

Quarterly Labour Cost Survey (QLCS)
Third quarter 2023

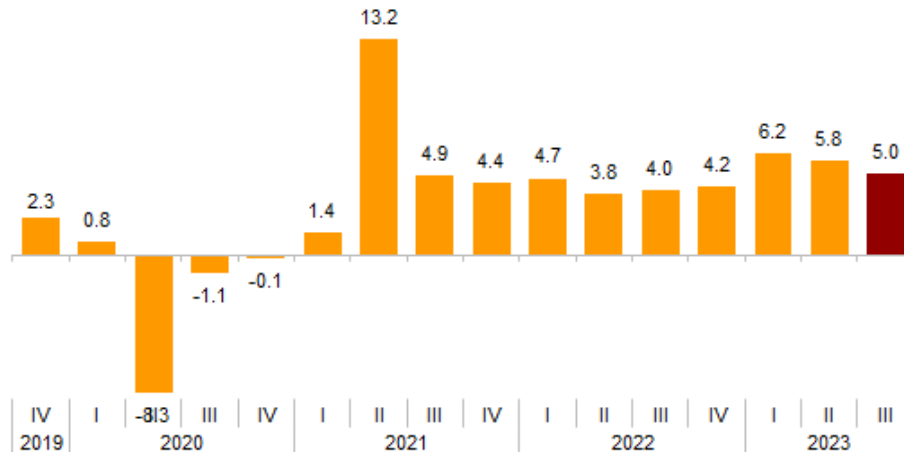
Main results

- The labour cost of companies stands at 2,892.73 euros per worker per month in the third quarter, with a variation of 5.0% compared with the same period in 2022.
- The wage cost per worker per month increases by 4.2%, standing at an average of 2,117.80 euros. On the other hand, other costs increase by 7.2%, standing at 774.93 euros per worker per month.
- During the third quarter, the average agreed-upon working week, including both full-time and part-time work, is 35.3 hours. Of these, 7.5 hours per week are lost, most of which (6.2) were due to vacations and public holidays.
- The labour cost per effective hour rises by 5.5% in the annual rate, as a consequence of the 0.5% growth in hours worked.
- In quarterly rate, and with calendar adjusted data and deseasonalised, the quarterly rate of the labour cost per worker is 0.7% and that of the cost per effective hour 1.1%.
- The number of vacancies is 155,797 in the third quarter. Of these, 90.2% are in the *Services* sector.

Labour cost by components

The labour cost per worker per month reaches 2,892.73 euros in the third quarter of 2023, which is an increase of 5.0% compared with the same period of the previous year.

Total labour cost. Annual variation rate. Percentage



Of the total cost per worker and month, incurred by an employer for the use of labour, wages and salaries accounted for 2,117.80 euros and compulsory social insurance contributions accounted for 724.95 euros. The rest corresponded to compensations, social benefits, etc.

The cost of wages and salaries, which includes base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, rises by 4.2% at an annual rate, going from 2,032.05 to 2,117.80 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 4.5%.

Other costs (non-wage costs) increased by 7.2%. Their main component, compulsory social insurance contributions, increased by 7.2%. In the variation of non-salary income, the increase in severance payments is noteworthy.

The hourly labour cost increased by 5.5% due to the 0.5% decrease in the number of effective working hours.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2.892,73	5,0
Wage cost	2.117,80	4,2
Other costs	774,93	7,2

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2.117,80	4,2
Ordinary wage cost	1.931,37	4,5

Other costs per worker and month

	Euros	Rate ¹
TOTAL	774,93	7,2
Compulsory contributions	724,95	7,2
Non-wage payments	65,32	10,0
Subsidies and allowances ²	15,33	18,7

Cost per hour

	Euros	Rate ¹
Cost per effective hour	23,80	5,5
Cost per paid hour	18,81	5,0

¹ As compared to the same quarter of the previous year. ² Subsidies are taken out of the other costs.

Labour cost by economic sector

Construction displays the lowest rise in the cost of wages and salaries.

