

16 September 2022

Quarterly Labour Cost Survey (QLCS) Second Quarter 2022.

Main results

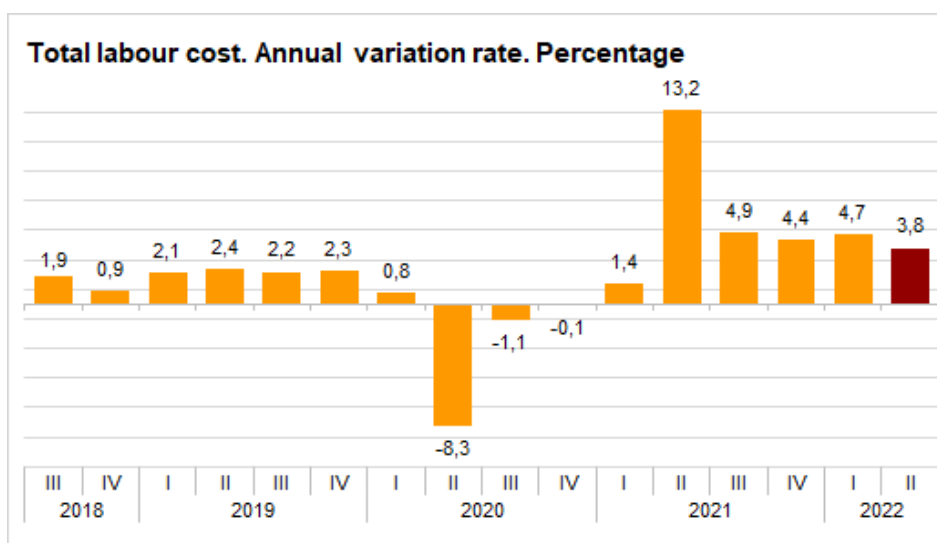
- The labour cost of companies stands at 2,871.64 euros per worker and month in the second quarter of 2021, with a variation rate of 3.8% as compared with the same period of 2017.
- The wage cost per worker per month increases by 4.3%, standing at an average of 2,153.88 euros. On the other hand, other costs increase by 2.2%, standing at 717.76 euros per worker per month.
- During the second quarter, the average agreed working week, considering full-time and part-time together, was 34.7 hours. Of these, 4.6 hours a week are lost, of which 2.4 were due to holidays and vacations, 1.7 hours were due to sick leave due to incapacity for work, and 0.3 to maternity or paternity. The rest of the hours not worked (0.2) are due to other causes, such as other paid leave, labour conflicts, and technical, economic, organizational, production and/or force majeure reasons –this includes the time not worked in the case of workers affected by the Temporary Workforce Reduction Scheme (ERTE)-, etc.
- The labour cost per effective hour rose in the annual rate, as a result of the 3.3% 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 0.8% and that of the cost per effective hour 0.1%.
- With calendar adjusted results, the annual rate of the labour cost per hour actually worked is 1.2%, while per worker it is 3.8%. With seasonally adjusted results, the annual rate per hour actually worked was 1.0%, and per worker it was 3.8%.
- In the second quarter of 2022, the number of vacancies is 145,053. Of these, 89.7% were registered in the Services sector.

Labour cost by components

The labour cost per worker and month reached 2,871.64 euros for the second quarter of 2022, indicating an increase of 3.8% as compared with the same period 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, and other causes.

During the second quarter, COVID-19 ERTEs went out of effect. Only those regulated in articles 47 and 47 bis of the Workers' Statute were maintained¹.



Of the total cost per worker and month, incurred by an employer for the use of the labour factor, 2,153.88 euros corresponded to wages and 665.53 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 4.3% at an annual rate, going from 2,064.67 to 2,153.88 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 4.1%.

Other costs (non-wage costs) increased by 2.2%. Their main component, compulsory Social Security contributions, increased by 4.1%. Among the variation in non-wage payments, it is worth noting the decrease in direct social benefits and other non-wage payments (end-of-contract compensations, compensatory payments, small tools, work clothes, personnel selection, etc.).

¹The entry into force of Royal Decree-Law 32/2021, of December 28, on urgent measures for labor reform, the guarantee of employment stability and the transformation of the labour market has likewise led to changes in the regulation of training contracts. It is thus necessary to include this element in the scope of the survey as of this quarter.

