

15 March 2024

Quarterly Labour Cost Survey (QLCS) Fourth Quarter 2023

Main results

- The labour cost of companies increased to 5.0% compared to the same period of the previous year and stood at 3,145.99 per worker per month. The wage cost increased by 4.0%.
- With calendar-adjusted and deseasonalised results, the labour cost per worker increased by 5.2% annually and 1.0% quarterly.
- The number of vacancies was 139,314 this quarter.

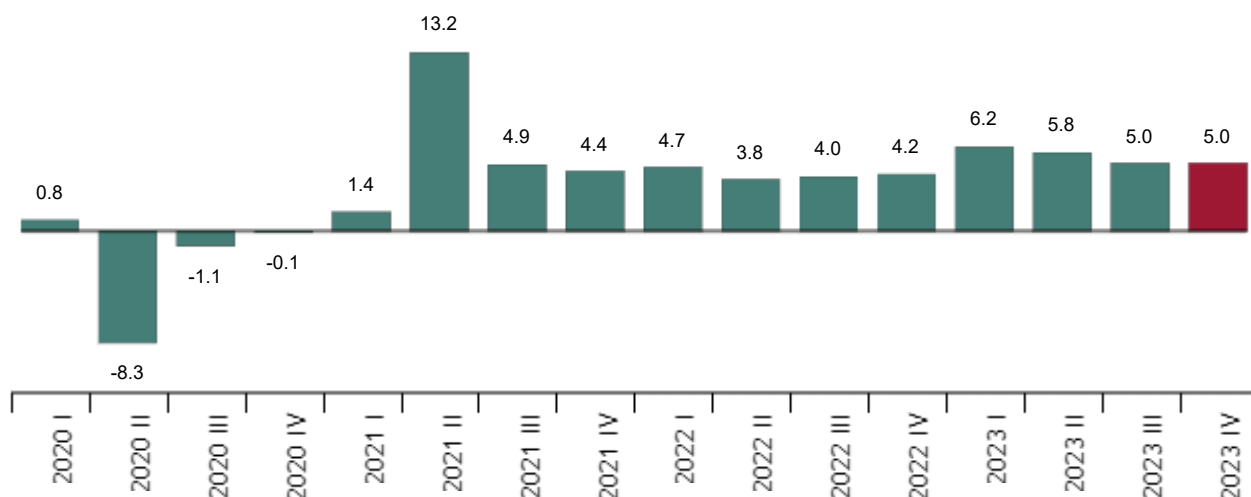
More Information

- [Annex with tables](#) (Includes information from the Autonomous Communities)
- [Detailed results](#)

The labour cost increased by 5.0% in the fourth quarter compared to the same period of 2022, to 3,145.99 euros per worker per month. The wage cost increased by 4.0% to 2,359.38 euros, and other costs by 8.0%. Mandatory Social Security contributions, the main component of other costs, increased by 7.0%.

Total labour cost. Fourth quarter 2023

Annual variation rate. Percentage



Monthly labour cost per employee. Fourth quarter 2023

	Euros	Rate ¹
Total labour cost	3,145.99	5.0
Wage cost	2,359.38	4.0
Other costs	786.61	8.0

