

16 December 2022

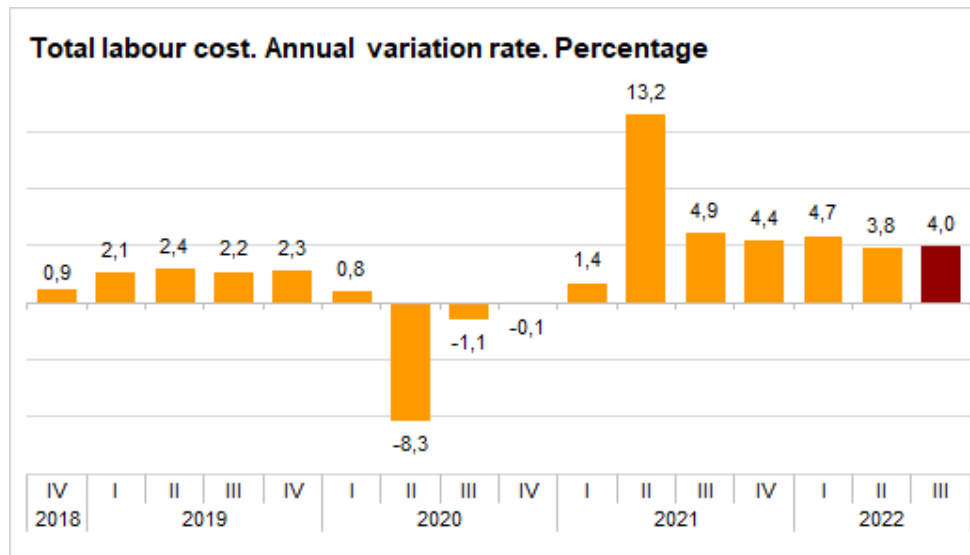
Quarterly Labour Cost Survey (QLCS) Third quarter 2022.

Main results

- The labour cost of companies stands at 2,754.75 euros per worker and month in the third quarter of 2021, with a variation rate of 4.0% as compared with the same period of 2017.
- The wage cost per worker per month increases by 4.1%, standing at an average of 2,032.05 euros. On the other hand, other costs increase by 3.8%, standing at 722.70 euros per worker per month.
- The average agreed working week, considering full-time and part-time together, is 35.3 hours. Of these, 7.3 hours a week are lost, of which 6.0 were due to holidays and vacations, 0.8 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 3.0% in the annual rate, as a result of the 1.0% 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 1.0% and that of the cost per effective hour 0.5%.
- With calendar adjusted results, the annual rate of the labour cost per hour actually worked is 1.8%, while per worker it is 4.0%. With seasonally adjusted results, the annual rate per hour actually worked was 1.7%, while per worker it was 4.2%.
- In the third quarter, the number of vacancies was 143,876. Of these, 91.2% were registered in the Services sector.

Labour cost by components

The labour cost per worker per month reached 2,754.75 euros in the third quarter of 2022, indicating an increase of 4.0% as compared with the same period of the previous year.



Of the total cost per worker and month, incurred by an employer for the use of the labour factor, 2,032.05 euros corresponded to wages and 676.24 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 4.1% at an annual rate, going from 1,952.37 to 2,032.05 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 4.0%.

Other costs (non-wage costs) increased by 3.8%. Their main component, compulsory Social Security contributions, increased by 5.0%. Within the variation in non-wage payments, noteworthy was the decrease in severance payments and direct social benefits.

The labour cost per hour grew 3.0% due to a 1.0% 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 1.7%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2.754,75	4,0
Wage cost	2.032,05	4,1
Other costs	722,70	3,8

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2.032,05	4,1
Ordinary wage cost	1.847,71	4,0

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	722,70	3,8
Compulsory contributions	676,24	5,0
Non-wage payments	59,39	-8,8
Subsidies and allowances ²	12,92	0,5

Cost per hour

	Euros	Rate ¹
Cost per effective hour	22,55	3,0
Cost per paid hour	17,91	3,6

²Subsidies are taken out of the other costs

Labour cost by economic sector

The *Services* sector registered the largest increase in total labour costs this quarter. It also presents the greatest increase in other costs and in the ordinary wage cost.

