

16 June 2020

Quarterly Labour Cost Survey (QLCS) First quarter 2020

Main results

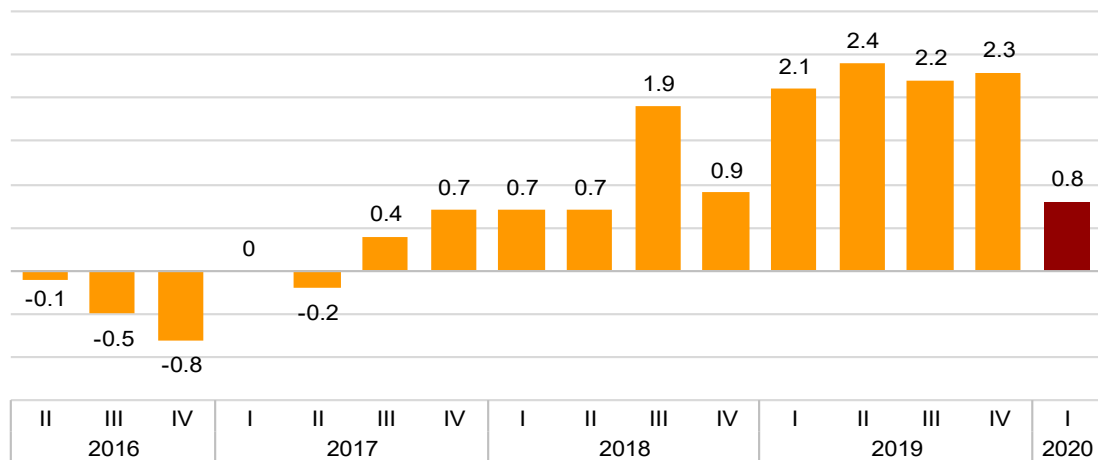
- Companies' labour cost stands at 2,570.32 euros per worker and month in the first quarter, with an increase of 0.8% when compared with the same period of 2019.
- Wage cost per worker per month increased 0.7%, reaching an average of 1,889.78 euros. In turn, other costs increased by 1.0%, standing at 680.54 euros per worker per month.
- During the first quarter of 2020, the average agreed work week per worker, considering full-time and part-time together, was 34.2 hours. Of these, 4.7 hours per week are lost, of which 2.0 are due to holidays and vacations, 1.4 hours to sick leave due to temporary disability and 0.7 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this workers affected by a Temporary Workforce Reduction Scheme (ERTE)-. The remainder of the non-worked hours (0.6) were due to other possible causes such as maternity or paternity, other paid leave, labour conflict, etc.
- The labour cost per effective hour increased 4.8% in annual rate as a result of the decrease in the number of hours worked, primarily due to the pandemic caused by COVID-19 and the declaration of the state of alarm, which affected the final two weeks of March. On the other hand, the labor cost per hour paid rose by 0.6%, since 98.4% of hours not worked were paid (including those for ERTE).
- On a quarterly rate base and according to seasonal and calendar effects adjusted figures, the variation in labour cost by worker decreased -0.3%, while the cost by effective hour increased 2.1%.
- With calendar adjusted results, the annual rate per hour actually worked is 4.2%, while per worker it is 0.8%. With seasonally adjusted results, the labour cost per hour actually worked increased by 4.2%, while per worker increased by 1.0%.
- In the first quarter, the number of vacancies was 103,005. 89.6% were in the *Services* sector.

Labour cost by components

The annual rate of labour cost increased by 0.8% in the first quarter of 2020 and stood at 2,570.32 euros per worker per month. This moderation in growth compared to the last four quarters is mainly due to the declaration of the state of alarm, which temporarily suspended various economic activities for the second half of March.

The workers affected by this temporary closure under ERTE are still part of their company workforce. They do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), and in some cases supplemented by the companies themselves. The social contributions paid by their employers are likewise largely exempt.

Total labour cost. Annual variation rate. Percentage



Of the total cost per worker and month, incurred by an employer for the use of the labour factor, 1,889.78 euros corresponded to wages and 623.82 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 0.7% at an annual rate, going from 1,876.19 to 1,889.78 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which varies by 0.9%.

Other costs (non-wage costs) increased by 1.0%. Their main component, compulsory Social Security contributions, increased by 1.3%. Within the variation in non-wage payments, noteworthy was the decrease in severance payments and other non-wage payments (end-of-contract indemnities, compensatory payments, small tools, work clothes, personnel selection, etc.).