¹ Compared to the same quarter of the previous year

Hourly labour cost. Fourth quarter 2023

	Euros	Rate ¹
Cost per effective hour	24.98	6.1
Cost per paid hour	20.73	5.0

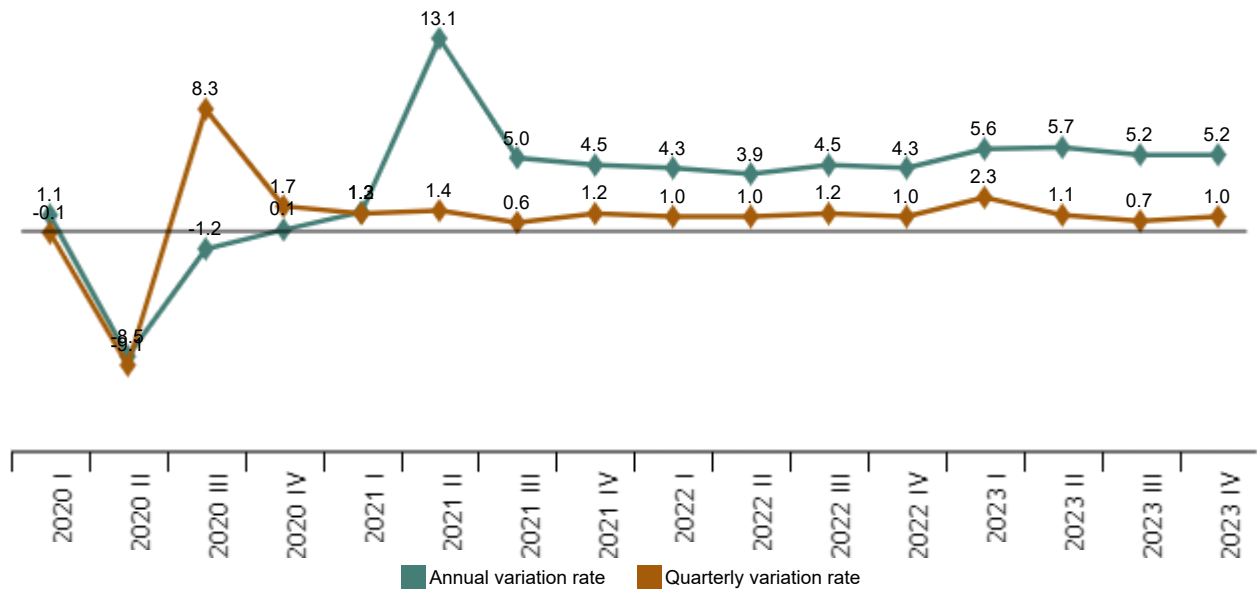
¹ Compared to the same quarter of the previous year

Series adjusted for seasonal and calendar effects

The labour cost per worker, excluding seasonal and calendar effects, increased by 5.2% this quarter compared to the same period of the previous year, and 1.0% compared to the previous quarter.

Labour cost per worker

Adjusted for seasonal and calendar effects. Percentage



Labour cost by activity sector

By sections of activity, the labour cost is highest in *Administrative activities and auxiliary services*, and *Information and communications*. In contrast, the cost decreases in *Supplies of electrical energy, gas, steam and air conditioning*.

Monthly labour cost per employee. Fourth quarter 2023

	Euros	Annual variation rate
N. Administrative and support ...	2,202.17	7.8
J. Information and communications	4,578.97	7.6
G. Wholesale and retail ...	2,778.92	7.4
M. Professional, scientific ...	3,919.68	7.3
R. Arts, entertainment and ...	2,217.71	6.5
C. Manufacturing industries	3,605.36	6.3
F. Construction	3,216.73	5.4
Total activities	3,145.99	5.0
H. Transport and storage	3,286.59	4.6
I. Accommodation	1,882.32	4.1
O. Public Administration ...	4,073.40	3.7
B. Mining and quarrying ...	4,542.47	3.6
S. Other services	2,200.85	3.3
K. Financial and insurance ...	5,439.87	3.2
L. Real state activities	3,106.24	2.7
P. Education	2,979.55	2.7
E. Water supply, waste management ...	3,401.21	2.5
Q. Health and social services ...	3,262.66	1.6
D. Electricity, gas, steam ...	6,212.58	-2.9

