

16 September 2011

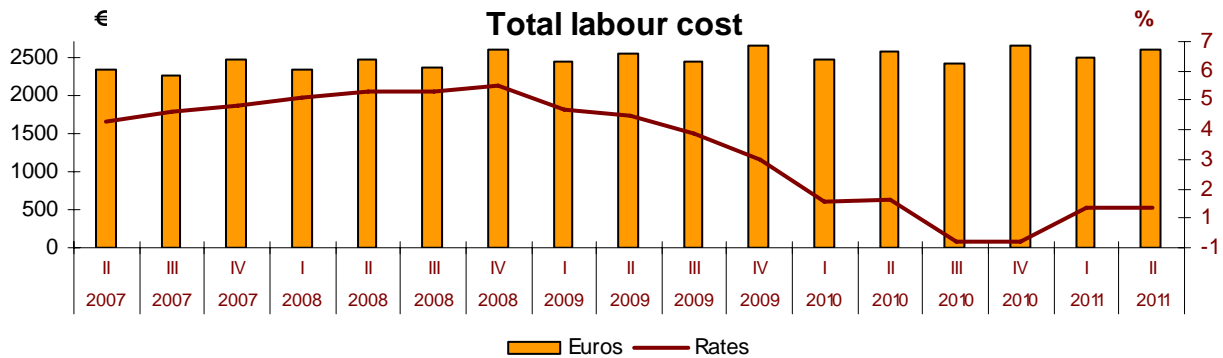
Quarterly Labour Cost Survey (QLCS)
Second quarter of 2011

Main results

- **The labour cost** of companies **increases 0.8%** in the second quarter of 2011, as compared with the same period of 2010, standing at 2,599.79 euros. This increase is similar to that experienced in the previous quarter.
- **The wage cost per worker per month increases 0.6%**, reaching 1,938.78 euros on average. In turn, **other costs increase 1.5%**, standing at 661.01 euros per worker per month.
- The working day decreases 0.7% interannually. This quarter, 4.2 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 1.5% in the second quarter.

Labour cost by component

The labour cost per worker per month reached 2,599.79 euros for the second quarter of 2011, indicating an increase of 0.8%, as compared with the same period of 2010.



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,938.78 euros corresponded to wages, and 572.06 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The wage cost, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 0.6% in interannual variation, from 1,926.75 euros per worker per month to 1,938.78 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 0.8%.

Other costs (non-wage costs) increased 1.5%. Their main component, obligatory Social Security contributions, increased 0.9%. Within the increase of non-wage payments worth noting the increase of compensation for dismissal and the decrease in the others components.

The labour cost per hour increased 1.5%. This increase, greater than that of the cost per worker, was due to a decrease of 0.7% in the number of hours effectively worked.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,599.79	0.8
Wage cost	1,938.78	0.6
Other costs	661.01	1.5

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	661.01	1.5
Obligatory contributions	572.06	0.9
Non-wage payments	108.75	4.8
Subsidies and bonuses ²	19.80	2.7

Wage cost

	Euros	Rate ¹
Total wage cost	1,938.78	0.6
Ordinary wage cost	1,627.17	0.8

¹ Same quarter last year

Hourly cost

	Euros	Rate ¹
Effective hourly cost	19.34	1.5
Cost per hour paid	17.06	1.4

² Subsidies are subtracted from other costs

Labour cost by economic sector

Construction was the activity sector with the greatest increase in total labour cost. In this sector, worth noting was the growth in the total wage cost, due to the increase in extraordinary payments, and in other costs, particularly compensation for dismissal.

Industry presented the greatest growth in wage cost. Conversely, other costs decreased, due to the drop in compensation for dismissal.

The *Services* sector presented a decrease in labour cost, due to the increase of ordinary wage and the drop of extraordinary payments. In turn, the other costs presented the greatest increase due the rise in compensation for dismissal.

