

16 March 2018

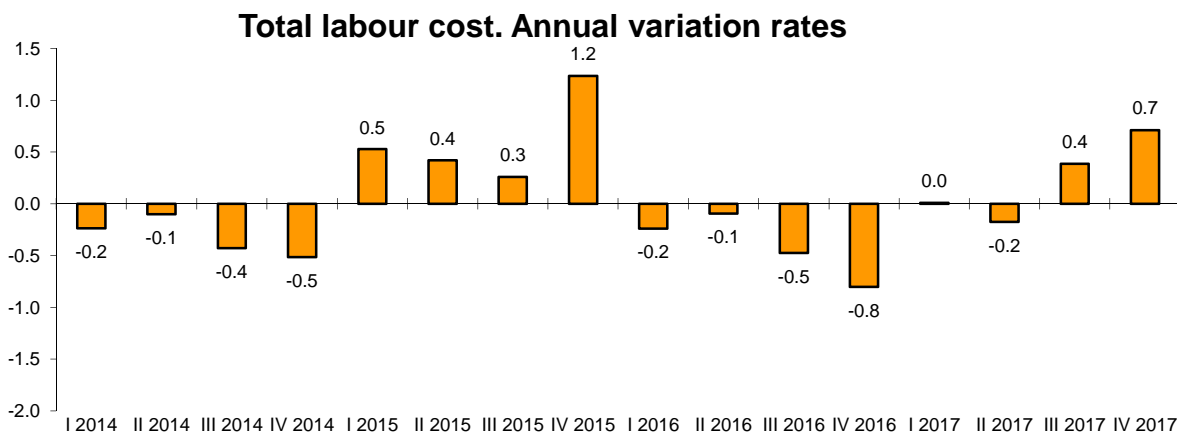
## Quarterly Labour Cost Survey (QLCS) Fourth quarter of 2017

### Main results

- The labour cost of companies stands at 2,668.84 euros per worker and month in the fourth quarter of 2017, with a variation rate of 0.7% as compared with the same period of 2016.
- The wage cost per worker per month increases by 0.5%, standing at an average of 2,020.14 euros. On the other hand, other costs increase by 1.5%, standing at 648.70 euros per worker per month.
- During the fourth quarter of 2017, the average agreed working week, considering full-time and part-time together, was 34.3 hours. Of these, 5.3 hours per week are lost, of which 3.7 are due to vacations and holidays.
- The annual rate of the labour cost per effective hour increased 1.2%, as a result of a 0.5% decrease in the number of hours worked.
- On a quarterly rate base and with data adjusted for seasonal and calendar effects, the labour cost per worker increases by 0.2%, while the cost per effective hour worked did so by 0.5%.
- According to seasonal and calendar effects adjusted results, the labour cost per worker increases by 0.7% in the fourth quarter of 2017 as compared with the same period of 2016. The labour cost per effective hour increased by 0.6%.
- In the fourth quarter of 2017, the number of vacancies is 74,737. 90.3% were in the *Services* sector.

## Labour cost by components

The labour cost per worker per month reached 2,668.84 euros in the fourth quarter of 2017, indicating an increase of 0.7% as compared with the same period of the previous year.



Of the total cost per worker per month incurred by an employer for the use of the labour factor, 2,020.14 euros corresponded to wages and 596.04 euros to compulsory Social Security contributions. The rest corresponded to compensations, social benefits, etc.

The wage cost, which includes base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, grew by 0.5% in the annual rate, going from 2,010.73 to 2,020.14 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which increased by 0.3%.

Other costs (non-wage costs) increased by 1.5%. Their main component, compulsory Social Security contributions, increased by 1.2%. Within the variation in non-wage payments, worth noting was the increase in direct social benefits and the decrease in other non-wage payments (end of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.).

The labour cost per hour increased by 1.2%. This increase, which is higher than the increase in the cost per worker, was due to a 0.5% decrease in the number of hours actually worked. After removing this and the calendar effect, growth of the hourly cost was estimated at 0.6%.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,668.84	0.7
Wage cost	2,020.14	0.5
Other costs	648.70	1.5

### Other costs (non-labour costs)

	Euros	Rate <sup>1</sup>
Total (other costs)	648.70	1.5
Compulsory contributions	596.04	1.2
Non-wage payments	70.08	1.2
Subsidies and allowances <sup>2</sup>	17.42	-6.9

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	2,020.14	0.5
Ordinary wage cost	1,641.91	0.3

### Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	21.04	1.2
Cost per paid hour	17.86	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 by economic sector

*Industry* registered the greatest increase in total labour cost and in wage cost (total and ordinary).

