage cost per worker increases by 0.3% and the wage cost per effective hour worked does so by 0.4%.
- Regarding the seasonally and calendar adjusted data, the wage cost per worker increases 0.3% in the first quarter of 2015, as compared to the same period of 2014, and the cost per effective hour worked increases 0.7%.
- In the first quarter of 2015, the number of vacancies was 58,707. 89.3% were registered in the *Services* sector.

## Labour cost by component

The labour cost per worker per month reached 2,487.44 euros in the first quarter of 2015, indicating an increase of 0.5% as compared to the same period of the previous year.



Of the total cost per worker per month incurred by an employer in use of the work factor, 1,831.70 euros corresponded to wages, and 589.27 to compulsory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The wage cost (comprising base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms) increased by 1.4% in its annual rate, passing from 1,805.76 to 1,831.70 euros per worker per month. Excluding the variable factor in wages (extraordinary and delayed payments), ordinary wage costs are obtained, which increased by 0.3%.

Other costs (non-wage costs) decreased 1.9%. Their main component, compulsory Social Security contributions, increased by 1.2%. Worth noting are the decrease in non-wage payments (-17.0%), and the increase of subsidies and allowances of the Social Security contributions (44.1%)

The labour cost per hour increased 1.2%. This increase, greater than the cost per worker, is due to a decrease of 0.6% in the number of effective working hours. After adjusting this and the calendar effect, the estimated increase of the cost per hour is 0.7%.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
total labour cost	2,487.44	0.5
Wage cost	1,831.70	1.4
Other costs	655.74	-1.9

### Other costs (non-labour costs)

	Euros	Rate <sup>1</sup>
Total (other costs)	655.74	-1.9
Compulsory contributions	589.27	1.2
Non-wage payments	78.52	-17.0
Subsidies and allowances <sup>2</sup>	12.05	44.1

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,831.70	1.4
Ordinary wage cost	1,638.57	0.3

### Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	18.56	1.2
Cost per paid hour	16.66	0.6

<sup>1</sup> As compared to the same quarter of the previous year

<sup>2</sup> Subsidies are taken out of the other costs

### Labour cost according to economic sectors

*Industry* registered a decrease of 0.3% in total labour cost. It is also worth noting the growth in this sector of ordinary wage costs, the increase in the extraordinary payments and the decrease in the other costs, in particular that of in dismissals and end-of-contract compensations.

*Construction* presented the greatest decrease in the wage cost (-1.1%) due to the greatest decrease of non-labour component. Regarding wage, this sector registered the greatest increase in ordinary wage.

The *Services* sector registered an increase in labour cost of 0.9% as a consequence of the higher increase of the wage cost and the lower decrease of other costs. This sector registered the greatest increase of extraordinary and delayed 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>
<b>TOTAL</b>	2,487.44	0.5	1,831.70	1.4	1,638.57	0.3	655.74	-1.9
Industry	2,927.36	-0.3	2,141.04	0.6	1,891.75	0.2	786.32	-2.6
Construction	2,543.97	-1.1	1,748.98	1.0	1,633.51	0.7	794.99	-5.4
Services	2,400.57	0.9	1,778.86	1.7	1,591.10	0.4	621.71	-1.4

<sup>1</sup> As compared to the same quarter of the previous year

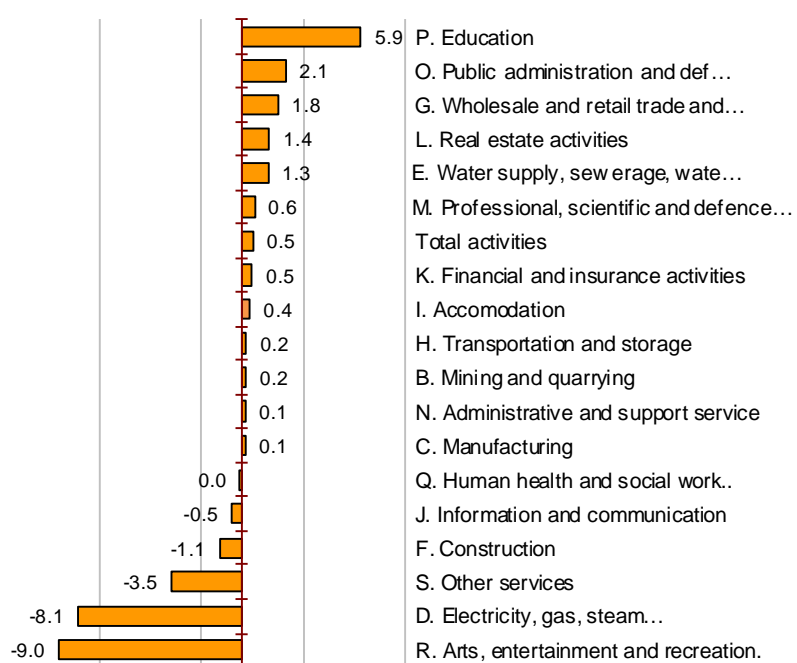
By activity sectors, it was observed that the highest increases of the labour cost were registered in *Education, Public administration and Defence; Compulsory social security and in Wholesale and retail trade.*

