

16 June 2017

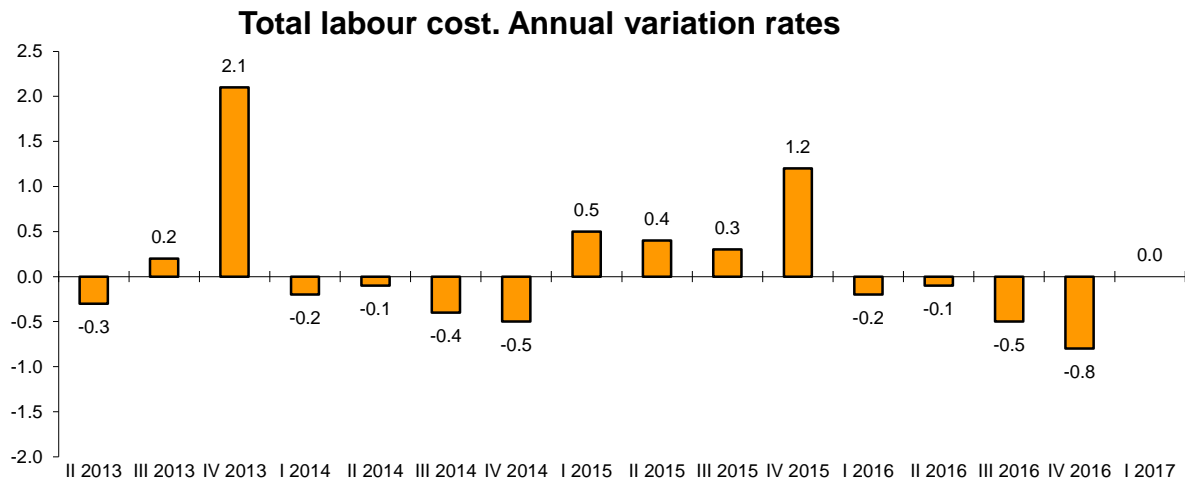
Quarterly Labour Cost Survey (QLCS) First quarter of 2017

Main results

- The labour cost of companies stands at 2,481.75 euros per worker and month in the first quarter of 2017, without variation as compared with the same period of 2016.
- Wage cost by worker and month decreases 0.2% and reaches 1,829.13 euros on average. In turn, other costs increase by 0.5%, standing at 652.62 euros per worker and per month.
- During the first quarter of 2017, the average agreed working week is 34.2 hours, considering together full-time and part-time. Of these, 3.2 hours per week are lost, of which 1.6 are due to vacations and holidays.
- The annual rate of the labour cost per effective hour decreased 4.3%, as a result of the increase in the number of hours worked. This was because the Holy Week was held in the second quarter this year, while in 2016 it was celebrated in in the first one.
- In the quarterly rate, and considering the results adjusted for seasonal and calendar effects, the labour cost per worker remained unchanged as compared with the previous quarter, while the labour cost per effective hour worked increased by 0.1%.
- According to seasonal and calendar effects adjusted results, both the labour cost per worker and the labour cost per effective hour worked decreased by 0.2% in the first quarter of 2017 compared with the same period in 2016.
- In the first quarter, the number of vacancies was 78,356. 88.3% were in the *Services* sector.

Labour cost by components

The labour cost remained unchanged in annual rate in the first quarter of 2017 and stood at 2,481.75 euros per worker and month.



Of the total cost per worker and month incurred by an employer for the use of the work factor, 1,829.13 euros corresponded to wages and 590.00 euros to compulsory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits...

The yearly rate of the wage cost—which is comprised of base salary, salary supplements, overtime payments, extraordinary payments, and delayed payments—measured in gross terms, decreased 0.2%, from 1,832.26 to 1,829.13 euros per worker and month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which remained at the same level than a year ago.

Other costs (non-wage costs) increased by 0.5%. Their main component, compulsory Social Security contributions, increased by 0.3%. Within the variation in non-wage payments, worth noting was the increase in direct social benefits and the decrease in other non-wage payments (end of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.).

