

17 December 2015

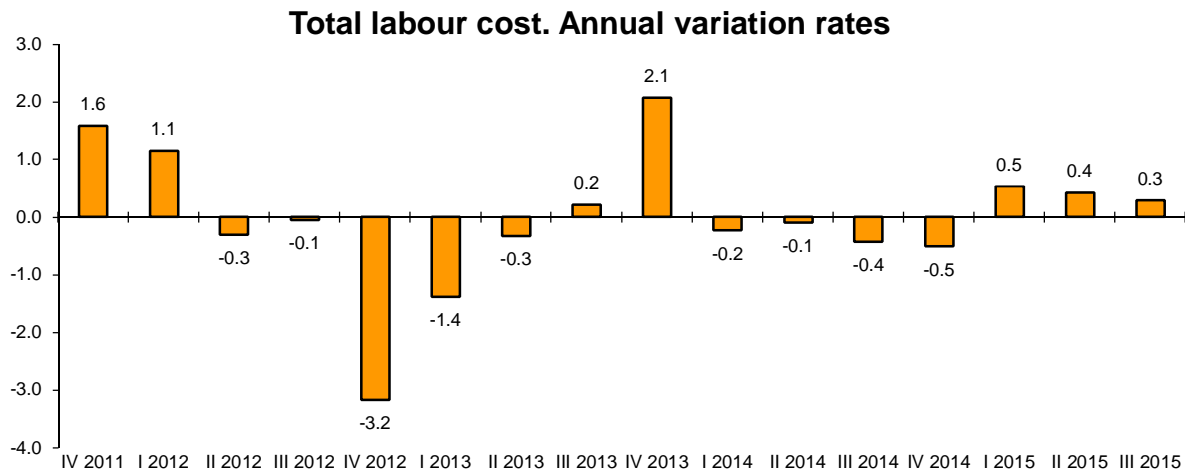
**Quarterly Labour Cost Survey (QLCS)**  
Third quarter of 2015

**Main results**

- The labour cost of companies increases 0.3% in the third quarter of 2015, as compared to the same period of 2014, standing at 2,456.46 euros per worker per month.
- The wage cost per worker per month increases by 0.5%, standing at an average of 1,809.88 euros. In turn, other costs decrease by 0.5%, standing at 646.58 euros per worker and per month.
- During the third quarter of 2015, the average agreed working week is 34.8 hours, considering together full-time and part-time. Among them, an average of 6.9 hours per week are lost, (4.8 of them due to holiday periods).
- The labour cost per effective hour worked decreases 0.4% in the annual rate 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 stays stable (0.0% rate) and the wage cost per effective hour worked decreases by 0.2%.
- Regarding the seasonally and calendar adjusted data, the wage cost per worker increases 0.4% in the third quarter of 2015, as compared to the same period of 2014, and the cost per effective hour worked increases 0.1%.
- In the third quarter of 2015, the number of vacancies is 62,172. 86.6% is registered in the *Services* sector.

## Labour cost by component

The labour cost per worker per month reached 2,456.46 euros in the third quarter of 2015, indicating an increase of 0.3% 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, 1,809.88 euros corresponded to wages, and 591.18 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 0.5% in its annual rate, going from 1,800.46 euros to 1,809.88 euros per worker per month. 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 0.5%. Their main component, compulsory Social Security contributions, increased by 1.0%. Worth noting is the decrease of non-salary payments (7.3%), due to the decrease of compensation for dismissal, partial unemployment, and direct social benefits (Supplementary Social Security benefits paid by the employer).

