

16 September 2014

Quarterly Labour Cost Survey (QLCS)
Second quarter of 2014

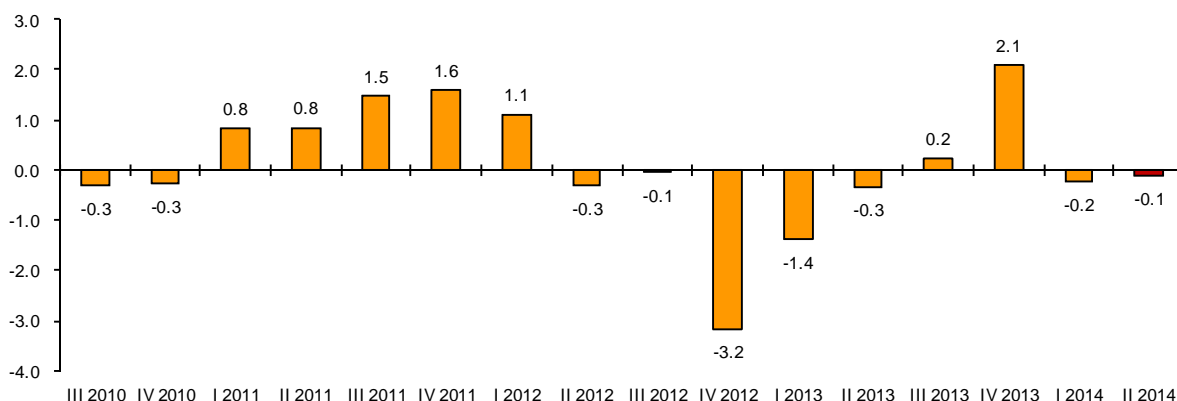
Main results

- The labour cost of companies decreases 0.1% in the second quarter of 2014, as compared with the same period of the previous year, standing at 2,580.64 euros per worker per month.
- The wage cost per worker per month remained in the same level as compared with the same quarter of the previous year, standing at an average of 1,929.58 euros. In turn, other costs decreased 0.5%, standing at an average of 651.06 euros per worker and per month.
- The average agreed working day was 34.3 hours and it remains the same as in the second quarter of 2013, but the effective worked day decreased 3.5% (1.1 hours) as compared to that quarter. This decrease 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, 2.8 working hours per week are lost on average due to Holidays and Public holidays. In turn, the same quarter of the previous year 1.9 working hours per week were lost due to the same reason.
- As a consequence of the decrease in the number of hours worked, the labour cost per effective hour worked increased 3.5% in the annual rate.
- In the quarterly rate, and considering the results adjusted for seasonal and calendar effects, the wage cost per worker did not change, while the wage cost per effective hour worked increased by 0.3%.
- Regarding the seasonally and calendar adjusted data, the wage cost per worker decreased 0.1% in the second quarter 2014, as compared to the same period of 2013, and the cost per effective hour worked increased 0.8%.
- In the first quarter 2014, the number of vacancies was 55,238. 85.7% were registered in the *Services* sector.

Labour cost by component

The labour cost per worker per month reached 2,580.64 euros for the second quarter of 2014, indicating a decrease of 0.1%, 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, 1,929.58 euros corresponded to wages, and 582.63 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) remained basically with no changes as compared with the second quarter of 2013, passing from 1,928.72 to 1,929.58 euros per worker per month.

Other costs (non-wage costs) decreased 0.5%. Their main component, compulsory Social Security contributions, increased its rate by 1.5%, whereas non-wage payments decreased 13.9%, 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 increased 3.5%. This increase, over that of cost per worker, is due to a decrease 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 0.8%.

Labour cost per worker

	Euros	Rate ¹
Total labour costs	2,580.64	-0.1
Wage costs	1,929.58	0.0
Other costs	651.06	-0.5

Other costs (non-wage costs)

	Euros	Rate ¹
Total (other costs)	651.06	-0.5
Compulsory contributions	582.63	1.5
Non-wage payments	78.39	-13.9
Subsides and allowances ²	9.97	-6.3

Wage costs

	Euros	Rate ¹
Total wage costs	1,929.58	0.0
Ordinary wage costs	1,632.10	0.0

Cost per hour

	Euros	Rate ¹
Cost by effective hour	19.67	3.5
Cost by paid hour	17.26	0.4

¹ As compared with the same quarter of the previous year

² Subsides 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, with a positive growth rate in its main components.

