

18 December 2017

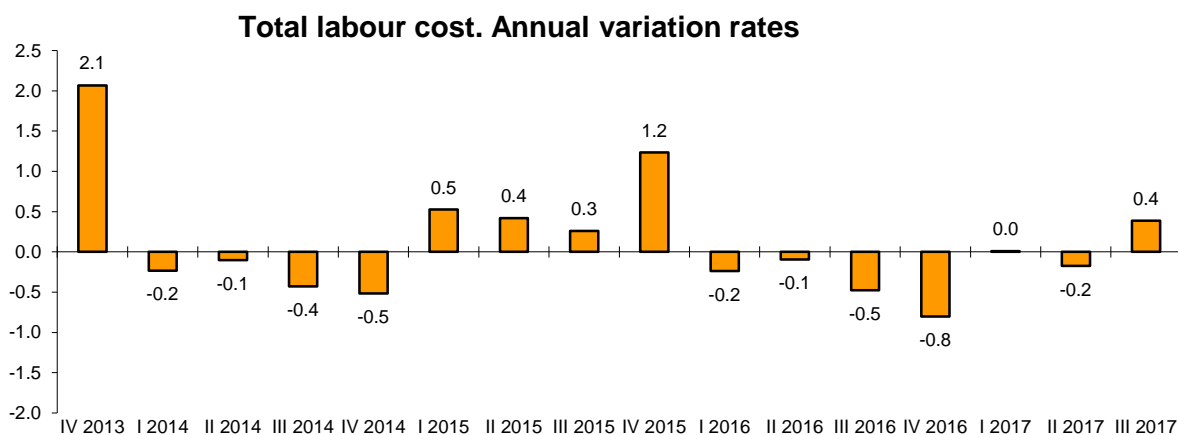
## Quarterly Labour Cost Survey (QLCS) Third quarter of 2017

### Main results

- The labour cost of companies increases 0.4% in the third quarter of 2017, as compared with the same period of 2016, standing at 2,454.27 euros per worker and month.
- Wage cost per worker per month increases 0.3% and reaches 1,809.12 euros on average. In turn, other costs increase by 0.7%, standing at 645.15 euros per worker per month.
- During the third quarter of 2017, the average agreed working week is 34.8 hours, considering together full-time and part-time. Of these, 6.9 hours per week are lost, of which 4.6 are due to vacations and holidays.
- The labour cost per effective hour worked decreases by 0.4% in the annual rate as a consequence of the higher number of hours worked in this quarter as compared with the same period of 2016.
- On a quarterly rate base and according to seasonal and calendar effects adjusted figures, the labour cost per worker increases 0.2%, while the cost per effective hour worked decreases 0.3%.
- According to seasonal and calendar effects adjusted results, the labour cost per worker increases by 0.3% in the third quarter of 2017 as compared with the same period of 2016. In turn, the labour cost per effective hour worked decreases 0.4%.
- In the third quarter of 2017, the number of vacancies is 82,546. 90.3% were in the *Services* sector.

## Labour cost by components

The labour cost per worker per month reached 2,454.27 euros in the third quarter of 2017, indicating an increase of 0.4% as compared with the same period of the previous year.



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,809.12 euros corresponded to wages and 595.45 euros to compulsory Social Security contributions. The remainder corresponded to compensations, social benefits...

The wage cost, which includes base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, grew by 0.3% in annual rate, going from 1,804.01 to 1,809.12 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 by 0.5%.

Other costs (non-wage costs) increased by 0.7%. Their main component, compulsory Social Security contributions, increased by 1.1%. Non-wage payments decrease with respect to the same period of the previous year, due to the decrease in severance payments and other non-wage payments (end-of-contract compensations, compensatory payments, small tools, work clothes, selection of personnel, etc.).