The labour cost per hour decreased 0.4%. This decrease, as compared to the increase of the cost per worker, is due to the increase in the number of effective working hours. After adjusting this and the calendar effect, the estimated increase of the cost per hour is 0.1%.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,456.46	0.3
Wage cost	1,809.88	0.5
Other costs	646.58	-0.5

### Other costs (non-labour costs)

	Euros	Rate <sup>1</sup>
Total (other costs)	646.58	-0.5
Compulsory contributions	591.18	1.0
Non-wage payments	68.93	-7.3
Subsidies and allowances <sup>2</sup>	13.54	30.8

### Wage cost

	Euros	Tasa <sup>1</sup>
Total wage cost	1,809.88	0.5
Ordinary wage cost	1,644.15	0.2

### Cost per hour

	Euros	Tasa <sup>1</sup>
Cost per effective hour	20.19	-0.4
Cost per paid hour	16.21	0.0

<sup>1</sup> As compared to the same quarter of the previous year

<sup>2</sup>Subsidies are taken out of the other costs

### Labour cost according to economic sectors

*Services* registered the greatest increase in total labour cost and wage cost this quarter. It is also worth noting the growth in this sector of ordinary wage costs and the stability of other costs level, due to the increase of obligatory Social Security contributions and a lower decrease of direct social benefits.

*Industry* registered the greatest decrease in total labour cost and in other costs, due to the decrease in non-wage payments.

In *Construction* all the components of the labour cost registered a decrease, except ordinary wages.

### Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2,456.46	0.3	1,809.88	0.5	1,644.15	0.2	646.58	-0.5
Industry	2,935.58	-0.4	2,166.59	0.2	1,897.32	-0.1	768.99	-2.1
Construction	2,551.96	-0.3	1,775.57	-0.1	1,629.88	0.1	776.39	-0.7
Services	2,360.74	0.5	1,745.60	0.7	1,597.86	0.3	615.14	0.0

<sup>1</sup> As compared to the same quarter of the previous year

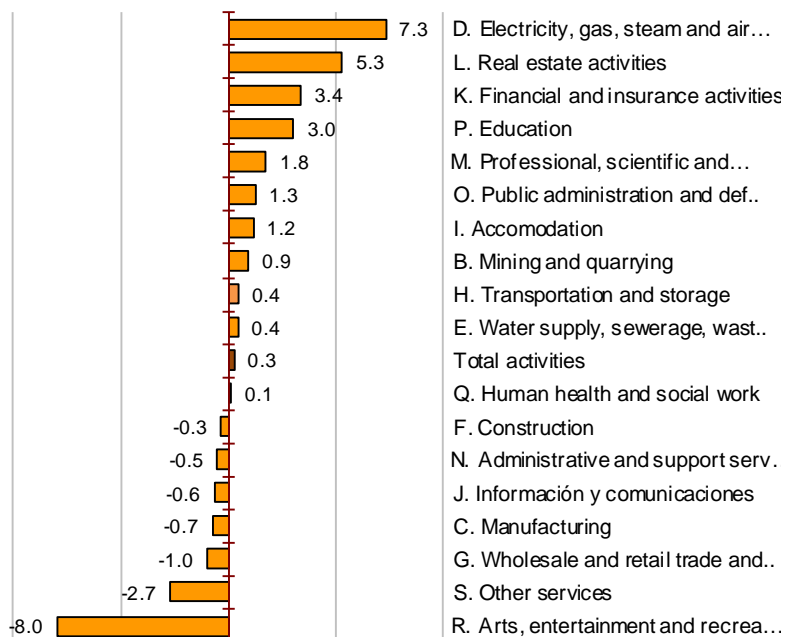
By activity sectors, it was observed that the highest increases of the labour cost were registered in *Electricity, gas, steam and air conditioning supply, Real Estate activities, and Financial and insurance activities.*

In turn, *Arts, entertainment and recreation activities, Other services, and Wholesale and retail trade; repair of motor vehicles and motorcycles* registered the greatest decreases.

