

24 July 2019

Annual Labour Cost Survey 2018 (ALCS) Year 2018

Main results

- The gross total cost per worker was 31,085.76 euros during 2018, 1.1% more than the previous year. The gross annual wage per worker increased by 0.9% and stood at 23,003.23 euros.
- The net cost was 30,883.44 euros per worker, after deducting 202.32 euros for subsidies and deductions received by the Public Administrations in order to promote employment and vocational training.
- The largest item of the non-wage costs was the compulsory contributions to Social Security (7,187.46 euros per worker) which represented 23.1% of the total cost.
- Of the rest of items that make up the cost, 411.94 euros per worker per year were destined to social benefits, 208.69 to expenses arising from work, 192.12 to severance payments and 82.32 to vocational training.
- The economic activities with the highest annual labour cost were *Electricity, gas, steam and air conditioning supply* (75,835.09 euros), *Financial and insurance activities* (66,162.43 euros) and *Information and communications* (48,867.85). In turn, *Accommodation and food service activities* (19,083.02), *Other services* (21,175.84) and *Administrative and support services activities* (21,793.71) registered the lowest costs.
- The highest labour costs were recorded in País Vasco (36,584.26 euros), Comunidad de Madrid (36,562.20) and Comunidad Foral de Navarra (33,615.92). Extremadura (24,951.17 euros), Canarias (26,479.29 euros) and Andalucía (27,140.48 euros) recorded the lowest ones.
- 94.1% of the centres, representing 88.2% of workers, regulated their labour relations through collective agreements.
- 2.1% of the centres with agreement, representing 3.8% of workers, experienced changes in their working conditions during 2018.

Annual labour cost per worker

The labour cost per worker in gross terms was 31,085.76 euros in 2018, according to the results of the Annual Labour Cost Survey (ALCS), which completes the results obtained from the Quarterly Labour Cost Survey (QLCS). This cost represented an increase of 1.1% over the previous year.

If we subtract the subsidies and deductions received from the Public Administrations, we obtain a net cost of 30,883.44 euros, with a year-on-year growth of 1.1%.

The gross annual wage increased by 0.9% up to 23,003.23 euros. Wage costs accounted for 74.0% of the labour cost.

Regarding non-wage costs, compulsory contributions to Social Security were the most important item (7,187.46 euros per worker, 23.1% of the labour cost).

Wages and salaries and social security contributions together accounted for 97.1% of gross cost.

In addition to wages and contributions, 411.94 euros per worker per year were destined to social benefits (voluntary contributions to insurance and pension plans, complementary Social Security benefits and expenses of a social nature), 208.69 to other expenses arising from work (end-of-contract compensations, small tools and work clothes, travel to the workplace, selection of personnel, etc.), 192.12 euros corresponded to severance payments and 82.32 euros to vocational training.

Components of annual cost		Net cost	
	Euros		Euros
Gross cost¹	31,085.76	Net cost³	30,883.44
Salaries and wages	23,003.23	Gross cost ¹	31,085.76
Obligatory contributions	7,187.46	Subsidies and deductions (-)	202.32
Corporate benefits	411.94		
-Voluntary contributions	166.22		
-Direct corporate contributions	227.35		
-Corporate expenses	18.37		
Compensation for dismissal	192.12		
Expenditure on vocational training	82.32		
Work-related expenses	208.69		
-Travel expenses	11.20		
-Remaining costs ²	197.49		

1 Excludes travel allowances and expenses

2 End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

3 Subsidies and deductions deduced

Labour cost by economic activity

In 2018, Industry had the highest net total cost per worker, with 37,235.53 euros. This cost increased 0.9% compared to the previous year, with increases of 0.4% in the wage cost and 2.1% in the non-wage cost.

Construction experienced the greatest increase in net cost with respect to the previous year (1.4%). In this sector, both the growth in the wage cost (1.4%) and the growth in the non-wage cost (1.2%) stood out.

