

17 September 2015

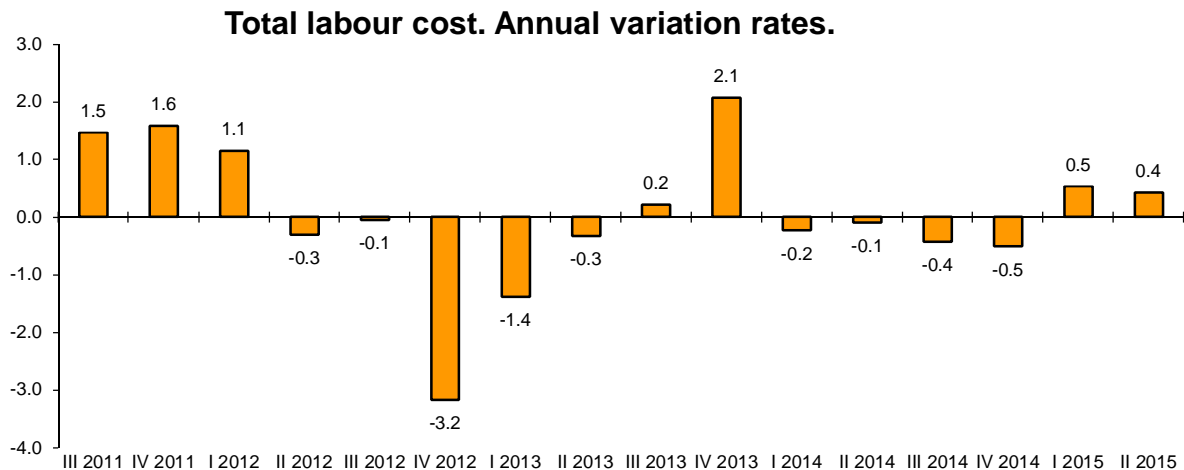
Quarterly Labour Cost Survey (QLCS)
Second quarter of 2015

Main results

- The labour cost of companies increases 0.4% in the second quarter of 2015, as compared to the same period of 2014, standing at 2,591.50 euros per worker per month.
- The wage cost per worker per month increases by 0.6%, standing at an average of 1,941.74 euros. In turn, other costs decrease by 0.2%, standing at 649.76 euros per worker and per month.
- During the second quarter of 2015, the average agreed working day is 34.3 hours, considering together full-time and part-time. Among them, an average of 4.2 hours per week are lost, most of them (46.9%) are due to holiday periods.
- The labour cost per effective hour worked increases 0.2% in the annual rate, less than the wage cost per worker, as a consequence of the higher number of hours worked.
- In the quarterly rate, and considering the results adjusted for seasonal and calendar effects, the wage cost per worker increases by 0.2% and the wage cost per effective hour worked does so by 0.2%.
- Regarding the seasonally and calendar adjusted data, the wage cost per worker increases 0.4% in the second quarter of 2015, as compared to the same period of 2014, and the cost per effective hour worked increases 0.4%.
- In the second quarter of 2015, the number of vacancies was 60,103. 85.6% were registered in the *Services* sector.

Labour cost by component

The labour cost per worker per month reached 2,591.50 euros in the second quarter of 2015, indicating an increase of 0.4% as compared to the same period of the previous year.



Of the total cost per worker per month incurred by an employer in use of the work factor, 1,941.74 euros corresponded to wages, and 588.87 to compulsory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The wage cost (comprising base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms) increased by 0.6% in its annual rate, standing at 1,941.74 euros. Excluding the variable factor in wages (extraordinary and delayed payments), ordinary wage costs are obtained, which increased by 0.2%.

Other costs (non-wage costs) decreased 0.2% in the annual rate. Their main component, compulsory Social Security contributions, increased by 1.1%. Worth noting are the increase of subsidies and allowances of the Social Security contributions (33.2%). In turn, the decrease in non-wage payments is mainly due to the decrease of severance payments and direct social benefits (Supplementary Social Security benefits paid by the employer).

