

27 July 2011

Annual Labour Cost Survey (ALCS) 2010

Main results

- The **total cost per worker**, in gross terms, is **30,819.53** euros during the year 2010, for a **0.5%** increase over the previous year.
- The **net cost** is **30,541.28 euros per worker**, after deducting **278.25** euros for **subsidies and deductions** received by the Public Administrations in order to promote employment and vocational training.
- **73.14%** of the total cost is for **wages (22,540.83 euros/worker)** and **22.09%** for **obligatory Social Security contributions (6,806.61 euros/worker)**.
- Of the remaining items comprising cost, **581.39** annual euros per worker are used for **social benefits**, **374.07** for **expenses from work**, **412.29** euros correspond to **compensation for dismissal** and **104.34** to **vocational training**.
- 96.4% of the centres that represent 91% of the workers regulate their **labour relations** with collective agreements.

Annual labour cost per worker

The labour cost per worker in gross terms was 30,819.53 euros in 2010, according to the results of the Annual Labour Cost Survey (ALCS), which completes those obtained quarterly from the Quarterly Labour Cost Survey (QLCS). This cost represented an increase of 0.5%, as compared with the year 2009. After subtracting from this figure the subsidies and deductions received by the Public Administrations, a net cost of 30,541.28 euros was obtained, for interannual growth of 0.5%.

Wages and salaries plus Social Security contributions, together, constituted 95.2% of the gross cost.

In addition to wages and contributions, 581.39 euros annually per worker were used for social benefits (voluntary contributions to insurance and pension plans, complementary benefits from Social Security and corporate expenses), 374.07 for other expenses from work (end of contract payouts, small tools and work clothes, transport to the workplace, selection of personnel, etc.), 412.29 euros corresponded to compensation for dismissal and 104.34 to vocational training.

Components of annual gross cost		Annual net cost	
	Euros		Euros
Gross cost¹	30,819.53	Net cost³	30,541.28
Wages and salaries	22,540.83	Gross cost ¹	30,819.53
Obligatory contributions	6,806.61	Subsidies and deductions (-)	278.25
Social benefits	581.39		
-Voluntary contributions	217.04		
-Direct corporate contributions	322.70		
-Corporate expenses	41.65		
Compensation for dismissal	412.29		
Expenditure on vocational training	104.34		
Costs from work	374.07		
-Transport expenses	18.05		
-Remaining costs ²	356.02		

1 Excludes travel allowances and expenses

2 End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

3 Subsidies and deductions deduced

Labour cost by economic activity

Industry, with a total net cost per worker of 34,677.47 euros during the year 2010, was the economic sector with the highest labour costs and the greatest interannual increase (2.3%) of those costs, with the increase in wage costs worth noting (2.9%), as compared with that of non-wage costs (0.7%).

The construction sector and the services sector experienced the same growth in net cost (0.2%, as compared with the previous year). However, construction experienced the greatest increase in wages (0.7%, as compared with the 0.5% growth in services) and the greatest drop in non-wage costs (-1.1% and -0.8%, respectively).

Economic sectors	Net cost		Wages and salaries		Non-wage cost	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Industry	34,677.47	2.3	25,123.08	2.9	9,554.39	0.7
Construction	30,576.40	0.2	21,663.33	0.7	8,913.07	-1.1
Services	29,666.38	0.2	22,102.21	0.5	7,564.17	-0.8

¹ With regard to the previous year

The differences between the gross labour cost per worker, according to the different activities within the CNAE-09 Classification of Activities were worth noting, with a broad register fluctuating between 18,897.05 gross annual euros per worker in Accommodation (I) and 77,884.73 euros per wage earner in the Supply of electrical energy, gas, steam and air conditioning (D) section.

