

18 March 2014

Quarterly Labour Cost Survey (QLCS)
Fourth quarter of 2013

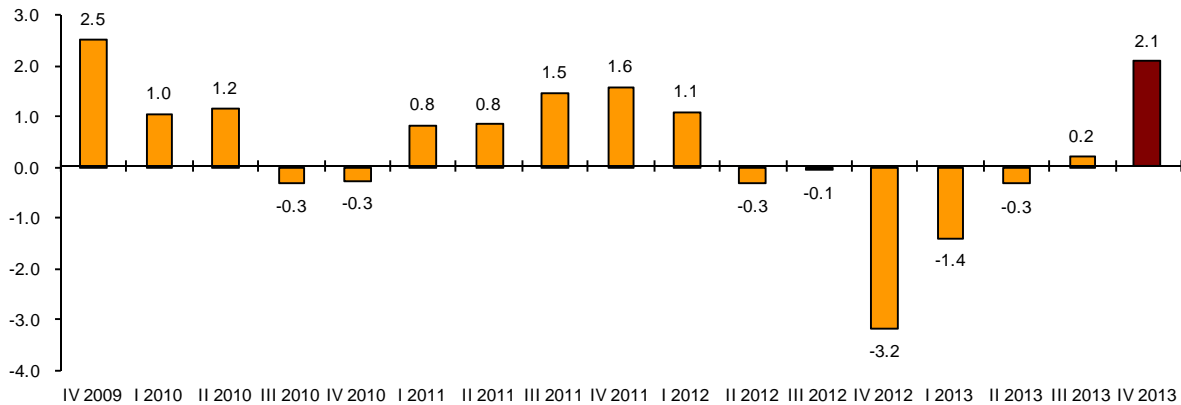
Main results

- The labour cost of companies increases 2.1% in the fourth quarter of 2013, as compared with the same period of the previous year, standing at 2,652.44 euros per worker.
- The wage cost per worker per month increases 2.5% and other costs increases 0.8%. In turn, the ordinary wage cost decreases 0.3%.
- The working day increases 0.3%. This quarter, 4.9 working hours per week are lost on average, of which 3.5 are due to Holidays and Public holidays.
- As a consequence of the working day increase, the labour cost per effective hour worked increases 1.8%.
- Considering the results adjusted for seasonal and calendar effects, the wage cost per worker increases 2.2% in the fourth quarter, as compared with the same quarter of the previous year. The wage cost per effective hour worked increased 2.3% in the annual rate.
- Regarding the seasonally and calendar adjusted data, the wage cost per worker decreased 0.3% in the quarterly rate and the cost per effective hour worked decreased 0.2%.
- In the fourth quarter 2013, the number of vacancies was 53,909.

Labour cost by component

The labour cost per worker per month reached 2,652.44 euros for the fourth quarter of 2013, indicating an increase of 2.1%, as compared with the same period of the previous year.

Total labour cost. Interannual variation rates



Of the total cost per worker per month incurred by an employer in use of the work factor, 1,995.68 euros corresponded to wages, and 574.44 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, increased 2.5% in annual rate, reaching 1,995.68 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 0.3%.

Other costs (non-wage costs) increased 0.8%. Their main component, compulsory Social Security contributions, increased its rate by 1.0%, whereas non-wage payments decreased 1.6%, 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 1.8%. This increase, lower than that of cost per worker, is due to an increase of 0.3% in the number of effective working hours.

Labour cost per worker

	Euros	Tasa ¹
Total labour cost	2,652.44	2.1
Wage cost	1,995.68	2.5
Other costs	656.76	0.8

Other costs (non-wage cost)

	Euros	Tasa ¹
Total (other costs)	656.76	0.8
Compulsory contributions	574.44	1.0
Non-wage payments	95.35	-1.6
Subsidies and bonuses ²	13.03	-7.8

Wage cost

	Euros	Tasa ¹
Total wage cost	1,995.68	2.5
Ordinary wage cost	1,627.93	-0.3

¹ Same quarter last year

Cost per hour

	Euros	Tasa ¹
Cost per effective hour	20.58	1.8
Cost per paid hour	17.67	2.4

² Subsidies are subtracted from "Other costs"

Labour cost according to economic sectors

Services is the sector with the greatest increase in total labour cost. Worth noting in this sector the decrease of ordinary wages and the increase of extraordinary payments, which lead to an increase in the total wage cost. Regarding other costs, this sector registered increases in compensation for dismissal and direct social benefits.