The labour cost per hour grew 0.6% due to a 3.3% 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 1.0%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2.871,64	3,8
Wage cost	2.153,88	4,3
Other costs	717,76	2,2

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2.153,88	4,3
Ordinary wage cost	1.808,28	4,1

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	717,76	2,2
Compulsory contributions	665,53	4,1
Non-wage payments	66,59	-11,8
Subsidies and allowances ²	14,36	12,4

Cost per hour

	Euros	Rate ¹
Cost per effective hour	21,80	0,6
Cost per paid hour	18,97	3,5

²Subsidies are taken out of the other costs

Labour cost by economic sector

Construction showed the highest increase in total labour cost (5.6%) and salary cost (7.3%). The increase in extraordinary and late payments was of note.

In *Industry*, the salary cost rose 5.4% this quarter. In turn, other costs recorded the smallest increase due to the decrease in severance payments.

Services had the lowest salary cost increase, 4.0%, and the highest in other costs, 3.0%.

Labour cost per worker and month in the second 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	2.871,64	3,8	2.153,88	4,3	1.808,28	4,1	717,76	2,2
Industry	3.353,36	4,0	2.501,54	5,4	2.039,00	4,0	851,82	0,1
Construction	2.997,20	5,6	2.181,81	7,2	1.752,91	2,6	815,39	1,4
Services	2.779,40	3,8	2.092,10	4,0	1.772,94	4,4	687,30	3,0

¹ As compared to the same quarter of the previous year

Labour cost by activity sector

By activity sections, the growth in labour costs was higher in *Accommodation and food service activities, Water supply, sewerage, waste management and remediation activities, and Real estate activities.*

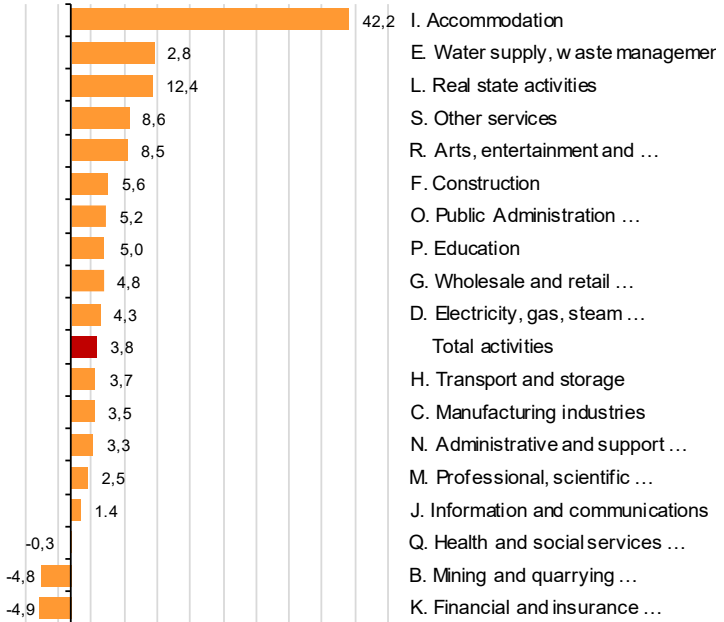
On the other hand, in *Financial and insurance activities, Mining and quarrying and Human health and social work activities,* the labour cost decreased compared to the second quarter of 2021.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	7.363,42
K. Financial and insurance ...	5.281,48
B. Mining and quarrying ...	4.136,77
J. Information and communication	4.123,50
O. Public Administration ...	3.766,18
M. Professional, scientific ...	3.391,02
E. Water supply, waste managemen	3.312,34
C. Manufacturing industries	3.271,96
Q. Health and social services ...	3.087,14
L. Real state activities	3.050,11
F. Construction	2.997,20
H. Transport and storage	2.969,02
Total activities	2.871,64
P. Education	2.805,65
G. Wholesale and retail ...	2.472,20
R. Arts, entertainment and ...	2.021,04
S. Other services	2.020,78
N. Administrative and support ...	1.963,62
I. Accommodation	1.695,17

Annual variation rates. Percentage



Considering the components of the labour cost per worker, salary cost growth was greater in *Hotel, restaurants and catering; Water supply, sewerage, waste management and remediation activities* and *Other Services*.