Industry presents an increase of 4.5% in labour costs and 3.5% in the cost of wages and salaries this quarter. In the variation of other costs, the increase in severance payments is noteworthy.

The largest increases in the cost of labour and its main components are recorded in *Services*.

Labour cost per worker and month. Third quarter 2023

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	2.892,73	5,0	2.117,80	4,2	1.931,37	4,5	774,93	7,2
Industry	3.314,28	4,5	2.407,18	3,5	2.142,83	4,4	907,10	7,1
Construction	2.833,64	4,4	1.958,93	3,2	1.832,29	4,4	874,71	7,1
Services	2.825,60	5,2	2.080,71	4,5	1.902,98	4,6	744,89	7,4

¹ As compared to the same quarter of the previous year.

Labour cost by activity sector

By sections of activity, the growth in labour costs is highest in *Real estate activities, Information and communications* and *Artistic, recreational and entertainment activities*.

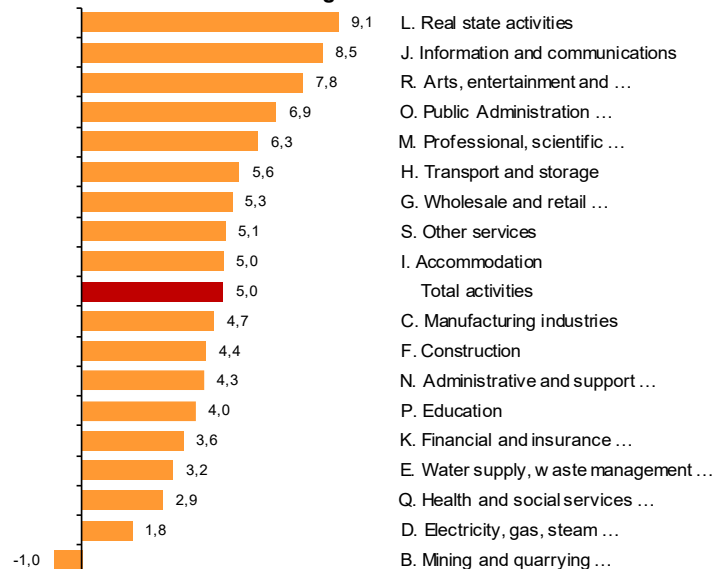
In contrast, the cost decreases in *Mining and quarrying industries* and registers its smallest increases in *Supplies of electrical energy, gas, steam and air conditioning* and *Health and social services activities*.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	5.604,54
K. Financial and insurance ...	5.040,25
J. Information and communication	4.336,86
B. Mining and quarrying ...	4.158,60
M. Professional, scientific ...	3.562,12
O. Public Administration ...	3.430,47
C. Manufacturing industries	3.277,25
E. Water supply, waste management	3.110,70
H. Transport and storage	3.096,46
L. Real state activities	2.965,57
P. Education	2.939,24
Q. Health and social services ...	2.915,24
Total activities	2.892,73
F. Construction	2.833,64
G. Wholesale and retail ...	2.582,52
R. Arts, entertainment and ...	2.156,12
S. Other services	2.104,83
N. Administrative and support ...	2.087,50
I. Accommodation	1.882,65

Annual variation rates. Percentage



Considering the per worker labour cost components, the wage cost growth is highest in *Real estate activities, Information and communications* and *Artistic, recreational and entertainment activities*.

As for salaries, they fall in *Mining and quarrying industries*. We can observe the smallest increases this quarter in the *Supplies of electrical energy, gas, steam and air conditioning* and *Health and social services activities* sections.

With regard to other costs, the sections that recorded the greatest annual increases were *Public administration and defence, Compulsory social insurance contributions, Professional, scientific and technical activities* and *Mining and quarrying Industries*.

The lowest rates are recorded in *Health and social service activities, Water supplies, Sanitation activities, waste management and decontamination* and *Administrative activities and auxiliary services*.

