

17 June 2021

## **Quarterly Labour Cost Survey (QLCS)** First quarter 2021

### **Main results**

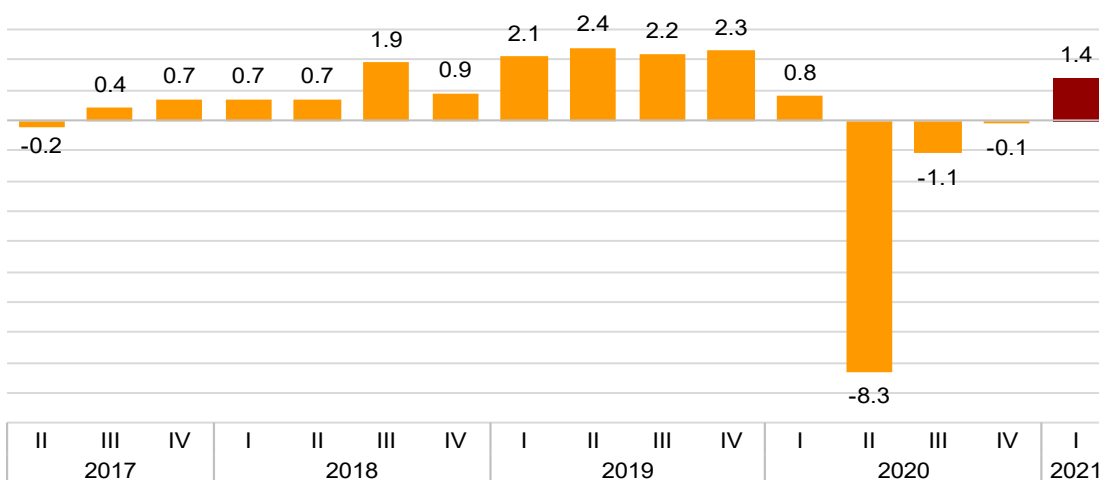
- Companies' labour cost stands at 2,605.61 euros per worker and month in the first quarter, with an increase of 1.4% when compared with the same period of 2020.
- The wage cost per worker per month increases by 1.0%, standing at an average of 1,907.82 euros. On the other hand, other costs increase by 2.5%, standing at 697.79 euros per worker per month.
- The average agreed working week, considering full-time and part-time together, is 34.5 hours. Of these, 5.6 hours per week are lost, of which 2.3 are due to holidays and vacations, 1.4 hours to sick leave due to temporary disability and 1.5 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 (0.4) were due to other causes such as maternity or paternity, other paid leave, labour conflict, etc.
- The labour cost per hour actually worked increased by 3.5% at an annual rate, as a consequence of the lower number of hours worked as compared with the first quarter of 2020.
- On a quarterly rate base and according to seasonal and calendar effects adjusted figures, the labour cost per worker rose by 0.3%, and the cost per hour by 0.2%.
- With calendar adjusted results, the annual rate per hour actually worked is 3.1%, while per worker it is 1.4%. Seasonally adjusted, the labour cost per hour actually worked increased by 3.4% in the first quarter as compared with the same period in 2020, and the cost per worker increased by 1.0%.
- In the first quarter of 2021, the number of vacancies was 100,041. Of these, 86.1% were registered in the Services sector.

### Labour cost by components

The labour cost per worker per month reached 2,605.61 euros in the first quarter of 2021, indicating an increase of 1.4% as compared with the same period of the previous year.

Workers on an ERTE are still part of their company workforce. However, they do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), in some cases supplemented by the companies themselves. In addition, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace. See more information in the section 'Covid-19's Influence on Certain Survey Results' on page 10 of this press release.

### 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, 1,907.82 euros corresponded to wages and 634.09 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 arrears, measured in gross terms, rose by 1.0% in annual rate, going from 1,889.78 to 1,907.82 euros per worker. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which varies by 1.1%.

Other costs (non-wage costs) increased by 2.5%. Their main component, compulsory Social Security contributions, increased by 1.6%. Among the variation in non-wage payments, it is worth noting the increase in severance payments and the decrease in direct social benefits and other non-wage payments (end-of-contract compensations, compensatory payments, small tools, work clothes, personnel selection, etc.).

The labour cost per hour grew 3.5% due to a 2.1% decrease in the number of effective hours of work. After removing this and the calendar effect, the estimated decline in the hourly cost is around 3.4%.

