

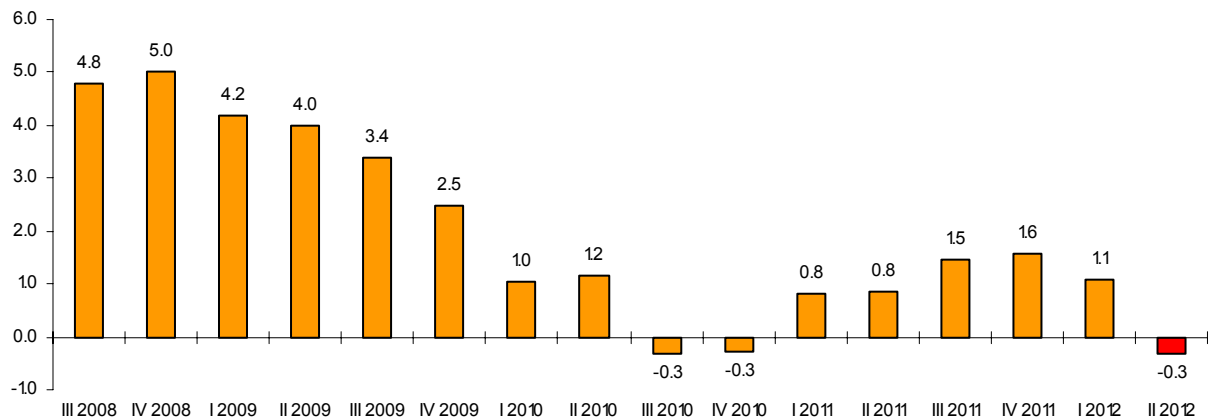
14 September 2012**Quarterly Labour Cost Survey (QLCS)
Second quarter of 2012****Main results**

- **The labour cost** of companies **decreases 0.3%** in the second quarter of 2012, as compared with the same period of 2011, standing at **2,591.80 euros**.
- **The wage cost per worker per month remains the same level than previous year**, reaching 1,939.73 euros on average. In turn, **other costs decrease 1.4%**, standing at 652.07 euros per worker per month.
- The working day decreases 1.0%. This quarter, 4.2 working hours per week are lost on average, almost half of which are due to holidays taken and public holidays.
- The **labour cost per effective hour worked** increases 0.7%.

Labour cost by component

The labour cost per worker per month reached 2,591.80 euros for the second quarter of 2012, indicating a decrease of 0.3%, as compared with the same period of 2011. This rate was the lowest registered since third quarter of 2010.

Total labour cost. Annual variation rate



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,939.73 euros corresponded to wages and 570.99 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The wage cost, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, remained the same the level than the second quarter of 2011, stands from 1,938.78 to 1,939.73 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which increased 0.5%.

Other costs (non-wage costs) decreased 1.4%. Their main component, obligatory Social Security contributions, decreased 0.2%, whereas non-wage payments decreased 6.2%, worth noting the increase of compensation for dismissal and other non-wage payment (contract termination indemnities, compensation payment, wear and tear of tools, work clothes, personal selection, etc.).

The labour cost per hour increased 0.7%. This increase, greater than that of the cost per worker, was due to a decrease of 0.1% in the number of hours effectively worked.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,591.80	-0.3
Wage cost	1,939.73	0.0
Other cost	652.07	-1.4

Other cost(non-wage cost)

	Euros	Rate ¹
Total (other costs)	652.07	-1.4
Obligatory contributions	570.99	-0.2
Non-wage payments	102.03	-6.2
Subsides and bonus ²	20.94	5.8

Wage cost

	Euros	Rate ¹
Total labour cost	1,939.73	0.0
Ordinary wage cost	1,635.93	0.5

¹ Same quarter last year**Labour cost per worker**

	Euros	Rate ¹
Effective hourly cost	19.47	0.7
Cost per hour paid	17.15	0.6

² Subsides are subtracted of other cost**Labour cost by economic sector**

Industry along with *Construction* had the highest increase in total labour cost. In both sectors worth noting the increase in ordinary wage, the rise of extraordinary payments and in other costs. The increase in other costs was due highlighting compensation for dismissal.

In *Services* worth noting the decrease in total labor cost due to the drop in total wage cost, bonuses and other costs, specially compensation for dismissal.