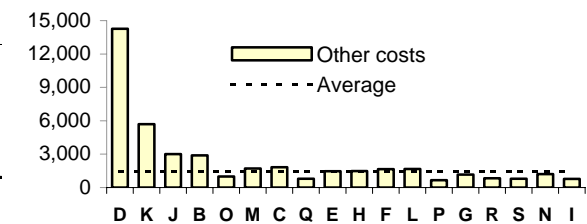
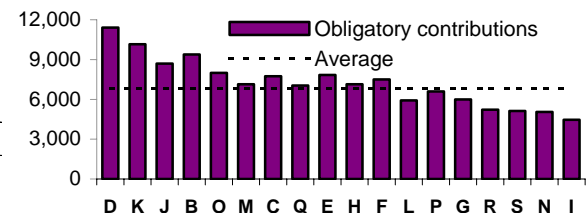
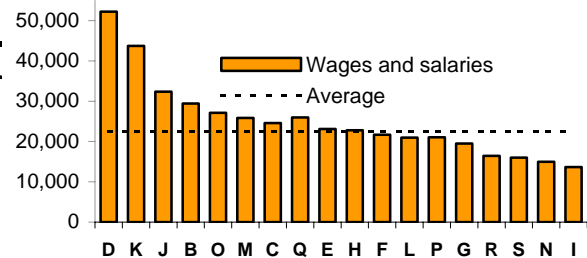
Gross total cost per worker in 2010

	Euros
D-. Supply of electrical energy, gas, steam and air conditioning	77,884.73
K-. Financial and insurance activities	59,582.33
J-. Information and communications	44,079.62
B-. Mining and quarrying industries	41,710.50
O-. Public administration, defence, Social Security	36,125.78
M-. Professional, scientific and technical activities	34,715.05
Q-. Health activities and social services	34,174.39
C-. Manufacturing industry	33,798.00
E-. Water, sewerage, waste and decontamination	32,410.35
H-. Transport and storage	31,406.68
Total activities	30,819.53
F-. Construction	30,816.23
P-. Education	28,563.58
L-. Real estate activities	28,319.99
G-. Trade; repair of vehicles and motorcycles	26,678.86
R-. Artistic, recreational and entertainment activities	22,493.49
N-. Administrative and support service activities	21,925.14
S-. Other services	21,218.79
I-. Accommodation	18,897.05

Industry: comprising sections B, C, D, E.

Construction: comprising section F.

Services comprising sections G, H, I, J, K, M, N, O, P, Q, R, S.



The energy (D) and (K) financial sections were also of note because they paid the highest **wages and salaries** to their workers and took on the highest cost in social benefits. They were also the sections that invested the most in the vocational training of their workers.

The mining and quarrying industries (B) and construction (F) were the activities with the most expenses from work (work clothes, small tools, transport, end of contract payouts, compensatory payments, etc.). The construction sector was also worth noting, because it presented the greatest weight in obligatory Social Security contributions, over the total cost, as compared with the remaining activities.

Compensation for dismissal accounted for the greatest labour costs in the mining and quarrying industries (B) and in the energy industry (D). At the other end of the spectrum were health and social services activities (Q) and the Public Administration (O).

The greatest subsidies and tax deductions due to the creation of employment and the promotion of vocational training were obtained in the energy industry (D), whereas the lowest were in accommodation (I), although it was the cost variable that presented least differences among the productive sectors.

Greatest and lowest costs, by economic section

Wages and salaries		Social benefits	
D-. Supply of electrical energy, gas, steam and air conditioning	52,202.80	D-. Supply of electrical energy, gas, steam and air conditioning	11,701.60
K-. Financial and insurance activities	43,733.06	K-. Financial and insurance activities	4,184.15
Total activities	22,540.83	Total activities	581.39
N-. Administrative and support service activities	14,958.74	R-. Artistic, recreational and entertainment activities	180.16
I-. Accommodation	13,657.19	I-. Accommodation	138.56

Costs from work		Compensation for dismissal	
F-. Construction	864.60	B-. Mining and quarrying industries	1,440.33
B-. Mining and quarrying industries	708.22	D-. Supply of electrical energy, gas, steam and air conditioning	1,242.30
Total activities	374.07	Total activities	412.29
Q-. Health activities and social services	146.51	Q-. Health activities and social services	46.80
O-. Public administration, defence, Social Security	121.14	O-. Public administration, defence, Social Security	13.50