*Services* registered increases in the total labour cost and its main components. Noteworthy in this sector was the growth in other costs due to the rise in direct social benefits.

*Construction* recorded decreases in the total labour cost and its components, except for the ordinary salary. The fall in the total wage cost was due to the decrease in extraordinary 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	2,668.84	0.7	2,020.14	0.5	1,641.91	0.3	648.70	1.5
Industry	3,243.97	1.1	2,453.26	1.0	1,919.86	1.1	790.71	1.1
Construction	2,745.66	-0.2	1,982.08	-0.3	1,607.01	0.5	763.58	-0.1
Services	2,557.89	0.7	1,943.34	0.4	1,593.36	0.2	614.55	1.7

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

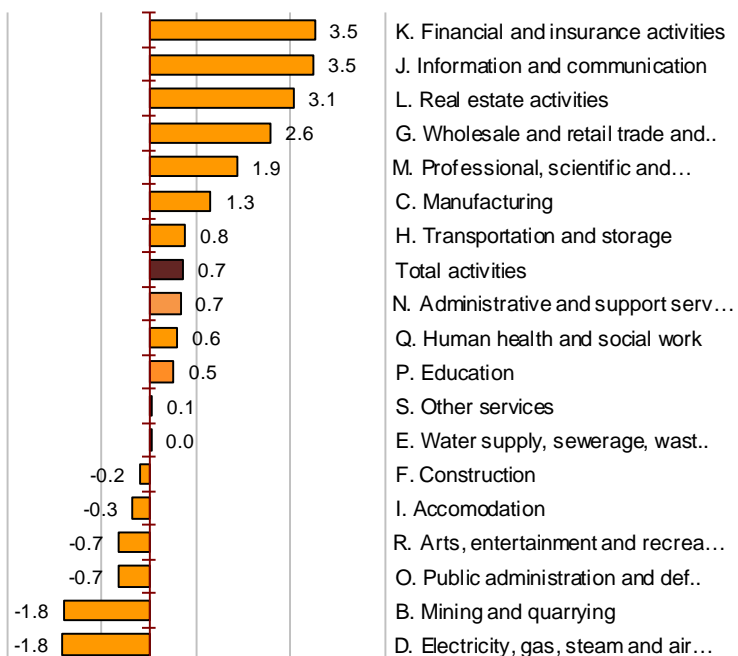
By activity sections, the growth in labour costs was greater in *Financial and insurance activities, Information and communications and Real estate activities*.

In turn, *Electricity, gas, steam and air conditioning supply, Extractive industries and Public Administration and Defence, Compulsory Social Security* registered the highest decreases.

## Labour cost per worker and month

	Euros
D. Electricity, gas, steam and air...	5,759.40
K. Financial and insurance activiti	4,989.98
B. Mining and quarrying	4,022.31
J. Information and communication	3,779.06
O. Public administration and def..	3,283.41
M. Professional, scientific and...	3,206.78
C. Manufacturing	3,203.24
E. Water supply, sewerage, was	2,925.96
H. Transportation and storage	2,883.75
Q. Human health and social work	2,857.49
F. Construction	2,745.66
Total activities	2,668.84
P. Education	2,489.60
L. Real estate activities	2,452.49
G. Wholesale and retail trade and	2,318.64
R. Arts, entertainment and recrea	1,850.70
N. Administrative and support ser	1,809.33
S. Other services	1,764.02
I. Accommodation	1,609.74