The labour cost per hour increased 4.8%. This increase, which is higher than the cost per worker, is attributable to a 3.8% decrease in the number of hours actually worked. This is primarily due to the pandemic caused by COVID-19 and the declaration of the state of alarm, which affected the final two weeks of March. If seasonal and calendar effects are eliminated, the estimated growth in hourly cost is 4.2%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2,570.32	0.8
Wage cost	1,889.78	0.7
Other costs	680.54	1.0

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	1,889.78	0.7
Ordinary wage cost	1,694.25	0.9

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	680.54	1.0
Compulsory contributions	623.82	1.3
Non-wage payments	67.39	-3.2
Subsidies and allowances ²	10.66	-4.7

Cost per hour

	Euros	Rate ¹
Cost per effective hour	19.93	4.8
Cost per paid hour	17.22	0.6

²Subsidies are taken out of the other costs

Labour cost by economic sector

The *Industry* sector recorded the largest increase in total labour costs and the lowest increases in the main cost components.

In *Construction*, the total labour cost increased by 0.8% in the annual rate. The growth of other costs stood out in this sector, due to the growth of direct social benefits. It was the only sector that saw an increase in severance payments.

Services showed the greatest increase in labour and wage costs this quarter.

The fact that the growth of ordinary wages is greater than that of total wages in all sectors was due to the decrease in extraordinary payments.

Labour cost per worker and month in the first quarter 2020

Cost components

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	2,570.32	0.8	1,889.78	0.7	1,694.25	0.9	680.54	1.0
Industry	3,039.95	0.3	2,217.62	0.2	1,953.11	0.5	822.33	0.7
Construction	2,535.24	0.8	1,747.81	0.2	1,641.38	0.7	787.43	2.2
Services	2,489.44	0.9	1,842.39	0.9	1,652.25	1.0	647.05	0.9

¹ As compared to the same quarter of the previous year

Labour cost by activity sections

By activity sections, labour cost growth was greater in *Real estate activities* (9.1% in annual rate), *Supply of electrical energy, gas, steam and air conditioning* (7.0%) and *Public administration and defence; Compulsory Social Security* (4.3%).

In general, the higher the growth in labour costs, the lower the impact of the pandemic on the corresponding economic activity. There are exceptions, such as *Real estate activities* and *Artistic, recreational and entertainment activities*, due to the existence of other influencing factors, including the evolution of employment and of branch activity, the impact of salary increases for collective agreements, and the temporary limitations in the second half of March.

In *Hospitality*, the labour cost per worker fell by 7.2% and the hours worked by 12.0%. In this activity branch, 23.8% of the agreed-upon working day was not completed. Most of this was due to hours not worked due to technical, economic, organizational, and production reasons, and force majeure.

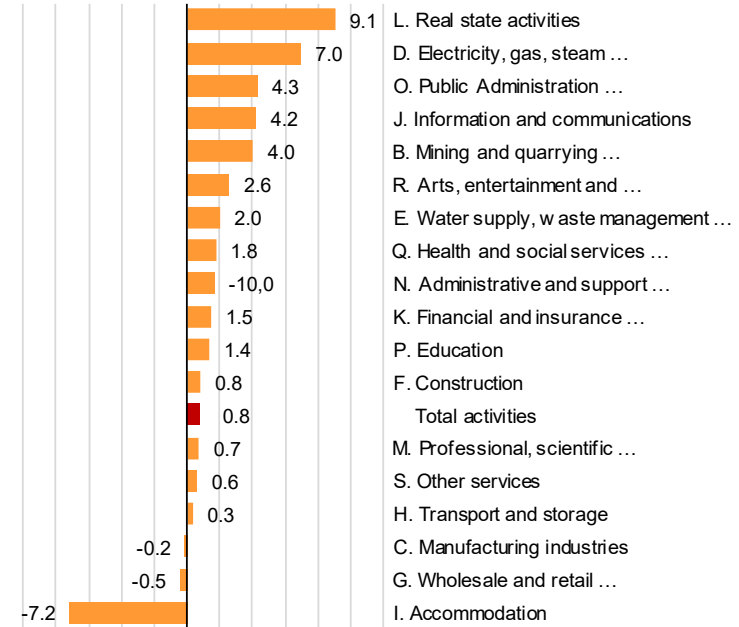
Trade and *Manufacturing* also show negative annual labour cost rates (0.5% and 0.2%, respectively), although these sections list activities considered essential during confinement that mitigated the impact.

