

16 June 2023

## **Quarterly Labour Cost Survey (QLCS)** First quarter 2023

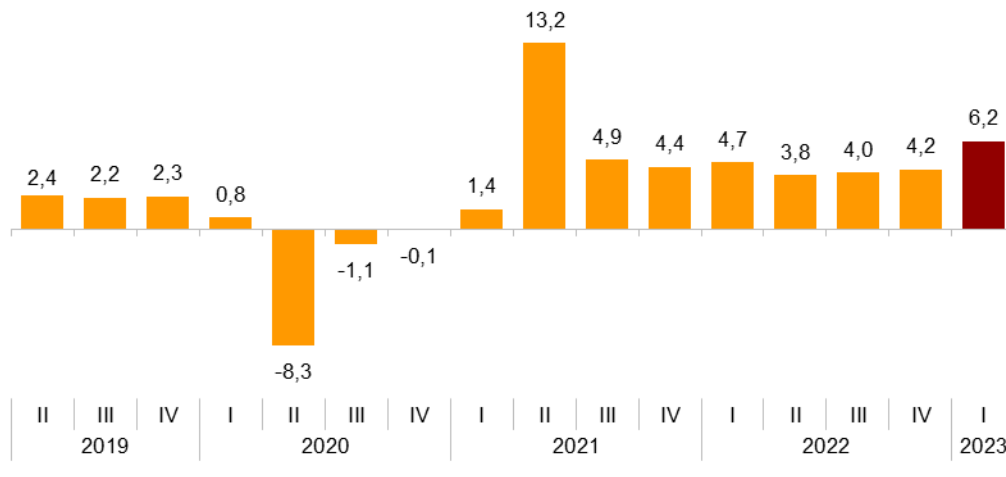
### **Main results**

- The labour cost of companies stands at 2,897.87 euros per worker per month in the first quarter, with a variation rate of 6.2% as compared with the same period of 2022.
- The wage cost per worker per month increases by 6.0%, standing at an average of 2,126.63 euros. On the other hand, other costs increase by 6.8%, standing at 771.24 euros per worker per month.
- During the first quarter, the average agreed-upon working week, considering both full-time and part-time was 34.7 hours. Of these, 3.9 hours per week are lost, most of which (2.4) were due to vacations and public holidays.
- The labour cost per effective hour rises by 4.2% in annual rate, as a consequence of the 1.9% growth in hours worked.
- In quarterly rate, and with calendar adjusted data and deseasonalised, the quarterly rate of the labour cost per worker is 2.4% and that of the cost per effective hour 1.4%.
- In annual rate, and with calendar adjusted results and deseasonalised, the labour cost per effective hour increases by 4.2%, while per worker it increases by 5.8%.
- The number of vacancies was 149,645 in the first quarter. Of these, 89.2% were registered in the *Services* sector.

## Labour cost by components

The labour cost per worker per month reached 2,897.87 euros in the first quarter of 2023, indicating an increase of 6.2% as compared with the same period of the previous year.

### Total labour cost. Annual variation rate. Percentage



Of the total cost per worker and month, incurred by an employer for the use of the labour factor, 2,126.63 euros corresponded to wages and 710.73 euros to compulsory Social Security contributions. The rest corresponded to compensations, social benefits, etc.

The wage cost, which includes base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, rises by 6.0% at an annual rate, going from 2,006.61 to 2,126.63 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which varies by 5.6%.

Other costs (non-wage costs) increased by 6.8%. Their main component, compulsory Social Security contributions<sup>1</sup>, increased by 7.0%. In the variation of non-salary income, the increase in severance payments is noteworthy.

The hourly labour cost increased by 4.2% due to a 1.9% increase in the number of effective working hours. If this and calendar effects are removed, the estimated change in the cost per hour is 4.2%.

<sup>1</sup> From this quarter, it comes into force the Intergenerational Equity Mechanism created in Law 21/2021, of 28 December, to guarantee the purchasing power of pensions and other measures to reinforce the financial and social sustainability of the public pension system. In addition, it also includes the concepts of additional contributions and special solidarity contributions for certain groups.

## Labour cost per worker and month

	Euros	Rate <sup>1</sup>
Total labour cost	2.897,87	6,2
Wage cost	2.126,63	6,0
Other costs	771,24	6,8

## Other costs per worker and month

	Euros	Rate <sup>1</sup>
TOTAL	771,24	6,8
Compulsory contributions	710,73	7,0
Non-wage payments	74,66	4,8
Subsidies and allowances <sup>2</sup>	14,15	7,1

## Wage cost per worker and month

	Euros	Rate <sup>1</sup>
Total wage cost	2.126,63	6,0
Ordinary wage cost	1.886,80	5,6

## Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	21,51	4,2
Cost per paid hour	19,16	5,9

<sup>1</sup> As compared to the same quarter of the previous year. <sup>2</sup> Subsidies are taken out of the other costs.

