

29 July 2014

Annual Labour Cost Survey (ALCS)
Year 2013

Main results

- The total cost per worker, in gross terms, is 30,844.49 euros during the year 2013, 0.2% less than the previous year.
- The net cost is 30,686.71 euros per worker (0.1% over that of 2012), after deducting 157.78 euros for subsidies and deductions received by the Public Administrations in order to promote employment and vocational training.
- 73.4% of the total cost is earmarked for wages (22,635.55 euros per worker) and 22.4% to obligatory Social Security contributions (6,897.15 euros per worker).
- Of the remaining items comprising the cost, 456.84 annual euros per worker are for social benefits, 294.49 for expenses from work, 441.48 euros correspond to compensation for dismissal and 100.98 to vocational training.
- 94.8% of the centres, representing 88.7% of workers, regulate their labour relations through collective agreements.
- 3.2% of the centres, representing 8.3% of workers, see their labour conditions modified during the year 2013.

Annual labour cost per worker

The labour cost per worker, in gross terms, was 30,844.49 euros in 2013, 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 0.2% decrease as compared with the year 2012. After subtracting the subsidies and deductions received by the Public Administrations from this figure, a net cost of 30,686.71 euros was obtained, with an annual increase of 0.1%.

Salaries and wages plus contributions to Social Security, together, accounted for 95.8% of the gross cost.

In addition to wages and contributions, 456.84 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), 294.49 for other expenses from work (end of contract payouts, small tools and work clothes, travel to the workplace, selection of personnel, etc.), 441.48 euros corresponded to compensation for dismissal, and 100.98 euros to vocational training.

Components of annual cost		Net cost	
	Euros		Euros
Gross cost¹	30,844.49	Net cost³	30,686.71
Salaries and wages	22,653.55	Gross cost ¹	30,844.49
Obligatory contributions	6,897.15	Subsidies and deductions (-)	157.78
Corporate benefits	456.84		
-Voluntary contributions	188.47		
-Direct corporate contributions	228.22		
-Corporate expenses	40.15		
Compensation for dismissal	441.48		
Expenditure on vocational training	100.98		
Work-related expenses	294.49		
-Travel expenses	13.75		
-Remaining costs ²	280.74		

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 was the economic sector with the greatest labour costs, reaching 36,536.61 net euros per worker in 2013. It also registered the greatest annual increase (1.9%) in both wage costs and non-wage costs.

The *Construction* sector experienced a 0.9% increase in net cost, as compared to the previous year. Worth noting in this sector the increase in wage costs (0.5%) and, mainly, the increase in non-wage costs (1.8%).

The *Services* sector registered a 0.3% decrease in net cost, as a consequence of recording the same decrease in both wage and non-wage costs.

Economic sectors	Net cost		Salaries and wages		Non-wage cost	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Industry	36,536.61	1.9	26,636.27	1.9	9,900.34	1.9
Construction	32,122.13	0.9	22,602.03	0.5	9,520.10	1.8
Services	29,452.60	-0.3	21,887.76	-0.3	7,564.84	-0.3

¹ With 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 18,425.27 gross annual euros per worker in Accommodation (I), to more than 81,750.49 euros per wage earner in the Supply of electrical energy, gas, steam and air conditioning section (D).

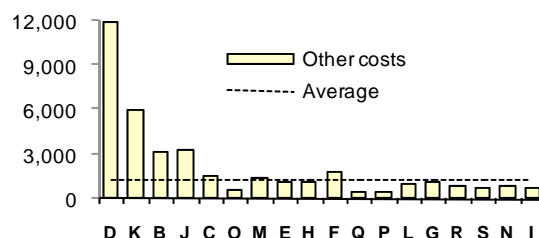
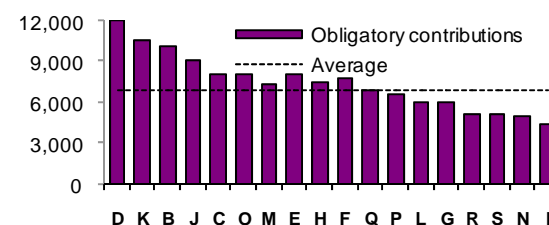
Gross total cost per worker in 2013

	Euros
D-. Supply of electrical energy, gas, steam and air condition	81,750.49
K-. Financial and insurance activities	60,023.61
J-. Information and communications	48,465.96
B-. Mining and quarrying industries	45,714.97
O-. Public administration, defence, Social Security	35,745.01
M-. Professional, scientific and technical activities	35,464.68
Q-. Health and social services activities	35,150.60
C-. Manufacturing industry	32,658.52
E-. Water, sewerage, waste and decontamination	32,373.24
H-. Transport and storage	32,261.62
Total activities	32,055.26
F-. Construction	30,844.49
P-. Education	28,271.71
L-. Real estate activities	27,223.97
G-. Trade; repair of vehicles and motorcycles	26,565.06
R-. Artistic, recreational and entertainment activities	23,295.65
N-. Administrative and support services activities	22,310.13
S-. Other services	20,983.53
I-. Accommodation	18,425.27

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.