Labour cost by activity sector. Third quarter 2023

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	2.117,80	4,2	774,93	7,2	17,42	4,8	6,38	7,8
B. Mining and quarrying ...	3.009,00	-4,3	1.149,60	9,0	22,72	-3,4	8,68	10,2
C. Manufacturing industries	2.382,18	3,8	895,07	7,2	18,84	3,6	7,08	7,1
D. Electricity, gas, steam ...	4.217,43	0,1	1.387,11	7,4	33,14	-0,3	10,90	7,0
E. Water supply, waste management ...	2.206,16	2,8	904,54	4,4	18,22	4,1	7,46	5,7
F. Construction	1.958,93	3,2	874,71	7,1	14,55	5,4	6,50	9,2
G. Wholesale and retail ...	1.897,98	4,4	684,54	8,0	14,81	3,9	5,34	7,4
H. Transport and storage	2.149,38	5,4	947,08	6,1	16,46	4,4	7,25	5,1
I. Accommodation	1.368,84	4,1	513,81	7,5	10,99	5,7	4,12	9,0
J. Information and communications	3.327,73	8,8	1.009,13	7,7	25,18	8,4	7,64	7,5
K. Financial and insurance ...	3.761,15	2,6	1.279,10	6,5	31,39	3,2	10,68	7,2
L. Real estate activities	2.241,81	10,1	723,76	6,0	18,08	14,2	5,83	9,6
M. Professional, scientific ...	2.699,80	5,0	862,32	10,4	21,35	5,1	6,82	10,5
N. Administrative and support ...	1.515,56	3,8	571,94	5,9	13,14	4,5	4,95	6,5
O. Public Administration ...	2.484,97	5,2	945,50	11,7	20,40	4,9	7,76	11,5
P. Education	2.179,00	3,3	760,24	6,1	21,36	2,6	7,45	5,4
Q. Health and social services ...	2.162,55	2,4	752,69	4,2	20,47	5,5	7,13	7,5
R. Arts, entertainment and ...	1.607,06	7,9	549,06	7,8	14,82	7,9	5,06	7,9
S. Other services	1.546,98	4,7	557,85	6,3	13,27	7,0	4,79	8,6

¹ As compared to the same quarter of the previous year.

Regarding the wage cost per hour worked, the sections that register the largest increases are *Real estate activities, Information and communications* and *Artistic, recreational and entertainment activities*.

In contrast, the salary per hour worked decreases in *Mining and quarrying industries* and *Supplies of electrical energy, gas, steam and air conditioning*.

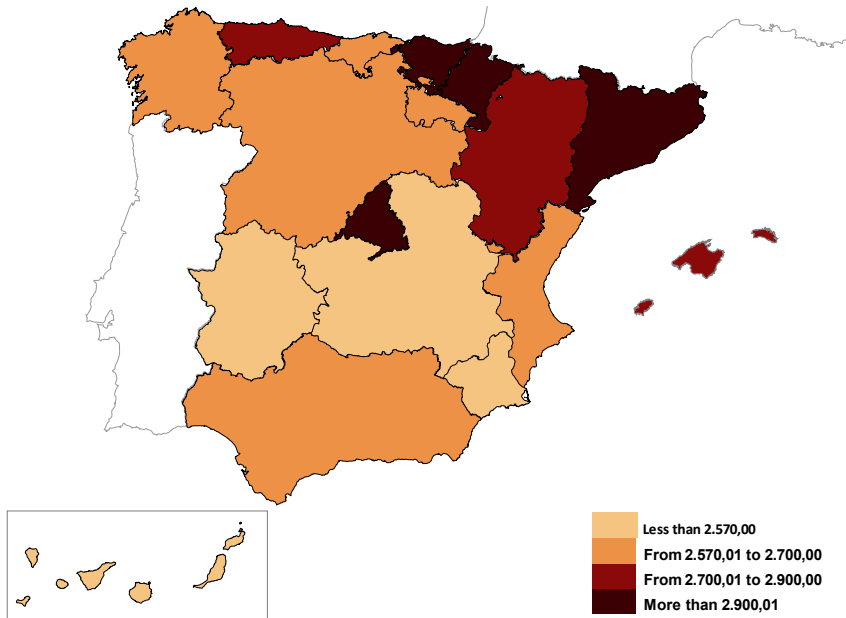
With regard to *other costs* per hour worked, the sections that record the greatest annual increases are *Public administration and defence, Compulsory social insurance contributions, Professional, scientific and technical activities* and *Mining and quarrying Industries*.