## Labour cost by economic sector

*Industry* presented the largest increases in the main cost components and *Construction* the smallest. The difference between the regular and total wage bill in the latter sector is due to the drop in extraordinary payments.

In *Services*, the total labour cost increased by 6.2% in the annual rate, with a rise of 6.0% in the wage cost and 6.7% in other costs.

## Labour cost per worker and month in the first quarter 2023

### Cost components

	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	2.897,87	6,2	2.126,63	6,0	1.886,80	5,6	771,24	6,8
Industry	3.355,42	6,7	2.439,33	6,4	2.130,30	6,1	916,09	7,4
Construction	2.791,89	5,4	1.930,65	4,9	1.810,84	5,2	861,24	6,4
Services	2.828,02	6,2	2.088,35	6,0	1.851,12	5,6	739,67	6,7

<sup>1</sup> As compared to the same quarter of the previous year.

## Labour cost by activity sector

By activity sector, labour cost growth was highest in *Mining and quarrying, Electricity, gas, steam and air conditioning supply* and *Hospitality*.

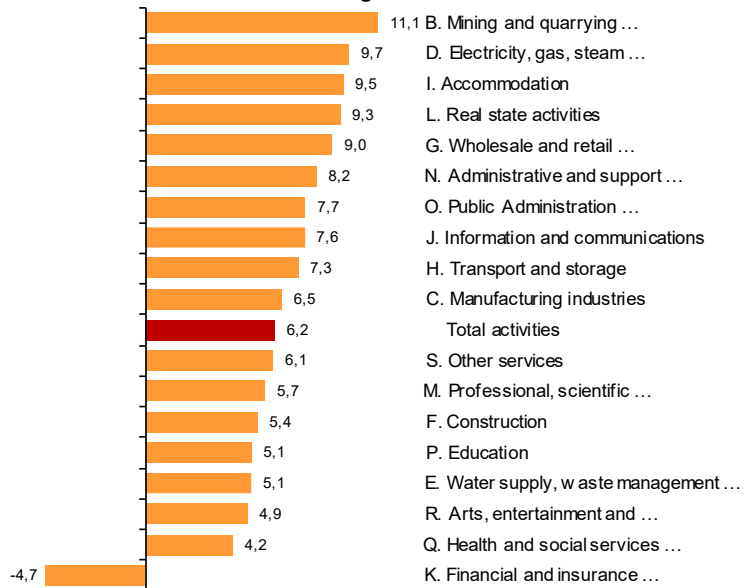
In turn, labour costs decreased in *Financial and insurance activities*, while *Health care* and *social work activities* and *Arts, entertainment and recreation* recorded the smallest increases.

## Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	8.117,09
K. Financial and insurance ...	6.148,35
B. Mining and quarrying ...	4.398,33
J. Information and communication	4.384,49
M. Professional, scientific ...	3.617,26
O. Public Administration ...	3.420,88
C. Manufacturing industries	3.264,84
L. Real state activities	3.203,05
E. Water supply, waste managem	3.176,29
H. Transport and storage	3.090,33
Total activities	2.897,87
Q. Health and social services ...	2.884,59
F. Construction	2.791,89
P. Education	2.648,95
G. Wholesale and retail ...	2.629,73
N. Administrative and support ...	2.072,33
S. Other services	2.033,45
R. Arts, entertainment and ...	1.935,87
I. Accommodation	1.722,40

## Annual variation rates. Percentage



In terms of labour cost components per employee, wage cost growth is highest in Electricity, gas, steam and air conditioning supply, Real estate activities and Wholesale and retail trade; repair of motor vehicles and motorbikes.

On the other hand, *Financial and insurance activities* recorded a negative rate, and *Arts, entertainment and recreation* and *Other services* recorded the smallest increases.

As for other costs, the sections with the greatest increases are *Mining and quarrying*, *Hospitality and Other services*.

The lowest rates are in *Financial and insurance activities*, *Electricity, gas, steam and air conditioning supply* and *Health care and social work activities*.