### Labour cost per worker and month

	Euros
D. Electricity, gas, steam and air...	5,681.30
K. Financial and insurance activiti	4,662.81
B. Mining and quarrying	3,697.98
J. Information and communication	3,534.23
M. Professional, scientific and...	2,943.57
C. Manufacturing	2,883.03
O. Public administration and def..	2,792.93
E. Water supply, sewerage, w as	2,676.23
H. Transportation and storage	2,652.44
F. Construction	2,551.96
Q. Human health and social work	2,537.99
Total activities	2,456.46
P. Education	2,395.56
L. Real estate activities	2,180.96
G. Wholesale and retail trade and	2,078.50
R. Arts, entertainment and recrea	1,768.54
S. Other services	1,744.76
N. Administrative and support sei	1,725.26
I. Accomodation	1,581.35

### Annual changes



## Labour cost by Autonomous Community

The labour cost in País Vasco and Comunidad de Madrid surpassed the national average by more than 400 euros. In Extremadura and Canarias this labour cost was lower than the national average by the same quantity.

Considering the annual growth of this cost, La Rioja, Comunitat Valenciana and Aragón registered the highest growth rates, whereas Castilla-La Mancha, Comunidad Foral de Navarra, and País Vasco registered the highest decreases.

### Labour cost per worker and month

	Euros
País Vasco	2,939.91
Madrid, Comunidad de	2,917.19
Navarra, Comunidad Foral de	2,591.69
Cataluña	2,559.55
<b>TOTAL</b>	<b>2,456.46</b>
Asturias, Principado de	2,379.56
Aragón	2,361.61
Cantabria	2,315.97
Rioja, La	2,294.02
Andalucía	2,283.49
Balears, Illes	2,273.19
Castilla y León	2,236.27
Galicia	2,196.18
Murcia, Región de	2,194.58
Comunitat Valenciana	2,178.70
Castilla-La Mancha	2,156.52
Canarias	2,080.80
Extremadura	2,007.85

### Annual changes

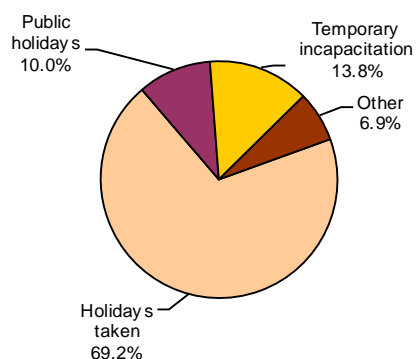


## Working time

During the third quarter of 2015, the average agreed working week, considering full-time and part-time together, was 34.8 hours. Among them, an average of 6.9 hours were lost per week, most of them due to holiday periods (4.8 hours).

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

### Non-worked hours



### Other non-worked hours (various reasons)

	Percentage
Maternity	3.3%
Compensated absences	1.2%
Overtime compensation	0.9%
Labour conflicts	0.7%
Hours lost at work	0.5%
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	0.0%

According to the **type of working day**, the wage difference between full and part-time workers was 5.38 euros per hour (15.67 euros/hour for full-time and 10.29 euros/hour for part-time).

Regarding the time worked, the effective hours worked for full-time workers were 30.9, as compared to 18.1 effective hours worked for part-time workers.

	<b>Weekly hours<sup>1</sup></b>		<b>Labour cost per hour</b>	
	Effective hours	Hours lost	Euros	Rate <sup>2</sup>
Total workers	28.0	6.9	14.87	-0.2
Full time	30.9	8.0	15.67	0.0
Part time	18.1	3.2	10.29	-0.4

