

16 March 2023

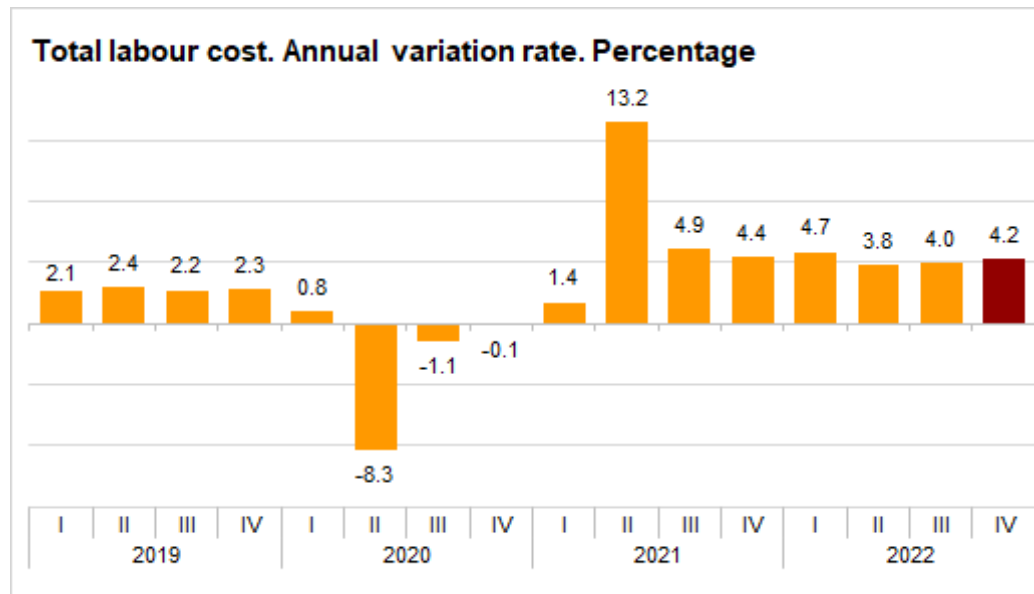
Quarterly Labour Cost Survey (QLCS) Fourth quarter 2022

Main results

- The labour cost of companies stands at 2,996.63 euros per worker and month in the fourth quarter of 2022, with a variation rate of 4.2% as compared with the same period of 2021.
- The wage cost per worker per month increases by 4.7%, standing at an average of 2,268.00 euros. On the other hand, other costs increase by 2.8%, standing at 728.63 euros per worker per month.
- During the fourth quarter of 2022, the average agreed-upon working week, considering both full-time and part-time, was 34.8 hours. Of these, 5.7 hours a week are lost, of which 2.8 were due to holidays and vacations, 2.3 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 (0.3) 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 hour actually worked increases by 3.7% in the annual rate, as a consequence of a higher number of hours worked as compared with 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 1.3%.
- With calendar adjusted results, the annual rate of the labour cost per hour actually worked is 3.7%, while per worker it is 4.2%. With seasonally adjusted results, the annual rate per hour actually worked was 3.4%, while per worker it was 4.1%.
- In the fourth quarter, the number of vacancies was 140,517. Of these, 91.3% were registered in the Services sector.

Labour cost by components

The labour cost per worker per month reached 2,996.63 euros in the fourth quarter of 2022, indicating an increase of 4.2% 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, 2,268.00 euros corresponded to wages and 679.06 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 4.7% at an annual rate, going from 2,165.79 to 2,268.00 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 3.7%.

Other costs (non-wage costs) increased by 2.8%. Their main component, compulsory Social Security contributions, increased by 4.0%. Within the variation in non-wage payments, noteworthy was the decrease in severance payments and direct social benefits.

The labour cost per hour rose 3.7% due to a 0.6% 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 3.4%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2.996,63	4,2
Wage cost	2.268,00	4,7
Other costs	728,63	2,8

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2.268,00	4,7
Ordinary wage cost	1.846,15	3,7

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	728,63	2,8
Compulsory contributions	679,06	4,0
Non-wage payments	67,85	-6,1
Subsidies and allowances ²	18,29	10,7

Cost per hour

	Euros	Rate ¹
Cost per effective hour	23,55	3,7
Cost per paid hour	19,75	4,0

²Subsidies are taken out of the other costs

Labour cost by economic sector

Industry presented the smallest increases in the main cost components, except ordinary wage cost.

