

17 March 2021

Quarterly Labour Cost Survey (QLCS) Fourth quarter 2020

Main results

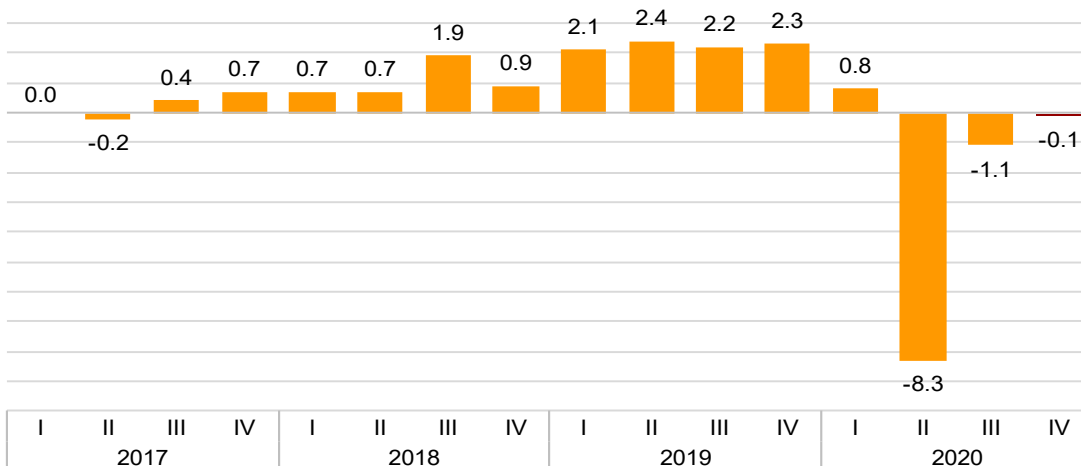
- The labour cost of companies stands at 2,752.26 euros per worker per month in the fourth quarter of 2020, with a decrease of 0.1% as compared with the same period of 2019.
- Wage cost by worker and month decreased 0.7%, standing at 2,061.32 euros on average. In turn, other costs increased by 1.7%, reaching 690.94 euros per worker per month.
- During the fourth quarter of 2020, the average agreed working week was 34.5 hours per worker, considering both full-time and part-time work. Of these, 6.7 hours per week are lost, of which 2.7 are due to holidays and vacations and 1.5 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this includes time not worked by workers affected by a Temporary Workforce Reduction Scheme (ERTE)-.
- The labour cost per hour actually worked increased by 5.1% at an annual rate, as a consequence of the lower number of hours worked as compared with the fourth quarter of 2019.
- On a quarterly rate base and according to seasonal and calendar effects adjusted figures, the labour cost per worker rose by 1.0%, and the cost per effective hour by 1.7%.
- With calendar adjusted results, the annual rate per hour actually worked is 5.5%, while per worker it is -0.1%. Seasonally adjusted, the labour cost per hour actually worked increased by 5.5% in the fourth quarter of 2020 as compared with the same period in 2019, while the cost per worker decreased by 0.2%.
- In the fourth quarter of 2020, the number of vacancies was 76,007. 87.5% were in the *Services* sector.

Labour cost by components

The labour cost per worker and month reached 2,752.26 euros for the fourth quarter of 2020, indicating a decrease of 0.1% as compared with the same period the previous year.

Workers on an ERTE are still part of their company workforce. However, they do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), in some cases supplemented by the companies themselves. In addition, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace. See more information in the section 'Covid-19's Influence on Certain Survey Results' on page 10 of this press release.

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, 2,061.32 euros corresponded to wages and 634.57 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 arrears, measured in gross terms, drops by 0.7% in annual rate, going from 2,075.43 to 2,061.32 euros per worker. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which varies by -0.6%.

Other costs (non-wage costs) increased by 1.7%. Their main component, compulsory Social Security contributions, increased by 1.4%. Within the variation in non-wage payments, worth noting was the across the board increase in all components, except for other non-wage payments (end-of-contract indemnities, compensatory payments, small tools, work clothes, personnel selection, etc.).