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	2,591.80	-0.3	1,939.73	0.0	1,635.93	0.5	652.07	-1.4
Industry	2,986.66	2.6	2,211.73	2.1	1,831.34	1.3	774.93	3.9
Construction	2,791.10	2.6	1,975.15	2.2	1,607.62	1.6	815.95	3.6
Services	2,496.81	-1.0	1,882.97	-0.5	1,599.73	0.3	613.84	-2.6

¹ Same quarter last year

Labour cost by Autonomous Community

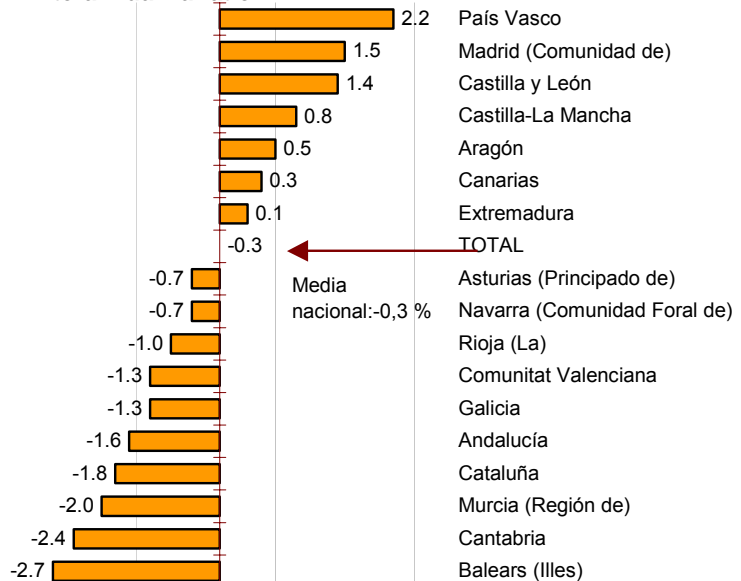
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Canarias, Galicia and Extremadura said labour cost was the same amount lower than the national average.

Considering the interannual growth of this cost, País Vasco, Comunidad de Madrid and Castilla y León presented the highest rates, whereas Illes Balears, Cantabria and Región de Murcia registered the lowest increases.

Labour cost per worker per month

	Euros
Madrid (Comunidad de)	2,985.86
País Vasco	2,949.14
Cataluña	2,764.97
Navarra (Comunidad Foral de)	2,685.66
TOTAL	2,591.80
Asturias (Principado de)	2,560.45
Aragón	2,518.34
Rioja (La)	2,458.93
Castilla y León	2,402.95
Andalucía	2,402.70
Castilla-La Mancha	2,396.71
Balears (Illes)	2,382.66
Murcia (Región de)	2,373.55
Comunitat Valenciana	2,353.09
Cantabria	2,290.79
Extremadura	2,265.74
Galicia	2,244.39
Canarias	2,178.95

Interannual variation

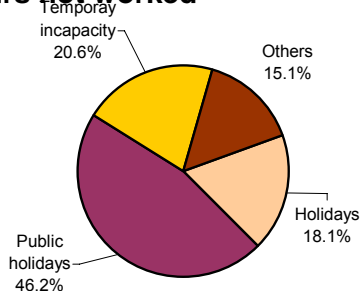


Working time

During the first quarter of 2012, the average agreed working week, considering full-time and part-time together, was 34.7 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 30.6 effective hours worked.

Hours not worked



Hours not worked (different reasons)

	Percentage
Maternity	37.8%
Paid leave	24.7%
Overtime compensation	15.6%
Labour disputes	10.9%
Hours lost at the work place	6.2%
Other hours not worked and not paid	2.2%
Hours lost for technical or economic reasons	1.5%
Other hours paid but not worked	1.1%

According to the **type of working day**, the wage difference between full and part-time workers was 5.03 euros per hour (15.18 euros/hour for full-time and 10.15 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (34.0 hours for full-time workers as compared with 17.7 hours for part-time workers).

Hours per week ¹

	Effective hours	Lost hours
Total workers	30.6	4.2
Full time	34.0	4.8
Part time	17.7	2.1

¹ For calculation purpose, a month is considered to have 4,35 weeks

Hourly wage cost

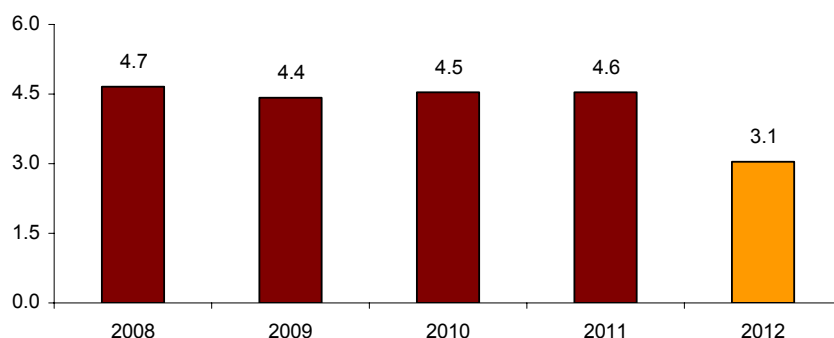
	Euros	Rate ²
Total workers	14.57	1.0
Full time	15.18	1.5
Part time	10.15	-0.9

² Same quarter last year

Evolution of the quarterly rate ¹

The variation in the second quarter, as compared with the first quarter of 2012, for the Net Labour Cost was 3.1%. This rate was the lowest registered in the second quarters of the last five years.