In *Services*, the total labour cost increased by 4.4% in the annual rate, with a rise of 4.9% in the total wage cost and 3.2% in other costs.

Construction registered the largest increases in the main cost components, except in ordinary wage costs.

Labour cost per worker and month in the fourth 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	2.996,63	4,2	2.268,00	4,7	1.846,15	3,7	728,63	2,8
Industry	3.448,88	3,2	2.586,64	3,9	2.063,40	4,1	862,24	1,1
Construction	3.051,99	5,4	2.218,03	5,9	1.776,38	4,0	833,96	4,0
Services	2.914,47	4,4	2.216,83	4,9	1.813,94	3,7	697,64	3,2

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, Education, and Public administration and defence; compulsory Social Security*.

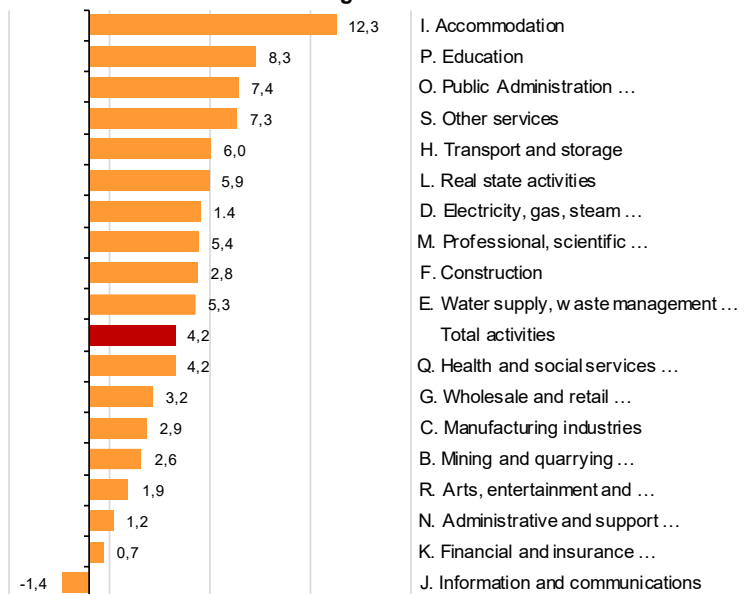
On the contrary, the labour cost decreased in *Information and communications*, while *Financial and insurance activities and Administrative activities and support services* recorded the smallest increases.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	6.396,80
K. Financial and insurance ...	5.270,34
B. Mining and quarrying ...	4.383,17
J. Information and communication	4.256,80
O. Public Administration ...	3.929,95
M. Professional, scientific ...	3.652,82
C. Manufacturing industries	3.392,77
E. Water supply, waste managem€	3.319,77
Q. Health and social services ...	3.211,41
H. Transport and storage	3.141,95
F. Construction	3.051,99
L. Real state activities	3.024,98
Total activities	2.996,63
P. Education	2.902,23
G. Wholesale and retail ...	2.587,37
S. Other services	2.131,27
R. Arts, entertainment and ...	2.081,39
N. Administrative and support ...	2.042,86
I. Accommodation	1.808,86

Annual variation rates. Percentage



Considering the per worker labour cost components, wage cost growth is higher in *Hotel, restaurants and catering, Other Services and Education*.

For its part, *Information and communications* presented a negative rate. *Administrative activities and support services* and *Artistic, recreational and entertainment activities* presented the smallest increases.

With regard to other costs, the sections with the highest increases were *Hotel, restaurants and catering, Education, and General Government and Defence; compulsory Social Security*.

The lowest rates are found in *Mining and quarrying, Financial and insurance activities, and Information and communications*.