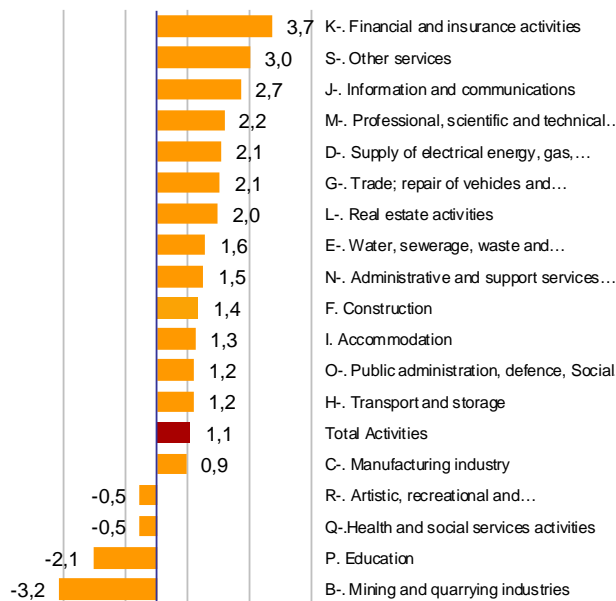
The Services sector presented the lowest labour costs. Compared to the previous year, its net cost increased 1.2%, with increases of 1.0% in the wage cost and 2.0% in the non-wage cost.

Economic sectors	Net cost		Salaries and wages		Non-wage cost	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Industry	37,235.53	0.9	27,474.01	0.4	9,761.52	2.1
Construction	31,358.75	1.4	22,426.68	1.4	8,932.07	1.2
Services	29,699.14	1.2	22,234.59	1.0	7,464.55	2.0

¹With regard to the previous year

The differences in the labour cost per worker according to the different economic activities were significant in 2018. Thus, they ranged from 19,083.02 gross annual euros per worker in *Accommodation and food service activities (I)*, to 75,835.09 euros in *Electricity, gas, steam and air conditioning supply (D)*.

Gross labour cost. Annual variation rate



Gross total cost per worker

	Euros
D-. Supply of electrical energy, gas, steam and :	75,835.09
K-. Financial and insurance activities	66,162.43
B-. Mining and quarrying industries	48,867.85
J-. Information and communication	44,973.31
M-. Professional, scientific and technical activit	37,753.36
C-. Industria manufacturera	36,752.37
O-. Public administration, defence, Social Securi	36,669.36
E-. Water, sewerage, waste and decontaminati	34,076.23
H-. Transport and storage	32,786.39
Q-. Health and social services activities	32,705.42
F-. Construction	31,520.03
Total activities	31,085.76
L-. Real estate activities	29,090.18
P-. Education	28,598.48
G-. Trade; repair of vehicles and motorcycles	27,221.66
R-. Artistic, recreational and entertainment activi	22,030.89
N-. Administrative and support services activitie	21,793.71
S-. Other services	21,175.84
I-. Accommodation	19,083.02

The energy section (D) and the financial section (K) were the ones that paid the highest salaries and wages to their workers and those that assumed the highest cost in social benefits.

Mining and quarrying (B) and *Electricity, gas, steam and air conditioning supply (D)* showed the highest expenses arising from work (work clothes, small tools, transport, end-of-contract compensations, compensatory payments).

Severance payments entailed higher labour costs in *Financial and insurance activities (K)* and *Real estate activities (L)*. At the other extreme, *Public Administration (O)* and *Education (P)* stood out, with costs paid for dismissal well below the average.

Energy (D) and *Financial and insurance activities (K)* were the sections that invested the most in vocational training for their workers. In turn, *Accommodation and food service*

activities (I) and Arts, entertainment and recreation activities (R) registered the lowest expenditure in this item.