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

Industry presented the greatest increase in the total wage cost, with 4.4%.

Labour cost per worker and month in the third 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	2.754,75	4,0	2.032,05	4,1	1.847,71	4,0	722,70	3,8
Industry	3.172,87	3,7	2.325,80	4,4	2.052,10	3,8	847,07	1,8
Construction	2.713,99	2,7	1.897,39	3,1	1.755,29	2,5	816,60	1,8
Services	2.685,11	4,2	1.991,23	4,2	1.819,21	4,2	693,88	4,5

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, Real estate activities* and *Other services*.

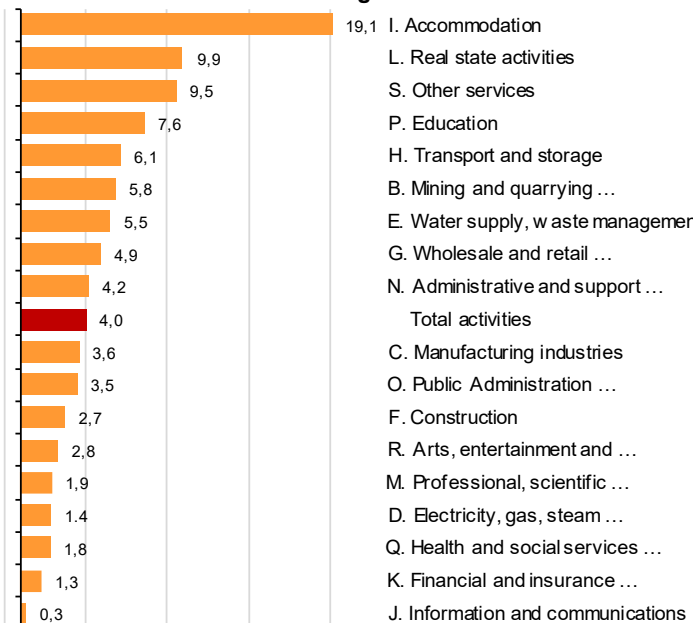
On the other hand, *Information and communications, Financial and insurance activities* and *Health and social services activities* recorded the smallest increases.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	5.507,21
K. Financial and insurance ...	4.865,33
B. Mining and quarrying ...	4.200,18
J. Information and communication	3.995,82
M. Professional, scientific ...	3.352,51
O. Public Administration ...	3.208,90
C. Manufacturing industries	3.130,48
E. Water supply, waste managemen	3.013,31
H. Transport and storage	2.932,56
Q. Health and social services ...	2.834,03
P. Education	2.825,34
Total activities	2.754,75
L. Real state activities	2.718,17
F. Construction	2.713,99
G. Wholesale and retail ...	2.452,13
S. Other services	2.002,95
N. Administrative and support ...	2.000,85
R. Arts, entertainment and ...	1.999,32
I. Accommodation	1.792,70

Annual variation rates. Percentage



Considering the per worker labour cost components, the growth of the wage cost was highest in *Hotel, restaurants and catering, Real estate activities, Extractive industries, and Other services*.

On the other hand, *Artistic, recreational and entertainment activities, Information and communications* and *Professional, scientific and technical activities* had the smallest increases.

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

The lowest rates were in *Extractive industries, Electricity, gas, steam and air conditioning supply*, and *Financial and insurance activities*.