## Labour cost per worker and month

	Euros	Rate <sup>1</sup>
Total labour cost	2,605.61	1.4
Wage cost	1,907.82	1.0
Other costs	697.79	2.5

## Wage cost per worker and month

	Euros	Rate <sup>1</sup>
Total wage cost	1,907.82	1.0
Ordinary wage cost	1,712.55	1.1

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

## Other costs per worker and month

	Euros	Rate <sup>1</sup>
TOTAL	697.79	2.5
Compulsory contributions	634.09	1.6
Non-wage payments	74.12	10.0
Subsidies and allowances <sup>2</sup>	10.42	-2.3

## Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	20.63	3.5
Cost per paid hour	17.31	0.5

<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. The growth of other costs stood out in this sector, due to the growth of direct social benefits; particularly the increase in severance payments.

In *Construction*, the total labour cost increased by 1.6% in the annual rate. It had the highest growth in ordinary labour cost. The growth of other costs is mainly due to the increase in mandatory contributions.

*Services* showed the smallest increase in labour and wage costs this quarter. As for the other costs, the growth in the cost of partial unemployment and of severance payments is worth noting.

## Labour cost per worker and month in the first quarter 2021

Cost components

	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	2,605.61	1.4	1,907.82	1.0	1,712.55	1.1	697.79	2.5
Industry	3,100.44	2.0	2,248.24	1.4	1,972.70	1.0	852.20	3.6
Construction	2,574.65	1.6	1,771.89	1.4	1,676.13	2.1	802.76	1.9
Services	2,519.06	1.2	1,857.07	0.8	1,668.59	1.0	661.99	2.3

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

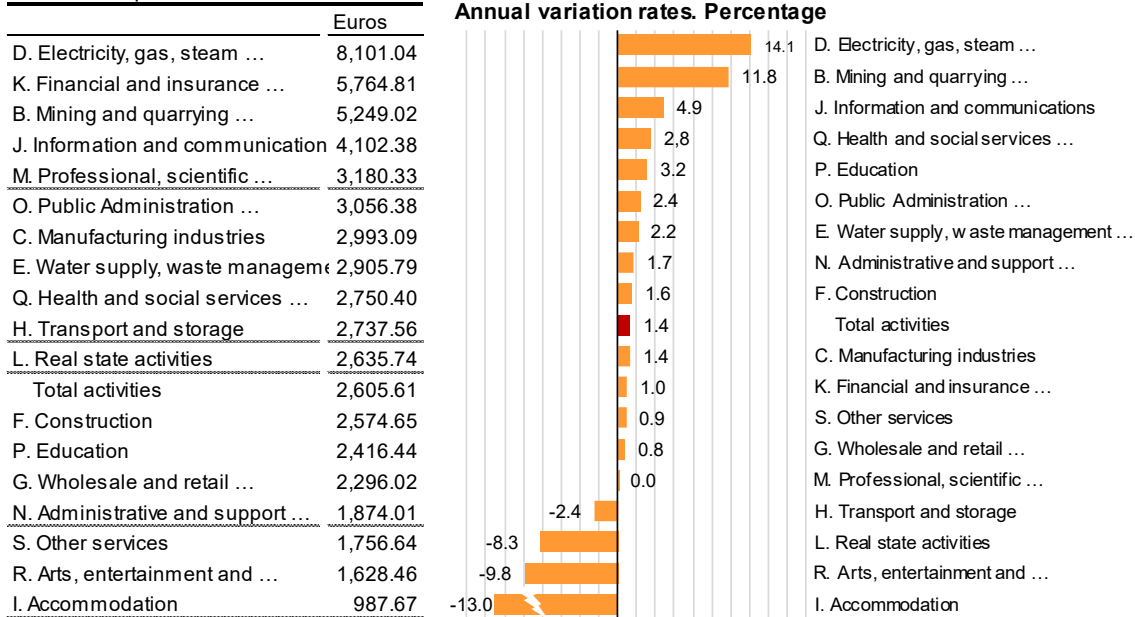
## Labour cost by activity sector

By activity sector, labour cost growth was highest in *Electricity, gas, steam and air conditioning supply, Extractive industries and Information and communications*.

On the other hand, *Hospitality, Artistic, recreational and entertainment activities and Real estate activities* registered the greatest decreases.

## Labour cost by activity sector

Labour cost per worker and month



Considering the components of the labour cost per worker, the growth of the wage cost is higher in the *Electricity, gas, steam and air conditioning supply, Extractive Industries and Information and communications*.

On the other hand, *Accommodation and food service activities, Real estate activities and Artistic, recreational and entertainment activities* registered the greatest decreases.

As for other costs, the sections with the highest increases were *Health and social services activities, Electricity, gas, steam and air conditioning supply and the Manufacturing industry*.

The lowest rates were in *Hotel, restaurants and catering, Artistic, recreational and entertainment activities and Real estate activities*.