Vocational training		Subsidies and deductions	
D-. Supply of electrical energy, gas, steam and air conditioning	1,133.15	D-. Supply of electrical energy, gas, steam and air conditioning	534.24
K-. Financial and insurance activities	426.23	S-. Other services	515.72
Total activities	104.34	Total activities	278.25
R-. Artistic, recreational and entertainment activities	31.13	P-. Education	192.11
I-. Accommodation	16.42	I-. Accommodation	181.28

Labour cost by company size

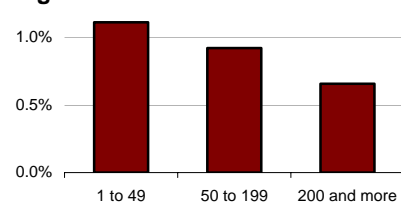
The largest companies paid the highest salaries per worker, as compared with the medium and small-sized companies. As a result, Social Security contributions were also the greatest for the former.

The behaviour of subsidies and tax deductions, as an absolute value, was similar for all companies, regardless of their size.

Company size ¹	Gross total cost	Wages and salaries	Obligatory contributions	Subsidies and deductions
1 to 49	25,708.85	18,636.03	5,963.13	286.86
50 to 199	32,605.01	23,732.09	7,224.96	301.34
200 and more	37,929.39	28,079.38	7,903.41	250.03

¹ Number of workers

% Subsidies and deductions on gross total cost



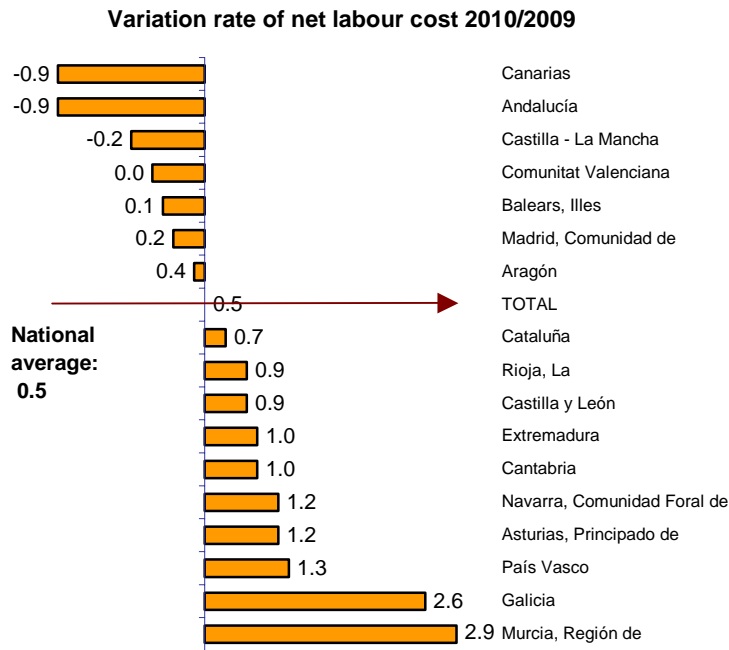
Social benefits and expenses on vocational training were significantly higher in the largest-sized centres, whereas costs from work were highest in small and medium-sized centres.

Company size ¹	Social benefits	Costs from work	Compensation for dismissal	Vocational training
1 to 49	263.71	418.41	380.34	47.23
50 to 199	606.08	402.89	530.85	108.14
200 and more	1,076.93	285.43	390.39	193.85

¹ Number of workers

Labour cost by Autonomous Community

By Community, the greatest labour costs were recorded in País Vasco and Comunidad de Madrid, and the lowest, in Extremadura and Canarias.