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

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,454.27	0.4
Wage cost	1,809.12	0.3
Other costs	645.15	0.7

### Other costs (non-labour costs)

	Euros	Rate <sup>1</sup>
Total (other costs)	645.15	0.7
Compulsory contributions	595.45	1.1
Non-wage payments	62.34	-4.8
Subsidies and allowances <sup>2</sup>	12.63	-9.2

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,809.12	0.3
Ordinary wage cost	1,650.11	0.5

### Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	20.11	-0.4
Cost per paid hour	16.18	0.1

<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 by economic sector

All sectors presented ordinary wage cost variations higher to those of the total wage cost due to the decrease of extraordinary payments.

This quarter, the *Services* sector registered the greatest increases in the total labour cost and its main components.

*Industry* registered increases in the total labour cost and its components. In this sector worth nothing was the increase of ordinary wages.

*Construction* registered the lowest increase of the total labour cost, as a consequence of the decrease of the total wage cost.

## 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	2,454.27	0.4	1,809.12	0.3	1,650.11	0.5	645.15	0.7
Industry	2,943.56	0.3	2,166.46	0.2	1,909.40	0.6	777.10	0.4
Construction	2,505.65	0.1	1,744.02	-0.1	1,608.31	0.1	761.63	0.4
Services	2,360.77	0.4	1,747.90	0.3	1,605.32	0.5	612.87	0.7

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

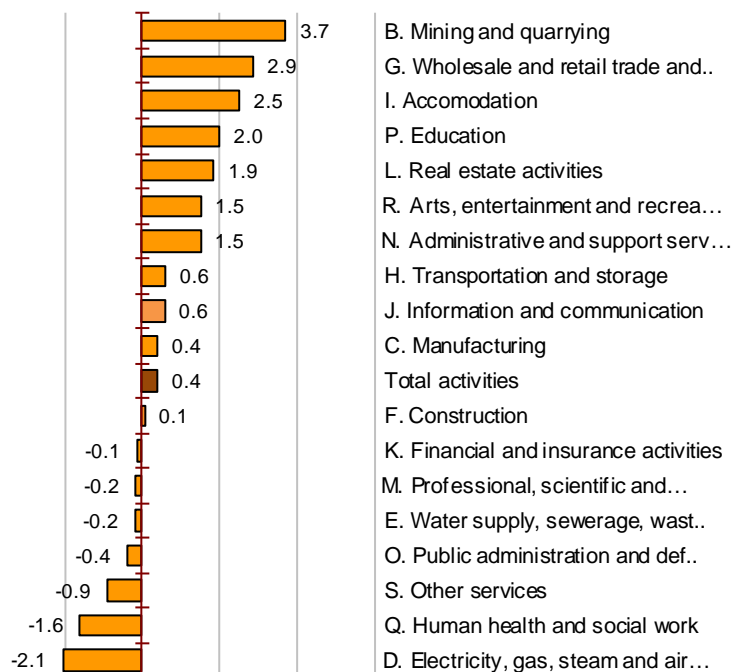
By branch of activity, the growth of the labour cost was higher in *Extractive Industries, Wholesale and Retail Trade, repair of motor vehicles and motorcycles and Accommodation*.

In turn, *Electricity, gas, steam and air conditioning supply, Human health and social work activities and Other services* registered the highest decreases.

## Labour cost per worker and month

	Euros
D. Electricity, gas, steam and air...	5,127.37
K. Financial and insurance activiti	4,532.42
B. Mining and quarrying	4,008.35
J. Information and communication	3,536.34
M. Professional, scientific and...	2,949.01
C. Manufacturing	2,905.49
O. Public administration and def..	2,776.66
H. Transportation and storage	2,689.91
E. Water supply, sewerage, was	2,655.00
Q. Human health and social work	2,575.29
F. Construction	2,505.65
Total activities	2,454.27
P. Education	2,431.96
L. Real estate activities	2,222.90
G. Wholesale and retail trade and	2,131.65
R. Arts, entertainment and recrea	1,843.14
N. Administrative and support ser	1,761.11
S. Other services	1,681.58
I. Accommodation	1,614.25