The labour cost per hour decreased 4.3%. This decrease, which contrasts with the stability observed in the cost per worker, was due to the 4.5% increase in the number of hours effectively worked by the impact of the Holy Week. After removing this and the calendar effect, the estimated decline of the hourly cost is around 0.2%.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,481.75	0.0
Wage cost	1,829.13	-0.2
Other costs	652.62	0.5

Other costs (non-labour costs)

	Euros	Rate ¹
Total (other costs)	652.62	0.5
Compulsory contributions	590.00	0.3
Non-wage payments	74.48	0.8
Subsidies and allowances ²	11.85	-9.0

Wage cost

	Euros	Rate ¹
Total wage cost	1,829.13	-0.2
Ordinary wage cost	1,635.49	0.0

Cost per hour

	Euros	Rate ¹
Cost per effective hour	18.32	-4.3
Cost per paid hour	16.65	-0.1

¹ As compared to the same quarter of the previous year

² Subsidies are taken out of the other costs

Labour cost by economic sector

Industry is the only sector that increased its total labour cost this quarter. It presented growth in almost all the labour cost components.

Construction registered the greatest decrease in total labour cost. All components of this cost decreased, in particular other costs, due to the decrease in severance payments.

Within *Services*, the annual rate of the total labour cost decreased 0.1%. In this sector, worth noting was the increase in other costs, especially, in severance payments.

Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	2,481.75	0.0	1,829.13	-0.2	1,635.49	0.0	652.62	0.5
Industry	2,967.80	0.9	2,178.73	0.8	1,902.01	0.3	789.07	1.1
Construction	2,455.31	-1.3	1,702.05	-1.0	1,600.06	-0.2	753.26	-1.8
Services	2,393.60	-0.1	1,773.14	-0.3	1,588.58	0.0	620.46	0.6

¹ As compared to the same quarter of the previous year

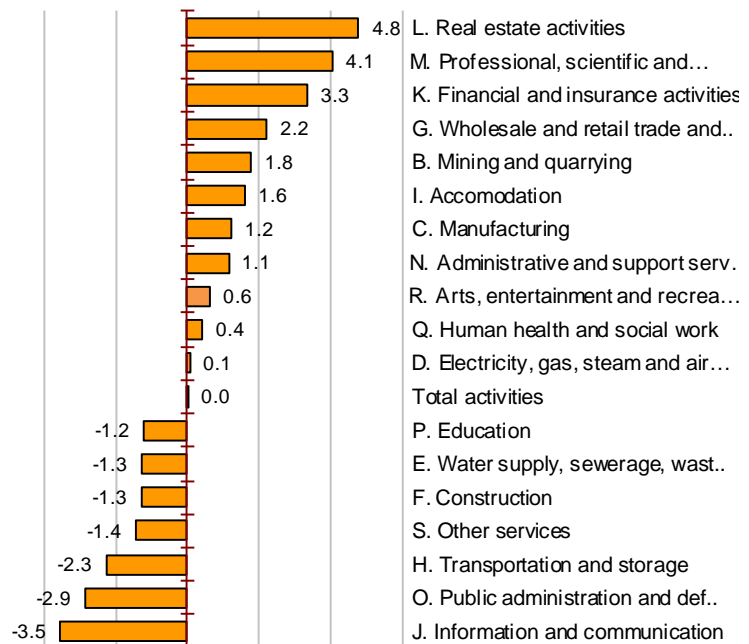
By activity sections, the increase of labour cost was higher in *Real Estate Activities, Professional, scientific and technical activities* and *Financial and insurance activities*.

By contrast, *Information and communications, Public Administration and Defence, Compulsory Social Security* and *Transport and Storage* registered the largest decreases.