Labour cost by activity sector

Labour cost per worker and month

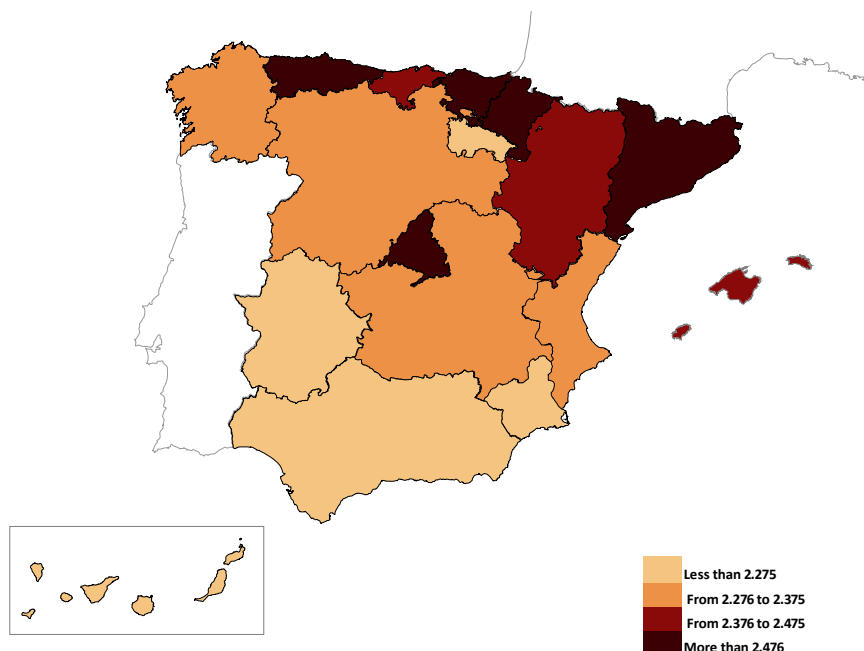
	Euros
D. Electricity, gas, steam ...	7,099.63
K. Financial and insurance ...	5,706.67
B. Mining and quarrying ...	4,695.68
J. Information and communication	3,910.77
M. Professional, scientific ...	3,180.04
O. Public Administration ...	2,985.07
C. Manufacturing industries	2,953.11
L. Real state activities	2,873.04
E. Water supply, waste managem€	2,844.43
H. Transport and storage	2,805.40
Q. Health and social services ...	2,655.35
Total activities	2,570.32
F. Construction	2,535.24
P. Education	2,341.79
G. Wholesale and retail ...	2,277.39
N. Administrative and support ...	1,842.31
R. Arts, entertainment and ...	1,806.27
S. Other services	1,740.81
I. Accommodation	1,402.51

Annual variation rates. Percentage



Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid (13) and País Vasco (16) exceeded the national average by more than 400 euros. In Extremadura and Canarias, said cost was more than 390 euros lower than the average.

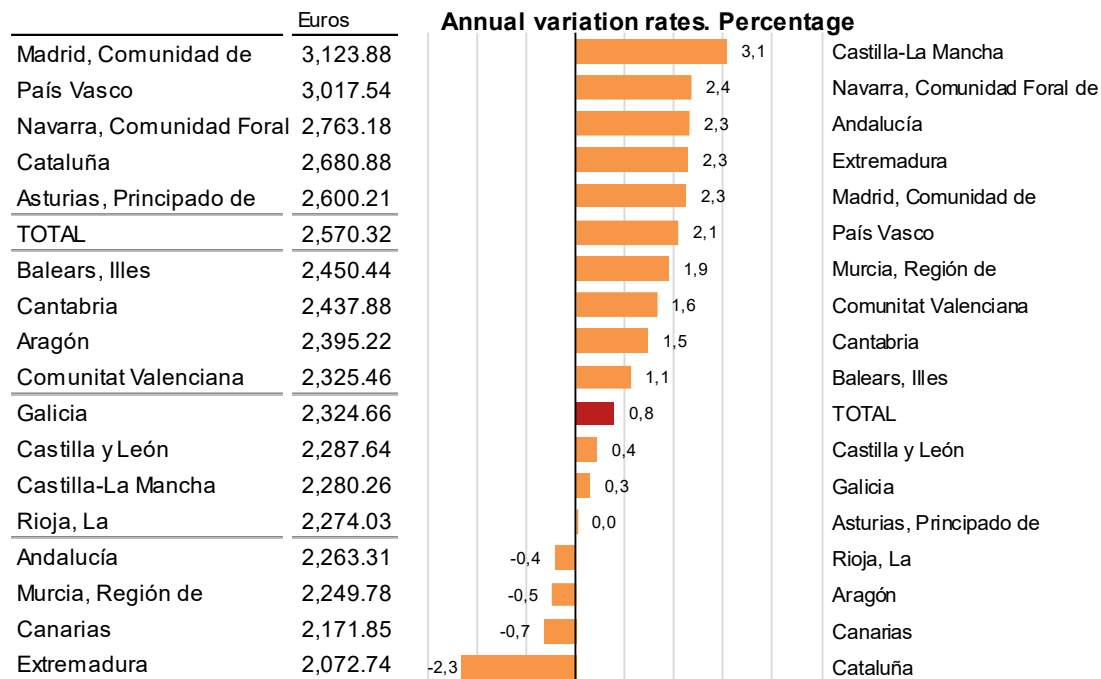


The pandemic's impact was uneven among the autonomous communities, primarily dependent on their productive structure.

