

17 March 2020

Quarterly Labour Cost Survey (QLCS) Fourth quarter 2019

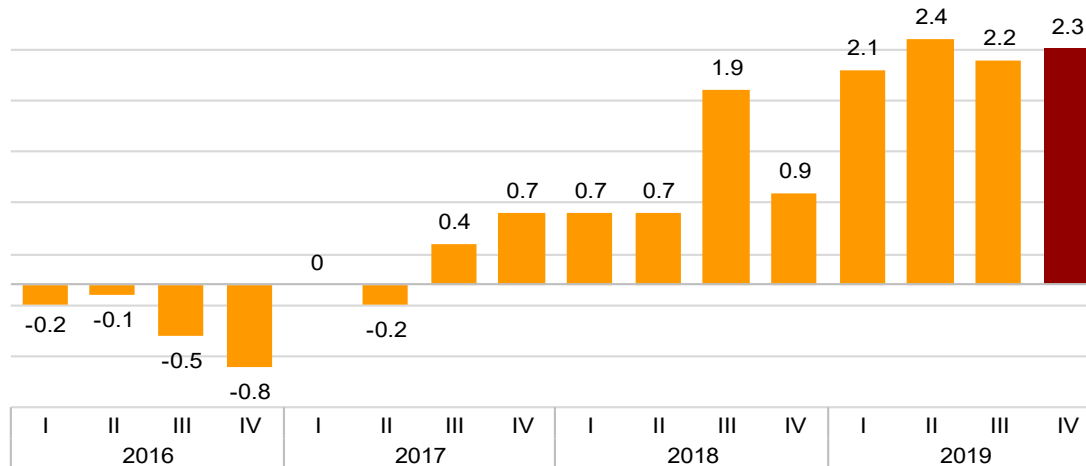
Main results

- The labour cost of companies stood at 2,755.15 euros per worker per month in the fourth quarter, with an increase of 2.3% compared with the same period of 2018.
- Wage cost per worker per month increased 1.8% and reached 2,075.43 euros on average. On the other hand, other costs increased by 4.0%, standing at 679.72 euros per worker per month.
- During the fourth quarter of 2019, the average agreed working week, considering full-time and part-time together, was 34.3 hours. Of these, 5.1 hours per week are lost, of which 3.3 are due to vacations and holidays.
- The labour cost per hour actually worked increases by 2.0% in the annual rate, as a consequence of a higher number of hours worked as compared with the four quarter of 2018.
- With calendar and seasonally adjusted data, the quarterly rate of the labour cost per worker was 0.5% and that of the cost per effective hour 0.7%.
- With calendar-adjusted results, the cost per effective hour increased by 2.8% in the annual rate, and the cost per worker by 2.3%. With seasonally adjusted results, the labour cost per hour actually worked rose by 3.0%, while per worker increased by 2.5%.
- In the fourth quarter of 2019, the number of vacancies is 101,009. 88.8% are in the *Services* sector.

Labour cost by components

The labour cost increased by 2.3% in the annual rate in the fourth quarter of 2019 and stood at 2,755.15 euros per worker per month.

Total labour cost. Annual variation rate. Percentage



Of the total cost per worker and month, incurred by an employer for the use of the labour factor, 2,075.43 euros corresponded to wages and 625.98 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 2.1% at an annual rate, going from 2,039.01 to 2,075.43 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 2.0%.

Other costs (non-wage costs) increased by 4.0%. Their main component, compulsory Social Security contributions, increased by 4.0%. Within the variation in non-wage payments, it is worth noting the increase in direct social benefits (minus severance payments) and the decrease in other non-wage payments (end of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.).