Worth noting were the energy (D) and financial (K) sections, those which paid the highest salaries and wages to their workers and took on the highest cost in corporate benefits. These two sectors were those where compensations for dismissal accounted for the highest cost.

The mining and quarrying industries (B) and the construction sector (F) 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.

The energy (D) and mining and quarrying (B) industries were the activities that invested the most in vocational training for their workers. In turn, Artistic activities (R) and Accommodation (I) registered the lowest expenditure in this subject.

The greatest subsidies and tax deductions due to the creation of employment and the promotion of vocational training were obtained in Other Services (S), whereas the lowest ones were recorded in Education (P), although it was the cost variable that presented the least dispersion as compared with the average.

Highest and lowest costs by economic section

Salaries and wages		Corporate benefits	
D-. Supply of electrical energy, gas, steam and air condi	57,799.37	D-. Supply of electrical energy, gas, steam and a	8,009.15
K-. Financial and insurance activities	43,319.73	K-. Financial and insurance activities	2,513.35
Total activities	22,653.55	Total activities	456.84
N-. Administrative and support services activities	15,042.39	S-. Other services	178.45
I-. Accommodation	13,313.11	I-. Accommodation	113.63

Work-related expenses		Compensations for dismissal	
B.- Mining and quarrying industries	824.36	K-. Financial and insurance activities	2,466.81
F.- Construction	805.46	D-. Supply of electrical energy, gas, steam and a	1,978.77
Total activities	294.49	Total activities	441.48
Q.- Health and social services activities	119.66	P-. Education	40.98
J-. Information and communication	52.37	O-. Public administration, defence, Social Securi	11.97

Vocational training		Subsidies and tax deductions	
D-. Supply of electrical energy, gas, steam and air condi	1,286.96	S-. Other services	284.98
B.- Mining and quarrying industries	783.73	Q-. Health and social services activities	259.73
Total activities	100.98	Total activities	157.78
R-. Artistic, recreational and entertainment activities	32.98	K-. Financial and insurance activities	108.45
I-. Accommodation	22.10	P-. Education	100.00

Labour cost by company size

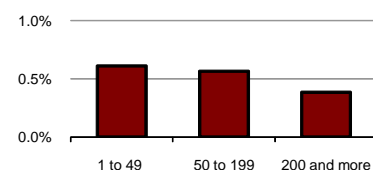
The largest companies (200 workers or more) paid the highest salaries per worker, as compared with medium (50 to 199 workers) and small-sized (less than 50 workers) companies. As a result, the Social Security contributions of the former were also higher.

The greater subsidies and tax deductions per worker, as an absolute value, were received by the medium-sized companies, followed by the small-sized ones.

Company size ¹	Gross total cost	Salaries and wages	Obligatory contributions	Subsidies and deductions
1 to 49	25,400.20	18,440.55	5,936.52	154.75
50 to 199	33,131.62	24,297.63	7,401.36	187.05
200 and more	37,774.27	28,095.39	8,061.57	144.95

¹ Number of workers

% of subsidies and deductions



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.

Company size ¹	Corporate benefits	Work-related expenses	Compensation for dismissal	Vocational training
1 to 49	251.72	302.54	412.71	56.16
50 to 199	471.73	366.44	485.76	108.70
200 and more	757.43	237.34	459.27	163.27

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 greatest increases of the net labour cost, as compared with 2012, were registered in Galicia, País Vasco and Aragón. In turn, Extremadura, Castilla y León and Cantabria registered the greatest decreases.



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

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

The highest compensations for dismissal were recorded in Aragón and Comunidad de Madrid.

