

**Quarterly Labour Cost Survey (QLCS)
Second quarter of 2009**

Main results

- **The labour cost for companies, per worker per month, increases 3.9% in the second quarter**, as compared with the same period in 2008, standing at 2,547.92 euros.
- **The wage cost increases 4.1%**, reaching an average of 1,892.42 euros. By sector, construction records the largest increase.
- **Other costs increase 3.5%**, standing at 655.50 euros per worker per month.
- The effective day worked decreases 5.2%. This quarter, **4.7 working hours** are lost weekly, mainly due to public holidays since Easter Week was held in April.
- The **labour cost per effective hour worked increases 9.6%** (after adjusting for seasonal and calendar effects, growth is estimated at 6.0%). If paid hours are considered, without deducting the time not worked or paid, but this increase is 5.0%.
- The new National Classification of Economic Activities (NACE-2009) is in the process of being implemented in the QLCS throughout 2009, therefore **during the 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 2,547.92 euros for the second quarter of 2009, indicating an increase of 3.9% as compared with the same period the previous year. In the second quarter of 2008, the labour cost grew at a rate of 5.1%.



Of the total cost per worker per month, incurred by an employer for the use of the work factor, 1,892.42 euros corresponded to wages, and 564.22 to Obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The main component of the total cost was the wage cost. The wage cost, which comprised base salary, salary supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 4.1% in the interannual rate, rising from 1,818.48 to 1,892.42 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 3.4%. The greater increase in total wages, as compared with ordinary wages, was mainly due to an increase in extraordinary payments.

Other costs (non-wage costs) increased 3.5%. Their main component, Obligatory Social Security contributions, grew 2.2%, at a slower rate than that of wages. In the growth of non-wage payments, worth noting was still the increase in compensation for dismissal.

The labour cost per hour grew 9.6% (after adjusting for seasonal and calendar effects, the growth was 6.0%). This increase, greater than that of the cost per worker, was due both to a decrease in the number of hours effectively worked, because of the effect of Easter Week, and to the different composition of employment and full-time and part-time working days as compared with the same period the previous year.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2.547,92	3,9
Wage cost	1.892,42	4,1
Other costs	655,50	3,5

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	655,50	3,5
Obligatory contributions	564,22	2,2
Non-wage payments	110,26	11,7
Subsidies and bonuses ²	18,98	6,7

Wage cost

	Euros	Rate ¹
Total wage cost	1.892,42	4,1
Ordinary wage cost	1.606,75	3,4

¹ Same quarter last year

Hourly cost

	Euros	Rate ¹
Effective hourly cost	18,89	9,6
Cost per hour paid	16,44	5,0

² Subsidies are subtracted from other costs

After excluding all of the effects of the time not worked (illness, maternity, leaves, employment regulation orders and other reductions, in addition to public holidays and holidays), and rather than hours effectively worked, considering the hours paid, the growth of the cost per hour stood at 5.0%.

Working time

During the second quarter of 2009, the average agreed working week, considering full-time and part-time together, was 35.5 hours. Of these, an average of 4.7 hours were lost per week, most of which were due to public holidays, as a result of the aforementioned Easter Week effect.

After adding overtime and subtracting hours lost, the working week was reduced to 31.0 effective hours worked.

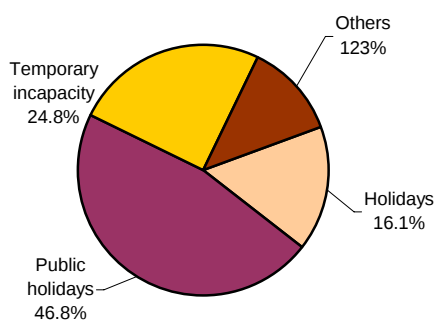
In addition, the number of effective hours worked this quarter was influenced by a different behaviour of the hours agreed according to type of working day. Whereas for full-time, the number of agreed hours barely varied as compared with the same quarter the previous year, part-time presented a decrease of 3.0%.

