

10 March 2022

**Harmonised Labour Cost Index (HLCI). Base 2016**  
Fourth quarter 2021. *Provisional data*

**The quarterly variation of the cost per hour worked is 1.2%, after adjusting for seasonal and calendar effects**

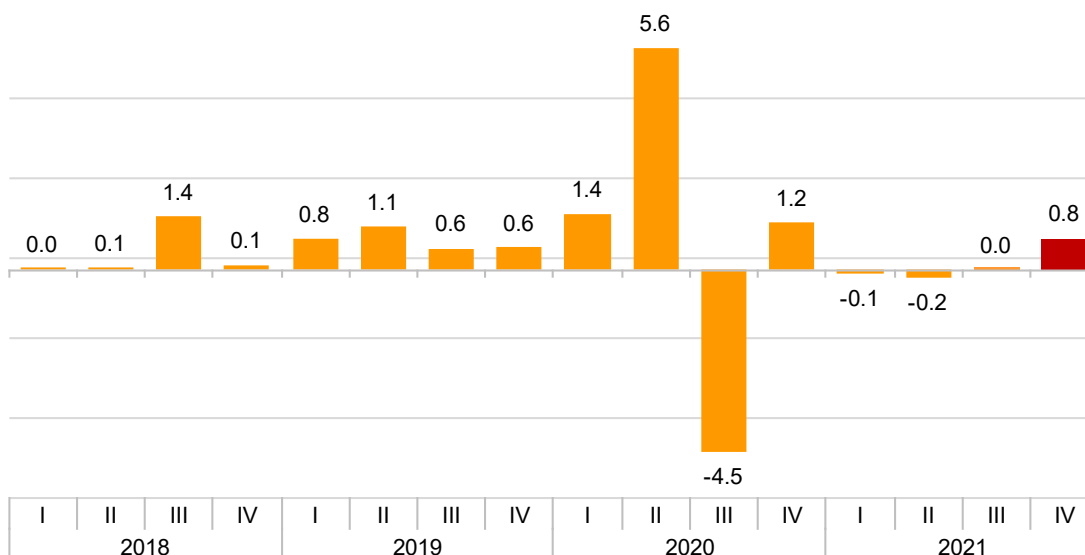
**The cost per hour worked increases 3.5% in the annual rate in the series adjusted for calendar and seasonal effects, and 4.5% in the original series**

**Quarterly variation of the Index**

The quarterly variation of the HLCI –which measures the labour cost per hour worked while keeping constant the structure by branch of activity– stood at 0.8% between the fourth and third quarter of 2021, after adjusting for seasonal and calendar effects.

**Labour Cost Index adjusted for seasonal and calendar effects**

Quarterly rate. Percentage



By cost components, after adjusting for seasonal and calendar effects, the cost of wages rose by 0.8% and other costs by 0.9%.

Excluding seasonal and calendar adjustment, the quarterly rate of the labour cost is 3.3%, mainly due to the higher weight of extraordinary payments and delays compared to the previous quarter.

## Harmonised Labour Cost Index in the fourth quarter 2021

Index and quarterly rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	114.9	3.3	110.1	0.8
Wages	115.8	5.7	109.5	0.8
Other costs	111.9	-3.5	112.0	0.9
Labour costs excluding extraordinary and late payment:	111.5	-3.2	110.7	0.8