The lowest rates occur in *Transport and storage, Education and water supply* and *Sanitation activities, waste management and decontamination*.

Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid and País Vasco exceeds the national average by more than 400 euros. In Extremadura and Canarias this cost is lower than the average by the

Labour cost by Autonomous Community
Third quarter 2023 (euros)



same amount.

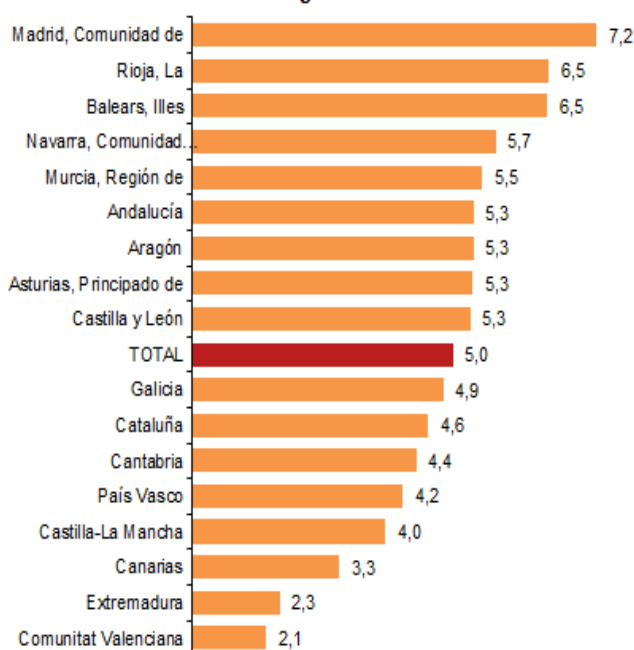
With regard to the annual growth in costs, Comunidad de Madrid, La Rioja and Illes Balears show the highest variation rates. In contrast, Comunitat Valenciana, Extremadura and Canarias record the smallest increases.

Labour cost by Autonomous Community

Labour cost per worker and month

	Euros
País Vasco	3.411,36
Madrid, Comunidad de	3.405,87
Navarra, Comunidad Foral	3.142,49
Cataluña	3.084,19
TOTAL	2.892,73
Balears, Illes	2.819,71
Asturias, Principado de	2.812,67
Aragón	2.770,32
Cantabria	2.677,34
Galicia	2.618,75
Andalucía	2.612,35
Rioja, La	2.607,44
Comunitat Valenciana	2.606,72
Castilla y León	2.589,05
Castilla-La Mancha	2.569,57
Murcia, Región de	2.559,82
Canarias	2.433,07
Extremadura	2.279,14

Annual variation rates. Percentage



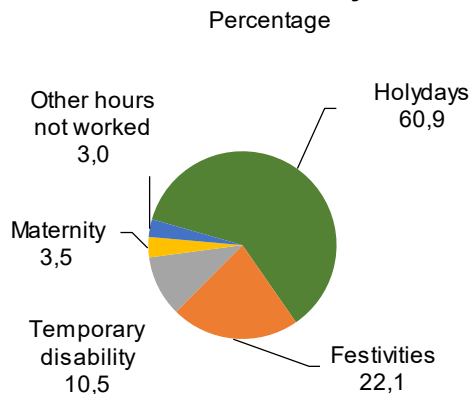
Working time

During the third quarter, the average agreed-upon working week, including both full-time and part-time work, is 35.3 hours. Of these, an average of 7.5 hours are lost per week, most of which (6.2) are due to vacations and public holidays.