Hours by type of working day ¹

	Effective hours		Agreed hours		Paid hours		Hours not worked	
	Hours	Rate	Hours	Rate	Hours	Rate	Hours	Rate
TOTAL	31,0	-5,2%	35,5	-1,0%	35,6	-1,1%	4,7	38,8%
Full time	33,7	-4,5%	38,7	-0,3%	38,8	-0,4%	5,1	39,5%
Part time	17,1	-6,9%	19,3	-3,0%	19,3	-3,1%	2,3	40,6%

¹ The working week is obtained by dividing the working month by 4.35

Hours not worked



Other hours not worked (different reasons)

	Percentage
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%

According to the type of working day, full-time workers practically doubled the effective hours worked by part-time workers, and the wage difference between full- and part-time workers was 4.24 euros per hour (14.41 euros/hour for full-time and 10.17 euros/hour for part-time).

Wage cost per effective hour

	Euros	Rate ²
Total workers	14,03	9,70
Full-time	14,41	9,83
Part-time	10,17	9,71

² Same quarter last year

Labour cost by economic sector

Construction was the sector presenting the greatest increase in labour cost. Of note in this sector was the growth in wages, fundamentally due to the increase in extraordinary payments and other costs, and in particular, compensation for dismissal and end of contract payouts.

Industry presented the smallest growth in wage cost, as a result of the increase in employment regulation orders. However, the increase in other costs was important, due to compensation for dismissal.

The services sector registered the smallest growth in non-wage costs.

Other costs by economic sector

	Other Costs ¹		Obligatory contributions		Non-wage payments		Subsidies and bonuses	
	Euros	Rate	Euros	Rate	Euros	Rate	Euros	Rate
TOTAL	655,50	3,5	564,22	2,2	110,26	11,7	18,98	6,7
Industry	756,70	5,0	642,47	2,1	142,16	22,9	27,92	14,6
Construction	783,65	7,5	616,95	3,0	139,98	24,8	17,56	-0,2
Services	614,01	3,3	538,96	2,6	92,24	7,7	17,19	5,8

¹ Subsidies are subtracted from other costs

Labour cost by Autonomous Community

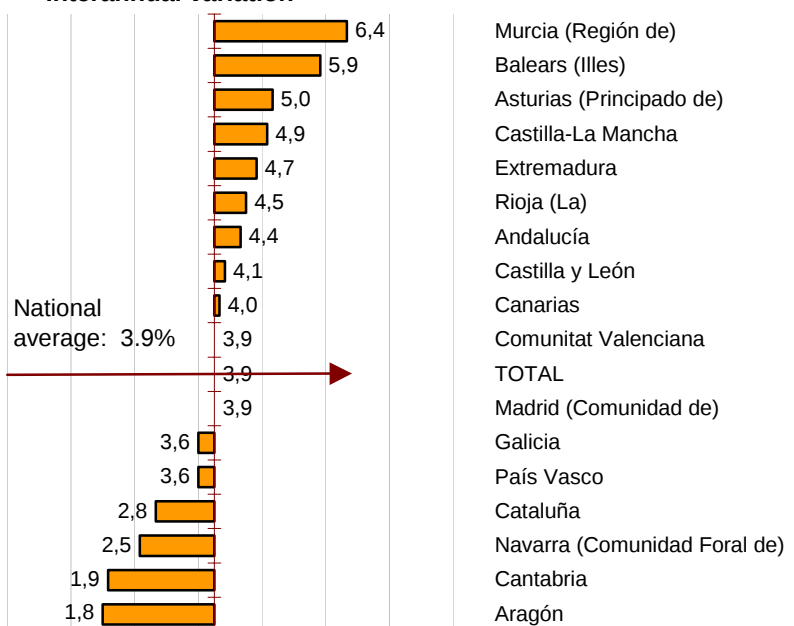
The wage cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura, Canarias and Galicia, said labour cost was the same amount lower than the national average.

Considering the interannual growth of the cost, Murcia and Illes Balears presented the highest rates, whilst Aragón and Cantabria registered the smallest increases.