## Labour cost in the first quarter 2021 by activity sector

### Cost components

	Wage cost per worker		Other costs per worker		Wage cost per hour worked		Other costs per hour worked	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	1,907.82	1.0	697.79	2.5	15.11	3.1	5.52	4.5
B. Mining and quarrying ...	4,162.26	15.9	1,086.76	-1.6	29.00	17.5	7.57	-0.3
C. Manufacturing industries	2,153.74	0.4	839.35	4.0	15.11	0.5	5.89	4.1
D. Electricity, gas, steam ...	6,652.14	16.5	1,448.90	4.4	46.77	18.8	10.19	6.5
E. Water supply, waste management ...	2,072.83	2.7	832.96	0.8	15.84	5.1	6.37	3.2
F. Construction	1,771.89	1.4	802.76	1.9	12.11	1.4	5.48	1.9
G. Wholesale and retail ...	1,678.13	0.0	617.89	3.1	12.66	0.6	4.67	3.8
H. Transport and storage	1,902.04	-2.2	835.52	-2.9	14.21	0.3	6.24	-0.5
I. Accommodation	685.93	-32.4	301.74	-22.1	9.73	-2.1	4.28	12.9
J. Information and communications	3,132.59	5.2	969.79	3.8	21.27	6.0	6.59	4.6
K. Financial and insurance ...	4,570.58	0.4	1,194.23	3.4	32.16	1.1	8.41	4.1
L. Real estate activities	2,003.92	-9.6	631.82	-3.6	15.00	-8.1	4.73	-1.9
M. Professional, scientific ...	2,406.78	-0.5	773.55	1.5	17.27	1.0	5.56	3.2
N. Administrative and support ...	1,355.38	1.3	518.63	2.7	11.59	4.4	4.44	6.0
O. Public Administration ...	2,237.67	2.1	818.71	3.2	16.73	3.0	6.12	4.1
P. Education	1,768.91	3.1	647.53	3.5	16.12	0.4	5.89	0.7
Q. Health and social services ...	2,034.68	3.3	715.72	4.5	16.42	2.1	5.78	3.4
R. Arts, entertainment and ...	1,214.03	-9.5	414.43	-10.9	14.34	2.9	4.90	1.4
S. Other services	1,279.80	0.7	476.84	1.5	11.09	1.5	4.14	2.5

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

The sections that registered the largest increases in the wage cost per hour worked were *Electricity, gas, steam and air conditioning supply, Extractive Industries and Information and communications*.

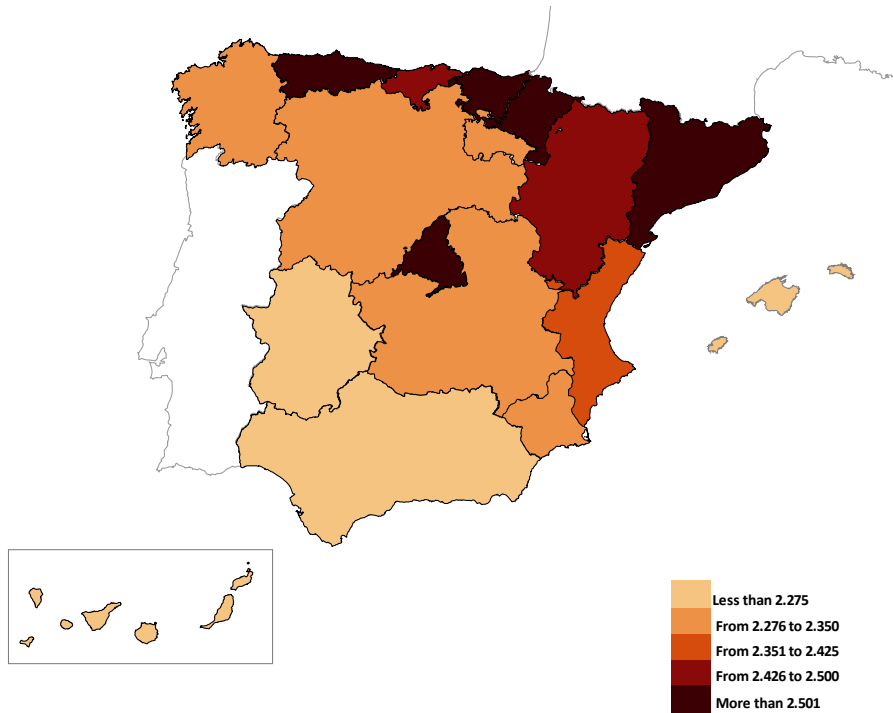
On the other hand, the wage cost per hour worked fell in *Real estate activities and in Hospitality*.