Labour cost in the fourth 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	2.268,00	4,7	728,63	2,8	17,83	4,1	5,72	2,1
B. Mining and quarrying ...	3.310,16	6,7	1.073,01	-8,3	24,24	5,9	7,86	-9,0
C. Manufacturing industries	2.543,76	3,6	849,01	0,8	18,60	3,3	6,21	0,6
D. Electricity, gas, steam ...	5.064,59	5,8	1.332,21	4,4	37,68	5,3	9,91	3,8
E. Water supply, waste management ...	2.434,82	5,2	884,95	5,6	19,16	4,7	6,97	5,1
F. Construction	2.218,03	5,9	833,96	4,0	15,74	5,8	5,92	4,0
G. Wholesale and retail ...	1.948,91	3,8	638,46	1,2	14,72	4,0	4,82	1,3
H. Transport and storage	2.238,49	6,4	903,46	5,2	16,70	5,8	6,73	4,5
I. Accommodation	1.351,64	12,6	457,22	11,2	11,65	8,2	3,94	6,5
J. Information and communications	3.317,78	-1,3	939,02	-1,6	23,38	-1,1	6,62	-1,3
K. Financial and insurance ...	4.051,96	2,2	1.218,38	-3,9	29,73	2,2	8,94	-3,9
L. Real state activities	2.358,83	6,7	666,15	3,3	17,49	4,5	4,93	0,8
M. Professional, scientific ...	2.856,53	5,9	796,29	3,6	20,90	5,1	5,82	2,6
N. Administrative and support ...	1.510,84	1,1	532,02	1,4	12,99	0,8	4,58	1,3
O. Public Administration ...	3.043,46	7,7	886,49	6,5	23,53	7,3	6,86	6,0
P. Education	2.205,95	8,2	696,28	8,7	19,88	5,6	6,28	6,3
Q. Health and social services ...	2.481,95	4,8	729,46	2,4	21,07	5,3	6,19	2,8
R. Arts, entertainment and ...	1.594,79	1,7	486,60	2,5	15,79	0,1	4,82	0,8
S. Other services	1.611,50	8,2	519,77	4,7	13,14	4,7	4,23	1,0

¹As compared to the same quarter of the previous year

Regarding the wage cost per hour worked, the largest increases occurred in *Hotel, restaurants and catering, Public Administration and Defense; compulsory Social Security and Mining and quarrying*.

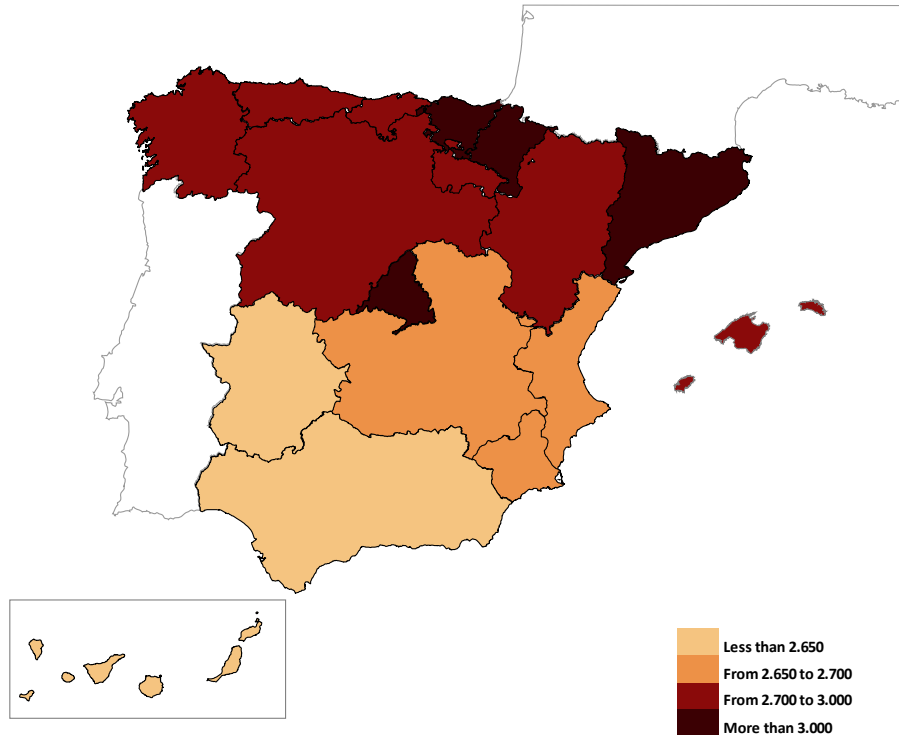
On the other hand, the wage cost per hour worked decreased in *Information and communications*, and registered its smallest increases in *Artistic, recreational and entertainment activities* and in *Administrative activities and support services*.

