

17 September 2013

Quarterly Labour Cost Survey (QLCS)
Second quarter of 2013

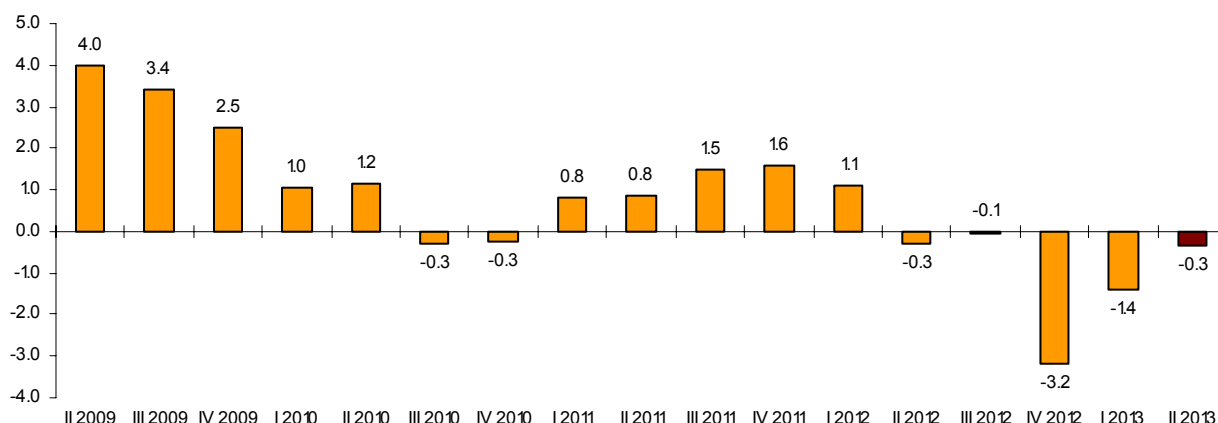
Main results

- The labour cost of companies decreases 0.3% in the second quarter of 2013, as compared with the same period of the previous year, standing at 2,583.24 euros per worker.
- The wage cost per worker per month decreases 0.6%, reaching 1,928.72 euros on average. In turn, other costs increase 0.4%, standing at 654.52 euros per worker per month.
- The working day increases 2.1%. This quarter, 3.4 working hours per week are lost on average, 19.5% less than during the second quarter of the previous year due to the fact that Easter Week was held during the first quarter this year.
- As a consequence of the working day increase, the labour cost per effective hour worked decreases 2.4%.
- Considering these adjusted results, labour cost per worker and labour cost per effective hour decrease 0.5% and 0.6% in their annual rate, respectively.

Labour cost by component

The labour cost per worker per month reached 2,583.24 euros for the second quarter of 2013, indicating a decrease of 0.3%, as compared with the same period of the previous year.

Total labour cost. Interannual variation rates



Of the total cost per worker per month incurred by an employer in use of the work factor, 1,928.72 euros correspond to wages, and 574.11 to compulsory 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, decreased by 0.6% in annual rate going from 1,939.73 to 1,928.72 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which decreased 0.2%.

Other costs (non-wage costs) increased 0.4% since their main component, obligatory Social Security contributions increased its rate by 0.5%. In turn, non-wage payments decreased 10.8%, due to the drop in all its components.

The labour cost per hour decreased 2.4%. This decrease, higher than that of cost per worker, is due to the increase in the number of effective working hours by 2.1%, as a consequence of Easter being held during the first quarter of 2013.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,583.24	-0.3
Wage cost	1,928.72	-0.6
Other costs	654.52	0.4

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	654.52	0.4
Obligatory contributions	574.11	0.5
Non-wage payments	91.04	-10.8
Subsidies and bonuses ²	10.64	-49.2

Wage cost

	Euros	Rate ¹
Total wage cost	1,928.72	-0.6
Ordinary wage cost	1,632.35	-0.2

¹ Same quarter last year

Cost per hour

	Euros	Rate ¹
Effective hourly cost	19.00	-2.4
Cost per hour paid	17.18	0.2

² Subsidies are subtracted from 'Other costs'

Labour cost by economic sector

Industry and *Construction* registered the same increase in total labour cost. *Industry* was the sector with the highest increase in wages, due to the increase of extraordinary payments. In turn, *Construction* registered the highest increase of the other costs, due to the growth of the obligatory Social Security contributions.