Looking at the annual cost growth, Castilla-La Mancha, Comunidad Foral de Navarra and Andalucía showed the largest increases. On the other hand, Cataluña, Canarias and Aragón recorded the most negative rates.

Labour cost by Autonomous Community

Labour cost per worker and month



The hours actually worked reduced in all communities. Canarias, Illes Balears and Cataluña showed the largest decreases. In turn, Comunidad de Madrid, Región de Murcia and Extremadura recorded the lowest decreases.

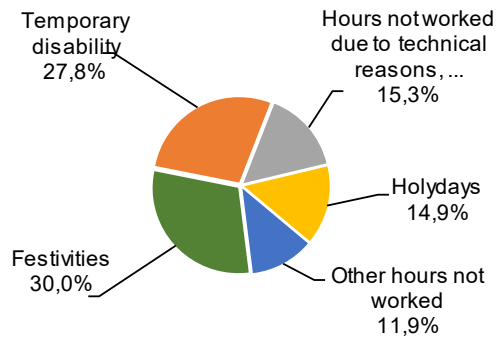
Working time

During the first quarter of 2020, the average agreed working week is 34.2 hours, considering together full-time and part-time. Of these, 4.7 hours per week are lost, of which 2.0 are due to holidays and vacations, 1.4 hours to sick leave due to temporary disability and 0.7 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this includes workers affected by an ERTE-. The remainder of the non-worked hours (0.6 hours) were due to other possible causes such as maternity or paternity, other paid leave, labour conflict, etc.

If we add overtime and subtract lost hours, the working week is reduced to 29.7 effective working hours.

This is the first time in the entire QLCS series that hours not worked for technical, economic, organizational, and production reasons, and force majeure were of significance (in the same quarter for 2019, they amount to 0.02 hours).

Non-worked hours by reason



Distribution of the other non-worked hours

	Porcentaje
Compensated absences	4.6%
Maternity	4.4%
Other hours not worked and not paid	1.4%
Other hours not worked but paid	1.1%
Overtime compensation	0.2%
Hours lost at work	0.1%
Labour conflicts	0.0%

By type of working day, the wage difference between full-time and part-time workers was 4.57 euros per hour (15.27 euros/hour for full-time versus 10.70 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (33.6 weekly hours as compared with 16.9).

Weekly hours¹

	Effective hours	Hours lost
Total workers	29.7	4.7
Full time	33.6	5.3
Part time	16.9	2.9

Labour cost per hour

	Euros	Rate ²
Total workers	14.65	4.7
Full time	15.27	4.4
Part time	10.70	5.3

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

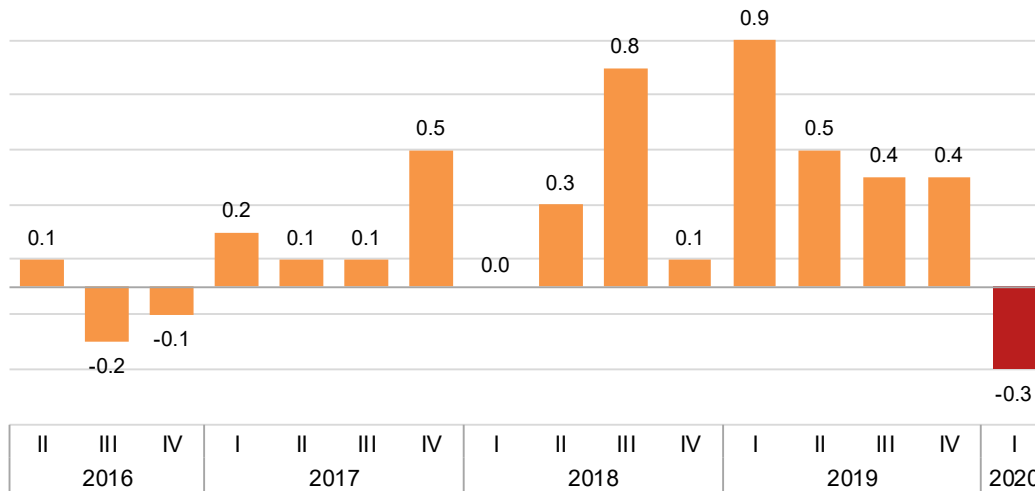
Series adjusted for seasonal and calendar effects

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.

