

16 June 2010

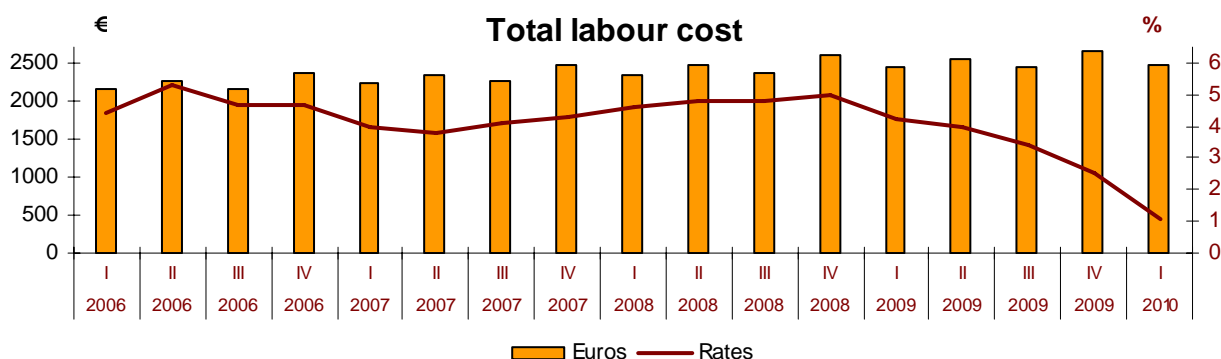
**Quarterly Labour Cost Survey (QLCS)  
First quarter of 2010**

**Main results**

- **The labour cost for companies increases 1.0%** in the first quarter, as compared with the same period in 2009, standing at **2,466.11 euros** per worker per month. This growth rate is the lowest since these statistics began to be compiled.
- **The wage cost per worker per month increases 1.9%** and reaches an average of 1,802.00 euros, whereas **other costs decrease 1.1%**, standing at 664.11 euros. The drop of these other costs is a result of the decrease in direct social benefits, especially in compensation for dismissal.
- The effective day worked decreases **1.0%**. Regarding the **agreed working day of 35.1 hours per week**, an average of **3.9 working hours are lost weekly** this quarter, 1.5 of which are due to holidays taken.
- The **labour cost per effective hour** worked increases 2.1%.

## Labour cost by component

The labour cost per worker per month reached 2,466.11 euros in the first quarter of 2010, indicating an increase of 1.0% as compared with the same period of 2009. **This growth rate was the lowest since these statistics came into existence.**



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,802.00 euros corresponded to wages, and 567.37 euros to Obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc. The main factor responsible for the growth in the total cost was the wage cost.

The wage cost, which comprises base salary, salary supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 1.9% in the interannual rate, from 1,768.87 to 1,802.00 euros per worker per month. If the variable factor is excluded from the wages (extraordinary and delayed payments), **the ordinary wage cost is obtained, which increased 1.0%.**

**Other costs (non-wage costs) decreased 1.1%.** Their main component, Obligatory Social Security contributions, grew 1.2%, whereas the rest of the components decreased, in particular the compensation for dismissal, and other non-wage payments (currency breakdown, wear of tools, acquisition of work clothing, transport and travel expenses, long-distance and urban transport bonus, compensation for transfers, end-of-contract compensation, etc.).

In turn, the labour cost per hour grew 2.1%. This increase, greater than that of the cost per worker, was due to a decrease of 1% in the number of hours effectively worked.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,466.11	1.0
Wage cost	1,802.00	1.9
Other costs	664.11	-1.1

### Other costs (non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	664.11	-1.1
Obligatory contributions	567.37	1.2
Non-wage payments	115.06	-10.9
Subsidies and bonuses <sup>2</sup>	18.33	2.6

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,802.00	1.9
Ordinary wage cost	1,618.75	1.0

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

### Hourly cost

	Euros	Rate <sup>1</sup>
Effective hourly cost	18.03	2.1
Cost per hour paid	16.08	2.1

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

## Labour cost by economic sector

Industry was the sector presenting the greatest increase in total labour cost. Worth noting in this sector was the growth in ordinary wages, extraordinary payments and other costs. This was the sector in which compensation for dismissal decreased the least.

In construction, the ordinary wage cost decreased one tenth, with the increase in extraordinary payments and delayed payments being responsible for the growth in the total wage cost. Regarding the other costs, this sector presented the greatest drop in compensation for dismissal and the rest of the direct social benefits.