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

In turn, the lowest rates are found in *Mining and quarrying, Financial and insurance activities, and Information and communications*.

Labour cost by Autonomous Community

The labour cost in País Vasco surpassed the national average by more than 500 euros. In Extremadura and Canarias this cost was lower than the average by the same amount.



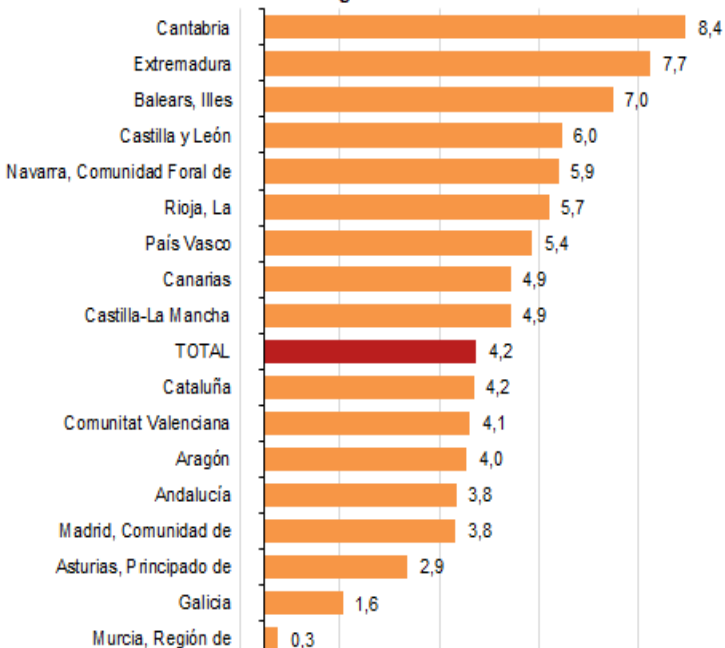
With regard to the annual growth in costs, Cantabria, Extremadura and Illes Balears showed the highest variation rates. On the other hand, Región de Murcia, Galicia and Principado de Asturias registered the smallest increases.

Labour cost by Autonomous Community

Labour cost per worker and month

	Euros
País Vasco	3.564,79
Madrid, Comunidad de	3.492,37
Navarra, Comunidad Foral	3.302,20
Cataluña	3.214,50
TOTAL	2.996,63
Asturias, Principado de	2.957,15
Balears, Illes	2.938,75
Aragón	2.919,66
Cantabria	2.857,96
Castilla y León	2.787,44
Rioja, La	2.764,13
Galicia	2.706,41
Castilla-La Mancha	2.694,87
Murcia, Región de	2.681,41
Comunitat Valenciana	2.677,06
Andalucía	2.627,60
Extremadura	2.479,20
Canarias	2.475,33

Annual variation rates. Percentage

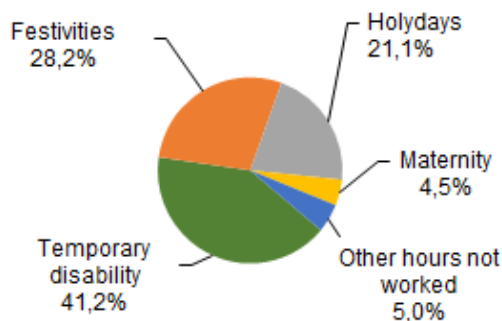


Working time

During the fourth quarter of 2022, the average agreed-upon working week, considering both full-time and part-time, was 34.8 hours. Of these, 5.7 hours a week are lost on average, of which 2.8 were due to holidays and vacations, 2.3 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 (0.3) 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 29.2 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

	Percentage
Compensated absences	2,1%
Maternity	1,0%
Other hours not worked and not paid	0,9%
Other hours not worked but paid	0,6%
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 5.91 euros per hour (18.64 euros/hour for full-time versus 12.73 euros/hour for part-time).

Regarding work time, full-time workers performed 14.5 effective hours per week more than part-time workers (32.5 hours as compared with 18.0).