Between the first quarter of 2020 and the fourth of 2019, the variation in the total labour cost per worker was -0.3%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

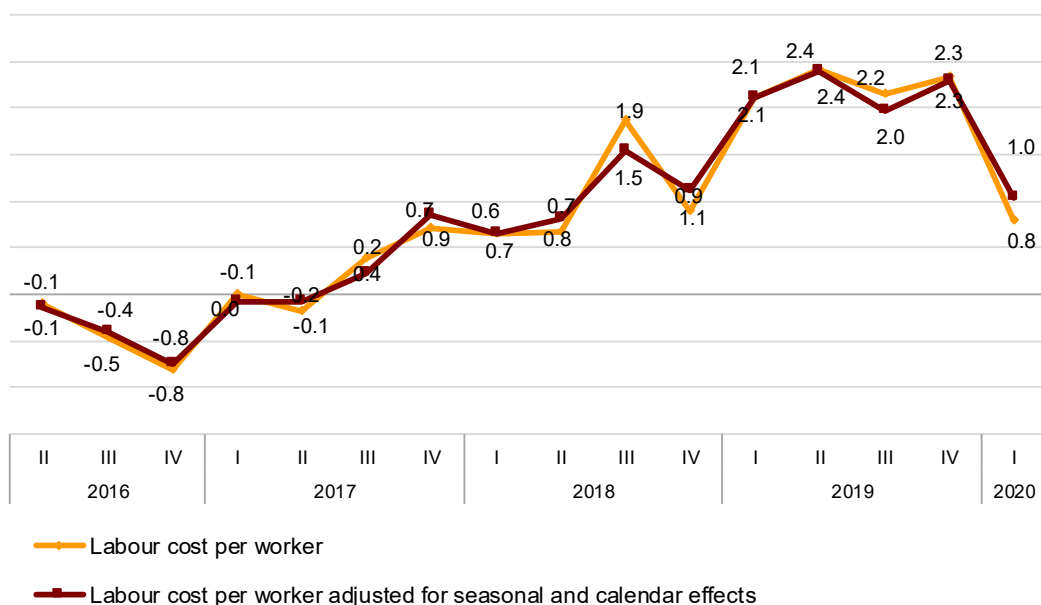


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 1.0%.

Evolution of the labour cost per worker

Annual variation rate. Percentage



Job vacancies

In the first quarter of 2020, the number of vacancies stood at 103,005. Of those, 89.6% were in the *Services* sector.

Most of the units interviewed answered that they don't have vacancies to be filled this quarter because they don't need additional workers.

Vacancies by sector in the first quarter 2020

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	
					Other	
TOTAL	103,005	100.0	100.0	94.0	3.4	2.6
Industry	8,729	8.5	100.0	94.6	3.0	2.4
Construction	1,988	1.9	100.0	93.5	3.8	2.7
Services	92,287	89.6	100.0	94.0	3.4	2.6

Vacancies by Autonomous Community

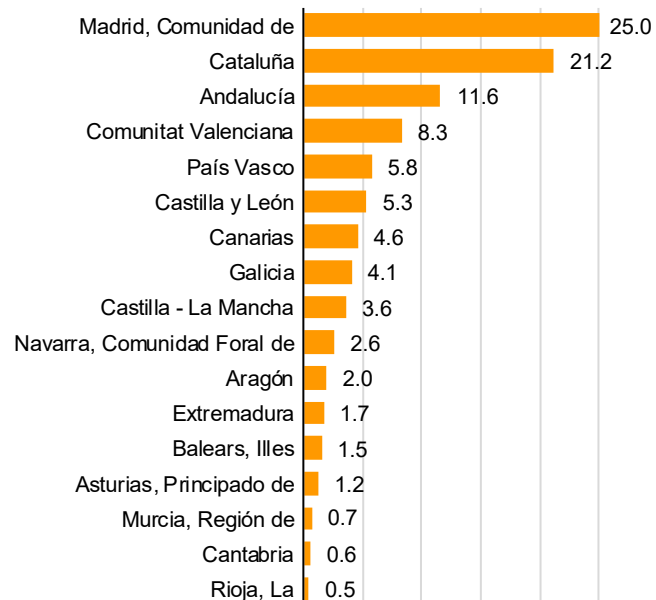
The Autonomous Communities registering the greatest number of vacancies in the first quarter were Comunidad de Madrid, Cataluña and Andalucía. On the other hand, those with the least number were La Rioja, Cantabria and Región de Murcia.