As for *other costs*, the sections that registered the highest annual increases were *Hotel, restaurants and catering, Electricity, gas, steam and air conditioning supply*.

The lowest rates were in *Real estate activities and in Transport and storage*.

### Labour cost by Autonomous Community

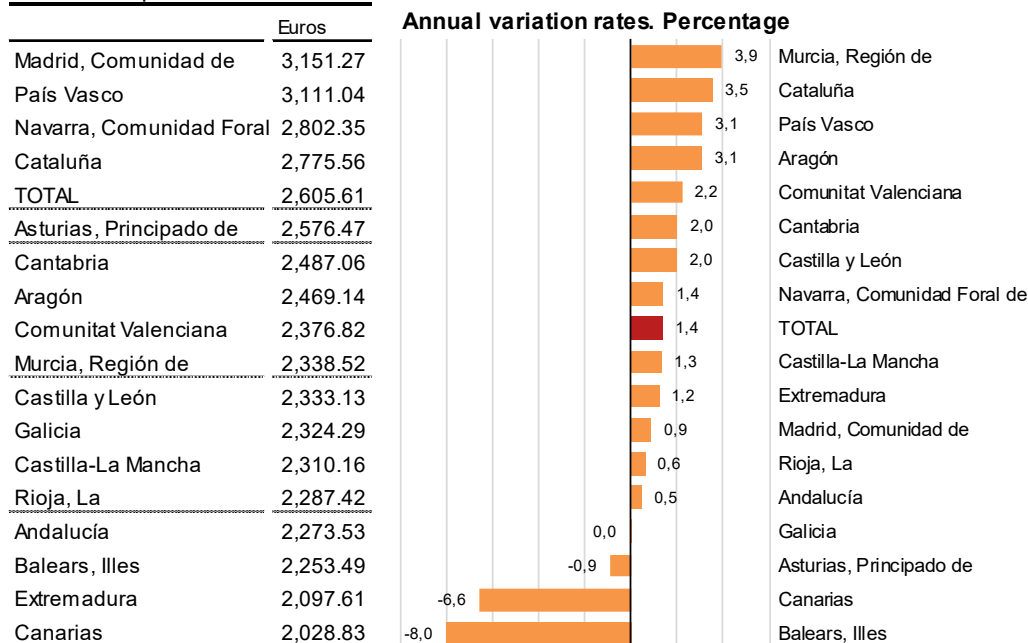
The labour cost in Comunidad de Madrid (13) and País Vasco (16) exceeded the national average by more than 450 euros. In Extremadura and Canarias this cost was lower than the average by the same amount.



Looking at the annual cost growth, Región de Murcia, Cataluña, and País Vasco showed the highest rates. On the other hand, Illes Balears, Canarias and Principado de Asturias registered decreases.

### Labour cost by Autonomous Community

Labour cost per worker and month

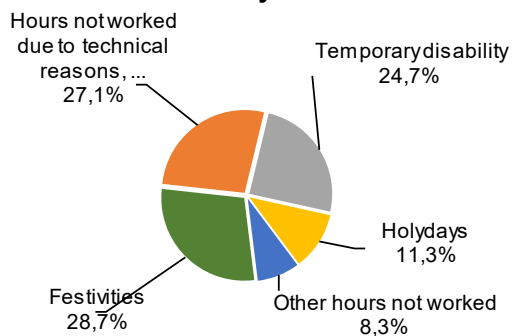


## Working time

During the first quarter, the average agreed working week, considering full-time and part-time together, was 34.5 hours. Of these, 5.6 hours per week are lost, of which 2.3 are due to holidays and vacations, 1.4 hours to sick leave due to temporary disability and 1.5 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 (0.4) 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 29.0 effective working hours.

### Non-worked hours by reason



### Distribution of the other non-worked hours

	Porcentaje
Compensated absences	3.8%
Maternity	2.3%
Other hours not worked and not paid	1.0%
Other hours not worked but paid	0.9%
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 4.68 euros per hour (15.69 euros/hour for full-time versus 11.01 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (32.6 weekly hours as compared with 16.4).

