

16 December 2011

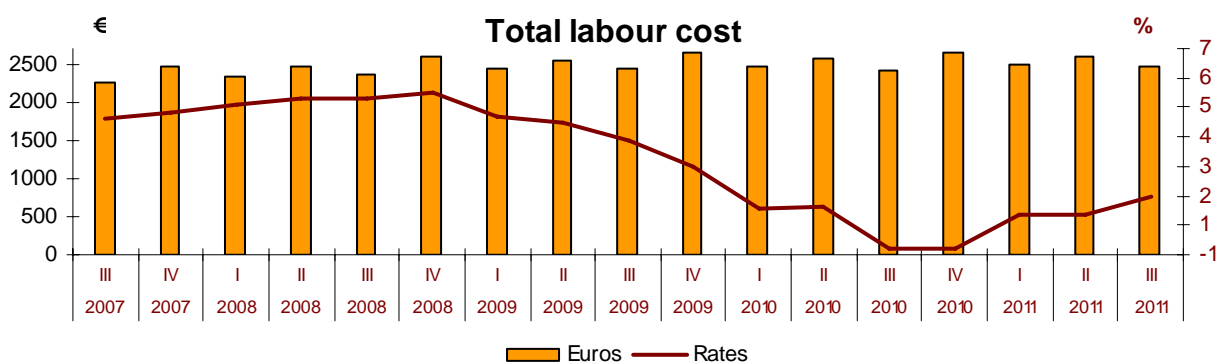
Quarterly Labour Cost Survey (QLCS)
Third quarter of 2011

Main results

- **The labour cost** of companies **increases 1.5%** in the third quarter of 2011, as compared with the same period of 2010, standing at 2,456.91 euros.
- **The wage cost per worker per month increases 1.2%**, reaching 1,800.84 euros on average. In turn, **other costs increase 2.2%**, standing at 656,07 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. This behaviour contrasts with the the third quarter of the past year in which working hours increased due to a drop of public holidays.
- As a consequence of the working day drop, the labour cost per effective hour worked increases 4.8%.

Labour cost by component

The labour cost per worker per month reached 2,456.91 euros for the third quarter of 2011, indicating an increase of 1.5%, 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, 1,800.84 euros corresponded to wages and 574.69 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 at 1,800.84 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 1.3%.

Other costs (non-wage costs) increased 2.2%. Their main component, obligatory Social Security contributions, increased 1.0%. 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 4.8%. This increase, greater than that of the cost per worker, was due to a decrease of 3.2% in the number of hours effectively worked, specially resulting from the rise of hours not worked and public holidays.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,486.60	0.8
Wage cost	1,819.62	1.0
Other costs	666.98	0.4

Wage cost

	Euros	Rate ¹
Total wage cost	1,819.62	1.0
Ordinary wage cost	1,621.98	0.2

¹ Same quarter last year

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	666.98	0.4
Obligatory contributions	571.48	0.7
Non-wage payments	114.53	-0.5
Subsidies and bonuses ²	19.03	3.8

Hourly cost

	Euros	Rate ¹
Effective hourly cost	18.03	0.0
Cost per hour paid	16.33	1.6

² Subsidies are subtracted from other costs

Labour cost by economic sector

Industry presented the greatest growth in wage cost and, conversely, the smallest increase in other costs, due to the drop in all components of non-wage payments, particularly compensation for dismissal.

Services was the sector in which the smallest increase was seen in the total wage cost. In addition, the decrease in extraordinary payments and delays led to smaller growth than ordinary wages. In turn, other costs presented the greatest increase due to the increase in compensation for dismissal.

Construction presented a moderate increase, both in salary cost and in other costs.

Labour cost by Autonomous Community

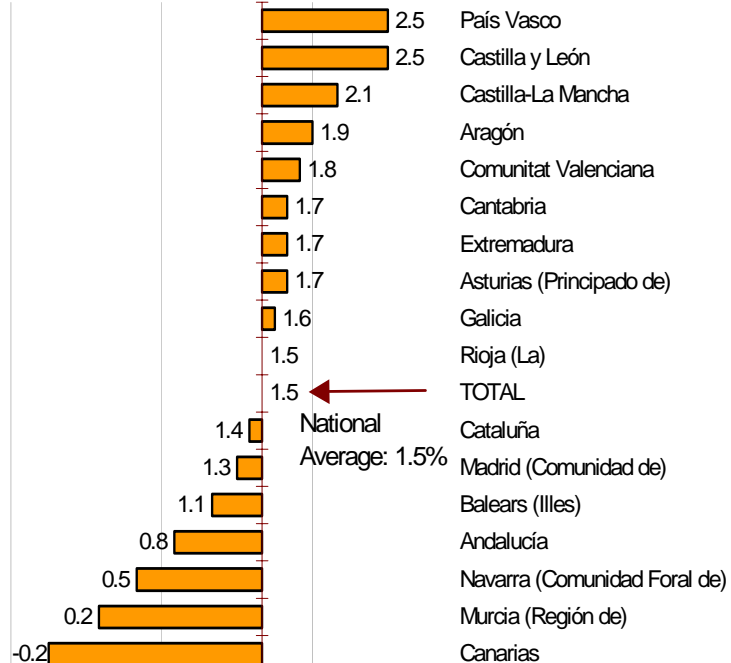
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura and Canarias said labour cost was the same amount lower than the national average.