The greatest decrease of labour cost was registered in *Construction* as a consequence of the decrease of the other costs due to the slowdown of the other non-wage payments, in particular the compensations for dismissal.

In the *Services* sector it is worth noting the decrease registered in the main components of labour cost.

Labour cost 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	2,580.64	-0.1	1,929.58	0.0	1,632.10	0.0	651.06	-0.5
Industry	3,094.71	1.8	2,300.07	2.1	1,891.10	2.0	794.64	0.7
Construction	2,803.11	-1.3	2,013.52	0.4	1,636.54	0.5	789.59	-5.5
Services	2,468.87	-0.3	1,854.13	-0.3	1,582.98	-0.4	614.74	-0.1

¹As compared to the same quarter of the previous year

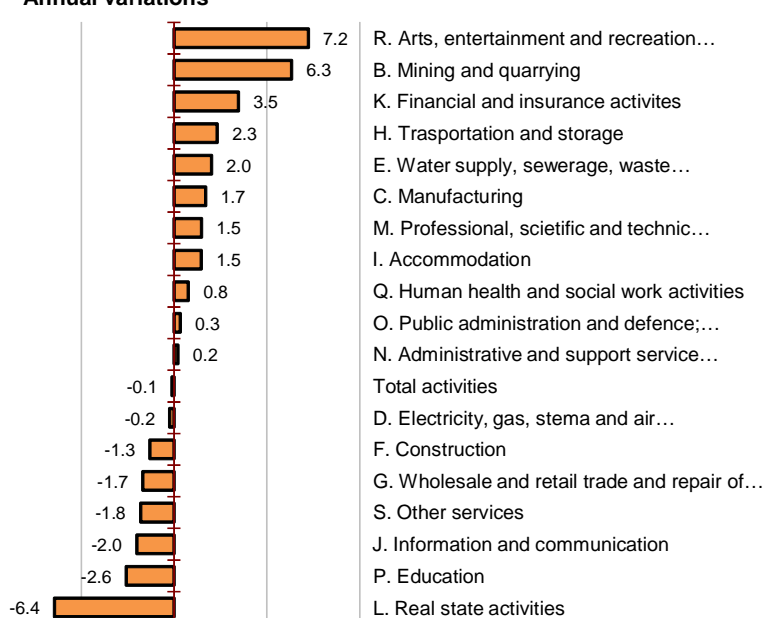
By activity sectors, it was observed that the highest increases of the labour cost were registered in *Arts, entertainment and recreation activities, Mining and quarrying and Financial and insurance activities.*

In turn, *Real state activities, Education and Information and communication* registered the greatest decreases.

Labour cost per worker and month

	Euros
D. Electricity, gas, stema and air...	6,500.16
K. Financial and insurance activites	4,666.14
B. Mining and quarrying	4,172.03
J. Information and communication	3,648.21
O. Public administration and defence;...	3,167.93
C. Manufacturing	3,019.41
M. Professional, scietific and technic...	2,901.66
H. Trasportation and storage	2,822.37
F. Construction	2,803.11
Q. Human health and social work activities	2,785.89
E. Water supply, sewerage, waste...	2,785.35
Total activities	2,580.64
P. Education	2,419.14
L. Real state activities	2,175.61
G. Wholesale and retail trade and repair of.	2,153.07
R. Arts, entertainment and recreation...	2,015.57
S. Other services	1,848.36
N. Administrative and support service...	1,740.12
I. Accommodation	1,529.69