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

Autonomous Communities with the highest and lowest costs per worker

Salaries and wages		Corporate benefits		Work related expenses	
País Vasco	27,120.53	Madrid, Comunidad de	800.14	Balears, Illes	455.04
Madrid, Comunidad de	26,876.78	País Vasco	652.08	Madrid, Comunidad de	388.37
Total national	22,653.55	Total national	456.84	Total national	294.49
Canarias	18,632.78	Canarias	265.17	Rioja, La	185.33
Extremadura	18,419.06	Extremadura	245.43	Navarra, Comunidad Foral de	134.05

Compensations for dismissal		Vocational training		Subsidies and tax deductions	
Aragón	619.80	Madrid, Comunidad de	171.39	Cantabria	273.43
Madrid, Comunidad de	571.17	Andalucía	127.62	País Vasco	210.36
Total national	441.48	Total national	100.98	Total national	157.78
Rioja, La	201.48	Canarias	49.19	Castilla y León	119.77
Cantabria	168.99	Balears, Illes	45.64	Castilla - La Mancha	119.41

Regulation of labour relations

Most of the centres (94.8%) and their workers (88.7%) were regulated by collective agreements in 2013, 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	23.5	67.7	3.6	5.2
Workers	100	24.7	46.4	17.6	11.3

8.3% of the total workers working under such agreements saw changes made in their working conditions as compared to the reference collective agreement.

Proportion of workers and centres, according to whether or not they have changed the conditions of the collective agreement

	Total	Total changes	Only the wage scheme	No changes or not subject to agreements
Centres	100	3.2	1.9	96.8
Workers	100	8.3	3.8	91.7

The highest labour cost was recorded in those centres that were regulated by company or work centre agreements, followed by those centres that were not regulated by collective agreements.

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	30,844.49	29,999.23	31,180.54	25,188.42	38,752.14	35,968.58
Salaries and wages	22,653.55	21,885.43	22,837.08	18,247.39	28,365.18	27,587.65
Obligatory contributions	6,897.15	6,753.06	6,825.60	5,979.93	8,273.07	7,821.75
Voluntary contributions	188.47	204.53	253.38	73.71	481.32	62.18
Direct corporate contributions	228.22	237.76	234.62	118.24	493.49	293.70
Corporate expenses	40.15	43.21	63.01	17.26	83.91	16.15
Compensation for dismissal	441.48	481.77	597.39	329.85	666.81	55.53
Expenditure on vocational training	100.98	100.84	121.07	57.78	186.11	102.08
Expenditure on travel	13.75	15.03	8.10	6.77	46.54	3.73
Remaining costs ²	280.74	277.60	240.29	357.49	155.71	25.81
Subsidies and deductions	157.78	173.02	159.57	143.72	252.23	61.99
NET COST ³	30,686.71	29,826.21	31,020.97	25,044.70	38,499.91	35,906.59

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

Methodological Annex

The Annual Labour Cost Survey is compiled using a questionnaire attached to the Quarterly Labour Cost Survey (QLCS) during the months of April to June in the year following the reference year of the data. The ALCS is a constant, quarterly statistical operation whose main purpose is to ascertain the evolution of the average labour cost per worker and per hour actually worked.

The reference period of the results is the calendar quarter, and the reference period of the information requested in the questionnaire is the calendar month. Nonetheless, there is a series of amounts that are not registered monthly, given that their expiry period is longer than one month. Among these amounts are voluntary contributions, direct corporate contributions, expenditure on vocational training, etc. These components of labour cost appear in the module that yields the Annual Labour Cost Survey.

To this end:

- Annual estimates have been obtained from the quarterly results of the variables collected in the QLCS.
- Annual results have been obtained of the variables collected in this module.
- The Annual Labour Cost arises from the union of both estimates.

The **population scope** comprises all workers employed by others who are associated with contribution accounts, regardless of their size, included in the General Social Security Regime and the Special Scheme for Coal Miners, and in the Special Regime for Marine Workers, whose economic activity is sea transport.

Regarding the **sector scope**, work places whose economic activity is classified as Industry, Construction or Services are studied, with the exception of domestic staff and extraterritorial organisations.

The **geographical scope** encompasses the entire national territory, providing results by Autonomous Community.

Labour cost is defined as the cost which the employer incurs for using labour, and is made up of various amounts. Beginning with the **gross cost** components, the first block is the **wage cost**, which comprises all remunerations, both in cash and in kind, paid to employees for the professional provision of their work services for others, whether it pays for work actually carried out, whatever the method of remuneration, or for the rest periods accounted for as work; consequently, the wage cost includes the base wages, wage supplements, overtime payments, bonuses and delayed payments. All components are considered in gross terms, that is, before deductions or payments to Social Security on behalf of the worker.