## Annual changes



## Labour cost by Autonomous Community

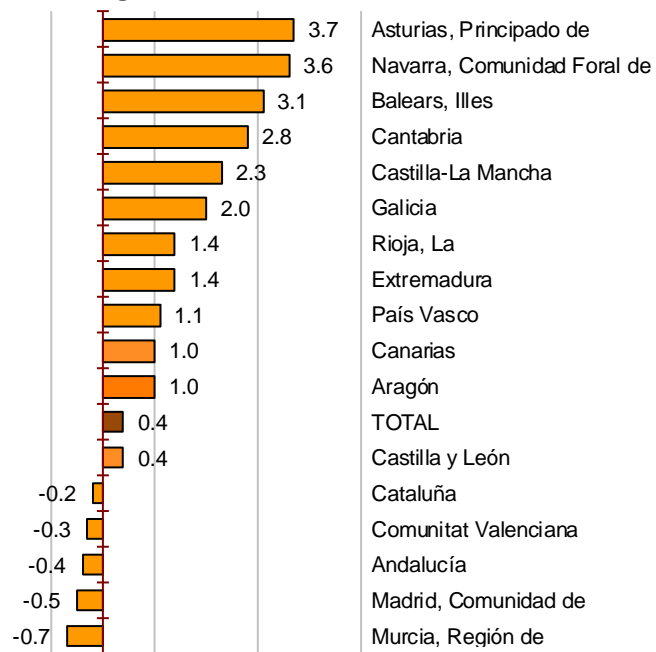
The labour cost in País Vasco and Comunidad de Madrid exceeded the national average by more than 300 euros. In Extremadura and Canarias this cost was lower than the average in the same amount.

Looking at the annual cost growth, Principado de Asturias, Comunidad Foral de Navarra and Illes Balears showed the highest rates. In turn, Región de Murcia, Comunidad de Madrid and Andalucía recorded the largest decreases.

### Labour cost per worker and month

	Euros
País Vasco	2,951.59
Madrid, Comunidad de	2,865.92
Navarra, Comunidad Foral de	2,668.52
Cataluña	2,540.21
Asturias, Principado de	2,493.13
<b>TOTAL</b>	<b>2,454.27</b>
Cantabria	2,426.92
Balears, Illes	2,339.84
Aragón	2,326.36
Galicia	2,258.41
Castilla y León	2,246.53
Castilla-La Mancha	2,243.84
Andalucía	2,225.59
Rioja, La	2,221.67
Comunitat Valenciana	2,216.50
Murcia, Región de	2,200.92
Canarias	2,108.09
Extremadura	2,043.80

### Annual changes

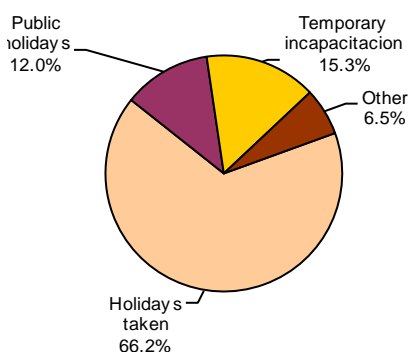


## Working time

During the third quarter of 2017, the average agreed working week was 34.8 hours, considering together full-time and part-time. Of these, an average of 6.9 hours are lost per week, most of which were due to vacations and public holidays (5.4).

After adding overtime and subtracting lost hours, the working week is reduced to 28.1 effective working hours.

### Non-worked hours



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

	Porcentaje
Maternity	3.2%
Compensated absences	1.3%
Overtime compensation	0.9%
Labour conflicts	0.6%
Hours lost at work	0.3%
Other hours not worked and not paid	0.2%
Hours lost at work due economical or technical reas	0.0%
Other hours not worked but paid	0.0%

By type of working day, the wage difference between full-time and part-time workers was 5.15 euros per hour (15.59 euros/hour for full-time versus 10.44 euros/hour for part-time).