Net total cost per worker per year

	Euros
País Vasco	35,680.21
Madrid, Comunidad de	35,236.69
Cataluña	32,661.26
Navarra, Comunidad Foral de	32,065.27
TOTAL	30,541.28
Asturias, Principado de	30,394.85
Aragón	29,535.45
Balears, Illes	28,873.75
Rioja, La	28,586.34
Murcia, Región de	28,329.96
Cantabria	28,231.89
Andalucía	28,148.74
Castilla y León	28,123.13
Comunitat Valenciana	27,279.28
Castilla - La Mancha	27,245.97
Galicia	27,121.49
Extremadura	25,858.04
Canarias	25,769.94

The companies in the Autonomous Communities of Madrid and País Vasco paid the highest wages and recorded the greatest expenses on social benefits.

Regarding vocational training, Andalucía and Madrid showed the greatest costs, whereas the lowest costs were registered in Illes Balears and Murcia.

The largest compensations for dismissal were in Cataluña and Madrid.

Companies in País Vasco and Navarra received the highest subsidies and tax deductions linked to employment and vocational training.

The Autonomous Communities with the greatest and smallest costs per worker

Wages and salaries		Social benefits		Costs from work	
País Vasco	26,513.22	País Vasco	907.64	Balears, Illes	502.91
Madrid, Comunidad de	26,122.19	Madrid, Comunidad de	825.48	Madrid, Comunidad de	480.95
National total	22,540.83	National total	581.39	National total	374.07
Extremadura	19,198.79	Comunitat Valenciana	411.86	Navarra, Comunidad Foral de	233.09
Canarias	18,656.32	Extremadura	350.23	Rioja, La	227.83
Compensation for dismissal		Vocational training		Subsidies and deductions	
Madrid, Comunidad de	692.01	Andalucía	157.76	País Vasco	377.28
Cataluña	562.08	Madrid, Comunidad de	147.76	Navarra, Comunidad Foral de	356.59
National total	412.29	National total	104.34	National total	278.25
Asturias, Principado de	158.16	Murcia, Región de	51.93	Murcia, Región de	226.67
Extremadura	152.25	Balears, Illes	50.50	Castilla - La Mancha	194.04

Regulation of labour relations

The main results are being presented of a new section in ALCS 2010, called “Regulation of labour relations”, aimed at ascertaining the degree of regulation of the labour relations of the contribution centre targeted by the survey. It is divided, in turn, into two parts intended to verify, on the one hand, the geographical and functional scope covered by said regulation, and on the other hand, the possible exceptions in its application.

Most of the centres and their workers were regulated by collective agreements, with the most common scope being that which was lower than the national scope (sectoral agreements for Autonomous Community, provincial, etc. scopes).

Proportion of workers and centres, according to type of regulation

	Total	Total agreements	National scope	Scope lower than national	Company or work centre scope	Other type of regulation
Centres	100	96.4	24.5	66.7	5.2	3.6
Workers	100	91.0	24.3	46.7	20.0	9.0

Regarding labour cost components, worth noting was that the highest labour cost was registered in those centres that were not regulated by collective agreements, followed by those regulated by company or work centre agreements.

Cost components, according to type of regulation (Euros)

	Total	Total agreements	National scope	Scope lower than national	Company or work centre scope	Other type of regulation
GROSS COST ¹	30,819.53	29,840.61	30,940.14	26,429.36	34,632.22	38,558.88
Wages and salaries	22,540.83	21,698.22	22,640.23	19,121.86	25,106.32	29,769.24
Obligatory contributions	6,806.61	6,679.62	6,613.59	6,195.03	7,535.82	7,891.92
Voluntary contributions	217.04	228.03	278.23	83.52	505.12	106.24
Direct corporate contributions	322.70	325.53	391.38	148.33	566.49	489.61
Corporate expenses	41.65	43.35	57.72	18.13	84.91	24.47
Compensation for dismissal	412.29	420.60	515.07	371.64	416.61	27.06
Expenditure on vocational training	104.34	94.77	117.16	51.59	168.57	200.81
Transport expenses	18.05	19.55	10.52	10.49	51.70	2.96
Remaining costs ²	356.02	909.21	1,016.71	880.62	918.47	301.87
Subsidies and deductions	278.25	297.93	303.26	249.19	383.18	91.55
NET COST ³	30,541.28	29,542.68	30,636.88	26,180.17	34,249.04	38,467.33