Services sector decreased its labour costs due to the drop in wage cost –in particular extraordinary payments and late payments- and a slight increase in other costs.

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	2,480.22	-1.4	1,809.22	-1.8	1,633.32	-0.5	671.00	-0.3
Industry	2,906.80	1.5	2,098.55	1.4	1,853.27	1.4	808.25	1.7
Construction	2,563.49	-0.8	1,732.59	-0.5	1,619.86	0.3	830.90	-1.5
Services	2,391.26	-2.0	1,758.73	-2.6	1,591.63	-1.0	632.53	-0.2

¹ Same quarter last year

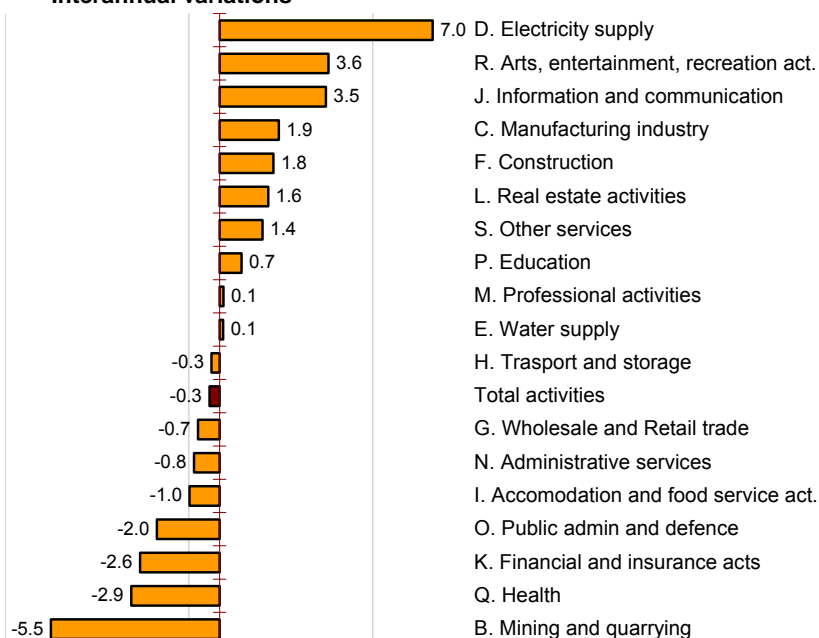
By activity sections, it was observed that the increase of the labour cost was higher in *Electricity, gas, steam and air conditioning supply, Arts, entertainment and recreation* and in *Information and Communications*.

Conversely, *Mining and quarrying, Human health and social work activities* and *Financial and insurance acts* registered the most important decreases.

Labour cost per worker and month

	Euros
D. Electricity supply	6,514.78
K. Financial and insurance acts	4,509.76
B. Mining and quarrying	3,923.39
J. Information and communication	3,722.76
O. Public admin and defence	3,157.38
C. Manufacturing industry	2,968.69
M. Professional activities	2,859.38
F. Construction	2,840.08
Q. Health	2,764.49
H. Trasport and storage	2,758.14
E. Water supply	2,730.17
Total activities	2,583.24
P. Education	2,483.08
L. Real estate activities	2,325.00
G. Wholesale and Retail trade	2,189.95
S. Other services	1,882.12
R. Actividades artísticas, ...	1,879.63
N. Administrative services	1,736.41
I. Accomodation and food service act.	1,507.56