Labour cost in the third 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	2.032,05	4,1	722,70	3,8	16,63	3,1	5,92	2,8
B. Mining and quarrying ...	3.145,76	9,5	1.054,42	-3,9	23,51	8,5	7,88	-4,8
C. Manufacturing industries	2.295,82	4,3	834,66	1,7	18,19	5,0	6,61	2,5
D. Electricity, gas, steam ...	4.215,25	2,7	1.291,96	-0,9	33,23	2,8	10,19	-0,8
E. Water supply, waste management ...	2.147,05	5,7	866,26	5,1	17,51	4,4	7,06	3,7
F. Construction	1.897,39	3,1	816,60	1,8	13,81	3,6	5,95	2,4
G. Wholesale and retail ...	1.818,27	5,5	633,86	3,3	14,25	7,1	4,97	4,9
H. Transport and storage	2.039,69	5,5	892,87	7,5	15,76	6,7	6,90	8,7
I. Accommodation	1.314,59	15,4	478,11	30,9	10,40	4,8	3,78	18,9
J. Information and communications	3.059,01	0,4	936,81	0,0	23,23	0,0	7,11	-0,6
K. Financial and insurance ...	3.664,35	1,9	1.200,98	-0,7	30,42	-0,4	9,96	-2,9
L. Real state activities	2.035,46	9,7	682,71	10,5	15,83	7,2	5,32	8,4
M. Professional, scientific ...	2.571,35	1,3	781,16	3,8	20,31	0,7	6,17	3,2
N. Administrative and support ...	1.460,72	4,9	540,13	2,2	12,57	3,4	4,65	0,6
O. Public Administration ...	2.362,32	3,6	846,58	3,1	19,44	1,9	6,96	1,3
P. Education	2.108,68	8,1	716,66	6,0	20,81	4,4	7,07	2,3
Q. Health and social services ...	2.111,57	1,9	722,46	1,4	19,41	3,6	6,63	3,0
R. Arts, entertainment and ...	1.489,79	0,1	509,53	9,4	13,74	-6,8	4,69	2,0
S. Other services	1.478,02	9,5	524,93	9,5	12,40	4,5	4,41	4,5

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 *Extractive industries, Real estate activities* and, *Wholesale and retail trade; repair of motor vehicles and motorcycles*.

On the other hand, the wage cost per hour worked decreased in *Artistic, recreational and entertainment activities* and *Financial and insurance activities*. *Information and communications* did not vary as compared to the same quarter of the previous year.

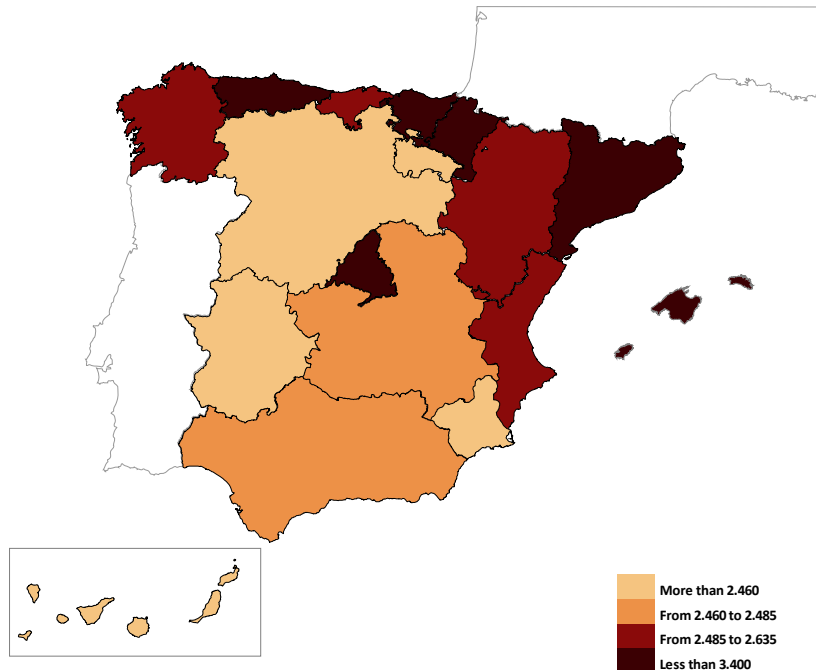
With regard to *other costs*, the sections with the greatest annual increases were *Hotel, restaurants and catering, Transport and storage*, and *Real Estate Activities*.

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

The increase in labour costs continued in the activities that were most affected by the pandemic, in particular in the area of *Hotel, restaurants and catering*.