A second group is comprised of **obligatory Social Security contributions**, which are the compulsory contributions that must be paid to Social Security by the employer. Included here are contributions for *common eventualities, overtime, training and internship contracts, common services, industrial accidents and occupational illness, unemployment, the wage guarantee fund (FOGASA) and vocational training*.

The third group is made up of **Voluntary contributions**, which are contributions established through negotiation in the collective agreements, and which are made with the aim of improving the benefits covered by Social Security or to cover any benefits not included. The

pension plans and funds, health, maternity and accident insurance and other insurance plans are highlighted.

The fourth block making up the labour cost contains the **direct corporate contributions**, which are payments that the employer makes directly to employees or their families to help them under particular circumstances. These payments arise from *temporary incapacity* (both during the stage when only the employer pays the benefits, and when these payments are complemented for a period of time by the Social Security system), *unemployment, retirement, death and survival, invalidity or disability, family aid and medical assistance*.

The fifth group is comprised of the **remaining cost components**, including *compensation for dismissal, expenditure on vocational training, expenditure on transport, corporate expenditure* (canteens, crèches, sporting and cultural activities, etc.) and *other expenses*, such as compensation payments (work clothing, currency devaluation, small tools, etc.), end of contract compensation, allowances and travel expenses, personnel selection, etc.

The last group to be included, and which entails a reduction in the gross labour cost, is **subsidies**, made up of *subsidies in Social Security contributions, contracting subsidies, vocational training subsidies and tax deductions*.

The **net cost** is the total gross cost minus subsidies.

Annual Labour Cost 2013

Results by activity sector

1. Labour Cost per worker per year

(Euros)

	Total	Industry	Construction	Services
GROSS COST¹	30,844.49	36,698.16	32,261.62	29,610.89
Wages and salaries	22,653.55	26,636.27	22,602.03	21,887.76
Obligatory contributions	6,897.15	8,252.76	7,818.75	6,567.75
Voluntary contributions	188.47	347.28	140.58	162.21
Direct corporate contributions	228.22	315.84	108.36	220.22
Corporate expenses	40.15	63.99	18.83	37.22
Compensation for dismissal	441.48	650.70	682.89	383.34
Expenditure on vocational training	100.98	150.10	84.72	92.96
Expenditure on transport	13.75	47.63	24.54	6.65
Remaining costs ²	280.74	233.59	780.92	252.78
Subsidies and deductions	157.78	161.55	139.49	158.29
NET COST³	30,686.71	36,536.61	32,122.13	29,452.60

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	73.44	72.58	70.06	73.92
Obligatory contributions	22.36	22.49	24.24	22.18
Voluntary contributions	0.61	0.95	0.44	0.55
Direct corporate contributions	0.74	0.86	0.34	0.74
Corporate expenses	0.13	0.17	0.06	0.13
Compensation for dismissal	1.43	1.77	2.12	1.29
Expenditure on vocational training	0.33	0.41	0.26	0.31
Expenditure on transport	0.04	0.13	0.08	0.02
Remaining costs ²	0.91	0.64	2.42	0.85

¹ Excludes travel allowances and expenses

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

Annual Labour Cost 2013

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	30,844.49	22,653.55	6,897.15	188.47	228.22	877.10	157.78	30,686.71
Andalucía	27,878.90	20,348.75	6,395.10	125.50	178.02	831.53	180.81	27,698.09
Aragón	29,725.19	21,416.08	6,825.36	146.37	256.65	1,080.73	152.29	29,572.90
Asturias, Principado de	30,246.75	22,364.67	6,971.58	160.52	196.41	553.57	177.06	30,069.69
Balears, Illes	28,358.60	20,825.50	6,434.52	92.08	204.10	802.40	121.73	28,236.87
Canarias	25,410.00	18,632.78	5,912.49	92.55	160.15	612.03	155.19	25,254.81
Cantabria	27,552.93	20,185.79	6,531.42	148.58	168.45	518.69	273.43	27,279.50
Castilla y León	27,766.80	20,123.86	6,430.29	148.09	189.52	875.04	119.77	27,647.03
Castilla - La Mancha	28,018.43	20,600.13	6,472.08	124.65	168.08	653.49	119.41	27,899.02
Cataluña	32,935.79	24,290.01	7,335.93	168.75	239.85	901.25	137.37	32,798.42
Comunitat Valenciana	27,626.60	20,119.61	6,425.58	119.46	167.99	793.96	169.77	27,456.83
Extremadura	25,289.23	18,419.06	5,834.64	115.72	122.73	797.08	171.43	25,117.80
Galicia	27,257.35	19,883.74	6,338.73	121.20	187.95	725.73	157.99	27,099.36
Madrid, Comunidad de	36,290.66	26,876.78	7,482.81	387.07	317.72	1,226.28	149.04	36,141.62
Murcia, Región de	27,427.82	20,157.43	6,307.02	111.50	196.09	655.78	156.98	27,270.84
Navarra, Comunidad Foral de	31,997.55	23,298.90	7,669.74	134.05	243.62	651.24	208.28	31,789.27
País Vasco	36,717.81	27,120.53	8,222.52	265.90	353.68	755.18	210.36	36,507.45
Rioja, La	28,661.67	21,269.59	6,582.75	145.89	195.53	467.91	141.87	28,519.80

