

16 September 2010

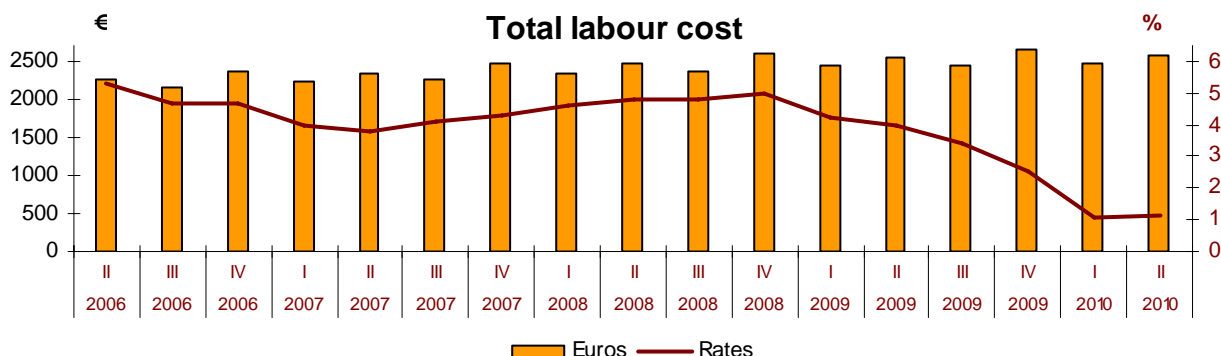
Quarterly Labour Cost Survey (QLCS)
Second quarter of 2010

Main results

- **The labour cost of companies** stands at **2,578.11** euros in the second quarter, representing an **increase of 1.2%** as compared with the same period of 2009, and of two tenths as compared with the first quarter of 2010.
- **The wage cost per worker per month increase 1.8%** interannually, reaching 1,926.75 euros on average
- **Other costs decrease 0.6%**, standing at 651.36 euros per worker per month. This decrease, although more moderate than the previous quarter, continues to be as a result of the decrease in direct social benefits, especially compensation for dismissal.
- The **working day increases 0.3%**. The **agreed working day is 35.1 hours per week**. **4.2 working hours per week** are lost this quarter on average, 2.5 of which are due to holidays taken and public holidays.
- The **labour cost per effective hour worked increases 0.8%**.

Labour cost by component

The labour cost per worker and month reached 2,578.11 euros for the second quarter of 2010, indicating an increase of 1.2% as compared with the same period of 2009.



Of the cost per worker per month, incurred by an employer for the use of the work factor, 1,926.75 euros corresponded to wages and 566.92 to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits etc.

The main determining factor in the growth of total cost was its wage component, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments. This wage cost, measured in gross terms, increased 1.8% in the interannual rate, rising from 1,893.28 to 1,926.75 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), **the ordinary wage cost is obtained, increasing 0.4%.**

Other costs (non-wage costs) decreased 0.6%, although its main component, obligatory Social Security contributions, grew 0.5%. The decrease in non-wage payments was due, in particular, to compensation for dismissal and other non-wage payments (currency devaluation, wear and tear of tools, acquisition of work clothes, travel expenses and allowances, distance allowance and city transport, relocation indemnities, contract termination indemnities, etc.) .

The labour cost per hour increased 0.8%. This increase, lower than that of the cost per worker, was due to an increase of 0.3% in the number of hours effectively worked.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,578.11	1.2
Wage cost	1,926.75	1.8
Other costs	651.36	-0.6

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	651.36	-0.6
Obligatory contributions	566.92	0.5
Non-wage payments	103.72	-5.9
Subsidies and bonuses ²	19.28	1.6

Wage cost

	Euros	Rate ¹
Total wage cost	1,926.75	1.8
Ordinary wage cost	1,614.18	0.4

¹ Same quarter last year

Hourly cost

	Euros	Rate ¹
Effective hourly cost	19.05	0.8
Cost per hour paid	16.81	2.2

² Subsidies are subtracted from other costs

Labour cost by economic sector

Construction was the sector presenting the smallest increase in total labour cost. In this activity, worth noting was the decrease in ordinary wages, with the increase in extraordinary payments and in delays being responsible for the growth in the total wage cost. Regarding other costs, this sector presented the greatest drop in compensation for dismissal.