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, Illes Balears, Canarias and Extremadura showed the highest rates. In turn, País Vasco, Región de Murcia and Comunidad de Madrid registered the lowest increases.

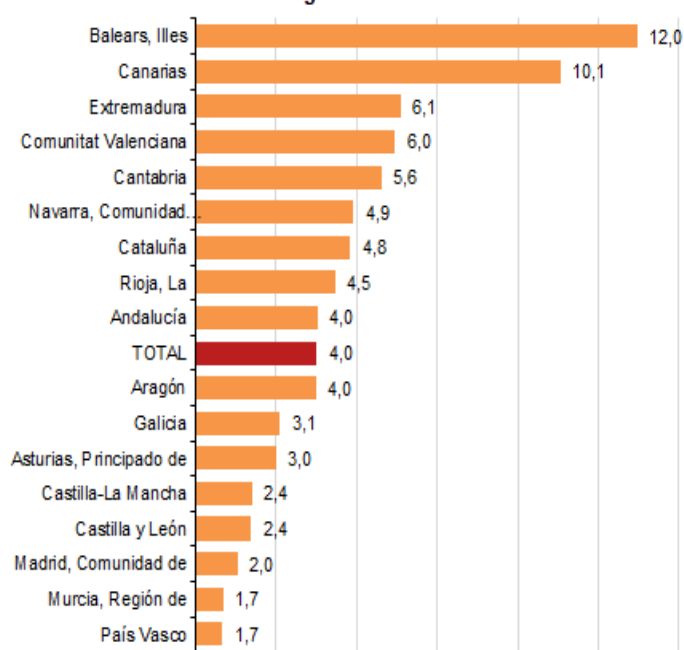
The increase in labour costs is reflected unevenly: the communities with the greatest weight in tourism, such as Canarias and Illes Balears, stand out.

Labour cost by Autonomous Community

Labour cost per worker and month

	Euros
País Vasco	3.272,52
Madrid, Comunidad de	3.176,56
Navarra, Comunidad Foral	2.973,75
Cataluña	2.947,55
TOTAL	2.754,75
Asturias, Principado de	2.670,55
Balears, Illes	2.648,45
Aragón	2.630,27
Cantabria	2.563,37
Comunitat Valenciana	2.552,09
Galicia	2.497,28
Andalucía	2.480,15
Castilla-La Mancha	2.471,25
Castilla y León	2.459,23
Rioja, La	2.448,69
Murcia, Región de	2.427,37
Canarias	2.356,24
Extremadura	2.226,90

Annual variation rates. Percentage

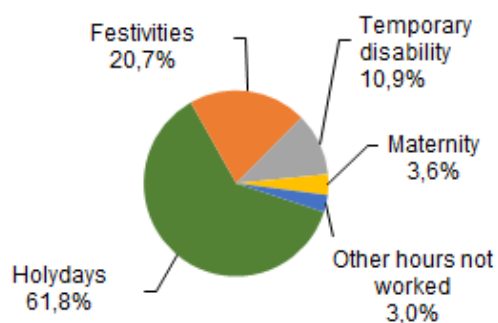


Working time

During the third quarter of 2022, the average agreed working week was 35.3 hours, considering both full-time and part-time work. Of these, 7.3 hours a week are lost, of which 6.0 were due to holidays and vacations, 0.8 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 28.1 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

	Percentage
Compensated absences	1,2%
Maternity	0,8%
Other hours not worked and not paid	0,5%
Other hours not worked but paid	0,3%
Overtime compensation	0,1%
Hours lost at work	0,0%
Labour conflicts	0,0%

By type of working day, the wage difference between full-time and part-time workers was 5.61 euros per hour (17.43 euros/hour for full-time versus 11.82 euros/hour for part-time).

Regarding work time, full-time workers performed 11.7 effective hours per week more than part-time workers (30.6 hours as compared with 18.9).