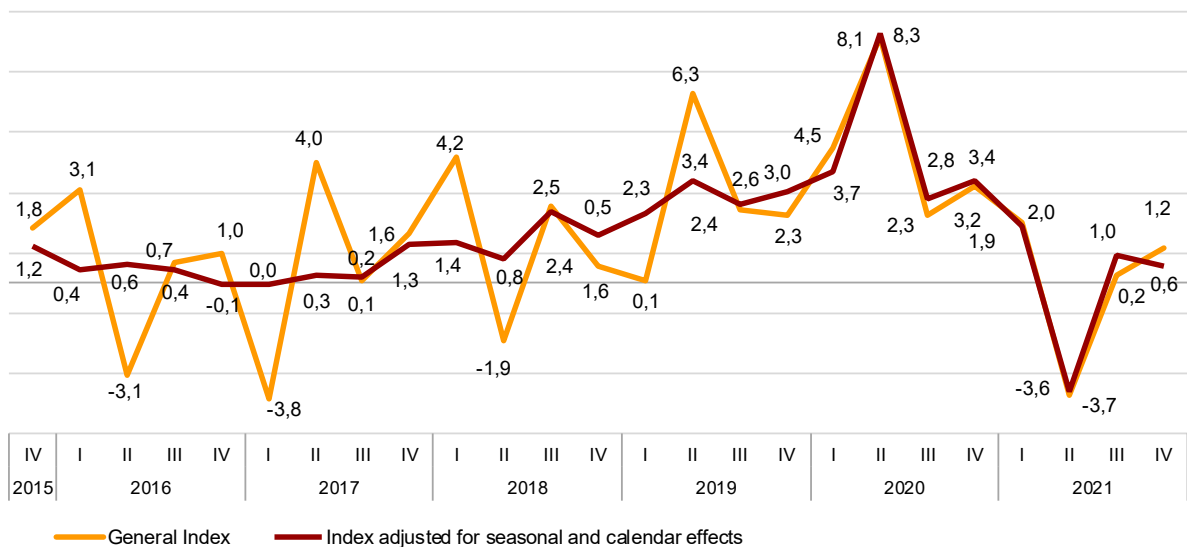
### Annual variation of the Index

The cost per hour worked increased by 1.2% in the fourth quarter of 2021, as compared with the same period of the previous year.

The annual variation of the cost per hour was 0.6%, after adjusting for seasonal and calendar effects.

#### Variation of the general index and index adjusted for seasonal and calendar effects

Annual rate. Percentage



By cost component, wage costs recorded an annual increase of 1.2% in adjusted data, while other costs decreased by 1.3%.

## Harmonised Labour Cost Index in the fourth quarter 2021

Index and annual rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	114.9	1.2	110.1	0.6
Wages	115.8	1.8	109.5	1.2
Other costs	111.9	-0.8	112.0	-1.3
Labour costs excluding extraordinary and late payment:	111.5	1.1	110.7	0.3

## Results by activity sections

The sections that recorded the largest annual increases in the fourth quarter of 2021 were *Information and communications* (3.9%), *Administrative and support services activities* (3.3%) and *Wholesale and retail trade; motor vehicle and motorcycle repair* (3.1%).

On the other hand, the most negative changes were in *Mining and quarrying* (-4.1%), *Artistic, recreational and entertainment activities* (-3.0%) and *Education* (-2.8%).

## Harmonised Labour Cost Index in the fourth quarter 2021 by activity sections

General index and index adjusted for seasonal and calendar effects

	General		Adjusted for calendar effects and calendar effects		Adjusted for season and calendar effects	
	Index <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>
<b>TOTAL</b>	<b>114,9</b>	<b>1,2</b>	<b>115,0</b>	<b>0,7</b>	<b>110,1</b>	<b>0,6</b>
B. Mining and quarrying industries	106,5	-4,1	105,9	-4,7	105,5	-6,0
C. Manufacturing industries	112,9	0,8	113,0	-0,1	107,3	-0,1
D. Electricity, gas, steam and air conditioning supply	107,6	2,0	107,1	1,4	110,8	0,1
E. Water supply, waste management and remediation activities	117,8	1,0	118,1	0,6	112,0	1,5
F. Construction	112,9	-0,5	112,9	-1,0	105,4	0,0
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	116,9	3,1	117,0	2,4	112,9	2,2
H. Transport and storage	108,9	0,0	108,8	-1,1	104,9	-1,1
I. Accommodation	110,9	-2,0	110,8	-3,3	104,6	-3,7
J. Information and communications	117,8	3,9	117,8	3,8	115,1	4,0
K. Financial and insurance activities	106,3	-0,3	106,1	-0,7	109,6	0,4
L. Real state activities	123,1	0,7	122,9	-0,1	117,3	-2,0
M. Professional, scientific and technical activities	113,7	0,8	113,7	0,7	110,3	0,9
N. Administrative and support services activities	116,7	3,3	116,7	2,8	113,1	2,7
O. Public Administration and defence, compulsory Social Security	123,8	2,8	124,0	2,9	113,1	1,7
P. Education	104,6	-2,8	105,4	-3,7	104,8	-3,9
Q. Health and social services activities	115,4	1,3	115,4	1,1	110,6	1,0
R. Arts, entertainment and recreation	124,6	-3,0	124,4	-3,8	119,6	-3,6
S. Other services	119,6	-1,8	119,8	-2,1	114,3	-2,6