### Weekly hours<sup>1</sup>

	Effective hours	Hours lost
Total workers	29.0	5.6
Full time	32.6	6.3
Part time	16.4	3.5

<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks

### Labour cost per hour

	Euros	Rate <sup>2</sup>
Total workers	15.11	3.1
Full time	15.69	2.8
Part time	11.01	2.9

<sup>2</sup> Same quarter than last year

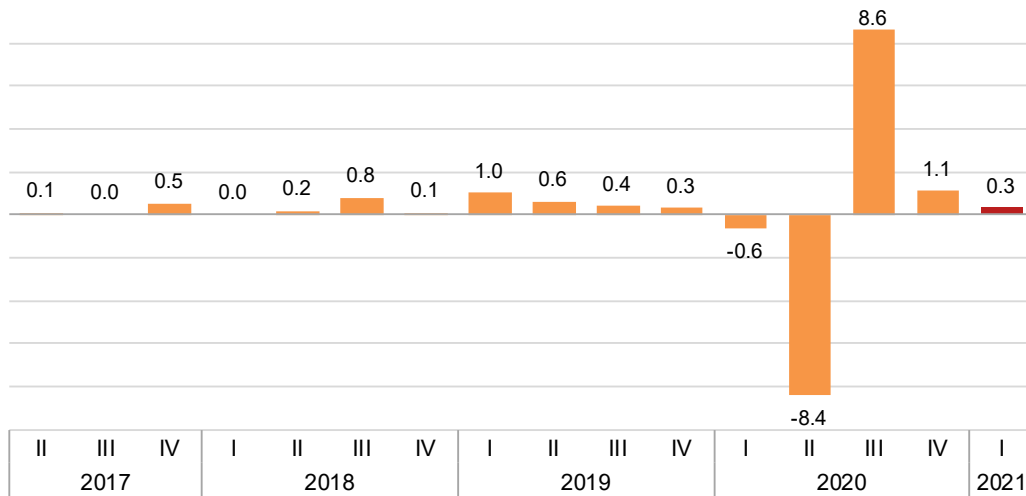
## Series adjusted for seasonal and calendar effects

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.

Between the first quarter of 2021 and the fourth quarter of 2020, eliminating both the seasonal and calendar effects, the total labour cost per worker increased by 0.3%.

**Labour cost per worker. Adjusted for seasonal and calendar effects**

Quarterly variation rate. Percentage

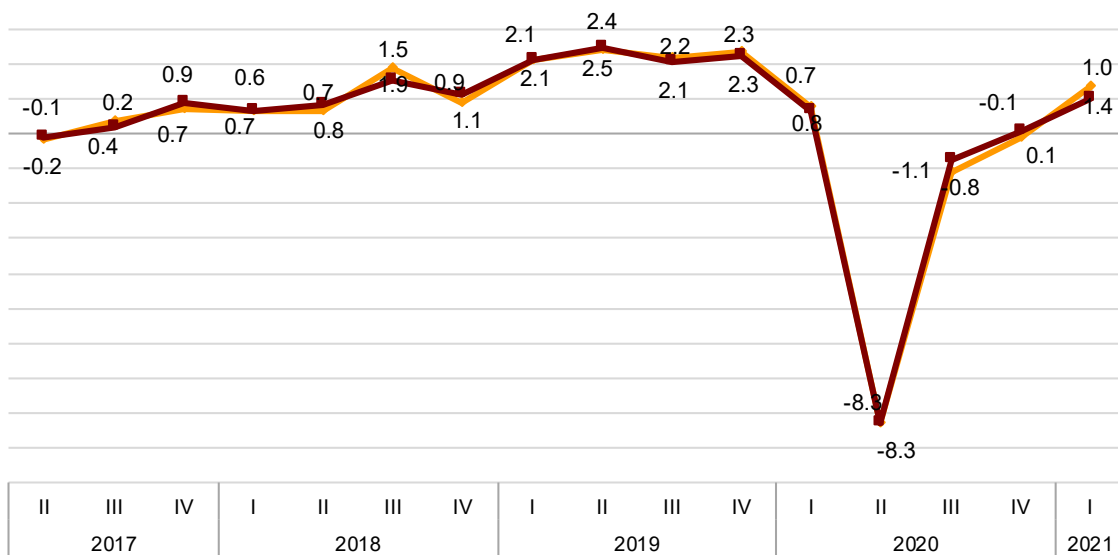


**Annual evolution of labour cost**

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



— Labour cost per worker

— Labour cost per worker adjusted for seasonal and calendar effects



## Job vacancies

In the first quarter of 2021, the number of vacancies stood at 100,041. Of those, 86.1% 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 2021

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
<b>TOTAL</b>	100,041	100.0	100.0	94.8	2.9	2.3
Industry	7,065	7.1	100.0	95.4	2.5	2.1
Construction	6,807	6.8	100.0	95.6	3.0	1.4
Services	86,169	86.1	100.0	94.7	2.9	2.4