The labour cost per hour increased by 2.0%. This increase, which is lower than the increase in the cost per worker, was due to the 0.3% increase in the number of hours actually worked. If this and the calendar effect are removed, the estimated hourly cost growth is 3.0%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2,755.15	2.3
Wage cost	2,075.43	1.8
Other costs	679.72	4.0

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2,075.43	1.8
Ordinary wage cost	1,702.41	2.0

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	679.72	4.0
Compulsory contributions	625.98	4.0
Non-wage payments	70.48	3.6
Subsidies and allowances ²	16.74	1.9

Cost per hour

	Euros	Rate ¹
Cost per effective hour	21.56	2.0
Cost per paid hour	18.42	2.2

²Subsidies are taken out of the other costs

Labour cost by economic sector

Industry showed the lowest increase in labour and wage costs this quarter. It also showed the lowest increases in the main cost components.

In *Construction*, the total labour cost increased by 2.4% in the annual rate. Worth noting in this sector was the total wage cost.

Services registered the greatest increase in total labour cost. This, along with the greater increase in other costs due to the increase in both mandatory social contributions and non-wage payments.

Labour cost per worker and month in the fourth quarter 2019

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	2,755.15	2.3	2,075.43	1.8	1,702.41	2.0	679.72	4.0
Industry	3,291.96	1.2	2,466.09	0.7	1,957.99	1.2	825.87	2.8
Construction	2,867.98	2.4	2,084.98	2.3	1,650.98	1.5	783.00	2.6
Services	2,651.13	2.6	2,005.15	2.0	1,660.73	2.3	645.98	4.5

¹ As compared to the same quarter of the previous year

By activity sections, labour cost growth is higher in *Education*, *Other services* and *Water supply, sanitation activities, waste management and decontamination*.

On the other hand, *Electricity, gas, steam and air conditioning supply*, *Manufacturing industry* and *Wholesale and retail trade; Motor vehicle and motorcycle repair* registered the smallest increases.

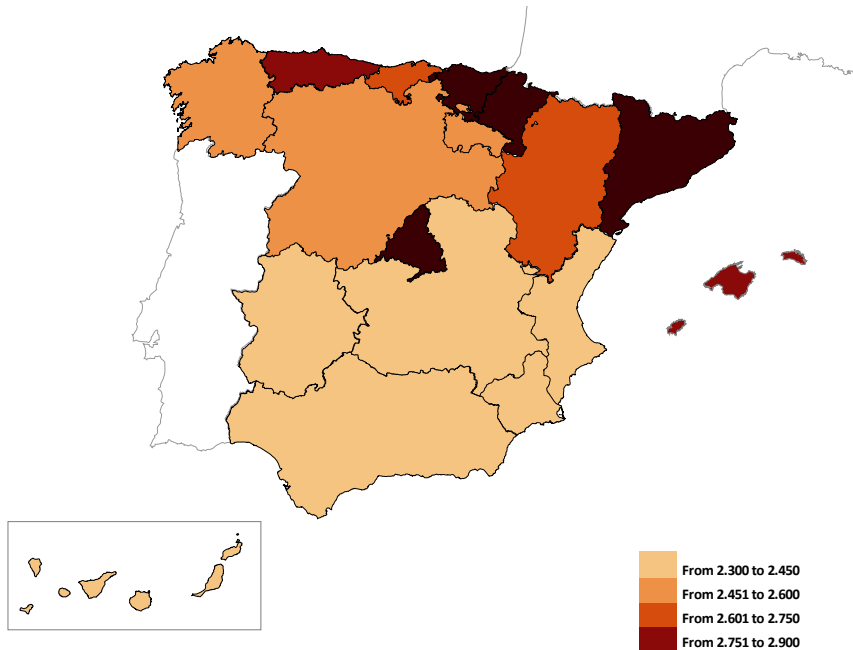
Labour cost by activity sector

Labour cost per worker and month

	Euros	Annual variation rates. Percentage
D. Electricity, gas, steam ...	6,027.55	4.8
K. Financial and insurance ...	5,128.06	4.8
J. Information and communication	4,062.94	4.2
B. Mining and quarrying ...	3,987.51	4.1
O. Public Administration ...	3,415.86	4.1
M. Professional, scientific ...	3,322.39	-10.0
C. Manufacturing industries	3,247.14	3.7
E. Water supply, waste managem...	3,072.67	3.3
H. Transport and storage	3,002.40	3.1
Q. Health and social services ...	2,963.70	2.8
F. Construction	2,867.98	2.6
Total activities	2,755.15	2.4
L. Real state activities	2,606.87	2.3
P. Education	2,568.32	2.0
G. Wholesale and retail ...	2,391.54	1.9
R. Arts, entertainment and ...	1,971.46	1.8
N. Administrative and support ...	1,916.35	1.4
S. Other services	1,887.92	1.1
I. Accommodation	1,668.64	0.7