The labour cost per hour increased 0.2%. This increase, lower than the cost per worker, is due to the increase of 0.3% in the number of effective working hours. After adjusting this and the calendar effect, the estimated increase of the cost per hour is 0.4%.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,591.50	0.4
Wage cost	1,941.74	0.6
Other costs	649.76	-0.2

Other costs (non-labour costs)

	Euros	Rate ¹
Total (other costs)	649.76	-0.2
Compulsory contributions	588.87	1.1
Non-wage payments	74.18	-5.4
Subsidies and allowances ²	13.28	33.2

Wage cost

	Euros	Rate ¹
Total wage cost	1,941.74	0.6
Ordinary wage cost	1,634.66	0.2

Cost per hour

	Euros	Rate ¹
Cost per effective hour	19.71	0.2
Cost per paid hour	17.32	0.4

¹ As compared to the same quarter of the previous year

² Subsidies are taken out of the other costs

Labour cost according to economic sectors

Services registered the greatest increase of 0.8% in total labour cost. It is also worth noting the growth in this sector of total wage costs, which is greater than the increase of ordinary wage, due to the increase of extraordinary and delayed payments.

Industry registered a total labour cost with an annual rate of -0.4. It is also worth noting the decrease in the other costs, in particular that of in dismissals and end-of-contract compensations.

Construction registered the greatest decrease in labour cost of -0.8% as a consequence of the decrease of the wage component. In turn, it registered the greatest increase of other costs, due to the increase of 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	2,591.50	0.4	1,941.74	0.6	1,634.66	0.2	649.76	-0.2
Industry	3,081.44	-0.4	2,304.29	0.2	1,894.26	0.2	777.15	-2.2
Construction	2,781.72	-0.8	1,984.85	-1.4	1,631.74	-0.3	796.87	0.9
Services	2,487.58	0.8	1,871.37	0.9	1,586.52	0.2	616.21	0.2

¹ As compared to the same quarter of the previous year

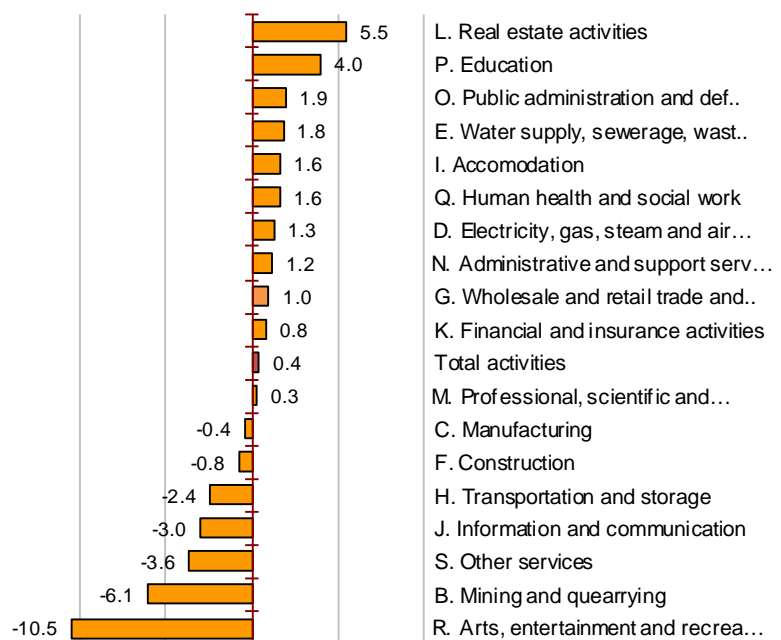
By activity sectors, it was observed that the highest increases of the labour cost were registered in *Real Estate activities, Education, Public administration and Defence; Compulsory social security.*

In turn, *Arts, entertainment and recreation activities, Extractive industries and Other services* registered the greatest decreases.