On the other hand, *Financial and insurance activities* and *Human health and social work activities* showed wage cost decreases.

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

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

Labour cost in the second 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	2.153,88	4,3	717,76	2,2	16,35	1,1	5,45	-0,9
B. Mining and quarrying ...	3.064,36	1,0	1.072,41	-18,0	21,02	0,0	7,36	-18,8
C. Manufacturing industries	2.433,70	4,7	838,26	0,2	16,98	2,4	5,85	-2,0
D. Electricity, gas, steam ...	5.978,07	6,6	1.385,35	-4,5	42,02	6,2	9,73	-5,0
E. Water supply, waste management ...	2.450,19	15,3	862,15	5,1	18,39	12,9	6,47	2,9
F. Construction	2.181,81	7,2	815,39	1,4	14,82	6,5	5,53	0,5
G. Wholesale and retail ...	1.837,76	6,1	634,44	1,3	13,51	4,2	4,66	-0,6
H. Transport and storage	2.076,23	4,8	892,79	1,1	14,85	1,8	6,38	-2,0
I. Accommodation	1.242,84	40,3	452,33	47,7	10,25	8,2	3,73	13,7
J. Information and communications	3.187,06	2,4	936,44	-2,0	21,61	1,4	6,35	-3,1
K. Financial and insurance ...	4.085,09	-3,5	1.196,39	-9,3	28,62	-4,3	8,38	-10,0
L. Real state activities	2.250,75	8,2	799,36	26,0	16,37	3,5	5,81	20,3
M. Professional, scientific ...	2.609,87	2,3	781,15	3,0	18,43	1,1	5,51	1,7
N. Administrative and support ...	1.431,59	3,0	532,03	4,0	11,83	-0,4	4,40	0,7
O. Public Administration ...	2.914,63	5,5	851,55	4,1	21,82	4,9	6,37	3,2
P. Education	2.125,21	5,3	680,44	4,3	19,17	3,7	6,14	2,5
Q. Health and social services ...	2.359,82	-0,6	727,32	0,7	19,33	-0,3	5,95	0,8
R. Arts, entertainment and ...	1.546,62	7,7	474,42	11,2	14,62	-4,4	4,48	-1,3
S. Other services	1.510,81	10,2	509,97	4,3	11,94	1,9	4,03	-3,6

¹As compared to the same quarter of the previous year

In terms of salary cost per hour worked, the sections with the greatest increases were *Water supply, sewerage, waste management and remediation activities; Hotel, restaurants and catering* and *Construction*.

On the contrary, *Artistic, recreational and entertainment activities; Financial and insurance activities* and *Administrative and support service activities* presented the greatest decreases.

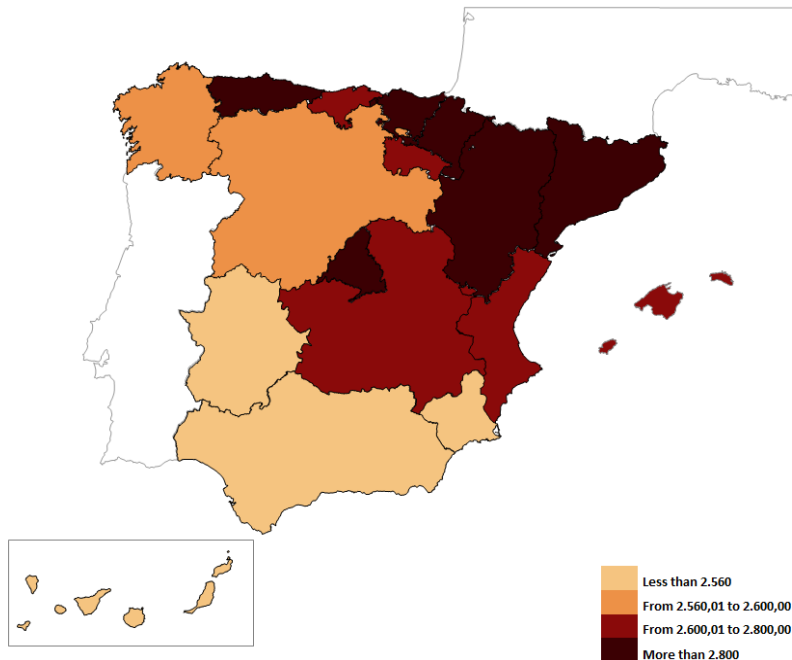
With regard to other ... costs per hour worked, the sections that recorded the greatest annual increases were *Real estate activities; Hotel, restaurants and catering* and *Public administration and defence; compulsory social security*.