The sector *Industry* registered an increase of the ordinary salary and extraordinary payments. In turn, other costs decreased, specially, due to the drop in compensations for dismissal.

Construction showed a moderate increase in wage cost, as a consequence of the decrease of the ordinary wage cost –although the increases in extraordinary payments lead to the increase of wage cost–. Other costs recorded an increase due to the compulsory contributions and non-wage payments.

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	2,652.44	2.1	1,995.68	2.5	1,627.93	-0.3	656.76	0.8
Industry	3,157.73	1.4	2,379.41	2.3	1,863.52	1.6	778.32	-1.5
Construction	2,856.36	0.7	2,036.85	0.5	1,596.00	-0.2	819.51	1.2
Services	2,540.71	2.6	1,918.96	2.8	1,584.91	-0.7	621.75	1.7

¹ Same semester of the previous year

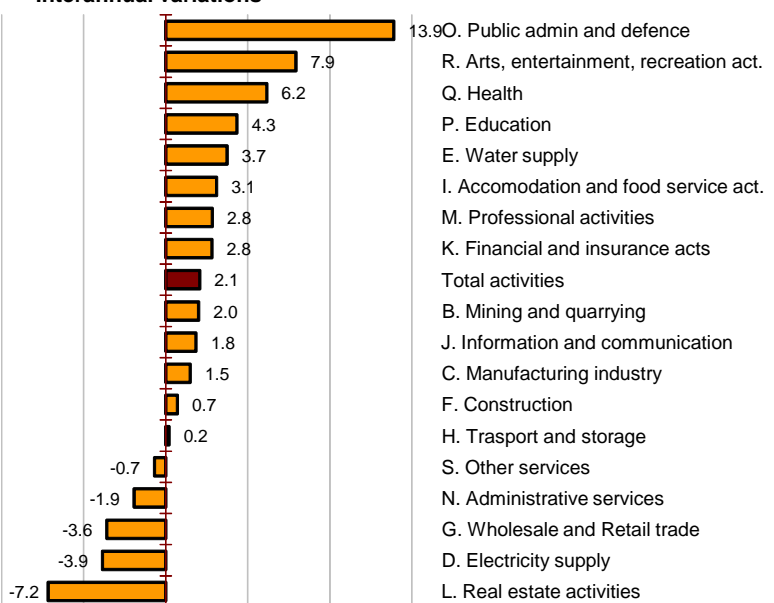
By economic sectors, it was observed that the increase of the labour cost was higher in *Public administration and defence; Arts, entertainment and recreation activities and Health activities and social services*. Within these activities, the abolition of the salary bonus explains the increase in the Public sector.

In turn, *Real estate activities, Electricity, gas, steam and air conditioning supply and Trade* registered the greatest decreases.

Labour cost per worker and month

	Euros
D. Electricity supply	5,891.75
K. Financial and insurance acts	4,874.07
B. Mining and quarrying	4,181.76
J. Information and communication	3,750.80
O. Public admin and defence	3,168.56
C. Manufacturing industry	3,099.95
M. Professional activities	3,075.19
F. Construction	2,856.36
Q. Health	2,841.45
H. Transport and storage	2,810.28
E. Water supply	2,792.78
Total activities	2,652.44
P. Education	2,407.68
L. Real estate activities	2,319.56
G. Wholesale and Retail trade	2,244.31
S. Other services	2,006.26
R. Actividades artísticas, ...	1,883.13
N. Administrative services	1,775.43
I. Accommodation and food service act.	1,609.72