<sup>1</sup> As compared to the same quarter of the previous year

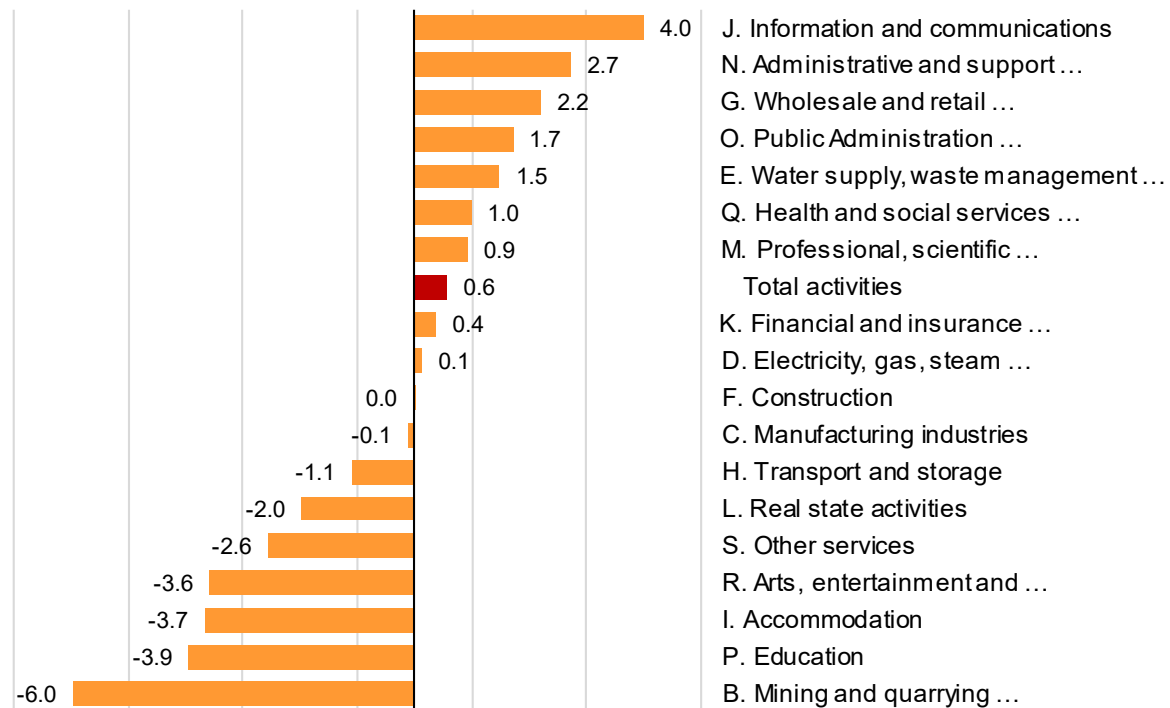
<sup>2</sup> Base year 2016

After adjusting for seasonal and calendar effects, the activities that presented the highest annual rates were *Information and communications* (4.0%), *Administrative and support service activities* (2.7%) and *Wholesale and retail trade; motor vehicle and motorcycle repair* (2.2%).

In turn, *Mining and quarrying* (-6.0%), *Education* (-3.9%) and *Hospitality* (-3.7%) registered the greatest decreases.

### Index adjusted for seasonal and calendar effects. Activity sections

Fourth quarter 2021. Annual rate. Porcentaje



### Results by activity sections and cost components. Original series

The sections that recorded the largest annual increases in the *salary cost* in the fourth quarter of 2021 were *Information and communications* (4.7%), *Administrative and support services activities* (4.0%) and *Wholesale and retail trade; motor vehicle and motorcycle repair* (3.8%).

On the other hand, the most negative changes were in *Education* (-2.1%), *Artistic, recreational and entertainment activities* (-1.5%) and *Construction* (-1.3%).