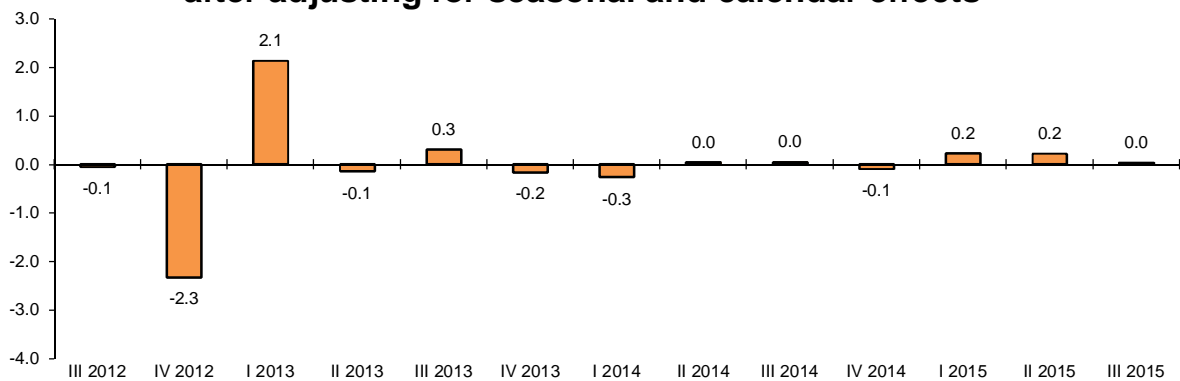
<sup>1</sup>For calculation purposes, a month is considered to have 4.35 weeks <sup>2</sup> Same quarter than last year

### 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 effects<sup>1</sup>.

Between the third quarter of 2015 and the second quarter, the total labour costs did not vary, after adjusting for seasonal and calendar effects.

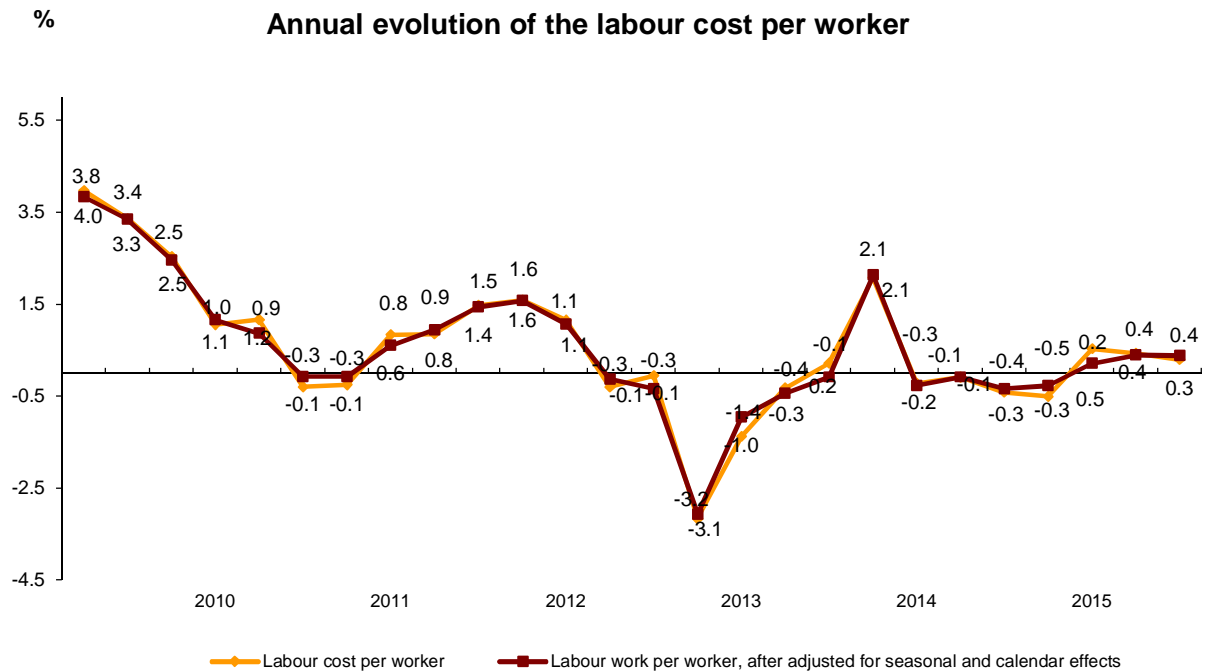
**Total labour cost per worker. Quarterly variation rates after adjusting for seasonal and calendar effects**