The greatest subsidies and tax deductions due to the creation of employment and the promotion of vocational training were obtained in Arts, entertainment and recreation activities (R) and the lowest were in Accommodation and food service activities (P)

Highest and lowest costs by economic section

Salaries and wages		Social benefits	
D-. Supply of electrical energy, gas, steam and air cond	57,317.06	K-. Financial and insurance activities	4,495.93
K-. Financial and insurance activities	48,170.76	D-. Supply of electrical energy, gas, steam and air cond	4,269.43
Total activities	23,003.23	Total activities	411.94
S-. Other services	15,535.34	S-. Other services	124.40
I-. Accommodation	13,880.75	I-. Accommodation	110.99
Work-related expenses		Compensations for dismissal	
B-. Mining and quarrying industries	728.32	K-. Financial and insurance activities	1,095.30
D-. Supply of electrical energy, gas, steam and air cond	457.94	L-. Real estate activities	397.44
Total activities	208.69	Total activities	192.12
O-. Public administration, defence, Social Security	100.38	P-. Education	45.75
P-. Education	72.20	O-. Public administration, defence, Social Security	2.67
Vocational training		Subsidies and tax deductions	
D-. Supply of electrical energy, gas, steam and air cond	794.09	R-. Artistic, recreational and entertainment activities	592.59
K-. Financial and insurance activities	447.57	O-. Public administration, defence, Social Security	316.71
Total activities	82.32	Total activities	202.32
R-. Artistic, recreational and entertainment activities	37.03	P-. Education	106.77
I-. Accommodation	28.86	I-. Accommodation	105.27

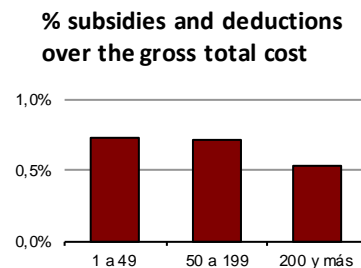
Labour cost by company size

The largest companies paid higher salaries per worker than medium and small-sized companies. As a result, the Social Security contributions of the former were also higher.

Medium-size companies received the highest amount in subsidies and tax deductions. The weight of this item in relation to the total cost was similar in small and medium-sized companies and lower in large companies.

Company size ¹	Gross total cost	Salaries and wages	Obligatory contributions	Subsidies and deductions
1 to 49	25,502.95	18,762.15	6,137.37	186.40
50 to 199	33,292.81	24,581.49	7,718.73	239.21
200 and more	37,996.46	28,324.59	8,419.50	204.31

¹ Number of workers



Social benefits and vocational training expenses were significantly greater in the largest-sized centres, while costs arising from work were higher in the small and medium-sized centres. Medium-sized companies had the highest costs in severance payments.

Company size ¹	Gross total cost	Salaries and wages	Obligatory contributions	Subsidies and deductions
1 to 49	181.29	212.04	165.84	44.26
50 to 199	429.19	234.67	231.27	97.46
200 and more	730.22	186.78	207.66	127.71

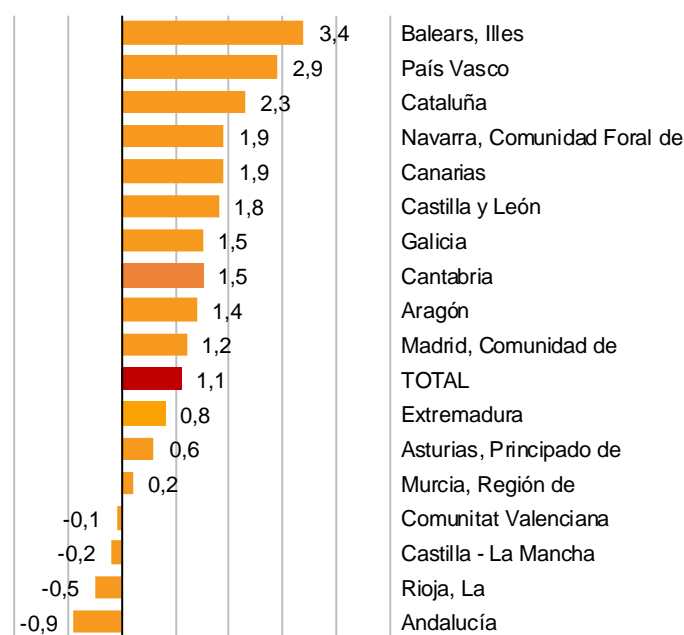
¹ Number of workers

Labour cost by Autonomous Community

The highest labour costs in 2018 were recorded in País Vasco (36,584.26 euros), Comunidad de Madrid (36,562.20) and Comunidad Foral de Navarra (33,615.92).