Interannual variations



Labour cost by Autonomous Community

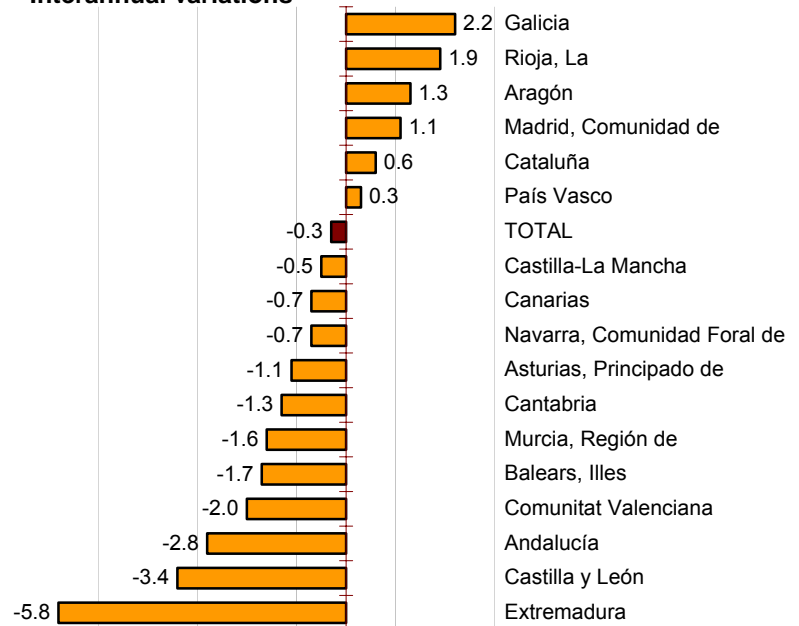
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura, Canarias and Cantabria this labour cost was lower than the national average by the same amount.

Considering the interannual growth of this cost, Galicia, La Rioja and Aragón registered the highest rates, whereas Extremadura, Castilla y León and Andalucía registered the greatest decreases.

Labour cost per worker and month

	Euros
Madrid, Comunidad de	3,020.03
País Vasco	2,957.24
Cataluña	2,782.28
Navarra, Comunidad Foral de	2,666.87
TOTAL	2,583.24
Aragón	2,552.06
Asturias, Principado de	2,533.05
Rioja, La	2,504.53
Castilla-La Mancha	2,383.65
Balears, Illes	2,341.03
Andalucía	2,335.67
Murcia, Región de	2,335.67
Castilla y León	2,320.58
Comunitat Valenciana	2,306.86
Galicia	2,293.73
Cantabria	2,261.58
Canarias	2,164.60
Extremadura	2,133.81

Interannual variations

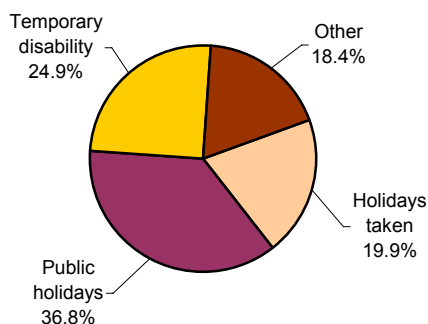


Working time

During the second quarter of 2013, the average agreed working week, considering full-time and part-time together, was 34.5 hours. Among them, an average of 3.4 hours were lost per week, most of them due to Public holidays and Holidays taken.

After adding overtime and subtracting hours lost, the working week was reduced to 31.2 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 work place	3.2%
Other hours not worked not paid	2.6%
Hour lost due to technical or economic reasons	2.1%
Other hours not worked and paid	1.6%

According to the **type of working day**, the wage difference between full and part-time workers was 4.79 euros per hour (14.81 euros/hour for full-time and 10.02 euros/hour for part-time). Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (35.0 hours per week as compared with 18.3 hours).

Hours per week¹

	Effective Hours	Lost Hours
Total workers	31.2	3.4
Full-time	35.0	3.9
Part-time	18.3	1.7

