

26 July 2012

Annual Labour Cost Survey (ALCS) Year 2011

Main results

- The total **cost per worker**, in gross terms, is **31,170.06** euros during the year 2011, for a **1.1%** increase over the previous year.
- The **net cost** is **30,886.60 euros per worker**, after deducting **283.46** euros for **subsidies and deductions** received by the Public Administrations in order to promote employment and vocational training.
- **73.1%** of the total cost is earmarked for **wages (22,775.76** euros per worker) and **22.0%** to **obligatory Social Security contributions (6,872.70** euros per worker).
- Of the remaining items comprising the cost, **556.88** annual euros per worker are for **social benefits**, **323.40** for **expenses from work**, **530.37** euros correspond to **compensation for dismissal** and **110.95** to **vocational training**.
- 95.7% of the centres, representing 89.5% of workers, regulate their **labour relations** through collective agreements.

Annual labour cost per worker

The labour cost per worker, in gross terms, was 31,170.06 euros in 2011, according to the results of the Annual Labour Cost Survey (ALCS), which completes the results obtained quarterly from the Quarterly Labour Cost Survey (QLCS). This cost represented a 1.1% increase as compared with the year 2010. After subtracting the subsidies and deductions received by the Public Administrations from this figure, a net cost of 30,886.60 euros was obtained, also with interannual growth of 1.1%.

Salaries and wages plus contributions to Social Security, together, accounted for 95.1% of the gross cost.

In addition to wages and contributions, 556.88 annual euros per worker were for social benefits (voluntary contributions to insurance and pension plans, complementary benefits from Social Security and expenses of a social nature), 323.40 for other expenses from work (end of contract payouts, small tools and work clothes, travel to the workplace, selection of personnel, etc.), 530.37 euros corresponded to compensation for dismissal, and 110.95 euros to vocational training.

Components of annual cost and Net cost per worker

	Euros		Euros
Gross cost¹	31,170.06	Net cost³	30,886.60
Salaries and wages	22,775.76	Gross cost ¹	31,170.06
Obligatory contributions	6,872.70	Subsidies and deductions (-)	283.46
Corporate benefits	556.88		
-Voluntary contributions	222.58		
-Direct corporate contributions	293.71		
-Corporate expenses	40.59		
Compensation for dismissal	530.37		
Expenditure on vocational training	110.95		
Work-related expenses	323.40		
-Travel expenses	15.84		
-Remaining costs ²	307.56		

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

Labour cost by economic activity

Industry was the economic sector with the greatest labour costs, reaching 35,251.32 euros per worker in 2011, that is, 1.7% more than the previous year. Worth noting was the increase in wage costs (2.8%), as well as the decrease in non-wage costs (1.5%).

The *Construction* sector experienced the greatest growth in net cost (2.6%), due to the increase in both wage costs (2.5%) and non-wage costs (2.8%).

In the *Services* sector, the increase in net cost was 1.0%. This sector recorded the least growth in wage costs (0.5%), and a 2.3% growth in non-wage costs.

Economic sectors	Net cost		Salaries and wages		Non-wage cost	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Industry	35,251.32	1.7	25,836.19	2.8	9,415.13	-1.5
Construction	31,364.95	2.6	22,200.62	2.5	9,164.33	2.8
Services	29,948.23	1.0	22,212.40	0.5	7,735.83	2.3

¹With regard to the previous year

The differences between the **labour cost** per worker were noteworthy, according to the different activities of the CNAE-09 classification of activities, with a broad spectrum ranging from 18,845.19 gross annual euros per worker in *Accommodation*, to 77,034.69 euros per wage earner in the *Supply of electrical energy, gas, steam and air conditioning* section.