The labour cost per hour grew 5.1% due to a 5.0% decrease in the number of effective hours of work. After removing this and the calendar effect, the estimated decline in the hourly cost is around 5.5%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2,752.26	-0.1
Wage cost	2,061.32	-0.7
Other costs	690.94	1.7

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2,061.32	-0.7
Ordinary wage cost	1,691.91	-0.6

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	690.94	1.7
Compulsory contributions	634.57	1.4
Non-wage payments	72.76	3.2
Subsidies and allowances ²	16.38	-2.2

Cost per hour

	Euros	Rate ¹
Cost per effective hour	22.66	5.1
Cost per paid hour	18.29	-0.7

²Subsidies are taken out of the other costs

Labour cost by economic sector

Construction was the only sector in which the main cost components increased.

Industry showed the largest annual decrease in wage costs and the largest increase in other costs. This was, in particular, the result of the growth in severance pay.

Within *Services*, the annual rate of the total labour cost decreased 0.2%. In this sector, the growth of other costs is mainly due to the increase in mandatory contributions.

Labour cost per worker and month in the fourth quarter 2020

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	2,752.26	-0.1	2,061.32	-0.7	1,691.91	-0.6	690.94	1.7
Industry	3,295.05	0.1	2,442.35	-1.0	1,947.62	-0.5	852.70	3.2
Construction	2,904.11	1.3	2,117.23	1.5	1,680.86	1.8	786.88	0.5
Services	2,644.66	-0.2	1,989.56	-0.8	1,647.37	-0.8	655.10	1.4

¹ As compared to the same quarter of the previous year

Labour cost by activity sector

By activity sections, labour cost growth is higher in *Extractive Industries, Real Estate Activities and Education*.

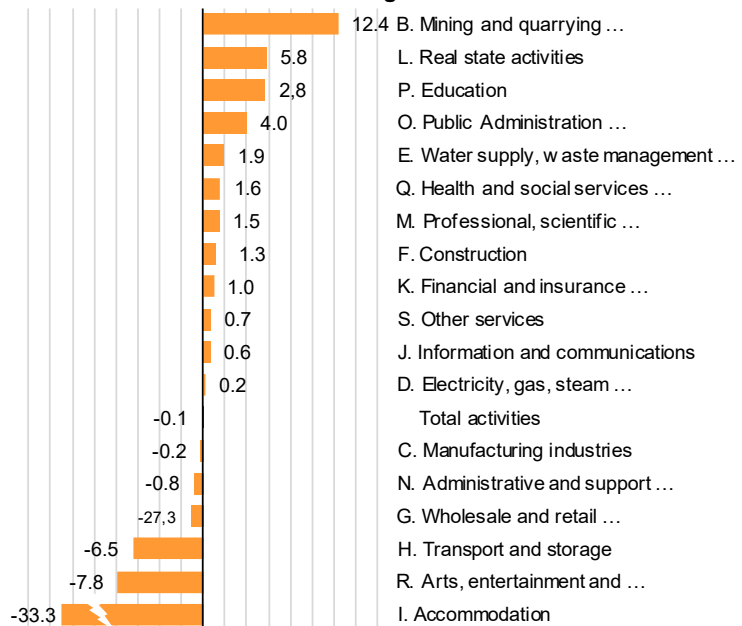
On the other hand, *Hospitality, Artistic, recreational and entertainment activities and Transport and storage* registered the greatest decreases.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	6,041.23
K. Financial and insurance ...	5,177.66
B. Mining and quarrying ...	4,481.13
J. Information and communication	4,089.22
O. Public Administration ...	3,552.99
M. Professional, scientific ...	3,371.27
C. Manufacturing industries	3,240.55
E. Water supply, waste managem€	3,131.64
Q. Health and social services ...	3,011.47
F. Construction	2,904.11
H. Transport and storage	2,808.52
L. Real state activities	2,758.87
Total activities	2,752.26
P. Education	2,715.91
G. Wholesale and retail ...	2,365.62
S. Other services	1,901.02
N. Administrative and support ...	1,900.26
R. Arts, entertainment and ...	1,817.53
I. Accommodation	1,113.59

Annual variation rates. Percentage



Considering the per worker labour cost components, wage cost growth is higher in *Mining and quarrying*, *Education* and *Real estate activities*.

On the other hand, *Hospitality*, *Artistic, recreational and entertainment activities* and *Transport and storage* registered the greatest decreases.

With regard to other costs, the sections with the highest increases were *Mining and quarrying*, *Real estate activities*, and *Education*.

The lowest rates were in *Hospitality*, *Transportation and Storage*, and *Artistic, recreational and entertainment activities*.