Weekly hours¹

	Effective hours	Hours lost
Total workers	28,1	7,3
Full time	30,6	8,3
Part time	18,9	3,7

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

Labour cost per hour

	Euros	Rate ²
Total workers	16,63	3,1
Full time	17,43	3,3
Part time	11,82	3,6

² Same quarter than last year

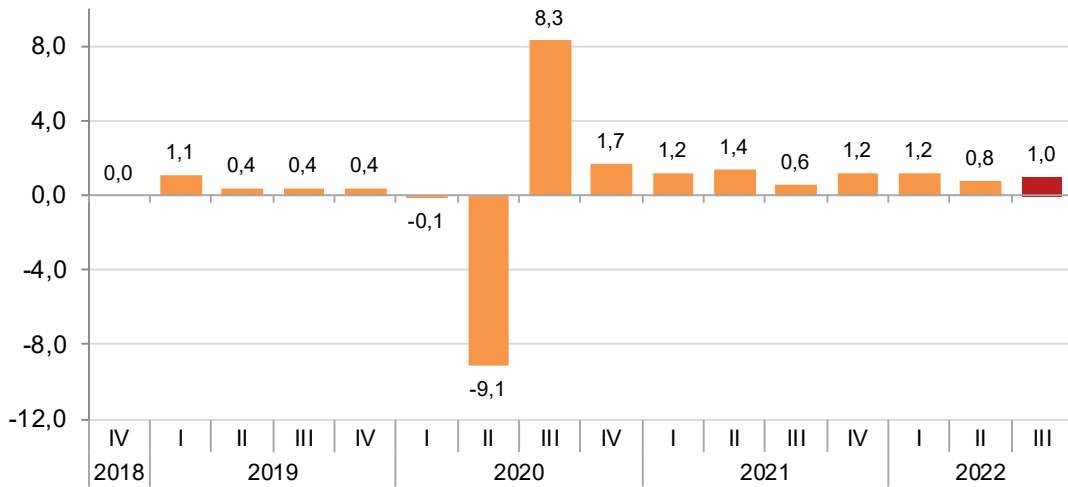
Series adjusted for seasonal and calendar effects

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 third and the second quarter of 2022, removing the seasonal and calendar effects, the variation of the total labour cost per worker was 1.0%.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

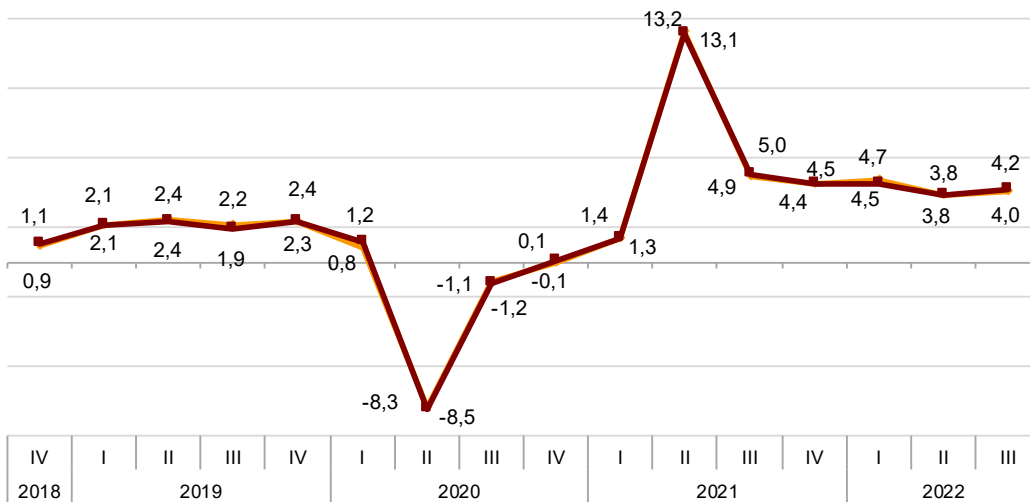


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 4.2%.