In turn, the lowest levels were registered in Extremadura (24,951.17 euros), Canarias (26,479.29) and Andalucía (27,140.48).

Net labour cost. Variation rate



Net total cost per worker per year

	Euros
País Vasco	36,584.26
Madrid, Comunidad de	36,562.20
Navarra, Comunidad Foral de	33,615.92
Cataluña	32,922.32
Asturias, Principado de	31,330.03
TOTAL	30,883.44
Balears, Illes	30,108.41
Cantabria	29,653.77
Aragón	29,499.13
Rioja, La	28,110.51
Castilla y León	27,934.01
Galicia	27,802.75
Comunitat Valenciana	27,515.13
Castilla - La Mancha	27,350.04
Murcia, Región de	27,168.05
Andalucía	27,140.48
Canarias	26,479.29
Extremadura	24,951.17

Centres in Comunidad de Madrid and País Vasco paid the highest wages and had the greatest expenditure on social benefits.

Illes Balears and Comunidad de Madrid had the highest expenses arising from work and Principado de Asturias and Comunidad Foral de Navarra, the lowest.

The highest severance payments took place in Comunidad de Madrid and Principado de Asturias.

Regarding vocational training, Comunidad de Madrid and Cataluña presented the highest costs, whereas Illes Balears and Canarias registered the lowest.

Companies in Extremadura and Castilla y León received the highest subsidies and tax deductions related to employment and vocational training.

Autonomous Communities with the highest and lowest costs per worker

Salaries and wages		Corporate benefits		Work related expenses	
Madrid, Comunidad de	27,559.74	País Vasco	655.30	Balears, Illes	334.32
País Vasco	27,127.33	Madrid, Comunidad de	613.80	Madrid, Comunidad de	281.04
Total	23,003.23	Total	411.94	Total	208.69
Canarias	19,499.07	Balears, Illes	278.29	Navarra, Comunidad Foral	126.16
Extremadura	18,669.76	Murcia, Región de	264.01	Asturias, Principado de	31.34
Compensations for dismissal		Vocational training		Subsidies and tax deductions	
Madrid, Comunidad de	379.95	Madrid, Comunidad de	125.46	Extremadura	438.94
Asturias, Principado de	248.31	Cataluña	99.35	Castilla y León	265.3
Total	192.12	Total	82.32	Total	202.32
Extremadura	76.29	Canarias	53.33	Murcia, Región de	146.84
Balears, Illes	74.70	Balears, Illes	42.58	Balears, Illes	142.63

Regulation of labour relations

Most of the centres (94.1%, corresponding to 88.2% of the workers) were regulated by collective agreements in 2018, and the area below the state level was the one with the highest proportion (regional, provincial sectoral agreements, etc.).

Proportion of units and workers, according to the means of regulating labour relations

	Total	Collective Agreements			Another form of regulation
		State	Lower than State	Company or work centre	
Units	100	25.2	65.6	3.3	5.9
Workers	100	25.7	45.9	16.6	11.8

Of the total number of workers with an agreement, 3.8% had their working conditions modified with respect to what was established in the reference collective agreement.

Proportion of workers and units, according to whether or not they have changed the conditions of the collective agreement

	Total	Total changes	Only the wage scheme	No changes or not subject to agreements
Units	100	2.1	1.4	97.9
Workers	100	3.8	2.0	96.2

With regard to the cost components, the highest labour cost were recorded in those regulated centres through a different form than the collective agreement, followed by the centres with a company agreement or work-centre agreement.