The remainder of the non-worked hours (1.3) are 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 27.9 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

	Percentage
Compensated absences	1,3
Maternity	0,7
Other hours not worked and not paid	0,6
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 is 5.78 euros per hour (18.27 euros/hour for full-time versus 12.49 euros/hour for part-time).

Regarding work time, full-time workers perform 61% more effective hours than part-time workers (30.4 hours per week, as compared with 18.9).

Weekly hours¹

	Effective hours	Hours lost
Total workers	27,9	7,5
Full time	30,4	8,5
Part time	18,9	3,9

¹A month is considered to have 4.35 weeks.

Labour cost per hour

	Euros	Rate ²
Total workers	17,42	4,8
Full time	18,27	4,8
Part time	12,49	5,7

²As compared to the same quarter of the previous year

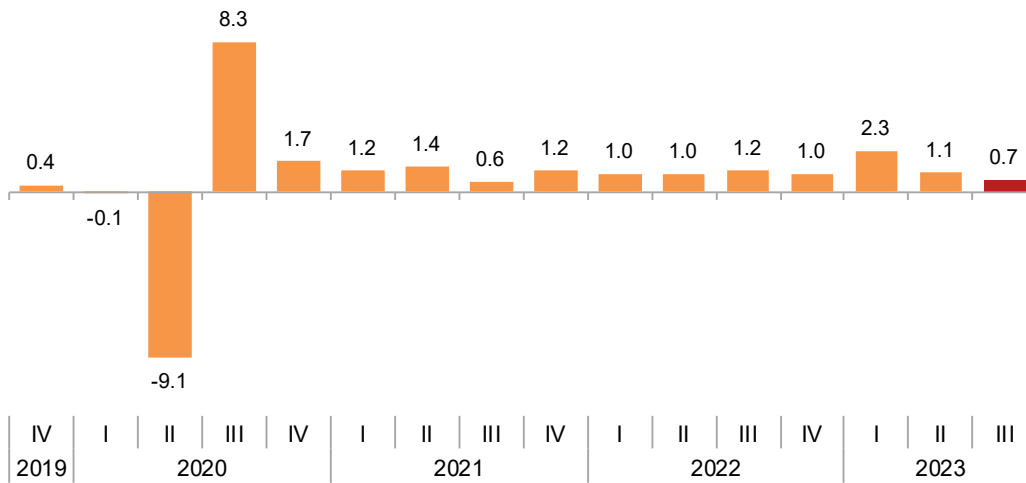
Series adjusted for seasonal and calendar effects

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 second quarters of 2023, the variation of the total labour cost per worker is 0.7%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

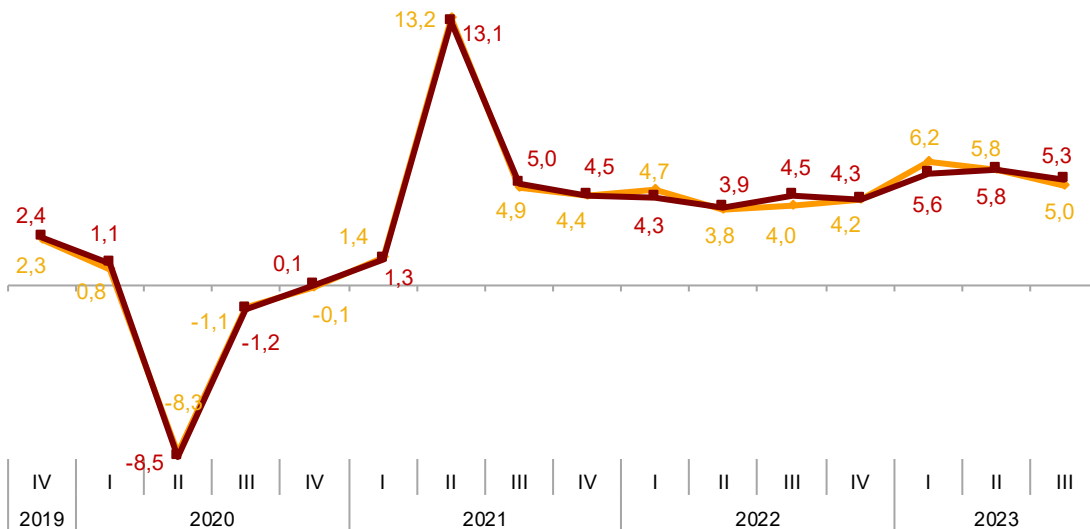


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 5.3%.

