

16 June 2022

Quarterly Labour Cost Survey (QLCS) First quarter 2022

Main results

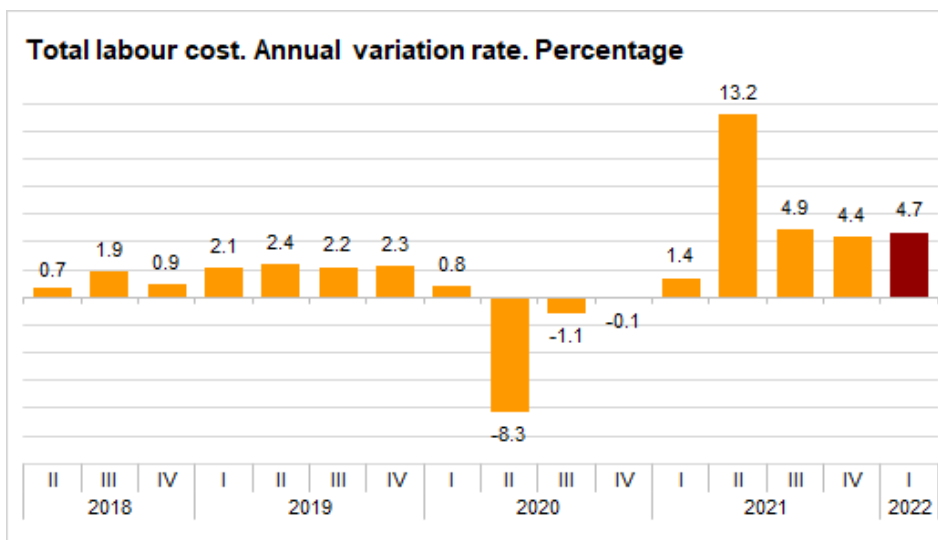
- The labour cost of companies stands at 2,729.01 euros per worker and month in the first quarter of 2021, with a variation rate of 4.7% as compared with the same period of 2017.
- The wage cost per worker per month increases by 5.2%, standing at an average of 2,006.61 euros. On the other hand, other costs increase by 3.5%, standing at 722.40 euros per worker per month.
- During the first quarter, the average agreed working week, considering full-time and part-time together, was 34.6 hours. Of these, 4.4 hours per week are lost, of which 2.6 are due to holidays and vacations, one hour to sick leave due to temporary disability and 0.2 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 causes such as maternity or paternity, other paid leave, labour conflict, etc.
- The labour cost per effective hour did not vary in annual rate, as a result of the 4.7% growth in the number of hours worked compared to the same quarter of the previous year.
- In quarterly rate, and with calendar and seasonally adjusted data, the quarterly rate of the labour cost per worker was 1.2% and that of the cost per effective hour 0.7%.
- With calendar adjusted results, the annual rate of the labour cost per hour actually worked is 1.3%, while per worker it is 4.7%. With seasonally adjusted results, the annual rate per hour actually worked was 1.1%, while per worker it was 4.5%.
- In the first quarter of 2022, the number of vacancies was 133,988. Of these, 88.9% were registered in the Services sector.

Labour cost by components

The labour cost per worker per month reached 2,729.01 euros in the first quarter of 2022, indicating an increase of 4.7% as compared with the same period of the previous year.

This increase was due to the greater number of hours actually worked this quarter. This was, in turn, a consequence of the decrease in the number of hours not worked due to holidays taken and, in particular, of the decline in hours not worked due to technical, economic, organizational, production and/or force majeure reasons - including time not worked for affected by the Temporary Workforce Reduction Scheme (ERTE) -, which compensated for the increase in hours not worked due to vacations.

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.



Of the total cost per worker and month, incurred by an employer for the use of the labour factor, 2,006.61 euros corresponded to wages and 664.38 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 5.2% at an annual rate, going from 1,907.82 to 2,006.61 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 4.3%.

Other costs (non-wage costs) increased by 3.5%. Their main component, compulsory Social Security contributions, increased by 4.8%. In the variation of non-salary income, the decrease in compensation for dismissal stands out.