In turn, the lowest rates were in *Mining and quarrying*, and *Electricity, gas, steam and air conditioning supply*.

We should note that the recovery of labour costs continues in the activities most affected by the pandemic, among which *Hotel, restaurants and catering* stands out; in this quarter, it has recovered previous levels. Other activities that have also notably recovered are *Artistic, recreational and entertainment activities* and *Other services*.

Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid surpassed the national average by more than 500 euros. In Extremadura this cost was lower than the average by the same amount.



Regarding the annual cost increase, Canarias, Illes Balears and Castilla-La Mancha showed the highest rates. On the other hand, the Región de Murcia and País Vasco recorded the smallest increases, while the cost declined in Principado de Asturias.

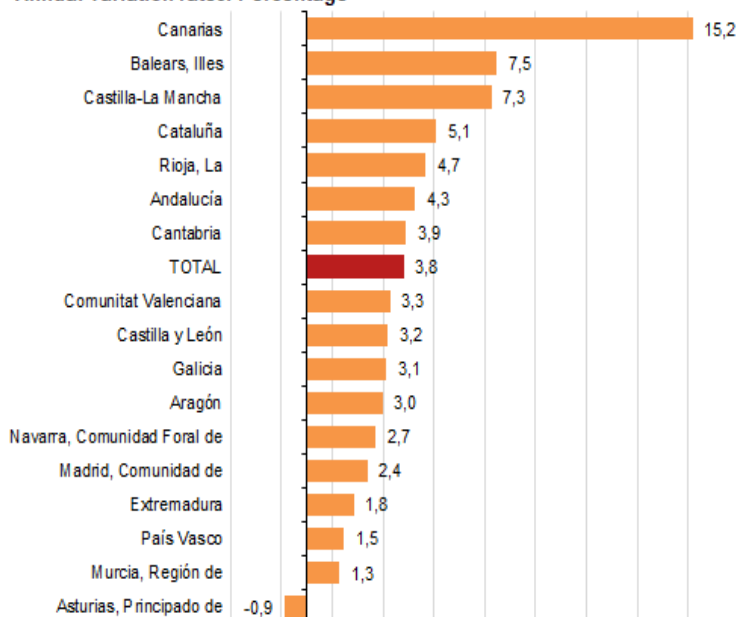
The recovery of labor costs mentioned in the previous section is reflected unevenly among the autonomous communities. There is greater emphasis in those with greater touristic weight, such as Canarias and the Illes Balears.

Labour cost by Autonomous Community

Labour cost per worker and month

	Euros
Madrid, Comunidad de	3.377,55
País Vasco	3.160,25
Cataluña	3.118,94
Navarra, Comunidad Foral	3.077,74
TOTAL	2.871,64
Asturias, Principado de	2.848,24
Aragón	2.809,42
Cantabria	2.686,01
Balears, Illes	2.642,45
Rioja, La	2.627,14
Castilla-La Mancha	2.625,88
Comunitat Valenciana	2.608,54
Castilla y León	2.590,72
Galicia	2.573,69
Andalucía	2.555,95
Murcia, Región de	2.527,15
Canarias	2.432,72
Extremadura	2.327,10

Annual variation rates. Percentage

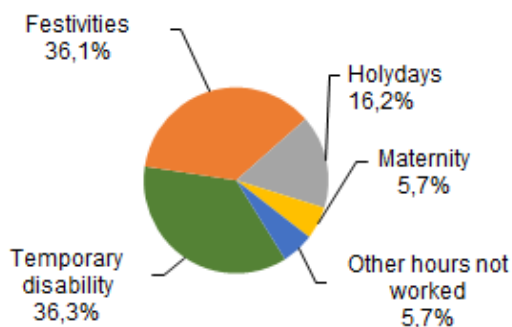


Working time

During the second quarter of 2022, the average agreed working week, considering full-time and part-time together, was 34.7 hours. Of these, an average of 4.6 hours a week are lost, the majority (2.4) due to holidays and vacations, 1.7 hours were due to sick leave due to incapacity for work, and 0.3 to maternity or paternity. The rest of the hours not worked (0.2) are due to other causes, such as other paid leave, labour conflicts, and technical, economic, organizational, production and/or force majeure reasons –this includes the time not worked in the case of workers affected by the Temporary Workforce Reduction Scheme (ERTE)-, etc.

