

18 June 2008

**Quarterly Labour Cost Survey (QLCS)
First quarter 2009**

Main results

–**The labour cost for companies increases 3.9% during the first quarter**, as compared with the same period in 2008, standing at **2,434.32** euros.

–**The wage cost increases 2.8%**, reaching 1,767.34 euros per worker per month.

–**Non-wage costs increase 6.8%**, as a result of the increase in compensation for dismissal.

–The working day increases 0.4%. This quarter **an average of 3.9 working hours per week are lost**, mainly due to public holidays and temporary incapacity.

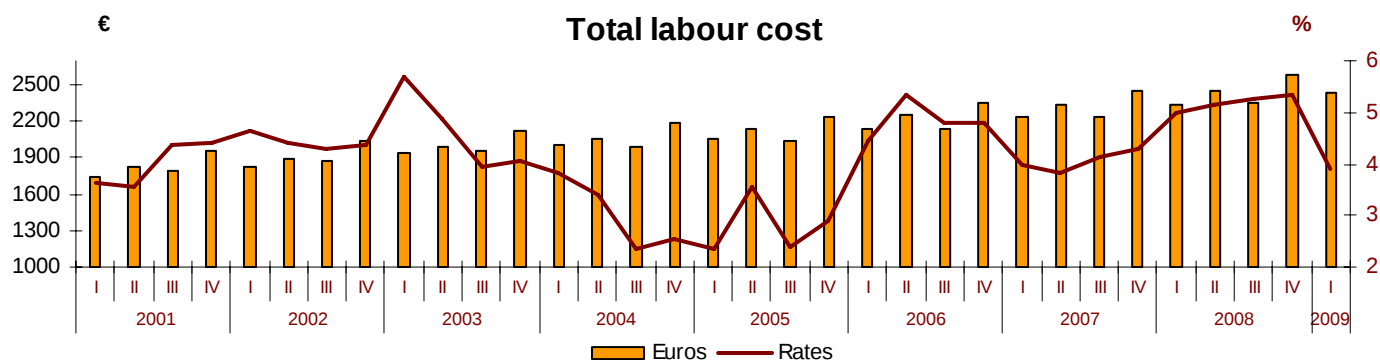
–The **labour cost per effective hour** increases 3.5%. After adjusting for seasonal and calendar effects, growth is estimated at 4.9%.

–**Change in base year and adaptation to NACE-2009.** The INE is publishing today, for the first time, data from the Quarterly Labour Cost Survey under the new National Classification of Economic Activities (NACE-2009). This quarter, other important new features and methodological improvements are also incorporate. Thus, the year 2008 is defined as the new base year, data is supplied for the first time on Public Administration, and the population framework is extended to include companies Special Scheme for Seafarers, whose economic activity is sea and coastal water transport (subdivision 50 of NACE-09).

In view of the fact that these changes entail a break with the previously published QLCS series, the INE has compiled and published on its website a new series since the year 2000 with retrospective estimates. The NACE-2009 implementation process will not be completed until the end of this year, and therefore **during the first four quarters of the current year, the data provided by the survey will be of a provisional nature.**

Labour cost by component

The labour cost per worker per month reached 2,434.32 euros in the fourth quarter of 2009, indicating an increase of 3.9% as compared with the same period in 2008¹. In the fourth quarter of 2008, the labour cost grew at a rate of 5.3%.



Of the total cost per worker per month to be paid by an employer, by using the work factor, 1,767.34 euros corresponded to wages and 560.44 euros to compulsory Social Security contributions. The remainder corresponded to compensation, social benefits, ...

The wage cost, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 2.8% in the interannual rate, rising from 1,718.55 euros to 1,767.34 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 4.2%. The smallest increase in total wage compared to ordinary wages was due mainly to a drop in delayed payments due to the lack of wage reviews this year.

Other costs (non-wage costs) increased 6.8%. The main component of other costs, obligatory Social Security contributions, increased 2.0%. Of note within the increase in non-wage payments was the increase in compensation for dismissal.

The labour cost per hour increased 3.5%. This increase, which was less than that of the cost per worker, was due to the increase in the number of effective hours worked, resulting from the Easter effect. After correcting for seasonal and calendar effects, growth of the hourly cost was estimated at 4.9%.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,434.32	3.9
Wage cost	1,767.34	2.8
Other costs	666.98	6.8

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	666.98	6.8
Obligatory contributions	560.44	2.0
Non-wage payments	124.44	32.9
Subsidies and bonuses ²	17.89	-2.5

Wage cost

	Euros	Rate ¹
Total wage cost	1,767.34	2.8
Ordinary wage cost	1,602.49	4.2

Hourly cost

	Euros	Rate ¹
Effective hourly cost	17.62	3.5

¹ Same quarter last year

² Subsidies are subtracted from other costs

¹All data from the first quarter of 2008 is homogeneous to that of the current quarter, both in terms of the classification of economic activities, and the inclusion of new branches of activity.