The labour cost per hour showed no variation due to a 4.7% increase in the number of effective hours of work. After removing this and the calendar effect, the estimated variation in the hourly cost is around 1.1%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2.729,01	4,7
Wage cost	2.006,61	5,2
Other costs	722,40	3,5

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2.006,61	5,2
Ordinary wage cost	1.785,90	4,3

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	722,40	3,5
Compulsory contributions	664,38	4,8
Non-wage payments	71,24	-3,9
Subsidies and allowances ²	13,21	26,8

Cost per hour

	Euros	Rate ¹
Cost per effective hour	20,64	0,0
Cost per paid hour	18,09	4,5

² Subsidies are taken out of the other costs

Labour cost by economic sector

Industry registered a smaller increase in labour cost and its primary components this quarter.

In *Construction*, the total labour cost increased by 2.9% in the annual rate. The scant growth in other costs is due, as in *Industry*, to the drop in severance pay.

Services showed the greatest growth in total labour cost and its main components as a result of the greater number of hours actually worked in this sector.

Labour cost per worker and month in the first quarter 2022

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	2.729,01	4,7	2.006,61	5,2	1.785,90	4,3	722,40	3,5
Industry	3.145,22	1,4	2.292,32	2,0	2.007,00	1,7	852,90	0,1
Construction	2.649,65	2,9	1.840,57	3,9	1.721,38	2,7	809,08	0,8
Services	2.662,84	5,7	1.969,74	6,1	1.752,46	5,0	693,10	4,7

¹ As compared to the same quarter of the previous year

Labour cost by activity sector

By activity sections, the growth in labour cost was higher in *Hotel, restaurants and catering, Artistic, recreational and entertainment activities* and *Financial and insurance activities*.

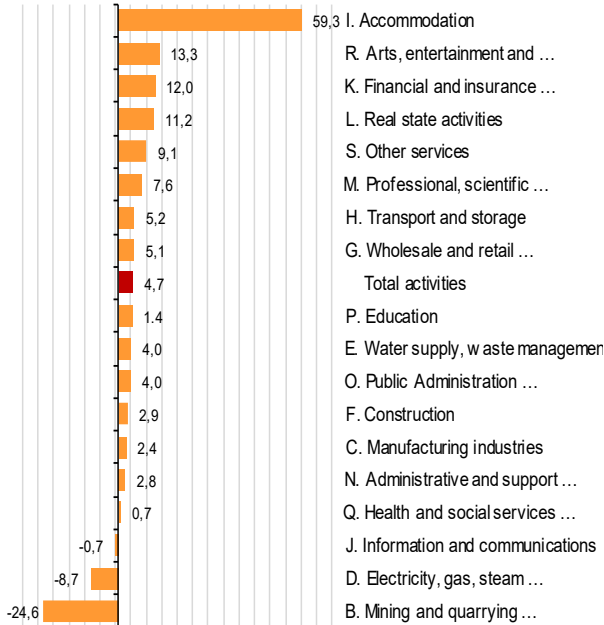
On the other hand, in *Electricity, gas, steam and air conditioning supply and air conditioning* and *Information and communication*, labour costs decreased compared to the first quarter of 2021.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	7.396,05
K. Financial and insurance ...	6.453,94
J. Information and communication	4.074,07
B. Mining and quarrying ...	3.959,43
M. Professional, scientific ...	3.421,04
O. Public Administration ...	3.177,26
C. Manufacturing industries	3.064,91
E. Water supply, waste managem	3.023,16
L. Real state activities	2.930,25
H. Transport and storage	2.879,94
Q. Health and social services ...	2.768,46
Total activities	2.729,01
F. Construction	2.649,65
P. Education	2.520,97
G. Wholesale and retail ...	2.413,52
S. Other services	1.916,19
N. Administrative and support ...	1.915,58
R. Arts, entertainment and ...	1.845,61
I. Accommodation	1.573,65

Annual variation rates. Percentage



Considering the per worker labour cost components, the growth of the wage cost was higher in Hotel, restaurants and catering, Artistic, recreational and entertainment activities and Real estate activities.

For their part, *Mining and quarrying* and *Electricity, gas, steam and air conditioning supply* registered the greatest decreases in wage costs.

As for other costs, the sections with the greatest increases were *Hotel, restaurants and catering*, *Financial and insurance activities* and *Artistic, recreational and entertainment activities*.

The lowest rates ... were found in *Information and communications*, *Mining and quarrying* and *Electricity, gas, steam and air conditioning supply*.

