

17 June 2008

**Quarterly Labour Cost Survey (QLCS)  
First quarter 2008**

**Main results**

–**The labour cost for companies increases 5.1% during the first quarter** as compared with the same period in 2007, standing at 2,309.87 euros. It represents the most substantial growth since the first quarter of 2003.

–**The wage cost increases 5.3%** reaching 1,689.14 euros per worker per month.

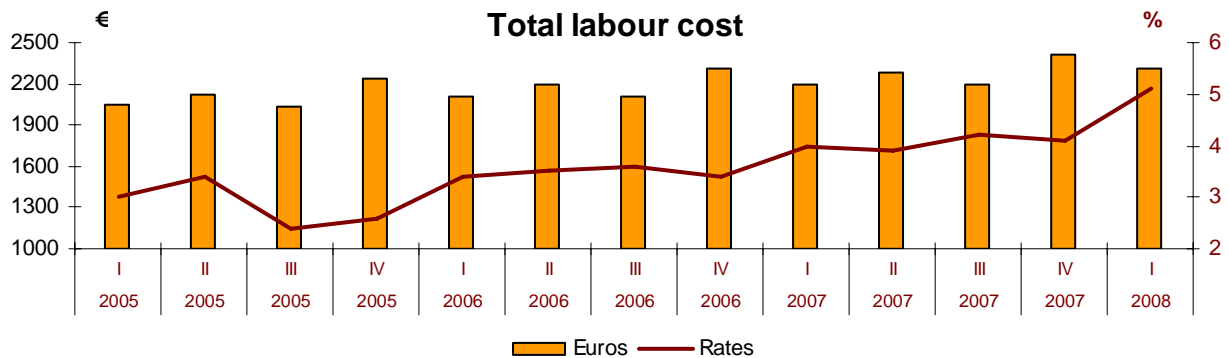
–The working day decreases 3.5%. **4.4 working hours per week are lost** this quarter **on average**, half of which is due to public holidays (mainly as a result of Easter).

–The **labour cost per effective hour increases 8.8%**. After removing the Easter effect and that of the remainder of the public holidays, growth is estimated at 6.3%.

–**As of 2009, the QLCS will be compiled considering the new Classification of Economic Activities NCEA-2009.** Moreover, during 2008 double encoding is being performed for the activity, which will enable comparison between the current QLCS (compiled within the scope of the NCEA-93) and the new QLCS (which will be processed in accordance with the NCEA-2009 starting in the first quarter of 2009).

## Labour cost by component

The labour cost per worker and month reached 2,309.87 euros in the first quarter of 2008, indicating an increase of 5.1% as compared with the same period the previous year. It represents the highest labour cost growth since the first quarter of 2003. In the fourth quarter of 2007, the labour cost grew at a rate of 4.1%.



Of the total cost per worker per month in which it was incurred by an employer by using the work factor, 1,689.14 euros corresponded to wages and 544.39 euros to Obligatory contributions to Social Security. The remainder corresponded to indemnities, social benefits...

The wage cost, which comprises base salary, salary supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 5.3% in the interannual rate, rising from 1,604.69 euros to 1,689.14 euros per worker per month. If the variable factor is excluded from wages (overtime and delayed payments), the ordinary wage cost is obtained, increasing by 5.0%.

Conversely, other costs (non-wage costs) increased 4.5%. Their main component, Obligatory contributions to Social Security, increased 4.7%.

The labour cost per hour increased 8.8%. This increase, which was greater than that of the cost per worker per month, was due to the decrease in the number of effective hours worked as a result of the Easter effect. After removing this and the calendar effect, growth of the hourly cost was estimated at 6.3%.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,309.87	5.1
Wage cost	1,689.14	5.3
Other costs	620.73	4.5

### Other costs (non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	620.73	4.5
Obligatory contributions	544.39	4.7
Non-wage payments	97.00	2.5
Subsidies and bonuses <sup>2</sup>	20.67	-1.4

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,689.14	5.3
Ordinary wage cost	1,506.76	5.0

### Hourly cost

	Euros	rate <sup>1</sup>
Effective hourly cost	16.73	8.8

<sup>1</sup> Same quarter last year

<sup>2</sup> Subsidies are subtracted from other costs

## Labour cost by economic sector

Construction was the sector presenting the greatest increase in total labour cost, as a result of the growth of the other costs, and in particular, those relating to dismissals and end of contract payouts. In contrast, this was the sector with the greatest salary moderation.