Regarding work time, full-time workers performed 13 effective hours per week more than part-time workers (31.0 hours per week as compared with 18.0).

**Weekly hours<sup>1</sup>**

	Effective hours	Hours lost
Total workers	28.1	6.9
Full time	31.0	7.9
Part time	18.0	3.3

<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks

**Labour cost per hour**

	Euros	Rate <sup>2</sup>
Total workers	14.83	-0.5
Full time	15.59	-0.8
Part time	10.44	1.8

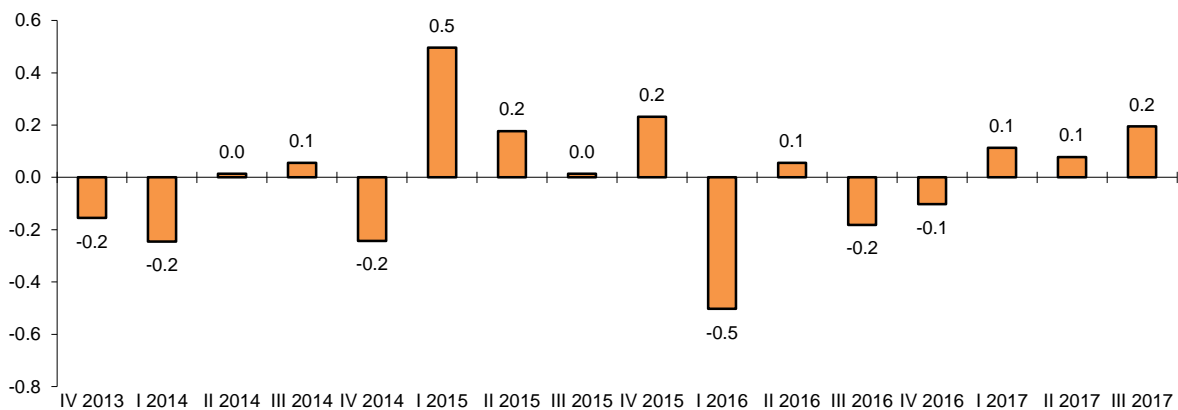
<sup>2</sup> Same quarter than last year

**Series adjusted for seasonal and calendar effects**

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 and the second quarter of 2017, removing the seasonal and calendar effects, the variation of the total labour cost per worker was 0.2%.

**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 Labour Cost Evolution

The labour cost per worker adjusted for seasonal and calendar effects had an annual variation rate of 0.3% in the third quarter of 2017.



### Job vacancies

The number of vacancies stood at 82,546 in the third quarter 2017. Of those, 90.3% are in the Services sector.

The majority of questioned units responded that they don't have vacancies to be filled this quarter because they don't 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
TOTAL	82,546	100.0	100.0	93.9	4.0	2.1
Industry	6,589	8.0	100.0	93.9	4.2	1.9
Construction	1,399	1.7	100.0	92.6	4.8	2.7
Services	74,559	90.3	100.0	94.1	3.8	2.1