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 third quarter of 2023 the number of vacancies stands at 155,797. Of those, 90.2% are in the *Services* sector.

Most of the units interviewed answered that they do not have vacancies to be filled this quarter because they do not need additional workers.

Vacancies by sector. Third quarter 2023

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	155.797	100,0	100,0	93,0	3,9	3,1
Industry	9.055	5,8	100,0	93,1	3,6	3,4
Construction	6.160	4,0	100,0	92,0	4,6	3,4
Services	140.582	90,2	100,0	93,1	3,8	3,1

Vacancies by Autonomous Community

The Autonomous Communities registering the greatest number of vacancies in this quarter are Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number are Cantabria, La Rioja and Extremadura.

Looking at the percentage distribution, Comunidad de Madrid, Cataluña and Andalucía had 56% of the total vacancies this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	155.797
Madrid, Comunidad de	33.656
Cataluña	31.242
Andalucía	22.425
Comunitat Valenciana	17.593
Castilla y León	12.067
Canarias	6.561
Galicia	6.150
Castilla - La Mancha	5.864
País Vasco	5.447
Aragón	3.810
Navarra, Comunidad Foral de	3.729
Asturias, Principado de	1.682
Balears, Illes	1.621
Murcia, Región de	1.605
Extremadura	1.239
Rioja, La	658
Cantabria	449

Percent distribution



Revision and updating of data

The data published today are final. All the 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: 2020.

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 in 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)

Third Quarter 2023

Base year 2020

Total Labour Cost

National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.892,73	112,4	5,0	23,8	108,9	5,5
Industry	3.314,28	108,7	4,5	26,28	111,3	4,4
Construction	2.833,64	106,9	4,4	21,05	109,2	6,5
Services	2.825,60	113,8	5,2	23,59	108,6	5,7

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.892,73	112,4	5,0	23,8	108,9	5,5
Andalucía	2.612,35	113,5	5,3	21,07	108,4	5,7
Aragón	2.770,32	112,5	5,3	22,67	108,2	6,0
Asturias, Principado de	2.812,67	106,0	5,3	23,48	103,7	4,5
Balears, Illes	2.819,71	125,5	6,5	20,72	102,0	7,6
Canarias	2.433,07	121,6	3,3	19,06	103,1	5,2
Cantabria	2.677,34	107,7	4,4	22,15	107,2	5,7
Castilla y León	2.589,05	109,8	5,3	21,9	109,3	5,3
Castilla - La Mancha	2.569,57	110,3	4,0	20,48	106,3	0,8
Cataluña	3.084,19	113,7	4,6	26,01	110,9	6,6
Comunitat Valenciana	2.606,72	113,8	2,1	22,12	113,5	6,3
Extremadura	2.279,14	108,5	2,3	19,09	108,2	2,2
Galicia	2.618,75	110,9	4,9	21,07	107,6	4,5
Madrid, Comunidad de	3.405,87	110,9	7,2	27,25	108,5	5,8
Murcia, Región de	2.559,82	109,5	5,5	21,73	111,8	7,6
Navarra, Comunidad Foral de	3.142,49	109,5	5,7	26,9	110,3	3,2
País Vasco	3.411,36	111,6	4,2	31,44	115,1	3,5
Rioja, La	2.607,44	111,8	6,5	22,12	112,0	8,5