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

The number of vacancies stood at 143,876 in the third quarter 2022. Of those, 91.2% 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 third quarter 2022

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	143.876	100,0	100,0	94,5	3,1	2,4
Industry	7.762	5,4	100,0	93,5	3,3	3,2
Construction	4.919	3,4	100,0	92,7	3,9	3,4
Services	131.194	91,2	100,0	94,8	3,0	2,2

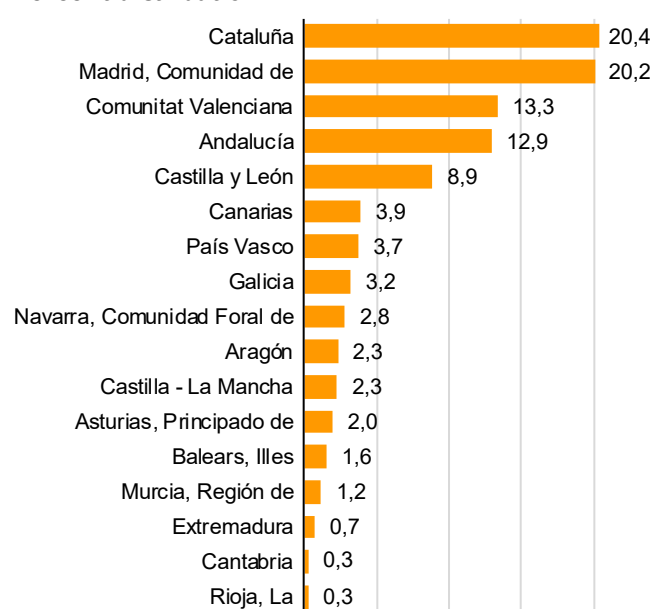
Vacancies by Autonomous Community

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

Vacancies by Autonomous Community

	Vacancies
TOTAL	143.876
Cataluña	29.311
Madrid, Comunidad de	29.006
Comunitat Valenciana	19.194
Andalucía	18.582
Castilla y León	12.750
Canarias	5.631
País Vasco	5.382
Galicia	4.651
Navarra, Comunidad Foral de	4.052
Aragón	3.331
Castilla - La Mancha	3.301
Asturias, Principado de	2.856
Balears, Illes	2.253
Murcia, Región de	1.712
Extremadura	1.059
Cantabria	408
Rioja, La	396

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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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)

Third 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	2,754.75	108.4	4.0	22.55	114.1	3.0
Industry	3,172.87	104.2	3.7	25.17	115.0	4.3
Construction	2,713.99	103.5	2.7	19.76	108.4	3.2
Services	2,685.11	109.9	4.2	22.31	114.7	2.8

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2754.75	108.4	4.0	22.55	114.1	3.0
Andalucía	2480.15	108.2	4.0	19.93	110.8	2.6
Aragón	2630.27	108.9	4.0	21.39	111.6	1.1
Asturias, Principado de	2670.55	103.8	3.0	22.46	110.4	1.5
Balears, Illes	2648.45	111.2	12.0	19.25	107.7	7.5
Canarias	2356.24	109.0	10.1	18.12	109.8	1.5
Cantabria	2563.37	105.5	5.6	20.96	113.2	6.1
Castilla y León	2459.23	105.8	2.4	20.79	112.5	3.3
Castilla - La Mancha	2471.25	109.3	2.4	20.32	114.7	2.0
Cataluña	2947.55	109.5	4.8	24.41	116.5	2.9
Comunitat Valenciana	2552.09	112.7	6.0	20.81	117.0	4.5
Extremadura	2226.90	106.2	6.1	18.68	111.8	3.2
Galicia	2497.28	111.1	3.1	20.16	116.1	3.4
Madrid, Comunidad de	3176.56	105.6	2.0	25.75	113.5	3.0
Murcia, Región de	2427.37	104.8	1.7	20.19	112.3	1.2
Navarra, Comunidad Foral de	2973.75	112.0	4.9	26.07	121.3	8.8
País Vasco	3272.52	111.0	1.7	30.37	125.2	6.3
Rioja, La	2448.69	104.6	4.5	20.39	110.0	1.9

