

17 December 2013

Quarterly Labour Cost Survey (QLCS)
Third quarter of 2013

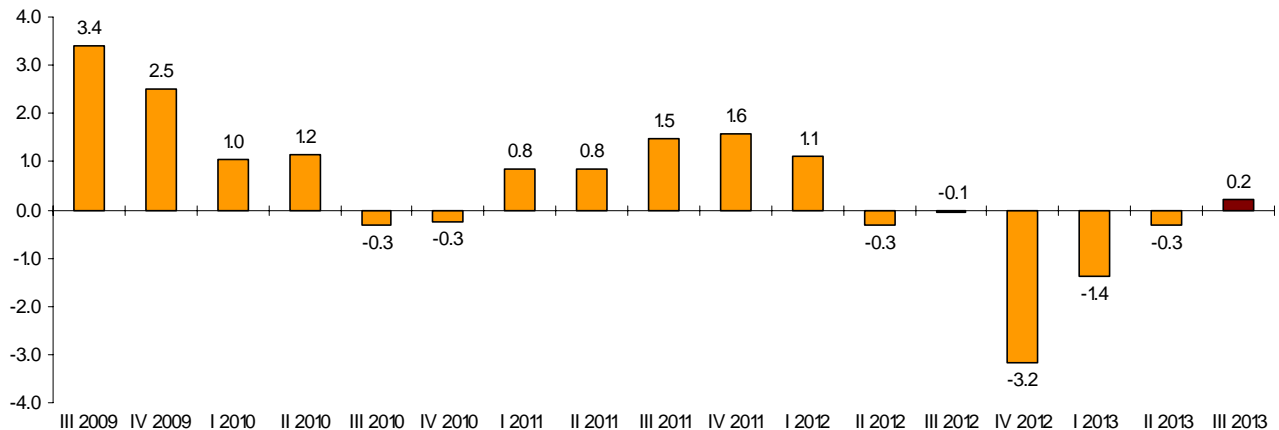
Main results

- The labour cost of companies increases 0.2% in the third quarter of 2013, as compared with the same period of the previous year, standing at 2,460,64 euros per worker.
- The wage cost per worker per month decreases 0.2%, reaching 1,801.42 euros on average. In turn, other costs increase 1.4%, standing at 659.22 euros per worker and month.
- The working day decreases 0.3%. This quarter, 7.1 working hours per week are lost on average. More than 80% are due to Holidays and Public holidays.
- As a consequence of the working day decrease, the labour cost per effective hour worked increases 0.5%.
- Considering these adjusted results, labour cost per worker decreases 0.1% in annual rate, whereas the cost per effective hour increases 0.3%.
- The Quarterly Labour Cost Survey publishes today, for the first time, information on employment vacancies. In the third quarter 2013, the number of vacancies was 72,790.

Labour cost by component

The labour cost per worker per month reached 2,460.64 euros for the third quarter of 2013, indicating an increase of 0.2%, as compared with the same period of the previous year.

Total labour cost. Interannual variation rates



Of the total cost per worker per month incurred by an employer in use of the work factor, 1,801.42 euros corresponded to wages, and 576.12 to compulsory 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, decreased by 0.2% in annual rate, going from 1,805.63 to 1,801.42 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which decreased 0.2%.

Other costs (non-wage costs) increased 1.4% since their main component, compulsory Social Security contributions increased its rate by 0.7%. The increase in non-wage expectations is due to the increase in direct corporate benefits (specially compensations for dismissal) and compensates the decrease in other non-wage expectations (compensations for termination of a contract, compensation payments, small tools, work clothes, staff selection, etc.)

The labour cost per hour increased 0.5%. This increase, higher than that of cost per worker, is due to the decrease in the number of effective working hours.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,460.64	0.2
Wage cost	1,801.42	-0.2
Other costs	659.22	1.4

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	659.22	1.4
Compulsory contributions	576.12	0.7
Non-wage payments	92.52	0.9
Subsidies and bonuses ²	9.42	-33.2

Wage cost

	Euros	Rate ¹
Total wage cost	1,801.42	-0.2
Ordinary wage cost	1,641.23	-0.2

¹ Same quarter last year

Cost per hour

	Euros	Rate ¹
Cost per effective hour	20.30	0.5
Cost per paid hour	16.19	0.6

² Subsidies are subtracted from "Other costs"

Labour cost by economic sector

Industry is the sector with the greatest increase in total labour cost. Worth noting in this sector the increase of ordinary wages, extraordinary payments and other costs, specially compensation for dismissal.