Considering the interannual growth of this cost, País Vasco, Castilla y León and Castilla-La Mancha presented the highest rates. Conversely, Comunidad Foral de Navarra, Región de Murcia and Canarias registered the lowest increases.

Labour cost per worker per month

	Euros
País Vasco	2,979.17
Madrid (Comunidad de)	2,815.29
Navarra (Comunidad Foral de)	2,592.92
Cataluña	2,578.06
TOTAL	2,456.91
Asturias (Principado de)	2,412.82
Aragón	2,358.70
Castilla y León	2,315.37
Cantabria	2,314.76
Balears (Illes)	2,286.13
Andalucía	2,272.99
Rioja (La)	2,266.12
Murcia (Región de)	2,260.17
Castilla-La Mancha	2,235.76
Galicia	2,215.84
Comunitat Valenciana	2,204.86
Canarias	2,077.73
Extremadura	2,075.78

Interannual variations

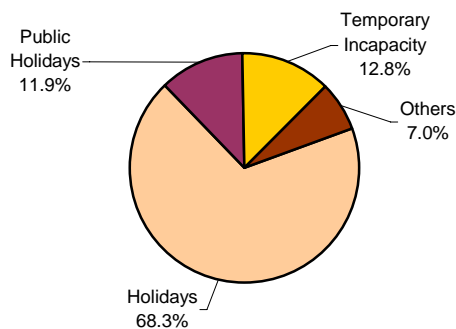


Working time

During the third quarter of 2011, the average agreed working week, considering full-time and part-time together, was 35.2 hours. Of these, an average of 7.4 hours were lost per week, most of which were due to holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 28.0 effective hours worked.

Hours not worked



	Percentage
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 5.11 euros per hour (15.40 euros/hour for full-time and 10.29 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (30.5 hours for full-time workers as compared with 17.2 hours for part-time workers).

Hours per week¹

	Effective hours	Lost hours
Total workers	28.0	7.4
Full-time	30.5	8.3
Part-time	17.2	3.5

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

Hourly wage cost

	Euros	Rate ²
Total workers	14.81	4.5
Full-time	15.40	5.1
Part-time	10.29	2.7

² Same quarter last year

Quarterly Labour Cost Survey (QLCS)

Third 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	2.456,91	101,0	1,5	20,20	112,2	4,8
Industry	2.796,76	103,5	2,2	22,32	115,4	4,2
Construction	2.517,27	103,0	1,8	18,55	110,7	5,4
Services	2.381,58	100,7	1,4	19,94	111,2	4,7

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	2.456,91	101,0	1,5	20,20	112,2	4,8
Andalucía	2.272,99	100,2	0,8	18,29	109,3	3,3
Aragón	2.358,70	98,8	1,9	19,68	110,7	4,0
Asturias, Principado de	2.412,82	100,6	1,7	19,53	107,6	1,7
Balears, Illes	2.286,13	99,2	1,1	17,05	100,6	3,4
Canarias	2.077,73	99,6	-0,2	16,04	106,6	3,5
Cantabria	2.314,76	100,7	1,7	19,14	111,7	6,0
Castilla y León	2.315,37	103,8	2,5	19,21	113,9	6,3
Castilla - La Mancha	2.235,76	102,4	2,1	17,93	113,4	7,1
Cataluña	2.578,06	98,4	1,4	21,65	110,9	3,2
Comunitat Valenciana	2.204,86	100,5	1,8	18,52	114,3	5,6
Extremadura	2.075,78	102,3	1,7	17,02	115,2	5,6
Galicia	2.215,84	104,3	1,6	17,58	112,3	6,0
Madrid, Comunidad de	2.815,29	100,7	1,3	22,95	112,7	6,5
Murcia, Región de	2.260,17	105,3	0,2	19,09	117,9	3,0
Navarra, Comunidad Foral de	2.592,92	100,9	0,5	22,85	115,6	5,7
País Vasco	2.979,17	105,9	2,5	26,57	120,3	4,4
Rioja, La	2.266,12	100,4	1,5	19,57	114,6	4,3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

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Wages and Salaries

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1.800,84	100,0	1,2	14,81	111,1	4,5
Industry	2.061,57	103,6	2,8	16,45	115,5	4,7
Construction	1.728,50	101,5	1,9	12,73	109,0	5,5
Services	1.755,11	99,0	0,8	14,70	109,5	4,2