## Labour cost in the first quarter 2023 by activity sector

### Cost components

	Wage cost per worker		Other costs per worker		Wage cost per hour worked		Other costs per hour worked	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2.126,63	6,0	771,24	6,8	15,79	4,1	5,72	4,6
B. Mining and quarrying ...	3.098,37	6,8	1.299,96	22,9	21,00	6,0	8,82	22,0
C. Manufacturing industries	2.362,67	6,1	902,17	7,6	15,98	4,2	6,10	5,7
D. Electricity, gas, steam ...	6.685,68	11,9	1.431,41	0,6	46,10	11,0	9,87	-0,2
E. Water supply, waste management ...	2.271,14	5,2	905,15	4,8	16,79	4,4	6,69	3,9
F. Construction	1.930,65	4,9	861,24	6,4	12,82	3,6	5,72	5,0
G. Wholesale and retail ...	1.935,74	8,9	693,99	9,1	13,85	6,6	4,97	6,7
H. Transport and storage	2.156,85	7,5	933,48	6,9	15,23	4,8	6,59	4,3
I. Accommodation	1.252,16	8,8	470,24	11,2	10,47	4,6	3,93	6,8
J. Information and communications	3.355,10	7,1	1.029,39	9,3	22,13	6,6	6,78	8,5
K. Financial and insurance ...	4.882,51	-4,2	1.265,84	-6,9	33,65	-4,3	8,72	-7,1
L. Real estate activities	2.478,94	10,5	724,11	5,5	17,14	7,1	5,01	2,2
M. Professional, scientific ...	2.758,13	5,2	859,13	7,3	18,88	3,9	5,88	5,8
N. Administrative and support ...	1.493,75	7,9	578,58	9,0	12,05	5,7	4,66	6,6
O. Public Administration ...	2.479,94	7,1	940,94	9,2	18,02	5,0	6,84	7,0
P. Education	1.937,72	5,0	711,23	5,3	17,06	2,0	6,26	2,1
Q. Health and social services ...	2.129,66	4,6	754,93	3,1	17,09	3,8	6,06	2,5
R. Arts, entertainment and ...	1.432,95	3,9	502,92	7,7	13,56	2,4	4,76	6,3
S. Other services	1.482,16	4,5	551,29	10,6	11,62	2,1	4,32	8,0

<sup>1</sup> As compared to the same quarter of the previous year.

In terms of wage cost per hour worked, the sections with the largest increases are *Electricity, gas, steam and air conditioning supply, Real estate activities, Wholesale and retail trade; repair of motor vehicles and motorbikes and Information and communications*.

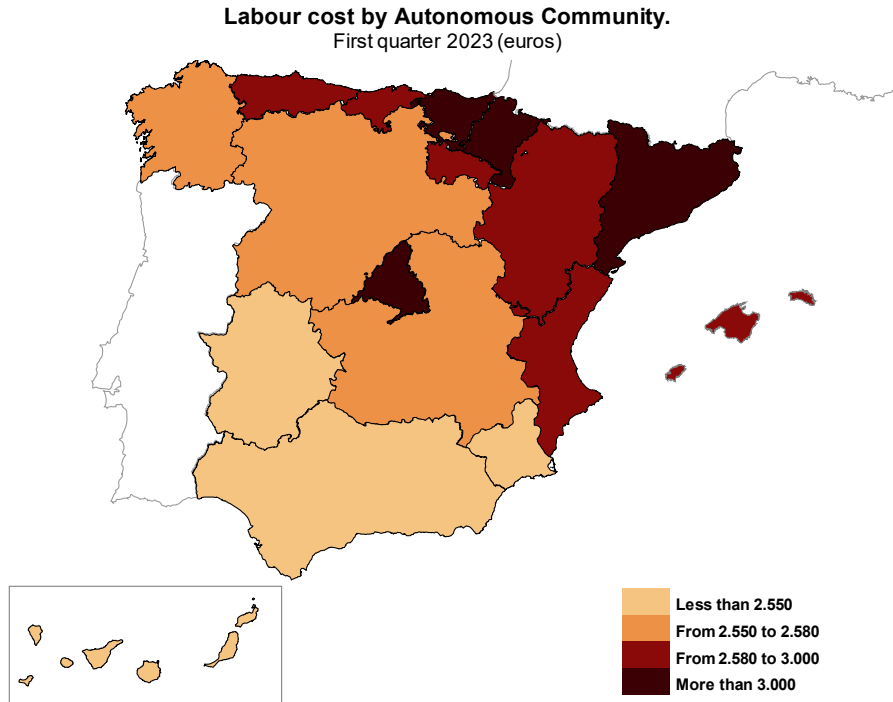
On the other hand, *Financial and insurance activities, Education and Other services* have the lowest rates.

With regard to other costs per hour worked, the sections with the greatest annual increases are *Mining and quarrying, Information and communications and Other services*.