1 Excludes travel allowances and expenses

2 End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

3 Subsidies and deductions deduced

Lastly, it is important to highlight that the modifications to the conditions of the collective agreements had affected approximately 4% of the centres and somewhat more than 8% of workers.

For further information see INEbase-www.ine.es/en/welcome_en.htm All press releases at: www.ine.es/en/prensa/prensa_en.htm

Press Office: Telephone numbers: 91 583 93 63 / 94 08 – Fax: 91 583 90 87 - gprensa@ine.es

Information Area: Telephone number: 91 583 91 00 – Fax: 91 583 91 58 – www.ine.es/infoine/?L=1

Annual Labour Cost 2010

Results by activity sector

1. Labour Cost per worker per year

(Euros)

	Total	Industry	Construction	Services
GROSS COST ¹	30,819.53	35,039.81	30,816.23	29,931.24
Wages and salaries	22,540.83	25,123.08	21,663.33	22,102.21
Obligatory contributions	6,806.61	7,851.75	7,497.33	6,503.04
Voluntary contributions	217.04	329.52	182.40	198.60
Direct corporate contributions	322.70	412.51	119.85	328.25
Corporate expenses	41.65	63.42	14.93	40.43
Compensation for dismissal	412.29	819.78	418.62	325.38
Expenditure on vocational training	104.34	128.17	55.17	105.34
Expenditure on transport	18.05	50.05	29.10	10.35
Remaining costs ²	356.02	261.53	835.50	317.64
Subsidies and deductions	278.25	362.34	239.83	264.86
NET COST ³	30,541.28	34,677.47	30,576.40	29,666.38

¹ Excludes travel allowances and expenses

² End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

³ Subsidies and deductions deducted

2. Percentage structure over gross cost

	Total	Industry	Construction	Services
GROSS COST ¹	100.00	100.00	100.00	100.00
Wages and salaries	73.14	71.70	70.30	73.84
Obligatory contributions	22.09	22.41	24.33	21.73
Voluntary contributions	0.70	0.94	0.59	0.66
Direct corporate contributions	1.05	1.18	0.39	1.10
Corporate expenses	0.14	0.18	0.05	0.14
Compensation for dismissal	1.34	2.34	1.36	1.09
Expenditure on vocational training	0.34	0.37	0.18	0.35
Expenditure on transport	0.06	0.14	0.09	0.03
Remaining costs ²	1.16	0.75	2.71	1.06

¹ Excludes travel allowances and expenses

² End of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

Annual Labour Cost 2010

Results by Autonomous Community

1. Labour Cost per worker per year

(Euros)

