

19 September 2008

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

Main results

–**The labour cost for companies increases 5.3% during the second quarter** as compared with the same period in 2007, standing at **2,402.96** euros. It represents the most substantial growth in labour cost since the first quarter of 2003.

–**The wage cost increases 5.1%** in the interannual rate, reaching 1,772.12 euros per worker per month.

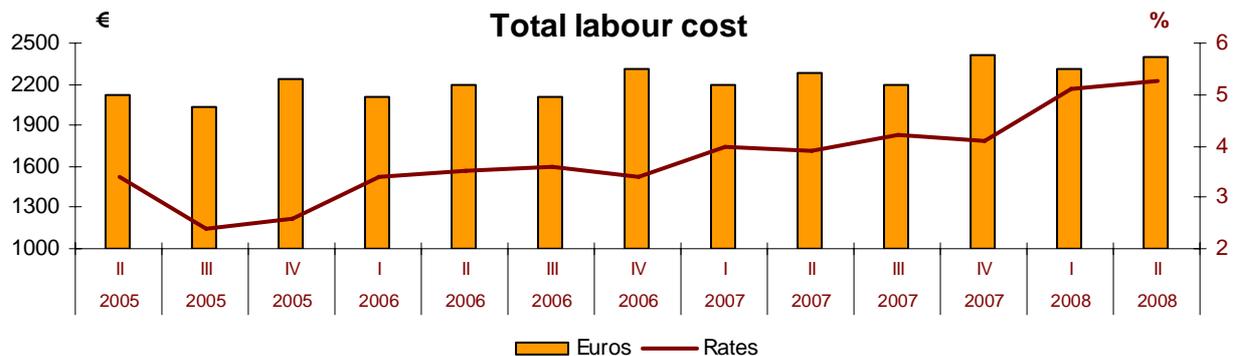
–The working day increases 3.2%. **3.3 working hours per week are lost** this quarter **on average**, one hour less than the previous quarter. In this regard, it is important to take into account that Easter week took place in the month of March this year.

–The **labour cost per effective hour** increases 2.1%. After adjusting for the Easter effect and that of the remainder of the public holidays, growth is estimated at 4.6%.

–**As of 2009, the QLCS will be compiled considering the new Classification of Economic Activities NACE-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 NACE-93) and the new QLCS (which will be processed in accordance with the NACE-2009, taking data for the first quarter of 2009).

Labour cost by component

The labour cost per worker per month reached 2,402.96 euros in the second quarter of 2008, indicating an increase of 5.3% as compared with the same period in 2007. This growth in labour cost is slightly higher than that estimated in the first quarter of 2008, in which there was a 5.1% increase.



Of the total cost per worker per month in which it was incurred by an employer by using the work factor, 1,772.12 euros corresponded to wages and 547.51 euros to Obligatory contributions to Social Security. The remainder corresponded to compensation, social benefits, etc.

The wage cost, which comprises base salary, salary supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 5.1% in the interannual rate, rising from 1,686.18 euros to 1,772.12 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 5.3%.

Conversely, other costs (non-wage costs) increased 5.7%. Their main component, Obligatory contributions to Social Security, increased 4.6% in the interannual rate.

The labour cost per hour increased 2.1%. This increase, which was less than that of the cost per worker, was due to the increase in the number of effective hours worked as a result of the Easter (which took place in April last year) effect. After adjusting for this and other calendar effects, the growth of the hourly cost was estimated at 4.6%.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,402.96	5.3
Wage cost	1,772.12	5.1
Other costs	630.84	5.7

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	630.84	5.7
Obligatory contributions	547.51	4.6
Non-wage payments	102.18	9.8
Subsidies and bonuses ²	18.85	-3.9

Wage cost

	Euros	Rate ¹
Total wage cost	1,772.12	5.1
Ordinary wage cost	1,524.65	5.3

Hourly cost

	Euros	rate ¹
Effective hourly cost	16.84	2.1

¹ Same quarter last year

² Subsidies are subtracted from other costs

Labour cost by economic sector

Construction was the sector presenting the greatest increase in total labour cost, due to the increase in extraordinary payments and delays due to wage reviews.

Industry recorded the greatest growth in other costs, mainly due to compensation for dismissal.

The most moderate increases for labour cost and wage cost were registered in the services sector.

Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate ¹	Euros	Rate 1	Euros	Rate 1	Euros	Rate 1
TOTAL	2,402.96	5.3	1,772.12	5.1	1,524.65	5.3	630.84	5.7
Industry	2,728.31	5.9	2,004.67	5.1	1,706.57	5.4	723.64	8.0
Construction	2,430.89	6.1	1,705.19	6.5	1,470.27	5.2	725.70	5.2
Services	2,312.11	5.0	1,723.97	4.8	1,487.37	5.2	588.14	5.5

¹ Same quarter last year

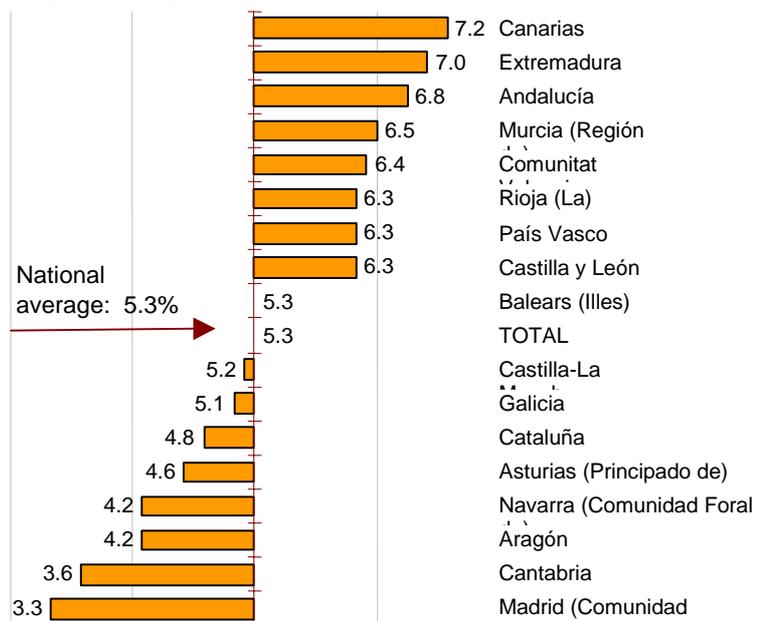
Labour cost by Autonomous Community

Comunidad de Madrid registered the highest labour cost, but the least interannual growth in the second quarter of 2008. In turn, Extremadura presented the lowest labour cost and, alongside Canarias, the greatest growth.

Labour cost per worker per month

	Euros
Madrid (Comunidad)	2,779.02
País Vasco	2,699.00
Cataluña	2,629.57
Navarra (Comunidad Foral)	2,595.98
Aragón	2,446.67
TOTAL	2,402.96
Asturias (Principado de)	2,378.67
Rioja (La)	2,287.16
Andalucía	2,211.18
Castilla y León	2,206.09
Balears (Illes)	2,192.66
Comunitat	2,177.29
Cantabria	2,168.08
Castilla-La	2,144.37
Murcia (Región)	2,072.31
Canarias	2,048.44
Galicia	2,009.29
Extremadura	1,962.43

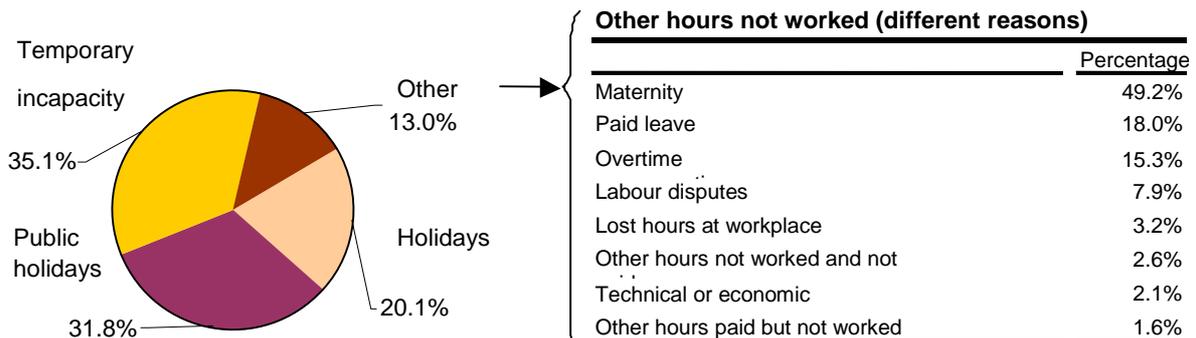
Interannual variation



Work time

During the second quarter of 2008, the average working week (considering full time and part time together) stood at 36 agreed hours per week. An average of 3.3 hours were lost per week, one hour less than the previous quarter, mainly because of the Easter effect. After adding overtime and subtracting hours lost, the working week was reduced to 32.8 effective working hours.