Weekly hours¹

	Effective hours	Hours lost
Total workers	29,2	5,7
Full time	32,5	6,4
Part time	18,0	3,1

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

Labour cost per hour

	Euros	Rate ²
Total workers	17,83	4,1
Full time	18,64	4,1
Part time	12,73	5,6

² Same quarter than last year

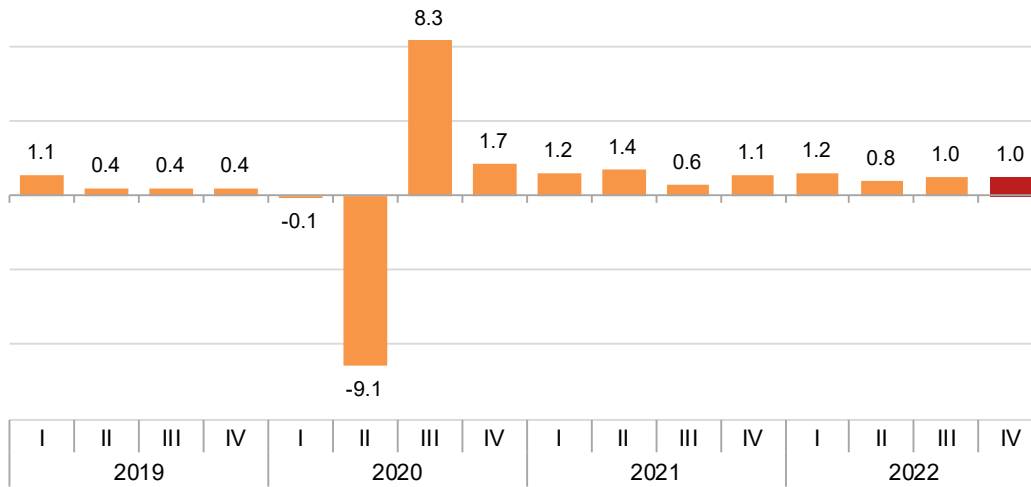
Series adjusted for seasonal and calendar effects

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 fourth and the third quarter of 2022, 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

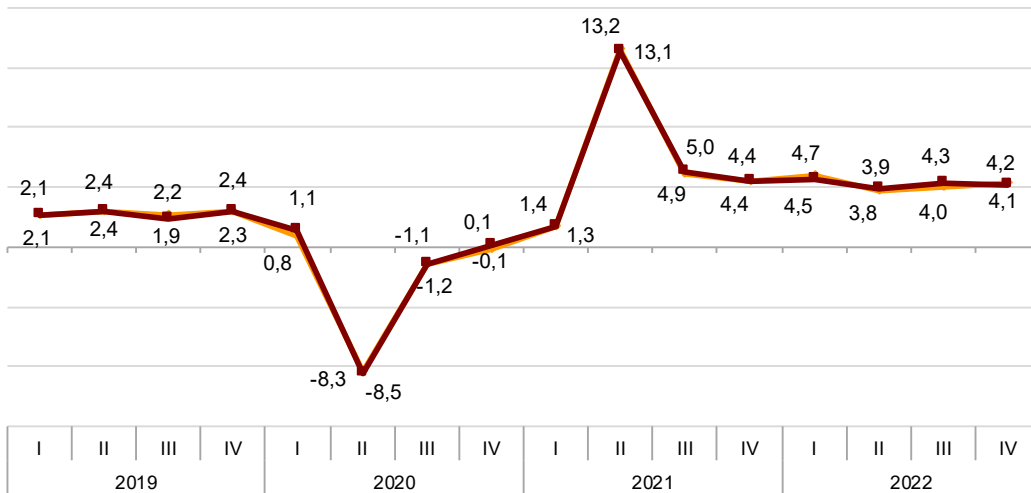


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 4.1%.

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 2022, the number of vacancies stood at 140,517. Of those, 91.3% 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 2022

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	140.517	100,0	100,0	94,2	3,6	2,2
Industry	8.519	6,1	100,0	93,1	3,5	3,4
Construction	3.759	2,7	100,0	92,6	4,4	3,1
Services	128.240	91,3	100,0	94,5	3,5	2,0

Vacancies by Autonomous Community

The Autonomous Communities registering the greatest number of vacancies in the fourth quarter were Comunidad de Madrid, Cataluña and Andalucía. The three concentrated 54.3% of the total. On the other hand, those with the least vacancies were La Rioja, Cantabria and Extremadura.