Annual variations



Labour cost by Autonomous Community

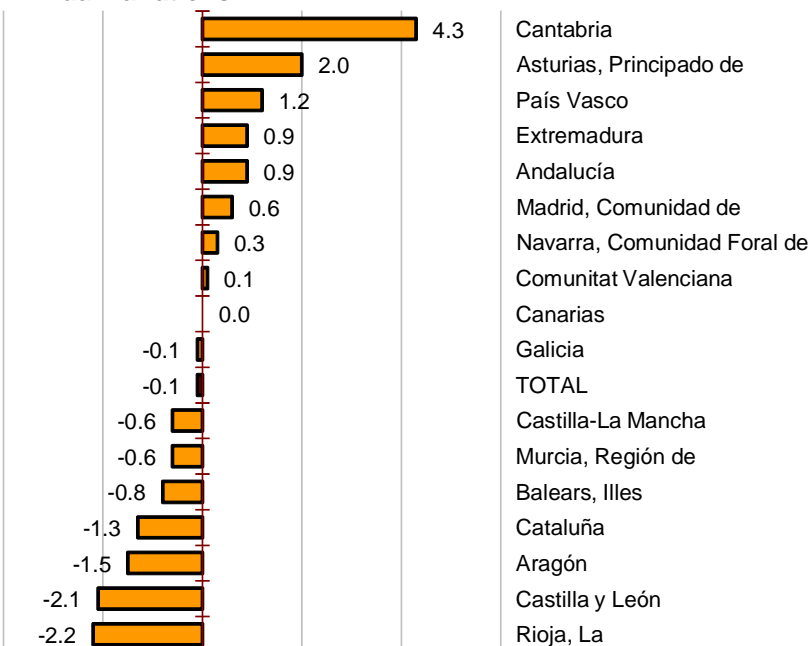
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 400 euros. In Extremadura, Canarias and Castilla y León this labour cost was lower than the national average by more than 300 euros.

Considering the annual growth of this cost, Cantabria, Principado de Asturias and País Vasco registered the highest growth rates, whereas La Rioja, Castilla y León and Aragón registered the highest decreases.

Labour cost per worker/month

	Euros
Madrid, Comunidad de	3,037.97
País Vasco	2,991.80
Cataluña	2,747.44
Navarra, Comunidad Foral de	2,674.18
Asturias, Principado de	2,584.71
TOTAL	2,580.64
Aragón	2,512.83
Rioja, La	2,449.72
Castilla-La Mancha	2,369.58
Cantabria	2,357.82
Andalucía	2,357.41
Balears, Illes	2,321.36
Murcia, Región de	2,320.57
Comunitat Valenciana	2,308.53
Galicia	2,291.77
Castilla y León	2,272.65
Canarias	2,164.64
Extremadura	2,153.83

Annual variations

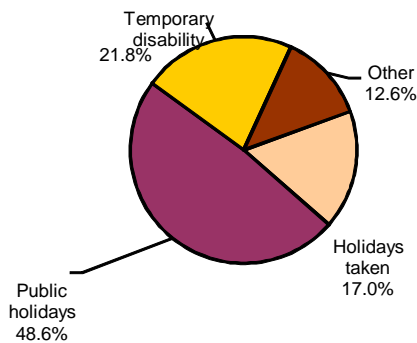


Working time

During the second quarter of 2014, the average agreed working week, considering full-time and part-time together, was 34.3 hours (the same figure as in the same period of last year). Among them, an average of 4.3 hours was lost per week, most of them (2.8 hours) due to bank holidays taken. However, in the second quarter of 2013 3.4 working hours per week were lost also mainly (1.9 hours) due to holidays.¹

After adding overtime and subtracting lost hours, the working week was reduced to 30.2 effective hours worked this quarter, while in the same period of last year that working day was 31.3 effective hours worked.

Non-worked hours



Other non-worked hours (various reasons)

	Percentage
Maternity	49.2%
Compensated absences	18.0%
Overtime compensation	15.3%
Labour conflicts	7.9%
Hours lost at work	3.2%
Hours not worked and not paid	2.6%
Hours lost at work due to economical or technical reasons	2.1%
Other hours not worked but paid	1.6%

According to the **type of working day**, the wage difference between full and part-time workers was 5.20 euros per hour (15.43 euros/hour for full-time and 10.23 euros/hour for part-time). Regarding the time worked, full-time workers almost doubled the effective hours worked by part-time workers (33.9 hours per week as compared with 17.9 hours).