Looking at the percentage distribution, Comunidad de Madrid, Cataluña and Andalucía had 57% of the total vacancies this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	103,005
Madrid, Comunidad de	25,708
Cataluña	21,830
Andalucía	11,951
Comunitat Valenciana	8,547
País Vasco	5,933
Castilla y León	5,478
Canarias	4,702
Galicia	4,173
Castilla - La Mancha	3,679
Navarra, Comunidad Foral de	2,666
Aragón	2,009
Extremadura	1,727
Balears, Illes	1,551
Asturias, Principado de	1,263
Murcia, Región de	693
Cantabria	612
Rioja, La	483

Percent distribution



Note regarding COVID-19's impact on the statistical operation of the Quarterly Labour Cost Survey (QLCS)

The entry into force of Royal Decree 463/2020 of March 14, which declared a “state of alarm” for management of the health crisis situation caused by COVID-19, has caused many companies to lower production intensity, or to close entirely, following said date. In Quarterly Labour Cost Survey (QLCS), the fact that contacts with companies are made by email and telephone, combined with the excellent collaboration of our informants, meant that the survey was conducted in a manner similar to previous quarters. The response rate was very acceptable, standing at 74.4%. As a result, results quality is similar to that of any other quarter, as regards both national and autonomous community data.

On behalf of the INE, we would like to express our gratitude to all the companies that, in spite of the extraordinary situation in which we find ourselves, have made the effort to provide us with information.

The impact of COVID-19 is seen most in the lower growth in labour costs this quarter and in the reduction in the number of hours actually worked. This has particularly affected QLCS results, since it measures labour cost per worker and per hour worked.

In regards to the series adjusted for seasonal and calendar effects, the INE carried out a methodological modelling approach in accordance with the guidelines set forth by the Statistical Office of the European Union (Eurostat)¹. In the data referring to March 2020 an additive outlier has thus been modelled to estimate the effect that COVID-19 has had on the series during this month.

When the data for subsequent quarters is available, the INE will re-analyse whether this impulse should be substituted for another type of intervention², or if interventions should perhaps even be carried out on other data in the series.

¹ https://ec.europa.eu/eurostat/cros/content/flash-news_en

²This initial approach is consistent since, in the modelling of disturbances that occur in the last observation in a series, there is no difference in the adjusted seasonal and calendar series if this modelling is performed using an impulse, a step, a temporary change or a ramp. The difference between these types of interventions is reduced to assigning the effect to the cycle-trend component in some cases, or to the irregular one in others, but the adjusted series for seasonal and calendar effect includes both components and, therefore, it will not be affected by the type of initial intervention

Methodological note

The Quarterly Labour Cost Survey (QLCS) is a quarterly continuous statistical operation whose main objective is to know the evolution of the average labour cost per worker per month, the average labour cost per hour actually worked, and the time worked and not worked. As of the third quarter of 2013, information on unmet labour demand is also obtained in the vacancies section.

In addition, the QLCS It is the main source of information for the preparation of the Harmonised Labour Cost Index (HLCI), which forms part of the euroindicators of the Statistical Office of the European Union (Eurostat).

Type of operation: quarterly continuous survey.

Base year: 2012.

Population scope: Social Security contribution accounts. General Scheme: Sections B to S of CNAE-09 and Special Scheme for Seafarers: Sea Transport (Division 50 of CNAE-09).

Geographical scope: the entire national territory.

Reference period of the results: the calendar quarter.

Reference period of the information: the calendar month.

Sample size: 28,500 establishments, distributed in three monthly subsamples of 9,500 establishments.

Type of sampling: stratified random sampling with optimal allocation. Comprehensive survey for establishments with more than 500 employees.

Collection method: questionnaire filled out directly by the establishment.

For more information you can have access to the methodology and definitions of the QLCS in:

<http://www.ine.es/en/metodologia/en/t22/t2230187.pdf>

And the standardised methodological report at:

<http://www.ine.es/dynt3/metadatos/en/RespuestaDatos.html?oe=30187>

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Quarterly Labour Cost Survey (QLCS)

First Quarter 2020

Base year 2016

Total Labour Cost

National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,570.32	101.1	0.8	19.93	100.8	4.8
Industry	3,039.95	99.8	0.3	21.38	97.7	4.4
Construction	2,535.24	96.7	0.8	17.32	95.0	4.0
Services	2,489.44	101.9	0.9	19.87	102.2	5.0