## Annual changes



## Labour cost by Autonomous Community

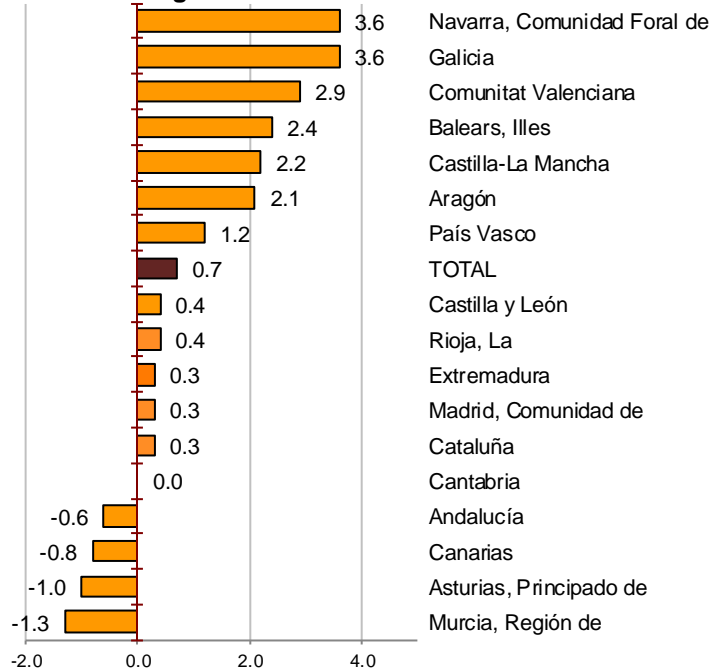
The labour cost in País Vasco and Comunidad de Madrid surpassed the national average by more than 400 euros. In Extremadura and Canarias this cost was lower than the average in the same amount.

Looking at the annual cost growth, Comunidad Foral de Navarra, Galicia and Comunitat Valenciana presented the highest rates. In turn, Región de Murcia, Principado de Asturias and Canarias recorded the largest decreases.

### Labour cost per worker and month

	Euros
País Vasco	3,114.59
Madrid, Comunidad de	3,105.86
Navarra, Comunidad Foral de	2,937.12
Cataluña	2,828.38
Asturias, Principado de	2,744.71
<b>TOTAL</b>	<b>2,668.84</b>
Balears, Illes	2,656.64
Aragón	2,574.57
Cantabria	2,559.71
Rioja, La	2,507.27
Galicia	2,427.60
Castilla y León	2,420.14
Castilla-La Mancha	2,419.13
Comunitat Valenciana	2,409.23
Murcia, Región de	2,408.71
Andalucía	2,362.04
Canarias	2,250.79
Extremadura	2,192.71

### Annual changes

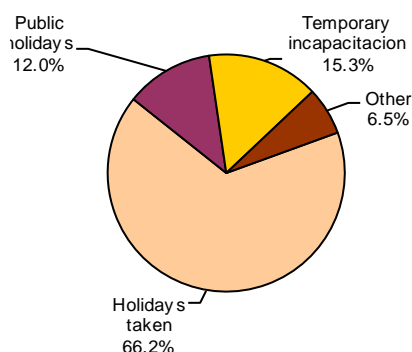


## Working time

During the fourth quarter of 2017, the average agreed working week, considering full-time and part-time together, was 34.3 hours. Of these, an average of 5.3 hours are lost per week, most of which were due to vacations and public holidays (3.7).

After adding overtime and subtracting lost hours, the working week is reduced to 29.2 effective working hours.

### Non-worked hours



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

	Porcentaje
Maternity	3.2%
Compensated absences	1.3%
Overtime compensation	0.9%
Labour conflicts	0.6%
Hours lost at work	0.3%
Other hours not worked and not paid	0.2%
Hours lost at work due economical or technical rea	0.0%
Other hours not worked but paid	0.0%

By type of working day, the wage difference between full-time and part-time workers was 5.46 euros per hour (16.71 euros/hour for full-time versus 11.25 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the effective working hours performed by part-time workers (32.9 weekly hours as compared with 17.3).

<b>Weekly hours<sup>1</sup></b>			<b>Labour cost per hour</b>		
	Effective hours	Hours lost	Euros	Rate <sup>2</sup>	
Total workers	29.2	5.3	Total workers	15.93	1.0
Full time	32.9	6.1	Full time	16.71	0.9
Part time	17.3	2.8	Part time	11.25	1.4