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

### Labour cost per worker and month

	Euros
D. Electricity, gas, steam and air.	5,877.12
K. Financial and insurance activiti	5,339.22
B. Mining and quearrying	3,819.06
J. Information and communication	3,691.49
M. Professional, scientific and...	2,893.13
C. Manufacturing	2,858.56
O. Public administration and def..	2,797.02
E. Water supply, sew erage, w as	2,746.03
H. Transportation and storage	2,736.79
F. Construction	2,543.97
Q. Human health and social work	2,538.23
<b>Total activities</b>	<b>2,487.44</b>
P. Education	2,256.68
G. Wholesale and retail trade and	2,166.44
L. Real estate activities	2,103.07
N. Administrative and support sei	1,725.64
S. Other services	1,690.10
R. Arts, entertainment and recrea	1,663.27
I. Accomodation	1,460.18

### Annual variations

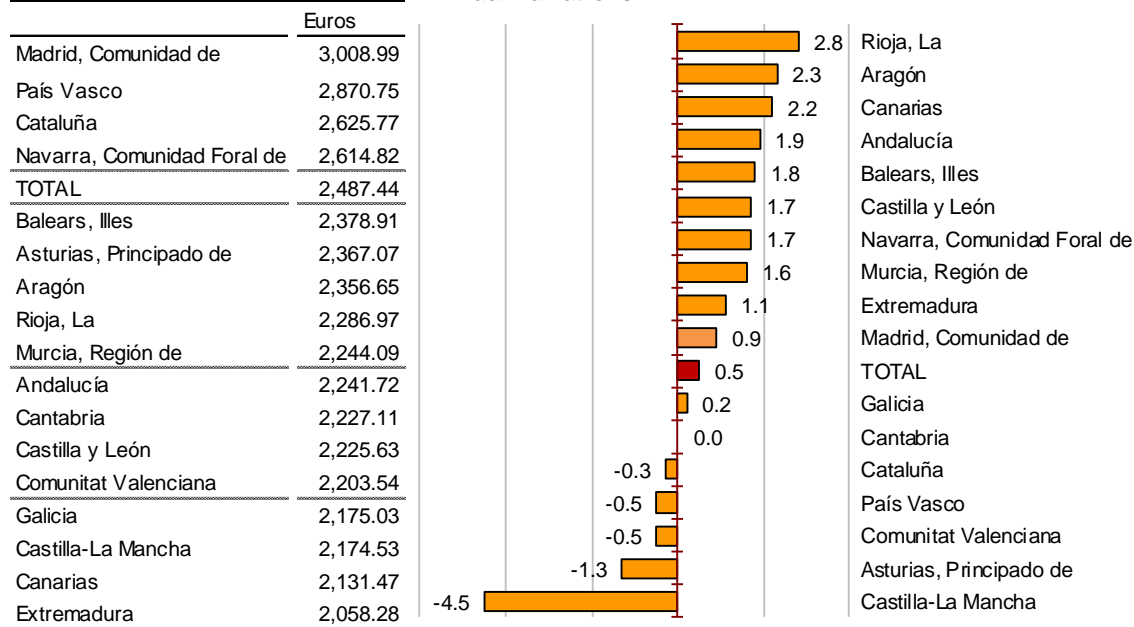


## Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura, Canarias, Castilla-La Mancha and Galicia this labour cost was lower than the national average by the same quantity.