Vacancies by Autonomous Community

	Vacancies
TOTAL	140.517
Madrid, Comunidad de	27.551
Cataluña	26.544
Andalucía	22.184
Comunitat Valenciana	14.397
Castilla y León	12.015
Castilla - La Mancha	5.670
País Vasco	5.601
Galicia	4.811
Canarias	4.158
Aragón	3.865
Balears, Illes	3.051
Navarra, Comunidad Foral de	2.893
Asturias, Principado de	2.740
Murcia, Región de	2.050
Extremadura	1.380
Cantabria	1.239
Rioja, La	369

Percent distribution



Revision and updating of data

The data published today are final. All results are available on INEBase.

Methodological note

The Quarterly Labour Cost Survey (QLCS) is a quarterly continuous statistical operation whose main objective is to know the evolution of the average labour cost per worker per month, the average labour cost per hour actually worked, and the time worked and not worked. As of the third quarter of 2013, information on unmet labour demand is also obtained in the vacancies section.

In addition, the QLCS It is the main source of information for the preparation of the Harmonised Labour Cost Index (HLCI), which forms part of the euroindicators of the Statistical Office of the European Union (Eurostat).

Type of operation: quarterly continuous survey.

Base year: 2016.

Population scope: Social Security contribution accounts. General Scheme: Sections B to S of CNAE-09 and Special Scheme for Seafarers: Sea Transport (Division 50 of CNAE-09).

Geographical scope: the entire national territory.

Reference period of the results: the calendar quarter.

Reference period of the information: the calendar month.

Sample size: 28,500 establishments, distributed in three monthly subsamples of 9,500 establishments.

Type of sampling: stratified random sampling with optimal allocation. Comprehensive survey for establishments with more than 500 employees.

Collection method: questionnaire filled out directly by the establishment.

For more information you can have access to the methodology and definitions of the QLCS in:

<http://www.ine.es/en/metodologia/en/t22/t2230187.pdf>

And the standardised methodological report at:

<http://www.ine.es/dynt3/metadatos/en/RespuestaDatos.html?oe=30187>

INE statistics are produced in accordance with the Code of Good Practice for European Statistics, which is the basis for the institution's quality policy and strategy. For more information, see the section on [Quality in the INE Code of Good Practices](#) on the INE's website.

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Quarterly Labour Cost Survey (QLCS)

Fourth 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	2.996,63	117,9	4,2	23,55	119,1	3,7
Industry	3.448,88	113,3	3,2	25,36	115,9	2,9
Construction	3.051,99	116,4	5,4	21,66	118,8	5,3
Services	2.914,47	119,3	4,4	23,37	120,2	3,7

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.996,63	117,9	4,2	23,55	119,1	3,7
Andalucía	2.627,60	114,7	3,8	20,62	114,6	2,3
Aragón	2.919,66	120,9	4,0	23,26	121,4	3,7
Asturias, Principado de	2.957,15	114,9	2,9	24,52	120,5	2,8
Balears, Illes	2.938,75	123,4	7,0	22,99	128,7	6,4
Canarias	2.475,33	114,6	4,9	19,23	116,5	2,8
Cantabria	2.857,96	117,6	8,4	22,86	123,5	8,0
Castilla y León	2.787,44	120,0	6,0	22,78	123,3	7,5
Castilla - La Mancha	2.694,87	119,2	4,9	21,15	119,4	4,2
Cataluña	3.214,50	119,5	4,2	25,24	120,4	3,8
Comunitat Valenciana	2.677,06	118,2	4,1	20,93	117,7	3,1
Extremadura	2.479,20	118,2	7,7	19,97	119,5	6,9
Galicia	2.706,41	120,4	1,6	21,13	121,6	0,1
Madrid, Comunidad de	3.492,37	116,1	3,8	26,81	118,2	3,9
Murcia, Región de	2.681,41	115,7	0,3	21,35	118,7	1,4
Navarra, Comunidad Foral de	3.302,20	124,4	5,9	26,73	124,3	4,0
País Vasco	3.564,79	120,9	5,4	29,08	119,9	5,1
Rioja, La	2.764,13	118,1	5,7	21,92	118,3	3,2