Labour cost per worker and month

	Euros
D. Electricity, gas, steam and air...	6,581.92
K. Financial and insurance activiti	4,702.48
B. Mining and quearrying	3,919.52
J. Information and communication	3,538.51
O. Public administration and def..	3,229.22
C. Manufacturing	3,006.92
M. Professional, scientific and...	2,908.99
E. Water supply, sewerage, w as	2,835.70
Q. Human health and social work	2,830.89
F. Construction	2,781.72
H. Transportation and storage	2,754.03
Total activities	2,591.50
P. Education	2,515.14
L. Real estate activities	2,294.76
G. Wholesale and retail trade and	2,174.44
R. Arts, entertainment and recrea	1,803.73
S. Other services	1,780.91
N. Administrative and support sei	1,760.51
I. Accomodation	1,554.54

Annual changes



Labour cost by Autonomous Community

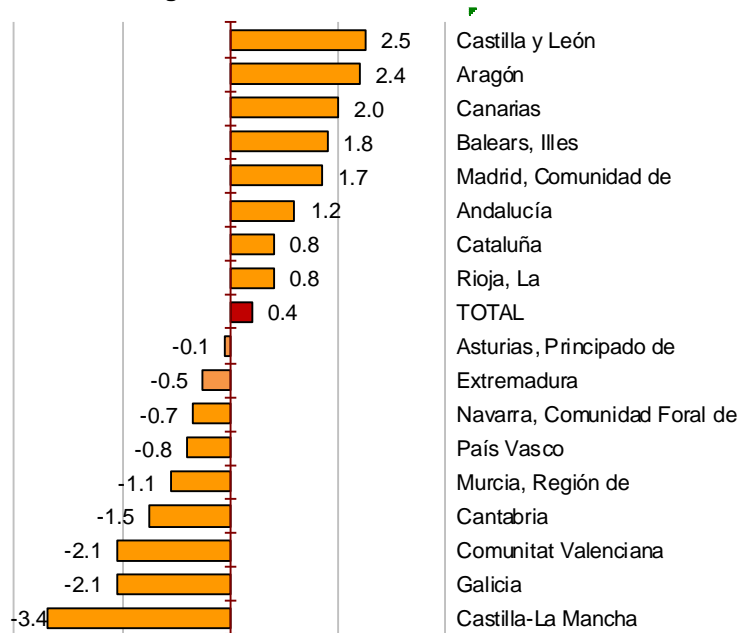
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura, Canarias, Galicia, Comunitat Valenciana and Castilla-La Mancha this labour cost was lower than the national average by the same quantity.

Considering the annual growth of this cost, Castilla y León, Aragón and Canarias registered the highest growth rates, whereas Castilla-La Mancha, Galicia and Comunitat Valenciana registered the highest decreases.

Labour cost per worker and month

	Euros
Madrid, Comunidad de	3,088.29
País Vasco	2,967.49
Cataluña	2,770.62
Navarra, Comunidad Foral de	2,654.84
TOTAL	2,591.50
Asturias, Principado de	2,581.36
Aragón	2,572.70
Rioja, La	2,468.78
Andalucía	2,386.29
Balears, Illes	2,363.71
Castilla y León	2,328.43
Cantabria	2,322.30
Murcia, Región de	2,294.24
Castilla-La Mancha	2,289.29
Comunitat Valenciana	2,259.31
Galicia	2,242.86
Canarias	2,207.07
Extremadura	2,143.76

Annual changes

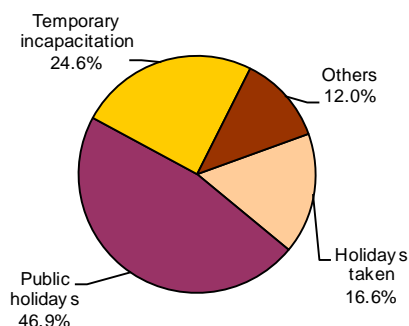


Working time

During the second quarter of 2015, the average agreed working week, considering full-time and part-time together, was 34.3 hours. Among them, an average of 4.2 hours was lost per week, most of them due to holiday periods (46.9%).

After adding overtime and subtracting lost hours, the working week was reduced to 30.2 effective hours worked this quarter.

Non-worked hours



Other non-worked hours (various reasons)

	Percentage
Maternity	5.3%
Compensated absences	2.4%
Overtime compensation	1.5%
Labour conflicts	1.4%
Hours lost at work	1.0%
Other hours not worked and not paid	0.2%
Hours lost at work due economical or technical rea	0.1%
Other hours not worked but paid	0.1%

According to the **type of working day**, the wage difference between full and part-time workers was 5.31 euros per hour (15.52 euros/hour for full-time and 10.21 euros/hour for part-time).