Construction showed a moderate increase in wage cost as a consequence of the maintenance of the ordinary wage cost –although the increase in extraordinary payments lead to the increase of wage cost– and the decrease of other costs, in particular, dismissals and compensation for termination of contract.

Services sector decreased its labour costs due to the drop in wage cost. In turn, other costs increased due to the growth in compensations 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	2,460.64	0.2	1,801.42	-0.2	1,641.23	-0.2	659.22	1.4
Industry	2,918.15	2.5	2,126.34	2.1	1,870.54	1.9	791.81	3.6
Construction	2,549.31	0.2	1,757.38	0.5	1,605.70	0.0	791.93	-0.3
Services	2,365.56	-0.2	1,741.71	-0.8	1,599.41	-0.7	623.85	1.4

¹ Same semester of the previous year

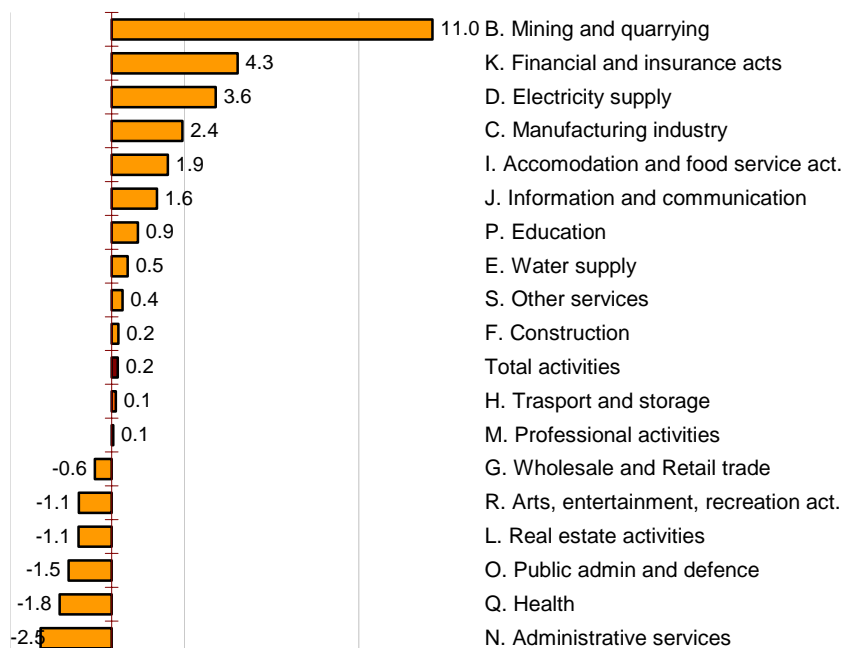
By activity sections, it was observed that the increase of the labour cost was higher in *Mining and Quarrying, Financial and insurance activities and Electricity, gas, steam and air conditioning supply*.

In turn, *Administrative and support services activities, Health activities and social services and Public administration and defence; Compulsory Social security* registered the greatest decrease.

Labour cost per worker and month

	Euros
D. Electricity supply	5,315.71
K. Financial and insurance acts	4,741.31
B. Mining and quarrying	3,795.75
J. Information and communication	3,582.87
C. Manufacturing industry	2,870.95
M. Professional activities	2,828.25
O. Public admin and defence	2,704.79
H. Trasport and storage	2,657.80
E. Water supply	2,615.81
F. Construction	2,549.31
Q. Health	2,505.56
Total activities	2,460.64
P. Education	2,301.26
L. Real estate activities	2,157.34
G. Wholesale and Retail trade	2,138.77
R. Arts, entertainment, recreation act.	1,916.60
S. Other services	1,807.94
N. Administrative services	1,726.17
I. Accomodation and food service act.	1,563.83