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	2,599.79	0.8	1,938.78	0.6	1,627.17	0.8	661.01	1.5
Industry	2,911.71	1.6	2,165.68	3.1	1,807.15	2.4	746.03	-2.6
Construction	2,721.41	3.0	1,933.53	3.2	1,583.01	1.4	787.88	2.5
Services	2,523.16	0.6	1,893.14	-0.2	1,595.27	0.4	630.02	2.8

¹ Same quarter last year

Labour cost by Autonomous Community

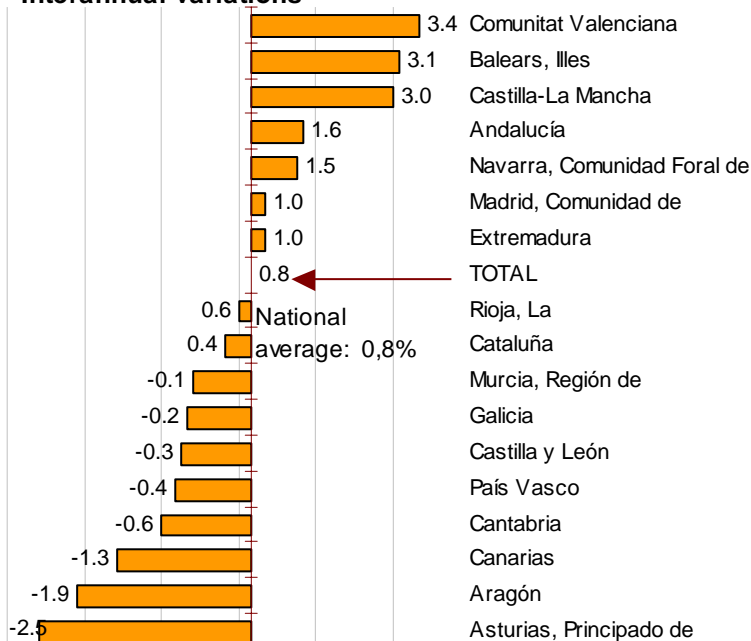
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura, Canarias and Galicia, said labour cost was the same amount lower than the national average.

Considering the interannual growth of this cost, Comunitat Valenciana, Illes Balears and Castilla-La Mancha presented the highest rates. Conversely, Canarias, Principado de Asturias and Aragón registered the greatest decreases.

Labour cost per worker per month

	Euros
Madrid, Comunidad de	2,941.93
País Vasco	2,885.81
Cataluña	2,815.77
Navarra, Comunidad Foral de	2,705.77
TOTAL	2,599.79
Asturias, Principado de	2,578.06
Aragón	2,506.89
Rioja, La	2,483.93
Balears, Illes	2,447.78
Andalucía	2,441.86
Murcia, Región de	2,420.83
Comunitat Valenciana	2,383.14
Castilla-La Mancha	2,378.70
Castilla y León	2,370.91
Cantabria	2,346.35
Galicia	2,273.99
Extremadura	2,263.96
Canarias	2,173.01

Interannual variations

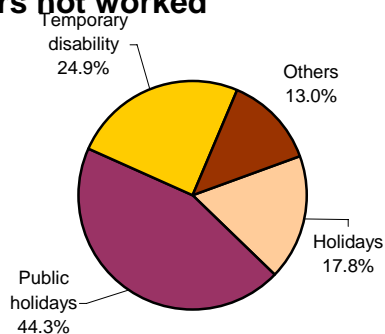


Working time

During the second quarter of 2011, the average agreed working week, considering full-time and part-time together, was 34.9 hours. Of these, an average of 4.2 hours were lost per week, approximately half of which was due to holidays taken and public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 30.9 effective hours worked.

Hours not worked



Other hours not worked (different reasons)

	Porcentaje
Maternity	49.2%
Paid leave	18.0%
Overtime compensation	15.3%
Labour disputes	7.9%
Hours lost at the workplace	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 4.71 euros per hour (14.95 euros/hour for full-time and 10.24 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (34.1 hours for full-time workers as compared with 17.7 hours for part-time workers).