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2022

Base year 2016

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.268,00	119,5	4,7	17,83	120,8	4,1
Industry	2.586,64	114,1	3,9	19,02	116,8	3,7
Construction	2.218,03	119,6	5,9	15,74	122	5,8
Services	2.216,83	121	4,9	17,78	121,9	4,1

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.268,00	119,5	4,7	17,83	120,8	4,1
Andalucía	1.965,41	115,8	4,2	15,43	115,8	2,8
Aragón	2.189,99	122,1	4,5	17,45	122,6	4,2
Asturias, Principado de	2.244,97	116,3	3,2	18,61	121,9	3,2
Balears, Illes	2.220,18	126,2	7,5	17,37	131,5	7,0
Canarias	1.833,55	115,3	5,2	14,24	117,3	3,0
Cantabria	2.150,61	119,0	8,6	17,20	124,9	8,2
Castilla y León	2.115,35	123,1	6,2	17,28	126,4	7,7
Castilla - La Mancha	2.009,17	120,3	5,5	15,77	120,5	4,9
Cataluña	2.443,37	121,1	4,7	19,19	122,2	4,3
Comunitat Valenciana	1.998,50	118,7	4,4	15,62	118,2	3,4
Extremadura	1.866,23	119,8	7,7	15,03	121,1	6,8
Galicia	2.035,99	123,0	2,7	15,90	124,4	1,2
Madrid, Comunidad de	2.689,97	118,0	4,2	20,65	120,2	4,3
Murcia, Región de	2.022,46	117,3	1,0	16,10	120,3	2,2
Navarra, Comunidad Foral de	2.502,77	127,3	6,6	20,26	127,3	4,8
País Vasco	2.693,14	122,2	6,2	21,97	121,2	5,9
Rioja, La	2.065,68	117,9	5,4	16,38	118,1	2,9

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth 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	728,63	113,2	2,8	5,72	114,2	2,1
Industry	862,24	110,7	1,1	6,34	113,2	0,8
Construction	833,96	108,7	4	5,92	111,1	4,0
Services	697,64	114,3	3,2	5,59	115,0	2,4

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	728,63	113,2	2,8	5,72	114,2	2,1
Andalucía	662,19	111,3	2,7	5,19	111,1	1,0
Aragón	729,67	117,3	2,6	5,81	117,8	2,3
Asturias, Principado de	712,18	110,9	1,6	5,91	116,3	1,5
Balears, Illes	718,57	115,4	5,4	5,62	120,6	4,7
Canarias	641,78	112,4	4,1	4,99	114,4	2,0
Cantabria	707,35	113,8	7,9	5,66	119,4	7,6
Castilla y León	672,09	111,0	5,1	5,50	114,3	6,8
Castilla - La Mancha	685,70	116,2	3,2	5,38	116,5	2,5
Cataluña	771,13	114,4	2,6	6,05	115,0	2,2
Comunitat Valenciana	678,56	117,0	3,2	5,31	116,4	2,3
Extremadura	612,97	113,5	7,8	4,94	114,9	7,2
Galicia	670,42	113,0	-1,6	5,23	113,9	-3,1
Madrid, Comunidad de	802,40	110,0	2,7	6,16	112,0	2,7
Murcia, Región de	658,95	111,2	-2,0	5,25	114,1	-0,8
Navarra, Comunidad Foral de	799,43	116,0	3,6	6,47	115,9	1,7
País Vasco	871,65	117,1	2,9	7,11	116,0	2,6
Rioja, La	698,45	118,7	6,5	5,54	118,9	3,9

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2022

Base year 2016

Working day

National results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours
TOTAL	151,3	127,2	24,8	168,6	141,3	28,0	91,4	78,5	13,7
Industry	164,8	136,0	29,9	170,5	140,4	31,3	98,9	85,5	13,8
Construction	165,6	140,9	25,5	170,7	145,1	26,4	100,1	86,1	14,1
Services	147,9	124,7	23,8	168,0	141,2	27,4	90,8	77,9	13,6