Interannual variations



Labour cost by Autonomous Community

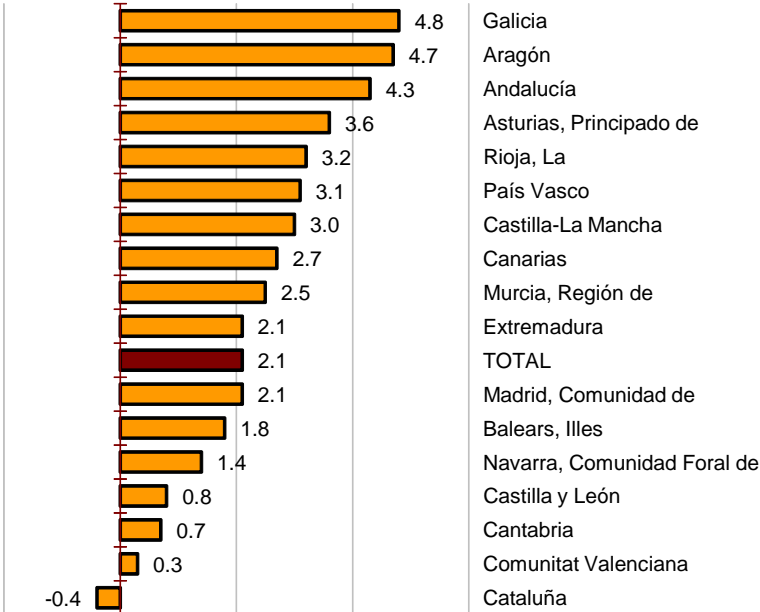
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura and Canarias this labour cost was lower than the national average by more than 450 euros.

Considering the interannual growth of this cost, Galicia, Aragón and Andalucía registered the highest rates, whereas Cataluña, Comunitat Valenciana and Cantabria registered the lowest increases.

Labour cost per worker and month

	Euros
País Vasco	3,181.97
Madrid, Comunidad de	3,046.04
Cataluña	2,819.36
Navarra, Comunidad Foral de	2,785.36
Asturias, Principado de	2,659.62
TOTAL	2,652.44
Aragón	2,615.28
Balears, Illes	2,534.15
Rioja, La	2,526.36
Castilla-La Mancha	2,456.76
Castilla y León	2,448.45
Cantabria	2,412.02
Andalucía	2,394.28
Murcia, Región de	2,384.46
Comunitat Valenciana	2,376.21
Galicia	2,363.53
Extremadura	2,192.17
Canarias	2,186.14

Interannual variations

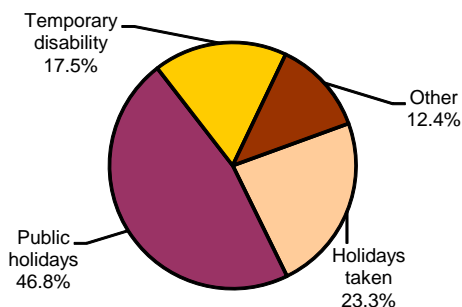


Working time

During the fourth quarter of 2013, the average agreed working week, considering full-time and part-time together, was 34.4 hours. Among them, an average of 4.9 hours was lost per week, most of them due to Holidays taken.

After adding overtime and subtracting hours lost, the working week was reduced to 29.6 effective hours worked.

Hours not worked



Other hours not worked (different reasons)

	Percentage
Maternity	39.5%
Paid leave	21.1%
Overtime compensation	16.9%
Labour disputes	10.2%
Hours lost at the work place	8.3%
Other hours not worked not paid	1.5%
Hour lost due to technical or economic reasons	1.5%
Other hours not worked and paid	1.1%

According to the **type of working day**, the wage difference between full and part-time workers was 5.39 euros per hour (16.20 euros/hour for full-time and 10.81 euros/hour for part-time). Regarding the time worked, full-time workers doubled the effective hours worked by part-time workers (33.2 hours per week as compared with 17.4 hours).