Hours per week¹

	Effective hours	Lost hours
Total workers	30.9	4.2
Full-time	34.1	4.7
Part-time	17.7	2.1

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

Hourly wage cost

	Euros	Rate ²
Total workers	14.42	1.3
Full-time	14.95	1.6
Part-time	10.24	2.2

² Same quarter last year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2011

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	2,599.79	106.9	0.8	19.34	107.4	1.5
Industry	2,911.71	107.7	1.6	20.33	105.1	1.0
Construction	2,721.41	111.4	3.0	18.39	109.8	3.2
Services	2,523.16	106.7	0.6	19.23	107.3	1.3

¹ 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	2,599.79	106.9	0.8	19.34	107.4	1.5
Andalucía	2,441.86	107.6	1.6	18.24	109.0	2.5
Aragón	2,506.89	105.1	-1.9	18.72	105.3	-1.5
Asturias, Principado de	2,578.06	107.5	-2.5	19.62	108.1	-0.9
Balears, Illes	2,447.78	106.3	3.1	17.87	105.5	4.4
Canarias	2,173.01	104.2	-1.3	15.96	106.1	-0.9
Cantabria	2,346.35	102.1	-0.6	17.49	102.0	-0.5
Castilla y León	2,370.91	106.3	-0.3	17.92	106.2	-0.4
Castilla - La Mancha	2,378.70	108.9	3.0	17.91	113.3	6.0
Cataluña	2,815.77	107.5	0.4	20.96	107.4	0.5
Comunitat Valenciana	2,383.14	108.6	3.4	17.78	109.8	6.0
Extremadura	2,263.96	111.5	1.0	16.80	113.7	3.1
Galicia	2,273.99	107.0	-0.2	16.66	106.5	1.0
Madrid, Comunidad de	2,941.93	105.2	1.0	21.52	105.6	1.0
Murcia, Región de	2,420.83	112.8	-0.1	18.17	112.2	1.1
Navarra, Comunidad Foral de	2,705.77	105.3	1.5	20.44	103.4	0.0
País Vasco	2,885.81	102.5	-0.4	22.03	99.8	-1.4
Rioja, La	2,483.93	110.0	0.6	18.73	109.7	1.5

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2011

Base año 2008

Wages and Salaries

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,938.78	107.7	0.6	14.42	108.2	1.3
Industry	2,165.68	108.9	3.1	15.12	106.2	2.6
Construction	1,933.53	113.5	3.2	13.06	111.8	3.3
Services	1,893.14	106.8	-0.2	14.43	107.4	0.6

¹ 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	1,938.78	107.7	0.6	14.42	108.2	1.3
Andalucía	1,804.73	108.5	0.9	13.48	109.9	1.8
Aragón	1,872.00	105.7	-1.0	13.98	106.0	-0.6
Asturias, Principado de	1,932.12	108.8	-3.1	14.71	109.4	-1.4
Balears, Illes	1,761.13	103.9	0.0	12.86	103.1	1.2
Canarias	1,600.56	105.1	1.1	11.75	107.0	1.5
Cantabria	1,735.76	103.7	-0.3	12.94	103.6	-0.1
Castilla y León	1,756.05	106.3	-0.1	13.27	106.1	-0.2
Castilla - La Mancha	1,781.63	111.9	3.8	13.41	116.4	6.9
Cataluña	2,123.72	109.2	0.3	15.81	109.1	0.5
Comunitat Valenciana	1,751.46	109.2	2.2	13.06	110.4	4.6
Extremadura	1,707.10	114.3	1.6	12.67	116.7	3.7
Galicia	1,688.91	108.2	-0.5	12.37	107.6	0.7
Madrid, Comunidad de	2,212.04	105.3	1.1	16.18	105.8	1.1
Murcia, Región de	1,777.68	113.3	-1.1	13.34	112.6	0.1
Navarra, Comunidad Foral de	2,015.88	105.1	1.1	15.23	103.3	-0.4
País Vasco	2,156.02	102.5	-1.2	16.46	99.8	-2.2
Rioja, La	1,870.96	112.0	-0.3	14.11	111.7	0.6