If we add overtime and subtract lost hours, the working week is reduced to 30.3 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

	Percentage
Compensated absences	2,2%
Maternity	1,3%
Other hours not worked and not paid	1,1%
Other hours not worked but paid	0,8%
Overtime compensation	0,2%
Hours lost at work	0,2%
Labour conflicts	0,1%

By type of working day, the wage difference between full-time and part-time workers was 5.56 euros per hour (17.12 euros/hour for full time versus 11.56 euros/hour for part time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (33.7 weekly hours as compared with 18.6).

Weekly hours¹

	Effective hours	Hours lost
Total workers	30,3	4,6
Full time	33,7	5,2
Part time	18,6	2,5

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

Labour cost per hour

	Euros	Rate ²
Total workers	16,35	1,1
Full time	17,12	1,2
Part time	11,56	1,8

² Same quarter than last year

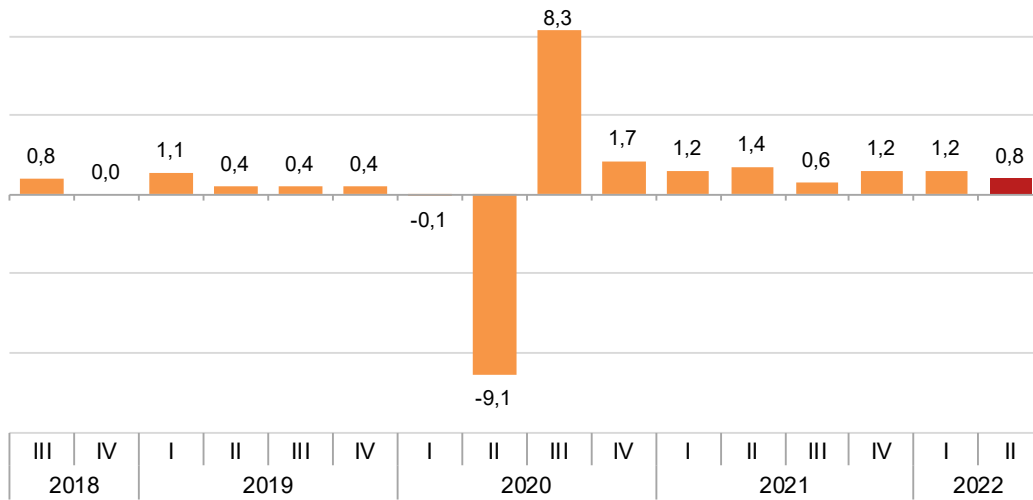
Series adjusted for seasonal and calendar effects

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 second and the first quarter of 2022, the variation of the total labour cost per worker was 0.8%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

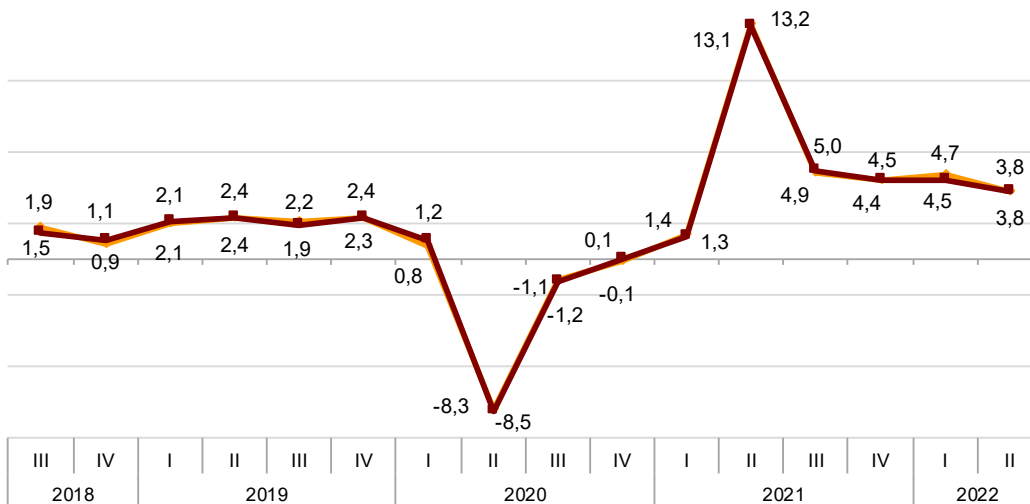


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 3.8%.