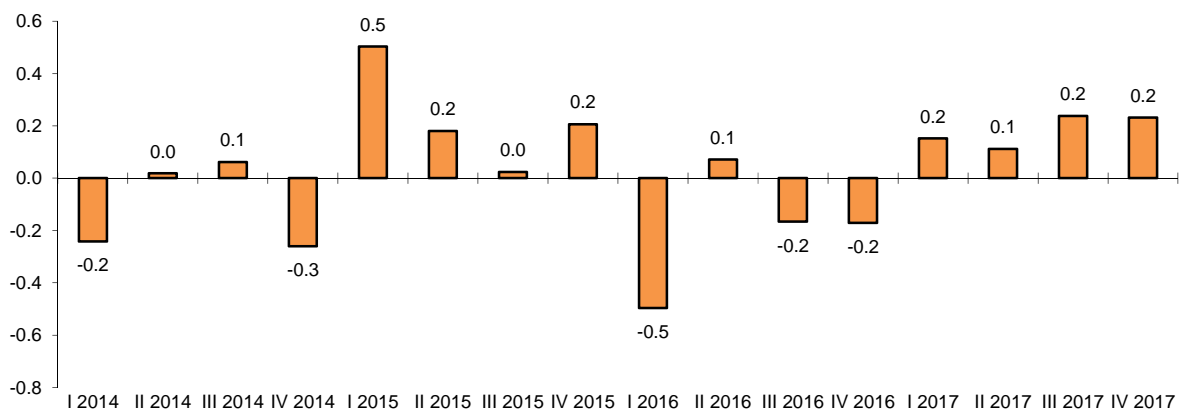
<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks <sup>2</sup> Same quarter than last year

### Series adjusted for seasonal and calendar effects

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 fourth and the third quarter of 2017, the variation of the total labour cost per worker was 0.2%, after adjusting for seasonal and calendar effects.

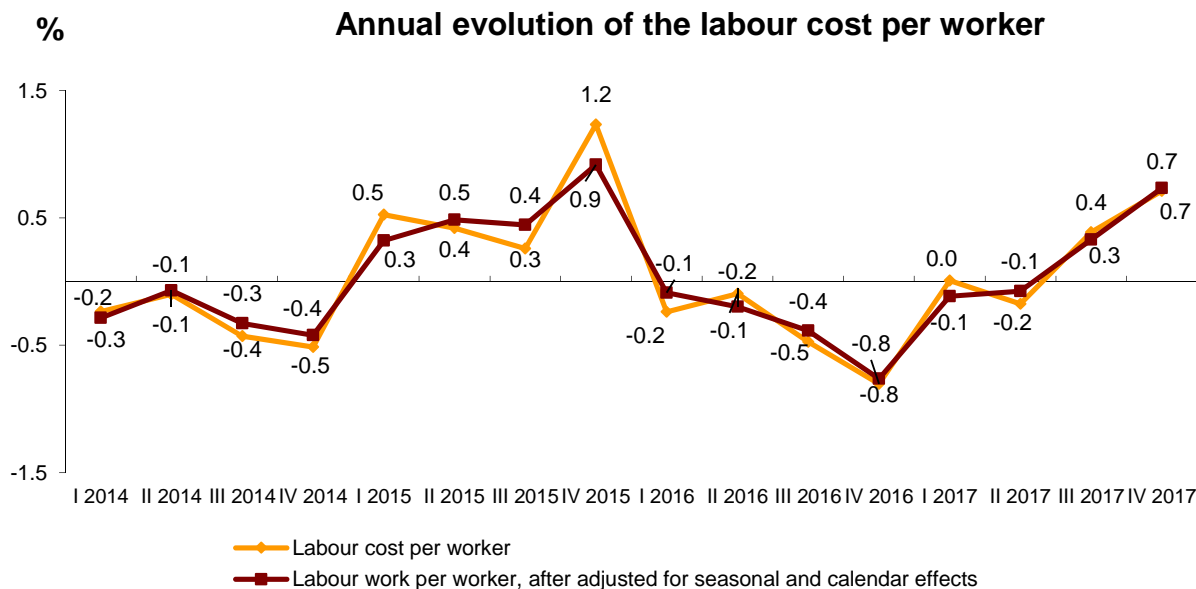
**Total labour cost per worker. Quarterly variation rates after adjusting for seasonal and calendar effects**



<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 Labour Cost Evolution

The labour cost per worker adjusted for seasonal and calendar effects had an annual variation rate of 0.7% in the fourth quarter of 2017.



## Job vacancies

In the fourth quarter of 2017, the number of vacancies stood at 74,737. Of those, 90.3% were in the *Services* sector.