Labour cost by economic sector

Construction was the sector presenting the greatest increase in total labour cost. Of note in this sector was the increase in wages and other costs, particularly dismissals and end of contract payouts.

Industry presented the smallest increase in total wage cost, as a result of the decrease in overtime and delayed payments and the increase in cases of employment regulation. This sector presented the largest increases in other costs, due to compensation for dismissal.

In the services sector, wage costs and non-wage costs increased more homogeneously.

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	2,434.32	3.9	1,767.34	2.8	1,602.49	4.2	666.98	6.8
Industry	2,698.94	3.8	1,917.58	1.1	1,724.63	3.0	781.36	10.9
Construction	2,429.31	6.2	1,638.02	4.3	1,567.55	6.3	791.29	10.4
Services	2,375.01	3.7	1,753.04	2.9	1,580.11	4.2	621.97	5.9

¹ Same quarter last cost

Labour cost by Autonomous Community

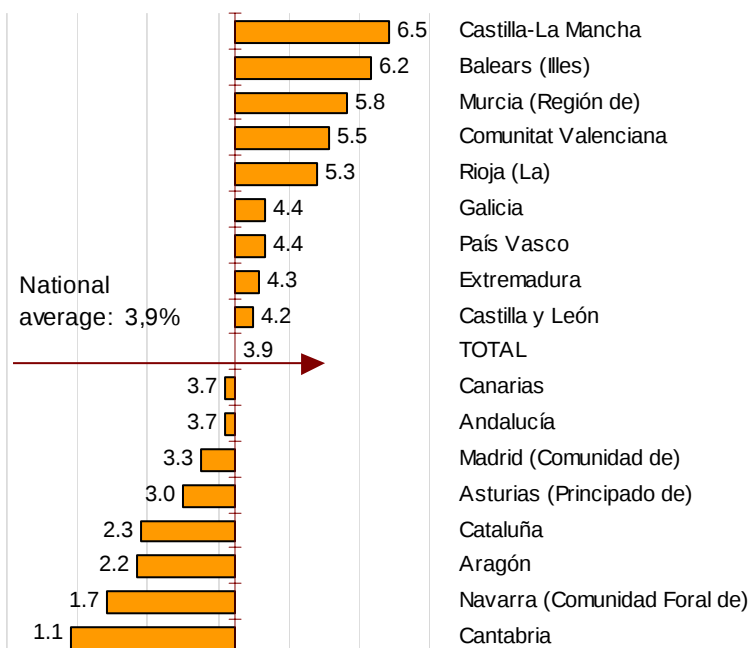
Comunidad de Madrid and País Vasco surpassed the national average labour cost by 300 euros. In Extremadura, Galicia and Canarias, the labour cost was the same amount less than the national average.

Considering interannual growth, Castilla-La Mancha and Illes Balears registered the highest rates, while Cantabria and Comunidad Foral de Navarra presented the smallest increases.

Labour cost per worker per month

	Euros
Madrid (Comunidad de)	2,860.86
País Vasco	2,795.43
Cataluña	2,578.18
Navarra (Comunidad Foral de)	2,475.38
TOTAL	2,434.32
Asturias (Principado de)	2,387.04
Balears (Illes)	2,336.17
Aragón	2,307.67
Andalucía	2,268.80
Cantabria	2,224.93
Comunitat Valenciana	2,224.16
Rioja (La)	2,210.88
Castilla y León	2,204.81
Castilla-La Mancha	2,183.96
Murcia (Región de)	2,148.29
Canarias	2,099.63
Galicia	2,089.90
Extremadura	2,009.97

Interannual variation

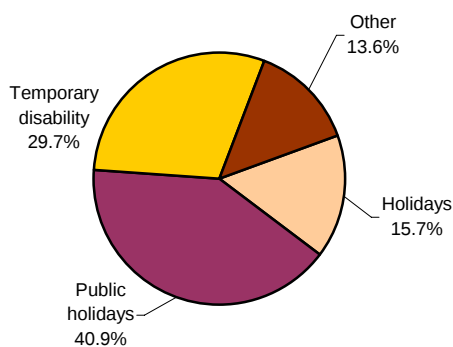


Work time

During the first quarter of 2009, the average working week, considering full-time and part-time together stood at 35.5 agreed hours per week. An average of 3.9 hours were lost per week, most of which were due to public holidays and temporary incapacity. The number of hours lost due to public holidays was lower than for the same period last year, given that Easter week took place in the month of April this year.