Labour cost per worker and month

	Euros
D. Electricity, gas, steam and air..	5,903.76
K. Financial and insurance activiti	5,487.59
B. Mining and quarrying	4,254.99
J. Information and communication	3,604.16
M. Professional, scientific and...	3,110.52
C. Manufacturing	2,905.09
O. Public administration and def..	2,772.18
E. Water supply, sew erage, was	2,730.52
H. Transportation and storage	2,700.77
Q. Human health and social work	2,577.69
Total activities	2,481.75
F. Construction	2,455.31
L. Real estate activities	2,370.68
P. Education	2,225.25
G. Wholesale and retail trade and	2,182.93
N. Administrative and support ser	1,752.21
R. Arts, entertainment and recrea	1,671.70
S. Other services	1,648.13
I. Accomodation	1,464.01

Annual changes



Labour cost by Autonomous Community

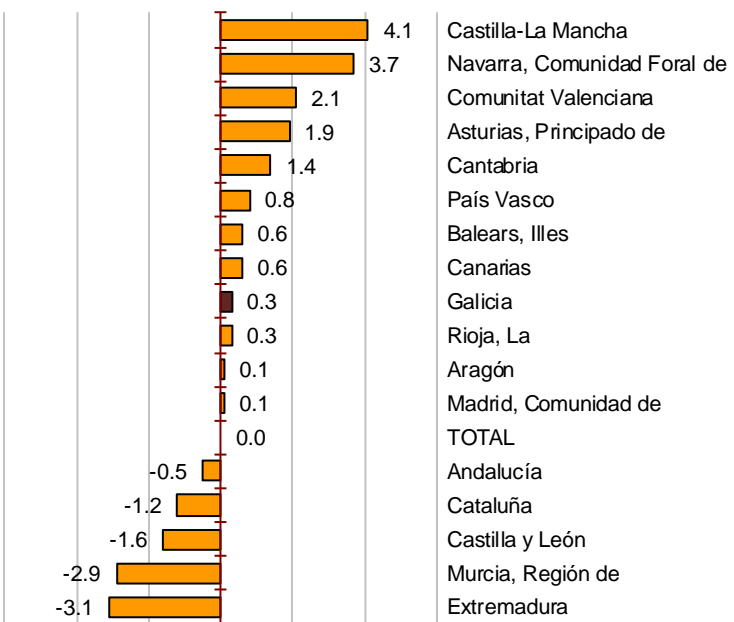
The labour cost in Comunidad de Madrid and País Vasco exceeded the national average by more than 350 euros. In Extremadura and Canarias said cost was the same amount lower than the average.

Looking at the annual cost growth, Castilla-La Mancha, Comunidad Foral de Navarra and Comunitat Valenciana showed the highest rates. On the contrary, Extremadura, Región de Murcia and Castilla y León recorded the largest decreases.

Labour cost per worker and month

	Euros
Madrid, Comunidad de	3,023.29
País Vasco	2,859.41
Navarra, Comunidad Foral de	2,635.76
Cataluña	2,590.80
Asturias, Principado de	2,521.79
TOTAL	2,481.75
Cantabria	2,365.30
Balears, Illes	2,310.18
Aragón	2,297.84
Rioja, La	2,265.33
Comunitat Valenciana	2,244.18
Castilla-La Mancha	2,234.81
Galicia	2,209.76
Andalucía	2,199.80
Castilla y León	2,191.10
Murcia, Región de	2,184.93
Canarias	2,117.95
Extremadura	1,972.26

Annual changes

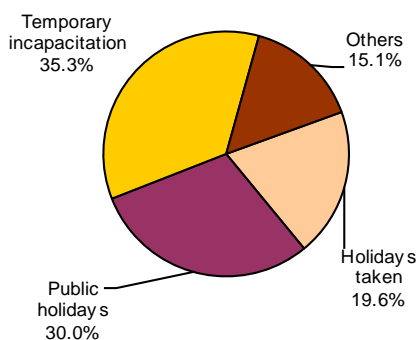


Working time

During the first quarter of 2017, the average agreed working week, considering full-time and part-time together, was 34.2 hours. Of these, an average of 3.2 hours were lost per week, most of which were due to vacations and public holidays (1.6).