In turn, the lowest rates are found in *Financial and insurance activities, Electricity, gas, steam and air conditioning supply and Education*.

### Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid and País Vasco exceeded the national average by more than 400 euros. In Extremadura and Canarias this cost is lower than the average by the same amount.

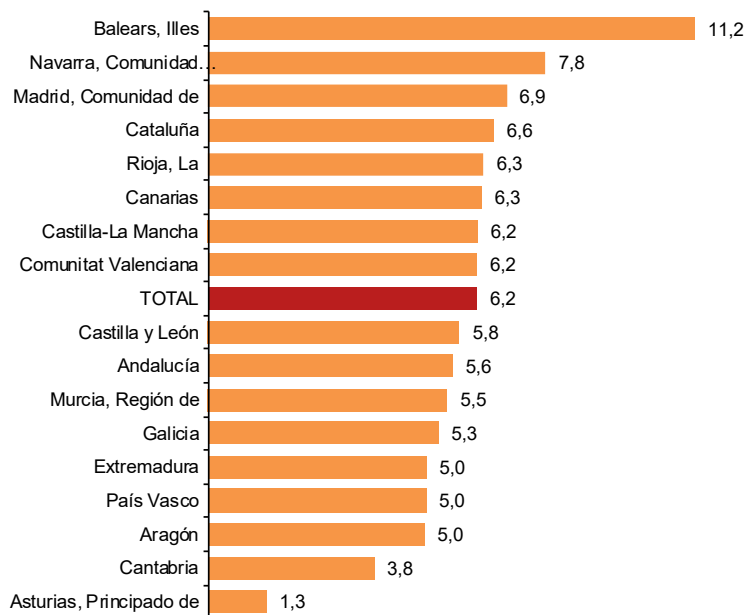


In terms of annual cost growth, Illes Balears, Comunidad Foral de Navarra and Comunidad de Madrid showed the highest rates. On the other hand, Principado de Asturias and Cantabria recorded the smallest increases.

### Labour cost by Autonomous Community

Autonomous Community	Euros
Madrid, Comunidad de	3.513,35
País Vasco	3.334,10
Cataluña	3.135,40
Navarra, Comunidad Foral	3.037,05
<b>TOTAL</b>	<b>2.897,87</b>
Balears, Illes	2.776,33
Asturias, Principado de	2.737,53
Aragón	2.707,68
Cantabria	2.615,24
Comunitat Valenciana	2.608,65
Rioja, La	2.585,55
Galicia	2.556,10
Castilla y León	2.555,54
Castilla-La Mancha	2.554,29
Andalucía	2.528,71
Murcia, Región de	2.503,01
Canarias	2.468,76
Extremadura	2.260,38

### Annual variation rates. Percentage

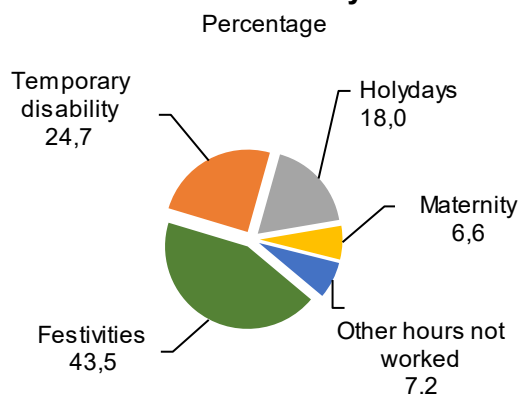


## Working time

During the first quarter of 2023, the average agreed-upon working week<sup>2</sup>, considering both full-time and part-time, was 34.7 hours. Of these, 3.9 hours a week are lost on average, most of them (2.4) due to holidays and vacations, 1.0 hours were due to sick leave due to incapacity for work, and 0.3 to maternity or paternity. The rest of the hours not worked (0.2) are due to other causes, such as other paid leave, labour conflicts, and technical, economic, organizational, production and/or force majeure reasons –this includes the time not worked in the case of workers affected by the Temporary Workforce Reduction Scheme (ERTE)-, etc.

If we add overtime and subtract lost hours, the working week is reduced to 31.0 effective working hours.

### Non-worked hours by reason



### Distribution of the other non-worked hours

	Percentage
Compensated absences	3,2
Maternity	1,5
Other hours not worked and not paid	1,3
Other hours not worked but paid	0,7
Overtime compensation	0,2
Hours lost at work	0,1
Labour conflicts	0,1

By type of working day, the wage difference between full-time and part-time workers is 5.14 euros per hour (16.48 euros/hour for full-time versus 11.34 euros/hour for part-time).