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2023

Base year 2020

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.117,80	111,3	4,2	17,42	107,8	4,8
Industry	2.407,18	107,9	3,5	19,09	110,5	3,5
Construction	1.958,93	103,9	3,2	14,55	106	5,4
Services	2.080,71	112,7	4,5	17,37	107,5	5

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.117,80	111,3	4,2	17,42	107,8	4,8
Andalucía	1.904,03	112,5	4,8	15,36	107,5	5,2
Aragón	1.991,56	109,9	4,2	16,30	105,6	4,9
Asturias, Principado de	2.056,95	104,4	4,8	17,17	102,0	4,1
Balears, Illes	2.050,92	124,1	6,0	15,07	101,0	7,1
Canarias	1.752,71	121,5	1,5	13,73	103,1	3,4
Cantabria	1.947,52	106,6	3,4	16,11	106,1	4,6
Castilla y León	1.886,02	108,4	4,8	15,96	108,0	4,9
Castilla - La Mancha	1.861,07	109,5	3,2	14,84	105,5	0,1
Cataluña	2.256,46	112,5	3,4	19,03	109,7	5,3
Comunitat Valenciana	1.894,32	112,6	1,4	16,07	112,3	5,5
Extremadura	1.650,34	107,2	1,2	13,82	106,9	0,9
Galicia	1.901,15	109,3	3,6	15,30	106,1	3,3
Madrid, Comunidad de	2.545,95	109,9	6,7	20,37	107,6	5,3
Murcia, Región de	1.847,26	107,3	4,4	15,68	109,6	6,5
Navarra, Comunidad Foral de	2.295,74	108,3	4,9	19,65	109,2	2,5
País Vasco	2.486,80	110,7	3,9	22,92	114,2	3,2
Rioja, La	1.884,85	109,7	5,8	15,99	109,9	7,7

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2023

Base year 2020

Other Costs

National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	774,93	115,8	7,2	6,38	112,1	7,8
Industry	907,10	110,9	7,1	7,19	113,4	7,0
Construction	874,71	114,3	7,1	6,5	116,9	9,2
Services	744,89	117,2	7,4	6,22	111,7	7,8

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	774,93	115,8	7,2	6,38	112,1	7,8
Andalucía	708,32	116,3	6,8	5,71	111,1	7,1
Aragón	778,76	119,9	8,3	6,37	115,4	8,9
Asturias, Principado de	755,72	110,7	6,7	6,31	108,6	5,9
Balears, Illes	768,79	129,3	7,9	5,65	104,8	9,1
Canarias	680,36	121,9	8,1	5,33	103,3	10,1
Cantabria	729,82	110,5	7,5	6,04	110,2	8,6
Castilla y León	703,03	113,7	6,6	5,94	113,1	6,5
Castilla - La Mancha	708,50	112,4	6,1	5,64	108,3	2,7
Cataluña	827,73	117,2	8,0	6,98	114,2	10,1
Comunitat Valenciana	712,40	117,0	4,2	6,05	116,8	8,4
Extremadura	628,80	111,9	5,6	5,27	111,7	5,6
Galicia	717,60	115,2	8,4	5,77	111,8	7,9
Madrid, Comunidad de	859,92	113,9	8,7	6,88	111,5	7,3
Murcia, Región de	712,56	115,6	8,3	6,05	118,2	10,6
Navarra, Comunidad Foral de	846,75	112,8	7,9	7,25	113,6	5,2
País Vasco	924,56	114,1	5,0	8,52	117,5	4,3
Rioja, La	722,59	117,6	8,3	6,13	117,9	10,5

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2023

Base year 2020

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	121,5	32,5	168,5	132,3	36,8	98,3	82,3	16,8
Industry	164,8	126,1	39,7	170,4	129,8	41,6	100,6	83,5	17,8
Construction	165,6	134,6	31,7	170,5	138,3	33,0	100,8	85,5	15,4
Services	150,5	119,8	31,3	167,9	132,2	36,2	98,1	82,2	16,8