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 second quarter of 2022, the number of vacancies stands at 145,053. Of those, 89.7% 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 second quarter 2022

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	145,053	100,0	100,0	94,1	3,2	2,8
Industry	9.653	6,7	100,0	93,9	3,5	2,6
Construction	5.252	3,6	100,0	93,2	3,7	3,0
Services	130.147	89,7	100,0	94,2	3,1	2,8

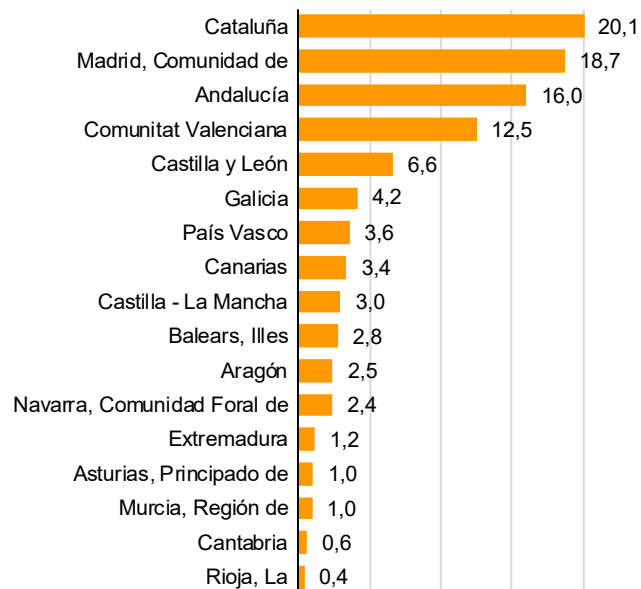
Vacancies by Autonomous Community

The Autonomous Communities with the largest number of vacancies in the fthis quarter were Cataluña, Comunidad de Madrid and Andalucía. The three concentrated 54% of the total. On the other hand, those with the least number of vacancies were La Rioja, Cantabria and Región de Murcia.

Vacancies by Autonomous Community

	Vacancies
TOTAL	145.053
Cataluña	29.209
Madrid, Comunidad de	27.105
Andalucía	23.231
Comunitat Valenciana	18.133
Castilla y León	9.632
Galicia	6.016
País Vasco	5.238
Canarias	4.937
Castilla - La Mancha	4.338
Balears, Illes	4.039
Aragón	3.552
Navarra, Comunidad Foral de	3.503
Extremadura	1.696
Asturias, Principado de	1.514
Murcia, Región de	1.392
Cantabria	921
Rioja, La	598

Percent distribution



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.

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Quarterly Labour Cost Survey (QLCS)

Second 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	2.871,64	113,0	3,8	21,80	110,3	0,6
Industry	3.353,36	110,1	4,0	23,52	107,5	1,8
Construction	2.997,20	114,3	5,6	20,35	111,6	4,8
Services	2.779,40	113,8	3,8	21,60	111,1	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	2.871,64	113,0	3,8	21,80	110,3	0,6
Andalucía	2.555,95	111,5	4,3	19,55	108,7	1,6
Aragón	2.809,42	116,3	3,0	21,25	110,9	0,4
Asturias, Principado de	2.848,24	110,7	-0,9	22,47	110,4	-0,6
Balears, Illes	2.642,45	110,9	7,5	19,15	107,2	-2,7
Canarias	2.432,72	112,6	15,2	18,39	111,5	2,9
Cantabria	2.686,01	110,6	3,9	20,56	111,1	1,5
Castilla y León	2.590,72	111,5	3,2	20,15	109,0	0,4
Castilla - La Mancha	2.625,88	116,2	7,3	20,20	114,1	5,1
Cataluña	3.118,94	115,9	5,1	23,67	112,9	1,2
Comunitat Valenciana	2.608,54	115,2	3,3	19,74	111,0	-0,9
Extremadura	2.327,10	111,0	1,8	17,89	107,1	-1,3
Galicia	2.573,69	114,5	3,1	19,71	113,5	1,1
Madrid, Comunidad de	3.377,55	112,3	2,4	24,98	110,1	0,8
Murcia, Región de	2.527,15	109,1	1,3	19,50	108,5	1,4
Navarra, Comunidad Foral de	3.077,74	115,9	2,7	23,46	109,1	-1,8
País Vasco	3.160,25	107,2	1,5	25,06	103,3	-1,1
Rioja, La	2.627,14	112,3	4,7	20,18	108,9	-0,3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	2.153,88	113,5	4,3	16,35	110,8	1,1
Industry	2.501,54	110,4	5,4	17,54	107,7	3,2
Construction	2.181,81	117,6	7,2	14,82	114,9	6,5
Services	2.092,10	114,2	4,0	16,26	111,4	0,2