Interannual variations



Labour cost by Autonomous Community

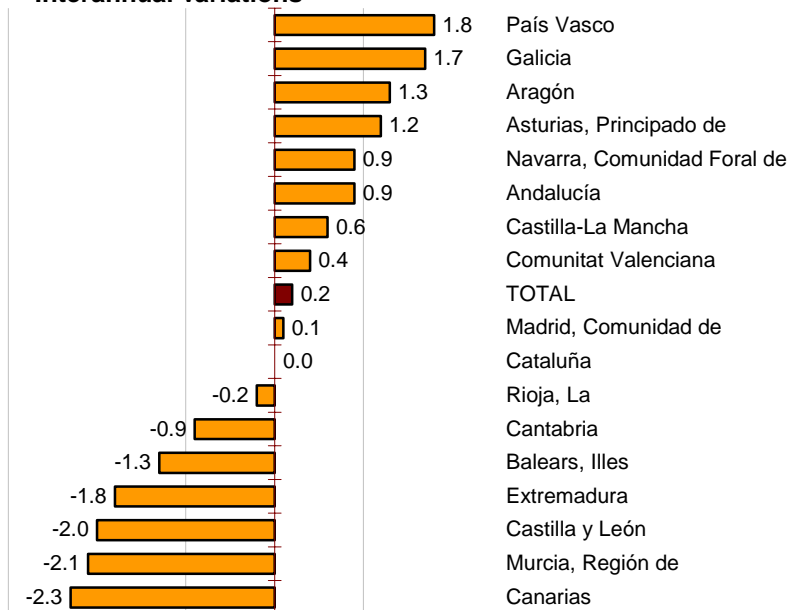
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Canarias and Extremadura this labour cost was lower than the national average by the same amount.

Considering the interannual growth of this cost, País Vasco, Galicia and Aragón registered the highest rates, whereas Canarias, Región de Murcia and Castilla y León registered the greatest decreases.

Labour cost per worker and month

	Euros
País Vasco	3,013.06
Madrid, Comunidad de	2,842.86
Cataluña	2,601.29
Navarra, Comunidad Foral de	2,595.28
TOTAL	2,460.64
Asturias, Principado de	2,408.97
Aragón	2,370.76
Andalucía	2,278.61
Rioja, La	2,251.80
Castilla y León	2,245.10
Balears, Illes	2,243.43
Castilla-La Mancha	2,240.84
Cantabria	2,238.79
Comunitat Valenciana	2,222.18
Galicia	2,204.53
Murcia, Región de	2,194.55
Extremadura	2,020.83
Canarias	2,009.02

Interannual variations

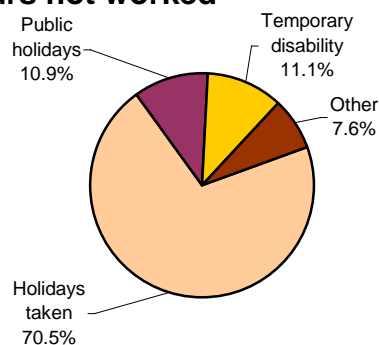


Working time

During the third quarter of 2013, the average agreed working week, considering full-time and part-time together, was 34.9 hours. Among them, an average of 7.1 hours were lost per week, most of them due to Public holidays and Holidays taken.

After adding overtime and subtracting hours lost, the working week was reduced to 27.9 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 work place	3.2%
Other hours not worked not paid	2.6%
Hour lost due to technical or economic reasons	2.1%
Other hours not worked and paid	1.6%

According to the **type of working day**, the wage difference between full and part-time workers was 5.32 euros per hour (15.58 euros/hour for full-time and 10.26 euros/hour for part-time).

Regarding the time worked, full-time workers exceeded by more than 13 hours the effective hours worked by part-time workers (30.7 hours per week as compared with 17.5 hours).

Weekly hours¹

	Effective hours	Hours lost
Total workers	27.9	7.1
Full time	30.7	8.2
Part time	17.5	3.3

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

Labour cost per hour

	Euros	Rate ²
Total workers	14.86	0.1
Full time	15.58	0.5
Part time	10.26	-0.2

² Same quarter last year

Calendar- and seasonally-adjusted QLCS series¹

The labour cost per worker calendar- and seasonally-adjusted registered a 0.1% decrease in the annual rate during the third quarter, as compared with the same period in 2012.