	GROSS COST ¹	Wages and salaries	Obligatory contributions	Voluntary contributions	Direct corporate contributions	Other ²	Subsidies and deductions	NET COST ³
TOTAL	30,819.53	22,540.83	6,806.61	217.04	322.70	932.35	278.25	30,541.28
Andalucía	28,408.56	20,640.91	6,415.92	169.66	309.51	872.56	259.82	28,148.74
Aragón	29,820.99	21,779.25	6,784.26	172.28	274.73	810.47	285.54	29,535.45
Asturias, Principado de	30,718.19	22,619.59	6,995.49	310.73	270.66	521.72	323.34	30,394.85
Balears, Illes	29,108.78	21,241.31	6,472.56	164.15	255.02	975.74	235.03	28,873.75
Canarias	26,015.19	18,656.32	6,005.25	141.37	262.19	950.06	245.25	25,769.94
Cantabria	28,501.46	20,703.50	6,616.08	140.74	355.92	685.22	269.57	28,231.89
Castilla y León	28,363.43	20,687.79	6,483.63	192.43	286.72	712.86	240.30	28,123.13
Castilla - La Mancha	27,440.01	19,997.31	6,279.09	151.22	274.66	737.73	194.04	27,245.97
Cataluña	32,951.80	24,169.27	7,226.97	205.13	324.94	1,025.49	290.54	32,661.26
Comunitat Valenciana	27,577.80	20,103.33	6,323.88	151.05	230.86	768.68	298.52	27,279.28
Extremadura	26,185.15	19,198.79	5,998.71	126.94	207.66	653.05	327.11	25,858.04
Galicia	27,408.71	19,986.27	6,254.76	186.43	297.53	683.72	287.22	27,121.49
Madrid, Comunidad de	35,505.14	26,122.19	7,236.75	332.07	402.25	1,411.88	268.45	35,236.69
Murcia, Región de	28,556.63	20,918.46	6,485.58	137.10	330.38	685.11	226.67	28,329.96
Navarra, Comunidad Foral de	32,421.86	23,724.93	7,549.83	168.00	323.57	655.53	356.59	32,065.27
País Vasco	36,057.49	26,513.22	7,997.13	385.72	492.22	669.20	377.28	35,680.21
Rioja, La	28,840.31	21,162.37	6,590.61	203.50	292.21	591.62	253.97	28,586.34

¹ Excludes travel allowances and expenses

² Other: Corporate expenses + compensation for dismissal + expenditure on vocational training + transport + end-of-contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

³ Subsidies and deductions deduced

2. Percentage structure over gross cost

	GROSS COST ¹	Wages and salaries	Obligatory contributions	Voluntary contributions	Direct corporate contributions	Other ²
TOTAL	100.00	73.14	22.09	0.70	1.05	3.03
Andalucía	100.00	72.66	22.58	0.60	1.09	3.07
Aragón	100.00	73.03	22.75	0.58	0.92	2.72
Asturias, Principado de	100.00	73.64	22.77	1.01	0.88	1.70
Balears, Illes	100.00	72.97	22.24	0.56	0.88	3.35
Canarias	100.00	71.71	23.08	0.54	1.01	3.65
Cantabria	100.00	72.64	23.21	0.49	1.25	2.40
Castilla y León	100.00	72.94	22.86	0.68	1.01	2.51
Castilla - La Mancha	100.00	72.88	22.88	0.55	1.00	2.69
Cataluña	100.00	73.35	21.93	0.62	0.99	3.11
Comunitat Valenciana	100.00	72.90	22.93	0.55	0.84	2.79
Extremadura	100.00	73.32	22.91	0.48	0.79	2.49
Galicia	100.00	72.92	22.82	0.68	1.09	2.49
Madrid, Comunidad de	100.00	73.57	20.38	0.94	1.13	3.98
Murcia, Región de	100.00	73.25	22.71	0.48	1.16	2.40
Navarra, Comunidad Foral de	100.00	73.18	23.29	0.52	1.00	2.02
País Vasco	100.00	73.53	22.18	1.07	1.37	1.86
Rioja, La	100.00	73.38	22.85	0.71	1.01	2.05

¹ Excludes travel allowances and expenses

² Other: Corporate expenses + compensation for dismissal + expenditure on vocational training + transport + end-of-contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.

Annual Labour Cost 2010

Variation as compared with the previous year

1. National results

	Net cost ¹		Wages and salaries		Non-wage cost ²	
	Euros	Rate ³	Euros	Rate ³	Euros	Rate ³
TOTAL	30,541.28	0.5	22,540.83	0.9	8,000.45	-0.9
INDUSTRY	34,677.47	2.3	25,123.08	2.9	9,554.39	0.7
CONSTRUCTION	30,576.40	0.2	21,663.33	0.7	8,913.07	-1.1
SERVICES	29,666.38	0.2	22,102.21	0.5	7,564.17	-0.8