## Vacancies by Autonomous Community

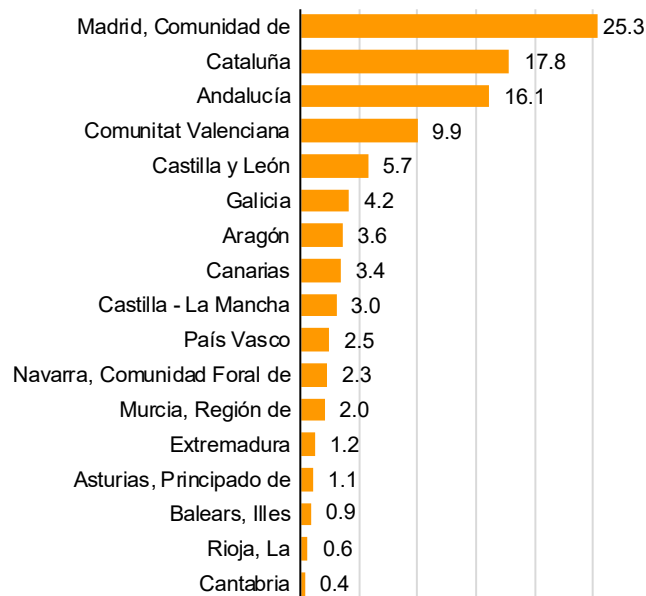
The Autonomous Communities registering the greatest number of vacancies in the first quarter were Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number were Cantabria, La Rioja and Illes Balears.

Comunidad de Madrid, Cataluña and Andalucía had 59% of the total vacancies.

### Vacancies by Autonomous Community

	Vacancies
<b>TOTAL</b>	100,041
Madrid, Comunidad de	25,348
Cataluña	17,833
Andalucía	16,106
Comunitat Valenciana	9,945
Castilla y León	5,719
Galicia	4,162
Aragón	3,569
Canarias	3,423
Castilla - La Mancha	3,016
País Vasco	2,475
Navarra, Comunidad Foral de	2,262
Murcia, Región de	2,045
Extremadura	1,205
Asturias, Principado de	1,051
Balears, Illes	878
Rioja, La	645
Cantabria	359

### Percent distribution



## **COVID-19's influence on certain survey results: activity sections and autonomous communities**

The evolution of the various activity sections reflected the degree of impact resulting from the pandemic and from the measures put in place to contain it. Royal Decree-Law 2/2021, of January 26, for reinforcement and consolidation of social measures to protect employment, extended the Temporary Workforce Reduction Scheme (ERTE) through May 31. social measures to protect employment, extends the Temporary Workforce Reduction Scheme (ERTE) through January 31, 2021 and establishes, among other measures, different percentages of Exoneration in Social Security contributions.

These workers are still part of their company workforce. However, they do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), in some cases supplemented by the companies themselves. In addition, as has been previously mentioned, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace.

*Hotels, restaurants and catering* continued to be the activity section most affected by the situation. The decrease in total wage cost (-32.4%) was higher than the number of hours worked this quarter (-31.0%), resulting in a 2.1% decrease in the wage per hour worked compared to the first quarter of the previous year. On the other hand, payment of part of the social contributions, work disabilities, etc., meant that other per worker costs did not fall as much as the hours worked (-22.1%). This gave rise to an annual growth in other costs per hour worked, of 12.9%.

The sections that, for the most part, include activities considered essential, such as the *Electricity, gas, steam and air conditioning supply, Water supply, sanitation activities, waste management and decontamination, Information and communications, Financial and insurance activities, Public Administration, and Education and Health* have been minimally impacted by the current situation.

The rest of the sections include combinations of economic activities that give rise to different levels of impact. *Artistic, recreational and entertainment activities* and *Other services* are among the most affected, while *Manufacturing, Construction, Professional, scientific and technical activities* and *Administrative activities and auxiliary services* the impact was lower.

### **Revision and updating of data**

The data published today are final. All results are available on INEBase.

## 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>

INE statistics are produced in accordance with the Code of Good Practice for European Statistics, which is the basis for the institution's quality policy and strategy. For more information, see the section on [Quality in the INE Code of Good Practices](#) on the INE's website.

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## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2021

Base year 2016

## Total Labour Cost

### National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2.605,61	102,5	1,4	20,63	104,4	3,5
Industry	3.100,44	101,8	2,0	21,88	100,0	2,3
Construction	2.574,65	98,2	1,6	17,59	96,5	1,6
Services	2.519,06	103,1	1,2	20,65	106,2	3,9