Considering the annual growth of this cost, La Rioja, Aragón and Canarias registered the highest growth rates, whereas Castilla-La Mancha, Principado de Asturias and Comunitat Valenciana registered the highest decreases.

### Labour cost per worker and month Annual variations

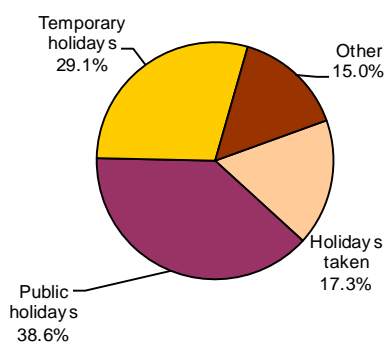


## Working time

During the first quarter of 2015, the average agreed working week, considering full-time and part-time together, was 34.3 hours. Among them, an average of 3.6 hours was lost per week, most of them due to holiday periods (2.0).

After adding overtime and subtracting lost hours, the working week was reduced to 29.8 effective hours worked this quarter.

### Non-worked hours



### Other non-worked hours (various reasons)

	Porcentaje
Maternity	6.0%
Compensated absences	3.4%
Overtime compensation	1.8%
Labour conflicts	1.7%
Hours lost at work	1.5%
Other hours not worked and not paid	0.3%
Hours lost at work due economical or technical rea	0.2%
Other hours not worked but paid	0.1%

According to the **type of working day**, the wage difference between full and part-time workers was 4.62 euros per hour (14.29 euros/hour for full-time and 9.67 euros/hour for part-time).

Regarding the time worked, full-time workers almost doubled the effective hours worked by part-time workers (33.6 hours per week as compared to 17.7 hours).

	Weekly hours <sup>1</sup>		Labour cost per hour	
	Effective hours	Lost hours	Euros	Rate <sup>2</sup>
Total workers	29.8	3.6	13.67	2.1
Full time	33.6	4.1	14.29	2.4
Part time	17.7	1.8	9.67	0.6

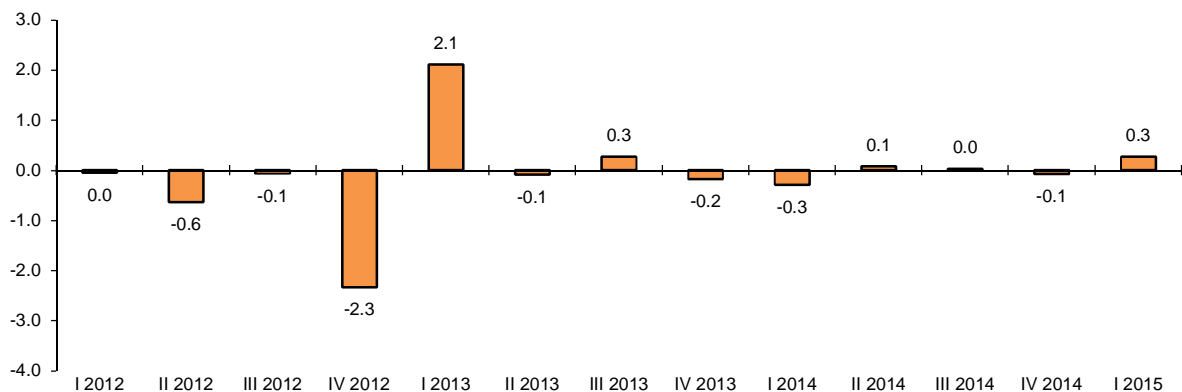
<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks <sup>2</sup> Same quarter than last year

### Calendar and seasonally adjusted series

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<sup>1</sup>.

Between the first quarter of 2015 and the fourth quarter of 2014, the total labour costs changed 0.3%, after adjusting for seasonal and calendar effects.

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



<sup>1</sup> 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 per worker

The total labour cost per worker recorded an annual rate of 0.3%, after adjusting for seasonal and calendar effects.



## Vacancies

The number of vacancies stood at 58,707 in the first quarter 2015. Out of the total, 89.3% were registered in *Services* sector.