Evolution of the quarterly rate of Net Cost Labour (variation of the second quarter as compared with the first quarter)



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Press Office: Telephone numbers: 91 583 93 63 / 94 08 – Fax: 91 583 90 87 - gprensa@ine.es

Information Area: Telephone number: 91 583 91 00 – Fax: 91 583 91 58 – www.ine.es/infoine/?L=1

¹ To contribute to the analysis and interpretation of data, this section has been added to the evolution of the QLCS quarterly rate in the second quarter of previous years. The intermonthly rates of this type of series may have some degree of seasonal behaviour, therefore it is recommended that it be evaluated in relation to the item of data for the same month in previous years.

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2012

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	2,591.80	106.6	-0.3	19.47	108.1	0.7
Industry	2,986.66	110.5	2.6	21.05	108.8	3.5
Construction	2,791.10	114.2	2.6	19.21	114.7	4.5
Services	2,496.81	105.6	-1.0	19.16	106.9	-0.4

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	2,591.80	106.6	-0.3	19.47	108.1	0.7
Andalucía	2,402.70	105.9	-1.6	18.34	109.6	0.5
Aragón	2,518.34	105.5	0.5	19.05	107.1	1.8
Asturias, Principado de	2,560.45	106.7	-0.7	19.64	108.2	0.1
Balears, Illes	2,382.66	103.4	-2.7	17.22	101.7	-3.6
Canarias	2,178.95	104.5	0.3	16.29	108.3	2.1
Cantabria	2,290.79	99.7	-2.4	17.35	101.2	-0.8
Castilla y León	2,402.95	107.8	1.4	18.76	111.2	4.7
Castilla - La Mancha	2,396.71	109.7	0.8	18.15	114.8	1.3
Cataluña	2,764.97	105.5	-1.8	20.64	105.7	-1.5
Comunitat Valenciana	2,353.09	107.2	-1.3	17.65	109.0	-0.7
Extremadura	2,265.74	111.6	0.1	16.89	114.4	0.5
Galicia	2,244.39	105.7	-1.3	16.67	106.5	0.1
Madrid, Comunidad de	2,985.86	106.8	1.5	21.80	107.0	1.3
Murcia, Región de	2,373.55	110.6	-2.0	18.08	111.7	-0.5
Navarra, Comunidad Foral de	2,685.66	104.5	-0.7	21.03	106.4	2.9
País Vasco	2,949.14	104.8	2.2	23.09	104.6	4.8
Rioja, La	2,458.93	108.9	-1.0	18.97	111.1	1.3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2012

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	1,939.73	107.8	0.0	14.57	109.3	1.0
Industry	2,211.73	111.2	2.1	15.59	109.5	3.1
Construction	1,975.15	116.0	2.2	13.59	116.4	4.1
Services	1,882.97	106.2	-0.5	14.45	107.6	0.1

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	1,939.73	107.8	0.0	14.57	109.3	1.0
Andalucía	1,788.28	107.5	-0.9	13.65	111.2	1.3
Aragón	1,889.86	106.7	1.0	14.29	108.3	2.2
Asturias, Principado de	1,915.77	107.8	-0.8	14.69	109.3	-0.1
Balears, Illes	1,767.47	104.2	0.4	12.78	102.5	-0.6
Canarias	1,611.66	105.8	0.7	12.05	109.7	2.6
Cantabria	1,701.90	101.6	-2.0	12.89	103.2	-0.4
Castilla y León	1,764.40	106.8	0.5	13.77	110.1	3.8
Castilla - La Mancha	1,778.91	111.8	-0.2	13.47	116.9	0.4
Cataluña	2,090.87	107.5	-1.5	15.61	107.7	-1.3
Comunitat Valenciana	1,749.56	109.1	-0.1	13.12	110.9	0.5
Extremadura	1,704.84	114.2	-0.1	12.71	117.0	0.3
Galicia	1,665.67	106.7	-1.4	12.37	107.6	0.0
Madrid, Comunidad de	2,249.61	107.1	1.7	16.43	107.4	1.5
Murcia, Región de	1,778.67	113.3	0.1	13.55	114.3	1.6
Navarra, Comunidad Foral de	1,989.09	103.7	-1.3	15.57	105.6	2.2
País Vasco	2,207.70	105.0	2.4	17.29	104.8	5.0
Rioja, La	1,841.19	110.2	-1.6	14.20	112.4	0.6