Cost component, according to the means of regulating labour relations

	Total	Collective agreement			Company or work centre	Another form
		Total	State	Lower than State		
GROSS COST ¹	31,085.76	30,038.68	30,293.36	26,345.39	36,894.94	37,219.88
Salaries and wages	23,003.23	22,130.11	22,398.85	19,274.95	27,240.11	28,539.25
Obligatory contributions	7,187.46	7,027.53	6,806.07	6,454.08	8,339.73	8,178.18
Voluntary contributions	166.22	181.25	209.68	67.15	453.07	53.92
Direct corporate contributions	227.35	218.70	323.68	118.64	332.81	326.13
Corporate expenses	18.37	19.47	27.02	4.52	49.15	10.20
Compensation for dismissal	192.12	183.90	230.28	147.99	204.33	13.05
Expenditure on vocational training	82.32	86.90	107.18	53.93	146.75	48.05
Expenditure on travel	11.20	12.05	7.01	6.40	35.52	4.83
Remaining costs ²	197.49	178.77	183.59	217.73	93.47	46.27
Subsidies and deductions	202.32	216.30	212.74	167.44	332.27	122.60
NET COST ³	30,883.44	29,822.38	30,080.62	26,177.95	36,562.67	37,097.28

1 Excludes travel allowances and expenses

2 End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

3 Subsidies and deductions deducted

Methodological note

The Annual Labour Cost Survey (ALCS) is an annual statistical operation that completes the results obtained on a quarterly basis in the Quarterly Labour Cost Survey (QLCS), providing an annual perspective thereof.

The Annual Labour Cost Survey is compiled from a questionnaire annexed to the Quarterly Labour Cost Survey (QLCS) during the months of April to June of the year following the reference year of the data in order to collect those cost items that may not have been registered monthly in the payrolls, as their expiration period is longer than one month.

Type of operation: annual structural survey.

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 year

Sample size: 28,500 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 access the QLCS methodology and definitions at:

https://www.ine.es/en/metodologia/t22/t223013210_en.pdf

And the standardised methodological report at:

<https://www.ine.es/dynt3/metadatos/en/RespuestaDatos.html?oe=30188>

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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

Annual Labour Cost 2018

Results by activity sector

Labour Cost per worker per year. Euros

	Total	Industry	Construction	Services
GROSS COST ¹	31,085.76	37,414.15	31,520.03	29,908.74
Wages and salaries	23,003.23	27,474.01	22,426.68	22,234.59
Obligatory contributions	7,187.46	8,798.52	8,219.85	6,819.78
Voluntary contributions	166.22	288.79	128.09	147.61
Direct corporate contributions	227.35	186.51	106.69	243.72
Corporate expenses	18.37	36.00	2.93	16.46
Compensation for dismissal	192.12	282.48	123.36	180.78
Expenditure on vocational training	82.32	129.05	64.06	75.51
Expenditure on transport	11.20	37.32	22.01	5.79
Remaining costs ²	197.49	181.47	426.36	184.50
Subsidies and deductions	202.32	178.62	161.28	209.60
NET COST ³	30,883.44	37,235.53	31,358.75	29,699.14

¹ Excludes travel allowances and expenses

² End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

³ Subsidies and deductions deducted

Percentage structure over gross cost

	Total	Industria	Construcción	Servicios
GROSS COST ¹	100.00	100.00	100.00	100.00
Wages and salaries	74.00	73.43	71.15	74.34
Obligatory contributions	23.12	23.52	26.08	22.80
Voluntary contributions	0.53	0.77	0.41	0.49
Direct corporate contributions	0.73	0.50	0.34	0.81
Corporate expenses	0.06	0.10	0.01	0.05
Compensation for dismissal	0.64	0.79	0.49	0.61
Expenditure on vocational training	0.29	0.34	0.20	0.29
Expenditure on transport	0.03	0.10	0.07	0.02
Resto de costes ²	0.74	0.45	1.65	0.74