Regarding work time, full-time workers almost double the actual working hours of part-time workers (34.5 hours per week compared to 18.7 hours per week).

### Weekly hours<sup>1</sup>

	Effective hours	Hours lost
Total workers	31,0	3,9
Full time	34,5	4,4
Part time	18,7	2,1

<sup>1</sup>A month is considered to have 4.35 weeks.

### Labour cost per hour

	Euros	Rate <sup>2</sup>
Total workers	15,79	4,1
Full time	16,48	4,2
Part time	11,34	3,6

<sup>2</sup>As compared to the same quarter of the previous year.

## Series adjusted for seasonal and calendar effects

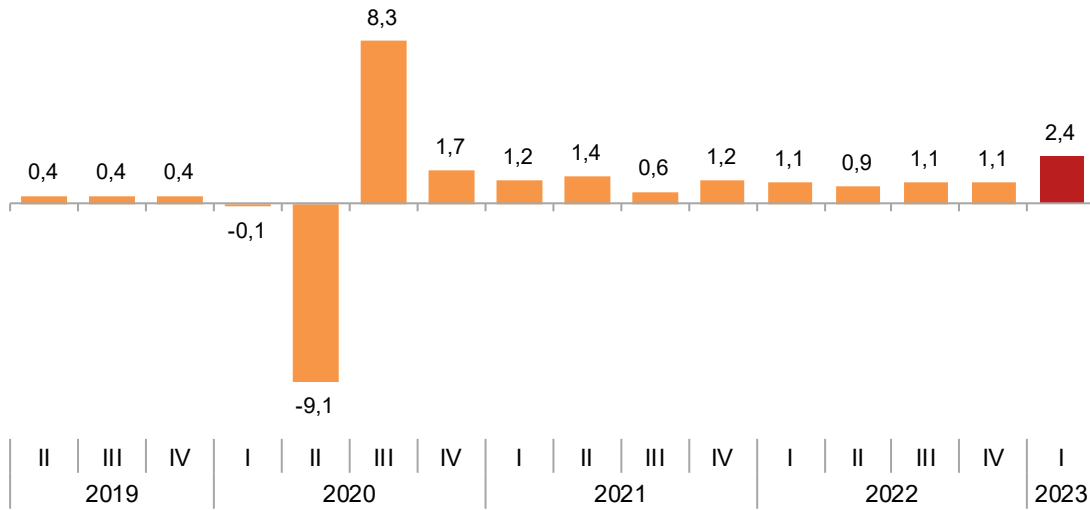
In order to contribute to the analysis and interpretation of the data, the main QLCS series are provided for the whole economy, adjusted for seasonal and calendar effects.

Between the first quarter of 2023 and the fourth of 2022, the variation in the total labour cost per employee, adjusting for both the calendar effect and seasonality, is 2.4%.

<sup>2</sup> The weekly working time is calculated by dividing the monthly working time by a factor of 4.35.

## Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

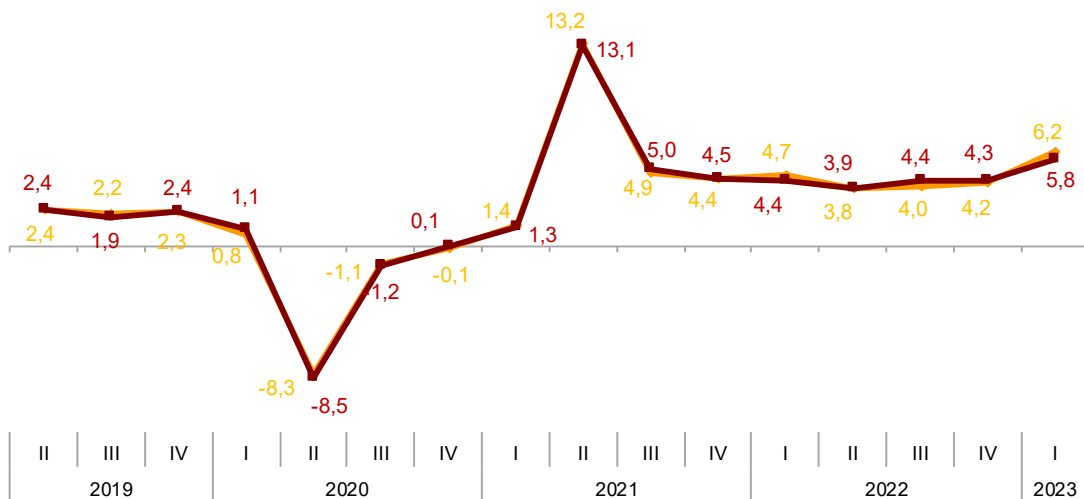


## Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 5.8%.