## Vacancies by Autonomous Community

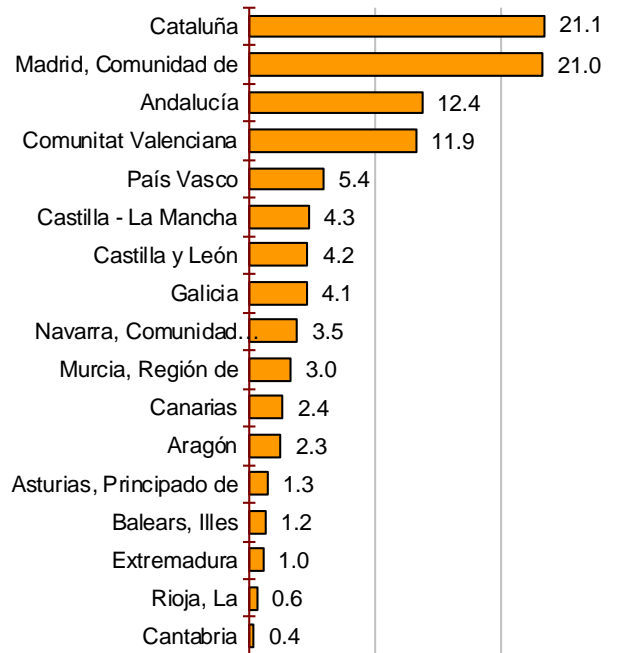
The Autonomous Communities with the largest number of vacancies in the third quarter were Cataluña, Comunidad de Madrid and Andalucía. In turn, those recording the lowest number were Cantabria, La Rioja and Extremadura.

Looking at the percentage distribution, Cataluña, Comunidad de Madrid and Andalucía concentrated over half of total vacancies this quarter.

### Vacancies by Autonomous Community

	Vacantes
<b>TOTAL</b>	<b>82,546</b>
Cataluña	17,413
Madrid, Comunidad de	17,309
Andalucía	10,199
Comunitat Valenciana	9,852
País Vasco	4,415
Castilla - La Mancha	3,532
Castilla y León	3,494
Galicia	3,397
Navarra, Comunidad Foral de	2,855
Murcia, Región de	2,462
Canarias	2,018
Aragón	1,897
Asturias, Principado de	1,105
Balears, Illes	997
Extremadura	839
Rioja, La	454
Cantabria	308

### Percent distribution



# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2017

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	2,454.27	96.6	0.4	20.11	102.9	-0.4
Industry	2,943.56	99.7	0.3	22.94	106.5	0.1
Construction	2,505.65	93.2	0.1	18.12	95.8	-0.4
Services	2,360.77	96.5	0.4	19.72	102.8	-0.5

<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	2,454.27	96.6	0.4	20.11	102.9	-0.4
Andalucía	2,225.59	96.4	-0.4	18.10	100.4	-0.3
Aragón	2,326.36	96.1	1.0	19.24	101.4	0.1
Asturias, Principado de	2,493.13	100.2	3.7	20.69	107.1	3.1
Balears, Illes	2,339.84	98.9	3.1	16.97	96.9	2.1
Canarias	2,108.09	100.0	1.0	16.18	102.0	-1.2
Cantabria	2,426.92	105.6	2.8	19.32	108.3	2.5
Castilla y León	2,246.53	95.8	0.4	18.83	102.1	0.5
Castilla - La Mancha	2,243.84	96.3	2.3	18.26	103.3	1.8
Cataluña	2,540.21	93.3	-0.2	21.38	101.6	-0.2
Comunitat Valenciana	2,216.50	96.2	-0.3	18.11	101.6	-1.5
Extremadura	2,043.80	95.3	1.4	17.52	105.9	3.9
Galicia	2,258.41	102.4	2.0	18.38	109.7	2.3
Madrid, Comunidad de	2,865.92	97.1	-0.5	22.87	104.2	-2.2
Murcia, Región de	2,200.92	95.6	-0.7	18.61	103.0	-1.7
Navarra, Comunidad Foral de	2,668.52	100.8	3.6	23.25	109.6	2.2
País Vasco	2,951.59	99.3	1.1	26.77	110.8	-1.8
Rioja, La	2,221.67	94.4	1.4	18.82	100.1	1.5

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



## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2017

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	1,809.12	96.0	0.3	14.83	102.3	-0.5
Industry	2,166.46	99.7	0.2	16.88	106.5	0.0
Construction	1,744.02	93.1	-0.1	12.61	95.7	-0.6
Services	1,747.90	95.6	0.3	14.60	101.9	-0.5