After adding overtime and subtracting lost hours, the working week is reduced to 31.1 effective hours worked.

Non-worked hours



Other non-worked hours (various reasons)

	Percentage
Maternity	6.7%
Compensated absences	3.7%
Overtime compensation	2.0%
Labour conflicts	1.7%
Hours lost at work	0.5%
Other hours not worked and not paid	0.3%
Hours lost at work due economical or technical reas	0.1%
Other hours not worked but paid	0.1%

By type of **working day**, the wage difference between full-time and part-time workers was 4.58 euros per hour (14.14 euros/hour for full time versus 9.56 euros/hour for part time).

Regarding work time, full-time workers practically doubled the effective working hours performed by part-time workers (35.3 weekly hours as compared with 18.2).

Weekly hours¹

	Effective hours	Hours lost
Total workers	31.1	3.2
Full time	35.3	3.7
Part time	18.2	1.6

Labour cost per hour

	Euros	Rate ²
Total workers	13.50	-4.5
Full time	14.14	-4.4
Part time	9.56	-4.5

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

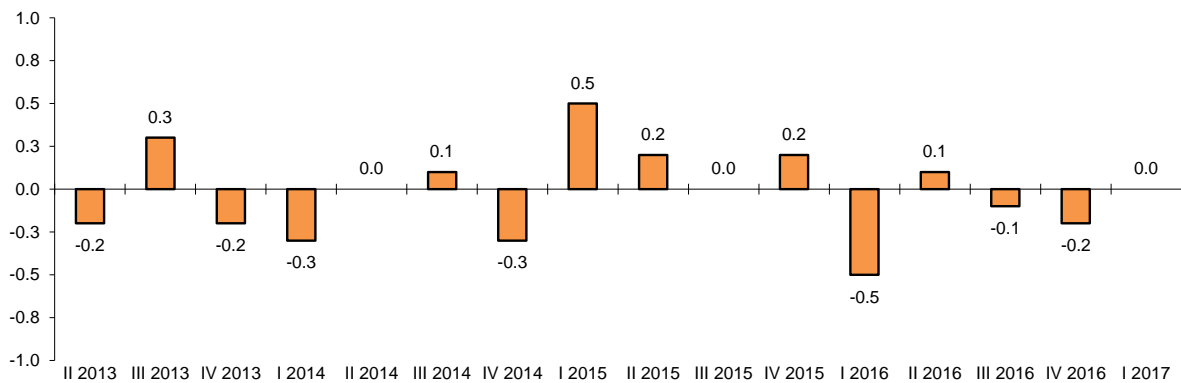
² Same quarter than last year

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 effects¹.

Between the first quarter of 2017 and the fourth quarter of 2016, the total labour costs did not vary, after adjusting for seasonal and calendar effects.

