

15 June 2012

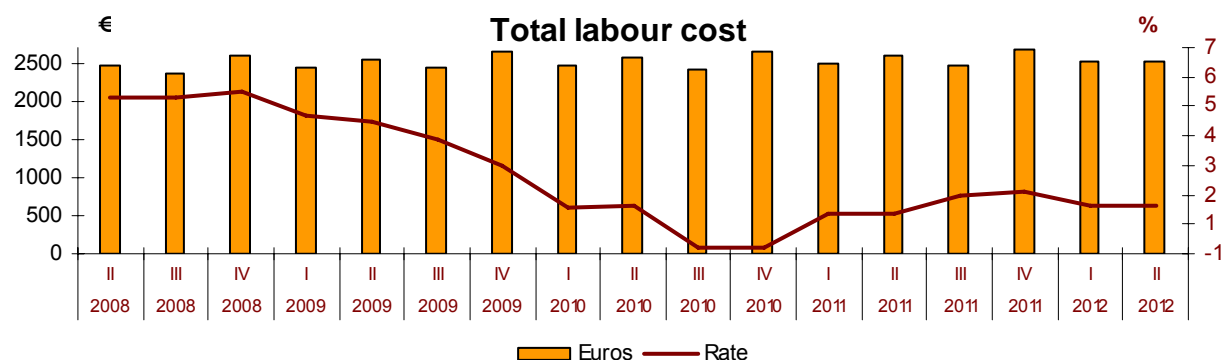
**Quarterly Labour Cost Survey (QLCS)**  
First quarter of 2012

**Main results**

- **The labour cost** of companies **increases 1.1%** in the first quarter of 2012, as compared with the same period of 2011, standing at **2,515.04 euros**.
- **The wage cost per worker per month increases 1.2%**, reaching 1,841.89 euros on average. In turn, **other costs increase 0.9%**, standing at 673.15 euros per worker per month.
- The working day decreases 0.3%. This quarter, 3.3 working hours per week are lost on average, almost half of which are due to holidays taken and public holidays.
- **The labour cost per effective hour worked** increases 1.4%.

## Labour cost by component

The labour cost per worker per month reached 2,515.04 euros for the first quarter of 2012, indicating an increase of 1.1%, as compared with the same period of 2011.



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,841.89 euros corresponded to wages and 574.23 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc. Therefore, the main cause of the growth in total cost is its wage component.

The wage cost, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 1.2% in interannual rate and stands from 1,819.62 to 1,841.89 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which increased 1.2%.

Other costs (non-wage costs) increased 0.9%. Their main component, obligatory Social Security contributions, increased 0.5%. Within non-wage payments, which increased 4.1%, worth noting the increase of compensation for dismissal, the partial unemployment and other non-wage payment (currency devaluation, wear and tear of tools, acquisition of work clothes, travel expenses and allowances, distance allowance and city transport, relocation indemnities, contract termination indemnities, etc.)

The labour cost per hour increased 1.4%. This increase, greater than that of the cost per worker, was due to a decrease in the number of hours effectively worked.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,513.89	1.1
Wage cost	1,841.11	1.2
Other cost	672.78	0.9

### Other cost(non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	672.78	0.9
Obligatory contributions	573.99	0.4
Non-wage payments	119.11	4.0
Subsides and bonus <sup>2</sup>	20.32	6.8

### Wage cost

	Euros	Rate <sup>1</sup>
Total labour cost	1,841.11	1.2
Ordinary wage cost	1,641.26	1.2

<sup>1</sup> Same quarter last year

### Hourly cost

	Euros	Rate <sup>1</sup>
Effective hourly cost	18.28	1.4
Cost per hour paid	16.62	1.8

<sup>2</sup> Subsides are subtracted of other cost

## Labour cost by economic sector

*Industry* has the highest increase in total labour cost. This sector presented the greatest increases in the total wage cost and in other costs, highlighting compensation for dismissal.

Construction follows the industry for growth of the various components of labour cost. Regarding the other costs, in this sector worth the increases in compensation for dismissal and direct social benefits.

*Services* presented the lowest total wage cost increase and its components. Of note was the drop in compensation for dismissal and the increase in other non-wage payment.

## Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2,513.89	1.1	1,841.11	1.2	1,641.26	1.2	672.78	0.9
Industry	2,863.75	2.6	2,069.22	1.9	1,827.17	2.1	794.53	4.6
Construction	2,583.88	2.3	1,741.24	1.3	1,615.64	1.9	842.64	4.3
Services	2,437.89	0.8	1,804.33	1.0	1,606.39	0.9	633.56	0.1

<sup>1</sup> Same quarter last year

## Labour cost by Autonomous Community

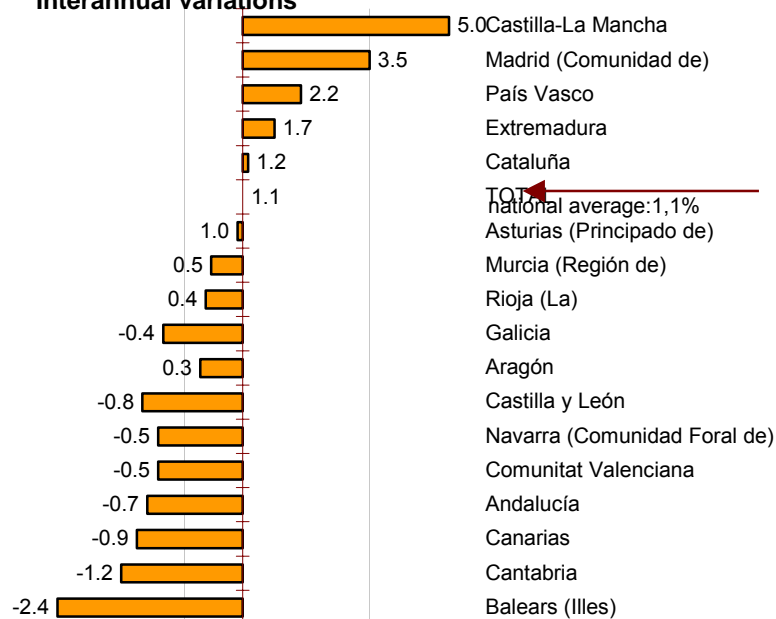
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Canarias, Extremadura and Galicia said labour cost was the same amount lower than the national average.

Considering the interannual growth of this cost, Castilla – La Mancha, Comunidad de Madrid and País Vasco presented the highest rates, whereas Illes Balears, Cantabria and Canarias registered the lowest increases.

### Labour cost per worker per month

	Euros
Madrid (Comunidad de)	2,997.57
País Vasco	2,892.28
Cataluña	2,699.94
Navarra (Comunidad Foral de)	2,582.41
TOTAL	2,515.04
Asturias (Principado de)	2,448.69
Aragón	2,331.52
Balears (Illes)	2,316.56
Castilla-La Mancha	2,314.30
Andalucía	2,278.51
Comunitat Valenciana	2,274.25
Murcia (Región de)	2,272.02
Castilla y León	2,258.63
Rioja (La)	2,253.95
Cantabria	2,243.62
Galicia	2,156.95
Extremadura	2,108.06
Canarias	2,066.70

### Interannual variations

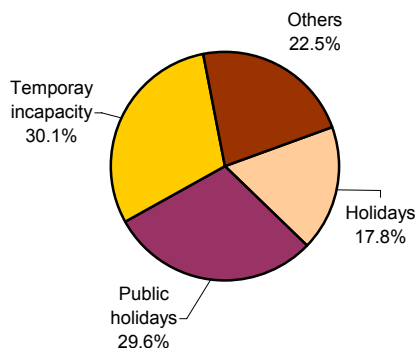


## Working time

During the first quarter of 2012, the average agreed working week, considering full-time and part-time together, was 34.7 hours. Of these, an average of 3.3 hours were lost per week, most of which were due to holidays taken and public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 31.6 effective hours worked.

### Hours not worked



### Hours not worked (different reasons)

	Percentage
Maternity	49.2%
Paid leave	18.0%
Overtime compensation	15.3%
Labour disputes	7.9%
Hours lost at the work place	3.2%
Other hours not worked and not paid	2.6%
Hours lost for technical or economic reasons	2.1%
Other hours paid but not worked	1.6%

According to the **type of working day**, the wage difference between full- and part-time workers was 4.61 euros per hour (13.93 euros/hour for full-time and 9.32 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (33.0 hours for full-time workers as compared with 17.3 hours for part-time workers).