Labour cost by Autonomous Community

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



Regarding the annual cost increase, *Galicia, Aragón and Extremadura* showed the highest rates. In turn, *Canarias, Castilla-La Mancha and Comunidad de Madrid* registered the lowest increases.

Labour cost by Autonomous Community

Labour cost per worker and month

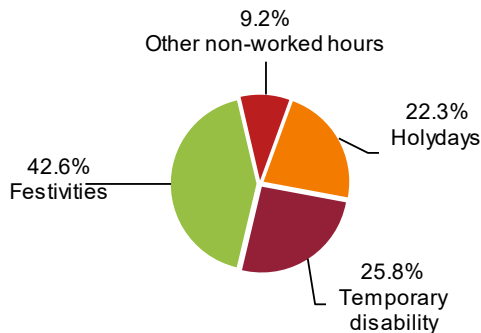
	Euros	Annual variation rates. Percentage
País Vasco	3,257.95	4,8
Madrid, Comunidad de	3,189.43	4,5
Navarra, Comunidad Foral	3,093.75	4,2
Cataluña	2,967.93	3,6
Asturias, Principado de	2,841.65	3,6
Balears, Illes	2,757.39	3,1
TOTAL	2,755.15	3,0
Aragón	2,715.25	2,6
Cantabria	2,665.88	2,4
Galicia	2,533.47	2,3
Rioja, La	2,533.46	2,0
Castilla y León	2,479.99	1,7
Murcia, Región de	2,444.10	1,5
Comunitat Valenciana	2,433.65	1,2
Andalucía	2,419.97	1,2
Castilla-La Mancha	2,419.02	0,8
Extremadura	2,316.25	0,8
Canarias	2,309.64	0,2

Working time

During the fourth quarter of 2019, the average agreed-upon working week, considering both full-time and part-time, was 34.3 hours. Of these, an average of 5.1 hours were lost per week, most of which (3.3 hours) were due to vacations and public holidays.

If we add overtime and subtract lost hours, the working week is reduced to 29.4 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

	Porcentaje
Maternity	4.1%
Compensated absences	2.2%
Overtime compensation	1.3%
Labour conflicts	1.1%
Hours lost at work	0.2%
Other hours not worked and not paid	0.2%
Hours lost at work due economical or technical r	0.2%
Other hours not worked but paid	0.0%

By type of working day, the wage difference between full-time and part-time workers was 5.40 euros per hour (17.03 euros/hour for full-time versus 11.63 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (33.1 weekly hours as compared with 17.7).

Weekly hours¹

	Effective hours	Hours lost
Total workers	29.4	5.1
Full time	33.1	5.9
Part time	17.7	2.7

Labour cost per hour

	Euros	Rate ²
Total workers	16.24	1.4
Full time	17.03	1.3
Part time	11.63	3.0

¹ For calculation purposes, a month is considered to have 4.35 weeks ² Same quarter than last year