Labour cost by Autonomous Community

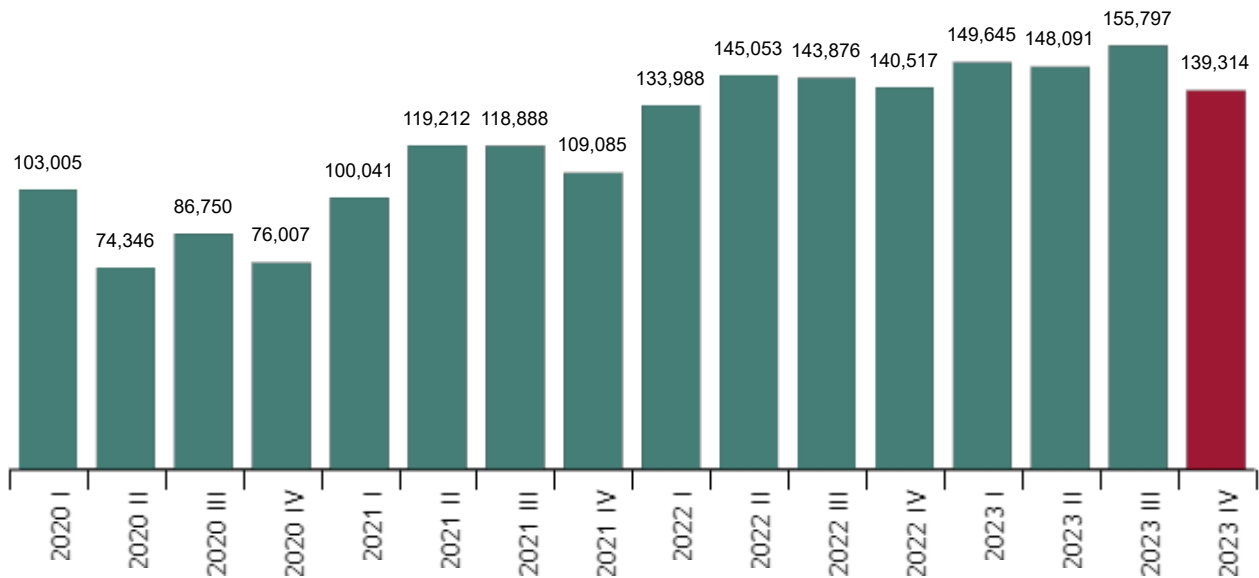
Illes Balears, Aragón and Cataluña saw the highest increases in labour cost this quarter.

On the other hand, Extremadura, País Vasco and Región de Murcia had the smallest increases.

Job vacancies

The number of vacancies stood at 139,314 in the fourth quarter, 1,203 less than in the same quarter of the previous year.

Total vacancies. Fourth quarter 2023



88.8% of vacancies were found in the *Services* sector this quarter.

Vacancies by sector. Fourth quarter 2023

	Total vacancies	Percentage	Reasons why vacancies do not exist (percentages)			
			Total	No more workers needed	High costs of hiring	Other
TOTAL	139,314	100.0	100.0	93.0	3.9	3.1
Industry	9,322	6.7	100.0	92.9	3.7	3.4
Construction	6,311	4.5	100.0	90.6	5.1	4.3
Services	123,680	88.8	100.0	93.3	3.8	2.9

The Autonomous Communities registering the greatest number of vacancies were Comunidad de Madrid, Cataluña and Andalucía. In turn, those recording the lowest number were Cantabria, La Rioja and Extremadura.

Revision and updating of data

The data published today are final. All results are available on [INEbase](https://www.ine.es/dyngs/Prensa/en/ETCL4T23.htm).

Methodological note

The Quarterly Labour Cost Survey (ETCL) primarily aims to understand the evolution of the average labour cost per worker per month, the average labour cost per effective working hour, and time worked and not worked.

Furthermore, it is the primary source of information for the development of the Harmonised Labour Cost Index, which is part of the euro-indicators of the Statistical Office of the European Union (EUROSTAT).

Type of operation: quarterly continuous survey.

Base year: 2020.

Population scope: Social Security contribution accounts. General Scheme: Sections B to S of CNAE-09 and Special Scheme for Seafarers: Sea Transport (Division 50 of CNAE-09).

Geographical scope: the entire national territory.

Reference period of the results: the calendar quarter.

Reference period of the information: the calendar month.

Sample size: 28,500 establishments, divided into three monthly sub-samples of 9,500 establishments each.


Sampling type: stratified random with optimal allocation. Comprehensive survey for workplaces with more than 500 employees.

Collection method: questionnaire filled in directly by the establishment.

More information on the [methodology](#) and the [standardised methodological report](#).

INE statistics are produced in accordance with the Code of Good Practice for European Statistics. More information on [Quality at INE](#) and [Code of Best Practices](#).

For further information see [INEbase](#)

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