Weekly hours¹

	Effective hours	Hours lost
Total workers	30.2	4.3
Full time	33.9	5.0
Part time	17.9	2.1

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

Labour cost per hour

	Euros	Rate ²
Total workers	14.71	3.7
Full time	15.43	4.2
Part time	10.23	2.1

² Same quarter than last year

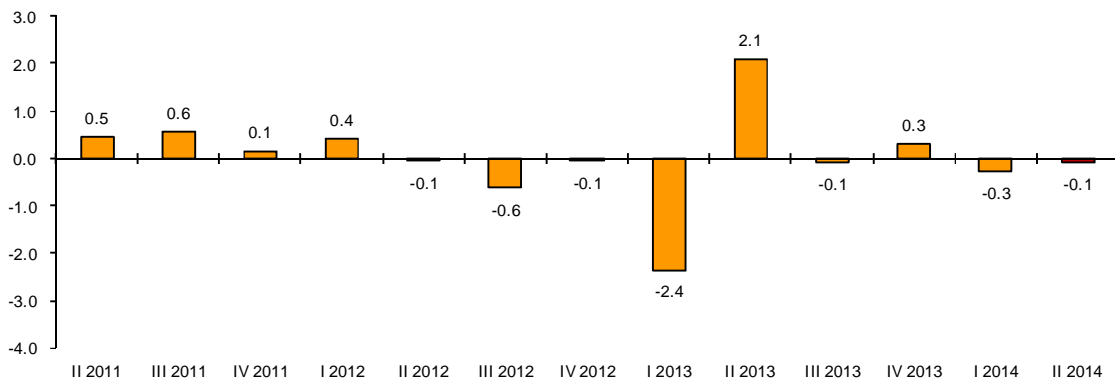
¹ Easter holidays¹ took place in April this year, while in 2013 it took place in March.

Calendar and seasonally adjusted QLCS 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 effects².

Between the second quarter of 2014 and the first one, the total labour costs remained without changes, after adjusting for seasonal and calendar effects.

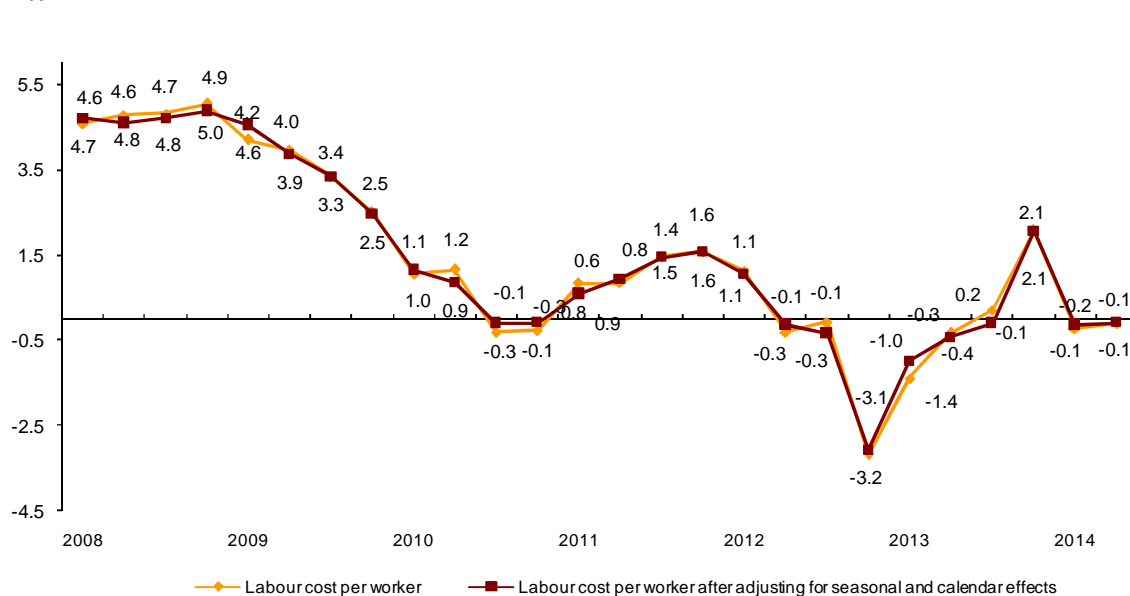
Total labour cost per worker. Quarterly variation rates after adjusting for seasonal and calendar effects



Annual evolution of the labour cost

The labour cost per worker, adjusted for seasonal and calendar effects, registered a 0.1% decrease in its annual rate.

Annual evolution of the labour cost per worker



² 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.