Weekly hours¹

	Effective hours	Hours lost
Total workers	29.6	4.9
Full time	33.2	5.7
Part time	17.4	2.4

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

Labour cost per hour

	Euros	Rate ²
Total workers	15.48	2.2
Full time	16.20	2.9
Part time	10.81	-0.3

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 an increase of 2.2% in the annual rate.

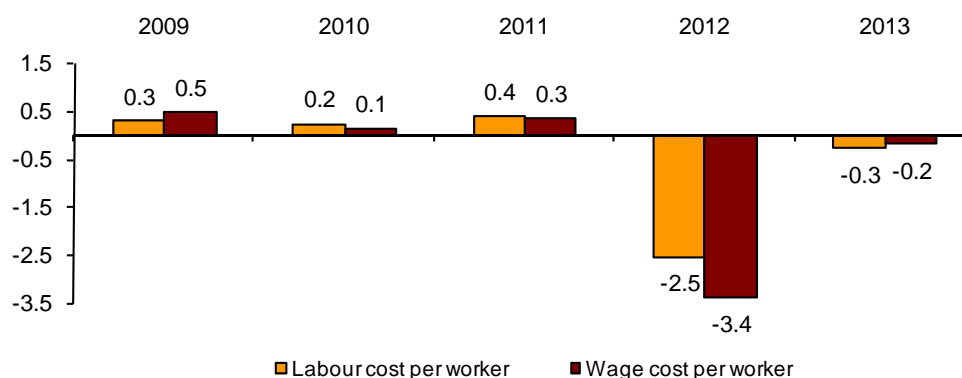


¹ Seasonal adjustment of these indicators was performed in accordance with the INE Standard for adjusting seasonal and calendar effects in short-term series, which is available in the Methods and standards section of the INE website.

Evolution of the quarterly rate

The variation rate in the fourth quarter of 2013, as of the calendar- and seasonally-adjusted QLCS series, registered a 0.3% decrease in the labour cost. In turn, the wage cost dropped by 0.2%.

Evolution of the inter-quarterly rate of the labour and wage cost per worker adjusted for season and calendar effects (variation of the fourth quarter, as compared with the third quarter of the same year)



Vacancies

The number of vacancies stood at 53,909 in the fourth quarter 2013. Out of the total, 85.7% 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

Sector	Vacancies	on the total vacancies	Reasons why there are no vacancies available (percentage distribution)			
			Total	No more workers needed	High hiring costs	Others
TOTAL	53,909	100.0	100.0	93.4	4.4	2.2
Industry	5,741	10.7	100.0	94.6	4.3	1.0
Construction	1,995	3.7	100.0	94.2	3.4	2.4
Services	46,172	85.7	100.0	93.2	4.5	2.3

Vacancies by Autonomous Community

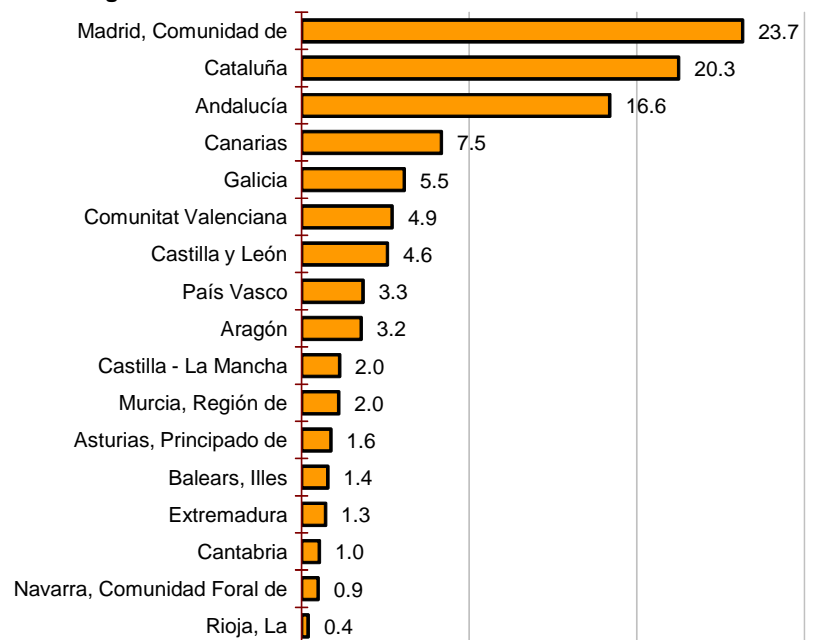
The Autonomous Communities registering the greatest number of vacancies in the fourth quarter of 2013 were Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number were La Rioja, Comunidad Foral de Navarra and Cantabria.