### Hours per week <sup>1</sup>

	Effective hours	Lost hours
Total workers	29.8	3.3
Full time	33.0	3.8
Part time	17.3	1.6

<sup>1</sup> For calculation purpose, a month is considered to have 4,35 weeks

### Hourly wage cost

	Euros	Rate <sup>2</sup>
Total workers	13.39	1.5
Full time	13.93	2.0
Part time	9.32	0.1

<sup>2</sup> Same quarter last year

# Quarterly Labour Cost Survey (QLCS)

## First Quarter 2012

Base año 2008

### Total Labour Cost

#### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,515.04	103.4	1.1	18.29	101.6	1.4
Industry	2,863.67	106.0	2.6	19.45	100.6	3.0
Construction	2,584.73	105.8	2.3	17.14	102.3	2.6
Services	2,439.34	103.1	0.8	18.15	101.2	0.9

<sup>1</sup> Same quarter, previous year

#### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,515.04	103.4	1.1	18.29	101.6	1.4
Andalucía	2,278.51	100.4	-0.7	17.09	102.1	0.5
Aragón	2,331.52	97.7	-0.1	17.24	97.0	2.2
Asturias, Principado de	2,448.69	102.1	1.0	18.15	100.0	2.1
Balears, Illes	2,316.56	100.6	-2.4	16.85	99.5	-3.9
Canarias	2,066.70	99.1	-0.9	14.93	99.3	-0.7
Cantabria	2,243.62	97.6	-1.2	16.43	95.9	-0.1
Castilla y León	2,258.63	101.3	-0.3	17.01	100.8	1.8
Castilla - La Mancha	2,314.30	106.0	4.8	16.76	106.0	2.5
Cataluña	2,699.94	103.1	1.3	19.37	99.2	0.5
Comunitat Valenciana	2,274.25	103.6	-0.5	16.64	102.7	-0.2
Extremadura	2,108.06	103.9	1.7	15.38	104.1	2.9
Galicia	2,156.95	101.5	0.1	15.38	98.3	-1.3
Madrid, Comunidad de	2,997.57	107.2	3.5	21.09	103.5	3.9
Murcia, Región de	2,272.02	105.9	0.5	16.76	103.5	2.3
Navarra, Comunidad Foral de	2,582.41	100.5	-0.5	19.49	98.6	1.6
País Vasco	2,892.28	102.8	2.2	21.57	97.7	2.9
Rioja, La	2,253.95	99.8	0.4	16.84	98.6	4.1

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2012

Base año 2008

## Wages and Salaries

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,841.89	102.3	1.2	13.39	100.5	1.5
Industry	2,069.19	104.0	1.9	14.05	98.7	2.2
Construction	1,740.94	102.2	1.3	11.54	98.8	1.5
Services	1,805.38	101.9	1.0	13.43	100.0	1.1

<sup>1</sup> Same quarter, previous year

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,841.89	102.3	1.2	13.39	100.5	1.5
Andalucía	1,655.98	99.6	0.3	12.42	101.2	1.6
Aragón	1,690.41	95.4	-0.2	12.50	94.8	2.1
Asturias, Principado de	1,792.71	100.9	1.3	13.29	98.9	2.3
Balears, Illes	1,693.71	99.9	-1.4	12.32	98.8	-2.8
Canarias	1,518.42	99.7	0.5	10.97	99.9	0.7
Cantabria	1,610.36	96.2	-2.6	11.79	94.4	-1.5
Castilla y León	1,638.39	99.1	-0.7	12.34	98.6	1.4
Castilla - La Mancha	1,648.09	103.5	3.3	11.93	103.6	1.0
Cataluña	1,978.52	101.7	1.6	14.19	97.9	0.9
Comunitat Valenciana	1,660.18	103.5	0.0	12.14	102.6	0.2
Extremadura	1,547.31	103.6	2.3	11.29	104.0	3.7
Galicia	1,547.17	99.1	-0.4	11.03	95.9	-1.8
Madrid, Comunidad de	2,241.61	106.7	3.3	15.77	103.1	3.7
Murcia, Región de	1,622.39	103.4	-0.4	11.97	101.0	1.4
Navarra, Comunidad Foral de	1,844.79	96.2	-3.0	13.92	94.4	-1.0
País Vasco	2,128.85	101.2	1.4	15.87	96.2	2.1
Rioja, La	1,623.41	97.2	-1.2	12.13	96.0	2.4