Industry recorded the least growth in cost, due to the restraint of other costs, with a lesser influence of dismissals than the previous year. It was, however, the sector with the greatest wage growth.

In the services sector, wage and non-wage costs grew homogeneously.

### Labour cost

	Per worker per month	
	Euros	Rate <sup>1</sup>
TOTAL	2,309.87	5.1
Industry	2,631.22	4.1
Construction	2,234.53	5.8
Services	2,239.25	5.2

<sup>1</sup> Same quarter last year

### Wage cost

0.0

	Total wage cost		Ordinary wage cost	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	1,689.14	5.3	1,506.76	5.0
Industry	1,920.87	5.8	1,688.16	4.9
Construction	1,519.16	4.8	1,439.49	4.7
Services	1,661.36	5.1	1,471.85	5.0

## Labour cost by Autonomous Community

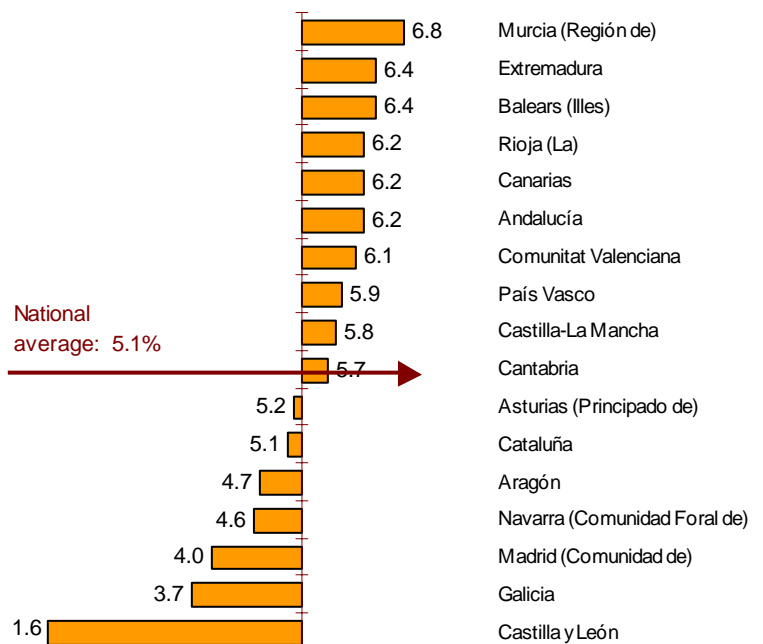
By Autonomous Community, the highest labour cost was registered in Comunidad de Madrid, País Vasco and Cataluña. In turn, Extremadura, Galicia and Región de Murcia presented the lowest labour cost.

By labour cost growth, Región de Murcia (6.8%) recorded the highest rate and Castilla y León (1.6%) the lowest.

### Labour cost per worker and month

	Euros
Madrid (Comunidad de)	2,782.73
País Vasco	2,641.17
Cataluña	2,449.11
Navarra (Comunidad Foral de)	2,439.17
<b>TOTAL</b>	<b>2,309.87</b>
Asturias (Principado de)	2,302.82
Aragón	2,254.66
Balears (Illes)	2,180.75
Cantabria	2,161.90
Andalucía	2,098.53
Castilla y León	2,095.33
Comunitat Valenciana	2,080.87
Rioja (La)	2,058.04
Castilla-La Mancha	2,033.69
Canarias	2,000.16
Murcia (Región de)	1,978.10
Galicia	1,956.07
Extremadura	1,919.79

### Interannual variation

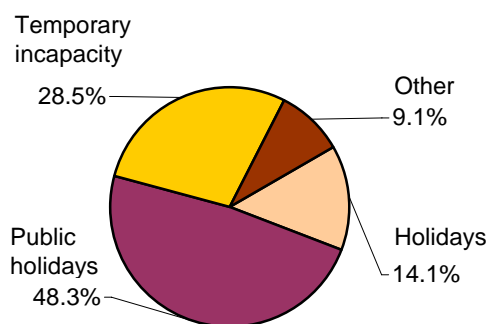


## Work time

During the first quarter of 2008, the average working week (considering full time and part time together) stood at 35.9 agreed hours per week. An average of 4.4 hours were lost each week, mostly due to public holidays and holiday leave, given that Easter week took place in the month of March this year.

After adding overtime and subtracting hours lost, the working week was reduced to 31.7 effective working hours.