Labour cost per worker per month

	Euros
Madrid (Comunidad de)	2.894,00
País Vasco	2.850,37
Cataluña	2.770,97
Navarra (Comunidad Foral de)	2.670,92
Asturias (Principado de)	2.549,08
TOTAL	2.547,92
Aragón	2.526,62
Rioja (La)	2.446,85
Andalucía	2.394,37
Balears (Illes)	2.387,48
Castilla y León	2.340,26
Cantabria	2.329,21
Castilla-La Mancha	2.316,21
Murcia (Región de)	2.314,89
Comunitat Valenciana	2.295,02
Galicia	2.187,97
Canarias	2.173,50
Extremadura	2.156,44

Interannual variation



For further information see **INEbase-www.ine.es** All press releases at: **www.ine.es/prensa/prensa_en.htm**

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Quarterly Labour Cost Survey (QLCS)

Second 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	2.547,92	104,8	3,9	18,89	104,9	9,6
Industry	2.793,53	103,4	3,0	20,05	103,6	10,4
Construction	2.626,32	107,6	6,1	17,86	106,7	11,2
Services	2.481,46	104,9	4,1	18,79	104,9	9,0

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	2.547,92	104,8	3,9	18,89	104,9	9,6
Andalucía	2.394,37	105,5	4,4	17,59	105,1	9,5
Aragón	2.526,62	105,9	1,8	18,71	105,3	7,4
Asturias (Principado de)	2.549,08	106,2	5,0	19,14	105,4	9,4
Balears (Illes)	2.387,48	103,6	5,9	17,02	100,4	8,8
Canarias	2.173,50	104,3	4,0	15,71	104,6	7,4
Cantabria	2.329,21	101,4	1,9	17,20	100,4	5,8
Castilla y León	2.340,26	104,9	4,1	17,73	105,1	8,5
Castilla-La Mancha	2.316,21	106,2	4,9	17,09	108,2	11,6
Cataluña	2.770,97	105,7	2,8	20,72	106,2	8,6
Comunitat Valenciana	2.295,02	104,7	3,9	16,92	104,5	11,5
Extremadura	2.156,44	106,2	4,7	15,56	105,3	9,0
Galicia	2.187,97	103,0	3,6	16,08	102,7	7,8
Madrid (Comunidad de)	2.894,00	103,6	3,9	21,26	104,5	9,6
Murcia (Región de)	2.314,89	107,8	6,4	17,25	106,4	11,7
Navarra (Comunidad Foral de)	2.670,92	103,9	2,5	20,65	104,5	10,8
País Vasco	2.850,37	101,2	3,6	22,33	101,0	11,8
Rioja (La)	2.446,85	108,4	4,5	18,46	108,1	9,4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	1.892,42	105,1	4,1	14,03	105,3	9,7
Industry	2.036,83	102,4	2,3	14,62	102,7	9,6
Construction	1.842,67	108,2	5,5	12,53	107,4	10,6
Services	1.867,45	105,4	4,3	14,14	105,3	9,3

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	1.892,42	105,1	4,1	14,03	105,3	9,7
Andalucía	1.772,45	106,5	5,6	13,02	106,1	10,6
Aragón	1.883,33	106,3	1,0	13,95	105,8	6,5
Asturias (Principado de)	1.903,21	107,1	5,7	14,29	106,3	10,0
Balears (Illes)	1.763,35	104,0	5,6	12,57	100,8	8,5
Canarias	1.584,38	104,1	3,8	11,45	104,4	7,1
Cantabria	1.717,32	102,6	3,0	12,68	101,4	6,9
Castilla y León	1.727,28	104,5	3,7	13,09	104,6	8,2
Castilla-La Mancha	1.707,91	107,4	5,8	12,60	109,5	12,6
Cataluña	2.070,35	106,4	2,9	15,48	106,9	8,8
Comunitat Valenciana	1.685,15	105,2	3,5	12,42	105,1	11,0
Extremadura	1.601,36	107,2	5,1	11,56	106,3	9,4
Galicia	1.612,36	103,3	4,3	11,85	103,0	8,6
Madrid (Comunidad de)	2.169,79	103,4	3,5	15,94	104,3	9,3
Murcia (Región de)	1.699,71	108,2	6,8	12,66	106,7	12,1
Navarra (Comunidad Foral de)	1.977,90	103,1	1,7	15,29	103,7	9,8
País Vasco	2.119,85	100,7	3,8	16,61	100,6	12,1
Rioja (La)	1.851,28	110,9	5,0	13,97	110,6	10,0