¹ Excludes travel allowances and expenses

² End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

Annual Labour Cost 2018

Results by Autonomous Community

Labour Cost per worker per year. Euros

	GROSS COST ¹	Wages and salaries	Obligatory contributions	Voluntary contributions	Direct corporate contributions	Other ²	Subsidies and deductions	NET COST ³
TOTAL	31,085.76	23,003.23	7,187.46	166.22	227.35	501.50	202.32	30,883.44
Andalucía	27,372.75	20,061.85	6,570.84	112.52	189.81	437.73	232.27	27,140.48
Aragón	29,658.28	21,830.05	7,030.02	117.36	172.85	508.00	159.15	29,499.13
Asturias, Principado de	31,565.09	23,441.92	7,393.32	164.23	200.58	365.04	235.06	31,330.03
Balears, Illes	30,251.04	22,394.29	7,126.86	86.56	185.16	458.17	142.63	30,108.41
Canarias	26,679.81	19,499.07	6,437.16	99.27	263.88	380.43	200.52	26,479.29
Cantabria	29,888.57	22,063.67	7,070.31	128.24	233.93	392.42	234.80	29,653.77
Castilla y León	28,199.31	20,628.92	6,739.86	131.33	268.72	430.48	265.30	27,934.01
Castilla - La Mancha	27,557.70	20,136.18	6,580.26	113.79	263.69	463.78	207.66	27,350.04
Cataluña	33,096.55	24,592.88	7,661.10	160.73	205.22	476.62	174.23	32,922.32
Comunitat Valenciana	27,698.61	20,485.57	6,577.98	106.38	164.24	364.44	183.48	27,515.13
Extremadura	25,390.11	18,669.76	6,017.52	68.87	238.98	394.98	438.94	24,951.17
Galicia	27,989.55	20,469.50	6,722.52	93.60	292.51	411.42	186.80	27,802.75
Madrid, Comunidad de	36,749.67	27,559.74	7,789.68	295.24	281.55	823.46	187.47	36,562.20
Murcia, Región de	27,314.89	20,208.30	6,481.59	101.03	156.87	367.10	146.84	27,168.05
Navarra, Comunidad Foral de	33,858.65	24,990.87	8,095.11	164.21	212.38	396.08	242.73	33,615.92
País Vasco	36,837.00	27,127.33	8,664.42	339.15	285.27	420.83	252.74	36,584.26
Rioja, La	28,271.88	20,782.01	6,786.30	94.13	189.86	419.58	161.37	28,110.51

¹ Excludes travel allowances and expenses

² Other: Corporate expenses + compensation for dismissal + expenditure on vocational training + transport + end-of-contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

³ Subsidies and deductions deducted

Percentage structure over gross cost

	GROSS COST ¹	Wages and salaries	Obligatory contributions	Voluntary contributions	Direct corporate contributions	Other ²
TOTAL	100.00	74.00	23.12	0.53	0.73	1.62
Andalucía	100.00	73.29	24.01	0.41	0.69	1.60
Aragón	100.00	73.61	23.70	0.40	0.58	1.71
Asturias, Principado de	100.00	74.27	23.42	0.52	0.64	1.15
Balears, Illes	100.00	74.03	23.56	0.29	0.61	1.51
Canarias	100.00	73.09	24.13	0.37	0.99	1.42
Cantabria	100.00	73.82	23.66	0.43	0.78	1.31
Castilla y León	100.00	73.15	23.90	0.47	0.95	1.53
Castilla - La Mancha	100.00	73.07	23.88	0.41	0.96	1.68
Cataluña	100.00	74.31	23.15	0.49	0.62	1.43
Comunitat Valenciana	100.00	73.96	23.75	0.38	0.59	1.32
Extremadura	100.00	73.53	23.70	0.27	0.94	1.56
Galicia	100.00	73.13	24.02	0.33	1.05	1.47
Madrid, Comunidad de	100.00	74.99	21.20	0.80	0.77	2.24
Murcia, Región de	100.00	73.98	23.73	0.37	0.57	1.35
Navarra, Comunidad Foral de	100.00	73.81	23.91	0.48	0.63	1.17
País Vasco	100.00	73.64	23.52	0.92	0.77	1.15
Rioja, La	100.00	73.51	24.00	0.33	0.67	1.49

¹ Excludes travel allowances and expenses

² Other: Corporate expenses + compensation for dismissal + expenditure on vocational training + transport + end-of-contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

Annual Labour Cost 2018

Variation as compared with the previous year

National results

	Net cost ¹		Wages and salaries		Non-wage cost ²	
	Euros	Rate ³	Euros	Rate ³	Euros	Rate ³
TOTAL	30,883.44	1.1	23,003.23	0.9	7,880.21	2.0
INDUSTRY	37,235.53	0.9	27,474.01	0.4	9,761.52	2.1
CONSTRUCTION	31,358.75	1.4	22,426.68	1.4	8,932.07	1.2
SERVICES	29,699.14	1.2	22,234.59	1.0	7,464.55	2.0