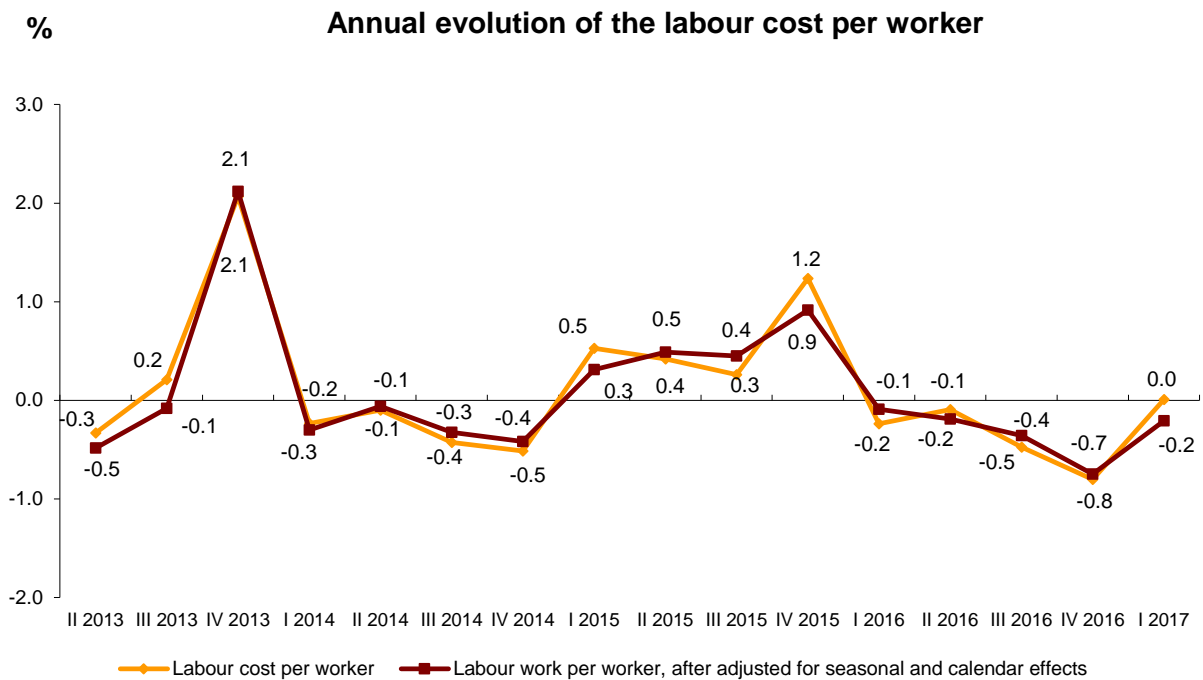
Total labour cost per worker. Quarterly variation rates after adjusting for seasonal and calendar effects



¹ These indicators have been seasonally adjusted in accordance with the INE Standard for adjusting seasonal and calendar effects in short-term series. This is available in the Methods and Standards section of the INE website.

Annual Labour Cost Evolution

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



Job vacancies

In the first quarter of 2017, the number of vacancies stood at 78,356. Of those, 88.3% were in the *Services* sector.

The majority of questioned units responded that they don't have vacancies to be filled this quarter because they don't need additional workers.

Vacancies by sector

	Vacancies	% of the total vacancies in each sector	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	78,356	100.0	100.0	93.4	4.8	1.8
Industry	6,118	7.8	100.0	94.7	3.6	1.7
Construction	3,052	3.9	100.0	93.5	4.5	2.0
Services	69,186	88.3	100.0	93.2	5.0	1.7

Vacancies by Autonomous Community

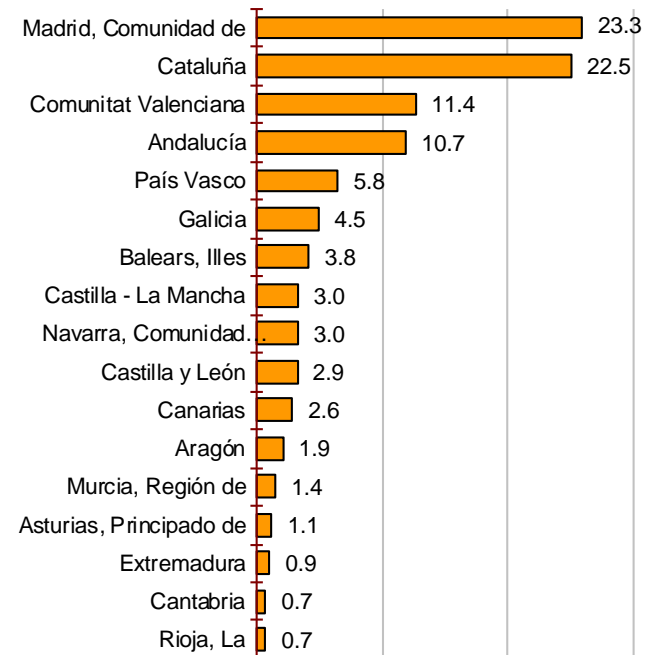
The communities with the largest number of vacancies in the first quarter were Comunidad de Madrid, Cataluña and Comunitat Valenciana. In turn, those with the least vacancies were La Rioja, Cantabria and Extremadura.