Regarding the time worked, full-time workers almost doubled the effective hours worked by part-time workers (34.0 hours per week as compared to 18.0 hours).

Weekly hours¹			Labour cost per hour		
	Effective hours	Hours lost	Euros	Rate ²	
Total workers	30.2	4.2	Total workers	14.77	0.4
Full time	34.0	4.9	Full time	15.52	0.6
Part time	18.0	2.2	Part time	10.21	-0.2

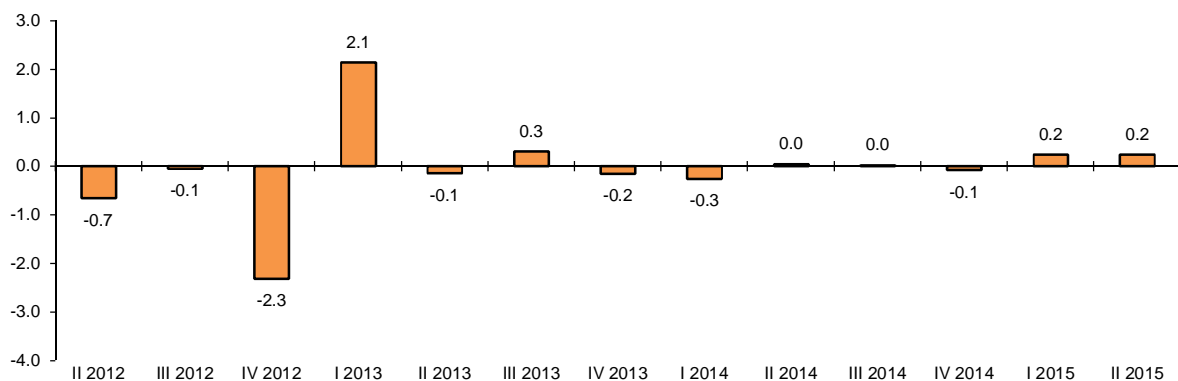
¹For calculation purposes, a month is considered to have 4.35 weeks ² Same quarter than last year

Calendar and seasonally adjusted series

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 second quarter of 2015 and the first quarter, the total labour costs changed 0.2%, after adjusting for seasonal and calendar effects.

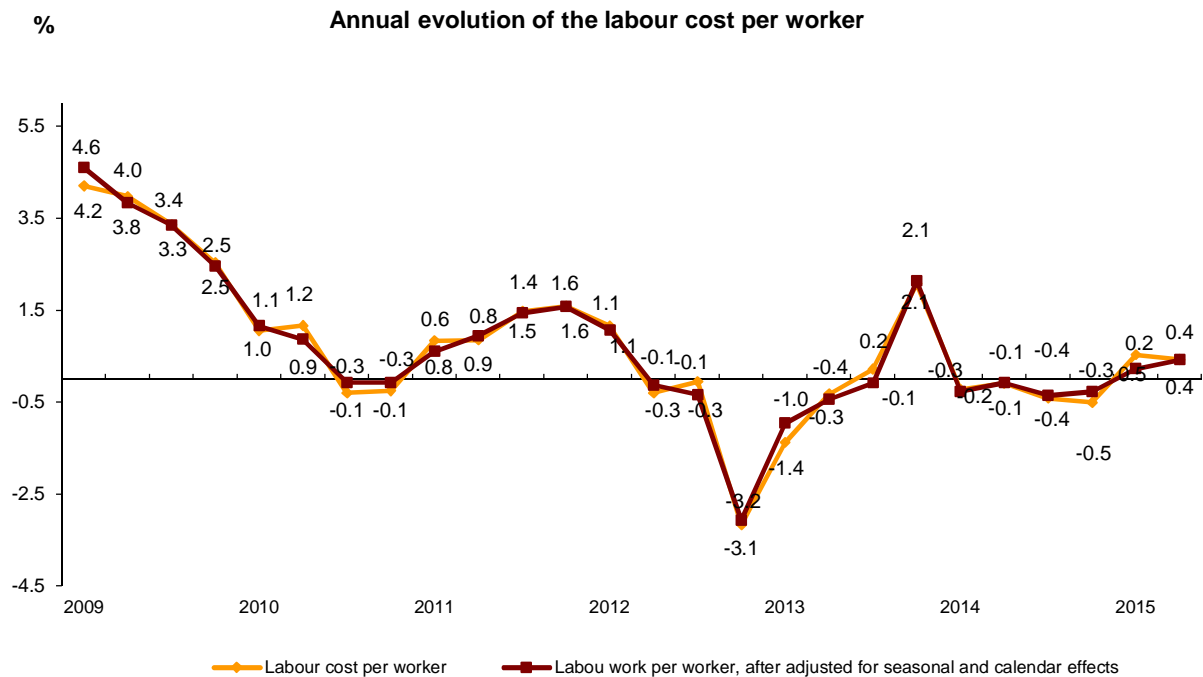
Total labour cost per worker. Quarterly variation rates after adjusting for seasonal and calendar effects