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

Vacancies by Autonomous Communities

	Vacantes
TOTAL	53,909
Madrid, Comunidad de	12,767
Cataluña	10,915
Andalucía	8,920
Canarias	4,047
Galicia	2,975
Comunitat Valenciana	2,624
Castilla y León	2,485
País Vasco	1,779
Aragón	1,728
Castilla - La Mancha	1,100
Murcia, Región de	1,081
Asturias, Principado de	847
Balears, Illes	761
Extremadura	695
Cantabria	510
Navarra, Comunidad Foral de	482
Rioja, La	194

Percentage distribution



For further information see INEbase-www.ine.es/en/

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Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2013

Base year 2008

Total Labour Cost

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,652.44	109.1	2.1	20.58	114.3	1.8
Industry	3,157.73	116.9	1.4	22.87	118.3	0.0
Construction	2,856.36	116.9	0.7	20.33	121.4	-0.6
Services	2,540.71	107.4	2.6	20.12	112.2	2.5

¹ 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	2,652.44	109.1	2.1	20.58	114.3	1.8
Andalucía	2,394.28	105.5	4.3	18.98	113.4	3.8
Aragón	2,615.28	109.6	4.7	20.57	115.7	4.7
Asturias, Principado de	2,659.62	110.9	3.6	21.19	116.7	4.8
Balears, Illes	2,534.15	110.0	1.8	19.89	117.4	3.9
Canarias	2,186.14	104.8	2.7	17.04	113.3	4.3
Cantabria	2,412.02	105.0	0.7	19.23	112.2	1.4
Castilla y León	2,448.45	109.8	0.8	19.81	117.4	3.1
Castilla - La Mancha	2,456.76	112.5	3.0	18.72	118.4	3.1
Cataluña	2,819.36	107.6	-0.4	21.83	111.8	-0.8
Comunitat Valenciana	2,376.21	108.3	0.3	18.52	114.3	-0.3
Extremadura	2,192.17	108.0	2.1	17.30	117.1	2.4
Galicia	2,363.53	111.3	4.8	18.29	116.9	4.1
Madrid, Comunidad de	3,046.04	109.0	2.1	22.58	110.8	1.3
Murcia, Región de	2,384.46	111.1	2.5	18.52	114.4	2.0
Navarra, Comunidad Foral de	2,785.36	108.4	1.4	22.38	113.3	1.8
País Vasco	3,181.97	113.1	3.1	25.48	115.4	1.0
Rioja, La	2,526.36	111.9	3.2	19.82	116.0	3.4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2013

Base year 2008

Wages and Salaries

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,995.68	110.9	2.5	15.48	116.1	2.2
Industry	2,379.41	119.6	2.3	17.24	121.1	1.0
Construction	2,036.85	119.6	0.5	14.49	124.1	-0.9
Services	1,918.96	108.3	2.8	15.20	113.2	2.8