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	153,4	121,5	32,5	168,5	132,3	36,8	98,3	82,3	16,8
Andalucía	151,8	124,0	28,3	168,7	136,5	32,7	102,9	87,8	15,7
Aragón	153,5	122,2	32,1	168,6	133,4	35,9	87,6	73,1	15,8
Asturias, Principado de	150,9	119,8	31,7	165,7	129,9	36,4	91,9	79,5	13,2
Balears, Illes	157,0	136,1	21,7	168,0	141,3	27,3	139,7	127,8	13,0
Canarias	155,9	127,6	29,0	170,1	138,2	32,5	97,1	83,8	14,6
Cantabria	153,2	120,9	32,8	168,1	131,5	37,0	98,7	82,2	17,3
Castilla y León	150,0	118,2	32,2	167,7	131,1	37,0	88,4	73,3	15,4
Castilla - La Mancha	152,8	125,4	28,1	167,5	137,2	31,2	94,8	79,3	16,3
Cataluña	153,9	118,6	36,3	169,2	129,2	40,9	96,5	78,8	18,8
Comunitat Valenciana	152,7	117,9	35,6	168,8	128,4	41,1	95,4	80,3	16,1
Extremadura	148,3	119,4	29,3	167,3	133,3	34,4	89,5	76,4	13,7
Galicia	154,6	124,3	31,0	169,2	135,3	34,5	94,8	79,2	16,6
Madrid, Comunidad de	155,8	125,0	31,5	168,9	135,3	34,2	95,4	77,3	19,0
Murcia, Región de	152,8	117,8	35,5	168,8	129,0	40,3	93,3	76,4	17,8
Navarra, Comunidad Foral de	152,0	116,8	36,0	166,3	126,2	40,9	93,5	78,2	16,2
País Vasco	149,6	108,5	41,5	164,4	118,0	46,8	86,5	68,1	19,0
Rioja, La	151,2	117,9	34,0	166,9	129,0	38,5	88,5	73,6	16,0

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2023

Base year 2020

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	2.892,73	5,0	2.892,76	5,0	3.007,14	5,3
Wages costs	2.117,80	4,2	2.117,80	4,2	2.228,65	4,7
Other costs	774,93	7,2	774,96	7,2	778,49	7,2

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	23,80	5,5	23,79	5,5	23,52	5,8
Wages costs	17,42	4,8	17,41	4,8	17,42	5,1
Other costs	6,38	7,8	6,38	7,8	6,10	7,8

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2023

Base year 2020

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	155.797	100,0	100,0	93,0	3,9	3,1
Industry	9.055	5,8	100,0	93,1	3,6	3,4
Construction	6.160	4,0	100,0	92,0	4,6	3,4
Services	140.582	90,2	100,0	93,1	3,8	3,1

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	155.797	100,0	100	93,0	3,9	3,1
Andalucía	22.425	14,4	100	91,8	5,1	3,1
Aragón	3.810	2,5	100	92,7	3,1	4,2
Asturias, Principado de	1.682	1,1	100	94,1	3,2	2,8
Balears, Illes	1.621	1,0	100	92,7	4,1	3,1
Canarias	6.561	4,2	100	92,4	4,2	3,3
Cantabria	449	0,3	100	92,3	4,1	3,5
Castilla y León	12.067	7,8	100	89,9	5,3	4,8
Castilla - La Mancha	5.864	3,8	100	92,4	4,9	2,7
Cataluña	31.242	20,1	100	95,3	2,2	2,5
Comunitat Valenciana	17.593	11,3	100	94,4	3,4	2,2
Extremadura	1.239	0,8	100	88,9	8,7	2,4
Galicia	6.150	4,0	100	92,3	3,3	4,3
Madrid, Comunidad de	33.656	21,6	100	93,0	3,3	3,7
Murcia, Región de	1.605	1,0	100	91,9	6,0	2,1
Navarra, Comunidad Foral de	3.729	2,4	100	95,0	1,9	3,1
País Vasco	5.447	3,5	100	93,6	3,6	2,9
Rioja, La	658	0,4	100	92,3	4,9	2,8