¹ Seasonal adjustment of these indicators was performed in accordance with the INE Standard for adjusting seasonal and calendar effects in short-term series, which is available in the Methods and standards section of the INE website.

Annual evolution of the labour cost per worker

The total labour cost per worker recorded an annual rate of 0.4%, after adjusting for seasonal and calendar effects.



Vacancies

The number of vacancies stood at 60,103 in the second quarter 2015. Out of the total, 85.6% were registered in *Services* sector.

Most of the units inquired answered that they do not have vacancies to cover this quarter because they do not need additional workers.

Vacancies by sector

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	60,103	100.0	100.0	92.7	5.0 2.3
Industry	5,125	8.5	100.0	94.8	3.7 1.5
Construction	3,507	5.8	100.0	93.2	5.0 1.7
Services	51,471	85.6	100.0	92.4	5.1 2.5

Vacancies by Autonomous Community

The Autonomous Communities registering the greatest number of vacancies in the second quarter of 2015 were Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number were Cantabria, La Rioja and Comunidad Foral de Navarra.

Considering the percent distribution, Comunidad de Madrid, Cataluña and Andalucía covered more than half of the total vacancies in this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	60,103
Madrid, Comunidad de	14,459
Cataluña	13,444
Andalucía	7,040
Comunitat Valenciana	3,652
País Vasco	3,143
Castilla y León	2,581
Aragón	2,493
Castilla - La Mancha	2,394
Galicia	2,384
Balears, Illes	2,188
Canarias	1,835
Murcia, Región de	1,300
Extremadura	892
Asturias, Principado de	740
Navarra, Comunidad Foral de	716
Rioja, La	523
Cantabria	318

Percent distribution



Encuesta Trimestral de Coste Laboral (ETCL)

Segundo Trimestre de 2015

Base año 2012

Coste laboral total

1. Resultados nacionales

	Coste laboral por trabajador y mes			Coste laboral por hora efectiva		
	Euros	Índice	Tasa ¹	Euros	Índice	Tasa ¹
TOTAL	2,591.50	102.0	0.4	19.71	100.8	0.2
Industria	3,081.44	104.3	-0.4	21.48	99.7	-1.2
Construcción	2,781.72	103.5	-0.8	19.01	100.5	-2.0
Servicios	2,487.58	101.7	0.8	19.39	101.1	0.7