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	655,50	103,7	3,5	4,86	103,8	9,2
Industry	756,70	106,1	5,0	5,43	106,3	12,7
Construction	783,65	106,0	7,5	5,33	105,1	12,7
Services	614,01	103,5	3,3	4,65	103,6	8,1

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	655,50	103,7	3,5	4,86	103,8	9,2
Andalucía	621,92	102,6	1,3	4,57	102,2	6,3
Aragón	643,29	104,6	4,4	4,76	103,9	10,2
Asturias (Principado de)	645,87	103,6	3,3	4,85	102,8	7,5
Balears (Illes)	624,13	102,6	6,7	4,45	99,3	9,6
Canarias	589,12	104,9	4,6	4,26	105,2	8,1
Cantabria	611,89	98,1	-0,8	4,52	97,4	3,0
Castilla y León	612,98	106,1	4,9	4,64	106,4	9,4
Castilla-La Mancha	608,30	102,8	2,3	4,49	104,7	9,0
Cataluña	700,62	103,7	2,2	5,24	104,2	8,0
Comunitat Valenciana	609,87	103,4	5,1	4,50	103,0	12,8
Extremadura	555,08	103,4	3,7	4,00	102,3	7,8
Galicia	575,61	102,2	1,6	4,23	101,9	5,7
Madrid (Comunidad de)	724,21	104,2	5,1	5,32	105,1	10,8
Murcia (Región de)	615,18	106,7	5,3	4,59	105,5	10,6
Navarra (Comunidad Foral de)	693,02	106,3	5,0	5,36	106,8	13,6
País Vasco	730,52	102,6	2,9	5,72	102,3	11,1
Rioja (La)	595,57	101,4	2,8	4,49	100,9	7,7

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	154,6	134,9	20,3	168,2	146,5	22,3	84,1	74,4	9,9
Industry	163,7	139,3	25,2	170,3	144,7	26,5	78,9	70,2	8,9
Construction	166,0	147,0	19,6	170,8	151,1	20,3	82,5	74,7	7,8
Services	150,9	132,1	19,3	167,2	146,2	21,6	84,5	74,7	10,0

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	154,6	134,9	20,3	168,2	146,5	22,3	84,1	74,4	9,9
Andalucía	152,9	136,1	17,3	167,2	148,5	19,2	84,7	76,9	8,0
Aragón	154,8	135,0	20,6	168,9	147,2	22,6	80,2	70,4	10,0
Asturias (Principado de)	152,9	133,2	20,3	166,0	144,3	22,4	76,5	68,3	8,3
Balears (Illes)	156,9	140,3	17,1	168,9	150,7	18,7	96,2	87,7	8,7
Canarias	159,0	138,3	21,0	170,3	147,9	22,8	87,1	77,3	10,0
Cantabria	155,3	135,5	20,3	168,4	147,1	21,9	82,4	71,1	11,4
Castilla y León	152,0	132,0	20,4	166,8	144,6	22,7	79,9	70,7	9,3
Castilla-La Mancha	154,3	135,5	19,3	167,4	147,0	21,0	80,0	70,6	9,5
Cataluña	154,0	133,7	21,1	169,3	146,7	23,5	82,6	72,9	9,8
Comunitat Valenciana	155,3	135,7	20,1	169,2	147,6	22,1	84,3	74,4	10,0
Extremadura	155,4	138,6	17,1	167,2	149,0	18,6	83,9	75,5	8,6
Galicia	155,8	136,1	20,2	169,4	147,6	22,4	82,2	74,0	8,6
Madrid (Comunidad de)	156,8	136,1	21,5	168,2	146,1	23,0	89,2	76,9	12,5
Murcia (Región de)	154,1	134,2	20,4	168,4	146,6	22,3	91,7	80,0	11,9
Navarra (Comunidad Foral de)	150,3	129,3	21,6	166,5	143,0	24,2	78,7	68,8	10,0
País Vasco	151,1	127,6	24,0	164,6	138,6	26,6	76,1	66,9	9,5
Rioja (La)	153,3	132,5	21,3	167,8	144,8	23,5	80,0	70,2	10,1