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	1.800,84	100,0	1,2	14,81	111,1	4,5
Andalucía	1.647,06	99,0	1,0	13,25	108,0	3,5
Aragón	1.693,03	95,6	0,6	14,13	107,1	2,6
Asturias, Principado de	1.767,20	99,5	1,3	14,31	106,5	1,3
Balears, Illes	1.666,49	98,3	0,3	12,43	99,7	2,6
Canarias	1.523,61	100,0	0,5	11,77	107,2	4,3
Cantabria	1.671,38	99,8	0,9	13,82	110,6	5,2
Castilla y León	1.679,43	101,6	1,0	13,93	111,4	4,7
Castilla - La Mancha	1.618,45	101,7	1,5	12,98	112,7	6,4
Cataluña	1.898,99	97,6	2,0	15,95	110,1	3,8
Comunitat Valenciana	1.604,43	100,1	1,7	13,47	113,9	5,4
Extremadura	1.519,78	101,8	2,1	12,46	114,7	6,1
Galicia	1.623,32	104,0	1,8	12,88	112,0	6,3
Madrid, Comunidad de	2.096,94	99,8	0,8	17,10	111,8	6,0
Murcia, Región de	1.610,70	102,6	-1,8	13,60	114,8	1,0
Navarra, Comunidad Foral de	1.905,99	99,4	0,5	16,80	113,9	5,7
País Vasco	2.192,14	104,2	0,7	19,55	118,5	2,6
Rioja, La	1.677,84	100,4	3,8	14,49	114,7	6,6

¹ Same quarter, previous year

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Other Costs

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	656,07	103,8	2,2	5,39	115,2	5,5
Industry	735,19	103,1	0,6	5,87	115,1	2,6
Construction	788,77	106,6	1,6	5,82	114,8	5,2
Services	626,47	105,6	3,1	5,24	116,4	6,3

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	656,07	103,8	2,2	5,39	115,2	5,5
Andalucía	625,93	103,2	0,1	5,04	112,8	2,9
Aragón	665,67	108,2	5,5	5,55	120,9	7,6
Asturias, Principado de	645,62	103,7	2,8	5,22	110,8	2,8
Balears, Illes	619,64	101,9	3,4	4,62	103,4	5,7
Canarias	554,12	98,5	-2,0	4,27	105,2	1,4
Cantabria	643,38	103,2	3,7	5,32	114,4	8,1
Castilla y León	635,94	110,1	6,6	5,28	121,1	10,7
Castilla - La Mancha	617,31	104,2	3,9	4,95	115,4	9,0
Cataluña	679,07	100,7	-0,1	5,70	113,3	1,6
Comunitat Valenciana	600,43	101,6	2,2	5,05	115,6	6,1
Extremadura	556,00	103,6	0,6	4,56	116,6	4,3
Galicia	592,52	105,2	0,9	4,70	113,3	5,4
Madrid, Comunidad de	718,35	103,3	2,8	5,85	115,4	8,1
Murcia, Región de	649,47	112,7	5,5	5,49	126,5	8,5
Navarra, Comunidad Foral de	686,93	105,4	0,5	6,05	120,8	5,6
País Vasco	787,03	110,6	8,0	7,02	125,8	9,9
Rioja, La	588,28	100,1	-4,6	5,08	114,2	-1,9

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

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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	153,1	121,6	32,2	167,8	132,5	36,1	90,1	74,9	15,4
Industry	163,2	125,3	38,9	170,1	130,2	41,1	89,3	73,5	15,9
Construction	164,6	135,7	29,5	170,6	140,7	30,5	85,3	69,7	15,6
Services	149,9	119,4	31,1	166,9	132	35,5	90,3	75,2	15,3

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	153,1	121,6	32,2	167,8	132,5	36,1	90,1	74,9	15,4
Andalucía	150,3	124,3	26,6	166,7	136,6	30,7	91,2	79,6	11,9
Aragón	154,3	119,8	35,5	168,7	130,8	39,1	87,8	69,2	18,5
Asturias, Principado de	152,8	123,5	29,8	165,7	133,5	32,9	83,1	69,7	13,4
Balears, Illes	154,8	134,1	21,3	168,8	144,7	24,7	110	99,8	10,5
Canarias	154,6	129,5	25,4	170,4	141,9	28,9	84,5	74,5	10,1
Cantabria	153,9	121	33,5	168	131,7	36,9	83,7	67,1	16,7
Castilla y León	151	120,5	31,1	166,5	132,3	35	82,7	68,7	14,1
Castilla - La Mancha	152,4	124,7	28,4	166,9	136,7	30,9	87,3	70,5	17
Cataluña	152,5	119,1	34,2	168,5	130,9	38,5	88,6	71,8	16,9
Comunitat Valenciana	153	119,1	34,4	168,5	130,5	38,6	91,9	74	18
Extremadura	152,4	122	30,9	166,2	133,1	33,7	84,2	67,2	17,1
Galicia	156,1	126	30,6	169,7	135,8	34,6	89	78,2	11
Madrid, Comunidad de	156	122,7	34,2	168	131,6	37,3	93,8	76,2	17,9
Murcia, Región de	152,7	118,4	35	168	128,6	40,2	97,6	81,5	16,5
Navarra, Comunidad Foral de	151,4	113,5	38,7	165,4	123,2	43,1	83,7	66,5	17,6
País Vasco	151,4	112,1	39,8	164,7	120,7	44,5	84,8	68,9	16,1
Rioja, La	152,8	115,8	37,4	167,3	125,5	42,3	87,5	72,3	15,4