In the services sector, both the increase in the ordinary wage cost and the decrease in the other costs stood between the two previous sectors.

## Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other Costs	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2,466.11	1.0	1,802.00	1.9	1,618.75	1.0	664.11	-1.1
Industry	2,755.07	2.1	1,971.46	2.8	1,753.83	1.7	783.61	0.6
Construction	2,457.27	0.7	1,679.29	1.9	1,568.00	-0.1	777.98	-1.8
Services	2,405.52	1.0	1,780.89	1.6	1,596.15	1.0	624.63	-0.7

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

## Labour cost by Autonomous Community

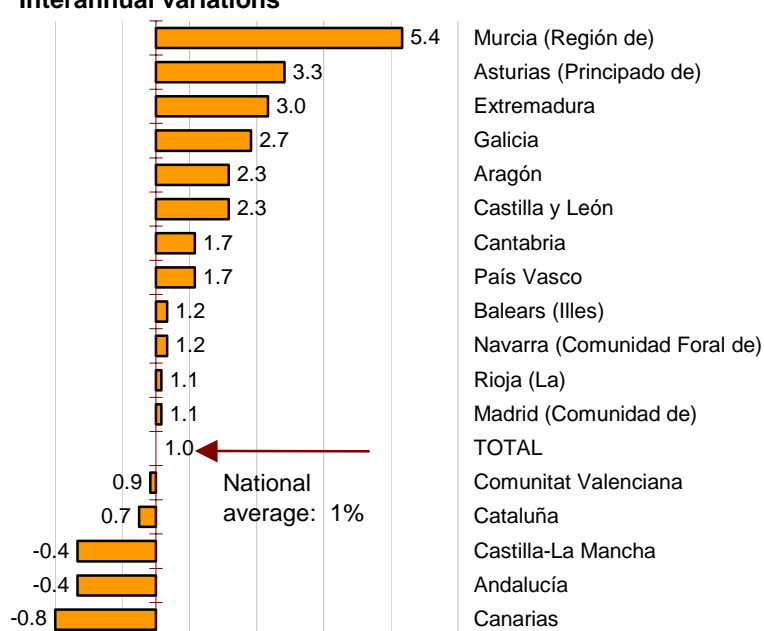
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura, Galicia and Canarias, said labour cost was the same amount lower than the national average.

Considering the interannual growth of the cost, Región de Murcia, Principado de Asturias and Extremadura presented the highest rates, whilst Canarias, Andalucía and Castilla-La Mancha registered the smallest increases.

### Labour cost per worker per month

	Euros
Madrid (Comunidad de)	2,892.37
País Vasco	2,844.29
Cataluña	2,633.29
Navarra (Comunidad Foral de)	2,519.43
TOTAL	2,466.11
Asturias (Principado de)	2,453.09
Balears (Illes)	2,359.31
Aragón	2,353.90
Cantabria	2,267.37
Murcia (Región de)	2,263.84
Andalucía	2,253.10
Castilla y León	2,252.20
Comunitat Valenciana	2,244.42
Rioja (La)	2,234.56
Castilla-La Mancha	2,174.37
Galicia	2,145.24
Canarias	2,088.39
Extremadura	2,073.88

### Interannual variations

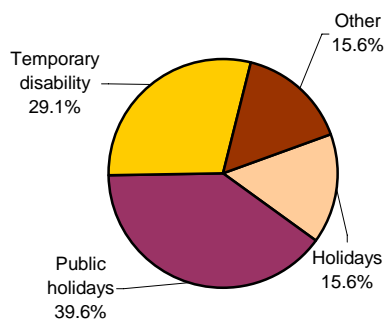


## Working time

During the first quarter of 2010, the average agreed working week, considering full-time and part-time together, was 35.1 hours. Of these, an average of 3.9 hours were lost per week, most of which were due to holidays and public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 31.4 effective hours worked.

## Hours not worked



### Other hours not worked (different reasons)

	Percentage
Maternity	49.2%
Paid leave	18.0%
Overtime compensation	15.3%
Labour disputes	7.9%
Hours lost at the workplace	3.2%
Other hours not worked and not paid	2.6%
Hours lost for technical or economic reasons	2.1%
Other hours paid but not worked	1.6%

According to the **type of working day**, the wage difference between full- and part-time workers was 4.17 euros per hour (13.58 euros/hour for full-time and 9.41 euros/hour for part-time). Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (34.5 hours per week for full-time workers as compared with 17.4 hours for part-time workers).