Looking at the percentage distribution, Comunidad de Madrid, Cataluña and Comunitat Valenciana concentrated over half of total vacancies this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	78,356
Madrid, Comunidad de	18,269
Cataluña	17,660
Comunitat Valenciana	8,935
Andalucía	8,369
País Vasco	4,564
Galicia	3,486
Balears, Illes	2,949
Castilla - La Mancha	2,326
Navarra, Comunidad Foral de	2,320
Castilla y León	2,274
Canarias	2,019
Aragón	1,492
Murcia, Región de	1,065
Asturias, Principado de	863
Extremadura	729
Cantabria	517
Rioja, La	519

Percent distribution



Quarterly Labour Cost Survey (QLCS)

First Quarter 2017

Base year 2012

Total Labour Cost

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,481.75	97.7	0.0	18.32	93.7	-4.3
Industry	2,967.80	100.5	0.9	19.90	92.4	-4.0
Construction	2,455.31	91.3	-1.3	16.26	86.0	-6.0
Services	2,393.60	97.9	-0.1	18.15	94.6	-4.2

¹ Same quarter, previous year

2. Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,481.75	97.7	0.0	18.32	93.7	-4.3
Andalucía	2,199.80	95.3	-0.5	16.65	92.3	-4.4
Aragón	2,297.84	94.9	0.1	17.51	92.3	-2.6
Asturias, Principado de	2,521.79	101.3	1.9	18.74	97.0	-1.9
Balears, Illes	2,310.18	97.7	0.6	17.33	98.9	-3.9
Canarias	2,117.95	100.5	0.6	15.18	95.7	-5.4
Cantabria	2,365.30	103.0	1.4	17.09	95.8	-3.4
Castilla y León	2,191.10	93.4	-1.6	16.76	90.8	-3.5
Castilla - La Mancha	2,234.81	95.9	4.1	16.53	93.5	-1.2
Cataluña	2,590.80	95.1	-1.2	18.84	89.5	-5.9
Comunitat Valenciana	2,244.18	97.4	2.1	16.60	93.2	-4.9
Extremadura	1,972.26	92.0	-3.1	15.36	92.9	-4.1
Galicia	2,209.76	100.2	0.3	16.11	96.2	-4.2
Madrid, Comunidad de	3,023.29	102.4	0.1	21.79	99.3	-2.6
Murcia, Región de	2,184.93	94.9	-2.9	16.05	88.8	-6.1
Navarra, Comunidad Foral de	2,635.76	99.6	3.7	19.63	92.6	-4.3
País Vasco	2,859.41	96.2	0.8	21.81	90.3	-4.2
Rioja, La	2,265.33	96.2	0.3	16.63	88.5	-6.3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2017

Base year 2012

Wage cost

1. National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,829.13	97.1	-0.2	13.50	93.2	-4.5
Industry	2,178.73	100.3	0.8	14.61	92.2	-4.1
Construction	1,702.05	90.9	-1.0	11.27	85.5	-5.8
Services	1,773.14	97.0	-0.3	13.44	93.8	-4.5