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,570.32	101.1	0.8	19.93	100.8	4.8
Andalucía	2,263.31	98.8	2.3	17.81	99.0	5.2
Aragón	2,395.22	99.2	-0.5	18.80	98.1	2.0
Asturias, Principado de	2,600.21	101.1	0.0	20.32	99.9	3.5
Balears, Illes	2,450.44	102.9	1.1	19.34	108.2	7.6
Canarias	2,171.85	100.5	-0.7	17.00	103.0	7.0
Cantabria	2,437.88	100.3	1.5	18.56	100.3	6.0
Castilla y León	2,287.64	98.4	0.4	17.98	97.3	3.4
Castilla - La Mancha	2,280.26	100.9	3.1	17.82	100.6	7.5
Cataluña	2,680.88	99.6	-2.3	20.82	99.3	3.6
Comunitat Valenciana	2,325.46	102.7	1.6	18.36	103.3	6.7
Extremadura	2,072.74	98.8	2.3	16.24	97.2	4.6
Galicia	2,324.66	103.4	0.3	17.98	103.5	4.0
Madrid, Comunidad de	3,123.88	103.8	2.3	23.14	102.0	4.4
Murcia, Región de	2,249.78	97.1	1.9	17.54	97.6	4.2
Navarra, Comunidad Foral de	2,763.18	104.1	2.4	21.68	100.8	5.3
País Vasco	3,017.54	102.4	2.1	24.38	100.5	6.5
Rioja, La	2,274.03	97.2	-0.4	17.58	94.9	3.5

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2020

Base year 2016

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,889.78	99.6	0.7	14.65	99.3	4.7
Industry	2,217.62	97.9	0.2	15.59	95.8	4.2
Construction	1,747.81	94.2	0.2	11.94	92.6	3.4
Services	1,842.39	100.6	0.9	14.71	100.8	5.1

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,889.78	99.6	0.7	14.65	99.3	4.7
Andalucía	1,643.75	96.9	2.1	12.93	97.1	5.0
Aragón	1,726.51	96.3	-1.5	13.55	95.2	0.9
Asturias, Principado de	1,909.95	98.9	-0.3	14.93	97.8	3.3
Balears, Illes	1,795.08	102.0	1.3	14.17	107.3	7.8
Canarias	1,565.24	98.4	-1.8	12.25	100.9	5.8
Cantabria	1,745.44	96.6	0.0	13.29	96.5	4.5
Castilla y León	1,667.63	97.1	0.2	13.11	95.9	3.1
Castilla - La Mancha	1,651.56	98.9	3.4	12.90	98.5	7.8
Cataluña	1,968.50	97.6	-2.5	15.29	97.4	3.5
Comunitat Valenciana	1,704.65	101.2	2.1	13.46	101.8	7.2
Extremadura	1,494.79	96.0	1.6	11.71	94.4	3.9
Galicia	1,693.32	102.3	1.8	13.10	102.5	5.6
Madrid, Comunidad de	2,361.74	103.6	2.2	17.49	101.8	4.4
Murcia, Región de	1,628.23	94.4	1.7	12.69	94.8	3.9
Navarra, Comunidad Foral de	2,006.14	102.1	1.8	15.74	98.9	4.9
País Vasco	2,199.66	99.8	1.8	17.77	98.0	6.2
Rioja, La	1,659.43	94.7	0.4	12.83	92.5	4.3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2020

Base year 2016

Other Costs

National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	680.54	105.7	1.0	5.28	105.4	5.2
Industry	822.33	105.6	0.7	5.79	103.4	4.9
Construction	787.43	102.7	2.2	5.38	100.9	5.5
Services	647.05	106.0	0.9	5.16	106.2	4.9

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	680.54	105.7	1.0	5.28	105.4	5.2
Andalucía	619.56	104.2	2.8	4.88	104.5	5.6
Aragón	668.71	107.5	2.2	5.25	106.5	4.8
Asturias, Principado de	690.26	107.5	0.8	5.39	106.1	4.1
Balears, Illes	655.36	105.2	0.6	5.17	110.9	7.0
Canarias	606.61	106.3	2.3	4.75	108.9	10.2
Cantabria	692.44	111.4	5.3	5.27	111.2	10.0
Castilla y León	620.01	102.4	1.1	4.87	101.2	4.1
Castilla - La Mancha	628.70	106.6	2.2	4.92	106.5	7.0
Cataluña	712.38	105.7	-2.0	5.53	105.1	3.9
Comunitat Valenciana	620.81	107.0	0.4	4.90	107.5	5.4
Extremadura	577.95	107.0	4.1	4.53	105.3	6.3
Galicia	631.34	106.4	-3.6	4.88	106.3	-0.2
Madrid, Comunidad de	762.14	104.5	2.4	5.65	102.7	4.6
Murcia, Región de	621.55	104.9	2.4	4.85	105.4	4.8
Navarra, Comunidad Foral de	757.04	109.8	3.7	5.94	106.5	6.6
País Vasco	817.88	109.9	2.9	6.61	107.8	7.3
Rioja, La	614.60	104.5	-2.6	4.75	101.9	1.3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2020