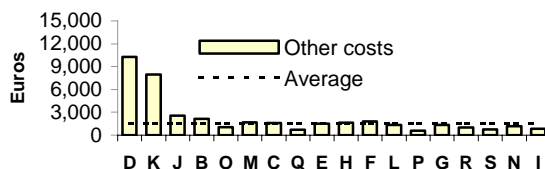
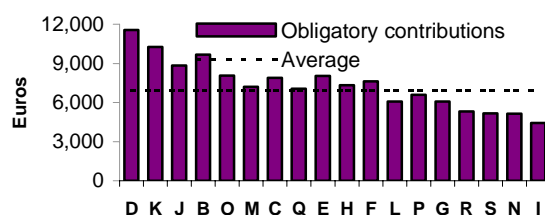
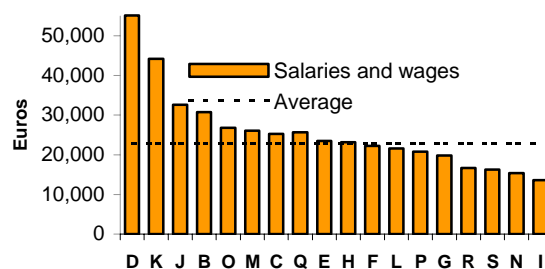
Gross total cost per worker in 2011

	Euros
D-. Supply of electrical energy, gas, steam and air conditioning	77,034.69
K-. Financial and insurance activities	62,460.28
J-. Information and communications	43,992.14
B-. Mining and quarrying industries	42,584.17
O-. Public administration, defence, Social Security	35,898.15
M-. Professional, scientific and technical activities	35,007.64
Q-. Health and social services activities	34,749.96
C-. Manufacturing industry	33,466.52
E-. Water, sewerage, waste and decontamination	33,060.28
H-. Transport and storage	32,150.87
Total activities	31,170.06
F-. Construction	31,614.55
P-. Education	29,014.81
L-. Real estate activities	27,943.74
G-. Trade; repair of vehicles and motorcycles	27,277.22
R-. Artistic, recreational and entertainment activities	22,971.68
N-. Administrative and support services activities	22,227.89
S-. Other services	21,732.52
I-. Accommodation	18,845.19

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 **salaries and wages** to their workers, and took on the highest cost in corporate benefits. They were also the sections that invested the most in vocational training for their workers.

The *Mining and quarrying industries* and *Construction* were the activities with the most expenditure on work (work clothes, small tools, transport, end of contract payouts, payments of compensation, 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 implied greater labour costs in *Financial and insurance activities* and in *Information and communications*. At the opposite end of the spectrum, worth noting were the *Health and social services activities* and the Public Administration, with costs paid for dismissal that were significantly below the average.

The greatest subsidies and tax deductions due to the creation of employment and the promotion of vocational training were obtained in the *Supply of electrical energy, gas, steam and air conditioning* section, whereas the lowest ones were recorded in *Accommodation*, although it was the cost variable that presented the least dispersion as compared with the average.

Greatest and smallest costs per worker and economic section

Salaries and wages	Euros	Corporate benefits	Euros
D-. Supply of electrical energy, gas, steam and air conditioning	55,196.39	D-. Supply of electrical energy, gas, steam and air conditioning	7,887.08
K-. Financial and insurance activities	44,209.30	K-. Financial and insurance activities	4,352.13
Total activities	22,775.76	Total activities	556.88
N-. Administrative and support services activities	15,418.86	S-. Other services	197.43
I-. Accommodation	13,572.85	I-. Accommodation	134.36

Work-related expenses	Euros	Compensation for dismissal	Euros
F-. Construction	758.07	K-. Financial and insurance activities	2,666.64
B-. Mining and quarrying industries	615.91	J-. Information and communications	817.74
Total activities	323.40	Total activities	530.37
O-. Public administration, defence, Social Security	101.50	Q-. Health and social services activities	50.82
J-. Information and communications	47.52	O-. Public administration, defence, Social Security	15.00

Vocational Training	Euros	Subsidies and deductions	Euros
D-. Supply of electrical energy, gas, steam and air conditioning	1,338.97	D-. Supply of electrical energy, gas, steam and air conditioning	577.85
K-. Financial and insurance activities	386.91	S-. Other services	416.06
Total activities	110.95	Total activities	283.46
R-. Artistic, recreational and entertainment activities	29.14	P-. Education	204.28
I-. Accommodation	18.79	I-. Accommodation	186.77

Labour cost by company size

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

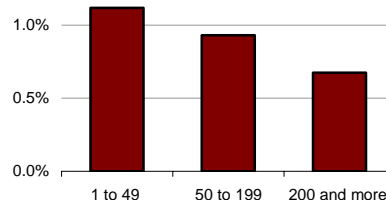
Subsidies and tax deductions, as an absolute value, were similar for all companies, regardless of their size.