### Evolution of the labour cost per worker

Annual variation rate. Percentage



— Labour cost per worker

— Labour cost per worker adjusted for seasonal and calendar effects



## Job vacancies

In the first quarter of 2023 the number of vacancies stands at 149,645. Of those, 89.2% is in the *Services* sector.

Most of the units interviewed answered that they don't have vacancies to be filled this quarter because they don't need additional workers.

### Vacancies by sector in the first quarter 2023

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	149.645	100,0	100,0	93,5	3,9	2,6
Industry	9.917	6,6	100,0	93,1	3,9	3,0
Construction	6.200	4,1	100,0	90,8	6,4	2,8
Services	133.527	89,2	100,0	93,9	3,6	2,5

## Vacancies by Autonomous Community

The Autonomous Communities registering the greatest number of vacancies in the first quarter are Comunidad de Madrid, Cataluña and Andalucía. On the other hand, those with the least vacancies are La Rioja, Cantabria and Extremadura.

Comunidad de Madrid, Cataluña and Andalucía account for 56% of the total number of

### Vacancies by Autonomous Community

	Vacancies
TOTAL	149.645
Madrid, Comunidad de	36.812
Cataluña	29.314
Andalucía	17.839
Comunitat Valenciana	17.143
Castilla y León	9.012
Canarias	7.201
Galicia	6.929
Castilla - La Mancha	5.860
País Vasco	4.437
Aragón	3.591
Navarra, Comunidad Foral de	3.333
Balears, Illes	2.502
Asturias, Principado de	1.677
Murcia, Región de	1.342
Cantabria	1.123
Extremadura	1.011
Rioja, La	521

### Percent distribution



vacancies.

## Revision and updating of data

The data published today are final. All results are available on INEBase.

## Methodological note

The Quarterly Labour Cost Survey (QLCS) is a quarterly continuous statistical operation whose main objective is to know the evolution of the average labour cost per worker per month, the average labour cost per hour actually worked, and the time worked and not worked. As of the third quarter of 2013, information on unmet labour demand is also obtained in the vacancies section.

In addition, the QLCS It is the main source of information for the preparation of the Harmonised Labour Cost Index (HLCI), which forms part of the euroindicators 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, distributed in three monthly subsamples of 9,500 establishments.

**Type of sampling:** stratified random sampling with optimal allocation. Comprehensive survey for establishments with more than 500 employees.

**Collection method:** questionnaire filled in directly by the establishment.

For more information you can have access to the methodology and definitions of the QLCS in:

<http://www.ine.es/en/metodologia/en/t22/t2230187.pdf>

And the standardised methodological report at:

<http://www.ine.es/dynt3/metadatos/en/RespuestaDatos.html?oe=30187>

INE statistics are produced in accordance with the Code of Good Practice for European Statistics, which is the basis for the institution's quality policy and strategy. For more information, see the section on [Quality in the INE Code of Good Practices](#) on the INE's website.

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## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2023

Base year 2020

## Total Labour Cost

### National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2.897,87	112,6	6,2	21,51	98,4	4,2
Industry	3.355,42	110	6,7	22,84	96,7	4,9
Construction	2.791,89	105,3	5,4	18,54	96,2	4
Services	2.828,02	113,9	6,2	21,52	99,0	4,2

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

### Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2.897,87	112,6	6,2	21,51	98,4	4,2
Andalucía	2.528,71	109,9	5,6	19,1	98,3	4,1
Aragón	2.707,68	110,0	5,0	20,23	96,6	3,6
Asturias, Principado de	2.737,53	103,2	1,3	20,91	92,4	0,7
Balears, Illes	2.776,33	123,6	11,2	20,39	100,4	6,1
Canarias	2.468,76	123,4	6,3	17,97	97,2	1,8
Cantabria	2.615,24	105,2	3,8	19,66	95,2	2,8
Castilla y León	2.555,54	108,4	5,8	19,57	97,7	5,2
Castilla - La Mancha	2.554,29	109,6	6,2	18,74	97,2	4,2
Cataluña	3.135,40	115,6	6,6	23,01	98,1	3,8
Comunitat Valenciana	2.608,65	113,8	6,2	19,28	98,9	1,7
Extremadura	2.260,38	107,6	5,0	17,54	99,4	5,3
Galicia	2.556,10	108,2	5,3	19,03	97,2	4,0
Madrid, Comunidad de	3.513,35	114,4	6,9	25,59	101,9	6,8
Murcia, Región de	2.503,01	107,1	5,5	18,66	96,0	4,4
Navarra, Comunidad Foral de	3.037,05	105,8	7,8	22,8	93,5	5,1
País Vasco	3.334,10	109,0	5,0	25,74	94,2	3,4
Rioja, La	2.585,55	110,9	6,3	19,11	96,8	4,4