Labour cost in the first quarter 2022 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 ¹	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	2.006,61	5,2	722,40	3,5	15,17	0,4	5,47	-0,9
B. Mining and quarrying ...	2.901,37	-30,3	1.058,06	-2,6	19,81	-31,7	7,23	-4,5
C. Manufacturing industries	2.226,11	3,4	838,80	-0,1	15,33	1,5	5,77	-2,0
D. Electricity, gas, steam ...	5.973,44	-10,2	1.422,61	-1,8	41,54	-11,2	9,89	-2,9
E. Water supply, waste management ...	2.159,70	4,2	863,46	3,7	16,08	1,5	6,44	1,1
F. Construction	1.840,57	3,9	809,08	0,8	12,38	2,2	5,45	-0,5
G. Wholesale and retail ...	1.777,25	5,9	636,27	3,0	12,99	2,6	4,66	-0,2
H. Transport and storage	2.006,92	5,5	873,02	4,5	14,53	2,3	6,32	1,3
I. Accommodation	1.150,73	67,8	422,92	40,2	10,01	2,9	3,68	-14,0
J. Information and communications	3.132,44	0,0	941,63	-2,9	20,76	-2,4	6,25	-5,2
K. Financial and insurance ...	5.094,38	11,5	1.359,56	13,8	35,18	9,4	9,39	11,7
L. Real state activities	2.243,76	12,0	686,49	8,7	16,00	6,7	4,90	3,6
M. Professional, scientific ...	2.620,60	8,9	800,44	3,5	18,18	5,3	5,56	0,0
N. Administrative and support ...	1.384,76	2,2	530,82	2,4	11,40	-1,6	4,37	-1,6
O. Public Administration ...	2.315,51	3,5	861,75	5,3	17,16	2,6	6,39	4,4
P. Education	1.845,40	4,3	675,57	4,3	16,73	3,8	6,13	4,1
Q. Health and social services ...	2.036,52	0,1	731,94	2,3	16,47	0,3	5,91	2,2
R. Arts, entertainment and ...	1.378,80	13,6	466,81	12,6	13,24	-7,7	4,48	-8,6
S. Other services	1.417,90	10,8	498,29	4,5	11,38	2,6	4,00	-3,4

¹As compared to the same quarter of the previous year

As for wage cost per hour worked, the sections with the greatest increases were *Financial and insurance activities, Real estate activities and Professional, scientific and technical activities*.

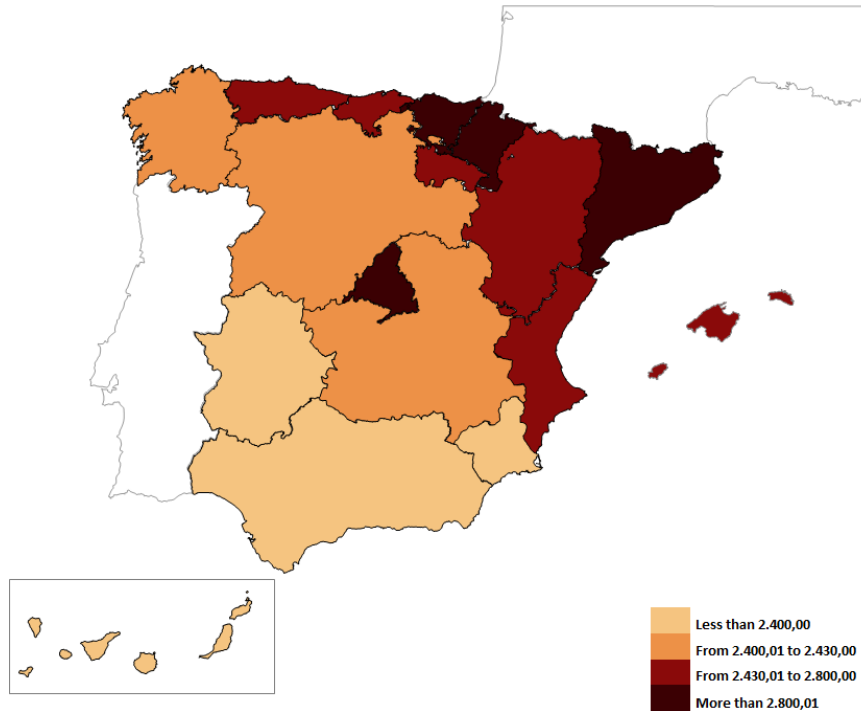
On the other hand, *Mining and quarrying, Electricity, gas, steam and air conditioning supply and Artistic, recreational and entertainment activities* had the greatest decreases.