Labour Cost per worker, according to unit size (Euros)

Size of the company	Gross total cost	Salaries and wages	Obligatory contributions	Subsidies and deductions
1 to 49	25,999.87	18,803.12	6,003.93	290.67
50 to 199	32,981.39	24,055.25	7,309.53	306.52
200 and more	38,216.10	28,254.40	7,974.90	257.98

¹ Number of workers

% Subsidies and deductions over gross total cost



Corporate benefits and expenditure on vocational training were significantly greater in the largest-sized centres, while costs from work were greatest in the small and medium-sized centres.

Labour Cost per worker, according to unit size (Euros) (next)

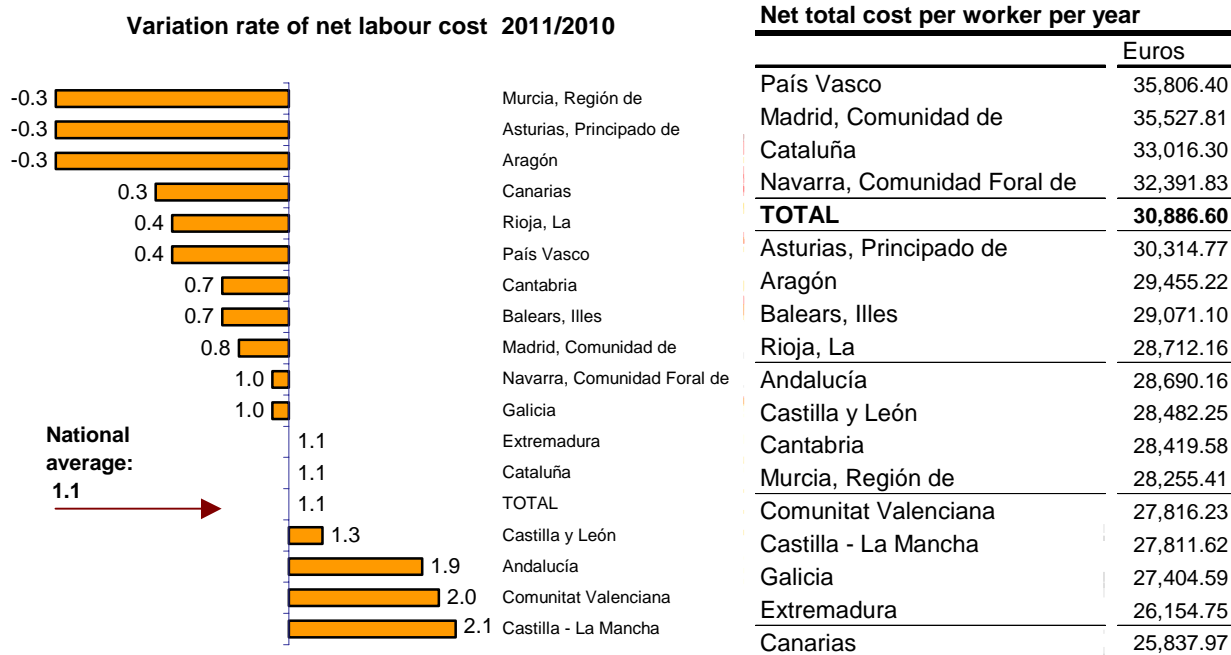
Size of the company ¹	Corporate benefits	Work-related expenses	Compensation for dismissal	Vocational training
1 to 49	243.88	346.21	540.48	62.25
50 to 199	560.12	382.08	539.01	135.4
200 and more	1,051.22	252.81	509.34	173.43

¹ Number of workers

Labour cost by Autonomous Community

By Autonomous Community, the highest labour costs were registered in País Vasco and Comunidad de Madrid. The lowest were recorded in Extremadura and Canarias.