The majority of questioned units responded that they don't have vacancies to be filled this quarter because they don't 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
TOTAL	74,737	100.0	100.0	93.3	4.4	2.3
Industry	5,306	7.1	100.0	93.0	4.8	2.2
Construction	1,940	2.6	100.0	93.2	4.9	1.8
Services	67,491	90.3	100.0	93.3	4.3	2.4

## Vacancies by Autonomous Community

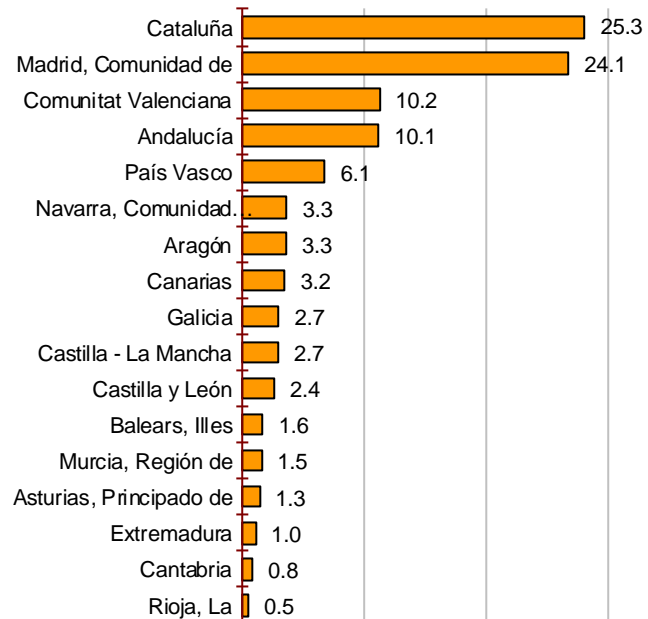
The Autonomous Communities with the largest number of vacancies in the fourth quarter of 2017 were Cataluña, Comunidad de Madrid and Comunitat Valenciana. In turn, those with the least vacancies were La Rioja, Cantabria and Extremadura.

Looking at the percentage distribution, Cataluña, Comunidad de Madrid and Comunitat Valenciana concentrated over half of total vacancies this quarter.

### Vacancies by Autonomous Community

	Vacantes
TOTAL	74,737
Cataluña	18,892
Madrid, Comunidad de	18,000
Comunitat Valenciana	7,586
Andalucía	7,547
País Vasco	4,578
Navarra, Comunidad Foral de	2,489
Aragón	2,462
Canarias	2,377
Galicia	2,045
Castilla - La Mancha	2,016
Castilla y León	1,792
Balears, Illes	1,163
Murcia, Región de	1,095
Asturias, Principado de	990
Extremadura	752
Cantabria	587
Rioja, La	365

### Percent distribution



# Quarterly Labour Cost Survey (QLCS)

## Fourth Quarter 2017

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	2,668.84	105.1	0.7	21.04	107.6	1.2
Industry	3,243.97	109.8	1.1	23.58	109.5	1.5
Construction	2,745.66	102.1	-0.2	19.34	102.3	-0.7
Services	2,557.89	104.6	0.7	20.66	107.7	1.3

<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	2,668.84	105.1	0.7	21.04	107.6	1.2
Andalucía	2,362.04	102.3	-0.6	18.75	104.0	-1.3
Aragón	2,574.57	106.3	2.1	21.00	110.7	2.9
Asturias, Principado de	2,744.71	110.3	-1.0	22.15	114.6	-1.5
Balears, Illes	2,656.64	112.3	2.4	20.54	117.2	1.7
Canarias	2,250.79	106.8	-0.8	17.13	108.0	-1.7
Cantabria	2,559.71	111.4	0.0	20.05	112.4	0.9
Castilla y León	2,420.14	103.2	0.4	19.41	105.2	-0.1
Castilla - La Mancha	2,419.13	103.8	2.2	19.28	109.0	2.6
Cataluña	2,828.38	103.8	0.3	22.36	106.2	1.8
Comunitat Valenciana	2,409.23	104.6	2.9	19.39	108.8	4.7
Extremadura	2,192.71	102.2	0.3	17.67	106.8	-0.3
Galicia	2,427.60	110.0	3.6	19.02	113.6	3.8
Madrid, Comunidad de	3,105.86	105.2	0.3	23.79	108.4	1.4
Murcia, Región de	2,408.71	104.6	-1.3	18.81	104.1	-0.8
Navarra, Comunidad Foral de	2,937.12	111.0	3.6	23.68	111.6	2.9
País Vasco	3,114.59	104.8	1.2	25.24	104.5	0.7
Rioja, La	2,507.27	106.5	0.4	19.94	106.1	0.4