¹ Gross cost deducting subsidies and deductions. Excludes travel allowances and expenses

² Non-wage cost = Net cost - wages and salaries

³ With regard to the previous year

Results by Autonomous Community

	Net cost ¹		Wages and salaries		Non-wage cost ²	
	Euros	Rate ³	Euros	Rate ³	Euros	Rate ³
TOTAL	30,883.44	1.1	23,003.23	0.9	7,880.21	2.0
Andalucía	27,140.48	-0.9	20,061.85	-1.1	7,078.63	-0.2
Aragón	29,499.13	1.4	21,830.05	0.9	7,669.08	2.8
Asturias, Principado de	31,330.03	0.6	23,441.92	0.0	7,888.11	2.7
Balears, Illes	30,108.41	3.4	22,394.29	3.4	7,714.12	3.4
Canarias	26,479.29	1.9	19,499.07	1.8	6,980.22	2.2
Cantabria	29,653.77	1.5	22,063.67	1.6	7,590.10	1.0
Castilla y León	27,934.01	1.8	20,628.92	1.2	7,305.09	3.3
Castilla - La Mancha	27,350.04	-0.2	20,136.18	-1.4	7,213.86	3.2
Cataluña	32,922.32	2.3	24,592.88	1.9	8,329.44	3.4
Comunitat Valenciana	27,515.13	-0.1	20,485.57	-0.2	7,029.56	0.3
Extremadura	24,951.17	0.8	18,669.76	1.2	6,281.41	-0.3
Galicia	27,802.75	1.5	20,469.50	1.0	7,333.25	3.1
Madrid, Comunidad de	36,562.20	1.2	27,559.74	1.2	9,002.46	1.0
Murcia, Región de	27,168.05	0.2	20,208.30	-0.3	6,959.75	1.7
Navarra, Comunidad Foral de	33,615.92	1.9	24,990.87	1.7	8,625.05	2.7
País Vasco	36,584.26	2.9	27,127.33	2.4	9,456.93	4.2
Rioja, La	28,110.51	-0.5	20,782.01	-1.5	7,328.50	2.4

¹ Gross cost deducting subsidies and deductions. Excludes travel allowances and expenses

² Non-wage cost = Net cost - wages and salaries

³ With regard to the previous year

Annual Labour Cost 2018

Units and workers according to the form of regulation of labour relations

National results. Percentage

	TOTAL		Collective Agreements						Another form of regulation	
	Workers	Units	State		Lower State		Company or workplace		Workers	Units
			Workers	Units	Workers	Units	Workers	Units		
TOTAL	100.0	100.0	25.7	25.2	45.9	65.6	16.6	3.3	11.8	5.9
Industry and Construction	100.0	100.0	24.9	20.7	54.3	73.4	19.3	3.5	1.5	2.4
Services	100.0	100.0	26.0	26.2	43.8	63.7	15.9	3.3	14.3	6.8