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	73.44	22.36	0.61	0.74	2.84
Andalucía	100.00	72.99	22.94	0.45	0.64	2.98
Aragón	100.00	72.05	22.96	0.49	0.86	3.64
Asturias, Principado de	100.00	73.94	23.05	0.53	0.65	1.83
Balears, Illes	100.00	73.44	22.69	0.32	0.72	2.83
Canarias	100.00	73.33	23.27	0.36	0.63	2.41
Cantabria	100.00	73.26	23.70	0.54	0.61	1.88
Castilla y León	100.00	72.47	23.16	0.53	0.68	3.15
Castilla - La Mancha	100.00	73.52	23.10	0.44	0.60	2.33
Cataluña	100.00	73.75	22.27	0.51	0.73	2.74
Comunitat Valenciana	100.00	72.83	23.26	0.43	0.61	2.87
Extremadura	100.00	72.83	23.07	0.46	0.49	3.15
Galicia	100.00	72.95	23.26	0.44	0.69	2.66
Madrid, Comunidad de	100.00	74.06	20.62	1.07	0.88	3.38
Murcia, Región de	100.00	73.49	22.99	0.41	0.71	2.39
Navarra, Comunidad Foral de	100.00	72.81	23.97	0.42	0.76	2.04
País Vasco	100.00	73.86	22.39	0.72	0.96	2.06
Rioja, La	100.00	74.21	22.97	0.51	0.68	1.63

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 2013

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	30,686.71	0.1	22,653.55	0.1	8,033.16	0.0
INDUSTRY	36,536.61	1.9	26,636.27	1.9	9,900.34	1.9
CONSTRUCTION	32,122.13	0.9	22,602.03	0.5	9,520.10	1.8
SERVICES	29,452.60	-0.3	21,887.76	-0.3	7,564.84	-0.3

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	30,686.71	0.1	22,653.55	0.1	8,033.16	0.0
Andalucía	27,698.09	-0.5	20,348.75	-0.3	7,349.34	-1.0
Aragón	29,572.90	1.5	21,416.08	-0.1	8,156.82	5.9
Asturias, Principado de	30,069.69	0.3	22,364.67	1.5	7,705.02	-3.0
Balears, Illes	28,236.87	-0.6	20,825.50	-0.5	7,411.37	-0.9
Canarias	25,254.81	-0.6	18,632.78	-0.1	6,622.03	-2.1
Cantabria	27,279.50	-1.4	20,185.79	-0.4	7,093.71	-3.9
Castilla y León	27,647.03	-2.2	20,123.86	-1.9	7,523.17	-3.0
Castilla - La Mancha	27,899.02	-0.7	20,600.13	0.6	7,298.89	-4.1
Cataluña	32,798.42	-0.3	24,290.01	-0.6	8,508.41	0.4
Comunitat Valenciana	27,456.83	-0.7	20,119.61	-1.2	7,337.22	0.6
Extremadura	25,117.80	-2.2	18,419.06	-3.5	6,698.74	1.5
Galicia	27,099.36	2.2	19,883.74	2.3	7,215.62	2.0
Madrid, Comunidad de	36,141.62	0.7	26,876.78	0.8	9,264.84	0.3
Murcia, Región de	27,270.84	-1.1	20,157.43	-0.8	7,113.41	-2.1
Navarra, Comunidad Foral de	31,789.27	-0.4	23,298.90	-0.3	8,490.37	-0.5
País Vasco	36,507.45	1.7	27,120.53	1.5	9,386.92	2.3
Rioja, La	28,519.80	0.7	21,269.59	1.9	7,250.21	-2.7