The variation of the net labour cost, as compared with 2010, was positive in all Autonomous Communities, except Región de Murcia, Principado de Asturias and Aragón, where it decreased 0.3%.



Companies in País Vasco and Comunidad de Madrid paid the highest wages and had the greatest expenditure on corporate benefits.

Regarding vocational training, Andalucía and Comunidad de Madrid presented the highest costs, whereas Canarias and Illes Balears registered the lowest.

The highest compensation for dismissal was recorded in Comunidad de Madrid and Región de Murcia.

Companies in Extremadura and Comunidad Foral de Navarra received the highest subsidies and tax deductions related to employment and vocational training.

Autonomous Communities with the greatest and least costs per worker (Euros)

Salaries and wages		Corporate benefits		Work-related expenses	
País Vasco	26,565.20	Madrid, Comunidad de	852.39	Balears, Illes	483.18
Madrid, Comunidad de	26,441.44	País Vasco	805.98	Aragón	427.63
National total	22,775.76	National total	556.88	National total	323.40
Extremadura	19,473.03	Canarias	363.84	Rioja, La	186.55
Canarias	18,876.90	Extremadura	363.21	Navarra, Comunidad Foral de	139.22
Compensation for dismissal		Vocational Training		Subsidies and deductions	
Madrid, Comunidad de	689.13	Andalucía	182.26	Extremadura	405.48
Murcia, Región de	655.02	Madrid, Comunidad de	149.10	Navarra, Comunidad Foral de	379.12
National total	530.37	National total	110.95	National total	283.46
Asturias, Principado de	257.40	Canarias	49.06	Canarias	227.05
Extremadura	219.03	Balears, Illes	48.73	Castilla - La Mancha	197.86

Regulation of labour relations

Most of the centres and their workers were regulated by collective agreements, with the area smaller than the state scope being the most populous (Autonomous Community sectoral agreements, provincial agreements, etc).

Proportion of centres and workers, according to the means of regulating labour relations

	Total	Collective Agreements			Another form of regulation
		State	Lower than State	Company or work centre	
Centres	100.0	25.7	66.0	4.0	4.3
Workers	100.0	25.0	47.2	17.2	10.5

6.2% of workers working under such agreements saw changes made in their working conditions.

With regard to the labour cost components, it was worth noting that the highest labour cost was recorded in those centres that were not regulated by collective agreements, followed by those regulated by a company or work centre agreement.

1. Cost component, according to the means of regulating labour relations

	Total	Collective agreement		Another form of regulation		
		Total	State	Lower than State	Company or work centre	
GROSS COST ¹	31,170.06	30,216.97	31,480.45	26,231.67	36,994.28	37,110.72
Salaries and wages	22,775.76	21,911.42	22,809.99	18,893.62	26,996.90	28,493.21
Obligatory contributions	6,872.70	6,722.97	6,732.72	6,109.62	7,956.45	7,861.08
Voluntary contributions	222.58	234.89	259.49	86.74	605.48	117.92
Direct corporate contributions	293.71	295.87	395.78	150.61	479.81	412.80
Corporate expenses	40.59	42.11	63.46	14.93	85.63	27.71
Compensation for dismissal	530.37	567.78	851.88	450.06	474.54	33.06
Expenditure on vocational training	110.95	109.36	112.20	80.32	184.86	124.50
Expenditure on travel	15.84	17.36	8.44	7.20	58.18	2.94
Remaining costs ²	1,005.31	315.21	246.49	438.57	152.43	37.50
Subsidies and deductions	283.46	311.22	303.87	267.74	418.10	106.80
NET COST ³	30,886.60	29,905.75	31,176.58	25,963.93	36,576.18	37,003.92