Labour cost in the fourth quarter 2020 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	2,061.32	-0.7	690.94	1.7	16.97	4.5	5.69	7.0
B. Mining and quarrying ...	3,112.56	5.5	1,368.57	32.0	22.78	8.5	10.02	35.8
C. Manufacturing industries	2,402.09	-1.3	838.46	2.9	17.75	1.7	6.20	6.0
D. Electricity, gas, steam ...	4,721.60	0.1	1,319.63	0.7	34.76	0.0	9.72	0.7
E. Water supply, waste management ...	2,292.96	1.7	838.68	2.5	18.05	2.4	6.60	3.1
F. Construction	2,117.23	1.5	786.88	0.5	15.07	2.7	5.61	1.8
G. Wholesale and retail ...	1,757.84	-2.4	607.78	3.0	13.62	1.3	4.71	6.8
H. Transport and storage	1,973.60	-7.6	834.92	-3.7	15.60	-2.0	6.60	2.2
I. Accommodation	784.15	-36.2	329.44	-25.0	10.37	-3.6	4.36	13.5
J. Information and communications	3,158.69	0.7	930.53	0.3	22.50	2.0	6.63	1.7
K. Financial and insurance ...	3,957.33	2.1	1,220.33	-2.5	29.43	3.4	9.07	-1.3
L. Real state activities	2,109.99	5.1	648.88	8.2	16.36	7.8	5.03	11.0
M. Professional, scientific ...	2,605.96	1.0	765.31	3.1	19.56	3.3	5.74	5.3
N. Administrative and support ...	1,397.39	-1.2	502.87	0.2	12.39	3.4	4.46	4.9
O. Public Administration ...	2,739.62	4.3	813.37	3.0	21.26	4.2	6.31	2.8
P. Education	2,052.51	5.3	663.40	7.1	19.22	6.8	6.21	8.6
Q. Health and social services ...	2,308.44	0.7	703.03	4.6	19.70	3.5	5.99	7.2
R. Arts, entertainment and ...	1,373.97	-9.2	443.56	-3.4	16.08	8.0	5.19	15.1
S. Other services	1,401.64	-1.1	499.38	6.2	12.58	7.3	4.48	15.2

¹As compared to the same quarter of the previous year

Regarding wage cost per hour worked, the sections that registered the largest increases were *Mining and quarrying*, *Artistic, recreational and entertainment activities* and *Real estate activities*.

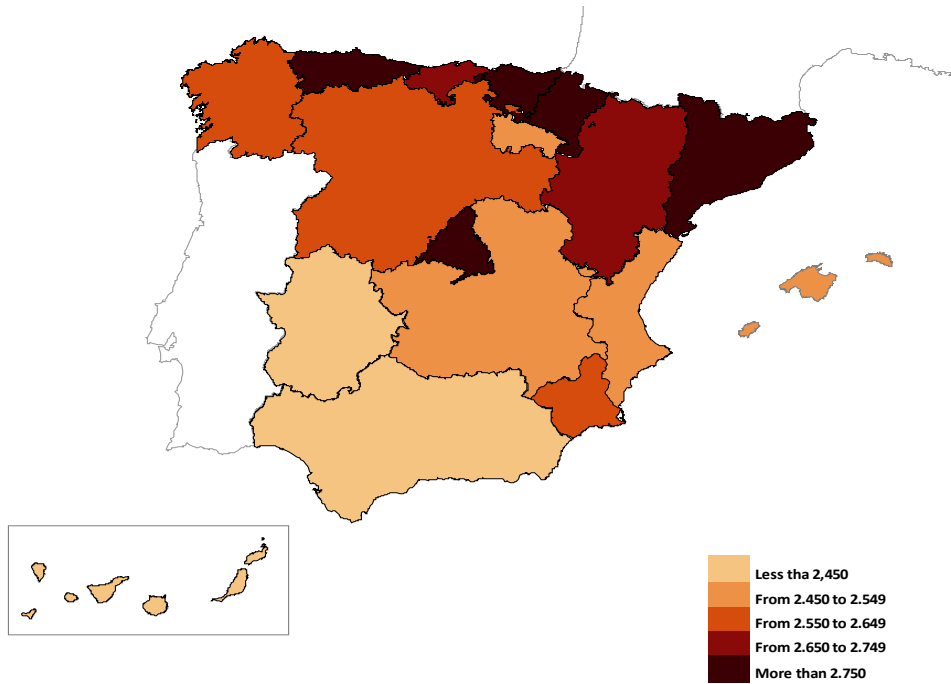
On the other hand, the wage cost per hour worked decreased in *Hotels, restaurants and catering* and *Transporting and storage*.