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.153,88	113,5	4,3	16,35	110,8	1,1
Andalucía	1.899,97	112,0	5,4	14,53	109,1	2,7
Aragón	2.096,66	116,9	3,1	15,86	111,5	0,5
Asturias, Principado de	2.149,49	111,3	-0,4	16,96	111,1	-0,2
Balears, Illes	1.951,88	110,9	5,7	14,15	107,1	-4,3
Canarias	1.796,60	113,0	16,1	13,58	111,9	3,7
Cantabria	2.015,47	111,5	4,9	15,43	112,1	2,5
Castilla y León	1.933,43	112,5	3,3	15,04	110,0	0,5
Castilla - La Mancha	1.950,77	116,8	8,3	15,01	114,7	6,2
Cataluña	2.354,14	116,7	5,6	17,87	113,8	1,8
Comunitat Valenciana	1.930,72	114,7	4,2	14,61	110,5	0,1
Extremadura	1.734,47	111,4	2,0	13,33	107,4	-1,1
Galicia	1.918,86	115,9	3,6	14,69	114,9	1,5
Madrid, Comunidad de	2.591,74	113,7	2,9	19,17	111,6	1,4
Murcia, Región de	1.884,43	109,3	2,4	14,54	108,7	2,5
Navarra, Comunidad Foral de	2.271,33	115,6	1,9	17,31	108,7	-2,6
País Vasco	2.297,86	104,3	1,5	18,22	100,5	-1,0
Rioja, La	1.962,97	112,0	5,2	15,08	108,7	0,1

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	717,76	111,5	2,2	5,45	108,8	-0,9
Industry	851,82	109,4	0,1	5,98	106,8	-2,0
Construction	815,39	106,3	1,4	5,53	103,8	0,5
Services	687,30	112,6	3,0	5,34	109,9	-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	717,76	111,5	2,2	5,45	108,8	-0,9
Andalucía	655,98	110,3	1,0	5,02	107,5	-1,6
Aragón	712,76	114,6	2,7	5,39	109,3	0,0
Asturias, Principado de	698,75	108,8	-2,1	5,51	108,5	-2,0
Balears, Illes	690,57	110,9	12,8	5,00	107,3	2,0
Canarias	636,12	111,4	12,7	4,81	110,3	0,6
Cantabria	670,54	107,8	0,9	5,13	108,2	-1,5
Castilla y León	657,29	108,5	2,9	5,11	106,2	0,2
Castilla - La Mancha	675,11	114,4	4,4	5,19	112,3	2,2
Cataluña	764,80	113,4	3,5	5,80	110,3	-0,3
Comunitat Valenciana	677,82	116,9	0,6	5,13	112,5	-3,6
Extremadura	592,63	109,8	1,2	4,56	106,0	-1,9
Galicia	654,83	110,4	1,9	5,02	109,4	0,0
Madrid, Comunidad de	785,81	107,7	0,7	5,81	105,6	-0,9
Murcia, Región de	642,72	108,5	-1,8	4,96	107,8	-1,8
Navarra, Comunidad Foral de	806,41	117,0	5,0	6,15	110,2	0,5
País Vasco	862,39	115,9	1,4	6,84	111,6	-1,2
Rioja, La	664,17	112,9	3,3	5,10	109,4	-1,7

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	151,0	131,7	20,0	168,6	146,6	22,6	91,0	81,0	10,7
Industry	164,8	142,6	23,3	170,5	147,3	24,4	97,2	87,1	10,4
Construction	165,6	147,3	19,0	170,7	151,6	19,9	98,2	90,6	7,7
Services	147,6	128,7	19,4	168,0	145,9	22,5	90,5	80,5	10,8