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



## Quarterly Labour Cost Survey (QLCS)

### Fourth Quarter 2017

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	2,020.14	107.3	0.5	15.93	109.9	1.0
Industry	2,453.26	112.9	1.0	17.83	112.5	1.4
Construction	1,982.08	105.8	-0.3	13.96	105.9	-0.7
Services	1,943.34	106.3	0.4	15.70	109.6	1.0

<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	2,020.14	107.3	0.5	15.93	109.9	1.0
Andalucía	1,768.78	104.1	-0.9	14.04	105.8	-1.6
Aragón	1,939.67	108.6	1.5	15.82	113.2	2.3
Asturias, Principado de	2,098.23	114.4	-1.2	16.93	118.9	-1.6
Balears, Illes	2,002.09	114.8	2.5	15.48	119.8	1.8
Canarias	1,674.69	107.8	-1.0	12.75	109.1	-1.9
Cantabria	1,931.94	114.4	0.0	15.13	115.3	0.9
Castilla y León	1,817.24	106.4	-0.3	14.57	108.5	-0.8
Castilla - La Mancha	1,820.20	106.8	2.4	14.51	112.1	2.8
Cataluña	2,146.46	105.5	0.1	16.97	108.0	1.6
Comunitat Valenciana	1,811.33	106.8	2.8	14.58	111.1	4.6
Extremadura	1,637.43	103.0	-0.6	13.20	107.8	-1.2
Galicia	1,825.46	112.8	3.8	14.30	116.4	4.0
Madrid, Comunidad de	2,384.62	107.7	0.0	18.26	111.0	1.0
Murcia, Región de	1,814.06	107.2	-1.5	14.17	106.7	-1.0
Navarra, Comunidad Foral de	2,225.38	114.3	4.0	17.94	115.0	3.2
País Vasco	2,363.24	106.3	0.8	19.15	105.9	0.3
Rioja, La	1,899.07	109.3	-0.2	15.10	108.7	-0.3

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

## Quarterly Labour Cost Survey (QLCS)

### Fourth Quarter 2017

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	648.70	98.8	1.5	5.11	101.0	2.0
Industry	790.71	101.2	1.1	5.75	101.1	1.6
Construction	763.58	93.6	-0.1	5.38	93.9	-0.6
Services	614.55	99.3	1.7	4.96	102.3	2.3

<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	648.70	98.8	1.5	5.11	101.0	2.0
Andalucía	593.26	97.3	0.3	4.71	98.9	-0.2
Aragón	634.90	99.8	3.9	5.18	103.8	4.6
Asturias, Principado de	646.48	98.8	-0.4	5.22	102.8	-0.9
Balears, Illes	654.55	105.2	2.2	5.06	110.0	1.4
Canarias	576.10	104.0	0.1	4.38	105.0	-0.9
Cantabria	627.77	103.1	-0.1	4.92	104.2	0.8
Castilla y León	602.90	94.5	2.4	4.84	96.4	2.1
Castilla - La Mancha	598.93	95.7	1.6	4.77	100.6	1.9
Cataluña	681.92	98.8	0.8	5.39	101.1	2.3
Comunitat Valenciana	597.90	98.5	3.1	4.81	102.3	5.0
Extremadura	555.28	100.0	3.4	4.47	104.2	2.5
Galicia	602.14	102.4	3.0	4.72	105.8	3.3
Madrid, Comunidad de	721.24	97.7	1.5	5.53	100.7	2.8
Murcia, Región de	594.65	97.3	-0.7	4.64	96.9	-0.2
Navarra, Comunidad Foral de	711.74	101.7	2.6	5.74	102.3	2.0
País Vasco	751.35	100.6	2.4	6.09	100.3	2.0
Rioja, La	608.20	98.7	2.3	4.84	98.6	2.5

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

## Quarterly Labour Cost Survey (QLCS)

### Fourth Quarter 2017

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	126.8	23.0	168.7	143.1	26.4	86.8	75.3	12.1
Industry	163.3	137.6	27.1	170.4	143.3	28.5	91.6	79.7	12.3
Construction	163.9	142.0	22.6	170.6	147.6	23.8	86.0	77.2	8.9
Services	145.4	123.8	22.2	168.1	142.6	26.1	86.5	75.0	12.2