With regard to *other costs*, the sections with the greatest annual increases were *Mining and quarrying*, *Other services activities*, and *Artistic, recreational and entertainment activities*.

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

Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid (13) and País Vasco (16) exceeded the national average by more than 450 euros. In Extremadura and Canarias this cost was lower than the average by the same amount.



Looking at the annual cost growth, Región de Murcia, Castilla y León, and Cantabria showed the highest rates. On the contrary, Canarias, Illes Balears and Extremadura recorded the greatest decreases.

Labour cost by Autonomous Community

Labour cost per worker and month

	Euros	Annual variation rates. Percentage
País Vasco	3,273.20	5.3
Madrid, Comunidad de	3,218.59	3.7
Navarra, Comunidad Foral	3,109.56	2.8
Cataluña	2,917.77	2.5
Asturias, Principado de	2,865.83	1.1
TOTAL	2,752.26	0.9
Cantabria	2,741.36	0.9
Aragón	2,698.61	0.8
Murcia, Región de	2,574.15	0.7
Castilla y León	2,572.17	0.5
Galicia	2,550.54	0.5
Rioja, La	2,515.56	-0.1
Balears, Illes	2,508.78	-0.6
Castilla-La Mancha	2,478.61	-0.7
Comunitat Valenciana	2,453.84	-1.7
Andalucía	2,445.99	-2.5
Extremadura	2,259.16	-9.0
Canarias	2,094.48	-9.3

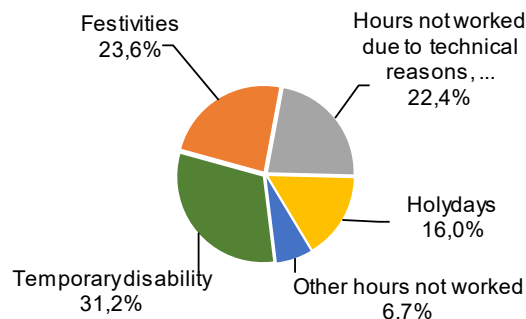
Working time

During the fourth quarter of 2020, the average agreed-upon working week, considering both full-time and part-time, was 34.5 hours. Of these, an average of 6.7 hours were lost per week, most of which (2.7) were due to vacations and public holidays. On the other hand, 5.2 hours were not worked due to technical, economic, organizational, and production reasons, and force majeure –this includes workers affected by an ERTE-.

The remainder of the non-worked hours (2.5) were 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

	Porcentaje
Compensated absences	3.3%
Maternity	1.5%
Other hours not worked and not paid	0.9%
Other hours not worked but paid	0.7%
Overtime compensation	0.2%
Hours lost at work	0.1%
Labour conflicts	0.0%

By type of working day, the wage difference between full-time and part-time workers was 5.60 euros per hour (17.71 euros/hour for full-time versus 12.11 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (31.3 weekly hours as compared with 16.3).

Weekly hours¹

	Effective hours	Hours lost
Total workers	27.9	6.7
Full time	31.3	7.6
Part time	16.3	3.9