With regard to *other costs*, the sections with the highest annual increases were *Financial and insurance activities*, and *Public administration and defence; Compulsory Social Security* (both with an increase in 2.5%) and *Construction* (1.6%).

The lowest rates were in *Accommodation and food service activities* (–15.6%), *Mining and quarrying* (–13.9%) and *Artistic, recreational and entertainment activities* (–7.7%).

## Harmonised Labour Cost Index in the fourth quarter 2021 by activity sections

Index by cost components

	Wages		Other costs		Labour costs excluding extraordinary and late payments	
	Index <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>
TOTAL	115,8	1,8	111,9	-0,8	111,5	1,1
B. Mining and quarrying industries	105,0	0,1	110,9	-13,9	106,1	-4,6
C. Manufacturing industries	113,0	1,2	112,5	-0,6	108,8	0,6
D. Electricity, gas, steam and air conditioning supply	108,3	3,1	105,2	-1,9	108,2	1,1
E. Water supply, waste management and remediation activities	119,3	1,2	113,8	0,5	111,5	0,4
F. Construction	115,4	-1,3	106,8	1,6	107,9	1,4
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	117,8	3,8	114,4	1,1	113,5	1,9
H. Transport and storage	108,2	1,0	110,6	-2,4	107,3	0,2
I. Accommodation	113,4	3,7	104,1	-15,6	108,3	-3,7
J. Information and communications	120,7	4,7	108,5	1,1	112,5	3,1
K. Financial and insurance activities	105,6	-1,1	108,4	2,5	108,0	1,3
L. Real state activities	127,0	1,8	111,6	-3,0	119,9	0,2
M. Professional, scientific and technical activities	115,5	1,4	107,6	-1,2	111,3	0,8
N. Administrative and support services activities	118,5	4,0	111,7	1,1	112,6	2,1
O. Public Administration and defence, compulsory Social Security	125,6	2,8	118,1	2,5	122,3	3,0
P. Education	106,2	-2,1	99,7	-5,0	100,7	-2,3
Q. Health and social services activities	115,0	1,6	116,8	0,3	108,9	1,9
R. Arts, entertainment and recreation	125,1	-1,5	122,9	-7,7	120,6	-2,4
S. Other services	121,4	-0,2	114,3	-6,5	115,3	-1,0

<sup>1</sup> As compared to the same quarter of the previous year

<sup>2</sup> Base year 2016

## COVID-19's Influence on HLCI Results

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. During the fourth quarter of 2021, the use of ERTE has declined among all economic activities. This gave rise to an increase in salary costs in the majority of activities and, to a lesser extent, of other costs, as a consequence of the exemptions in social contributions.

## Revision and updating of data

Coinciding with today's publication, the HLCI provisional data of the third quarter of 2021 have been updated. The final index stands at 111.2 points.

The quarterly variation of the original series for that quarter stood at 2.5%, while that of the adjusted index did not change. On the other hand, the annual rate of the original series was 0.2% and that for the index adjusted for seasonal and calendar effects, 1.0%. The results are available at INEBase.

## Methodological note

The Harmonised Labour Cost Index (HLCI) is a quarterly continuous statistical operation whose objective is to provide a common and comparable measure of labour cost per hour worked for the whole of the European Union, allowing the monitoring of the evolution of said labour costs.

Indices with base 2016 are provided for total labour costs, wages and salaries and other costs net of subsidies received for the use of labour factor (includes social contributions payable by employers and non-wage payments). The index for total labour cost is also provided excluding extraordinary payments and delayed payments.

Type of operation: Statistics presented mainly in the form of indices.

Base year: 2016.

**Population scope:** Employees in local units.

Sources of information: The Quarterly Labour Cost Survey which is conducted on the basis of the 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). In order to cover all employees of the general government, information from the DARETRI file is used.

**Geographical scope:** the entire national territory.

**Reference period of the results:** the calendar quarter.

**Calculation method:** Chained Laspeyres.

For more information you can access the methodology at:

[https://www.ine.es/en/metodologia/t22/t2230211\\_en.htm](https://www.ine.es/en/metodologia/t22/t2230211_en.htm)

And the standardised methodological report at:

<https://www.ine.es/dynt3/metadatos/en/RespuestaDatos.html?oe=30211>

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