Vacancies

The number of vacancies stood at 55,238 in the second quarter 2014. Out of the total, 85.7% 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 (percentages)			
			Total	No more workers needed	High cost of hiring	Other
TOTAL	55,238	100.0	100	92.9	4.9	2.2
Industry	5,149	9.3	100	94.4	4.4	1.2
Construction	2,767	5.0	100	94.3	3.9	1.9
Services	47,322	85.7	100	92.5	5.1	2.4

Vacancies by Autonomous Community

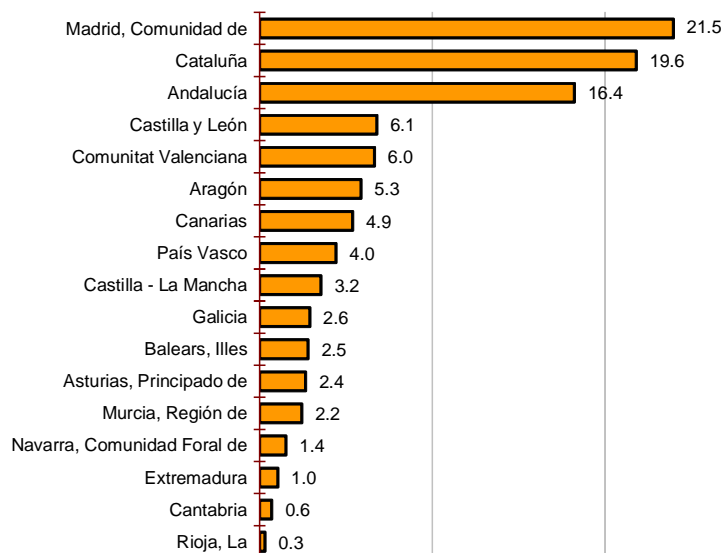
The Autonomous Communities registering the greatest number of vacancies in the second quarter of 2014 were Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number were La Rioja, Cantabria and Extremadura.

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
TOTAL	55,238
Madrid, Comunidad de	11,902
Cataluña	10,836
Andalucía	9,060
Castilla y León	3,373
Comunitat Valenciana	3,305
Aragón	2,917
Canarias	2,683
País Vasco	2,203
Castilla - La Mancha	1,770
Galicia	1,450
Balears, Illes	1,399
Asturias, Principado de	1,325
Murcia, Región de	1,216
Navarra, Comunidad Foral de	762
Extremadura	527
Cantabria	351
Rioja, La	159

Percent distribution



Quarterly Labour Cost Survey (QLCS)

Second Quarter 2014

Base year 2008

Total Labour 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	2,580.64	106.10	-0.10	19.67	109.20	3.50
Industry	3,094.71	114.50	1.80	21.73	112.40	4.20
Construction	2,803.11	114.70	-1.30	19.39	115.80	2.20
Services	2,468.87	104.40	-0.30	19.26	107.40	3.50

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	2,580.64	106.1	-0.1	19.67	109.2	3.5
Andalucía	2,357.41	103.9	0.9	17.99	107.5	4.3
Aragón	2,512.83	105.3	-1.5	19.35	108.8	2.2
Asturias, Principado de	2,584.71	107.7	2.0	20.14	111.0	6.2
Balears, Illes	2,321.36	100.8	-0.8	17.04	100.6	2.5
Canarias	2,164.64	103.8	0.0	16.77	111.5	4.9
Cantabria	2,357.82	102.6	4.3	17.96	104.8	5.0
Castilla y León	2,272.65	101.9	-2.1	17.95	106.4	1.8
Castilla - La Mancha	2,369.58	108.5	-0.6	18.15	114.8	4.9
Cataluña	2,747.44	104.9	-1.3	20.91	107.1	0.9
Comunitat Valenciana	2,308.53	105.2	0.1	17.59	108.6	3.0
Extremadura	2,153.83	106.1	0.9	16.61	112.5	6.3
Galicia	2,291.77	107.9	-0.1	17.04	108.9	1.6
Madrid, Comunidad de	3,037.97	108.7	0.6	22.84	112.1	6.5
Murcia, Región de	2,320.57	108.1	-0.6	17.67	109.1	4.7
Navarra, Comunidad Foral de	2,674.18	104.1	0.3	20.43	103.4	2.6
País Vasco	2,991.80	106.3	1.2	23.41	106.0	3.7
Rioja, La	2,449.72	108.5	-2.2	19.46	113.9	1.6