### Hours not worked



### Other hours not worked (different reasons)

	Percentage
Maternity	50.9%
Paid permits	19.7%
Overtime compensation	15.6%
Technical or economic reasons	6.9%
Lost at workplace	2.9%
Other hours not worked and not paid	1.7%
Other not worked and not paid	1.2%
Labour disputes	1.2%

By **type of working day**, the wage difference between full-time and part-time workers was 3.49 euros per hour (12.53 euros/hour for full time and 9.04 euros/hour for part time).

Regarding work time, **full-time workers practically doubled the effective working hours performed by part-time workers** (34.4 weekly hours as compared with 17.6).

### Hours per week<sup>1</sup>

	Effective hours	Lost hours
Total workers	31.7	4.4
Full-time	34.4	4.8
Part-time	17.6	2.3

### Hourly wage cost

	Euros	Tasa <sup>2</sup>
Total workers	12.23	9.0
Full-time	12.53	9.1
Part-time	9.04	8.3

<sup>1</sup> For calculation purposes, there are considered to be 4,35 weeks each m<sup>2</sup> Same quarter last year

# Quarterly Labour Cost Survey (QLCS)

## First Quarter 2008

Base año 2000

### Total Labour Cost

#### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,309.87	131.4	5.1	16.73	133.2	8.8
Industry	2,631.22	133.0	4.1	18.16	133.1	8.6
Construction	2,234.53	136.8	5.8	15.05	138.8	10.8
Services	2,239.25	131.8	5.2	16.68	133.5	8.3

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

#### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,309.87	131.4	5.1	16.73	133.2	8.8
Andalucía	2,098.53	130.8	6.2	15.42	135.7	9.9
Aragón	2,254.66	130.3	4.7	16.45	130.2	8.6
Asturias (Principado de)	2,302.82	131.2	5.2	17.05	131.8	8.5
Balears (Illes)	2,180.75	139.2	6.4	16.06	148.4	10.0
Canarias	2,000.16	133.0	6.2	14.18	134.5	9.6
Cantabria	2,161.90	130.6	5.7	15.58	131.6	8.8
Castilla y León	2,095.33	125.9	1.6	15.41	128.8	6.4
Castilla-La Mancha	2,033.69	133.4	5.8	14.56	137.5	11.5
Cataluña	2,449.11	132.9	5.1	17.52	130.9	7.2
Comunitat Valenciana	2,080.87	131.2	6.1	15.19	134.5	11.8
Extremadura	1,919.79	133.0	6.4	13.65	132.8	10.4
Galicia	1,956.07	127.5	3.7	14.25	132.7	7.2
Madrid (Comunidad de)	2,782.73	133.7	4.0	19.68	134.7	7.7
Murcia (Región de)	1,978.10	136.2	6.8	14.46	137.2	9.9
Navarra (Comunidad Foral de)	2,439.17	126.1	4.6	18.34	129.1	10.8
País Vasco	2,641.17	128.5	5.9	20.00	130.0	10.9
Rioja (La)	2,058.04	123.9	6.2	14.97	126.6	11.5

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2008

Base año 2000

## Wages and Salaries

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,689.14	127.3	5.3	12.23	129.1	9.0
Industry	1,920.87	129.1	5.8	13.26	129.2	10.3
Construction	1,519.16	127.7	4.8	10.23	129.7	9.8
Services	1,661.36	128.6	5.1	12.38	130.5	8.2

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

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,689.14	127.3	5.3	12.23	129.1	9.0
Andalucía	1,517.91	125.6	5.8	11.16	130.5	9.5
Aragón	1,641.36	126.9	5.8	11.98	126.9	9.7
Asturias (Principado de)	1,683.71	129.2	5.4	12.47	129.9	8.7
Balears (Illes)	1,578.10	134.0	4.6	11.63	143.1	8.3
Canarias	1,440.04	127.1	5.9	10.21	128.6	9.3
Cantabria	1,545.69	125.5	5.2	11.14	126.4	8.3
Castilla y León	1,530.12	123.7	5.7	11.25	126.5	10.7
Castilla-La Mancha	1,469.56	129.0	6.4	10.52	132.8	12.2
Cataluña	1,789.72	128.1	5.0	12.80	126.2	7.1
Comunitat Valenciana	1,503.66	127.5	5.8	10.98	130.7	11.5
Extremadura	1,387.38	128.0	6.2	9.86	127.7	10.3
Galicia	1,410.40	122.6	3.5	10.27	127.4	7.0
Madrid (Comunidad de)	2,086.94	130.9	4.6	14.76	131.8	8.3
Murcia (Región de)	1,422.88	132.2	5.8	10.40	133.2	8.9
Navarra (Comunidad Foral de)	1,784.77	123.1	5.1	13.42	126.0	11.4
País Vasco	1,931.98	124.7	6.1	14.63	126.2	11.2
Rioja (La)	1,495.26	120.6	6.0	10.88	123.2	11.4