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2012

Base año 2008

## Other Costs

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	673.15	106.5	0.9	4.90	104.7	1.2
Industry	794.48	111.4	4.6	5.40	105.9	5.1
Construction	843.79	114.0	4.4	5.60	110.5	4.9
Services	633.96	106.9	0.2	4.72	104.9	0.4

<sup>1</sup> Same quarter, previous year

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	673.15	106.5	0.9	4.90	104.7	1.2
Andalucía	622.53	102.7	-3.2	4.67	104.5	-2.1
Aragón	641.11	104.2	0.0	4.74	103.3	2.4
Asturias, Principado de	655.98	105.3	0.3	4.86	103.2	1.5
Balears, Illes	622.85	102.4	-5.1	4.53	101.3	-6.6
Canarias	548.28	97.4	-4.4	3.96	97.5	-4.3
Cantabria	633.26	101.6	2.7	4.64	99.8	3.8
Castilla y León	620.24	107.4	0.6	4.67	107.1	2.9
Castilla - La Mancha	666.21	112.5	8.6	4.83	112.6	6.4
Cataluña	721.42	106.9	0.3	5.18	103.0	-0.4
Comunitat Valenciana	614.07	104.0	-1.9	4.50	103.0	-1.3
Extremadura	560.75	104.5	0.0	4.09	104.6	1.0
Galicia	609.78	108.3	1.4	4.35	104.8	0.0
Madrid, Comunidad de	755.96	108.7	4.0	5.32	104.9	4.5
Murcia, Región de	649.63	112.7	2.8	4.79	110.4	4.6
Navarra, Comunidad Foral de	737.62	113.1	6.5	5.57	111.2	8.8
País Vasco	763.43	107.3	4.6	5.70	102.2	5.4
Rioja, La	630.54	107.3	4.8	4.71	105.8	8.8

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2012

Base año 2008

### Time worked

#### 1. National results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	151.1	137.5	14.5	167.8	152.6	16.4	85.7	78.9	7.0
Industry	162.9	147.3	19.0	170.1	153.5	20.3	86.8	81.1	5.7
Construction	164.2	150.8	14.1	170.6	156.5	14.8	85.3	80.2	5.1
Services	147.6	134.4	13.6	167.0	151.9	15.6	85.7	78.7	7.1

#### 2. Results by autonomous community

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	151.1	137.5	14.5	167.8	152.6	16.4	85.7	78.9	7.0
Andalucía	148.0	133.3	15.1	166.4	149.7	17.2	88.6	80.3	8.4
Aragón	151.3	135.3	16.8	168.4	150.2	19.0	80.1	72.8	7.4
Asturias, Principado de	151.0	134.9	16.7	165.9	148.0	18.5	80.1	72.4	7.8
Balears, Illes	151.2	137.5	14.1	167.3	151.8	15.9	86.5	79.8	6.9
Canarias	152.4	138.4	14.4	171.0	154.6	16.8	83.3	77.9	5.6
Cantabria	150.7	136.6	14.5	168.2	152.3	16.4	80.7	73.7	7.1
Castilla y León	147.8	132.8	15.5	166.1	148.9	17.8	77.4	70.7	6.9
Castilla - La Mancha	150.4	138.1	12.9	167.0	152.9	14.9	81.6	76.8	4.9
Cataluña	151.0	139.4	12.2	168.8	155.7	13.9	85.0	79.2	6.0
Comunitat Valenciana	150.2	136.7	14.0	168.1	152.7	15.9	90.0	82.8	7.2
Extremadura	149.2	137.1	12.5	165.5	152.2	13.7	78.1	71.1	7.1
Galicia	154.2	140.2	14.4	169.8	154.1	16.2	85.9	79.5	6.5
Madrid, Comunidad de	155.1	142.2	13.7	168.5	154.3	15.0	91.5	84.2	7.5
Murcia, Región de	150.1	135.6	15.0	167.8	151.5	17.0	88.6	80.6	8.1
Navarra, Comunidad Foral de	147.5	132.5	15.6	166.4	149.2	17.8	73.0	66.6	6.7
País Vasco	148.6	134.1	21.9	164.6	148.2	25.5	79.2	72.9	6.4
Rioja, La	148.9	133.9	15.4	167.3	150.4	17.3	75.5	68.2	7.5