With regard to other costs per hour worked, the sections that recorded the greatest annual increases were *Financial and insurance activities, Public administration and defence, Compulsory Social Security and Education*.

On the other hand, the lowest rates were found in *Hotel, restaurants and catering, Artistic, recreational and entertainment activities and Information and communications*.

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 this cost was lower than the average by the same amount.



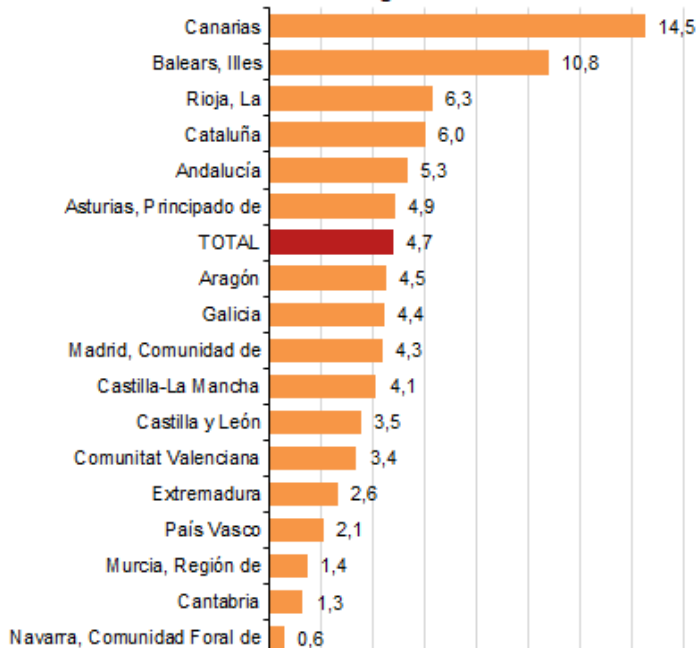
Regarding the annual cost increase, Canarias, Illes Balears and La Rioja showed the highest rates. Conversely, Comunidad Foral de Navarra, Cantabria and Región de Murcia, registered the lowest decreases.

Labour cost by Autonomous Community

Labour cost per worker and month

	Euros
Madrid, Comunidad de	3.287,51
País Vasco	3.174,87
Cataluña	2.941,86
Navarra, Comunidad Foral	2.817,93
TOTAL	2.729,01
Asturias, Principado de	2.701,49
Aragón	2.579,29
Cantabria	2.519,04
Balears, Illes	2.496,44
Comunitat Valenciana	2.456,58
Rioja, La	2.431,37
Galicia	2.427,51
Castilla y León	2.415,59
Castilla-La Mancha	2.405,06
Andalucía	2.394,02
Murcia, Región de	2.372,33
Canarias	2.322,55
Extremadura	2.152,29

Annual variation rates. Percentage



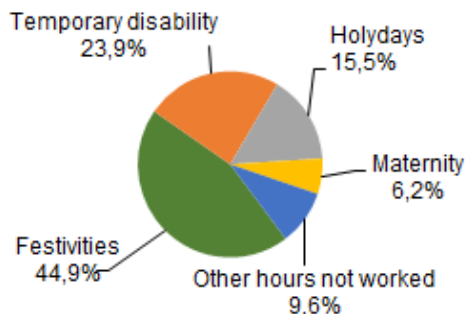
Working time

During the first quarter of 2022, the average agreed working week, considering full-time and part-time together, was 34.6 hours. Of these, an average of 4.4 hours were lost per week, most of which (2.6) were due to vacations and public holidays.

On the other hand, 0.2 hours 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 (1.6) were due to other possible causes such as temporary disability, maternity or paternity leave, paid leave, etc.

If we add overtime and subtract lost hours, the working week is reduced to 30.4 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

	Percentage
Compensated absences	4,1%
Maternity	2,6%
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	0,1%

By type of working day, the wage difference between full-time and part-time workers was 4.87 euros per hour (15.82 euros/hour for full-time versus 10.95 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (33.9 weekly hours as compared with 18.1).