¹ Same quarter as the year before

Quarterly Labour Cost Survey (QLCS)

Second 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	1,929.58	107.2	0.0	14.71	110.4	3.7
Industry	2,300.07	115.6	2.1	16.15	113.4	4.6
Construction	2,013.52	118.2	0.4	13.92	119.2	3.9
Services	1,854.13	104.6	-0.3	14.47	107.7	3.4

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	1,929.58	107.2	0.0	14.71	110.4	3.7
Andalucía	1,750.22	105.2	1.0	13.35	108.8	4.3
Aragón	1,868.99	105.5	0.4	14.39	109.1	4.2
Asturias, Principado de	1,947.13	109.6	2.4	15.17	112.9	6.5
Balears, Illes	1,715.83	101.2	-1.2	12.59	101.0	2.1
Canarias	1,607.06	105.5	-0.5	12.45	113.4	4.4
Cantabria	1,743.96	104.1	4.1	13.28	106.3	4.8
Castilla y León	1,686.48	102.0	-1.3	13.32	106.5	2.5
Castilla - La Mancha	1,772.87	111.4	-0.3	13.58	117.9	5.3
Cataluña	2,070.25	106.4	-1.0	15.75	108.7	1.1
Comunitat Valenciana	1,706.28	106.4	-0.5	13.00	109.9	2.4
Extremadura	1,603.42	107.4	0.0	12.36	113.8	5.3
Galicia	1,671.88	107.1	-0.2	12.43	108.1	1.5
Madrid, Comunidad de	2,306.76	109.8	1.2	17.34	113.3	7.1
Murcia, Región de	1,727.48	110.1	-0.8	13.16	111.1	4.6
Navarra, Comunidad Foral de	1,987.93	103.7	1.6	15.18	102.9	3.8
País Vasco	2,213.10	105.2	0.1	17.32	105.0	2.5
Rioja, La	1,846.97	110.6	-2.8	14.67	116.2	0.9

¹ Same quarter as the year before

Quarterly Labour Cost Survey (QLCS)

Second 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	651.06	103.0	-0.5	4.96	106.0	3.1
Industry	794.64	111.4	0.7	5.58	109.4	3.1
Construction	789.59	106.7	-5.5	5.47	107.9	-2.0
Services	614.74	103.7	-0.1	4.79	106.4	3.7

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	651.06	103.0	-0.5	4.96	106.0	3.1
Andalucía	607.19	100.1	0.8	4.64	103.8	4.3
Aragón	643.84	104.7	-6.7	4.96	108.1	-3.1
Asturias, Principado de	637.58	102.4	1.1	4.97	105.5	5.3
Balears, Illes	605.53	99.6	0.1	4.45	99.6	3.7
Canarias	557.58	99.1	1.4	4.32	106.4	6.1
Cantabria	613.86	98.5	4.7	4.68	100.6	5.6
Castilla y León	586.17	101.5	-4.1	4.63	106.2	-0.4
Castilla - La Mancha	596.71	100.7	-1.6	4.57	106.5	3.9
Cataluña	677.19	100.4	-1.9	5.16	102.6	0.4
Comunitat Valenciana	602.25	102.0	1.6	4.59	105.0	4.6
Extremadura	550.41	102.6	3.8	4.25	108.7	9.5
Galicia	619.89	110.1	0.3	4.61	111.1	2.0
Madrid, Comunidad de	731.21	105.2	-1.3	5.50	108.5	4.6
Murcia, Región de	593.09	102.9	-0.2	4.51	103.9	4.9
Navarra, Comunidad Foral de	686.25	105.3	-3.3	5.25	104.8	-0.9
País Vasco	778.70	109.5	4.4	6.09	109.1	7.0
Rioja, La	602.75	102.6	-0.2	4.79	107.6	3.7

¹ Same quarter as the year before

Quarterly Labour Cost Survey (QLCS)

Second 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	149.3	131.2	18.6	168.5	147.6	21.5	86.6	77.7	9.2
Industry	163.1	142.4	21.7	170.4	148.6	23.0	89.1	80.6	8.7
Construction	163.1	144.6	19.1	170.9	151.3	20.2	79.7	72.1	7.6
Services	145.8	128.2	18.0	167.8	147.0	21.3	86.6	77.6	9.2