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 (percent distribution)				
		Total	No more workers needed	High hiring cost	Other	
<b>TOTAL</b>	58,707	100.0	100.0	93.0	5.0	2.0
Industry	4,682	8.0	100.0	92.8	5.2	2.1
Construction	1,604	2.7	100.0	93.8	4.4	1.8
Services	52,420	89.3	100.0	92.9	5.1	1.9

## Vacancies by Autonomous Community

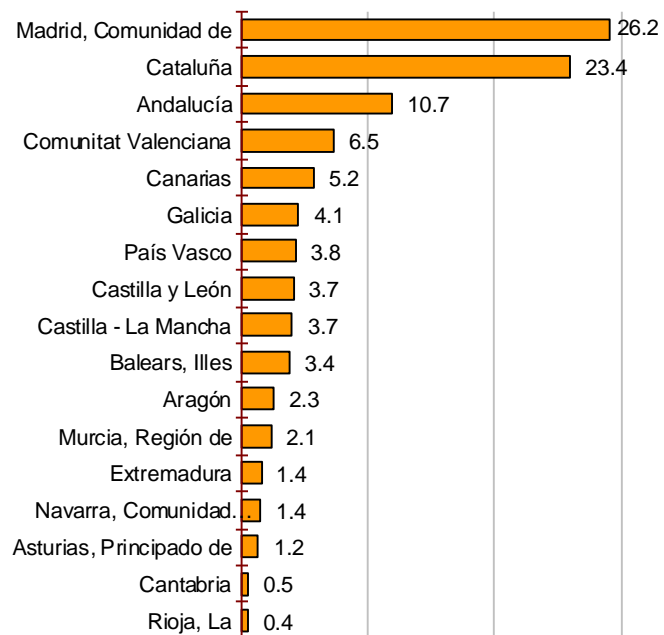
The Autonomous Communities registering the greatest number of vacancies in the first quarter of 2015 were Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number were La Rioja, Cantabria and Principado de Asturias.

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

### Vacancies by Autonomous Community

	Vacancies
<b>TOTAL</b>	<b>58,707</b>
Madrid, Comunidad de	15,407
Cataluña	13,720
Andalucía	6,287
Comunitat Valenciana	3,838
Canarias	3,027
Galicia	2,396
País Vasco	2,249
Castilla y León	2,171
Castilla - La Mancha	2,141
Balears, Illes	2,008
Aragón	1,356
Murcia, Región de	1,236
Extremadura	814
Navarra, Comunidad Foral de	809
Asturias, Principado de	723
Cantabria	262
Rioja, La	261

### Percent distribution



## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2015

Base year 2012

## Total Labour Cost

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,487.44	97.9	0.5	18.56	94.9	1.2
Industry	2,927.36	99.1	-0.3	20.02	92.9	0.2
Construction	2,543.97	94.6	-1.1	17.02	90.0	-1.8
Services	2,400.57	98.1	0.9	18.37	95.8	1.7

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

### 2. Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,487.44	97.9	0.5	18.56	94.9	1.2
Andalucía	2,241.72	97.1	1.9	17.10	94.8	1.8
Aragón	2,356.65	97.3	2.3	17.81	93.9	1.9
Asturias, Principado de	2,367.07	95.1	-1.3	17.74	91.8	-2.4
Balears, Illes	2,378.91	100.6	1.8	17.56	100.2	-0.3
Canarias	2,131.47	101.1	2.2	15.76	99.4	0.6
Cantabria	2,227.11	97.0	0.0	16.42	92.0	-1.1
Castilla y León	2,225.63	94.9	1.7	16.83	91.2	1.4
Castilla - La Mancha	2,174.53	93.3	-4.5	16.16	91.4	-2.8
Cataluña	2,625.77	96.4	-0.3	19.38	92.1	0.4
Comunitat Valenciana	2,203.54	95.7	-0.5	16.79	94.2	-0.7
Extremadura	2,058.28	96.0	1.1	15.52	93.8	1.1
Galicia	2,175.03	98.6	0.2	16.13	96.3	1.8
Madrid, Comunidad de	3,008.99	101.9	0.9	21.88	99.7	3.7
Murcia, Región de	2,244.09	97.4	1.6	16.65	92.1	1.0
Navarra, Comunidad Foral de	2,614.82	98.8	1.7	19.93	94.0	2.2
País Vasco	2,870.75	96.6	-0.5	22.14	91.7	1.2
Rioja, La	2,286.97	97.1	2.8	16.80	89.4	2.1