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third 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	2032.05	107.1	4.1	16.63	112.7	3.1
Industry	2325.8	102.6	4.4	18.45	113.3	4.9
Construction	1897.39	102.3	3.1	13.81	107.1	3.6
Services	1991.23	108.7	4.2	16.54	113.4	2.7

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2032.05	107.1	4.1	16.63	112.7	3.1
Andalucía	1816.84	107.1	4.0	14.60	109.6	2.5
Aragón	1911.00	106.6	4.2	15.54	109.2	1.3
Asturias, Principado de	1962.00	101.6	3.1	16.50	108.1	1.7
Balears, Illes	1935.64	110.0	9.1	14.07	106.5	4.8
Canarias	1726.79	108.6	9.6	13.28	109.4	1.0
Cantabria	1884.25	104.2	6.0	15.40	111.8	6.4
Castilla y León	1799.57	104.7	2.0	15.21	111.3	2.8
Castilla - La Mancha	1803.69	108.0	2.0	14.83	113.3	1.6
Cataluña	2181.48	108.2	5.5	18.07	115.1	3.6
Comunitat Valenciana	1868.12	110.9	6.4	15.23	115.2	4.9
Extremadura	1631.47	104.8	7.0	13.69	110.3	4.1
Galicia	1835.07	110.9	4.0	14.81	115.9	4.3
Madrid, Comunidad de	2385.53	104.7	2.0	19.34	112.6	3.0
Murcia, Región de	1769.48	102.6	1.8	14.72	110.0	1.3
Navarra, Comunidad Foral de	2188.69	111.4	5.7	19.18	120.5	9.5
País Vasco	2392.36	108.5	1.0	22.20	122.4	5.5
Rioja, La	1781.58	101.7	5.1	14.84	107.0	2.6

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third 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	722.7	112.2	3.8	5.92	118.2	2.8
Industry	847.07	108.7	1.8	6.72	120	2.4
Construction	816.6	106.5	1.8	5.95	111.6	2.4
Services	693.88	113.7	4.5	5.77	118.7	3

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	722.70	112.2	3.8	5.92	118.2	2.8
Andalucía	663.31	111.5	4.1	5.33	114.1	2.7
Aragón	719.27	115.7	3.4	5.85	118.7	0.7
Asturias, Principado de	708.55	110.4	2.6	5.96	117.3	1.2
Balears, Illes	712.81	114.5	20.6	5.18	111.2	15.6
Canarias	629.45	110.3	11.5	4.84	111.0	2.8
Cantabria	679.12	109.2	4.6	5.56	117.3	5.3
Castilla y León	659.66	108.9	3.6	5.58	116.0	4.5
Castilla - La Mancha	667.56	113.1	3.4	5.49	118.8	3.0
Cataluña	766.07	113.6	3.0	6.34	120.5	1.0
Comunitat Valenciana	683.97	117.9	4.7	5.58	122.4	3.3
Extremadura	595.43	110.3	3.8	4.99	116.0	0.8
Galicia	662.21	111.6	0.8	5.35	116.6	1.1
Madrid, Comunidad de	791.03	108.5	2.1	6.41	116.5	3.2
Murcia, Región de	657.89	111.0	1.4	5.47	118.9	0.7
Navarra, Comunidad Foral de	785.06	113.9	2.8	6.89	123.5	6.7
País Vasco	880.16	118.3	3.6	8.17	133.3	8.4
Rioja, La	667.11	113.4	2.8	5.55	119.1	0.2

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third 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	153.4	122.2	31.9	168.5	133.0	36.1	97.6	82.3	16.2
Industry	164.9	126.1	39.9	170.4	129.7	41.8	99.3	82.4	17.4
Construction	165.6	137.4	28.9	170.7	141.4	30.0	105.0	89.5	15.6
Services	150.5	120.4	30.7	167.9	132.9	35.5	97.4	82.1	16.1