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

### Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2.605,61	102,5	1,4	20,63	104,4	3,5
Andalucía	2.273,53	99,2	0,5	18,40	102,3	3,3
Aragón	2.469,14	102,2	3,1	19,35	101,0	2,9
Asturias, Principado de	2.576,47	100,2	-0,9	20,47	100,6	0,7
Balears, Illes	2.253,49	94,6	-8,0	19,28	107,9	-0,3
Canarias	2.028,83	93,9	-6,6	17,34	105,1	2,0
Cantabria	2.487,06	102,4	2,0	19,26	104,1	3,8
Castilla y León	2.333,13	100,4	2,0	18,36	99,4	2,1
Castilla - La Mancha	2.310,16	102,2	1,3	18,20	102,8	2,1
Cataluña	2.775,56	103,1	3,5	21,90	104,5	5,2
Comunitat Valenciana	2.376,82	105,0	2,2	19,00	106,9	3,5
Extremadura	2.097,61	100,0	1,2	17,14	102,6	5,5
Galicia	2.324,29	103,4	0,0	18,39	105,9	2,3
Madrid, Comunidad de	3.151,27	104,8	0,9	23,94	105,6	3,5
Murcia, Región de	2.338,52	100,9	3,9	18,25	101,5	4,0
Navarra, Comunidad Foral de	2.802,35	105,6	1,4	22,17	103,1	2,3
País Vasco	3.111,04	105,5	3,1	25,02	103,1	2,6
Rioja, La	2.287,42	97,7	0,6	17,99	97,1	2,3

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2021

Base year 2016

## Wage cost

### National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1.907,82	100,5	1,0	15,11	102,4	3,1
Industry	2.248,24	99,2	1,4	15,87	97,5	1,8
Construction	1.771,89	95,5	1,4	12,11	93,9	1,4
Services	1.857,07	101,4	0,8	15,23	104,4	3,5

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

### Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1.907,82	100,5	1,0	15,11	102,4	3,1
Andalucía	1.638,35	96,6	-0,3	13,26	99,5	2,6
Aragón	1.786,48	99,6	3,5	14,00	98,4	3,3
Asturias, Principado de	1.878,01	97,3	-1,7	14,92	97,7	-0,1
Balears, Illes	1.639,10	93,2	-8,7	14,02	106,1	-1,1
Canarias	1.467,82	92,3	-6,2	12,54	103,3	2,4
Cantabria	1.755,13	97,1	0,6	13,59	98,7	2,3
Castilla y León	1.691,34	98,4	1,4	13,31	97,4	1,5
Castilla - La Mancha	1.667,66	99,8	1,0	13,14	100,4	1,9
Cataluña	2.033,09	100,8	3,3	16,04	102,2	4,9
Comunitat Valenciana	1.729,87	102,7	1,5	13,83	104,6	2,7
Extremadura	1.520,68	97,6	1,7	12,42	100,1	6,1
Galicia	1.690,70	102,2	-0,2	13,38	104,7	2,1
Madrid, Comunidad de	2.371,05	104,0	0,4	18,02	104,9	3,0
Murcia, Región de	1.683,81	97,7	3,4	13,14	98,2	3,5
Navarra, Comunidad Foral de	2.023,81	103,0	0,9	16,01	100,6	1,7
País Vasco	2.259,42	102,5	2,7	18,17	100,2	2,3
Rioja, La	1.660,19	94,8	0,0	13,06	94,2	1,8

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2021

Base year 2016

## Other Costs

### National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	697,79	108,4	2,5	5,52	110,2	4,5
Industry	852,20	109,4	3,6	6,01	107,3	3,8
Construction	802,76	104,7	1,9	5,48	102,8	1,9
Services	661,99	108,4	2,3	5,42	111,5	5,0

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

### Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	697,79	108,4	2,5	5,52	110,2	4,5
Andalucía	635,18	106,8	2,5	5,14	110,1	5,3
Aragón	682,66	109,8	2,1	5,35	108,5	1,9
Asturias, Principado de	698,46	108,8	1,2	5,55	109,3	3,0
Balears, Illes	614,39	98,6	-6,3	5,26	112,9	1,7
Canarias	561,01	98,3	-7,5	4,80	110,1	1,1
Cantabria	731,93	117,7	5,7	5,67	119,6	7,6
Castilla y León	641,79	106,0	3,5	5,05	105,0	3,7
Castilla - La Mancha	642,50	108,9	2,2	5,06	109,5	2,8
Cataluña	742,47	110,1	4,2	5,86	111,4	6,0
Comunitat Valenciana	646,95	111,5	4,2	5,17	113,4	5,5
Extremadura	576,93	106,8	-0,2	4,72	109,8	4,2
Galicia	633,59	106,8	0,4	5,01	109,2	2,7
Madrid, Comunidad de	780,22	107,0	2,4	5,92	107,6	4,8
Murcia, Región de	654,71	110,5	5,3	5,11	111,1	5,4
Navarra, Comunidad Foral de	778,54	112,9	2,8	6,16	110,4	3,7
País Vasco	851,62	114,4	4,1	6,85	111,7	3,6
Rioja, La	627,23	106,6	2,1	4,93	105,8	3,8