¹ Mismo trimestre del año anterior

2. Resultados comunidades autónomas

	Coste laboral por trabajador y mes			Coste laboral por hora efectiva		
	Euros	Índice	Tasa ¹	Euros	Índice	Tasa ¹
TOTAL	2,591.50	102.0	0.4	19.71	100.8	0.2
Andalucía	2,386.29	103.4	1.2	18.20	100.9	1.2
Aragón	2,572.70	106.2	2.4	19.83	104.5	2.5
Asturias, Principado de	2,581.36	103.7	-0.1	19.86	102.8	-1.4
Baleares, Illes	2,363.71	99.9	1.8	17.22	98.3	1.1
Canarias	2,207.07	104.7	2.0	16.75	105.6	-0.1
Cantabria	2,322.30	101.1	-1.5	17.87	100.2	-0.5
Castilla y León	2,328.43	99.3	2.5	18.23	98.8	1.6
Castilla - La Mancha	2,289.29	98.2	-3.4	17.76	100.5	-2.1
Cataluña	2,770.62	101.7	0.8	21.07	100.1	0.8
Comunitat Valenciana	2,259.31	98.1	-2.1	17.28	97.0	-1.8
Extremadura	2,143.76	100.0	-0.5	16.54	100.0	-0.4
Galicia	2,242.86	101.7	-2.1	16.67	99.5	-2.2
Madrid, Comunidad de	3,088.29	104.6	1.7	22.98	104.7	0.6
Murcia, Región de	2,294.24	99.6	-1.1	17.41	96.3	-1.5
Navarra, Comunidad Foral de	2,654.84	100.3	-0.7	20.44	96.4	0.0
País Vasco	2,967.49	99.9	-0.8	23.48	97.2	0.3
Rioja, La	2,468.78	104.9	0.8	19.06	101.4	-2.1

¹ Mismo trimestre del año anterior

Encuesta Trimestral de Coste Laboral (ETCL)

Segundo Trimestre de 2015

Base año 2012

Coste salarial

1. Resultados nacionales

	Coste salarial por trabajador y mes			Coste salarial por hora efectiva		
	Euros	Índice	Tasa ¹	Euros	Índice	Tasa ¹
TOTAL	1,941.74	103.1	0.6	14.77	101.9	0.4
Industria	2,304.29	106.1	0.2	16.06	101.3	-0.6
Construcción	1,984.85	106.0	-1.4	13.56	102.9	-2.6
Servicios	1,871.37	102.4	0.9	14.59	101.8	0.8

¹ Mismo trimestre del año anterior

2. Resultados comunidades autónomas

	Coste salarial por trabajador y mes			Coste salarial por hora efectiva		
	Euros	Índice	Tasa ¹	Euros	Índice	Tasa ¹
TOTAL	1,941.74	103.1	0.6	14.77	101.9	0.4
Andalucía	1,780.65	104.8	1.7	13.58	102.3	1.7
Aragón	1,914.02	107.2	2.4	14.76	105.6	2.6
Asturias, Principado de	1,948.71	106.2	0.1	14.99	105.3	-1.2
Baleares, Illes	1,760.66	101.0	2.6	12.82	99.2	1.8
Canarias	1,638.63	105.5	2.0	12.44	106.4	-0.1
Cantabria	1,719.53	101.9	-1.4	13.23	100.8	-0.4
Castilla y León	1,732.56	101.5	2.7	13.57	101.0	1.9
Castilla - La Mancha	1,702.13	99.8	-4.0	13.20	102.0	-2.8
Cataluña	2,097.80	103.1	1.3	15.95	101.5	1.3
Comunitat Valenciana	1,679.96	99.0	-1.5	12.85	97.9	-1.2
Extremadura	1,600.25	100.7	-0.2	12.35	100.8	-0.1
Galicia	1,635.80	101.1	-2.2	12.16	98.9	-2.2
Madrid, Comunidad de	2,334.32	105.5	1.2	17.37	105.6	0.2
Murcia, Región de	1,711.73	101.2	-0.9	12.99	97.8	-1.3
Navarra, Comunidad Foral de	1,972.23	101.3	-0.8	15.19	97.4	0.1
País Vasco	2,216.47	99.7	0.2	17.54	97.0	1.3
Rioja, La	1,864.61	107.3	1.0	14.39	103.6	-1.9

¹ Mismo trimestre del año anterior

Encuesta Trimestral de Coste Laboral (ETCL)

Segundo Trimestre de 2015

Base año 2012

Otros costes

1. Resultados nacionales

	Otros costes por trabajador y mes			Otros costes por hora efectiva		
	Euros	Índice	Tasa ¹	Euros	Índice	Tasa ¹
TOTAL	649.76	98.9	-0.2	4.94	97.6	-0.4
Industria	777.15	99.5	-2.2	5.42	95.3	-2.9
Construcción	796.87	97.6	0.9	5.45	95.1	-0.4
Servicios	616.21	99.6	0.2	4.80	99.0	0.2