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2008

Base año 2000

## Other Costs

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	620.73	143.8	4.5	4.50	145.6	8.4
Industry	710.35	144.5	-0.2	4.90	145.0	4.3
Construction	715.37	161.2	8.0	4.82	163.4	13.1
Services	577.89	141.9	5.6	4.30	143.3	8.6

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

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	620.73	143.8	4.5	4.50	145.6	8.4
Andalucía	580.62	146.7	7.3	4.26	151.6	10.9
Aragón	613.30	140.4	1.8	4.47	140.1	5.7
Asturias (Principado de)	619.11	136.9	4.7	4.58	137.1	7.8
Balears (Illes)	602.65	155.0	11.2	4.43	164.7	14.8
Canarias	560.12	150.8	6.9	3.97	152.7	10.3
Cantabria	616.21	145.2	6.9	4.44	146.5	10.2
Castilla y León	565.21	132.1	-8.1	4.16	135.5	-3.7
Castilla-La Mancha	564.13	146.6	4.2	4.04	151.3	9.8
Cataluña	659.39	148.1	5.5	4.72	145.7	7.5
Comunitat Valenciana	577.21	142.1	6.9	4.21	145.7	12.6
Extremadura	532.41	147.7	6.8	3.79	148.0	10.8
Galicia	545.67	142.5	4.3	3.98	148.5	7.9
Madrid (Comunidad de)	695.79	143.1	2.2	4.92	144.3	5.8
Murcia (Región de)	555.22	147.8	9.4	4.06	148.7	12.5
Navarra (Comunidad Foral de)	654.40	135.1	3.2	4.92	138.2	9.3
País Vasco	709.19	139.9	5.2	5.37	141.7	10.0
Rioja (La)	562.78	133.7	6.9	4.09	136.8	12.1

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2008

Base año 2000

### Time worked

#### 1. National results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	156.3	138.1	19.0	169.2	149.4	20.7	85.9	76.4	9.8
Industry	165.3	144.9	21.8	170.6	149.4	22.6	82.8	74.0	8.9
Construction	168.2	148.5	20.2	171.0	150.9	20.6	85.8	78.6	7.3
Services	151.5	134.2	18.1	168.4	149.1	20.2	86.1	76.5	10.0

#### 2. Results by autonomous community

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	156.3	138.1	19.0	169.2	149.4	20.7	85.9	76.4	9.8
Andalucía	154.8	136.1	19.4	168.8	148.2	21.3	86.0	76.3	9.7
Aragón	156.9	137.0	20.8	169.6	147.9	22.7	78.5	69.6	9.1
Asturias (Principado de)	154.2	135.0	19.9	166.9	145.8	21.9	76.3	68.9	7.5
Balears (Illes)	155.1	135.8	19.9	169.5	147.7	22.5	88.2	80.4	8.0
Canarias	161.2	141.1	20.5	171.3	149.7	21.9	87.3	77.5	9.8
Cantabria	155.6	138.7	17.8	169.5	151.2	19.3	83.8	74.3	9.8
Castilla y León	153.5	136.0	18.0	168.2	148.8	20.0	82.4	74.1	8.4
Castilla-La Mancha	157.5	139.7	18.7	169.4	150.2	20.1	77.9	69.1	9.3
Cataluña	156.3	139.8	17.5	170.3	152.4	19.1	84.4	75.1	9.6
Comunitat Valenciana	158.3	137.0	21.9	170.3	147.2	23.9	90.8	80.1	10.9
Extremadura	158.0	140.7	18.3	168.9	150.3	19.8	80.2	72.3	8.0
Galicia	154.9	137.3	18.7	170.0	150.1	20.9	81.6	74.9	8.2
Madrid (Comunidad de)	158.1	141.4	17.7	169.0	151.4	18.8	92.3	81.4	11.2
Murcia (Región de)	155.3	136.8	19.3	169.3	149.0	21.1	93.0	82.7	11.0
Navarra (Comunidad Foral de)	153.1	133.0	21.1	167.5	145.7	23.1	79.6	68.7	11.0
País Vasco	152.1	132.1	20.5	165.0	143.1	22.5	79.9	70.4	9.6
Rioja (La)	153.5	137.5	16.8	169.3	151.5	18.7	81.9	74.1	8.2