¹ Gross cost deducting subsidies and deductions. Excludes travel allowances and expenses

² Non-wage cost = Net cost - Wages and salaries

³ With regard to the previous year

2. Results by Autonomous Community

	Net cost ¹		Wages and salaries		Non-wage cost ²	
	Euros	Rate ³	Euros	Rate ³	Euros	Rate ³
TOTAL	30,402.32	3.5	22,329.33	3.2	8,072.99	4.5
Andalucía	28,398.00	3.9	20,697.03	3.6	7,700.97	4.7
Aragón	29,408.05	2.1	21,689.90	1.9	7,718.15	2.7
Asturias, Principado de	30,034.80	4.1	22,341.24	4.7	7,693.56	2.4
Balears, Illes	28,837.11	3.8	21,034.96	3.2	7,802.15	5.2
Canarias	25,992.72	3.2	18,798.60	2.7	7,194.12	4.6
Cantabria	27,946.68	1.0	20,558.83	2.0	7,387.85	-1.5
Castilla y León	27,873.01	3.7	20,603.82	3.7	7,269.19	3.7
Castilla - La Mancha	27,302.28	4.2	20,015.62	4.7	7,286.66	2.8
Cataluña	32,439.02	2.5	23,812.33	1.9	8,626.69	4.2
Comunitat Valenciana	27,280.33	3.5	19,884.05	3.2	7,396.28	4.4
Extremadura	25,614.48	5.1	18,820.31	4.9	6,794.17	5.8
Galicia	26,434.26	3.5	19,402.84	3.5	7,031.42	3.7
Madrid, Comunidad de	35,183.12	3.6	26,013.17	2.9	9,169.95	5.9
Murcia, Región de	27,534.84	7.0	20,265.85	7.5	7,268.99	5.8
Navarra, Comunidad Foral de	31,695.52	2.0	23,365.88	1.4	8,329.64	3.6
País Vasco	35,216.20	3.0	25,987.49	2.8	9,228.71	3.6
Rioja, La	28,341.27	3.3	21,007.74	3.9	7,333.53	1.7

¹ Gross cost deducting subsidies and deductions. Excludes travel allowances and expenses

² Non-wage cost = Net cost - Wages and salaries

³ With regard to the previous year

Annual Labour Cost 2010

Proportion of centres and workers according to the form of regulation of labour relations

1. National results

	TOTAL		Collective Agreements						Another form of regulation	
	Workers	No.	State		Lower State		Company or workplace		Workers	No.
			Workers	No.	Workers	No.	Workers	No.		
TOTAL	100.0	100.0	24.3	24.5	46.7	66.7	20.0	5.2	9.0	3.6
Industry and Construction	100.0	100.0	20.6	19.6	58.7	74.8	20.1	4.1	0.7	1.5
Services	100.0	100.0	25.5	26.0	42.9	64.2	19.9	5.5	11.7	4.3