<sup>1</sup> 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 62,172 in the third quarter 2015. Out of the total, 86.6% 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

	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
<b>TOTAL</b>	62,172	100.0	100.0	93.6	4.5	1.9
Industry	3,980	6.4	100.0	95.6	3.1	1.3
Construction	4,381	7.1	100.0	93.0	4.3	2.8
Services	53,811	86.6	100.0	93.4	4.7	2.0

## Vacancies by Autonomous Community

The Autonomous Communities registering the greatest number of vacancies in the third 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
<b>TOTAL</b>	<b>62,172</b>
Madrid, Comunidad de	15,011
Cataluña	14,226
Andalucía	8,275
Comunitat Valenciana	4,666
Castilla y León	2,924
Pais Vasco	2,610
Castilla - La Mancha	2,468
Galicia	2,391
Canarias	2,075
Aragón	1,988
Murcia, Región de	1,847
Balears, Illes	1,324
Extremadura	866
Asturias, Principado de	516
Navarra, Comunidad Foral de	406
Rioja, La	330
Cantabria	249

### Percent distribution



# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2015

Base year 2012

### Total Labour Cost

#### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,456.46	96.7	0.3	20.19	103.3	-0.4
Industry	2,935.58	99.4	-0.4	22.88	106.2	-1.0
Construction	2,551.96	94.9	-0.3	18.63	98.5	-0.3
Services	2,360.74	96.5	0.5	19.76	103.0	-0.4

<sup>1</sup> Same quarter, previous year

#### 2. Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,456.46	96.7	0.3	20.19	103.3	-0.4
Andalucía	2,283.49	98.9	0.6	18.40	102.1	-0.1
Aragón	2,361.61	97.5	1.3	19.76	104.2	-0.6
Asturias, Principado de	2,379.56	95.6	0.4	20.06	103.8	0.7
Balears, Illes	2,273.19	96.1	0.6	16.41	93.7	-2.1
Canarias	2,080.80	98.7	1.2	16.39	103.3	-0.3
Cantabria	2,315.97	100.8	1.0	18.47	103.5	-0.8
Castilla y León	2,236.27	95.4	0.6	18.37	99.6	-0.4
Castilla - La Mancha	2,156.52	92.5	-4.1	17.53	99.2	-3.4
Cataluña	2,559.55	94.0	0.4	21.78	103.5	0.0
Comunitat Valenciana	2,178.70	94.6	1.4	18.40	103.3	2.0
Extremadura	2,007.85	93.6	-0.3	16.65	100.7	-1.5
Galicia	2,196.18	99.5	-0.4	17.49	104.4	-0.2
Madrid, Comunidad de	2,917.19	98.8	0.6	23.37	106.5	-0.9
Murcia, Región de	2,194.58	95.3	0.6	18.29	101.2	-2.3
Navarra, Comunidad Foral de	2,591.69	97.9	-0.9	22.10	104.2	-1.0
País Vasco	2,939.91	98.9	-0.7	26.41	109.4	0.0
Rioja, La	2,294.02	97.4	2.4	19.49	103.7	0.6

<sup>1</sup> Same quarter, previous year



## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2015

Base year 2012

## Wage cost

### 1. National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,809.88	96.1	0.5	14.87	102.6	-0.2
Industry	2,166.59	99.7	0.2	16.88	106.5	-0.4
Construction	1,775.57	94.8	-0.1	12.97	98.4	-0.1
Services	1,745.60	95.5	0.7	14.61	102.0	-0.2