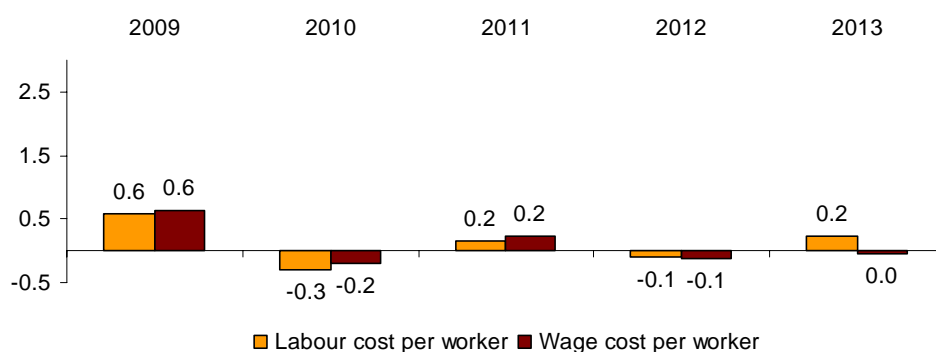
¹ Seasonal adjustment of these indicators was performed in accordance with the INE Standard for adjusting seasonal and calendar effects in short-term series, which is available in the Methods and standards section of the INE website.

Evolution of the quarterly rate

The variation rate in the third quarter of 2013, as compared with the second quarter of 2013, as of the calendar- and seasonally-adjusted QLCS series, registered a 0.2% increase in the labour cost.

In turn, the wage cost remained the same as that of the previous quarter.

Evolution of the inter-quarterly rate of the labour and wage cost per worker adjusted for season and calendar effects (variation of the third quarter, as compared with the second quarter of the same year)



Vacancies

The INE publishes today, for the first time, the results of the new section on employment vacancies included in the QLCS. This section is used in order to compile the Vacancy Statistics (VS), which is compulsory, as it is regulated by the European Union. Previously, the VS information was obtained using the Short-Term Labour Survey prepared by the Ministry of Employment and Social Security.

A vacancy or job opening is understood to be that post which has either been created recently, or is not held, or is about to become vacant, and for which the businessperson is taking active measures for the purpose of finding an ideal candidate outside of the company.

In part, job openings reflect the unmet demand for labour, as well as the possible imbalances between the ability and the availability of unemployed persons and workers sought by employers.

Vacancies by activity sector

	Vacancies	% by sector on the total vacancies	Reason why there are no vacancies available (percentage distribution)			
			Total	No more workers needed	High hiring costs	Others
Industry	8,427	11.6	100.0	94.9	3.4	1.8
Construction	2,555	3.5	100.0	92.6	5.3	2.1
Services	61,809	84.9	100.0	93.8	4.1	2.1

The number of vacancies stood at 72,790 in the third quarter 2013. Out of the total, 84.9% were registered in *Services Sectors*.