Base year 2016

Working day

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
TOTAL	148.9	129.0	20.6	168.6	146.3	23.1	85.4	73.4	12.7
Industry	163.2	142.2	22.3	170.4	148.4	23.5	90.2	79.8	10.9
Construction	164.6	146.4	19.0	170.6	151.7	19.8	89.4	79.9	9.5
Services	145.1	125.3	20.4	168.0	145.3	23.3	85.1	72.9	12.9

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
TOTAL	148.9	129.0	20.6	168.6	146.3	23.1	85.4	73.4	12.7
Andalucía	146.5	127.1	20.0	168.7	146.6	22.7	88.8	76.4	13.3
Aragón	146.5	127.4	20.0	168.6	146.2	23.4	77.6	68.6	9.7
Asturias, Principado de	148.8	128.0	21.8	166.6	143.4	24.3	83.2	71.0	12.7
Balears, Illes	150.5	126.7	24.1	168.5	142.6	26.3	94.0	77.0	17.3
Canarias	151.9	127.7	24.7	169.8	142.5	28.0	87.9	75.2	13.1
Cantabria	150.9	131.4	20.1	168.1	146.6	22.1	85.3	73.6	12.4
Castilla y León	148.1	127.2	21.4	168.3	145.0	23.8	85.4	71.8	14.1
Castilla - La Mancha	147.5	128.0	20.1	167.7	145.8	22.5	80.1	68.5	12.0
Cataluña	148.4	128.8	20.6	169.4	147.3	23.2	82.3	70.5	12.4
Comunitat Valenciana	146.9	126.7	21.0	169.0	145.4	24.4	85.7	75.0	11.6
Extremadura	145.6	127.7	18.3	166.8	145.9	21.4	82.3	73.5	9.0
Galicia	150.1	129.3	21.7	169.2	145.9	24.2	81.3	69.5	12.5
Madrid, Comunidad de	153.1	135.0	18.7	169.0	149.6	20.0	90.3	77.6	13.6
Murcia, Región de	149.2	128.3	21.4	168.8	145.3	24.1	88.4	75.8	13.2
Navarra, Comunidad Foral de	148.0	127.5	21.2	166.9	143.9	23.7	81.3	69.6	12.4
País Vasco	145.3	123.8	22.0	164.4	139.9	25.0	78.4	67.0	11.6
Rioja, La	147.8	129.3	19.1	168.2	147.4	21.3	80.3	69.1	11.7

Quarterly Labour Cost Survey (QLCS)

First Quarter 2020

Base year 2016

Data adjusted for seasonal and calendar effects

Monthly labour cost per employee

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net costs	2,570.32	0.8	2,570.03	0.8	2,638.28	1.0
Wages costs	1,889.78	0.7	1,889.75	0.7	1,964.42	1.0
Other costs	680.54	1.0	680.28	1.0	673.86	1.0

¹ Same quarter as the previous year

Hourly labour cost

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net costs	19.93	4.8	20.05	4.2	21.23	4.2
Wages costs	14.65	4.7	14.74	4.1	15.79	4.1
Other costs	5.28	5.2	5.31	4.5	5.44	4.6

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2020

Base year 2016

Vacancies

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	103,005	100.0	100.0	94.0	3.4	2.6
Industry	8,729	8.5	100.0	94.6	3.0	2.4
Construction	1,988	1.9	100.0	93.5	3.8	2.7
Services	92,287	89.6	100.0	94.0	3.4	2.6

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	103,005	100.0	100	94.0	3.4	2.6
Andalucía	11,951	11.6	100	93.0	3.3	3.7
Aragón	2,009	2.0	100	93.8	1.7	4.5
Asturias, Principado de	1,263	1.2	100	96.8	2.6	0.6
Balears, Illes	1,551	1.5	100	93.9	3.8	2.2
Canarias	4,702	4.6	100	94.5	2.9	2.6
Cantabria	612	0.6	100	92.5	5.1	2.5
Castilla y León	5,478	5.3	100	92.7	5.4	2.0
Castilla - La Mancha	3,679	3.6	100	91.8	5.3	2.9
Cataluña	21,830	21.2	100	94.0	3.4	2.5
Comunitat Valenciana	8,547	8.3	100	94.2	2.8	3.0
Extremadura	1,727	1.7	100	89.9	6.8	3.3
Galicia	4,173	4.1	100	92.2	5.7	2.1
Madrid, Comunidad de	25,708	25.0	100	96.7	2.3	1.0
Murcia, Región de	693	0.7	100	94.5	2.2	3.4
Navarra, Comunidad Foral de	2,666	2.6	100	96.6	1.0	2.4
País Vasco	5,933	5.8	100	94.4	2.6	3.0
Rioja, La	483	0.5	100	96.5	1.4	2.1