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2021

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	150,2	126,3	24,5	168,3	141,7	27,2	85,9	71,3	15,1
Industry	163,8	141,7	23,2	170,4	147,4	24,3	89,8	78,8	11,5
Construction	164,4	146,4	18,5	170,7	151,8	19,4	86,4	78,7	7,8
Services	146,7	122,0	25,2	167,6	139,5	28,6	85,7	70,7	15,5

#### 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	150,2	126,3	24,5	168,3	141,7	27,2	85,9	71,3	15,1
Andalucía	147,6	123,6	24,4	168,6	141,1	27,9	88,1	74,0	14,5
Aragón	150,4	127,6	23,5	168,8	143,6	25,9	81,5	67,6	14,6
Asturias, Principado de	147,4	125,9	22,1	165,8	141,6	24,8	80,2	68,2	12,2
Balears, Illes	149,4	116,9	32,9	168,6	132,9	36,1	88,4	66,0	22,8
Canarias	151,9	117,0	35,4	169,3	129,5	40,3	88,3	71,4	17,4
Cantabria	150,9	129,2	22,2	167,0	143,1	24,3	85,9	72,8	13,7
Castilla y León	149,2	127,1	22,5	168,1	144,1	24,5	85,3	69,6	16,0
Castilla - La Mancha	149,1	126,9	22,8	167,2	142,3	25,4	82,5	70,0	13,2
Cataluña	150,0	126,8	24,1	168,9	143,3	26,5	83,5	68,5	15,4
Comunitat Valenciana	149,6	125,1	25,2	168,7	141,6	27,8	86,7	70,8	16,6
Extremadura	145,6	122,4	23,5	166,3	139,5	27,2	76,5	65,3	11,3
Galicia	151,8	126,4	26,0	169,5	141,2	28,9	85,0	70,7	14,8
Madrid, Comunidad de	154,0	131,6	23,0	168,7	144,2	25,0	90,1	76,7	13,9
Murcia, Región de	150,7	128,1	23,2	168,5	143,2	25,8	93,6	79,7	14,8
Navarra, Comunidad Foral de	148,0	126,4	22,2	166,6	143,1	24,3	79,6	65,2	14,7
País Vasco	148,2	124,4	24,2	164,6	138,6	26,3	79,5	64,6	15,2
Rioja, La	147,7	127,1	21,1	167,4	143,9	24,0	82,7	71,7	11,6

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2021

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 <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	2.605,61	1,4	2.605,51	1,4	2.654,78	1,0
Wages costs	1.907,82	1,0	1.907,82	1,0	1.961,78	0,4
Other costs	697,79	2,5	697,69	2,6	693,00	2,6

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

#### 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	20,63	3,5	20,67	3,1	21,89	3,4
Wages costs	15,11	3,1	15,14	2,7	16,22	3,0
Other costs	5,52	4,5	5,53	4,1	5,67	4,2

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



## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2021

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	100.041	100,0	100,0	94,8	2,9	2,3
Industry	7.065	7,1	100,0	95,4	2,5	2,1
Construction	6.807	6,8	100,0	95,6	3,0	1,4
Services	86.169	86,1	100,0	94,7	2,9	2,4

### 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	100.041	100,0	100	94,8	2,9	2,3
Andalucía	16.106	16,1	100	93,5	3,6	3,0
Aragón	3.569	3,6	100	94,6	2,8	2,5
Asturias, Principado de	1.051	1,1	100	94,6	2,5	2,9
Balears, Illes	878	0,9	100	91,8	6,1	2,0
Canarias	3.423	3,4	100	95,5	2,9	1,6
Cantabria	359	0,4	100	93,1	4,8	2,1
Castilla y León	5.719	5,7	100	95,0	2,9	2,0
Castilla - La Mancha	3.016	3,0	100	94,0	3,8	2,1
Cataluña	17.833	17,8	100	95,6	2,4	2,0
Comunitat Valenciana	9.945	9,9	100	96,9	1,9	1,3
Extremadura	1.205	1,2	100	91,4	6,1	2,5
Galicia	4.162	4,2	100	92,9	3,2	3,9
Madrid, Comunidad de	25.348	25,3	100	96,1	1,6	2,3
Murcia, Región de	2.045	2,0	100	94,8	2,1	3,1
Navarra, Comunidad Foral de	2.262	2,3	100	97,0	1,3	1,7
País Vasco	2.475	2,5	100	94,7	3,7	1,6
Rioja, La	645	0,6	100	94,3	3,3	2,5