<sup>1</sup> Same quarter, previous year

### 2. Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,809.88	96.1	0.5	14.87	102.6	-0.2
Andalucía	1,651.72	97.2	-0.3	13.31	100.3	-1.0
Aragón	1,718.64	96.3	1.5	14.38	102.9	-0.3
Asturias, Principado de	1,739.51	94.8	0.5	14.66	102.9	0.8
Balears, Illes	1,665.70	95.5	1.9	12.03	93.1	-0.9
Canarias	1,523.21	98.0	1.0	11.99	102.6	-0.6
Cantabria	1,698.36	100.6	0.4	13.54	103.2	-1.4
Castilla y León	1,641.47	96.1	2.3	13.49	100.4	1.4
Castilla - La Mancha	1,571.84	92.2	-3.0	12.78	98.8	-2.1
Cataluña	1,893.52	93.1	0.8	16.11	102.5	0.4
Comunitat Valenciana	1,597.23	94.2	1.9	13.49	102.8	2.5
Extremadura	1,465.28	92.2	-0.7	12.15	99.2	-1.9
Galicia	1,601.90	99.0	-0.1	12.76	103.8	0.2
Madrid, Comunidad de	2,183.51	98.6	1.0	17.50	106.4	-0.4
Murcia, Región de	1,613.85	95.4	0.8	13.45	101.3	-2.1
Navarra, Comunidad Foral de	1,910.09	98.1	-0.4	16.28	104.4	-0.5
País Vasco	2,191.94	98.5	-1.0	19.69	108.9	-0.3
Rioja, La	1,673.54	96.3	2.8	14.21	102.3	1.0

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2015

Base year 2012

## Other Costs

### 1. National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	646.58	98.5	-0.5	5.32	105.1	-1.1
Industry	768.99	98.5	-2.1	6.00	105.4	-2.6
Construction	776.39	95.1	-0.7	5.66	98.8	-0.7
Services	615.14	99.4	0.0	5.15	106.2	-0.8

<sup>1</sup> Same quarter, previous year

### 2. Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	646.58	98.5	-0.5	5.32	105.1	-1.1
Andalucía	631.77	103.6	3.1	5.09	106.9	2.4
Aragón	642.97	101.1	0.6	5.38	107.8	-1.3
Asturias, Principado de	640.05	97.8	-0.1	5.40	106.3	0.4
Balears, Illes	607.49	97.7	-2.6	4.38	95.2	-5.4
Canarias	557.59	100.7	1.9	4.40	105.5	0.5
Cantabria	617.61	101.4	2.7	4.93	104.4	1.0
Castilla y León	594.80	93.2	-3.7	4.88	97.2	-4.9
Castilla - La Mancha	584.68	93.4	-7.1	4.75	100.2	-6.5
Cataluña	666.03	96.5	-1.0	5.67	106.4	-1.4
Comunitat Valenciana	581.47	95.8	0.1	4.91	104.5	0.6
Extremadura	542.57	97.7	0.8	4.50	104.9	-0.4
Galicia	594.28	101.1	-1.3	4.73	106.1	-1.3
Madrid, Comunidad de	733.68	99.4	-0.8	5.87	106.9	-2.3
Murcia, Región de	580.73	95.0	0.2	4.84	101.0	-2.8
Navarra, Comunidad Foral de	681.60	97.4	-2.5	5.82	103.7	-2.3
País Vasco	747.97	100.1	0.0	6.72	110.7	0.7
Rioja, La	620.48	100.7	1.1	5.28	107.5	-0.4

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2015

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	151.2	121.7	30.1	168.6	134.4	34.9	92.3	78.8	14.1
Industry	163.4	128.3	36.2	170.3	133.2	38.3	93.3	78.3	15.1
Construction	162.9	137.0	26.5	170.8	143.2	28.2	85.7	75.7	10.1
Services	148.1	119.4	29.3	168.0	133.9	34.7	92.4	78.9	14.2