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

Labour cost per hour

	Euros	Rate ²
Total workers	16.97	4.5
Full time	17.71	4.0
Part time	12.11	4.1

² Same quarter than last year

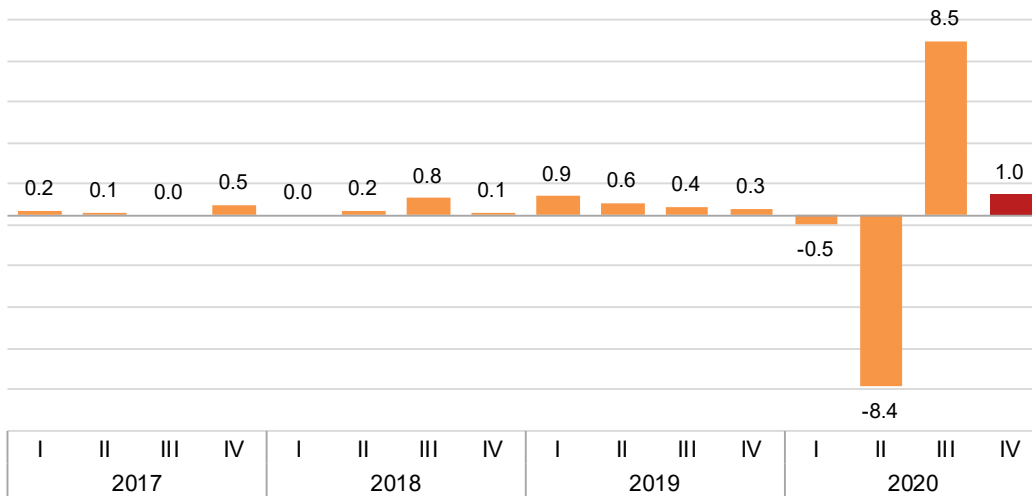
Series adjusted for seasonal and calendar effects

To contribute to the analysis and interpretation of the data, the main series of the QLCS are provided adjusted for seasonal and calendar effects.

Between the fourth and the third quarter of 2020, the variation of the total labour cost per worker was 1.0%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

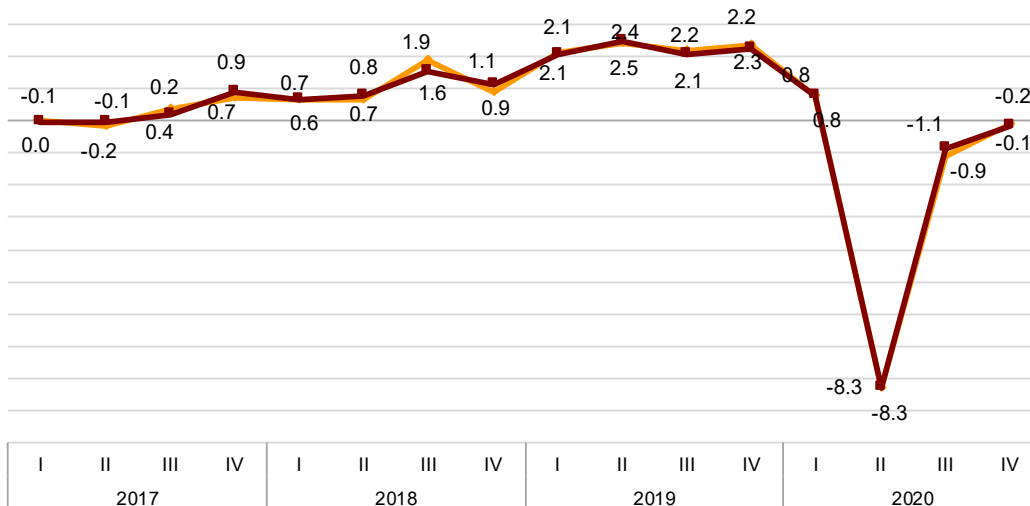


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects had an annual variation rate of -0.2% in the fourth quarter of 2020.

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 fourth quarter of 2020, the number of vacancies stood at 76,007. Of those, 87.5% 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 2020

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	76,007	100.0	100.0	95.7	2.6	1.7
Industry	4,525	6.0	100.0	96.3	2.1	1.5
Construction	5,000	6.6	100.0	94.1	3.9	2.1
Services	66,482	87.5	100.0	95.8	2.5	1.7

Vacancies by Autonomous Community

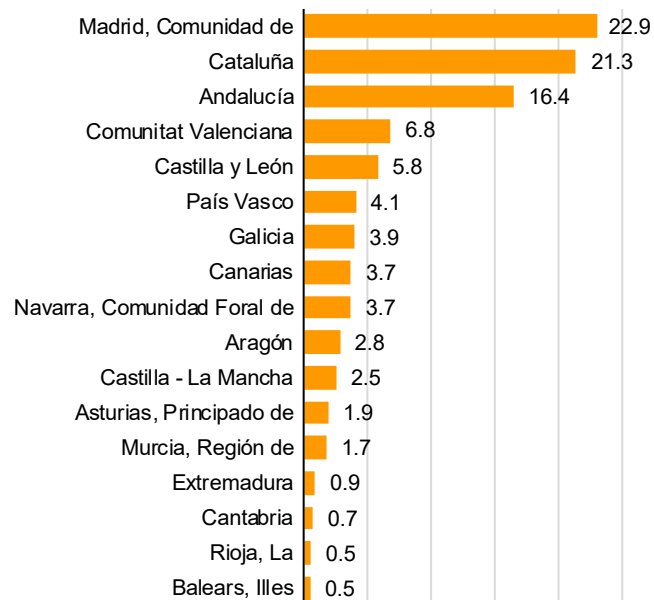
The Autonomous Communities registering the greatest number of vacancies in this quarter were *Comunidad de Madrid*, *Cataluña* and *Andalucía*. In turn, those recording the lowest number were Illes Balears, La Rioja, and Cantabria.