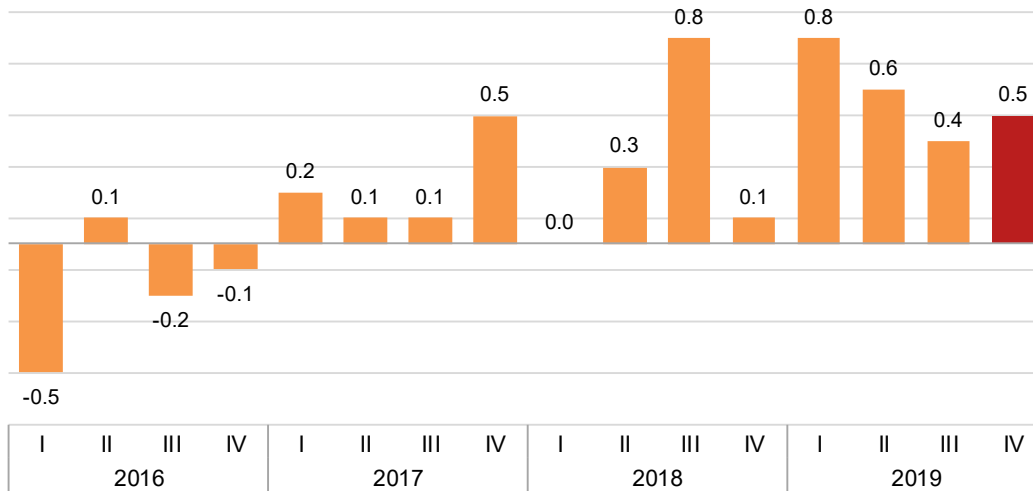
Series adjusted for seasonal and calendar effects

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 fourth and third quarter of 2019, eliminating both the calendar effect and seasonality, the variation of total labour cost per worker was 0.5%, and the cost per effective hour 0.7%.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

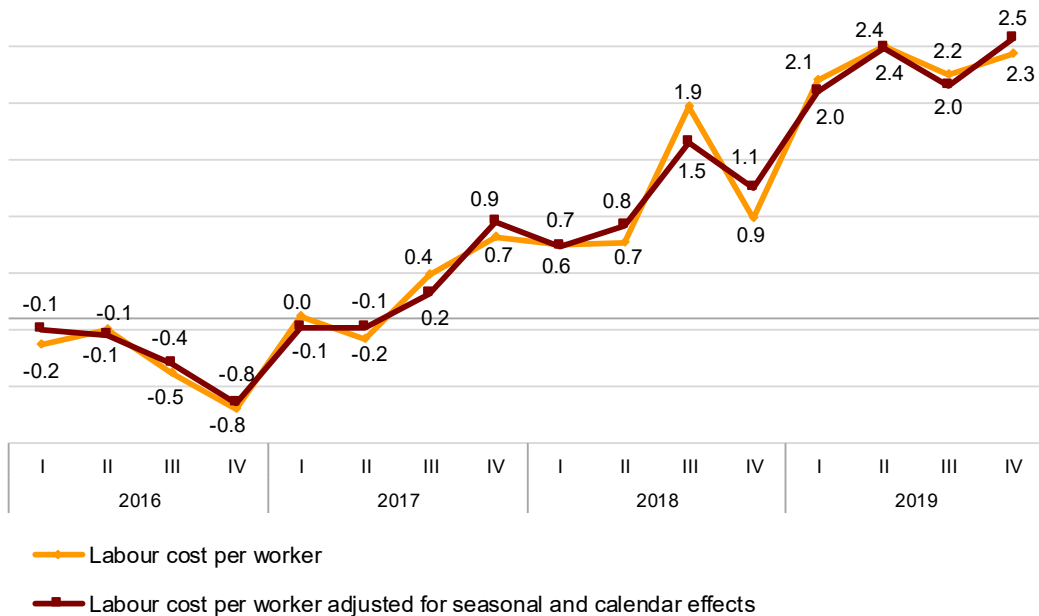


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 2.5%, whilst the cost per hour effectively worked rose by 3.0%

Evolution of the labour cost per worker

Annual variation rate. Percentage



Job vacancies

In the fourth quarter of 2019, the number of vacancies stood at 101,009. Of those, 88.8% 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 fourth quarter 2019

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	101,009	100.0	100.0	92.9	4.8	2.3
Industry	7,785	7.7	100.0	94.4	3.2	2.5
Construction	3,521	3.5	100.0	92.1	5.2	2.6
Services	89,703	88.8	100.0	92.8	4.9	2.3