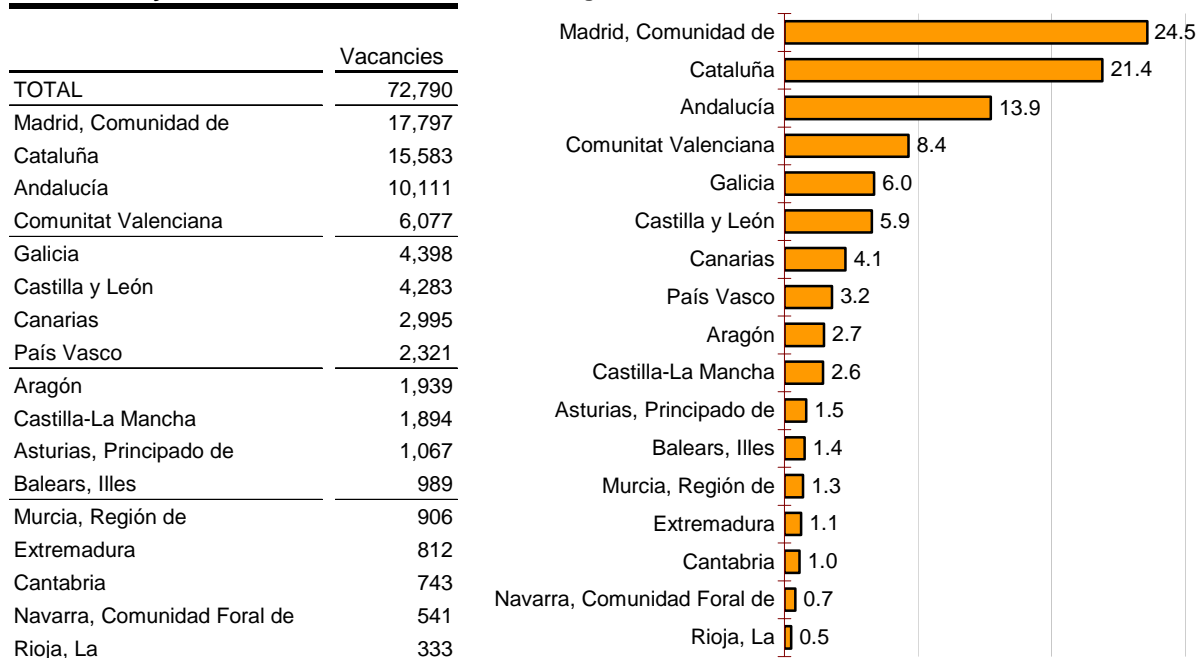
Most of the units inquired answered that they do not have vacancies to cover this quarter because they do not need additional workers.

Vacancies by Autonomous Community

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

Considering the percentage distribution, Comunidad de Madrid and Cataluña covered almost half of the total vacancies.

Vacancies by Autonomous Communities Percentage distribution



Quarterly Labour Cost Survey (QLCS)

Third Quarter 2013

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	2,460.64	101.2	0.2	20.30	112.7	0.5
Industry	2,918.15	108.0	2.5	23.19	119.9	1.8
Construction	2,549.31	104.3	0.2	18.69	111.6	-0.8
Services	2,365.56	100.0	-0.2	19.85	110.7	0.3

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	2,460.64	101.2	0.2	20.30	112.7	0.5
Andalucía	2,278.61	100.4	0.9	18.42	110.0	0.0
Aragón	2,370.76	99.3	1.3	19.96	112.3	0.1
Asturias, Principado de	2,408.97	100.4	1.2	20.00	110.2	3.7
Balears, Illes	2,243.43	97.4	-1.3	16.65	98.3	-1.3
Canarias	2,009.02	96.3	-2.3	16.02	106.5	1.0
Cantabria	2,238.79	97.4	-0.9	18.15	105.9	-2.6
Castilla y León	2,245.10	100.7	-2.0	18.72	111.0	-0.6
Castilla - La Mancha	2,240.84	102.6	0.6	17.77	112.4	0.6
Cataluña	2,601.29	99.3	0.0	22.25	114.0	0.2
Comunitat Valenciana	2,222.18	101.3	0.4	18.42	113.7	0.0
Extremadura	2,020.83	99.6	-1.8	16.84	114.0	-0.9
Galicia	2,204.53	103.8	1.7	17.37	111.0	-0.1
Madrid, Comunidad de	2,842.86	101.7	0.1	22.86	112.2	1.3
Murcia, Región de	2,194.55	102.3	-2.1	18.70	115.5	-3.1
Navarra, Comunidad Foral de	2,595.28	101.0	0.9	22.62	114.5	1.4
País Vasco	3,013.06	107.1	1.8	27.80	125.9	4.1
Rioja, La	2,251.80	99.7	-0.2	20.25	118.6	0.0

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2013

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	1,801.42	100.1	-0.2	14.86	111.5	0.1
Industry	2,126.34	106.9	2.1	16.90	118.7	1.4
Construction	1,757.38	103.2	0.5	12.88	110.3	-0.6
Services	1,741.71	98.3	-0.8	14.61	108.8	-0.3