¹ Mismo trimestre del año anterior

2. Resultados comunidades autónomas

	Otros costes por trabajador y mes			Otros costes por hora efectiva		
	Euros	Índice	Tasa ¹	Euros	Índice	Tasa ¹
TOTAL	649.76	98.9	-0.2	4.94	97.6	-0.4
Andalucía	605.64	99.3	-0.3	4.62	97.1	-0.4
Aragón	658.68	103.5	2.3	5.07	101.6	2.2
Asturias, Principado de	632.65	96.7	-0.8	4.87	95.9	-2.0
Baleares, Illes	603.05	96.9	-0.4	4.40	95.7	-1.1
Canarias	568.44	102.7	1.9	4.31	103.4	-0.2
Cantabria	602.77	99.0	-1.8	4.64	98.3	-0.9
Castilla y León	595.87	93.4	1.7	4.66	92.8	0.6
Castilla - La Mancha	587.16	93.8	-1.6	4.56	96.2	-0.2
Cataluña	672.82	97.5	-0.6	5.12	96.1	-0.8
Comunitat Valenciana	579.35	95.5	-3.8	4.43	94.3	-3.5
Extremadura	543.51	97.8	-1.3	4.19	97.7	-1.4
Galicia	607.06	103.2	-2.1	4.51	101.1	-2.2
Madrid, Comunidad de	753.97	102.2	3.1	5.61	102.2	2.0
Murcia, Región de	582.51	95.3	-1.8	4.42	92.3	-2.0
Navarra, Comunidad Foral de	682.61	97.5	-0.5	5.25	93.6	0.0
País Vasco	751.02	100.5	-3.6	5.94	97.9	-2.5
Rioja, La	604.17	98.0	0.2	4.67	95.1	-2.5

¹ Mismo trimestre del año anterior

Encuesta Trimestral de Coste Laboral (ETCL)

Segundo Trimestre de 2015

Base año 2012

Jornada laboral

1. Resultados nacionales

	Horas por trabajador y mes								
	Total trabajadores			Tiempo completo			Tiempo parcial		
	Horas	Horas	Horas no	Horas	Horas	Horas no	Horas	Horas	Horas no
	pactadas	efectivas	trabajadas	pactadas	efectivas	trabajadas	pactadas	efectivas	trabajadas
TOTAL	149.3	131.5	18.4	168.5	148.0	21.2	87.5	78.5	9.5
Industria	163.0	143.5	20.6	170.3	149.7	21.8	91.3	82.4	9.0
Construcción	163.5	146.4	17.7	170.9	152.9	18.7	86.2	78.4	7.8
Servicios	145.8	128.3	18.0	167.9	147.2	21.3	87.2	78.3	9.5

2. Resultados Comunidades Autónomas

	Horas por trabajador y mes								
	Total trabajadores			Tiempo completo			Tiempo parcial		
	Horas	Horas	Horas no	Horas	Horas	Horas no	Horas	Horas	Horas no
	pactadas	efectivas	trabajadas	pactadas	efectivas	trabajadas	pactadas	efectivas	trabajadas
TOTAL	149.3	131.5	18.4	168.5	148.0	21.2	87.5	78.5	9.5
Andalucía	146.6	131.1	15.9	168.0	149.8	18.7	87.8	79.6	8.5
Aragón	147.4	129.7	18.5	168.4	147.7	21.5	80.5	72.5	8.8
Asturias, Principado de	147.6	130.0	18.0	168.0	147.5	21.0	81.7	73.5	8.4
Baleares, Illes	152.7	137.3	16.0	169.4	151.0	19.1	113.6	105.2	8.7
Canarias	149.3	131.8	18.0	170.3	149.3	21.4	87.2	79.8	8.1
Cantabria	149.2	129.9	19.7	168.1	145.9	22.8	84.9	75.8	9.3
Castilla y León	147.3	127.7	20.2	168.5	145.5	23.6	81.2	72.2	9.4
Castilla - La Mancha	148.1	128.9	19.6	168.8	146.6	22.7	81.2	71.8	9.6
Cataluña	149.5	131.5	18.7	169.1	148.2	21.6	88.0	79.1	9.5
Comunitat Valenciana	146.5	130.7	16.4	168.4	149.9	19.2	87.2	78.7	8.9
Extremadura	144.7	129.6	15.4	167.6	149.8	18.1	79.7	72.4	7.6
Galicia	152.6	134.6	18.5	169.3	149.0	20.8	85.3	76.4	9.1
Madrid, Comunidad de	153.6	134.4	19.9	169.2	147.8	22.0	90.5	79.9	11.4
Murcia, Región de	149.5	131.8	18.5	169.1	148.6	21.2	92.5	82.5	10.8
Navarra, Comunidad Foral de	147.5	129.9	18.3	166.5	146.3	20.9	80.6	72.3	9.2
País Vasco	147.5	126.4	21.6	164.6	140.7	24.3	79.2	68.8	10.7
Rioja, La	151.2	129.5	22.1	168.6	144.2	24.8	81.9	71.2	11.4