2. Results by Autonomous Community

	TOTAL		Collective Agreements						Another form of regulation	
	Workers	No.	State		Lower State		Company or workplace		Workers	No.
			Workers	No.	Workers	No.	Workers	No.		
TOTAL	100.0	100.0	24.3	24.5	46.7	66.7	20.0	5.2	9.0	3.6
Andalucía	100.0	100.0	21.1	23.3	45.6	68.6	22.0	5.5	11.3	2.6
Aragón	100.0	100.0	27.2	25.9	41.8	61.4	21.7	8.3	9.3	4.4
Asturias, Principado de	100.0	100.0	20.9	24.1	46.1	66.7	22.5	7.2	10.6	2.0
Balears, Illes	100.0	100.0	23.9	28.2	49.8	62.4	15.4	5.8	11.0	3.6
Canarias	100.0	100.0	20.3	23.9	51.8	65.8	18.8	5.7	9.1	4.5
Cantabria	100.0	100.0	21.2	25.8	46.7	61.6	21.1	6.3	10.9	6.3
Castilla y León	100.0	100.0	20.4	21.3	47.1	67.0	20.0	8.0	12.5	3.7
Castilla - La Mancha	100.0	100.0	24.7	26.9	43.6	64.3	19.8	4.6	11.9	4.3
Cataluña	100.0	100.0	25.5	24.3	50.6	67.8	17.5	5.2	6.4	2.7
Comunitat Valenciana	100.0	100.0	22.2	23.9	52.8	68.3	15.9	3.9	9.2	4.0
Extremadura	100.0	100.0	24.4	24.9	41.0	60.6	16.6	5.5	18.0	8.9
Galicia	100.0	100.0	21.3	21.6	50.1	69.2	17.9	3.4	10.7	5.8
Madrid, Comunidad de	100.0	100.0	33.5	33.6	39.5	60.6	20.9	3.2	6.1	2.5
Murcia, Región de	100.0	100.0	24.9	22.0	46.5	71.5	14.6	3.8	14.0	2.6
Navarra, Comunidad Foral de	100.0	100.0	23.2	22.3	42.8	65.2	24.1	6.8	9.9	5.7
País Vasco	100.0	100.0	11.6	12.3	48.8	76.4	32.2	6.7	7.5	4.5
Rioja, La	100.0	100.0	23.9	20.3	50.0	68.8	23.7	6.1	2.4	4.8

Proportion of centres and workers according to whether or not the conditions of the collective agreement have been modified

1. National results

	TOTAL		Modification of collective agreements				Without modifications or not subject to an agreement	
	Workers	No.	Total modifications		Only wage regime		Workers	No.
			Workers	No.	Workers	No.		
TOTAL	100.0	100.0	8.3	3.8	6.5	2.7	91.7	96.2
INDUSTRY AND CONSTRUCTION	100.0	100.0	6.1	3.3	3.7	2.4	93.9	96.7
SERVICES	100.0	100.0	9.0	4.0	7.4	2.8	91.0	96.0

2. Results by Autonomous Community

	TOTAL		Modification of collective agreements				Without modifications or not subject to an agreement	
	Workers	No.	Total modifications		Only wage regime		Workers	No.
			Workers	No.	Workers	No.		
TOTAL	100.0	100.0	8.3	3.8	6.5	2.7	91.7	96.2
Andalucía	100.0	100.0	8.4	3.8	6.9	2.5	91.6	96.2
Aragón	100.0	100.0	6.9	3.9	5.2	3.1	93.1	96.1
Asturias, Principado de	100.0	100.0	6.6	3.2	4.7	1.3	93.4	96.8
Balears, Illes	100.0	100.0	4.9	3.8	4.0	3.4	95.1	96.2
Canarias	100.0	100.0	9.6	3.6	8.0	3.1	90.4	96.4
Cantabria	100.0	100.0	9.6	3.0	6.6	1.1	90.4	97.0
Castilla y León	100.0	100.0	5.5	4.9	4.1	3.9	94.5	95.1
Castilla - La Mancha	100.0	100.0	9.1	3.6	7.6	3.1	90.9	96.4
Cataluña	100.0	100.0	9.0	2.7	6.9	2.2	91.0	97.3
Comunitat Valenciana	100.0	100.0	8.3	5.2	6.7	2.3	91.7	94.8
Extremadura	100.0	100.0	9.7	2.0	8.6	1.3	90.3	98.0
Galicia	100.0	100.0	8.2	4.1	6.1	2.5	91.8	95.9
Madrid, Comunidad de	100.0	100.0	8.9	3.6	7.2	2.9	91.1	96.4
Murcia, Región de	100.0	100.0	5.3	3.9	3.6	3.2	94.7	96.1
Navarra, Comunidad Foral de	100.0	100.0	6.1	4.5	4.3	3.8	93.9	95.5
País Vasco	100.0	100.0	9.0	5.9	6.5	4.5	91.0	94.1
Rioja, La	100.0	100.0	6.7	2.7	4.5	1.7	93.3	97.3