Looking at the percentage distribution, *Comunidad de Madrid*, *Cataluña* and *Andalucía* had 60% of the total vacancies this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	76,007
Madrid, Comunidad de	17,419
Cataluña	16,217
Andalucía	12,471
Comunitat Valenciana	5,148
Castilla y León	4,378
País Vasco	3,076
Galicia	2,993
Canarias	2,796
Navarra, Comunidad Foral de	2,787
Aragón	2,136
Castilla - La Mancha	1,897
Asturias, Principado de	1,431
Murcia, Región de	1,319
Extremadura	660
Cantabria	527
Rioja, La	400
Balears, Illes	353

Percent distribution



COVID-19's influence on certain survey results: activity sections and autonomous communities

The evolution of the various activity sections reflected the degree of impact resulting from the pandemic and from the measures put in place to contain it. Royal Decree-Law 30/2020, of September 29, on social measures to protect employment, extends the Temporary Workforce Reduction Scheme (ERTE) through January 31, 2021 and establishes, among other measures, different percentages of Exoneration in Social Security contributions.

These workers are still part of their company workforce. However, they do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), in some cases supplemented by the companies themselves. In addition, as has been previously mentioned, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace.

Hotels, restaurants and catering continues to be the activity section most affected by the situation, despite the de-escalation that began this quarter. The decrease in total wage cost (-36.2%) was higher than the number of hours worked this quarter (-33.9%), resulting in a 3.6% decrease in the wage per hour worked compared to the fourth quarter of the previous year. On the other hand, payment of part of the social contributions, work disabilities, etc., meant that other per worker costs did not fall as much as the hours worked. This gave rise to an annual growth in other costs per hour worked, of 13.5%.

The sections that, for the most part, include activities considered essential, such as Electricity, gas, steam and air conditioning supply, Water supply, sanitation activities, waste management and decontamination, Construction, Information and communications, Financial and insurance activities, Public Administration, and Education and Health have been minimally impacted by the current situation.

The rest of the sections include combinations of economic activities that give rise to different levels of impact. Artistic, recreational and entertainment activities and Other services are among the most affected, while Manufacturing, Professional, scientific and technical activities and Administrative activities and auxiliary services have had a lower contribution.

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>

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.

For further information see **INEbase:** www.ine.es/en/ Twitter: [@es_ine](https://twitter.com/es_ine)

All press releases at: www.ine.es/en/prensa/prensa_en.htm

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)

Fourth Quarter 2020

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	2.752,26	108,3	-0,1	22,66	114,6	5,1
Industry	3.295,05	108,2	0,1	24,45	111,7	2,9
Construction	2.904,11	110,8	1,3	20,68	113,4	2,4
Services	2.644,66	108,3	-0,2	22,48	115,6	5,8

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.752,26	108,3	-0,1	22,66	114,6	5,1
Andalucía	2.445,99	106,7	1,1	20,40	113,4	6,8
Aragón	2.698,61	111,7	-0,6	22,56	117,7	2,7
Asturias, Principado de	2.865,83	111,4	0,9	24,67	121,2	7,9
Balears, Illes	2.508,78	105,3	-9,0	21,45	120,0	2,0
Canarias	2.094,48	96,9	-9,3	19,01	115,2	7,5
Cantabria	2.741,36	112,8	2,8	21,98	118,7	4,2
Castilla y León	2.572,17	110,7	3,7	21,64	117,1	9,2
Castilla - La Mancha	2.478,61	109,6	2,5	19,54	110,3	2,3
Cataluña	2.917,77	108,4	-1,7	23,86	113,8	2,4
Comunitat Valenciana	2.453,84	108,4	0,8	19,84	111,6	3,4
Extremadura	2.259,16	107,7	-2,5	18,82	112,6	0,5
Galicia	2.550,54	113,4	0,7	20,41	117,5	3,3
Madrid, Comunidad de	3.218,59	107,0	0,9	26,02	114,7	8,0
Murcia, Región de	2.574,15	111,1	5,3	20,62	114,7	7,6
Navarra, Comunidad Foral de	3.109,56	117,1	0,5	25,94	120,7	3,7
País Vasco	3.273,20	111,0	0,5	27,60	113,8	4,8
Rioja, La	2.515,56	107,5	-0,7	20,72	111,8	1,6