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



## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2015

Base year 2012

## Wage cost

### 1. National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,831.70	97.2	1.4	13.67	94.3	2.1
Industry	2,141.04	98.6	0.6	14.64	92.4	1.0
Construction	1,748.98	93.4	1.0	11.70	88.8	0.3
Services	1,778.86	97.3	1.7	13.61	95.0	2.5

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

### 2. Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,831.70	97.2	1.4	13.67	94.3	2.1
Andalucía	1,634.71	96.2	2.4	12.47	94.0	2.3
Aragón	1,711.18	95.8	3.5	12.94	92.6	3.2
Asturias, Principado de	1,739.88	94.8	-0.3	13.04	91.6	-1.4
Balears, Illes	1,729.93	99.2	2.7	12.77	98.8	0.6
Canarias	1,567.91	100.9	3.1	11.60	99.2	1.6
Cantabria	1,620.73	96.0	-0.2	11.95	91.1	-1.4
Castilla y León	1,622.11	95.0	1.9	12.27	91.4	1.6
Castilla - La Mancha	1,577.07	92.5	-3.4	11.72	90.6	-1.7
Cataluña	1,939.42	95.4	1.3	14.31	91.0	1.9
Comunitat Valenciana	1,622.90	95.7	1.0	12.37	94.3	0.9
Extremadura	1,505.44	94.7	1.2	11.35	92.7	1.2
Galicia	1,582.32	97.8	0.6	11.74	95.5	2.4
Madrid, Comunidad de	2,247.99	101.6	1.8	16.34	99.3	4.6
Murcia, Región de	1,642.29	97.1	1.9	12.18	91.7	1.2
Navarra, Comunidad Foral de	1,914.11	98.3	1.9	14.59	93.5	2.4
País Vasco	2,118.04	95.2	0.0	16.34	90.4	1.7
Rioja, La	1,679.22	96.6	3.9	12.33	88.8	3.0

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2015

Base year 2012

## Other Costs

### 1. National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	655.74	99.9	-1.9	4.89	96.6	-1.2
Industry	786.32	100.7	-2.6	5.38	94.6	-2.0
Construction	794.99	97.4	-5.4	5.32	92.8	-6.2
Services	621.71	100.5	-1.4	4.76	98.1	-0.6

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

### 2. Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	655.74	99.9	-1.9	4.89	96.6	-1.2
Andalucía	607.01	99.5	0.6	4.63	97.3	0.4
Aragón	645.47	101.5	-0.6	4.87	97.6	-1.2
Asturias, Principado de	627.19	95.8	-3.9	4.70	92.5	-4.9
Balears, Illes	648.98	104.3	-0.5	4.79	104.1	-2.4
Canarias	563.56	101.8	-0.3	4.16	99.8	-2.1
Cantabria	606.38	99.6	0.8	4.47	94.7	-0.4
Castilla y León	603.52	94.6	1.3	4.56	90.8	0.9
Castilla - La Mancha	597.46	95.5	-7.3	4.44	93.7	-5.7
Cataluña	686.35	99.5	-4.5	5.07	95.1	-3.8
Comunitat Valenciana	580.64	95.7	-4.4	4.42	94.0	-4.7
Extremadura	552.84	99.5	0.9	4.17	97.2	1.0
Galicia	592.71	100.8	-0.9	4.39	98.4	0.5
Madrid, Comunidad de	761.00	103.1	-1.5	5.54	100.9	1.3
Murcia, Región de	601.80	98.4	0.7	4.47	93.3	0.2
Navarra, Comunidad Foral de	700.71	100.1	1.1	5.34	95.2	1.7
País Vasco	752.71	100.8	-1.7	5.80	95.6	-0.2
Rioja, La	607.75	98.6	0.1	4.47	91.0	-0.4

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2015

Base year 2012

### Working day

#### 1. National results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours
<b>TOTAL</b>	149.0	134.0	15.6	168.5	151.2	17.9	84.9	77.6	7.8
Industry	162.9	146.2	17.7	170.4	152.8	18.7	88.4	80.7	7.9
Construction	163.9	149.5	15.1	171.0	155.8	15.9	83.5	77.5	6.0
Services	145.4	130.7	15.2	167.9	150.4	17.9	84.7	77.4	7.8