Weekly hours¹

	Effective hours	Hours lost
Total workers	30,4	4,4
Full time	33,9	4,9
Part time	18,1	2,3

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

Labour cost per hour

	Euros	Rate ²
Total workers	15,17	0,4
Full time	15,82	0,8
Part time	10,95	-0,5

² Same quarter than last year

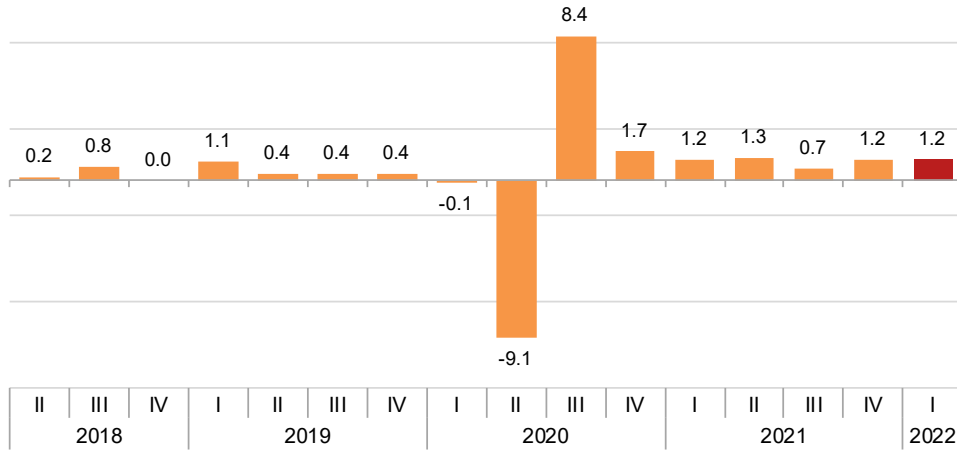
Series adjusted for seasonal and calendar effects

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 2022 and the fourth of 2021, the variation in the total labour cost per worker was 1.2%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

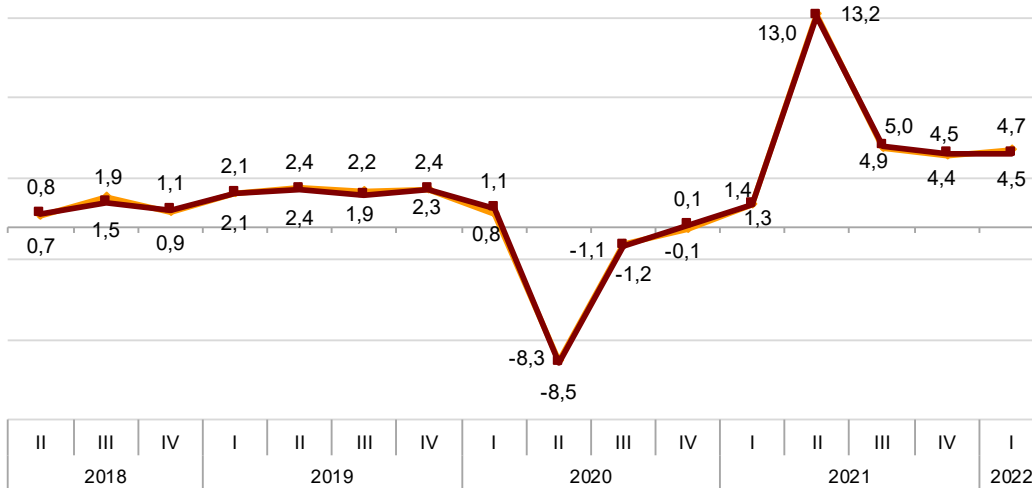


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 4.5%.

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 2022, the number of vacancies stood at 133,988. Of those, 88.9% 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 2022

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	133.988	100,0	100,0	94,4	3,2	2,4
Industry	9.445	7,1	100,0	93,3	3,8	2,9
Construction	5.479	4,1	100,0	92,9	4,8	2,3
Services	119.064	88,9	100,0	94,7	2,9	2,4