¹ Same quarter, previous year

2. Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,829.13	97.1	-0.2	13.50	93.2	-4.5
Andalucía	1,602.09	94.3	-0.7	12.13	91.4	-4.6
Aragón	1,676.93	93.9	0.6	12.78	91.4	-2.1
Asturias, Principado de	1,834.89	100.0	0.7	13.64	95.8	-3.0
Balears, Illes	1,702.72	97.7	0.5	12.78	98.9	-3.9
Canarias	1,550.09	99.8	0.7	11.11	95.0	-5.3
Cantabria	1,725.14	102.2	0.6	12.47	95.0	-4.1
Castilla y León	1,592.92	93.3	-1.6	12.18	90.7	-3.6
Castilla - La Mancha	1,614.03	94.7	3.5	11.94	92.3	-1.8
Cataluña	1,920.28	94.4	-1.0	13.96	88.8	-5.9
Comunitat Valenciana	1,652.44	97.4	2.0	12.22	93.1	-5.0
Extremadura	1,438.02	90.5	-4.1	11.20	91.4	-5.1
Galicia	1,610.01	99.5	0.9	11.74	95.5	-3.6
Madrid, Comunidad de	2,264.82	102.3	-0.3	16.32	99.2	-3.0
Murcia, Región de	1,600.91	94.6	-3.4	11.76	88.6	-6.6
Navarra, Comunidad Foral de	1,942.08	99.8	3.8	14.47	92.8	-4.2
País Vasco	2,095.30	94.2	0.0	15.98	88.4	-4.9
Rioja, La	1,671.02	96.1	0.3	12.26	88.3	-6.3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2017

Base year 2012

Other Costs

1. National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	652.62	99.4	0.5	4.82	95.3	-3.8
Industry	789.07	101.0	1.1	5.29	93.0	-3.8
Construction	753.26	92.3	-1.8	4.99	87.1	-6.4
Services	620.46	100.3	0.6	4.71	97.1	-3.3

¹ Same quarter, previous year

2. Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	652.62	99.4	0.5	4.82	95.3	-3.8
Andalucía	597.71	98.0	0.1	4.52	95.0	-3.8
Aragón	620.91	97.6	-1.1	4.73	94.8	-3.9
Asturias, Principado de	686.90	105.0	5.4	5.10	100.4	1.2
Balears, Illes	607.46	97.7	0.8	4.55	98.9	-4.0
Canarias	567.86	102.6	0.2	4.07	97.6	-5.8
Cantabria	640.16	105.1	3.6	4.62	97.9	-1.5
Castilla y León	598.18	93.7	-1.5	4.58	91.2	-3.4
Castilla - La Mancha	620.78	99.2	5.7	4.59	96.8	0.4
Cataluña	670.52	97.2	-1.5	4.88	91.6	-6.2
Comunitat Valenciana	591.74	97.5	2.3	4.38	93.2	-4.6
Extremadura	534.24	96.2	-0.4	4.16	97.0	-1.2
Galicia	599.75	102.0	-1.2	4.37	98.0	-5.8
Madrid, Comunidad de	758.47	102.8	1.3	5.47	99.6	-1.4
Murcia, Región de	584.02	95.5	-1.5	4.29	89.6	-4.7
Navarra, Comunidad Foral de	693.68	99.1	3.4	5.16	92.0	-4.6
País Vasco	764.11	102.3	2.9	5.83	96.0	-2.2
Rioja, La	594.31	96.4	0.2	4.37	89.0	-6.2

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2017

Base year 2012

Working day

1. 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	148.7	135.5	13.9	168.7	153.4	16.0	85.5	79.0	7.1
Industry	163.0	149.1	15.0	170.4	155.7	15.9	90.8	85.0	6.0
Construction	163.6	151.0	13.3	170.8	157.4	14.0	83.6	79.2	4.5
Services	145.1	131.9	13.7	168.2	152.5	16.2	85.3	78.6	7.2