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

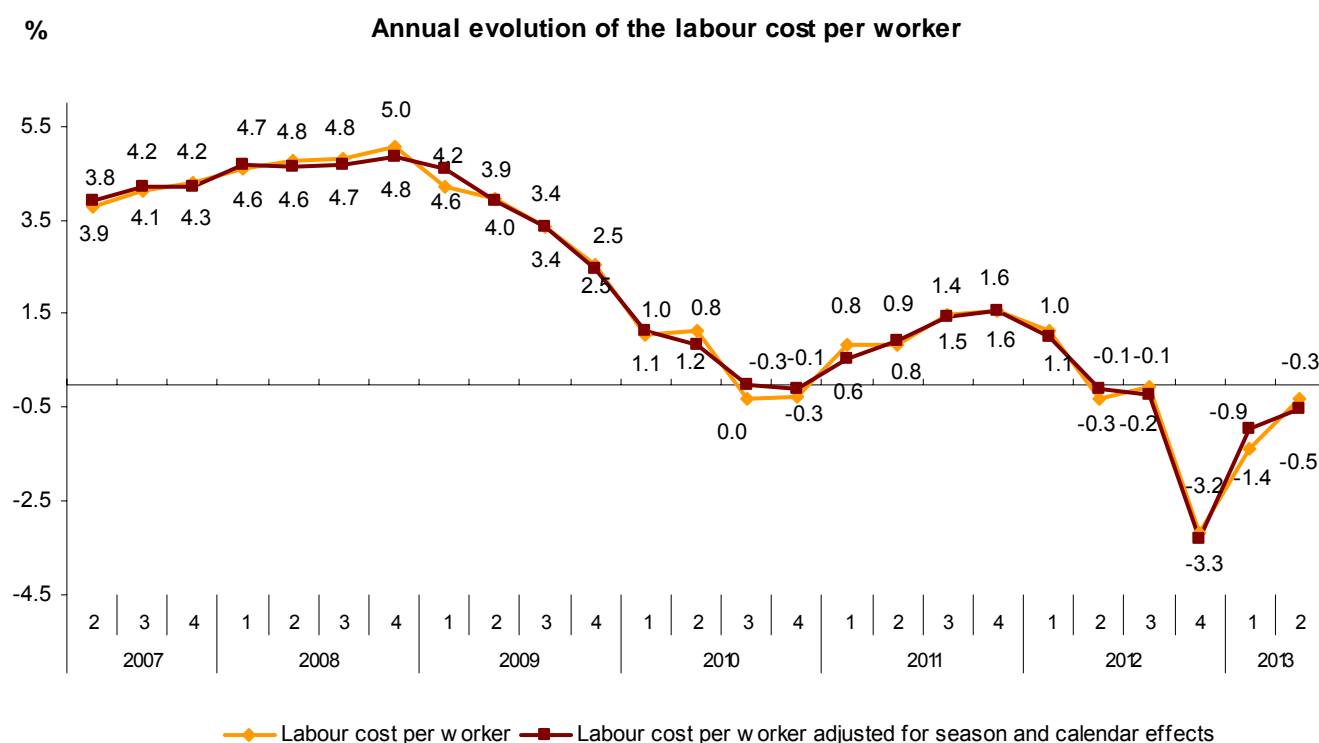
Wage cost per hour

	Euros	Rate ²
Total workers	14.19	-2.6
Full-time	14.81	-2.4
Part-time	10.02	-1.3

² Same quarter last year

Calendar- and seasonally-adjusted QLCS series¹

The labour cost per worker calendar- and seasonally-adjusted registered a 0.5% decrease in the annual rate.



¹ Seasonal adjustment of these indicators was performed in accordance with the INE Standard for adjusting seasonal and calendar effects in short-term series, which is available in the Methods and standards section of the INE website.

Evolution of the quarterly rate

The variation rate in the second quarter of 2013, as compared with the first quarter of 2013, as of the calendar- and seasonally-adjusted QLCS series, registered a 0.1% decrease in the labour cost.

In turn, the wage cost remained the same as that of the previous quarter.



Quarterly Labour Cost Survey (QLCS)

Second Quarter 2013

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	2,583.24	106.2	-0.3	19.00	105.5	-2.4
Industry	3,041.06	112.5	1.8	20.85	107.8	-1.0
Construction	2,840.08	116.2	1.8	18.98	113.3	-1.2
Services	2,475.84	104.7	-0.8	18.61	103.8	-2.9