Industry was the sector presenting the greatest increase in total labour cost. Of note in this sector was the growth in ordinary wages and in extraordinary payments, as well as other costs. In this sector, compensation for dismissal decreased the least.

Lastly, in the Services sector, both the increase in wage cost and the decrease in other costs were between the registers estimated for the other two sectors.

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	2,578.11	1.2	1,926.75	1.8	1,614.18	0.4	651.36	-0.6
Industry	2,866.95	2.5	2,100.67	3.0	1,764.68	2.4	766.28	1.1
Construction	2,642.69	0.4	1,874.34	1.4	1,561.50	-0.7	768.35	-1.9
Services	2,509.32	1.1	1,896.50	1.6	1,588.90	0.2	612.82	-0.1

¹ Same quarter last year

Labour cost by Autonomous Community

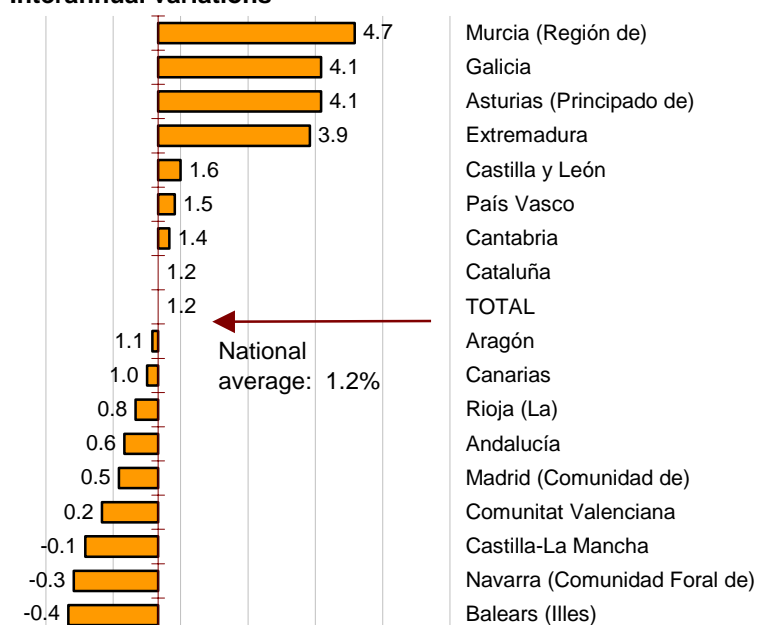
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Galicia, Extremadura and Canarias, said labour cost was the same amount lower than the average.

By interannual growth of cost, Región de Murcia, Galicia and Principado de Asturias presented the highest rates, whereas Illes Balears, Comunidad Foral de Navarra and Castilla – La Mancha registered negative growth.

Labour cost per worker per month

	Euros
Madrid (Comunidad de)	2,912.46
País Vasco	2,897.61
Cataluña	2,805.29
Navarra (Comunidad Foral de)	2,665.91
Asturias (Principado de)	2,644.57
TOTAL	2,578.11
Aragón	2,554.66
Rioja (La)	2,468.44
Murcia (Región de)	2,422.76
Andalucía	2,403.22
Castilla y León	2,377.40
Balears (Illes)	2,373.47
Cantabria	2,361.12
Castilla-La Mancha	2,310.38
Comunitat Valenciana	2,304.31
Galicia	2,278.21
Extremadura	2,241.47
Canarias	2,201.82

Interannual variations

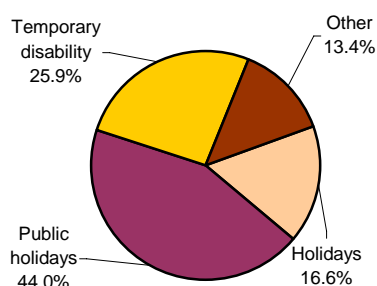


Working time

During the second quarter of 2010, the average agreed working week, considering full-time and part-time together, was 35.1 hours. Of these, an average of 4.2 hours were lost per week, most of which were due to holidays taken and public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 31.1 effective working hours.

Hours not worked



Other hours not worked (different reasons)

	Porcentaje
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%

By **type of working day**, the wage difference between full-time and part-time workers was 4.70 euros per hour (14.72 euros/hour for full-time and 10.02 euros/hour for part-time). Regarding work time, full-time workers practically doubled the effective hours worked by part-time workers (34.1 hours per week for full-time workers as compared with 17.6 part-time).