#### 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	151.2	121.7	30.1	168.6	134.4	34.9	92.3	78.8	14.1
Andalucía	148.2	124.1	24.5	167.7	139.3	28.9	93.0	81.2	12.0
Aragón	150.4	119.5	31.8	168.6	132.6	36.7	83.8	71.5	13.6
Asturias, Principado de	149.2	118.7	31.2	167.6	131.7	36.6	84.3	72.5	11.9
Balears, Illes	155.8	138.5	18.0	169.7	149.2	21.4	123.0	113.3	10.1
Canarias	150.9	127.0	24.4	170.9	142.9	28.5	89.8	78.6	11.9
Cantabria	151.3	125.4	26.3	168.2	138.0	30.7	89.6	79.7	10.2
Castilla y León	149.2	121.7	28.3	168.6	136.1	33.4	86.9	75.6	11.7
Castilla - La Mancha	149.5	123.0	27.1	168.7	138.3	31.1	83.3	70.2	13.3
Cataluña	151.7	117.5	35.0	169.1	129.8	40.2	93.4	76.4	17.5
Comunitat Valenciana	148.7	118.4	30.9	168.6	132.0	37.2	93.6	80.7	13.5
Extremadura	146.6	120.6	26.3	167.5	136.4	31.5	84.9	74.2	11.0
Galicia	153.7	125.6	28.6	169.2	137.2	32.5	89.8	77.7	12.7
Madrid, Comunidad de	154.7	124.8	30.7	169.2	135.7	34.3	93.3	78.6	15.7
Murcia, Región de	152.5	120.0	33.1	169.2	131.8	38.1	95.3	79.6	16.0
Navarra, Comunidad Foral de	149.8	117.3	33.2	166.3	128.9	38.0	83.2	70.4	13.9
País Vasco	149.9	111.3	39.2	164.6	121.0	44.2	83.6	67.5	16.6
Rioja, La	152.3	117.7	35.1	168.5	129.9	39.2	83.1	66.2	18.0

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2015

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 <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	2,456.46	0.3	2,456.30	0.3	2,547.67	0.4
Wages costs	1,809.88	0.5	1,809.88	0.5	1,897.40	0.7
Other costs	646.58	-0.5	646.42	-0.5	650.27	-0.5

<sup>1</sup> Same quarter as the previous year

##### 2. Hourly labour cost

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	20.19	-0.4	20.24	-0.1	19.72	0.1
Wages costs	14.87	-0.2	14.91	0.1	14.69	0.4
Other costs	5.32	-1.1	5.33	-0.9	5.03	-0.8

<sup>1</sup> Same quarter as the previous year

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2015

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	62,172	100.0	100.0	93.6	4.5	1.9
Industry	3,980	6.4	100.0	95.6	3.1	1.3
Construction	4,381	7.1	100.0	93.0	4.3	2.8
Services	53,811	86.6	100.0	93.4	4.7	2.0

#### 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	62,172	100.0	100	93.6	4.5	1.9
Andalucía	8,275	13.3	100	92.8	4.7	2.5
Aragón	1,988	3.2	100	94.4	3.5	2.1
Asturias, Principado de	516	0.8	100	92.8	5.5	1.8
Balears, Illes	1,324	2.1	100	94.1	4.8	1.1
Canarias	2,075	3.3	100	91.7	6.7	1.6
Cantabria	249	0.4	100	96.9	1.5	1.6
Castilla y León	2,924	4.7	100	92.5	4.4	3.0
Castilla - La Mancha	2,468	4.0	100	90.7	7.8	1.4
Cataluña	14,226	22.9	100	95.1	3.7	1.1
Comunitat Valenciana	4,666	7.5	100	95.5	3.2	1.3
Extremadura	866	1.4	100	91.0	6.7	2.3
Galicia	2,391	3.9	100	91.2	6.1	2.7
Madrid, Comunidad de	15,011	24.1	100	92.5	4.5	3.0
Murcia, Región de	1,847	3.0	100	96.4	2.5	1.0
Navarra, Comunidad Foral de	406	0.7	100	96.1	2.1	1.8
País Vasco	2,610	4.2	100	95.6	3.0	1.4
Rioja, La	330	0.5	100	90.1	7.2	2.7