Autonomic results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours
TOTAL	151,3	127,2	24,8	168,6	141,3	28,0	91,4	78,5	13,7
Andalucía	150,4	127,4	23,5	169,4	143,3	26,6	95,1	81,4	14,3
Aragón	152,2	125,5	27,5	168,8	138,4	31,2	86,5	74,2	13,0
Asturias, Principado de	147,9	120,6	28,0	165,6	134,0	32,4	84,0	72,4	11,9
Balears, Illes	152,3	127,8	25,1	168,9	141,4	28,0	112,9	95,5	18,0
Canarias	154,7	128,7	26,4	170,0	140,7	29,7	93,2	80,5	13,3
Cantabria	150,9	125,0	26,3	167,9	138,7	29,6	90,5	76,5	14,6
Castilla y León	147,9	122,4	26,1	168,0	138,5	30,1	85,2	72,0	13,6
Castilla - La Mancha	150,0	127,4	23,3	167,0	141,3	26,5	87,7	76,5	11,6
Cataluña	151,5	127,4	25,1	169,3	141,8	28,5	88,2	75,9	13,1
Comunitat Valenciana	150,0	127,9	23,0	169,0	143,5	26,3	93,5	81,7	13,1
Extremadura	147,9	124,1	24,2	167,0	139,5	28,0	85,3	73,9	12,1
Galicia	153,2	128,1	25,7	169,3	141,0	28,9	91,7	78,9	13,6
Madrid, Comunidad de	154,1	130,3	24,5	168,9	142,6	26,9	93,1	79,5	14,5
Murcia, Región de	149,3	125,6	24,5	169,0	141,5	28,4	87,3	75,7	12,3
Navarra, Comunidad Foral de	148,5	123,5	25,8	166,1	137,9	29,0	85,7	72,0	14,3
País Vasco	147,8	122,6	25,7	163,9	135,6	28,9	83,6	71,0	13,0
Rioja, La	149,6	126,1	24,3	167,4	140,5	27,6	87,3	75,8	12,6

Quarterly Labour Cost Survey (QLCS)

Fourth 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	2.996,63	4,2	2.996,66	4,2	2.877,98	4,1
Wages costs	2.268,00	4,7	2.268,00	4,7	2.149,79	4,5
Other costs	728,63	2,8	728,66	2,8	728,19	2,8

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	23,55	3,7	23,54	3,7	22,52	3,4
Wages costs	17,83	4,1	17,82	4,1	16,81	3,8
Other costs	5,72	2,1	5,72	2,1	5,71	2,0

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Fourth 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	140.517	100,0	100,0	94,2	3,6	2,2
Industry	8.519	6,1	100,0	93,1	3,5	3,4
Construction	3.759	2,7	100,0	92,6	4,4	3,1
Services	128.240	91,3	100,0	94,5	3,5	2,0

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	140.517	100,0	100	94,2	3,6	2,2
Andalucía	22.184	15,8	100	93,7	4,8	1,5
Aragón	3.865	2,8	100	93,4	3,6	3,1
Asturias, Principado de	2.740	2,0	100	94,0	4,3	1,7
Balears, Illes	3.051	2,2	100	94,1	3,3	2,6
Canarias	4.158	3,0	100	91,3	5,6	3,1
Cantabria	1.239	0,9	100	89,5	6,6	3,9
Castilla y León	12.015	8,6	100	91,5	4,0	4,5
Castilla - La Mancha	5.670	4,0	100	94,0	4,5	1,5
Cataluña	26.544	18,9	100	95,2	2,5	2,3
Comunitat Valenciana	14.397	10,3	100	95,9	2,5	1,7
Extremadura	1.380	1,0	100	93,1	6,2	0,7
Galicia	4.811	3,4	100	91,7	4,2	4,0
Madrid, Comunidad de	27.551	19,6	100	96,6	1,8	1,7
Murcia, Región de	2.050	1,5	100	94,3	3,7	1,9
Navarra, Comunidad Foral de	2.893	2,1	100	94,6	2,1	3,3
País Vasco	5.601	4,0	100	93,4	4,2	2,4
Rioja, La	369	0,3	100	93,8	4,1	2,0