#### 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	126.8	23.0	168.7	143.1	26.4	86.8	75.3	12.1
Andalucía	146.2	126.0	20.9	168.1	144.4	24.4	88.9	77.6	11.7
Aragón	146.5	122.6	24.8	168.5	140.3	29.1	80.4	69.3	12.0
Asturias, Principado de	148.7	123.9	25.3	167.4	139.1	29.0	84.6	72.3	12.8
Balears, Illes	151.4	129.3	22.8	168.9	142.9	26.9	106.2	94.3	12.2
Canarias	154.1	131.4	23.1	171.4	146.0	25.9	87.5	75.3	12.6
Cantabria	151.1	127.7	24.0	168.4	142.0	27.0	86.5	74.2	12.6
Castilla y León	147.2	124.7	23.2	168.1	142.1	26.7	82.6	70.9	12.2
Castilla - La Mancha	146.5	125.5	21.8	168.4	143.9	25.4	79.5	69.2	10.8
Cataluña	149.3	126.5	23.9	169.0	142.8	27.3	86.8	74.5	13.1
Comunitat Valenciana	147.4	124.2	23.9	169.6	142.3	28.1	85.9	74.3	12.3
Extremadura	144.5	124.1	20.7	167.5	143.8	24.1	84.2	72.7	11.8
Galicia	150.9	127.6	24.0	169.2	142.5	27.5	83.8	73.2	11.1
Madrid, Comunidad de	152.2	130.6	22.4	169.1	144.7	25.1	90.1	78.7	12.3
Murcia, Región de	149.4	128.0	22.0	169.0	144.1	25.6	89.9	79.5	11.1
Navarra, Comunidad Foral de	147.1	124.0	24.3	166.9	139.9	28.3	80.4	70.9	11.1
País Vasco	146.5	123.4	23.7	164.9	138.4	27.2	77.6	67.0	10.9
Rioja, La	148.0	125.8	22.9	168.8	142.8	26.7	78.3	68.9	10.1

## Quarterly Labour Cost Survey (QLCS)

### Fourth Quarter 2017

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	2,668.84	0.7	2,669.65	0.7	2,555.00	0.7
Wages costs	2,020.14	0.5	2,020.36	0.5	1,902.98	0.5
Other costs	648.70	1.5	649.29	1.5	652.02	1.5

<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	21.04	1.2	20.86	0.7	19.84	0.6
Wages costs	15.93	1.0	15.79	0.4	14.78	0.3
Other costs	5.11	2.0	5.07	1.6	5.06	1.4

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

## Quarterly Labour Cost Survey (QLCS)

### Fourth Quarter 2017

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	74,737	100.0	100.0	93.3	4.4	2.3
Industry	5,306	7.1	100.0	93.0	4.8	2.2
Construction	1,940	2.6	100.0	93.2	4.9	1.8
Services	67,491	90.3	100.0	93.3	4.3	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	74,737	100.0	100	93.3	4.4	2.3
Andalucía	7,547	10.1	100	90.7	6.1	3.2
Aragón	2,462	3.3	100	97.0	2.0	0.9
Asturias, Principado de	990	1.3	100	95.3	3.8	0.9
Balears, Illes	1,163	1.6	100	95.1	3.3	1.6
Canarias	2,377	3.2	100	91.1	6.1	2.8
Cantabria	587	0.8	100	94.8	3.8	1.4
Castilla y León	1,792	2.4	100	92.7	4.1	3.1
Castilla - La Mancha	2,016	2.7	100	93.5	4.5	1.9
Cataluña	18,892	25.3	100	93.4	5.2	1.5
Comunitat Valenciana	7,586	10.2	100	95.2	2.8	2.0
Extremadura	752	1.0	100	90.8	5.4	3.8
Galicia	2,045	2.7	100	90.0	5.8	4.2
Madrid, Comunidad de	18,000	24.1	100	93.7	3.7	2.6
Murcia, Región de	1,095	1.5	100	94.1	3.8	2.2
Navarra, Comunidad Foral de	2,489	3.3	100	96.0	3.0	1.0
País Vasco	4,578	6.1	100	96.6	1.8	1.6
Rioja, La	365	0.5	100	97.5	1.7	0.8