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	148.7	135.5	13.9	168.7	153.4	16.0	85.5	79.0	7.1
Andalucía	146.8	132.1	15.3	168.3	151.0	17.9	87.9	80.2	8.1
Aragón	146.1	131.2	15.7	168.3	150.8	18.5	78.5	71.8	7.5
Asturias, Principado de	148.6	134.6	14.8	167.4	151.1	17.1	83.2	77.1	6.9
Balears, Illes	148.7	133.3	15.8	168.6	150.9	18.2	93.1	84.1	9.2
Canarias	153.8	139.6	14.8	171.4	155.2	16.8	92.0	84.7	7.6
Cantabria	150.7	138.4	12.8	168.6	154.6	14.6	87.0	80.8	6.6
Castilla y León	145.6	130.7	15.3	167.8	150.0	18.4	80.8	74.5	6.5
Castilla - La Mancha	146.3	135.2	11.7	168.5	155.4	13.7	79.6	74.4	5.6
Cataluña	149.1	137.5	12.4	169.2	155.6	14.4	85.4	80.1	5.9
Comunitat Valenciana	147.0	135.2	12.3	169.8	155.9	14.5	85.9	79.7	6.6
Extremadura	142.5	128.4	14.4	167.7	150.3	17.7	79.2	73.2	6.3
Galicia	150.7	137.2	14.1	169.1	153.7	16.0	84.4	77.8	7.0
Madrid, Comunidad de	152.3	138.8	14.2	169.2	154.1	15.8	88.4	81.1	8.2
Murcia, Región de	148.6	136.2	13.1	169.1	154.7	15.2	88.7	82.1	7.0
Navarra, Comunidad Foral de	146.9	134.3	13.4	166.7	152.2	15.2	80.2	73.9	7.5
País Vasco	145.5	131.1	14.8	164.5	147.8	17.2	77.3	71.5	6.2
Rioja, La	147.8	136.3	12.1	168.5	155.0	13.9	78.6	73.2	5.9

Quarterly Labour Cost Survey (QLCS)

First Quarter 2017

Base year 2012

Data adjusted for seasonal and calendar effects

1. 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	2,481.75	0.0	2,480.21	-0.2	2,537.26	-0.2
Wages costs	1,829.13	-0.2	1,828.70	-0.2	1,894.21	-0.3
Other costs	652.62	0.5	651.51	0.1	643.05	0.1

¹ Same quarter as the previous year

2. Hourly labour cost

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net costs	18.32	-4.3	18.61	-0.2	19.75	-0.2
Wages costs	13.50	-4.5	13.72	-0.3	14.73	-0.3
Other costs	4.82	-3.8	4.89	0.0	5.02	0.0

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

First Quarter 2017

Base year 2012

Vacancies

1. 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	78,356	100.0	100.0	93.4	4.8	1.8
Industry	6,118	7.8	100.0	94.7	3.6	1.7
Construction	3,052	3.9	100.0	93.5	4.5	2.0
Services	69,186	88.3	100.0	93.2	5.0	1.7

2. 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	78,356	100.0	100	93.4	4.8	1.8
Andalucía	8,369	10.7	100	92.2	6.0	1.8
Aragón	1,492	1.9	100	96.3	2.1	1.5
Asturias, Principado de	863	1.1	100	95.2	4.0	0.8
Balears, Illes	2,949	3.8	100	94.7	4.3	1.0
Canarias	2,019	2.6	100	89.0	8.3	2.6
Cantabria	517	0.7	100	92.5	5.2	2.3
Castilla y León	2,274	2.9	100	92.0	4.4	3.7
Castilla - La Mancha	2,326	3.0	100	88.9	8.1	3.0
Cataluña	17,660	22.5	100	94.7	4.0	1.3
Comunitat Valenciana	8,935	11.4	100	94.0	4.9	1.1
Extremadura	729	0.9	100	90.1	7.0	2.9
Galicia	3,486	4.5	100	90.9	6.9	2.2
Madrid, Comunidad de	18,269	23.3	100	95.5	2.9	1.6
Murcia, Región de	1,065	1.4	100	94.7	3.7	1.6
Navarra, Comunidad Foral de	2,320	3.0	100	95.7	1.6	2.6
País Vasco	4,564	5.8	100	94.8	3.8	1.4
Rioja, La	519	0.7	100	95.4	3.5	1.1