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

For further information see [INEbase-\[www.ine.es/en/welcome_en.htm\]\(http://www.ine.es/en/welcome_en.htm\)](http://www.ine.es/en/welcome_en.htm) All press releases at: www.ine.es/en/prensa/prensa_en.htm

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Annual Labour Cost 2011

Results by activity sector

1. Labour Cost per worker per year

(Euros)

	Total	Industry	Construction	Services
GROSS COST¹	31,170.06	35,616.04	31,614.55	30,218.50
Wages and salaries	22,775.76	25,836.19	22,200.62	22,212.40
Obligatory contributions	6,872.70	7,996.26	7,615.50	6,566.16
Voluntary contributions	222.58	348.01	145.88	205.95
Direct corporate contributions	293.71	304.80	120.96	309.03
Corporate expenses	40.59	63.99	14.33	38.70
Compensation for dismissal	530.37	612.57	689.91	497.19
Expenditure on vocational training	110.95	136.53	69.28	110.19
Expenditure on transport	15.84	49.58	17.11	9.16
Remaining costs ²	307.56	268.11	740.96	269.72
Subsidies and deductions	283.46	364.72	249.60	270.27
NET COST³	30,886.60	35,251.32	31,364.95	29,948.23

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 COST¹	100.00	100.00	100.00	100.00
Wages and salaries	73.07	72.54	70.22	73.51
Obligatory contributions	22.05	22.45	24.09	21.73
Voluntary contributions	0.71	0.98	0.46	0.68
Direct corporate contributions	0.94	0.86	0.38	1.02
Corporate expenses	0.13	0.18	0.05	0.13
Compensation for dismissal	1.70	1.72	2.18	1.65
Expenditure on vocational training	0.36	0.38	0.22	0.36
Expenditure on transport	0.05	0.14	0.05	0.03
Remaining costs ²	0.99	0.75	2.34	0.89

¹ Excludes travel allowances and expenses

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

Annual Labour Cost 2011

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	31,170.06	22,775.76	6,872.70	222.58	293.71	1,005.31	283.46	30,886.60
Andalucía	28,936.84	20,843.25	6,459.48	169.79	232.93	1,231.39	246.68	28,690.16
Aragón	29,749.70	21,585.63	6,872.37	169.12	225.08	897.50	294.48	29,455.22
Asturias, Principado de	30,631.75	22,531.44	7,035.18	209.78	264.17	591.18	316.98	30,314.77
Balears, Illes	29,301.94	21,255.72	6,504.39	154.23	254.71	1,132.89	230.84	29,071.10
Canarias	26,065.02	18,876.90	6,055.08	125.84	226.78	780.42	227.05	25,837.97
Cantabria	28,748.19	20,889.55	6,672.39	152.96	375.36	657.93	328.61	28,419.58
Castilla y León	28,731.08	20,903.07	6,549.06	203.77	259.69	815.49	248.83	28,482.25
Castilla - La Mancha	28,009.48	20,540.85	6,326.01	154.63	291.82	696.17	197.86	27,811.62
Cataluña	33,319.90	24,474.64	7,318.62	199.86	269.93	1,056.85	303.60	33,016.30
Comunitat Valenciana	28,107.22	20,403.67	6,452.25	166.63	233.58	851.09	290.99	27,816.23
Extremadura	26,560.23	19,473.03	6,062.10	141.40	210.60	673.10	405.48	26,154.75
Galicia	27,713.03	20,055.45	6,287.19	307.57	266.54	796.28	308.44	27,404.59
Madrid, Comunidad de	35,806.31	26,441.44	7,285.53	344.40	416.12	1,318.82	278.50	35,527.81
Murcia, Región de	28,509.62	20,626.99	6,382.32	133.66	274.21	1,092.44	254.21	28,255.41
Navarra, Comunidad Foral de	32,770.95	24,018.28	7,707.57	167.11	337.91	540.08	379.12	32,391.83
País Vasco	36,170.64	26,565.20	8,057.76	361.57	420.01	766.10	364.24	35,806.40
Rioja, La	28,951.00	21,379.09	6,586.98	151.33	245.89	587.71	238.84	28,712.16