Hours per week¹

	Effective hours	Lost hours
Total workers	31.1	4.2
Full-time	34.1	4.7
Part-time	17.6	2.1

¹ For calculation purposes, a month is considered to have 4.35 weeks

Hourly wage cost

	Euros	Rate ²
Total workers	14.24	1.4
Full-time	14.72	2.1
Part-time	10.02	-1.4

² Same quarter last year

For further information see INEbase-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 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	2,578.11	106.0	1.2	19.05	105.8	0.8
Industry	2,866.95	106.1	2.5	20.12	104.0	0.3
Construction	2,642.69	108.2	0.4	17.82	106.4	-0.4
Services	2,509.32	106.1	1.1	18.98	105.9	1.0

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	2,578.11	106.0	1.2	19.05	105.8	0.8
Andalucía	2,403.22	105.9	0.6	17.79	106.3	1.1
Aragón	2,554.66	107.1	1.1	19.00	106.9	1.5
Asturias (Principado de)	2,644.57	110.2	4.1	19.79	109.0	3.7
Balears (Illes)	2,373.47	103.0	-0.4	17.12	101.1	0.8
Canarias	2,201.82	105.5	1.0	16.10	107.0	2.2
Cantabria	2,361.12	102.7	1.4	17.57	102.5	2.3
Castilla y León	2,377.40	106.6	1.6	17.99	106.6	1.6
Castilla-La Mancha	2,310.38	105.8	-0.1	16.89	106.8	-1.0
Cataluña	2,805.29	107.1	1.2	20.85	106.8	0.5
Comunitat Valenciana	2,304.31	105.0	0.2	16.78	103.6	-0.9
Extremadura	2,241.47	110.4	3.9	16.30	110.4	4.6
Galicia	2,278.21	107.2	4.1	16.49	105.4	2.5
Madrid (Comunidad de)	2,912.46	104.2	0.5	21.31	104.6	0.1
Murcia (Región de)	2,422.76	112.9	4.7	17.97	111.0	4.4
Navarra (Comunidad Foral de)	2,665.91	103.7	-0.3	20.45	103.5	-1.2
País Vasco	2,897.61	103.0	1.5	22.35	101.2	0.0
Rioja (La)	2,468.44	109.3	0.8	18.46	108.1	-0.1

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2010

Base año 2008

Wages and Salaries

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,926.75	107.0	1.8	14.24	106.8	1.4
Industry	2,100.67	105.6	3.0	14.74	103.5	0.8
Construction	1,874.34	110.0	1.4	12.64	108.2	0.6
Services	1,896.50	107.0	1.6	14.34	106.8	1.4

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	1,926.75	107.0	1.8	14.24	106.8	1.4
Andalucía	1,789.51	107.6	1.2	13.24	107.9	1.7
Aragón	1,891.43	106.8	0.4	14.07	106.7	0.9
Asturias (Principado de)	1,993.64	112.2	5.1	14.92	111.0	4.8
Balears (Illes)	1,761.52	103.9	0.0	12.71	101.9	1.2
Canarias	1,582.97	103.9	-0.4	11.58	105.5	0.9
Cantabria	1,741.14	104.0	1.4	12.95	103.7	2.2
Castilla y León	1,758.31	106.4	1.8	13.30	106.3	1.8
Castilla-La Mancha	1,716.55	107.8	0.7	12.55	108.9	-0.3
Cataluña	2,116.35	108.8	2.2	15.73	108.6	1.5
Comunitat Valenciana	1,713.71	106.9	1.5	12.48	105.5	0.3
Extremadura	1,679.72	112.5	4.8	12.22	112.5	5.6
Galicia	1,697.43	108.7	5.2	12.29	106.9	3.7
Madrid (Comunidad de)	2,188.60	104.2	0.7	16.01	104.6	0.3
Murcia (Región de)	1,798.03	114.6	5.8	13.33	112.5	5.4
Navarra (Comunidad Foral de)	1,993.11	103.9	0.7	15.29	103.7	-0.2
País Vasco	2,181.65	103.7	2.7	16.83	102.0	1.2
Rioja (La)	1,876.71	112.3	1.3	14.03	111.1	0.4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2010