¹ 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	1,995.68	110.9	2.5	15.48	116.1	2.2
Andalucía	1,790.12	107.6	5.8	14.19	115.6	5.2
Aragón	1,929.86	109.0	3.9	15.18	115.1	3.9
Asturias, Principado de	1,999.65	112.6	5.6	15.93	118.5	6.8
Balears, Illes	1,905.31	112.4	2.3	14.96	120.0	4.5
Canarias	1,612.32	105.8	1.8	12.57	114.5	3.3
Cantabria	1,823.91	108.9	2.8	14.54	116.4	3.5
Castilla y León	1,813.68	109.7	2.4	14.68	117.3	4.8
Castilla - La Mancha	1,852.08	116.4	4.1	14.11	122.5	4.1
Cataluña	2,133.89	109.7	-0.7	16.52	114.0	-1.2
Comunitat Valenciana	1,755.14	109.5	-0.9	13.68	115.6	-1.4
Extremadura	1,621.43	108.6	2.1	12.79	117.8	2.4
Galicia	1,778.19	113.9	6.3	13.76	119.7	5.6
Madrid, Comunidad de	2,324.15	110.7	3.1	17.23	112.6	2.3
Murcia, Región de	1,777.12	113.2	3.3	13.80	116.5	2.8
Navarra, Comunidad Foral de	2,099.20	109.5	2.1	16.87	114.4	2.4
País Vasco	2,409.20	114.6	2.9	19.29	116.9	0.8
Rioja, La	1,920.00	114.9	5.6	15.06	119.2	5.8

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2013

Base year 2008

Other Costs

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	656.76	103.9	0.8	5.10	109.0	0.4
Industry	778.32	109.1	-1.5	5.63	110.4	-2.9
Construction	819.51	110.8	1.2	5.84	115.2	0.0
Services	621.75	104.8	1.7	4.92	109.3	1.4

¹ 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	656.76	103.9	0.8	5.10	109.0	0.4
Andalucía	604.16	99.6	0.3	4.79	107.2	-0.2
Aragón	685.42	111.4	7.2	5.39	117.4	7.2
Asturias, Principado de	659.97	106.0	-2.1	5.26	111.7	-0.9
Balears, Illes	628.84	103.4	0.3	4.93	110.3	2.3
Canarias	573.82	102.0	5.6	4.47	110.1	7.2
Cantabria	588.11	94.3	-5.1	4.69	100.9	-4.5
Castilla y León	634.77	109.9	-3.5	5.13	117.7	-1.3
Castilla - La Mancha	604.68	102.1	-0.1	4.61	107.5	0.2
Cataluña	685.47	101.6	0.7	5.31	105.6	0.4
Comunitat Valenciana	621.07	105.1	3.8	4.84	110.8	3.2
Extremadura	570.74	106.4	2.1	4.51	115.3	2.5
Galicia	585.34	103.9	0.4	4.53	109.2	-0.2
Madrid, Comunidad de	721.89	103.8	-1.1	5.35	105.5	-1.8
Murcia, Región de	607.34	105.3	0.2	4.72	108.8	-0.2
Navarra, Comunidad Foral de	686.16	105.2	-0.5	5.51	110.0	-0.2
País Vasco	772.77	108.6	3.8	6.19	110.9	1.6
Rioja, La	606.36	103.2	-3.7	4.76	107.0	-3.4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2013

Base year 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	149.8	128.9	21.5	168.5	144.5	24.7	86.0	75.6	10.6
Industry	162.9	138.1	25.9	170.2	143.9	27.4	88.5	78.2	10.5
Construction	163.1	140.5	23.2	170.7	147.0	24.5	81.5	72.1	9.5
Services	146.3	126.3	20.5	167.8	144.4	24.0	85.9	75.5	10.6