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	73.07	22.05	0.71	0.94	3.23
Andalucía	100.00	72.03	22.32	0.59	0.80	4.26
Aragón	100.00	72.56	23.10	0.57	0.76	3.02
Asturias, Principado de	100.00	73.56	22.97	0.68	0.86	1.93
Balears, Illes	100.00	72.54	22.20	0.53	0.87	3.87
Canarias	100.00	72.42	23.23	0.48	0.87	2.99
Cantabria	100.00	72.66	23.21	0.53	1.31	2.29
Castilla y León	100.00	72.75	22.79	0.71	0.90	2.84
Castilla - La Mancha	100.00	73.34	22.59	0.55	1.04	2.49
Cataluña	100.00	73.45	21.96	0.60	0.81	3.17
Comunitat Valenciana	100.00	72.59	22.96	0.59	0.83	3.03
Extremadura	100.00	73.32	22.82	0.53	0.79	2.53
Galicia	100.00	72.37	22.69	1.11	0.96	2.87
Madrid, Comunidad de	100.00	73.85	20.35	0.96	1.16	3.68
Murcia, Región de	100.00	72.35	22.39	0.47	0.96	3.83
Navarra, Comunidad Foral de	100.00	73.29	23.52	0.51	1.03	1.65
País Vasco	100.00	73.44	22.28	1.00	1.16	2.12
Rioja, La	100.00	73.85	22.75	0.52	0.85	2.03

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 2011

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	30,886.60	1.1	22,775.76	1.0	8,110.84	1.4
INDUSTRY	35,251.32	1.7	25,836.19	2.8	9,415.13	-1.5
CONSTRUCTION	31,364.95	2.6	22,200.62	2.5	9,164.33	2.8
SERVICES	29,948.23	1.0	22,212.40	0.5	7,735.83	2.3

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	30,886.60	1.1	22,775.76	1.0	8,110.84	1.4
Andalucía	28,690.16	1.9	20,843.25	1.0	7,846.91	4.5
Aragón	29,455.22	-0.3	21,585.63	-0.9	7,869.59	1.5
Asturias, Principado de	30,314.77	-0.3	22,531.44	-0.4	7,783.33	0.1
Balears, Illes	29,071.10	0.7	21,255.72	0.1	7,815.38	2.4
Canarias	25,837.97	0.3	18,876.90	1.2	6,961.07	-2.1
Cantabria	28,419.58	0.7	20,889.55	0.9	7,530.03	0.0
Castilla y León	28,482.25	1.3	20,903.07	1.0	7,579.18	1.9
Castilla - La Mancha	27,811.62	2.1	20,540.85	2.7	7,270.77	0.3
Cataluña	33,016.30	1.1	24,474.64	1.3	8,541.66	0.6
Comunitat Valenciana	27,816.23	2.0	20,403.67	1.5	7,412.56	3.3
Extremadura	26,154.75	1.1	19,473.03	1.4	6,681.72	0.3
Galicia	27,404.59	1.0	20,055.45	0.3	7,349.14	3.0
Madrid, Comunidad de	35,527.81	0.8	26,441.44	1.2	9,086.37	-0.3
Murcia, Región de	28,255.41	-0.3	20,626.99	-1.4	7,628.42	2.9
Navarra, Comunidad Foral de	32,391.83	1.0	24,018.28	1.2	8,373.55	0.4
País Vasco	35,806.40	0.4	26,565.20	0.2	9,241.20	0.8
Rioja, La	28,712.16	0.4	21,379.09	1.0	7,333.07	-1.2

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 2011

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	25.0	25.7	47.2	66.0	17.2	4.0	10.5	4.3
Industry and Construction	100.0	100.0	22.3	19.8	56.7	73.9	19.6	3.8	1.4	2.5
Services	100.0	100.0	25.8	27.4	44.4	63.7	16.5	4.0	13.2	4.8