Vacancies by Autonomous Community

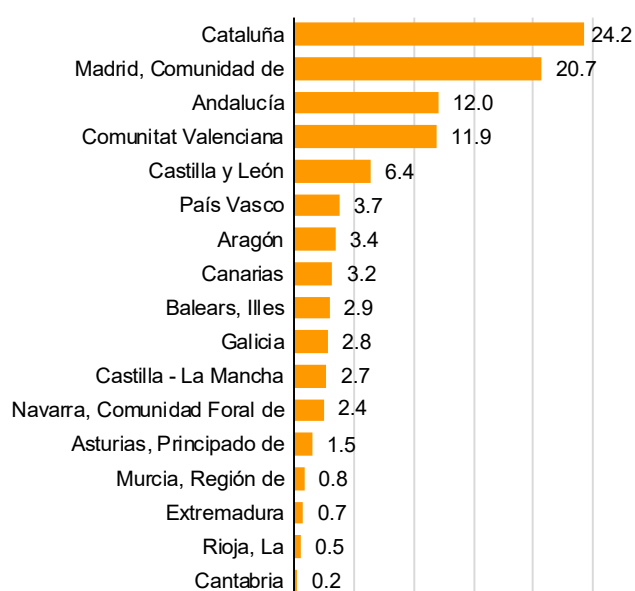
The Autonomous Communities with the largest number of vacancies in the first quarter were Cataluña, Comunidad de Madrid and Andalucía. In turn, those recording the lowest number were Cantabria, La Rioja and Extremadura.

Considering the percentage distribution, Cataluña, Comunidad de Madrid and Andalucía concentrated more than 56% of the total vacancies this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	133.988
Cataluña	32.474
Madrid, Comunidad de	27.676
Andalucía	16.095
Comunitat Valenciana	15.879
Castilla y León	8.531
País Vasco	5.000
Aragón	4.570
Canarias	4.272
Balears, Illes	3.908
Galicia	3.731
Castilla - La Mancha	3.589
Navarra, Comunidad Foral de	3.255
Asturias, Principado de	1.977
Murcia, Región de	1.066
Extremadura	970
Rioja, La	673
Cantabria	321

Percent distribution



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

According to Royal Decree-Law 2/2022, of February 22, the COVID ERTes that were in force as of February 24 have been extended until March 31, 2022.

In general, during the first quarter of 2022 there was a lower incidence of ERTes in all economic activities, leading to a recovery in hours worked. Thus, the hours not worked have fallen by 22.8% compared to the first quarter of the previous year, although they are still 25% above those corresponding to the first quarter of 2019.

The growth in hours worked has resulted in an increase in salary costs and, to a lesser extent, in other costs as a result of exemptions in social contributions. *Hotel, restaurants and catering, Artistic, recreational and entertainment activities, and Other services* are clear examples of this situation.

The impact of this situation was uneven among the autonomous communities, depending primarily on their productive structure. The greatest increases took place in the autonomous communities where tourism has the greatest weight, as is the case of Illes Balears and Canarias.

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: 2016.

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.

For further information see **INEbase** – www.ine.es Twitter: [@es_ine](https://twitter.com/es_ine)

All press releases at: www.ine.es/prensa/prensa_en.htm

Press office: Telephone numbers: (+34) 91 583 93 63 /94 08 – gprensa@ine.es

Information Area: Telephone number: (+34) 91 583 91 00 – www.ine.es/infoine/?L=1

Quarterly Labour Cost Survey (QLCS)

First Quarter 2022

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	2.729,01	107,4	4,7	20,64	104,4	0,0
Industry	3.145,22	103,3	1,4	21,77	99,5	-0,5
Construction	2.649,65	101,1	2,9	17,83	97,8	1,4
Services	2.662,84	109,0	5,7	20,66	106,2	0,0

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.729,01	107,4	4,7	20,64	104,4	0,0
Andalucía	2.394,02	104,5	5,3	18,35	102,0	-0,3
Aragón	2.579,29	106,8	4,5	19,53	101,9	0,9
Asturias, Principado de	2.701,49	105,0	4,9	20,77	102,1	1,5
Balears, Illes	2.496,44	104,8	10,8	19,22	107,6	-0,3
Canarias	2.322,55	107,5	14,5	17,65	107,0	1,8
Cantabria	2.519,04	103,7	1,3	19,12	103,3	-0,7
Castilla y León	2.415,59	104,0	3,5	18,61	100,7	1,4
Castilla - La Mancha	2.405,06	106,4	4,1	17,99	101,6	-1,2
Cataluña	2.941,86	109,3	6,0	22,16	105,7	1,2
Comunitat Valenciana	2.456,58	108,5	3,4	18,95	106,6	-0,3
Extremadura	2.152,29	102,6	2,6	16,66	99,7	-2,8
Galicia	2.427,51	108,0	4,4	18,30	105,4	-0,5
Madrid, Comunidad de	3.287,51	109,3	4,3	23,97	105,7	0,1
Murcia, Región de	2.372,33	102,4	1,4	17,87	99,4	-2,1
Navarra, Comunidad Foral de	2.817,93	106,1	0,6	21,69	100,9	-2,2
País Vasco	3.174,87	107,7	2,1	24,90	102,6	-0,5
Rioja, La	2.431,37	103,9	6,3	18,30	98,8	1,7