Encuesta Trimestral de Coste Laboral (ETCL)

Segundo Trimestre de 2015

Base año 2012

Datos corregidos de calendario y de efectos estacionales

1. Costes laborales por trabajador

	Dato original		Corregido de calendario		Desestacionalizado	
	Euros	Tasa ¹	Euros	Tasa ¹	Euros	Tasa ¹
Coste neto	2,591.50	0.4	2,591.98	0.4	2,548.20	0.4
Coste salarial	1,941.74	0.6	1,941.74	0.6	1,895.75	0.7
Otros costes	649.76	-0.2	650.24	-0.2	652.45	-0.3

¹ Mismo trimestre del año anterior

2. Costes laborales por hora trabajada

	Dato original		Corregido de calendario		Desestacionalizado	
	Euros	Tasa ¹	Euros	Tasa ¹	Euros	Tasa ¹
Coste neto	19.71	0.2	19.55	0.5	19.78	0.4
Coste salarial	14.77	0.4	14.65	0.7	14.71	0.6
Otros costes	4.94	-0.4	4.90	-0.2	5.07	-0.4

¹ Mismo trimestre del año anterior

Encuesta Trimestral de Coste Laboral (ETCL)

Segundo Trimestre de 2015

Base año 2012

Vacantes

1. Resultados nacionales

	Vacantes	% en cada sector sobre el total de vacantes	Motivos por los que no existen vacantes (distribución porcentual)			
			Total	No se necesita ningún trabajador más	Elevado coste de contratación	Otros
TOTAL	60,103	100.0	100.0	92.7	5.0	2.3
Industria	5,125	8.5	100.0	94.8	3.7	1.5
Construcción	3,507	5.8	100.0	93.2	5.0	1.7
Servicios	51,471	85.6	100.0	92.4	5.1	2.5

2. Resultados Comunidades Autónomas

	Vacantes	% en cada CCAA sobre el total de vacantes	Motivos por los que no existen vacantes (distribución porcentual)			
			Total	No se necesita ningún trabajador más	Elevado coste de contratación	Otros
TOTAL	60,103	100.0	100	92.7	5.0	2.3
Andalucía	7,040	11.7	100	91.4	5.4	3.2
Aragón	2,493	4.2	100	95.4	3.1	1.5
Asturias, Principado de	740	1.2	100	94.3	4.7	0.9
Baleares, Illes	2,188	3.6	100	93.0	5.9	1.1
Canarias	1,835	3.1	100	88.6	9.7	1.7
Cantabria	318	0.5	100	96.1	2.7	1.1
Castilla y León	2,581	4.3	100	91.9	5.1	3.0
Castilla - La Mancha	2,394	4.0	100	94.5	4.5	1.0
Cataluña	13,444	22.4	100	93.8	3.9	2.3
Comunitat Valenciana	3,652	6.1	100	92.8	4.7	2.6
Extremadura	892	1.5	100	92.3	6.0	1.7
Galicia	2,384	4.0	100	91.5	5.2	3.3
Madrid, Comunidad de	14,459	24.1	100	91.5	6.1	2.4
Murcia, Región de	1,300	2.2	100	93.2	4.4	2.4
Navarra, Comunidad Foral de	716	1.2	100	94.2	2.9	2.9
País Vasco	3,143	5.2	100	96.3	2.4	1.2
Rioja, La	523	0.9	100	94.0	4.3	1.7