Hours not worked



By **type of working day**, the wage difference between full-time and part-time workers was 3.66 euros per hour (12.75 euros/hour for full-time and 9.09 euros/hour for part-time). Regarding work time, full-time workers practically doubled the effective working hours performed by part-time workers (35.5 weekly hours for full-time and 18.7 weekly hours for part-time workers).

Hours per week¹

	Effective hours	Lost hours
Total workers	32.8	3.3
Full-time	35.5	3.6
Part-time	18.7	1.7

¹ For calculation purposes, there are considered 4,35 weeks each month

Hourly wage cost

	Euros	Tasa ²
Total workers	12.42	1.9
Full-time	12.75	2.1
Part-time	9.09	0.9

² 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

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Quarterly Labour Cost Survey (QLCS)

Second 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	2,402.96	136.7	5.3	16.84	134.1	2.1
Industry	2,728.31	137.9	5.9	18.21	133.5	2.2
Construction	2,430.89	148.9	6.1	15.68	144.6	3.0
Services	2,312.11	136.0	5.0	16.70	133.7	1.6

¹ 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	2,402.96	136.7	5.3	16.84	134.1	2.1
Andalucía	2,211.18	137.8	6.8	15.39	135.5	2.9
Aragón	2,446.67	141.4	4.2	17.11	135.5	0.7
Asturias (Principado de)	2,378.67	135.5	4.6	17.08	132.0	1.0
Balears (Illes)	2,192.66	140.0	5.3	15.16	140.1	2.7
Canarias	2,048.44	136.2	7.2	14.24	135.1	5.2
Cantabria	2,168.08	130.9	3.6	15.43	130.3	2.5
Castilla y León	2,206.09	132.6	6.3	16.03	134.0	4.3
Castilla-La Mancha	2,144.37	140.7	5.2	14.71	138.9	1.8
Cataluña	2,629.57	142.7	4.8	18.58	138.9	2.6
Comunitat Valenciana	2,177.29	137.3	6.4	14.86	131.6	2.5
Extremadura	1,962.43	135.9	7.0	13.51	131.4	4.6
Galicia	2,009.29	131.0	5.1	14.24	132.6	2.3
Madrid (Comunidad de)	2,779.02	133.5	3.3	19.33	132.3	-0.3
Murcia (Región de)	2,072.31	142.7	6.5	14.71	139.6	3.2
Navarra (Comunidad Foral de)	2,595.98	134.2	4.2	18.40	129.5	-0.9
País Vasco	2,699.00	131.3	6.3	19.45	126.5	1.1
Rioja (La)	2,287.16	137.7	6.3	16.33	138.2	3.6

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2008

Base año 2000

Wages and Salaries

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,772.12	133.6	5.1	12.42	131.2	1.9
Industry	2,004.67	134.8	5.1	13.38	130.4	1.5
Construction	1,705.19	143.4	6.5	11.00	139.4	3.4
Services	1,723.97	133.4	4.8	12.45	131.2	1.5

¹ 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	1,772.12	133.6	5.1	12.42	131.2	1.9
Andalucía	1,602.89	132.6	6.3	11.16	130.5	2.5
Aragón	1,827.23	141.2	4.6	12.78	135.4	1.2
Asturias (Principado de)	1,757.05	134.8	4.7	12.62	131.5	1.1
Balears (Illes)	1,617.80	137.3	5.5	11.19	137.6	2.9
Canarias	1,474.96	130.2	5.5	10.26	129.2	3.7
Cantabria	1,559.34	126.6	3.5	11.10	126.0	2.3
Castilla y León	1,629.12	131.8	6.1	11.84	133.2	4.0
Castilla-La Mancha	1,565.32	137.4	5.5	10.74	135.6	2.1
Cataluña	1,956.43	140.1	4.1	13.83	136.4	1.9
Comunitat Valenciana	1,598.06	135.5	6.8	10.90	129.8	2.7
Extremadura	1,429.54	131.9	7.0	9.85	127.6	4.7
Galicia	1,454.47	126.4	5.2	10.31	127.9	2.4
Madrid (Comunidad de)	2,076.93	130.2	3.6	14.44	128.9	0.0
Murcia (Región de)	1,496.70	139.0	6.6	10.63	136.1	3.3
Navarra (Comunidad Foral de)	1,946.20	134.2	4.3	13.79	129.5	-0.9
País Vasco	1,992.13	128.6	6.4	14.35	123.8	1.1
Rioja (La)	1,715.15	138.3	5.7	12.25	138.7	2.9