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	149.3	131.2	18.6	168.5	147.6	21.5	86.6	77.7	9.2
Andalucía	146.5	131.1	15.8	167.7	149.5	18.6	87.6	79.8	8.0
Aragón	147.7	129.8	18.4	168.8	148.0	21.5	78.2	70.0	8.4
Asturias, Principado de	146.9	128.4	19.1	167.5	145.8	22.4	77.5	69.8	7.8
Balears, Illes	151.2	136.2	15.3	169.5	151.6	18.4	106.7	99.0	7.9
Canarias	147.6	129.1	18.9	170.1	148.2	22.3	81.0	72.6	8.6
Cantabria	149.3	131.3	18.6	168.3	147.4	21.5	83.5	75.3	8.4
Castilla y León	146.7	126.6	20.4	168.9	145.2	24.1	79.0	70.1	9.1
Castilla - La Mancha	149.4	130.6	19.5	168.5	147.0	22.3	78.3	69.4	9.0
Cataluña	149.5	131.4	18.8	169.0	148.0	21.8	88.5	79.4	9.4
Comunitat Valenciana	147.1	131.2	16.4	168.1	149.4	19.3	87.0	79.1	8.1
Extremadura	144.5	129.7	15.1	167.5	150.0	17.8	78.8	71.5	7.5
Galicia	153.1	134.5	19.0	169.2	148.3	21.4	88.1	78.8	9.4
Madrid, Comunidad de	153.4	133.0	21.0	169.0	146.3	23.4	90.5	79.6	11.3
Murcia, Región de	149.3	131.3	18.7	169.2	148.5	21.4	88.6	78.8	10.5
Navarra, Comunidad Foral de	148.2	130.9	17.9	166.9	147.4	20.1	81.3	72.0	9.9
País Vasco	147.8	127.8	20.6	164.9	142.3	23.3	79.7	70.2	9.7
Rioja, La	149.0	125.9	23.4	168.7	142.3	26.8	80.7	69.3	11.7

Quarterly Labour Cost Survey (QLCS)

Second 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	2,580.64	-0.1	2,581.49	0.0	2,538.59	-0.1
Wages costs	1,929.58	0.0	1,929.71	0.1	1,883.24	0.0
Other costs	651.06	-0.5	651.78	-0.3	655.35	-0.2

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	19.67	3.5	19.46	0.8	19.75	0.8
Wages costs	14.71	3.7	14.55	0.9	14.64	0.8
Other costs	4.96	3.1	4.91	0.6	5.11	0.8

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	55,238	100.0	100	92.9	4.9	2.2
Industry	5,149	9.3	100	94.4	4.4	1.2
Construction	2,767	5.0	100	94.3	3.9	1.9
Services	47,322	85.7	100	92.5	5.1	2.4

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	55,238	100.0	100	92.9	4.9	2.2
Andalucía	9,060	16.4	100	89.6	7.9	2.5
Aragón	2,917	5.3	100	95.4	2.7	1.9
Asturias, Principado de	1,325	2.4	100	91.1	5.7	3.1
Balears, Illes	1,399	2.5	100	91.3	5.7	3.0
Canarias	2,683	4.9	100	88.1	9.7	2.3
Cantabria	351	0.6	100	94.3	3.2	2.5
Castilla y León	3,373	6.1	100	95.1	3.3	1.7
Castilla - La Mancha	1,770	3.2	100	94.7	3.9	1.4
Cataluña	10,836	19.6	100	93.6	4.3	2.1
Comunitat Valenciana	3,305	6.0	100	94.5	4.6	0.9
Extremadura	527	1.0	100	91.7	4.8	3.5
Galicia	1,450	2.6	100	93.0	4.3	2.8
Madrid, Comunidad de	11,902	21.6	100	94.5	3.8	1.8
Murcia, Región de	1,216	2.2	100	93.0	4.7	2.4
Navarra, Comunidad Foral de	762	1.4	100	93.3	1.8	4.9
País Vasco	2,203	4.0	100	93.1	3.2	3.7
Rioja, La	159	0.3	100	93.3	5.7	1.0