After adding overtime and subtracting hours lost, the working week was reduced to 31.8 effective working hours.

Hours not worked



Other hours not worked (different reasons)

	Porcentaje
Maternity	49.2%
Paid leave	18.0%
Overtime compensation	15.3%
Labour disputes	7.9%
Lost hours at the workplace	3.2%
Other hours not worked and not paid	2.6%
Hours lost for technical or economic reasons	2.1%
Other hours paid but not worked	1.6%

By type of **working day**, the wage difference between full-time and part-time workers was 3.66 euros per hour (13.11 euros/hour for full-time and 9.45 for part-time). In terms of working time, full-time workers practically doubled the effective working hours performed by part-time workers (34.6 weekly hours for full-time and 17.1 weekly hours for part-time workers).

Hours per week¹

	Effective hours	Lost hours
Total workers	31.8	3.9
Full-time	34.6	4.3
Part-time	17.1	1.9

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

Hourly wage cost

	Euros	Rate ²
Total workers	12.80	2.5
Full-time	13.11	2.6
Part-time	9.45	2.6

² Same quarter last year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2009

Base año 2008

Total Labour Cost

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2.434,32	100,1	3,9	17,62	97,8	3,5
Industry	2.698,94	99,9	3,8	18,79	97,1	4,3
Construction	2.429,31	99,6	6,2	16,23	97,1	4,8
Services	2.375,01	100,3	3,7	17,58	98,0	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	2.434,32	100,1	3,9	17,62	97,8	3,5
Andalucía	2.268,80	99,5	3,7	16,49	98,2	2,0
Aragón	2.307,67	96,7	2,2	16,85	94,8	2,4
Asturias (Principado de)	2.387,04	99,6	3,0	17,59	97,0	2,0
Balears (Illes)	2.336,17	101,2	6,2	16,71	98,4	2,3
Canarias	2.099,63	100,7	3,7	14,97	99,5	3,3
Cantabria	2.224,93	96,7	1,1	16,10	93,8	0,9
Castilla y León	2.204,81	99,1	4,2	16,28	96,6	4,6
Castilla-La Mancha	2.183,96	100,2	6,5	15,89	100,5	6,7
Cataluña	2.578,18	98,4	2,3	18,58	95,1	3,1
Comunitat Valenciana	2.224,16	101,2	5,5	16,09	99,3	4,1
Extremadura	2.009,97	99,0	4,3	14,26	96,5	2,7
Galicia	2.089,90	98,7	4,4	15,19	97,3	4,1
Madrid (Comunidad de)	2.860,86	102,6	3,3	20,28	99,8	3,4
Murcia (Región de)	2.148,29	100,0	5,8	15,70	96,9	5,4
Navarra (Comunidad Foral de)	2.475,38	96,6	1,7	18,89	95,8	2,8
País Vasco	2.795,43	98,8	4,4	21,23	95,8	3,4
Rioja (La)	2.210,88	98,0	5,3	16,06	94,4	4,8

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2009

Base año 2008

Wages and Salaries

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1.767,34	98,2	2,8	12,80	96,0	2,5
Industry	1.917,58	96,4	1,1	13,35	93,7	1,6
Construction	1.638,02	96,4	4,3	10,94	93,9	2,9
Services	1.753,04	98,9	2,9	12,98	96,6	2,1

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	1.767,34	98,2	2,8	12,80	96,0	2,5
Andalucía	1.627,31	97,4	2,0	11,83	96,1	0,3
Aragón	1.668,49	94,2	1,4	12,19	92,3	1,6
Asturias (Principado de)	1.753,62	98,9	3,4	12,92	96,3	2,4
Balears (Illes)	1.670,61	98,4	3,9	11,95	95,6	0,0
Canarias	1.510,26	99,1	3,2	10,77	98,1	2,9
Cantabria	1.600,11	95,5	1,1	11,58	92,6	1,0
Castilla y León	1.598,85	97,0	3,4	11,81	94,6	3,9
Castilla-La Mancha	1.562,61	98,3	5,2	11,37	98,7	5,5
Cataluña	1.871,85	96,3	1,3	13,49	93,2	2,1
Comunitat Valenciana	1.586,49	98,8	3,8	11,47	96,8	2,3
Extremadura	1.453,22	97,3	3,9	10,31	94,8	2,4
Galicia	1.496,21	96,2	3,4	10,87	94,9	3,0
Madrid (Comunidad de)	2.120,14	101,2	2,0	15,03	98,4	2,2
Murcia (Región de)	1.554,35	98,9	6,0	11,36	95,9	5,7
Navarra (Comunidad Foral de)	1.796,92	93,9	0,6	13,71	93,2	1,7
País Vasco	2.052,00	97,1	4,5	15,59	94,0	3,5
Rioja (La)	1.602,78	96,1	4,8	11,65	92,6	4,3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2009