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	149.8	128.9	21.5	168.5	144.5	24.7	86.0	75.6	10.6
Andalucía	147.0	126.2	21.3	167.7	143.3	24.9	87.6	77.1	10.8
Aragón	149.8	127.1	23.4	168.6	142.4	27.0	80.7	70.8	10.1
Asturias, Principado de	149.0	125.5	24.0	167.6	140.5	27.8	80.4	70.4	10.1
Balears, Illes	149.7	127.4	22.7	169.1	143.1	26.5	97.0	84.8	12.3
Canarias	148.7	128.3	20.8	170.8	146.9	24.4	82.5	72.6	10.2
Cantabria	149.3	125.4	24.3	168.3	140.7	28.1	81.9	71.1	10.9
Castilla y León	146.9	123.6	23.7	168.8	141.5	27.8	77.3	66.6	10.8
Castilla - La Mancha	150.6	131.3	19.9	168.6	146.8	22.5	79.8	70.1	9.8
Cataluña	149.6	129.2	21.1	169.0	145.5	24.3	86.7	76.0	10.9
Comunitat Valenciana	148.4	128.3	20.6	168.3	144.9	24.1	87.5	77.7	10.0
Extremadura	147.0	126.8	20.7	167.2	144.1	23.7	82.5	71.6	11.3
Galicia	152.1	129.2	23.3	169.1	143.1	26.6	87.0	76.2	10.9
Madrid, Comunidad de	154.0	134.9	19.8	169.0	147.7	22.0	89.5	79.7	10.2
Murcia, Región de	150.2	128.8	22.0	169.1	144.3	25.5	91.0	80.2	11.0
Navarra, Comunidad Foral de	147.0	124.5	23.1	166.8	140.8	26.8	77.4	67.3	10.5
País Vasco	148.1	124.9	23.8	164.8	138.3	27.1	80.3	70.1	10.4
Rioja, La	150.4	127.5	23.3	168.5	142.1	26.7	83.1	73.1	10.7

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2013

Base year 2008

Data adjusted for seasonal and calendar effects

1. Labour cost per employee

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects		
	Euros	Annual rate	Euros	Annual rate	Euros	Annual rate	Quarterly rate
Net cost	2,652.44	2.1	2,652.40	2.1	2,539.97	2.2	-0.3
Wage cost	1,995.68	2.5	1,995.67	2.5	1,879.82	2.7	-0.2
Other costs	656.76	0.8	656.73	0.7	660.15	0.8	-0.5

2. Labour cost per hour worked

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects		
	Euros	Annual rate	Euros	Annual rate	Euros	Annual rate	Quarterly rate
Net cost	20.58	1.8	20.59	2.2	19.66	2.3	-0.2
Wage cost	15.48	2.2	15.49	2.7	14.56	2.8	0.0
Other costs	5.10	0.4	5.10	0.8	5.10	0.8	-0.6

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2013

Base year 2008

Vacancy

1. National results

	Vacancies	% by sector on the total vacancies	Reasons why there are no vacancies available (percentage distribution)			
			Total	No more workers needed	High hiring costs	Others
TOTAL	53,909	100.0	100.0	93.4	4.4	2.2
Industry	5,741	10.7	100.0	94.6	4.3	1.0
Construction	1,995	3.7	100.0	94.2	3.4	2.4
Services	46,172	85.7	100.0	93.2	4.5	2.3

2. Results by Autonomous Community

	Vacancies	% by sector on the total vacancies	Reasons why there are no vacancies available (percentage distribution)			
			Total	No more workers needed	High hiring costs	Others
TOTAL	53,909	100.0	100.0	93.4	4.4	2.2
Andalucía	8,920	16.6	100.0	90.9	7.4	1.7
Aragón	1,728	3.2	100.0	96.6	1.6	1.7
Asturias, Principado de	847	1.6	100.0	94.3	2.9	2.8
Balears, Illes	761	1.4	100.0	91.2	7.7	1.2
Canarias	4,047	7.5	100.0	88.8	8.0	3.2
Cantabria	510	1.0	100.0	92.5	2.6	4.9
Castilla y León	2,485	4.6	100.0	92.7	5.3	2.0
Castilla - La Mancha	1,100	2.0	100.0	92.9	4.9	2.1
Cataluña	10,915	20.3	100.0	94.5	2.6	2.9
Comunitat Valenciana	2,624	4.9	100.0	95.2	3.0	1.8
Extremadura	695	1.3	100.0	91.8	5.5	2.8
Galicia	2,975	5.5	100.0	93.4	4.6	2.1
Madrid, Comunidad de	12,767	23.7	100.0	94.8	4.0	1.2
Murcia, Región de	1,081	2.0	100.0	95.5	2.9	1.5
Navarra, Comunidad Foral de	482	0.9	100.0	94.6	4.1	1.4
País Vasco	1,779	3.3	100.0	94.5	1.6	4.0
Rioja, La	194	0.4	100.0	91.6	2.5	5.8