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2022

Base year 2016

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.006,61	105,8	5,2	15,17	102,8	0,4
Industry	2.292,32	101,2	2,0	15,87	97,5	0,0
Construction	1.840,57	99,2	3,9	12,38	96,0	2,2
Services	1.969,74	107,5	6,1	15,28	104,7	0,3

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.006,61	105,8	5,2	15,17	102,8	0,4
Andalucía	1.740,80	102,6	6,3	13,34	100,2	0,6
Aragón	1.858,83	103,7	4,0	14,07	98,9	0,5
Asturias, Principado de	1.989,01	103,0	5,9	15,29	100,1	2,5
Balears, Illes	1.822,52	103,6	11,2	14,03	106,2	0,1
Canarias	1.690,91	106,3	15,2	12,85	105,8	2,5
Cantabria	1.798,68	99,5	2,5	13,66	99,2	0,5
Castilla y León	1.745,62	101,6	3,2	13,45	98,4	1,1
Castilla - La Mancha	1.736,05	103,9	4,1	12,99	99,2	-1,1
Cataluña	2.166,23	107,4	6,5	16,32	103,9	1,7
Comunitat Valenciana	1.789,23	106,3	3,4	13,80	104,4	-0,2
Extremadura	1.561,62	100,3	2,7	12,09	97,4	-2,7
Galicia	1.765,29	106,7	4,4	13,31	104,1	-0,5
Madrid, Comunidad de	2.486,93	109,1	4,9	18,14	105,6	0,7
Murcia, Región de	1.713,52	99,4	1,8	12,91	96,5	-1,8
Navarra, Comunidad Foral de	2.035,81	103,6	0,6	15,67	98,4	-2,1
País Vasco	2.316,35	105,1	2,5	18,17	100,2	0,0
Rioja, La	1.753,72	100,1	5,6	13,20	95,2	1,1

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2022

Base year 2016

Other Costs

National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	722,40	112,2	3,5	5,47	109,2	-0,9
Industry	852,90	109,5	0,1	5,90	105,4	-1,8
Construction	809,08	105,5	0,8	5,45	102,3	-0,5
Services	693,10	113,5	4,7	5,38	110,7	-0,7

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	722,40	112,2	3,5	5,47	109,2	-0,9
Andalucía	653,22	109,8	2,8	5,01	107,3	-2,5
Aragón	720,46	115,9	5,5	5,46	110,8	2,1
Asturias, Principado de	712,48	111,0	2,0	5,48	107,9	-1,3
Balears, Illes	673,92	108,2	9,7	5,19	111,4	-1,3
Canarias	631,64	110,7	12,6	4,80	110,1	0,0
Cantabria	720,36	115,9	-1,6	5,46	115,2	-3,7
Castilla y León	669,97	110,6	4,4	5,16	107,3	2,2
Castilla - La Mancha	669,01	113,4	4,1	5,00	108,2	-1,2
Cataluña	775,63	115,0	4,5	5,84	111,0	-0,3
Comunitat Valenciana	667,35	115,1	3,2	5,15	112,9	-0,4
Extremadura	590,67	109,4	2,4	4,57	106,3	-3,2
Galicia	662,22	111,6	4,5	4,99	108,7	-0,4
Madrid, Comunidad de	800,58	109,8	2,6	5,83	106,0	-1,5
Murcia, Región de	658,81	111,2	0,6	4,96	107,8	-2,9
Navarra, Comunidad Foral de	782,12	113,5	0,5	6,02	107,9	-2,3
País Vasco	858,52	115,4	0,8	6,73	109,8	-1,8
Rioja, La	677,65	115,2	8,0	5,10	109,4	3,4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2022