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	1,801.42	100.1	-0.2	14.86	111.5	0.1
Andalucía	1,648.04	99.1	-0.7	13.32	108.6	-1.6
Aragón	1,684.51	95.1	-1.1	14.18	107.5	-2.3
Asturias, Principado de	1,769.54	99.6	1.9	14.69	109.3	4.4
Balears, Illes	1,624.48	95.8	-1.5	12.06	96.7	-1.6
Canarias	1,478.61	97.1	-1.4	11.79	107.4	1.9
Cantabria	1,638.88	97.9	-1.6	13.29	106.4	-3.2
Castilla y León	1,608.91	97.4	-2.8	13.42	107.3	-1.4
Castilla - La Mancha	1,616.59	101.6	0.2	12.82	111.3	0.2
Cataluña	1,910.12	98.2	-0.3	16.34	112.8	-0.1
Comunitat Valenciana	1,602.88	100.0	0.0	13.29	112.3	-0.3
Extremadura	1,450.44	97.1	-4.4	12.09	111.3	-3.4
Galicia	1,598.89	102.4	0.8	12.60	109.6	-1.0
Madrid, Comunidad de	2,121.32	101.0	0.6	17.06	111.5	1.7
Murcia, Región de	1,601.91	102.1	-2.7	13.65	115.2	-3.7
Navarra, Comunidad Foral de	1,894.35	98.8	-0.1	16.51	111.9	0.4
País Vasco	2,249.72	107.0	1.4	20.76	125.8	3.6
Rioja, La	1,655.32	99.1	-0.8	14.89	117.9	-0.5

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2013

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	659.22	104.3	1.4	5.44	116.2	1.7
Industry	791.81	111.0	3.6	6.29	123.3	2.8
Construction	791.93	107.0	-0.3	5.81	114.6	-1.4
Services	623.85	105.2	1.4	5.24	116.4	2.1

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	659.22	104.3	1.4	5.44	116.2	1.7
Andalucía	630.57	104.0	5.2	5.10	114.1	4.3
Aragón	686.25	111.6	7.9	5.78	125.9	6.6
Asturias, Principado de	639.43	102.7	-0.6	5.31	112.7	1.9
Balears, Illes	618.95	101.8	-0.7	4.59	102.7	-0.6
Canarias	530.41	94.3	-4.6	4.23	104.2	-1.4
Cantabria	599.91	96.2	1.0	4.86	104.5	-0.8
Castilla y León	636.19	110.2	0.1	5.30	121.6	1.5
Castilla - La Mancha	624.25	105.4	1.6	4.95	115.4	1.6
Cataluña	691.17	102.4	1.1	5.91	117.5	1.2
Comunitat Valenciana	619.30	104.8	1.3	5.13	117.4	0.8
Extremadura	570.39	106.3	5.3	4.75	121.5	6.3
Galicia	605.64	107.5	4.3	4.77	114.9	2.6
Madrid, Comunidad de	721.54	103.8	-1.2	5.80	114.4	0.0
Murcia, Región de	592.64	102.8	-0.3	5.05	116.4	-1.4
Navarra, Comunidad Foral de	700.93	107.5	3.6	6.11	122.0	4.3
País Vasco	763.34	107.3	3.3	7.04	126.2	5.5
Rioja, La	596.48	101.5	1.5	5.36	120.4	1.7

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2013

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	151.6	121.2	31.0	168.5	133.5	35.6	90.1	76.3	14.2
Industry	162.9	125.8	38.1	170.1	130.9	40.3	89.7	74.1	15.8
Construction	163.6	136.4	27.7	170.8	142.2	29.1	85.6	72.9	12.6
Services	148.6	119.2	29.9	167.9	133.3	35.1	90.3	76.5	14.1