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2023

Base year 2020

## Wage cost

### National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2.126,63	111,7	6	15,79	97,7	4,1
Industry	2.439,33	109,3	6,4	16,61	96,1	4,7
Construction	1.930,65	102,4	4,9	12,82	93,4	3,6
Services	2.088,35	113,1	6	15,89	98,3	4

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

### Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2.126,63	111,7	6,0	15,79	97,7	4,1
Andalucía	1.837,38	108,6	5,5	13,87	97,1	4,0
Aragón	1.958,09	108,0	5,3	14,63	94,8	4,0
Asturias, Principado de	1.995,79	101,3	0,3	15,24	90,6	-0,3
Balears, Illes	2.035,61	123,2	11,7	14,95	100,2	6,6
Canarias	1.786,13	123,8	5,6	13,00	97,6	1,2
Cantabria	1.886,09	103,3	4,9	14,18	93,4	3,8
Castilla y León	1.853,23	106,5	6,2	14,19	96,0	5,5
Castilla - La Mancha	1.831,19	107,7	5,5	13,44	95,6	3,5
Cataluña	2.301,79	114,8	6,3	16,89	97,4	3,5
Comunitat Valenciana	1.899,50	112,9	6,2	14,04	98,1	1,7
Extremadura	1.631,83	106,0	4,5	12,66	97,9	4,7
Galicia	1.848,22	106,3	4,7	13,76	95,4	3,4
Madrid, Comunidad de	2.653,11	114,5	6,7	19,33	102,1	6,6
Murcia, Región de	1.810,68	105,2	5,7	13,50	94,3	4,6
Navarra, Comunidad Foral de	2.196,71	103,7	7,9	16,49	91,6	5,2
País Vasco	2.414,95	107,5	4,3	18,64	92,9	2,6
Rioja, La	1.865,24	108,6	6,4	13,79	94,8	4,5

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2023

Base year 2020

## Other Costs

### National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	771,24	115,3	6,8	5,72	100,5	4,6
Industry	916,09	112	7,4	6,23	98,3	5,6
Construction	861,24	112,6	6,4	5,72	102,9	5,0
Services	739,67	116,4	6,7	5,63	101,1	4,6

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

### Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	771,24	115,3	6,8	5,72	100,5	4,6
Andalucía	691,33	113,6	5,8	5,23	101,8	4,4
Aragón	749,59	115,4	4,0	5,60	101,4	2,6
Asturias, Principado de	741,74	108,6	4,1	5,67	97,6	3,5
Balears, Illes	740,72	124,5	9,9	5,44	100,9	4,8
Canarias	682,63	122,3	8,1	4,97	96,3	3,5
Cantabria	729,15	110,4	1,2	5,48	100,0	0,4
Castilla y León	702,31	113,6	4,8	5,38	102,5	4,3
Castilla - La Mancha	723,10	114,8	8,1	5,30	101,7	6,0
Cataluña	833,61	118,1	7,5	6,12	100,2	4,8
Comunitat Valenciana	709,15	116,5	6,3	5,24	101,2	1,7
Extremadura	628,55	111,9	6,4	4,88	103,4	6,8
Galicia	707,88	113,6	6,9	5,27	102,1	5,6
Madrid, Comunidad de	860,24	113,9	7,5	6,26	101,5	7,4
Murcia, Región de	692,33	112,3	5,1	5,16	100,8	4,0
Navarra, Comunidad Foral de	840,34	111,9	7,4	6,31	98,9	4,8
País Vasco	919,15	113,4	7,1	7,10	97,9	5,5
Rioja, La	720,31	117,3	6,3	5,32	102,3	4,3

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

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2023

Base year 2020

### Working day

#### National results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours
TOTAL	150,9	134,7	16,8	168,5	150,1	19,0	90,1	81,5	9,3
Industry	164,8	146,9	18,9	170,5	151,7	19,9	98,6	91,1	8,2
Construction	165,6	150,6	15,8	170,5	154,9	16,5	101,2	94,9	6,5
Services	147,4	131,4	16,5	167,9	149,3	19,0	89,4	80,7	9,4