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 2013

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	24.7	23.5	46.4	67.7	17.6	3.6	11.3	5.2
Industry and Construction	100.0	100.0	23.4	19.8	52.7	73.7	21.8	3.6	2.1	2.9
Services	100.0	100.0	25.0	24.5	44.8	66.2	16.5	3.6	13.7	5.8

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	24.7	23.5	46.4	67.7	17.6	3.6	11.3	5.2
Andalucía	100.0	100.0	24.5	24.7	44.9	67.4	18.0	3.3	12.6	4.5
Aragón	100.0	100.0	25.6	26.9	41.6	61.4	18.5	5.3	14.3	6.4
Asturias, Principado de	100.0	100.0	20.9	22.1	47.5	71.6	18.9	3.3	12.8	3.0
Balears, Illes	100.0	100.0	22.3	25.8	53.6	64.1	13.3	3.7	10.9	6.5
Canarias	100.0	100.0	18.8	21.2	48.1	64.8	17.8	3.9	15.5	10.0
Cantabria	100.0	100.0	21.2	27.8	45.5	60.5	19.7	4.3	13.6	7.5
Castilla y León	100.0	100.0	24.6	19.3	43.6	71.4	18.9	3.4	12.9	5.9
Castilla - La Mancha	100.0	100.0	25.5	25.6	43.4	64.1	11.1	2.5	20.0	7.9
Cataluña	100.0	100.0	24.4	22.4	51.8	71.3	15.9	3.1	7.9	3.2
Comunitat Valenciana	100.0	100.0	20.9	22.3	51.7	68.8	14.6	3.4	12.8	5.6
Extremadura	100.0	100.0	25.2	27.5	38.7	57.3	14.9	5.6	21.3	9.5
Galicia	100.0	100.0	19.4	19.7	53.8	72.0	15.2	3.4	11.6	5.0
Madrid, Comunidad de	100.0	100.0	34.1	29.3	39.0	64.1	19.4	3.2	7.5	3.4
Murcia, Región de	100.0	100.0	25.0	27.2	46.6	64.0	12.4	3.0	16.0	5.7
Navarra, Comunidad Foral de	100.0	100.0	17.8	19.0	43.5	67.0	22.3	6.3	16.4	7.8
Pais Vasco	100.0	100.0	15.0	15.2	45.3	72.9	29.8	5.5	9.9	6.4
Rioja, La	100.0	100.0	27.8	25.4	50.5	62.4	13.5	3.8	8.2	8.4

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	3.2	3.8	1.9	91.7	96.8
INDUSTRY AND CONSTRUCTION	100.0	100.0	7.2	3.3	4.3	1.7	92.8	96.7
SERVICES	100.0	100.0	8.5	3.2	3.7	1.9	91.5	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	8.3	3.2	3.8	1.9	91.7	96.8
Andalucía	100.0	100.0	9.8	3.8	3.4	2.6	90.2	96.2
Aragón	100.0	100.0	8.5	3.6	4.5	2.0	91.5	96.5
Asturias, Principado de	100.0	100.0	6.5	1.5	1.8	0.7	93.5	98.5
Balears, Illes	100.0	100.0	5.2	0.7	2.0	0.3	94.8	99.3
Canarias	100.0	100.0	7.2	2.9	2.9	1.6	92.8	97.1
Cantabria	100.0	100.0	6.0	1.7	1.8	0.6	94.0	98.3
Castilla y León	100.0	100.0	9.5	4.5	3.4	1.9	90.5	95.5
Castilla - La Mancha	100.0	100.0	6.3	2.6	2.4	1.3	93.7	97.4
Cataluña	100.0	100.0	9.6	3.3	5.4	2.1	90.4	96.8
Comunitat Valenciana	100.0	100.0	6.1	3.5	3.0	1.6	93.9	96.6
Extremadura	100.0	100.0	7.5	3.8	3.7	2.5	92.5	96.2
Galicia	100.0	100.0	8.2	2.2	3.9	1.2	91.8	97.8
Madrid, Comunidad de	100.0	100.0	8.0	3.2	3.7	1.9	92.0	96.8
Murcia, Región de	100.0	100.0	4.5	2.9	2.4	1.3	95.5	97.2
Navarra, Comunidad Foral de	100.0	100.0	8.4	5.4	4.3	4.0	91.6	94.6
Pais Vasco	100.0	100.0	10.1	3.6	5.8	2.6	89.9	96.4
Rioja, La	100.0	100.0	6.9	2.3	1.8	1.2	93.2	97.7