¹ Same quarter, previous year

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Second Quarter 2011

Base año 2008

Other Costs

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	661.01	104.6	1.5	4.92	105.1	2.3
Industry	746.03	104.6	-2.6	5.21	102.2	-3.2
Construction	787.88	106.5	2.5	5.33	105.1	2.9
Services	630.02	106.2	2.8	4.80	106.7	3.4

¹ 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	661.01	104.6	1.5	4.92	105.1	2.3
Andalucía	637.13	105.1	3.8	4.76	106.5	4.6
Aragón	634.89	103.2	-4.3	4.74	103.3	-3.9
Asturias, Principado de	645.94	103.7	-0.8	4.91	104.2	0.8
Balears, Illes	686.65	112.9	12.2	5.01	112.1	13.6
Canarias	572.45	101.7	-7.5	4.21	103.7	-6.9
Cantabria	610.59	97.9	-1.5	4.55	97.8	-1.5
Castilla y León	614.86	106.5	-0.7	4.65	106.7	-0.9
Castilla - La Mancha	597.07	100.8	0.5	4.50	104.9	3.7
Cataluña	692.05	102.6	0.5	5.15	102.4	0.6
Comunitat Valenciana	631.68	106.9	7.0	4.72	108.0	9.8
Extremadura	556.86	103.8	-0.9	4.13	105.6	1.2
Galicia	585.08	103.9	0.7	4.29	103.4	2.1
Madrid, Comunidad de	729.89	105.0	0.8	5.34	105.3	0.8
Murcia, Región de	643.15	111.6	2.9	4.83	111.3	4.1
Navarra, Comunidad Foral de	689.89	105.8	2.5	5.21	104.0	1.0
País Vasco	729.79	102.6	1.9	5.57	99.8	0.9
Rioja, La	612.97	104.3	3.6	4.62	103.8	4.3

¹ Same quarter, previous year

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Second Quarter 2011

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	152	134.5	18.1	167.9	148.3	20.3	86.1	77.2	9.1
Industry	163	143.2	20.9	170.1	149.3	22	86	78	8.2
Construction	165.3	148	17.9	170.7	152.8	18.6	86.8	79.1	7.9
Services	148.3	131.2	17.6	167	147.4	20.2	86.1	77.1	9.2

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	152	134.5	18.1	167.9	148.3	20.3	86.1	77.2	9.1
Andalucía	149.4	133.9	16.1	166.7	149.2	18.2	88.7	80	8.9
Aragón	152.8	133.9	19.8	168.6	147.5	22.1	82.2	73	9.3
Asturias, Principado de	151.5	131.4	20.7	165.8	143.5	23	78.7	69.8	9
Balears, Illes	152.5	137	16	168.6	150.7	18.6	95.7	88.9	7
Canarias	154.7	136.2	18.9	170.6	149.7	21.3	82.9	75.2	7.9
Cantabria	152.7	134.2	19.1	168	147.6	21	82.9	72.9	10.1
Castilla y León	149.7	132.3	17.8	166.6	146.9	20.2	79	71.5	7.6
Castilla - La Mancha	151	132.8	18.8	167	146.7	21	82.4	73.5	9.1
Cataluña	151.4	134.4	17.8	168.7	149.4	20.2	84.9	76.5	8.6
Comunitat Valenciana	151.9	134.1	18.3	168.5	148.3	20.8	88.8	79.9	8.9
Extremadura	151.4	134.8	17	166.4	148.5	18.4	81	70.1	10.9
Galicia	154.2	136.5	18.3	169.9	150.1	20.4	84.3	75.6	8.8
Madrid, Comunidad de	154.8	136.7	18.8	168.1	148.5	20.5	89.6	79.6	10.6
Murcia, Región de	151.9	133.3	19.4	168.3	147.4	21.9	92.2	82	10.4
Navarra, Comunidad Foral de	150	132.4	18.4	166.4	146.4	20.9	78	70.8	7.5
País Vasco	150	131	19.5	164.7	143.6	21.8	81.4	72.5	9.1
Rioja, La	152.9	132.6	20.7	167.5	145.4	22.6	84.5	72.9	11.9