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

	Effective hours	Lost hours
Total workers	31.4	3.9
Full-time	34.5	4.3
Part-time	17.4	1.9

<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks

### Hourly wage cost

	Euros	Rate <sup>2</sup>
Total workers	13.17	2.9
Full-time	13.58	3.4
Part-time	9.41	0.9

<sup>2</sup> Same quarter last year

For further information see [INEbase-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](http://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](mailto:gprensa@ine.es)

**Information Area:** Telephone number: 91 583 91 00 – Fax: 91 583 91 58 – [www.ine.es/infoinees/infoine](http://www.ine.es/infoinees/infoine)

# Quarterly Labour Cost Survey (QLCS)

## First Quarter 2010

Base año 2008

## Total Labour Cost

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,466.11	101.4	1.0	18.03	100.1	2.1
Industry	2,755.07	102.0	2.1	19.15	99.0	2.0
Construction	2,457.27	100.6	0.7	16.42	98.0	0.8
Services	2,405.52	101.7	1.0	17.99	100.3	2.1

<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	2,466.11	101.4	1.0	18.03	100.1	2.1
Andalucía	2,253.10	99.3	-0.4	16.75	100.1	1.6
Aragón	2,353.90	98.6	2.3	17.23	96.9	2.6
Asturias (Principado de)	2,453.09	102.2	3.3	17.90	98.6	2.2
Balears (Illes)	2,359.31	102.4	1.2	17.26	101.9	3.6
Canarias	2,088.39	100.1	-0.8	14.91	99.1	0.3
Cantabria	2,267.37	98.7	1.7	16.59	96.8	2.9
Castilla y León	2,252.20	101.0	2.3	16.79	99.5	3.4
Castilla-La Mancha	2,174.37	99.6	-0.4	16.15	102.2	1.9
Cataluña	2,633.29	100.5	0.7	19.04	97.5	1.2
Comunitat Valenciana	2,244.42	102.3	0.9	16.49	101.8	2.5
Extremadura	2,073.88	102.2	3.0	15.17	102.7	6.2
Galicia	2,145.24	101.0	2.7	15.71	100.4	3.4
Madrid (Comunidad de)	2,892.37	103.5	1.1	20.65	101.4	1.8
Murcia (Región de)	2,263.84	105.5	5.4	16.56	102.3	5.5
Navarra (Comunidad Foral de)	2,519.43	98.0	1.2	19.22	97.3	1.2
País Vasco	2,844.29	101.1	1.7	21.59	97.8	1.7
Rioja (La)	2,234.56	99.0	1.1	16.35	95.7	1.7

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

# Quarterly Labour Cost Survey (QLCS)

## First Quarter 2010

Base año 2008

## 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	1,802.00	100.1	1.9	13.17	98.8	2.9
Industry	1,971.46	99.1	2.8	13.70	96.2	2.6
Construction	1,679.29	98.6	1.9	11.22	96.1	2.0
Services	1,780.89	100.5	1.6	13.32	99.2	2.7

<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	1,802.00	100.1	1.9	13.17	98.8	2.9
Andalucía	1,645.17	98.9	1.5	12.23	99.7	3.5
Aragón	1,709.69	96.5	2.8	12.51	94.8	3.0
Asturias (Principado de)	1,794.31	101.0	3.0	13.09	97.4	1.9
Balears (Illes)	1,711.52	100.9	2.7	12.52	100.4	5.0
Canarias	1,506.70	98.9	-0.6	10.76	98.0	0.5
Cantabria	1,623.30	96.9	1.2	11.88	95.1	2.4
Castilla y León	1,640.25	99.3	2.8	12.23	97.8	3.8
Castilla-La Mancha	1,565.77	98.4	0.3	11.63	101.0	2.6
Cataluña	1,925.00	99.0	2.3	13.92	96.1	2.8
Comunitat Valenciana	1,629.15	101.6	2.7	11.97	101.2	4.4
Extremadura	1,520.33	101.8	4.4	11.12	102.4	7.6
Galicia	1,556.30	99.7	4.1	11.39	99.0	4.7
Madrid (Comunidad de)	2,136.06	101.7	0.7	15.25	99.7	1.4
Murcia (Región de)	1,643.42	104.7	5.7	12.02	101.4	5.8
Navarra (Comunidad Foral de)	1,833.21	95.6	1.3	13.99	94.8	1.4
País Vasco	2,096.07	99.7	2.1	15.91	96.4	2.1
Rioja (La)	1,621.09	97.0	1.1	11.86	93.9	1.7