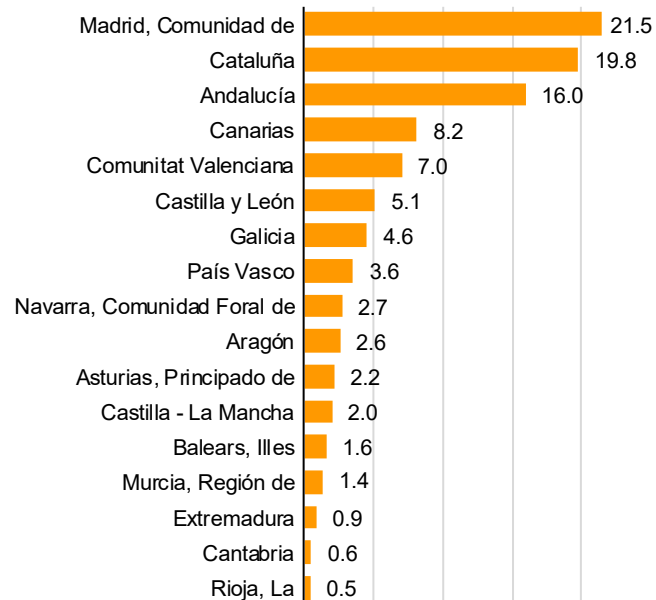
Vacancies by Autonomous Community

The Autonomous Communities registering the greatest number of vacancies in the fourth quarter were Comunidad de Madrid, Cataluña and Andalucía. On the other hand, those with the least vacancies were La Rioja, Cantabria and Extremadura. Looking at the percentage distribution, Comunidad de Madrid, Cataluña and Andalucía had 57% of the total vacancies this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	101,009
Madrid, Comunidad de	21,684
Cataluña	19,992
Andalucía	16,114
Canarias	8,242
Comunitat Valenciana	7,088
Castilla y León	5,184
Galicia	4,607
País Vasco	3,596
Navarra, Comunidad Foral de	2,747
Aragón	2,622
Asturias, Principado de	2,193
Castilla - La Mancha	2,022
Balears, Illes	1,624
Murcia, Región de	1,378
Extremadura	903
Cantabria	560
Rioja, La	453

Percent distribution



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: 2012.

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>

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Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2019

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	2,755.15	108.4	2.3	21.56	109.1	2.0
Industry	3,291.96	108.1	1.2	23.77	108.6	1.1
Construction	2,867.98	109.4	2.4	20.19	110.8	1.8
Services	2,651.13	108.5	2.6	21.24	109.2	2.3

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,755.15	108.4	2.3	21.56	109.1	2.0
Andalucía	2,419.97	105.6	3.6	19.11	106.2	2.5
Aragón	2,715.25	112.4	4.5	21.97	114.7	5.5
Asturias, Principado de	2,841.65	110.5	3.1	22.87	112.4	3.9
Balears, Illes	2,757.39	115.8	1.2	21.03	117.7	1.6
Canarias	2,309.64	106.9	0.2	17.68	107.2	0.8
Cantabria	2,665.88	109.7	2.4	21.09	113.9	4.0
Castilla y León	2,479.99	106.7	1.7	19.81	107.2	2.0
Castilla - La Mancha	2,419.02	107.0	0.8	19.11	107.9	0.8
Cataluña	2,967.93	110.3	3.0	23.31	111.2	3.5
Comunitat Valenciana	2,433.65	107.5	2.6	19.18	107.9	0.9
Extremadura	2,316.25	110.4	4.2	18.73	112.1	4.2
Galicia	2,533.47	112.7	4.8	19.75	113.7	4.2
Madrid, Comunidad de	3,189.43	106.0	0.8	24.10	106.3	-0.4
Murcia, Región de	2,444.10	105.5	1.2	19.17	106.6	1.2
Navarra, Comunidad Foral de	3,093.75	116.5	3.6	25.01	116.3	3.9
País Vasco	3,257.95	110.5	1.5	26.34	108.6	2.0
Rioja, La	2,533.46	108.3	2.0	20.40	110.1	4.8