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	2,583.24	106.2	-0.3	19.00	105.5	-2.4
Andalucía	2,335.67	102.9	-2.8	17.25	103.0	-5.9
Aragón	2,552.06	106.9	1.3	18.93	106.5	-0.6
Asturias, Principado de	2,533.05	105.6	-1.1	18.96	104.5	-3.5
Balears, Illes	2,341.03	101.6	-1.7	16.62	98.1	-3.5
Canarias	2,164.60	103.8	-0.7	15.99	106.3	-1.8
Cantabria	2,261.58	98.4	-1.3	17.10	99.8	-1.4
Castilla y León	2,320.58	104.1	-3.4	17.64	104.6	-6.0
Castilla - La Mancha	2,383.65	109.1	-0.5	17.30	109.4	-4.7
Cataluña	2,782.28	106.2	0.6	20.72	106.1	0.4
Comunitat Valenciana	2,306.86	105.1	-2.0	17.08	105.4	-3.2
Extremadura	2,133.81	105.1	-5.8	15.62	105.8	-7.5
Galicia	2,293.73	108.0	2.2	16.77	107.2	0.6
Madrid, Comunidad de	3,020.03	108.0	1.1	21.45	105.3	-1.6
Murcia, Región de	2,335.67	108.9	-1.6	16.88	104.3	-6.6
Navarra, Comunidad Foral de	2,666.87	103.8	-0.7	19.92	100.8	-5.3
País Vasco	2,957.24	105.1	0.3	22.58	102.3	-2.2
Rioja, La	2,504.53	110.9	1.9	19.16	112.2	1.0

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2013

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	1,928.72	107.1	-0.6	14.19	106.5	-2.6
Industry	2,251.74	113.2	1.8	15.44	108.4	-1.0
Construction	2,004.96	117.7	1.5	13.40	114.7	-1.4
Services	1,860.61	105.0	-1.2	13.99	104.2	-3.2

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	1,928.72	107.1	-0.6	14.19	106.5	-2.6
Andalucía	1,733.35	104.2	-3.1	12.80	104.3	-6.2
Aragón	1,861.68	105.1	-1.5	13.81	104.7	-3.4
Asturias, Principado de	1,902.30	107.1	-0.7	14.24	106.0	-3.1
Balears, Illes	1,736.16	102.4	-1.8	12.33	98.9	-3.5
Canarias	1,614.45	106.0	0.2	11.92	108.6	-1.1
Cantabria	1,675.32	100.0	-1.6	12.67	101.4	-1.7
Castilla y León	1,709.26	103.4	-3.1	12.99	103.8	-5.7
Castilla - La Mancha	1,777.42	111.7	-0.1	12.90	112.0	-4.2
Cataluña	2,091.64	107.5	0.0	15.58	107.5	-0.2
Comunitat Valenciana	1,714.02	106.9	-2.0	12.69	107.3	-3.3
Extremadura	1,603.56	107.4	-5.9	11.74	108.1	-7.6
Galicia	1,675.99	107.4	0.6	12.25	106.5	-1.0
Madrid, Comunidad de	2,278.89	108.5	1.3	16.19	105.8	-1.5
Murcia, Región de	1,741.14	111.0	-2.1	12.58	106.2	-7.2
Navarra, Comunidad Foral de	1,957.06	102.1	-1.6	14.62	99.1	-6.1
País Vasco	2,211.36	105.1	0.2	16.89	102.4	-2.3
Rioja, La	1,900.29	113.7	3.2	14.54	115.1	2.4