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2020

Base year 2016

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.061,32	108,6	-0,7	16,97	115,0	4,5
Industry	2.442,35	107,8	-1,0	18,12	111,3	1,7
Construction	2.117,23	114,2	1,5	15,07	116,8	2,7
Services	1.989,56	108,6	-0,8	16,91	115,9	5,3

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.061,32	108,6	-0,7	16,97	115,0	4,5
Andalucía	1.816,34	107,0	0,8	15,15	113,7	6,5
Aragón	2.024,22	112,9	-0,9	16,92	118,9	2,4
Asturias, Principado de	2.139,66	110,8	-0,6	18,42	120,6	6,4
Balears, Illes	1.871,86	106,4	-9,4	16,00	121,1	1,5
Canarias	1.527,44	96,1	-10,6	13,86	114,2	6,0
Cantabria	2.057,19	113,8	2,1	16,50	119,8	3,5
Castilla y León	1.931,71	112,4	4,3	16,25	118,9	9,9
Castilla - La Mancha	1.822,54	109,1	1,7	14,37	109,8	1,5
Cataluña	2.186,91	108,4	-2,6	17,89	113,9	1,4
Comunitat Valenciana	1.823,65	108,3	0,6	14,75	111,6	3,3
Extremadura	1.687,20	108,3	-2,7	14,05	113,2	0,2
Galicia	1.899,87	114,8	0,2	15,20	118,9	2,8
Madrid, Comunidad de	2.448,32	107,4	0,1	19,79	115,2	7,1
Murcia, Región de	1.929,99	112,0	5,4	15,46	115,5	7,7
Navarra, Comunidad Foral de	2.339,90	119,1	0,0	19,52	122,6	3,2
País Vasco	2.444,06	110,9	0,0	20,61	113,7	4,3
Rioja, La	1.888,15	107,8	-1,2	15,55	112,1	1,0

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2020

Base year 2016

Other Costs

National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	690,94	107,3	1,7	5,69	113,6	7,0
Industry	852,70	109,5	3,2	6,33	113,0	6,2
Construction	786,88	102,6	0,5	5,61	105,3	1,8
Services	655,10	107,3	1,4	5,57	114,6	7,5

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	690,94	107,3	1,7	5,69	113,6	7,0
Andalucía	629,65	105,8	1,8	5,25	112,4	7,4
Aragón	674,39	108,4	0,2	5,64	114,4	3,7
Asturias, Principado de	726,17	113,1	5,3	6,25	123,0	12,6
Balears, Illes	636,92	102,3	-7,8	5,45	117,0	3,4
Canarias	567,04	99,3	-5,6	5,15	118,1	12,0
Cantabria	684,17	110,0	5,1	5,48	115,6	6,4
Castilla y León	640,46	105,7	1,9	5,39	112,1	7,4
Castilla - La Mancha	656,07	111,2	4,6	5,17	111,9	4,4
Cataluña	730,86	108,4	1,3	5,97	113,5	5,3
Comunitat Valenciana	630,19	108,6	1,5	5,09	111,6	3,9
Extremadura	571,96	105,9	-1,9	4,77	110,9	1,3
Galicia	650,67	109,7	2,1	5,21	113,5	4,8
Madrid, Comunidad de	770,27	105,6	3,4	6,23	113,3	10,7
Murcia, Región de	644,16	108,7	5,0	5,16	112,2	7,3
Navarra, Comunidad Foral de	769,66	111,7	2,0	6,42	115,1	5,2
País Vasco	829,14	111,4	1,9	6,99	114,0	6,2
Rioja, La	627,41	106,7	0,7	5,17	110,9	3,2