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2019

Base year 2016

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,075.43	109.4	1.8	16.24	110.0	1.4
Industry	2,466.09	108.8	0.7	17.81	109.4	0.7
Construction	2,084.98	112.4	2.3	14.68	113.8	1.7
Services	2,005.15	109.4	2.0	16.06	110.1	1.6

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,075.43	109.4	1.8	16.24	110.0	1.4
Andalucía	1,801.63	106.2	3.2	14.22	106.8	2.0
Aragón	2,042.08	113.9	4.3	16.53	116.2	5.4
Asturias, Principado de	2,151.94	111.5	3.5	17.32	113.4	4.3
Balears, Illes	2,066.49	117.5	0.6	15.76	119.3	1.0
Canarias	1,708.80	107.5	-1.0	13.08	107.7	-0.4
Cantabria	2,014.84	111.5	2.5	15.94	115.8	4.1
Castilla y León	1,851.60	107.8	1.1	14.79	108.2	1.3
Castilla - La Mancha	1,791.53	107.2	0.1	14.16	108.2	0.2
Cataluña	2,246.23	111.4	2.7	17.64	112.4	3.2
Comunitat Valenciana	1,812.73	107.6	1.7	14.28	108.0	0.0
Extremadura	1,733.26	111.3	3.0	14.02	113.0	3.1
Galicia	1,896.21	114.6	4.4	14.78	115.6	3.9
Madrid, Comunidad de	2,444.76	107.3	0.3	18.47	107.5	-0.9
Murcia, Región de	1,830.84	106.2	0.6	14.36	107.3	0.6
Navarra, Comunidad Foral de	2,339.12	119.0	3.0	18.91	118.8	3.4
País Vasco	2,444.01	110.9	0.2	19.76	109.0	0.8
Rioja, La	1,910.44	109.0	1.7	15.39	111.0	4.4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2019

Base year 2016

Other Costs

National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	679.72	105.6	4.0	5.32	106.2	3.7
Industry	825.87	106.0	2.8	5.96	106.4	2.6
Construction	783.00	102.1	2.6	5.51	103.4	2.0
Services	645.98	105.8	4.5	5.18	106.6	4.2

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	679.72	105.6	4.0	5.32	106.2	3.7
Andalucía	618.34	103.9	5.0	4.89	104.7	4.0
Aragón	673.17	108.2	5.2	5.44	110.3	6.0
Asturias, Principado de	689.71	107.4	1.8	5.55	109.3	2.6
Balears, Illes	690.90	110.9	3.1	5.27	113.1	3.5
Canarias	600.84	105.3	3.7	4.60	105.5	4.3
Cantabria	651.04	104.7	2.1	5.15	108.6	3.8
Castilla y León	628.39	103.8	3.7	5.02	104.4	3.9
Castilla - La Mancha	627.49	106.4	2.7	4.95	107.1	2.7
Cataluña	721.70	107.0	4.0	5.67	107.8	4.4
Comunitat Valenciana	620.92	107.1	5.4	4.90	107.5	3.6
Extremadura	582.99	108.0	7.8	4.71	109.5	7.8
Galicia	637.26	107.4	5.9	4.97	108.3	5.3
Madrid, Comunidad de	744.67	102.1	2.3	5.63	102.4	1.3
Murcia, Región de	613.26	103.5	3.3	4.81	104.6	3.2
Navarra, Comunidad Foral de	754.63	109.5	5.4	6.10	109.3	5.7
País Vasco	813.94	109.4	5.4	6.58	107.3	6.0
Rioja, La	623.02	105.9	3.2	5.01	107.5	5.9

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2019

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	149.2	127.8	22.1	168.6	143.9	25.5	88.1	77.2	11.7
Industry	163.5	138.5	26.4	170.5	144.1	27.8	94.1	81.9	12.6
Construction	164.2	142.0	22.8	170.6	147.3	24.0	89.1	80.0	9.1
Services	145.5	124.8	21.3	168.0	143.5	25.1	87.7	76.9	11.7