Results by Autonomous Community. Percentage

	TOTAL		Collective Agreements						Another form of regulation	
	Workers	Units	State		Lower State		Company or workplace		Workers	Units
			Workers	Units	Workers	Units	Workers	Units		
TOTAL	100.0	100.0	25.7	25.2	45.9	65.6	16.6	3.3	11.8	5.9
Andalucía	100.0	100.0	24.0	26.2	45.4	65.6	17.7	3.7	12.9	4.5
Aragón	100.0	100.0	24.5	24.8	43.3	64.7	18.0	3.4	14.2	7.1
Asturias, Principado de	100.0	100.0	22.8	25.0	45.5	68.9	17.2	1.8	14.5	4.3
Baleares, Illes	100.0	100.0	19.5	25.4	57.0	62.9	12.9	3.5	10.6	8.2
Canarias	100.0	100.0	22.3	28.6	50.4	60.6	14.9	2.9	12.4	7.9
Cantabria	100.0	100.0	24.4	24.6	40.5	61.2	21.2	3.8	13.9	10.4
Castilla y León	100.0	100.0	27.7	25.9	43.3	63.8	15.9	2.5	13.1	7.8
Castilla - La Mancha	100.0	100.0	23.0	22.6	45.1	65.4	13.4	3.5	18.5	8.5
Cataluña	100.0	100.0	24.8	22.4	53.2	71.7	14.5	2.7	7.5	3.2
Comunitat Valenciana	100.0	100.0	23.6	25.1	46.1	64.6	15.9	4.1	14.4	6.2
Extremadura	100.0	100.0	21.4	24.8	36.0	56.0	15.3	3.8	27.3	15.4
Galicia	100.0	100.0	21.1	18.6	49.4	70.0	15.0	3.3	14.5	8.1
Madrid, Comunidad de	100.0	100.0	36.9	33.7	37.1	60.2	17.7	3.1	8.3	3.0
Murcia, Región de	100.0	100.0	24.2	25.4	52.5	70.2	11.0	2.3	12.3	2.1
Navarra, Comunidad Foral de	100.0	100.0	19.1	19.6	40.0	61.7	22.6	4.4	18.3	14.3
País Vasco	100.0	100.0	14.7	16.2	45.2	66.9	25.8	5.7	14.3	11.2
Rioja, La	100.0	100.0	31.5	26.7	44.3	61.5	13.1	4.2	11.1	7.6

Units and workers according to whether or not the conditions of the collective agreement have been modified

National results. Percentage

	TOTAL		Modification of collective agreements				Without modifications or not subject to an agreement	
	Workers	Units	Total modifications		Only wage regime		Workers	Units
			Workers	Units	Workers	Units		
TOTAL	100.0	100.0	3.8	2.1	2.0	1.4	96.2	97.9
Industry and Construction	100.0	100.0	4.0	2.0	2.1	1.3	96.0	98.0
Services	100.0	100.0	3.7	2.1	2.0	1.5	96.3	97.9

Results by Autonomous Community. Percentage

	TOTAL		Modification of collective agreements				Without modifications or not subject to an agreement	
	Workers	Units	Total modifications		Only wage regime		Workers	Units
			Workers	Units	Workers	Units		
TOTAL	100.0	100.0	3.8	2.1	2.0	1.4	96.2	97.9
Andalucía	100.0	100.0	5.0	2.7	2.7	2.1	95.0	97.3
Aragón	100.0	100.0	3.7	1.9	1.1	1.3	96.3	98.1
Asturias, Principado de	100.0	100.0	4.1	0.7	1.9	0.2	95.9	99.3
Baleares, Illes	100.0	100.0	2.0	1.5	1.8	1.4	98.0	98.5
Canarias	100.0	100.0	3.0	2.4	1.9	0.5	97.0	97.6
Cantabria	100.0	100.0	1.9	0.7	0.8	0.5	98.1	99.3
Castilla y León	100.0	100.0	3.1	2.4	1.7	2.1	96.9	97.6
Castilla - La Mancha	100.0	100.0	3.3	1.4	1.4	0.9	96.7	98.6
Cataluña	100.0	100.0	3.7	2.2	1.4	1.7	96.3	97.8
Comunitat Valenciana	100.0	100.0	3.6	1.8	2.4	1.4	96.4	98.2
Extremadura	100.0	100.0	2.0	1.0	0.9	0.6	98.0	99.0
Galicia	100.0	100.0	2.6	2.6	1.6	1.3	97.4	97.4
Madrid, Comunidad de	100.0	100.0	3.8	1.4	2.5	1.1	96.2	98.6
Murcia, Región de	100.0	100.0	3.7	2.3	1.9	1.3	96.3	97.7
Navarra, Comunidad Foral de	100.0	100.0	5.1	3.0	2.8	1.5	94.9	97.0
País Vasco	100.0	100.0	5.3	3.1	3.2	1.7	94.7	96.9
Rioja, La	100.0	100.0	1.9	0.7	0.2	0.2	98.1	99.3