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	153.4	122.2	31.9	168.5	133.0	36.1	97.6	82.3	16.2
Andalucía	152.8	124.4	28.8	168.9	136.1	33.2	103.1	88.2	15.3
Aragón	154.5	123.0	32.3	168.7	133.4	36.2	92.8	77.9	15.6
Asturias, Principado de	150.7	118.9	32.3	165.7	129.6	36.5	88.1	74.1	14.8
Balears, Illes	157.4	137.6	20.4	169.2	144.4	25.4	136.0	125.3	11.4
Canarias	156.2	130.0	26.6	170.1	140.8	29.8	93.7	82.0	12.3
Cantabria	153.4	122.3	31.5	168.1	132.7	35.7	97.0	82.2	15.5
Castilla y León	149.1	118.3	31.2	168.0	132.2	36.4	87.9	73.6	14.6
Castilla - La Mancha	150.9	121.6	29.9	167.1	134.0	33.8	88.6	74.2	14.9
Cataluña	153.9	120.8	34.2	169.2	131.6	38.5	96.3	79.8	17.6
Comunitat Valenciana	152.7	122.6	30.9	168.9	134.2	35.4	95.9	82.2	15.2
Extremadura	148.7	119.2	29.9	166.5	132.2	34.8	88.0	75.1	13.5
Galicia	154.5	123.9	31.3	169.3	134.5	35.4	95.6	81.5	15.0
Madrid, Comunidad de	155.7	123.4	32.9	168.8	133.3	36.1	96.3	78.4	18.7
Murcia, Región de	152.3	120.2	32.7	169.0	132.3	37.2	94.0	78.0	16.7
Navarra, Comunidad Foral de	150.3	114.1	37.0	166.0	124.4	42.4	88.2	73.4	15.6
País Vasco	150.1	107.8	42.8	164.0	116.9	47.5	87.9	66.8	21.4
Rioja, La	151.1	120.1	31.8	167.5	132.4	35.9	89.4	73.7	16.6

Quarterly Labour Cost Survey (QLCS)

Third 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	2,754.75	4.0	2,754.80	4.0	2,847.10	4.2
Wages costs	2,032.05	4.1	2,032.05	4.1	2,120.46	4.2
Other costs	722.70	3.8	722.75	3.9	726.64	3.9

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	22.55	3.0	22.54	1.8	22.13	1.7
Wages costs	16.63	3.1	16.62	1.8	16.48	1.7
Other costs	5.92	2.8	5.92	1.7	5.65	1.6

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Third 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	143,876	100.0	100.0	94.5	3.1	2.4
Industry	7,762	5.4	100.0	93.5	3.3	3.2
Construction	4,919	3.4	100.0	92.7	3.9	3.4
Services	131,194	91.2	100.0	94.8	3.0	2.2

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	143,876	100.0	100	94.5	3.1	2.4
Andalucía	18,582	12.9	100	93.4	3.8	2.7
Aragón	3,331	2.3	100	94.9	2.3	2.8
Asturias, Principado de	2,856	2.0	100	92.3	5.1	2.7
Balears, Illes	2,253	1.6	100	94.4	2.8	2.7
Canarias	5,631	3.9	100	95.3	2.5	2.2
Cantabria	408	0.3	100	91.0	4.3	4.8
Castilla y León	12,750	8.9	100	92.6	3.8	3.6
Castilla - La Mancha	3,301	2.3	100	95.9	2.0	2.1
Cataluña	29,311	20.4	100	95.2	2.7	2.2
Comunitat Valenciana	19,194	13.3	100	94.7	3.4	1.9
Extremadura	1,059	0.7	100	92.3	5.6	2.1
Galicia	4,651	3.2	100	93.5	3.7	2.8
Madrid, Comunidad de	29,006	20.2	100	96.0	2.2	1.8
Murcia, Región de	1,712	1.2	100	96.6	2.0	1.3
Navarra, Comunidad Foral de	4,052	2.8	100	95.0	2.3	2.7
País Vasco	5,382	3.7	100	93.2	3.3	3.5
Rioja, La	396	0.3	100	92.5	4.8	2.8