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	151,0	131,7	20,0	168,6	146,6	22,6	91,0	81,0	10,7
Andalucía	149,3	130,7	19,1	169,1	147,8	21,9	93,3	82,6	11,3
Aragón	151,7	132,2	20,3	169,0	146,8	23,0	84,2	74,9	10,0
Asturias, Principado de	147,6	126,8	21,3	165,7	141,8	24,4	82,5	72,8	10,2
Balears, Illes	152,9	138,0	15,4	169,0	150,5	19,0	120,8	113,1	8,3
Canarias	155,2	132,3	23,4	170,2	144,7	26,1	88,6	77,2	11,7
Cantabria	150,9	130,6	20,5	167,7	144,3	23,8	92,5	83,2	9,4
Castilla y León	147,5	128,6	19,3	167,9	146,2	22,2	84,3	74,1	10,5
Castilla - La Mancha	150,3	130,0	20,8	167,2	144,2	23,6	85,1	75,3	10,1
Cataluña	151,9	131,8	21,0	169,4	146,5	23,8	89,2	79,2	10,9
Comunitat Valenciana	149,8	132,1	18,6	168,9	148,4	21,4	91,8	82,9	10,4
Extremadura	147,6	130,1	17,8	167,2	147,1	20,4	83,4	74,5	9,2
Galicia	152,7	130,6	22,8	169,2	144,1	25,8	90,7	79,6	11,6
Madrid, Comunidad de	153,4	135,2	18,7	168,6	148,5	20,7	92,0	81,6	11,0
Murcia, Región de	150,6	129,6	21,7	168,9	144,9	24,7	92,5	81,1	11,9
Navarra, Comunidad Foral de	148,7	131,2	18,4	165,8	146,1	20,7	87,6	78,1	10,0
País Vasco	147,3	126,1	21,6	164,3	140,3	24,5	80,4	70,4	10,4
Rioja, La	149,5	130,2	19,9	167,9	145,3	23,1	85,1	77,1	8,7

Quarterly Labour Cost Survey (QLCS)

Second 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	2.871,64	3,8	2.871,48	3,8	2.820,03	3,8
Wages costs	2.153,88	4,3	2.153,87	4,3	2.100,87	4,4
Other costs	717,76	2,2	717,61	2,2	719,16	2,1

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	21,80	0,6	21,85	1,2	22,02	1,0
Wages costs	16,35	1,1	16,39	1,7	16,41	1,4
Other costs	5,45	-0,9	5,46	-0,4	5,61	-0,4

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	145.053	100,0	100,0	94,1	3,2	2,8
Industry	9.653	6,7	100,0	93,9	3,5	2,6
Construction	5.252	3,6	100,0	93,2	3,7	3,0
Services	130.147	89,7	100,0	94,2	3,1	2,8

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	145.053	100,0	100	94,1	3,2	2,8
Andalucía	23.231	16,0	100	93,7	3,5	2,9
Aragón	3.552	2,5	100	94,3	3,2	2,6
Asturias, Principado de	1.514	1,0	100	95,2	2,4	2,4
Balears, Illes	4.039	2,8	100	95,2	2,9	1,9
Canarias	4.937	3,4	100	93,7	4,1	2,2
Cantabria	921	0,6	100	91,9	4,2	3,9
Castilla y León	9.632	6,6	100	92,3	3,0	4,7
Castilla - La Mancha	4.338	3,0	100	92,9	3,1	4,1
Cataluña	29.209	20,1	100	95,0	2,9	2,1
Comunitat Valenciana	18.133	12,5	100	93,7	2,2	4,1
Extremadura	1.696	1,2	100	91,5	6,2	2,2
Galicia	6.016	4,2	100	92,8	4,2	3,1
Madrid, Comunidad de	27.105	18,7	100	96,0	2,1	1,9
Murcia, Región de	1.392	1,0	100	95,7	2,7	1,6
Navarra, Comunidad Foral de	3.503	2,4	100	93,2	2,7	4,0
País Vasco	5.238	3,6	100	92,9	5,2	1,9
Rioja, La	598	0,4	100	91,8	4,2	4,0