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	149.2	127.8	22.1	168.6	143.9	25.5	88.1	77.2	11.7
Andalucía	145.9	126.7	19.9	168.5	145.7	23.5	90.4	80.0	11.1
Aragón	148.2	123.6	25.5	168.3	139.2	30.0	82.6	72.5	11.0
Asturias, Principado de	148.0	124.3	24.7	166.3	138.9	28.5	82.9	72.4	11.2
Balears, Illes	152.9	131.1	22.5	169.1	143.9	26.0	108.3	96.0	12.8
Canarias	152.8	130.7	22.7	170.2	145.2	25.5	92.5	80.3	13.1
Cantabria	150.7	126.4	25.0	168.4	141.0	28.1	87.4	74.4	13.6
Castilla y León	147.9	125.2	23.2	168.3	142.2	26.7	83.2	71.7	12.2
Castilla - La Mancha	147.1	126.6	21.1	167.6	143.5	24.7	80.1	71.1	9.6
Cataluña	149.1	127.3	22.8	169.2	144.1	26.2	84.3	73.3	11.7
Comunitat Valenciana	147.6	126.9	21.6	169.0	144.4	25.4	91.1	80.7	11.7
Extremadura	144.8	123.6	21.5	166.9	142.4	25.0	82.5	70.8	11.8
Galicia	151.0	128.3	23.5	169.1	143.2	26.7	85.7	74.5	12.0
Madrid, Comunidad de	152.8	132.4	21.2	169.1	146.3	23.5	91.7	80.3	12.6
Murcia, Región de	148.1	127.5	21.3	168.9	144.6	25.0	90.8	80.5	11.2
Navarra, Comunidad Foral de	148.0	123.7	25.5	167.0	138.6	29.5	81.1	71.3	11.1
País Vasco	147.3	123.7	24.1	164.7	137.6	27.6	81.0	70.8	10.5
Rioja, La	146.4	124.2	22.8	168.0	142.1	26.4	74.3	64.4	10.8

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2019

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	2,755.15	2.3	2,754.92	2.3	2,651.32	2.5
Wages costs	2,075.43	1.8	2,075.42	1.8	1,967.98	1.9
Other costs	679.72	4.0	679.50	4.0	683.34	4.0

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	21.56	2.0	21.68	2.8	20.78	3.0
Wages costs	16.24	1.4	16.33	2.3	15.42	2.5
Other costs	5.32	3.7	5.35	4.5	5.36	4.5

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2019

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	101,009	100.0	100.0	92.9	4.8	2.3
Industry	7,785	7.7	100.0	94.4	3.2	2.5
Construction	3,521	3.5	100.0	92.1	5.2	2.6
Services	89,703	88.8	100.0	92.8	4.9	2.3

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	101,009	100.0	100	92.9	4.8	2.3
Andalucía	16,114	16.0	100	92.6	4.5	2.9
Aragón	2,622	2.6	100	90.2	4.7	5.2
Asturias, Principado de	2,193	2.2	100	94.9	4.7	0.4
Balears, Illes	1,624	1.6	100	93.6	3.0	3.4
Canarias	8,242	8.2	100	90.2	8.0	1.8
Cantabria	560	0.6	100	92.4	5.6	2.0
Castilla y León	5,184	5.1	100	91.1	5.5	3.3
Castilla - La Mancha	2,022	2.0	100	91.9	6.5	1.6
Cataluña	19,992	19.8	100	94.8	3.6	1.6
Comunitat Valenciana	7,088	7.0	100	92.8	5.5	1.7
Extremadura	903	0.9	100	91.2	6.1	2.8
Galicia	4,607	4.6	100	91.2	6.9	2.0
Madrid, Comunidad de	21,684	21.5	100	93.7	3.8	2.5
Murcia, Región de	1,378	1.4	100	94.2	4.0	1.8
Navarra, Comunidad Foral de	2,747	2.7	100	97.2	1.0	1.8
País Vasco	3,596	3.6	100	92.6	4.1	3.3
Rioja, La	453	0.5	100	92.8	3.0	4.2