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	150,5	132,3	18,9	168,4	147,6	21,4	88,4	78,8	10,2
Industry	164,5	144,5	21,2	170,5	149,5	22,2	94,6	85,4	9,6
Construction	165,3	148,6	17,4	170,6	153,2	18,2	92,6	86,8	5,9
Services	147,0	128,9	18,7	167,7	146,7	21,6	87,9	78,2	10,3

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	150,5	132,3	18,9	168,4	147,6	21,4	88,4	78,8	10,2
Andalucía	149,3	130,5	19,4	168,8	147,0	22,3	93,8	83,2	11,1
Aragón	151,2	132,1	20,1	168,9	147,2	22,6	82,8	73,6	10,1
Asturias, Principado de	148,1	130,1	18,7	165,5	145,1	21,1	82,6	73,7	9,5
Balears, Illes	149,4	129,9	19,9	168,7	145,9	23,2	91,8	82,0	10,1
Canarias	153,2	131,6	22,6	169,5	145,2	25,4	87,8	76,9	11,3
Cantabria	150,8	131,7	19,5	167,8	146,1	22,1	89,0	79,4	10,0
Castilla y León	147,8	129,8	18,5	168,0	147,4	21,2	83,8	74,2	9,8
Castilla - La Mancha	150,2	133,7	17,1	167,1	148,4	19,2	84,1	75,8	8,8
Cataluña	151,1	132,8	19,2	169,1	148,2	21,8	86,7	77,4	9,9
Comunitat Valenciana	148,2	129,6	19,3	168,9	147,3	22,3	88,6	79,1	10,7
Extremadura	146,5	129,2	17,7	167,0	146,7	20,6	79,4	71,7	8,1
Galicia	152,3	132,6	20,3	169,3	147,3	22,7	88,8	78,2	11,2
Madrid, Comunidad de	153,5	137,1	16,9	168,6	150,5	18,6	90,7	81,5	9,8
Murcia, Región de	150,0	132,7	17,9	168,8	148,8	20,7	87,9	79,9	8,4
Navarra, Comunidad Foral de	148,6	129,9	19,3	166,3	145,3	21,8	85,7	75,7	10,5
País Vasco	148,0	127,5	20,9	164,3	141,2	23,5	82,5	72,3	10,6
Rioja, La	149,9	132,8	17,6	167,6	148,0	20,1	85,8	77,9	8,6

Quarterly Labour Cost Survey (QLCS)

First Quarter 2022

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	2.729,01	4,7	2.727,99	4,7	2.800,97	4,5
Wages costs	2.006,61	5,2	2.006,53	5,2	2.083,70	5,0
Other costs	722,40	3,5	721,46	3,4	717,27	3,4

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	20,64	0,0	20,92	1,3	22,01	1,1
Wages costs	15,17	0,4	15,38	1,7	16,35	1,4
Other costs	5,47	-0,9	5,54	0,2	5,66	0,2

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2022

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	133.988	100,0	100,0	94,4	3,2	2,4
Industry	9.445	7,1	100,0	93,3	3,8	2,9
Construction	5.479	4,1	100,0	92,9	4,8	2,3
Services	119.064	88,9	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	133.988	100,0	100	94,4	3,2	2,4
Andalucía	16.095	12,0	100	93,6	3,9	2,5
Aragón	4.570	3,4	100	94,9	2,1	3,0
Asturias, Principado de	1.977	1,5	100	93,3	2,0	4,7
Balears, Illes	3.908	2,9	100	95,2	3,4	1,4
Canarias	4.272	3,2	100	94,8	3,0	2,2
Cantabria	321	0,2	100	91,5	5,1	3,4
Castilla y León	8.531	6,4	100	94,0	2,6	3,5
Castilla - La Mancha	3.589	2,7	100	94,4	3,9	1,7
Cataluña	32.474	24,2	100	94,4	3,0	2,5
Comunitat Valenciana	15.879	11,9	100	94,9	3,8	1,3
Extremadura	970	0,7	100	93,0	5,0	2,0
Galicia	3.731	2,8	100	93,6	2,6	3,8
Madrid, Comunidad de	27.676	20,7	100	95,6	1,8	2,6
Murcia, Región de	1.066	0,8	100	95,4	3,5	1,1
Navarra, Comunidad Foral de	3.255	2,4	100	93,5	2,1	4,3
País Vasco	5.000	3,7	100	94,6	4,2	1,1
Rioja, La	673	0,5	100	94,5	3,7	1,8