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2013

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	654.52	103.6	0.4	4.81	102.8	-1.8
Industry	789.32	110.7	1.9	5.41	106.1	-0.9
Construction	835.12	112.9	2.3	5.58	110.1	-0.7
Services	615.23	103.7	0.2	4.62	102.7	-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	654.52	103.6	0.4	4.81	102.8	-1.8
Andalucía	602.32	99.3	-2.0	4.45	99.6	-5.1
Aragón	690.38	112.2	9.8	5.12	111.5	7.6
Asturias, Principado de	630.75	101.3	-2.2	4.72	100.2	-4.6
Balears, Illes	604.87	99.4	-1.7	4.29	96.0	-3.4
Canarias	550.15	97.8	-3.0	4.07	100.2	-4.0
Cantabria	586.26	94.0	-0.4	4.43	95.3	-0.7
Castilla y León	611.32	105.9	-4.3	4.65	106.7	-6.8
Castilla - La Mancha	606.23	102.4	-1.9	4.40	102.6	-6.0
Cataluña	690.64	102.4	2.5	5.14	102.2	2.2
Comunitat Valenciana	592.84	100.4	-1.8	4.39	100.5	-3.1
Extremadura	530.25	98.8	-5.5	3.88	99.2	-7.2
Galicia	617.74	109.7	6.7	4.52	108.9	5.1
Madrid, Comunidad de	741.14	106.6	0.7	5.26	103.7	-2.0
Murcia, Región de	594.53	103.1	-0.1	4.30	99.1	-5.1
Navarra, Comunidad Foral de	709.81	108.9	1.9	5.30	105.8	-2.9
País Vasco	745.88	104.8	0.6	5.69	102.0	-1.9
Rioja, La	604.24	102.8	-2.2	4.62	103.8	-3.1

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2013

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	150.1	136.0	14.7	168.4	152.2	16.8	86.5	79.5	7.2
Industry	162.8	145.9	17.8	170.1	152.2	18.9	88.3	81.7	6.9
Construction	163.9	149.6	14.7	170.8	155.8	15.5	83.0	77.7	5.3
Services	146.7	133.0	14.1	167.8	151.8	16.5	86.5	79.4	7.3

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	150.1	136.0	14.7	168.4	152.2	16.8	86.5	79.5	7.2
Andalucía	147.0	135.4	12.0	167.7	154.1	14.0	88.2	82.1	6.3
Aragón	149.7	134.8	15.5	168.7	151.5	17.9	79.9	73.1	6.9
Asturias, Principado de	148.7	133.6	15.5	167.7	150.3	18.0	75.5	69.6	6.0
Balears, Illes	152.6	140.8	12.2	169.5	155.8	14.2	104.8	98.5	6.5
Canarias	149.6	135.4	14.7	170.7	153.8	17.3	82.2	76.4	6.1
Cantabria	149.8	132.3	17.9	168.6	148.2	20.8	83.3	75.8	7.6
Castilla y León	147.7	131.6	16.5	168.8	149.9	19.3	77.4	70.4	7.2
Castilla - La Mancha	151.6	137.8	14.4	168.6	153.0	16.3	78.3	72.1	6.3
Cataluña	149.5	134.3	15.8	168.8	151.3	18.3	87.4	79.7	7.9
Comunitat Valenciana	149.0	135.1	14.4	168.4	152.2	16.7	89.3	82.1	7.3
Extremadura	147.3	136.6	11.1	167.3	155.0	12.7	81.5	75.9	5.9
Galicia	153.4	136.8	17.0	169.1	150.5	19.1	88.3	80.1	8.3
Madrid, Comunidad de	154.3	140.8	14.2	169.0	154.2	15.6	90.1	82.5	7.9
Murcia, Región de	149.8	138.4	11.9	169.0	155.8	13.8	90.5	84.7	6.1
Navarra, Comunidad Foral de	148.0	133.9	14.6	166.8	150.7	16.6	76.6	70.2	6.8
País Vasco	148.1	131.0	17.6	164.5	145.1	19.8	77.6	69.9	7.9
Rioja, La	149.4	130.7	19.1	168.4	146.9	21.8	80.1	72.0	8.9

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2013

Base year 2008

Seasonal and calendar effects adjusted data

1. Labour cost per worker

	Original data		Adjusted for calendar effects		Seasonally adjusted	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net cost	2,583.24	-0.3	2,581.72	-0.4	2,539.54	-0.5
Wage cost	1,928.72	-0.6	1,928.30	-0.6	1,883.36	-0.8
Other costs	654.52	0.4	653.42	0.1	656.18	0.2

¹ Same quarter, previous year

2. Labour cost per hour worked

	Original data		Adjusted for calendar effects		Seasonally adjusted	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net cost	19.00	-2.4	19.24	-0.7	19.53	-0.6
Wage cost	14.19	-2.6	14.37	-0.8	14.49	-0.8
Other costs	4.81	-1.8	4.87	-0.2	5.04	0.0

¹ Same quarter, previous year