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2012

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	652.07	103.2	-1.4	4.90	104.7	-0.4
Industry	774.93	108.7	3.9	5.46	107.1	4.8
Construction	815.95	110.3	3.6	5.62	110.8	5.4
Services	613.84	103.5	-2.6	4.71	104.7	-1.9

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	652.07	103.2	-1.4	4.90	104.7	-0.4
Andalucía	614.42	101.3	-3.6	4.69	104.9	-1.5
Aragón	628.48	102.2	-1.0	4.76	103.7	0.4
Asturias, Principado de	644.68	103.5	-0.2	4.95	105.1	0.8
Balears, Illes	615.19	101.1	-10.4	4.44	99.3	-11.4
Canarias	567.29	100.8	-0.9	4.24	104.4	0.7
Cantabria	588.89	94.5	-3.6	4.46	95.9	-2.0
Castilla y León	638.55	110.6	3.9	4.99	114.4	7.3
Castilla - La Mancha	617.80	104.3	3.5	4.68	109.1	4.0
Cataluña	674.10	99.9	-2.6	5.03	100.0	-2.3
Comunitat Valenciana	603.53	102.2	-4.5	4.53	103.7	-4.0
Extremadura	560.90	104.5	0.7	4.18	106.9	1.2
Galicia	578.72	102.7	-1.1	4.30	103.6	0.2
Madrid, Comunidad de	736.25	105.9	0.9	5.37	105.9	0.6
Murcia, Región de	594.88	103.2	-7.5	4.53	104.4	-6.2
Navarra, Comunidad Foral de	696.57	106.8	1.0	5.46	109.0	4.8
País Vasco	741.44	104.2	1.6	5.80	103.9	4.1
Rioja, La	617.74	105.1	0.8	4.77	107.2	3.2

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2012

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	150.8	133.1	18.3	167.8	147.8	20.7	85.9	77.1	8.9
Industry	162.7	141.9	21.7	170.1	148.1	23.0	85.3	77.1	8.4
Construction	163.6	145.3	18.9	170.6	151.4	19.9	84.2	77.0	7.2
Services	147.4	130.3	17.5	167.0	147.4	20.2	85.9	77.1	9.0

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	150.8	133.1	18.3	167.8	147.8	20.7	85.9	77.1	8.9
Andalucía	146.9	131.0	16.3	166.3	148.0	18.8	87.5	79.1	8.6
Aragón	152.6	132.2	21.0	168.2	145.3	23.8	84.7	75.8	9.0
Asturias, Principado de	150.2	130.4	20.3	165.8	143.4	22.9	79.3	70.9	8.4
Balears, Illes	153.1	138.3	15.2	168.0	150.9	17.6	104.0	96.8	7.4
Canarias	152.6	133.8	19.4	170.4	148.7	22.2	82.9	75.0	8.3
Cantabria	150.7	132.0	19.1	168.1	146.7	21.8	82.7	74.2	8.6
Castilla y León	147.8	128.1	20.1	166.8	144.2	23.0	75.9	67.1	9.0
Castilla - La Mancha	151.2	132.0	19.8	168.2	146.6	22.3	81.0	71.5	9.6
Cataluña	150.4	134.0	17.0	168.6	149.7	19.6	85.6	78.0	7.8
Comunitat Valenciana	150.2	133.3	17.3	168.1	149.0	19.6	88.6	79.1	9.6
Extremadura	149.7	134.1	16.0	165.5	148.4	17.7	78.5	69.9	8.7
Galicia	154.0	134.7	19.8	169.7	147.7	22.4	86.3	77.9	8.5
Madrid, Comunidad de	154.8	137.0	18.6	168.7	149.2	20.3	90.3	80.2	10.5
Murcia, Región de	148.9	131.3	18.2	168.4	148.1	21.1	84.3	75.6	8.9
Navarra, Comunidad Foral de	147.2	127.7	19.9	166.4	144.0	22.9	74.8	66.4	8.7
País Vasco	148.6	127.7	21.4	164.5	141.0	24.0	78.7	69.1	9.8
Rioja, La	150.1	129.6	20.7	167.6	144.8	23.1	79.8	68.8	11.1