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2020

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	150,1	121,5	29,3	168,4	136,2	32,9	87,3	70,9	17,0
Industry	164,0	134,8	30,6	170,6	139,8	32,1	95,6	81,7	14,4
Construction	164,8	140,5	24,9	170,6	145,2	25,9	92,5	80,8	11,7
Services	146,5	117,7	29,4	167,7	134,5	33,7	86,7	70,1	17,2

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	150,1	121,5	29,3	168,4	136,2	32,9	87,3	70,9	17,0
Andalucía	147,9	119,9	28,5	168,2	136,7	32,1	89,8	72,1	18,1
Aragón	150,2	119,6	31,3	168,7	134,1	35,5	81,5	66,0	16,1
Asturias, Principado de	149,8	116,2	34,2	166,0	128,3	38,3	86,3	68,6	18,2
Balears, Illes	151,7	117,0	35,1	168,5	130,1	38,9	97,4	74,8	22,9
Canarias	151,0	110,2	41,2	169,5	122,3	47,6	86,5	68,2	18,6
Cantabria	151,4	124,7	27,1	167,6	137,9	30,1	89,4	74,2	15,7
Castilla y León	149,2	118,9	30,8	168,2	134,9	33,8	87,4	66,6	20,9
Castilla - La Mancha	150,1	126,9	23,9	167,5	141,0	27,1	84,9	73,6	11,8
Cataluña	150,2	122,3	28,8	169,1	137,9	32,3	83,7	67,4	16,7
Comunitat Valenciana	148,8	123,7	26,1	169,0	139,6	30,2	90,2	77,3	14,2
Extremadura	146,6	120,1	27,0	166,7	136,3	30,9	82,5	68,4	14,3
Galicia	152,1	125,0	27,8	169,1	138,6	31,3	86,5	72,5	14,4
Madrid, Comunidad de	152,9	123,7	29,7	168,8	136,5	32,9	89,5	72,8	17,0
Murcia, Región de	151,7	124,8	27,8	168,6	138,7	30,7	94,5	78,0	18,1
Navarra, Comunidad Foral de	149,3	119,9	30,2	166,8	134,0	33,7	81,1	65,2	16,5
País Vasco	146,6	118,6	28,5	164,7	134,1	31,1	81,2	62,4	19,0
Rioja, La	148,5	121,4	27,7	167,7	137,0	31,2	81,6	67,0	15,4

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2020

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	2.752,26	-0,1	2.751,94	-0,1	2.640,21	-0,2
Wages costs	2.061,32	-0,7	2.061,30	-0,7	1.945,51	-0,8
Other costs	690,94	1,7	690,64	1,6	694,70	1,6

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	22,66	5,1	22,83	5,5	21,96	5,5
Wages costs	16,97	4,5	17,10	4,8	16,25	5,0
Other costs	5,69	7,0	5,73	7,3	5,71	6,9

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2020

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	76.007	100,0	100,0	95,7	2,6	1,7
Industry	4.525	6,0	100,0	96,3	2,1	1,5
Construction	5.000	6,6	100,0	94,1	3,9	2,1
Services	66.482	87,5	100,0	95,8	2,5	1,7

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	76.007	100,0	100	95,7	2,6	1,7
Andalucía	12.471	16,4	100	95,9	2,8	1,3
Aragón	2.136	2,8	100	96,5	1,7	1,9
Asturias, Principado de	1.431	1,9	100	96,9	2,1	1,0
Balears, Illes	353	0,5	100	93,5	5,4	1,2
Canarias	2.796	3,7	100	96,0	2,5	1,5
Cantabria	527	0,7	100	94,4	3,2	2,4
Castilla y León	4.378	5,8	100	95,0	3,5	1,6
Castilla - La Mancha	1.897	2,5	100	95,9	1,7	2,5
Cataluña	16.217	21,3	100	96,2	2,3	1,4
Comunitat Valenciana	5.148	6,8	100	95,4	2,6	2,0
Extremadura	660	0,9	100	90,8	6,9	2,3
Galicia	2.993	3,9	100	95,8	3,1	1,1
Madrid, Comunidad de	17.419	22,9	100	95,9	1,9	2,1
Murcia, Región de	1.319	1,7	100	97,5	1,5	1,0
Navarra, Comunidad Foral de	2.787	3,7	100	96,2	1,7	2,1
País Vasco	3.076	4,1	100	95,7	2,4	2,0
Rioja, La	400	0,5	100	95,6	3,4	1,0