Base año 2008

Other Costs

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	666,98	105,5	6,8	4,82	103,0	6,2
Industry	781,36	109,6	10,9	5,44	106,7	11,5
Construction	791,29	107,1	10,4	5,29	104,3	8,8
Services	621,97	104,7	5,9	4,60	102,2	4,8

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	666,98	105,5	6,8	4,82	103,0	6,2
Andalucía	641,49	105,4	8,2	4,66	104,0	6,4
Aragón	639,18	103,9	4,6	4,66	101,7	4,5
Asturias (Principado de)	633,42	101,9	2,1	4,67	99,2	1,1
Balears (Illes)	665,56	109,1	12,6	4,76	106,0	8,4
Canarias	589,37	104,8	4,8	4,20	103,4	4,5
Cantabria	624,82	100,1	1,0	4,52	97,2	0,9
Castilla y León	605,96	105,1	6,5	4,47	102,3	6,7
Castilla-La Mancha	621,35	105,2	9,9	4,52	105,4	10,0
Cataluña	706,33	104,4	5,0	5,09	100,8	5,8
Comunitat Valenciana	637,67	107,9	9,9	4,62	106,0	8,7
Extremadura	556,75	103,7	5,3	3,95	101,3	3,7
Galicia	593,69	105,4	7,0	4,32	104,1	6,9
Madrid (Comunidad de)	740,72	106,8	7,2	5,25	103,8	7,1
Murcia (Región de)	593,94	103,0	5,2	4,34	99,8	4,8
Navarra (Comunidad Foral de)	678,46	104,3	4,8	5,18	103,6	5,9
País Vasco	743,43	104,2	4,1	5,64	100,9	3,1
Rioja (La)	608,10	103,5	6,8	4,41	99,5	6,3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2009

Base año 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	154,3	138,1	16,9	168,2	150,4	18,6	82,5	74,5	8,2
Industry	163,8	143,6	21,2	170,2	149,1	22,2	77,9	70,9	7,4
Construction	166,4	149,7	17,4	171	153,8	17,9	84,5	76,1	8,4
Services	150,4	135,1	15,9	167,1	150,1	17,8	82,8	74,7	8,2

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	154,3	138,1	16,9	168,2	150,4	18,6	82,5	74,5	8,2
Andalucía	153	137,6	15,9	167,3	150,4	17,5	83,5	75,5	8,1
Aragón	155,3	136,9	18,9	168,9	148,7	20,9	79,3	71,3	8,1
Asturias (Principado de)	152,9	135,7	17,9	166,2	147	20	75,8	70,4	5,8
Balears (Illes)	155,1	139,8	15,8	168,4	151,5	17,5	84,6	77,7	7
Canarias	157,6	140,3	17,9	170,3	151,5	19,5	85,4	77,1	8,5
Cantabria	155,2	138,2	17,6	168,6	150,1	19,1	78,1	69,6	8,6
Castilla y León	152,7	135,4	17,8	167,1	147,8	19,9	81,5	74,1	7,5
Castilla-La Mancha	154,2	137,5	17,3	167,5	149,1	19	78,5	71,2	7,9
Cataluña	153,3	138,8	15,4	169,3	153,2	17,2	80,4	73,2	7,4
Comunitat Valenciana	155,3	138,3	17,6	169	150,3	19,3	84,1	75,7	8,6
Extremadura	154,7	141	14	167,1	152,4	15,1	83,2	75,4	7,8
Galicia	155,8	137,6	18,8	169,3	149,3	20,7	81,6	73,5	8,4
Madrid (Comunidad de)	156,7	141,1	16,5	168,3	151,6	17,7	87,8	78,5	9,6
Murcia (Región de)	154,2	136,8	17,9	168,6	149,5	19,7	88,7	79,1	9,9
Navarra (Comunidad Foral de)	149,7	131	19,3	166,7	145,6	21,9	74,2	66,4	8
País Vasco	150,5	131,7	19,5	164,4	143,4	21,7	75,1	67,8	7,5
Rioja (La)	153,5	137,6	16,6	168,3	150,9	18,3	79,8	71,8	8,3