Base año 2008

Other Costs

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	651.36	103.1	-0.6	4.81	102.8	-1.0
Industry	766.28	107.5	1.1	5.38	105.5	-1.1
Construction	768.35	103.8	-1.9	5.18	102.2	-2.8
Services	612.82	103.3	-0.1	4.64	103.1	-0.2

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	651.36	103.1	-0.6	4.81	102.8	-1.0
Andalucía	613.71	101.2	-1.2	4.55	101.8	-0.7
Aragón	663.23	107.8	3.3	4.93	107.4	3.6
Asturias (Principado de)	650.93	104.5	1.0	4.87	103.4	0.6
Balears (Illes)	611.95	100.6	-1.7	4.41	98.7	-0.5
Canarias	618.85	110.0	4.8	4.52	111.3	5.9
Cantabria	619.98	99.4	1.3	4.62	99.4	2.4
Castilla y León	619.09	107.2	1.0	4.69	107.6	1.1
Castilla-La Mancha	593.83	100.3	-2.1	4.34	101.2	-2.9
Cataluña	688.94	102.1	-1.8	5.12	101.8	-2.5
Comunitat Valenciana	590.60	100.0	-3.2	4.30	98.4	-4.4
Extremadura	561.75	104.7	1.1	4.08	104.3	1.7
Galicia	580.78	103.1	0.9	4.20	101.2	-0.7
Madrid (Comunidad de)	723.86	104.1	0.0	5.30	104.5	-0.4
Murcia (Región de)	624.73	108.4	1.6	4.64	106.9	1.5
Navarra (Comunidad Foral de)	672.80	103.2	-3.0	5.16	103.0	-3.9
País Vasco	715.96	100.6	-2.0	5.52	98.9	-3.5
Rioja (La)	591.73	100.7	-0.7	4.43	99.6	-1.6

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second 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	135.3	18.2	167.9	148.4	20.3	85.4	76.6	9.0
Industry	163.3	142.5	21.9	170.2	148.3	23.0	84.1	75.6	8.7
Construction	165.7	148.3	18.2	170.7	152.6	18.9	84.7	78.2	6.8
Services	149.1	132.2	17.5	166.9	147.8	19.8	85.5	76.7	9.1

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	135.3	18.2	167.9	148.4	20.3	85.4	76.6	9.0
Andalucía	150.6	135.1	16.0	166.7	149.1	18.1	89.7	81.8	8.0
Aragón	152.9	134.4	19.4	168.5	147.9	21.8	81.7	73.1	8.7
Asturias (Principado de)	153.8	133.7	20.7	165.8	143.8	22.8	81.6	73.1	8.6
Balears (Illes)	154.2	138.6	16.1	168.5	150.9	18.3	97.2	89.9	7.5
Canarias	156.4	136.8	20.0	170.4	148.7	22.2	82.9	74.6	8.7
Cantabria	153.1	134.4	19.2	167.9	147.5	21.0	82.4	72.2	10.3
Castilla y León	151.5	132.2	19.8	166.7	145.2	22.0	80.6	71.0	9.6
Castilla-La Mancha	151.8	136.8	15.7	166.9	150.2	17.5	82.4	75.5	7.2
Cataluña	152.4	134.5	18.7	169.0	149.0	21.0	82.8	74.0	9.0
Comunitat Valenciana	152.6	137.4	15.8	168.9	151.7	17.9	86.3	79.0	7.4
Extremadura	153.4	137.5	16.2	166.6	149.3	17.7	82.9	74.6	8.4
Galicia	155.4	138.1	17.8	169.5	150.4	19.8	83.2	75.6	7.8
Madrid (Comunidad de)	155.1	136.7	19.3	168.0	148.1	20.9	88.3	77.3	11.2
Murcia (Región de)	153.0	134.9	18.7	167.8	147.8	20.6	91.7	81.0	11.0
Navarra (Comunidad Foral de)	149.2	130.4	19.6	166.1	144.8	22.2	77.1	68.7	8.6
País Vasco	150.5	129.7	21.3	164.5	141.4	23.7	80.1	70.8	9.5
Rioja (La)	153.1	133.7	19.9	167.6	146.5	21.7	86.0	74.6	11.6