#### 2. Autonomic results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours
<b>TOTAL</b>	149.0	134.0	15.6	168.5	151.2	17.9	84.9	77.6	7.8
Andalucía	145.8	131.1	15.1	167.9	150.6	17.7	85.3	77.6	8.0
Aragón	147.6	132.3	16.0	168.5	150.7	18.5	78.1	71.2	7.6
Asturias, Principado de	147.5	133.4	14.5	167.8	151.4	17.0	80.3	74.0	6.4
Balears, Illes	150.1	135.5	15.0	168.8	151.5	17.7	93.7	87.3	6.8
Canarias	149.7	135.2	15.0	170.4	153.0	17.9	86.9	81.2	6.4
Cantabria	149.2	135.7	14.0	168.0	152.8	15.8	83.7	76.2	7.8
Castilla y León	147.6	132.2	15.9	168.5	150.6	18.5	80.4	73.3	7.3
Castilla - La Mancha	148.3	134.6	14.2	168.8	152.8	16.5	78.8	72.6	6.4
Cataluña	149.4	135.5	14.5	169.1	153.0	16.9	85.6	79.2	6.9
Comunitat Valenciana	146.1	131.2	15.4	168.5	150.8	18.2	85.3	78.0	7.8
Extremadura	145.3	132.7	13.0	167.7	152.5	15.5	80.1	74.7	5.7
Galicia	151.8	134.8	17.5	169.2	150.1	19.7	84.2	75.6	9.0
Madrid, Comunidad de	153.3	137.6	16.3	169.2	151.7	18.1	88.4	79.9	9.2
Murcia, Región de	150.4	134.8	16.2	169.3	151.6	18.4	91.2	82.3	9.2
Navarra, Comunidad Foral de	147.4	131.2	17.0	166.5	147.6	19.6	79.0	72.4	7.8
País Vasco	147.2	129.7	18.0	164.7	144.8	20.4	78.7	70.4	8.7
Rioja, La	150.0	136.2	14.5	168.3	152.4	16.4	79.5	73.6	7.0

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2015

Base year 2012

#### Data adjusted for seasonal and calendar effects

##### 1. Monthly labour cost per employee

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	2,487.44	0.5	2,487.38	0.5	2,543.43	0.3
Wages costs	1,831.70	1.4	1,831.70	1.4	1,898.33	1.1
Other costs	655.74	-1.9	655.68	-1.9	645.10	-1.9

<sup>1</sup> Same quarter as the previous year

##### 2. Hourly labour cost

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	18.56	1.2	18.57	0.8	19.78	0.7
Wages costs	13.67	2.1	13.68	1.7	14.76	1.4
Other costs	4.89	-1.2	4.89	-1.6	5.02	-1.4

<sup>1</sup> Same quarter as the previous year

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2015

Base year 2012

### 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	58,707	100.0	100.0	93.0	5.0	2.0
Industry	4,682	8.0	100.0	92.8	5.2	2.1
Construction	1,604	2.7	100.0	93.8	4.4	1.8
Services	52,420	89.3	100.0	92.9	5.1	1.9

#### 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	58,707	100.0	100	93.0	5.0	2.0
Andalucía	6,287	10.7	100	90.1	7.7	2.2
Aragón	1,356	2.3	100	95.5	2.3	2.1
Asturias, Principado de	723	1.2	100	95.5	2.9	1.6
Balears, Illes	2,008	3.4	100	94.4	4.5	1.1
Canarias	3,027	5.2	100	90.7	6.5	2.8
Cantabria	262	0.5	100	94.5	3.0	2.5
Castilla y León	2,171	3.7	100	93.8	3.8	2.3
Castilla - La Mancha	2,141	3.7	100	92.4	5.2	2.3
Cataluña	13,720	23.4	100	94.6	3.7	1.6
Comunitat Valenciana	3,838	6.5	100	94.0	4.4	1.6
Extremadura	814	1.4	100	92.1	4.4	3.5
Galicia	2,396	4.1	100	91.7	5.7	2.5
Madrid, Comunidad de	15,407	26.2	100	92.6	6.2	1.1
Murcia, Región de	1,236	2.1	100	95.0	3.5	1.5
Navarra, Comunidad Foral de	809	1.4	100	93.0	4.0	3.0
País Vasco	2,249	3.8	100	94.0	3.5	2.5
Rioja, La	261	0.4	100	93.5	5.5	1.0