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2010

Base año 2008

## 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	664.11	105.1	-1.1	4.86	103.8	0.0
Industry	783.61	109.9	0.6	5.45	106.9	0.4
Construction	777.98	105.1	-1.8	5.20	102.6	-1.7
Services	624.63	105.3	-0.7	4.67	103.8	0.4

<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	664.11	105.1	-1.1	4.86	103.8	0.0
Andalucía	607.93	100.3	-5.0	4.52	101.1	-3.0
Aragón	644.21	104.7	1.1	4.72	102.8	1.5
Asturias (Principado de)	658.78	105.8	4.3	4.81	102.1	3.2
Balears (Illes)	647.79	106.5	-2.4	4.74	106.0	0.0
Canarias	581.69	103.4	-1.4	4.15	102.2	-0.2
Cantabria	644.07	103.3	3.1	4.71	101.3	4.2
Castilla y León	611.95	106.0	1.2	4.56	104.6	2.2
Castilla-La Mancha	608.60	102.8	-2.1	4.52	105.4	0.0
Cataluña	708.29	105.0	-3.4	5.12	101.8	-2.8
Comunitat Valenciana	615.27	104.2	-3.6	4.52	103.4	-2.0
Extremadura	553.55	103.2	-0.7	4.05	103.6	2.5
Galicia	588.94	104.6	-0.8	4.32	104.1	0.0
Madrid (Comunidad de)	756.31	108.8	2.2	5.40	106.5	2.9
Murcia (Región de)	620.42	107.6	4.5	4.54	104.6	4.8
Navarra (Comunidad Foral de)	686.22	105.2	0.9	5.23	104.4	0.8
País Vasco	748.22	105.2	0.6	5.68	101.8	0.7
Rioja (La)	613.47	104.4	1.0	4.49	100.9	1.8

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

# Quarterly Labour Cost Survey (QLCS)

## First Quarter 2010

Base año 2008

## 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	152.9	136.8	16.8	167.9	150	18.7	83.9	75.9	8.2
Industry	163.2	143.9	20.4	170.2	149.9	21.5	80.6	73.3	7.7
Construction	165.7	149.7	16.9	170.7	154.1	17.6	83.1	77.5	5.7
Services	149.2	133.7	16	167	149.5	18.1	84.2	76	8.3

### 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	152.9	136.8	16.8	167.9	150	18.7	83.9	75.9	8.2
Andalucía	150.6	134.5	16.7	166.9	148.7	18.7	87.4	79	8.6
Aragón	153.5	136.6	17.7	168.6	150	19.6	81.7	73.4	8.4
Asturias (Principado de)	154	137.1	17.5	165.9	147.5	19.1	81.5	74.2	7.5
Balears (Illes)	152.5	136.7	16.4	168	150.2	18.5	83.9	76.6	7.5
Canarias	156.9	140	17.4	170.4	151.7	19.3	84.1	77.1	7.3
Cantabria	152.9	136.7	16.8	168	150	18.5	81.1	72.9	8.4
Castilla y León	150.7	134.2	17	166.8	148.1	19.2	78.6	71.3	7.3
Castilla-La Mancha	151	134.6	17.1	167	148.7	19	78.9	71.2	8.2
Cataluña	153.1	138.3	15.7	169.1	152.6	17.6	82.4	75.3	7.3
Comunitat Valenciana	152.6	136.1	17.1	168.8	150.3	19.3	85.3	77.5	7.8
Extremadura	153.1	136.7	16.7	166.7	148.8	18.3	80.7	72.4	8.4
Galicia	155.2	136.6	19.1	169.4	148.8	21.3	83.7	75.5	8.4
Madrid (Comunidad de)	155.5	140.1	16.2	168	151.5	17.5	88	78.8	9.4
Murcia (Región de)	153.1	136.7	17	167.9	149.7	18.9	89.5	81.1	8.5
Navarra (Comunidad Foral de)	148.2	131.1	17.9	166.3	147	20.2	73.7	65.7	8.3
País Vasco	149.5	131.7	18.3	164.4	144.8	20.2	76.9	68.1	9.1
Rioja (La)	153.1	136.6	17.1	167.8	149.7	18.8	84.3	75.9	8.8