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	25.0	25.7	47.2	66.0	17.2	4.0	10.5	4.3
Andalucía	100.0	100.0	22.8	26.4	46.7	65.9	19.5	4.6	11.1	3.1
Aragón	100.0	100.0	25.8	25.6	41.9	61.5	19.6	6.3	12.8	6.6
Asturias, Principado de	100.0	100.0	21.6	25.6	48.6	67.1	18.3	3.6	11.5	3.7
Balears, Illes	100.0	100.0	18.4	24.3	56.5	65.6	12.4	5.0	12.7	5.1
Canarias	100.0	100.0	18.2	21.4	50.5	65.1	19.2	5.2	12.2	8.3
Cantabria	100.0	100.0	25.5	31.7	43.8	57.4	19.5	5.8	11.2	5.1
Castilla y León	100.0	100.0	24.0	22.5	45.0	68.7	17.7	4.6	13.2	4.1
Castilla - La Mancha	100.0	100.0	24.6	27.8	47.7	62.6	13.2	4.1	14.6	5.5
Cataluña	100.0	100.0	25.3	26.1	51.9	67.6	15.4	3.6	7.4	2.7
Comunitat Valenciana	100.0	100.0	23.4	25.7	49.8	66.0	13.9	2.2	12.9	6.1
Extremadura	100.0	100.0	27.9	24.1	36.7	61.7	15.9	5.0	19.5	9.2
Galicia	100.0	100.0	21.1	22.2	51.3	70.6	15.9	2.8	11.8	4.4
Madrid, Comunidad de	100.0	100.0	35.6	33.9	40.0	59.3	17.6	3.9	6.7	3.0
Murcia, Región de	100.0	100.0	25.8	26.2	47.4	67.5	11.6	2.9	15.2	3.4
Navarra, Comunidad Foral de	100.0	100.0	19.1	17.7	43.2	71.4	23.2	5.0	14.5	5.9
País Vasco	100.0	100.0	12.4	13.3	50.5	77.1	25.4	4.6	11.7	5.0
Rioja, La	100.0	100.0	27.7	30.7	48.4	61.0	14.7	3.0	9.3	5.2

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	6.2	3.4	4.3	2.3	93.8	96.6
INDUSTRY AND CONSTRUCTION	100.0	100.0	7.0	4.0	4.5	2.7	93.0	96.0
SERVICES	100.0	100.0	5.9	3.2	4.2	2.2	94.1	96.8

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	6.2	3.4	4.3	2.3	93.8	96.6
Andalucía	100.0	100.0	5.7	3.8	3.6	2.9	94.3	96.2
Aragón	100.0	100.0	5.8	2.8	4.4	1.9	94.2	97.2
Asturias, Principado de	100.0	100.0	3.8	0.9	3.1	0.6	96.2	99.1
Balears, Illes	100.0	100.0	5.9	2.9	5.0	2.4	94.1	97.1
Canarias	100.0	100.0	5.5	3.9	3.8	2.8	94.5	96.1
Cantabria	100.0	100.0	5.1	1.9	3.5	1.1	94.9	98.1
Castilla y León	100.0	100.0	4.6	3.6	2.4	2.9	95.4	96.4
Castilla - La Mancha	100.0	100.0	5.9	3.1	5.3	2.4	94.1	96.9
Cataluña	100.0	100.0	9.1	4.1	6.0	2.2	90.9	95.9
Comunitat Valenciana	100.0	100.0	4.9	4.6	3.5	3.2	95.1	95.4
Extremadura	100.0	100.0	5.8	4.2	3.3	3.1	94.2	95.8
Galicia	100.0	100.0	4.2	2.2	2.5	1.3	95.8	97.8
Madrid, Comunidad de	100.0	100.0	5.3	2.2	4.0	1.3	94.7	97.8
Murcia, Región de	100.0	100.0	3.9	2.7	2.5	1.3	96.1	97.3
Navarra, Comunidad Foral de	100.0	100.0	5.8	2.2	3.6	1.8	94.2	97.8
País Vasco	100.0	100.0	8.8	3.9	6.7	3.1	91.2	96.1
Rioja, La	100.0	100.0	11.8	3.7	4.5	2.5	88.2	96.3