<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	1,809.12	96.0	0.3	14.83	102.3	-0.5
Andalucía	1,632.62	96.1	-0.4	13.28	100.1	-0.4
Aragón	1,695.96	95.0	0.7	14.03	100.4	-0.2
Asturias, Principado de	1,853.75	101.0	4.1	15.39	108.1	3.6
Balears, Illes	1,709.47	98.1	3.3	12.40	96.0	2.4
Canarias	1,533.47	98.7	0.9	11.77	100.7	-1.3
Cantabria	1,761.23	104.3	0.6	14.02	106.9	0.3
Castilla y León	1,647.49	96.5	0.4	13.81	102.8	0.5
Castilla - La Mancha	1,628.64	95.5	1.9	13.25	102.4	1.3
Cataluña	1,872.04	92.0	-0.2	15.76	100.3	-0.1
Comunitat Valenciana	1,623.73	95.7	-1.1	13.27	101.1	-2.3
Extremadura	1,487.86	93.6	1.6	12.76	104.2	4.2
Galicia	1,651.58	102.1	1.7	13.44	109.4	2.0
Madrid, Comunidad de	2,141.88	96.8	-0.4	17.09	103.9	-2.2
Murcia, Región de	1,622.35	95.9	-0.3	13.72	103.3	-1.4
Navarra, Comunidad Foral de	1,961.46	100.8	4.2	17.09	109.6	2.8
País Vasco	2,200.05	98.9	1.1	19.96	110.4	-1.7
Rioja, La	1,630.01	93.8	1.6	13.81	99.4	1.8

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2017

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	645.15	98.2	0.7	5.28	104.3	-0.2
Industry	777.10	99.5	0.4	6.06	106.5	0.3
Construction	761.63	93.3	0.4	5.51	96.2	0.0
Services	612.87	99.1	0.7	5.12	105.6	-0.2

<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	645.15	98.2	0.7	5.28	104.3	-0.2
Andalucía	592.97	97.2	-0.2	4.82	101.3	-0.2
Aragón	630.40	99.1	1.9	5.21	104.4	0.8
Asturias, Principado de	639.38	97.7	2.4	5.30	104.3	1.7
Balears, Illes	630.37	101.3	2.5	4.57	99.3	1.3
Canarias	574.62	103.8	1.4	4.41	105.8	-0.9
Cantabria	665.69	109.3	9.3	5.30	112.3	9.1
Castilla y León	599.04	93.9	0.3	5.02	100.0	0.6
Castilla - La Mancha	615.20	98.3	3.5	5.01	105.7	3.1
Cataluña	668.17	96.8	-0.2	5.62	105.4	-0.4
Comunitat Valenciana	592.77	97.7	2.0	4.84	103.0	0.6
Extremadura	555.94	100.1	0.9	4.76	111.0	3.3
Galicia	606.83	103.2	2.9	4.94	110.8	3.1
Madrid, Comunidad de	724.04	98.1	-0.6	5.78	105.3	-2.2
Murcia, Región de	578.57	94.6	-1.5	4.89	102.1	-2.6
Navarra, Comunidad Foral de	707.06	101.0	2.0	6.16	109.8	0.7
País Vasco	751.54	100.6	1.1	6.81	112.2	-2.0
Rioja, La	591.66	96.0	0.7	5.01	102.0	0.8

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2017

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
<b>TOTAL</b>	151.3	122.0	30.0	168.8	135.0	34.6	92.3	78.5	14.6
Industry	163.4	128.3	36.3	170.4	133.3	38.4	92.5	77.9	14.9
Construction	163.8	138.3	26.1	170.7	144.0	27.4	88.5	76.2	12.4
Services	148.1	119.7	29.1	168.2	134.6	34.3	92.3	78.6	14.6