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	151.6	121.2	31.0	168.5	133.5	35.6	90.1	76.3	14.2
Andalucía	149.2	123.7	25.8	167.8	137.7	30.5	92.4	81.1	11.5
Aragón	152.1	118.8	34.0	168.7	130.4	39.2	84.8	71.7	13.3
Asturias, Principado de	149.7	120.5	30.2	167.8	134.1	34.9	78.6	66.9	11.9
Balears, Illes	154.3	134.7	20.0	169.7	146.2	24.0	114.1	104.7	9.6
Canarias	149.5	125.4	24.4	170.8	141.8	29.4	81.7	73.3	8.6
Cantabria	151.3	123.4	28.4	168.3	136.7	32.1	85.8	72.0	14.0
Castilla y León	148.6	119.9	29.3	168.9	134.9	34.5	80.0	68.9	11.3
Castilla - La Mancha	152.8	126.1	27.5	168.3	138.3	30.9	83.4	71.3	12.3
Cataluña	151.3	116.9	35.1	169.0	129.7	40.1	91.1	73.3	18.0
Comunitat Valenciana	151.0	120.6	30.9	168.4	133.1	35.8	92.6	78.7	14.3
Extremadura	147.2	120.0	27.5	167.2	135.8	31.8	81.4	68.2	13.4
Galicia	154.1	126.9	27.6	169.4	138.6	31.3	89.7	78.0	11.9
Madrid, Comunidad de	155.4	124.4	31.7	169.0	134.5	35.2	92.7	77.5	15.6
Murcia, Región de	151.5	117.4	34.5	169.2	129.9	39.8	93.8	76.7	17.3
Navarra, Comunidad Foral de	149.1	114.7	35.0	166.8	127.5	39.9	78.2	63.6	15.0
País Vasco	150.3	108.4	42.6	164.3	117.0	48.0	85.1	68.1	17.5
Rioja, La	150.7	111.2	40.0	168.5	122.8	46.1	80.2	65.1	15.5

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2013

Base year 2008

Seasonal and calendar effects adjusted data

1. Labour cost per worker

	Original data		Adjusted for calendar effects		Seasonally adjusted	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net cost	2,460.64	0.2	2,460.60	0.2	2,550.20	-0.1
Wage cost	1,801.42	-0.2	1,801.41	-0.2	1,885.28	-0.6
Other costs	659.22	1.4	659.19	1.4	664.92	1.4

¹ Same quarter, previous year

2. Labour cost per hour worked

	Original data		Adjusted for calendar effects		Seasonally adjusted	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net cost	20.30	0.5	20.30	0.3	19.71	0.3
Wage cost	14.86	0.1	14.86	-0.1	14.57	-0.2
Other costs	5.44	1.7	5.44	1.5	5.14	1.6

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2013

Base year 2008

Vacancies

1. National results

	Vacancies	% by sector on the total vacancies	Reason why there are no vacancies available (percentage distribution)			
			Total	No more workers needed	High hiring costs	Others
TOTAL	72,790	100.0	100.0	93.8	4.1	2.1
Industry	8,427	11.6	100.0	94.9	3.4	1.8
Construction	2,555	3.5	100.0	92.6	5.3	2.1
Services	61,809	84.9	100.0	93.8	4.1	2.1

2. Results by Autonomous Community

	Vacancies	% by sector on the total vacancies	Reason why there are no vacancies available (percentage distribution)			
			Total	No more workers needed	High hiring costs	Others
TOTAL	72,790	100.0	100.0	93.8	4.1	2.1
Andalucía	10,111	13.9	100.0	89.2	8.4	2.4
Aragón	1,939	2.7	100.0	95.4	2.9	1.7
Asturias, Principado de	1,067	1.5	100.0	94.8	4.0	1.1
Balears, Illes	989	1.4	100.0	92.9	5.2	1.9
Canarias	2,995	4.1	100.0	91.4	3.7	5.0
Cantabria	743	1.0	100.0	94.8	3.0	2.2
Castilla y León	4,283	5.9	100.0	94.8	2.7	2.4
Castilla - La Mancha	1,894	2.6	100.0	95.8	2.5	1.6
Cataluña	15,583	21.4	100.0	94.2	3.9	1.9
Comunitat Valenciana	6,077	8.4	100.0	95.3	3.2	1.5
Extremadura	812	1.1	100.0	91.8	5.1	3.1
Galicia	4,398	6.0	100.0	94.5	2.7	2.8
Madrid, Comunidad de	17,797	24.5	100.0	95.1	3.7	1.2
Murcia, Región de	906	1.3	100.0	95.6	3.2	1.1
Navarra, Comunidad Foral de	541	0.7	100.0	97.3	1.4	1.3
País Vasco	2,321	3.2	100.0	96.8	1.3	1.9
Rioja, La	333	0.5	100.0	92.0	4.0	4.0