#### Autonomic results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours	Agreed hours	Hours actually worked	Non-worked hours
TOTAL	150,9	134,7	16,8	168,5	150,1	19,0	90,1	81,5	9,3
Andalucía	149,2	132,4	17,3	168,8	149,7	19,6	96,0	85,8	10,9
Aragón	152,1	133,8	19,1	168,5	147,7	21,6	86,5	78,5	9,0
Asturias, Principado de	147,3	130,9	17,0	165,7	146,8	19,3	81,2	73,5	8,3
Balears, Illes	151,7	136,2	16,3	168,2	149,4	19,3	108,0	101,0	8,4
Canarias	153,8	137,4	17,0	170,1	151,6	19,0	95,0	86,1	9,4
Cantabria	150,5	133,1	17,9	167,6	148,0	19,9	89,8	79,7	10,6
Castilla y León	147,9	130,6	17,7	168,2	148,1	20,5	81,1	73,0	8,5
Castilla - La Mancha	150,8	136,3	15,2	167,4	151,1	17,0	88,8	81,1	8,4
Cataluña	151,4	136,3	16,0	169,2	151,9	18,1	89,0	81,2	8,6
Comunitat Valenciana	149,8	135,3	15,3	168,9	152,1	17,5	88,1	81,0	8,0
Extremadura	145,8	128,9	17,3	167,1	147,0	20,4	81,9	74,4	8,0
Galicia	152,0	134,3	18,3	169,3	149,2	20,7	89,7	80,7	9,7
Madrid, Comunidad de	153,6	137,3	16,9	168,9	151,0	18,5	90,0	80,2	10,5
Murcia, Región de	150,1	134,1	16,5	168,7	150,0	19,3	86,8	80,2	7,3
Navarra, Comunidad Foral de	149,6	133,2	17,1	166,4	147,6	19,5	87,8	80,1	8,3
País Vasco	148,1	129,5	18,9	164,1	143,1	21,3	83,0	74,2	9,2
Rioja, La	150,3	135,3	15,4	167,2	149,8	17,7	86,1	80,1	6,7

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2023

Base year 2020

### Data adjusted for seasonal and calendar effects

#### Monthly labour cost per employee

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	2.897,87	6,2	2.896,52	6,2	2.956,21	5,8
Wages costs	2.126,63	6,0	2.126,44	6,0	2.191,03	5,4
Other costs	771,24	6,8	770,08	6,7	765,18	6,7

<sup>1</sup> Same quarter as the previous year

#### Hourly labour cost

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	21,51	4,2	21,85	4,6	22,88	4,2
Wages costs	15,79	4,1	16,05	4,5	17,00	4,1
Other costs	5,72	4,6	5,80	4,9	5,88	4,6

<sup>1</sup> Same quarter as the previous year

## Quarterly Labour Cost Survey (QLCS)

### First Quarter 2023

Base year 2020

## Vacancies

### National results

	Vacancies	% in each sector over the total vacancies	Reasons why vacancies do not exist (percentages)			
			Total	No more workers needed	High costs of hiring	Other
TOTAL	149.645	100,0	100,0	93,5	3,9	2,6
Industry	9.917	6,6	100,0	93,1	3,9	3,0
Construction	6.200	4,1	100,0	90,8	6,4	2,8
Services	133.527	89,2	100,0	93,9	3,6	2,5

### Autonomic results

	Vacancies	% in each sector over the total vacancies	Reasons why vacancies do not exist (percentages)			
			Total	No more workers needed	High costs of hiring	Other
TOTAL	149.645	100,0	100	93,5	3,9	2,6
Andalucía	17.839	11,9	100	92,9	4,5	2,7
Aragón	3.591	2,4	100	93,4	2,6	4,0
Asturias, Principado de	1.677	1,1	100	93,2	5,0	1,8
Balears, Illes	2.502	1,7	100	92,4	4,4	3,2
Canarias	7.201	4,8	100	92,0	4,9	3,1
Cantabria	1.123	0,8	100	94,1	3,2	2,7
Castilla y León	9.012	6,0	100	92,0	3,4	4,5
Castilla - La Mancha	5.860	3,9	100	92,2	4,8	3,0
Cataluña	29.314	19,6	100	94,2	3,1	2,7
Comunitat Valenciana	17.143	11,5	100	95,5	3,3	1,2
Extremadura	1.011	0,7	100	88,3	9,2	2,6
Galicia	6.929	4,6	100	91,4	5,2	3,5
Madrid, Comunidad de	36.812	24,6	100	95,9	2,7	1,4
Murcia, Región de	1.342	0,9	100	92,9	3,9	3,1
Navarra, Comunidad Foral de	3.333	2,2	100	92,7	2,3	5,1
País Vasco	4.437	3,0	100	94,1	4,0	1,9
Rioja, La	521	0,4	100	91,1	5,5	3,4