#### 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
<b>TOTAL</b>	151.3	122.0	30.0	168.8	135.0	34.6	92.3	78.5	14.6
Andalucía	148.0	123.0	25.6	168.1	138.1	30.6	92.0	80.8	11.7
Aragón	149.3	120.9	29.3	168.4	134.9	34.3	84.9	73.9	12.6
Asturias, Principado de	150.1	120.5	30.5	167.7	134.0	34.6	86.0	71.1	15.4
Balears, Illes	155.0	137.9	17.8	169.6	148.8	21.5	122.4	113.3	9.6
Canarias	155.2	130.3	25.3	171.3	143.3	28.4	90.9	78.3	13.0
Cantabria	153.4	125.6	28.2	168.7	137.7	31.5	91.4	76.8	15.0
Castilla y León	149.4	119.3	30.8	168.1	133.0	35.9	87.4	74.0	13.8
Castilla - La Mancha	148.9	122.9	26.7	168.7	138.1	31.3	83.6	72.8	11.5
Cataluña	151.7	118.8	33.8	169.2	131.1	39.0	93.7	77.9	16.7
Comunitat Valenciana	150.0	122.4	28.3	169.8	137.4	33.1	92.7	79.2	14.4
Extremadura	145.1	116.6	28.8	167.4	133.5	34.2	85.2	71.1	14.3
Galicia	152.5	122.9	30.3	169.0	135.3	34.5	87.0	73.5	14.1
Madrid, Comunidad de	154.7	125.3	30.1	169.2	136.6	33.3	94.5	78.8	16.8
Murcia, Región de	150.7	118.2	33.0	169.2	132.2	37.6	90.4	72.9	17.9
Navarra, Comunidad Foral de	149.6	114.8	35.8	166.9	126.3	41.5	84.5	71.7	14.2
País Vasco	149.4	110.3	39.7	164.9	120.4	45.0	84.3	67.5	17.2
Rioja, La	149.6	118.1	32.0	169.0	132.2	37.3	80.9	68.1	13.3

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2017

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	2,454.27	0.4	2,454.34	0.4	2,547.23	0.3
Wages costs	1,809.12	0.3	1,809.14	0.3	1,899.30	0.2
Other costs	645.15	0.7	645.20	0.7	647.93	0.6

<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	20.11	-0.4	20.10	-0.3	19.69	-0.4
Wages costs	14.83	-0.5	14.82	-0.4	14.70	-0.4
Other costs	5.28	-0.2	5.28	0.0	4.99	-0.2

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2017

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	82,546	100.0	100.0	93.9	4.0	2.1
Industry	6,589	8.0	100.0	93.9	4.2	1.9
Construction	1,399	1.7	100.0	92.6	4.8	2.7
Services	74,559	90.3	100.0	94.1	3.8	2.1

### 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	82,546	100.0	100	93.9	4.0	2.1
Andalucía	10,199	12.4	100	92.0	5.7	2.3
Aragón	1,897	2.3	100	97.2	1.6	1.3
Asturias, Principado de	1,105	1.3	100	93.2	6.0	0.9
Balears, Illes	997	1.2	100	95.8	2.2	2.1
Canarias	2,018	2.4	100	92.4	5.8	1.7
Cantabria	308	0.4	100	93.9	4.7	1.4
Castilla y León	3,494	4.2	100	94.3	2.4	3.3
Castilla - La Mancha	3,532	4.3	100	92.1	5.5	2.4
Cataluña	17,413	21.1	100	95.0	3.5	1.5
Comunitat Valenciana	9,852	11.9	100	95.3	2.2	2.6
Extremadura	839	1.0	100	93.9	4.1	1.9
Galicia	3,397	4.1	100	91.4	6.1	2.5
Madrid, Comunidad de	17,309	21.0	100	95.1	3.4	1.4
Murcia, Región de	2,462	3.0	100	93.2	4.2	2.6
Navarra, Comunidad Foral de	2,855	3.5	100	95.5	1.6	2.8
País Vasco	4,415	5.4	100	93.2	3.6	3.2
Rioja, La	454	0.6	100	95.3	3.0	1.7