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2008

Base año 2000

Other Costs

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	630.84	146.1	5.7	4.42	143.0	2.6
Industry	723.64	147.2	8.0	4.83	142.9	4.3
Construction	725.70	163.6	5.2	4.68	158.6	2.0
Services	588.14	144.4	5.5	4.25	141.7	2.2

¹ 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	630.84	146.1	5.7	4.42	143.0	2.6
Andalucía	608.29	153.7	8.4	4.23	150.5	4.2
Aragón	619.44	141.8	2.8	4.33	135.7	-0.7
Asturias (Principado de)	621.62	137.4	4.3	4.46	133.5	0.7
Balears (Illes)	574.86	147.9	4.9	3.97	147.6	2.1
Canarias	573.48	154.4	11.6	3.98	153.1	9.3
Cantabria	608.74	143.5	4.0	4.33	142.9	2.9
Castilla y León	576.97	134.9	7.0	4.19	136.5	5.0
Castilla-La Mancha	579.05	150.4	4.5	3.97	148.7	1.0
Cataluña	673.14	151.2	7.0	4.75	146.6	4.6
Comunitat Valenciana	579.23	142.6	5.5	3.96	137.0	1.8
Extremadura	532.89	147.9	6.9	3.66	143.0	4.3
Galicia	554.82	144.9	5.0	3.93	146.6	2.1
Madrid (Comunidad de)	702.09	144.4	2.3	4.89	143.4	-1.2
Murcia (Región de)	575.61	153.2	6.3	4.08	149.5	2.8
Navarra (Comunidad Foral de)	649.78	134.1	3.8	4.61	129.5	-1.1
País Vasco	706.87	139.4	6.1	5.10	134.6	1.0
Rioja (La)	572.01	135.9	8.3	4.08	136.5	5.4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	156.4	142.7	14.5	169.2	154.3	15.9	88.5	81.4	7.3
Industry	165.2	149.8	16.8	170.6	154.6	17.5	83.5	77.8	6
Construction	167.9	155	13.5	170.9	157.7	13.8	84.9	81.2	3.9
Services	151.9	138.5	14.1	168.4	153.3	15.8	89	81.7	7.5

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	156.4	142.7	14.5	169.2	154.3	15.9	88.5	81.4	7.3
Andalucía	155.6	143.7	12.6	168.9	155.9	13.8	91.9	85	7.1
Aragón	157.1	143	15.1	169.6	154.2	16.6	80.9	74.8	6.3
Asturias (Principado de)	154.5	139.3	16	166.9	150	17.7	77.7	72.3	5.4
Balears (Illes)	155.6	144.6	11.5	169.8	157.2	13.2	100.2	95.4	5
Canarias	160.5	143.8	17	171.1	152.9	18.5	88.1	81.7	6.7
Cantabria	155.8	140.5	16.2	169.3	152.7	17.7	85.7	77.5	8.4
Castilla y León	152.8	137.6	15.6	167.9	151.1	17.4	82.7	75.4	7.3
Castilla-La Mancha	158.1	145.8	13.1	169.1	156.1	13.9	82.3	74.8	7.7
Cataluña	156.7	141.5	16.2	170.2	153.6	17.7	87.7	79.8	8.1
Comunitat Valenciana	157.9	146.6	12	170.3	157.9	13.2	90.7	85	5.8
Extremadura	157.5	145.2	12.7	168.7	155.5	13.7	81	75.5	5.7
Galicia	155	141.1	14.8	169.9	154.1	16.7	83.4	78.5	5.6
Madrid (Comunidad de)	158.2	143.8	15.3	169.1	153.7	16.4	93.3	84.7	9
Murcia (Región de)	154.1	140.8	13.9	169.2	154.6	15.4	91	83.3	7.9
Navarra (Comunidad Foral de)	152.4	141.1	12.4	167	154.6	13.7	77.8	72.1	5.8
País Vasco	152.7	138.8	14.8	165.2	150.1	16.3	81.7	75.2	6.6
Rioja (La)	154.5	140.1	15.2	169.3	153.3	16.8	85.1	77.9	7.4