

17 September 2020

Quarterly Labour Cost Survey (QLCS) Second Quarter 2020.

Main results

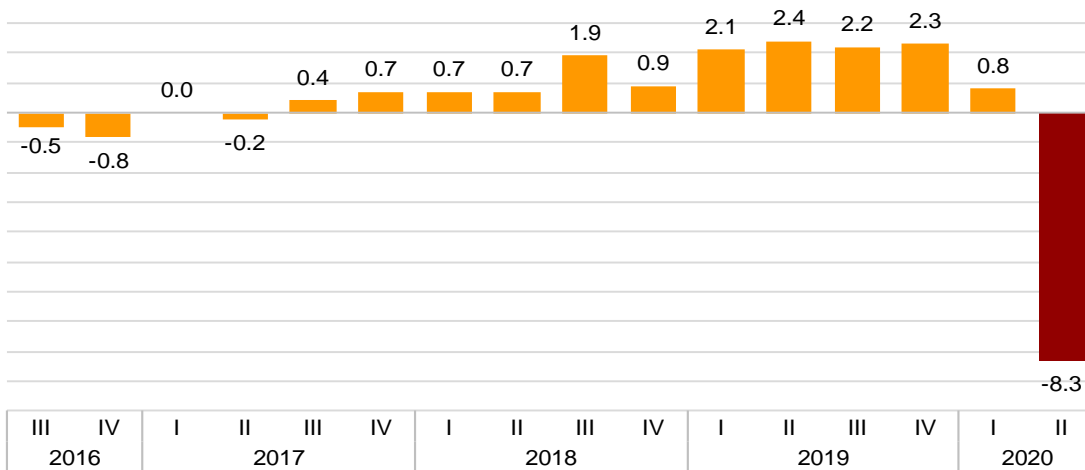
- The labour cost of companies stands at 2,442.91 euros per worker per month in the second quarter of 2020, with a decrease of 8.3% as compared with the same period of 2019.
- Wage cost by worker and month decreases 9.4% and reaches 1,804.08 euros on average. In turn, other costs decreased by 5.0%, standing at 638.83 euros per worker per month.
- During the second quarter of 2020, the average agreed working week, considering full-time and part-time together, was 34.4 hours. Of these, 10.0 hours per week are lost, of which 5.2 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this includes workers affected by a Temporary Workforce Reduction Scheme (ERTE)-.
- The labour cost per effective hour rose 11.9% in the annual rate as a result of the decrease in the number of hours worked, primarily due to the pandemic caused by COVID-19 and the declaration of the state of alarm, which particularly effected the months of April and May. On the other hand, the labour cost per hour paid fell by 8.6%, since 99.1% of hours not worked were paid (including those for ERTE).
- On a quarterly rate base and according to seasonal and calendar effects adjusted figures, the labour cost rate by worker decreased -8.8%, while the cost by effective hour increased 8.9%.
- With calendar adjusted results, the annual rate per hour actually worked is 12.4%, while per worker it is -8.3%. Seasonally adjusted, the labour cost per effective hour increased by 12.1%, while cost per worker decreased by 8.3% in the second quarter of 2020 compared to the same period in 2019.
- In the second quarter of 2020, the number of vacancies is 74,346. 87.1% were in the *Services* sector.

Labour cost by components

The labour cost per worker and month reached 2,442.91 euros for the second quarter of 2020, indicating a decrease of 8.3% as compared with the same period the previous year. This decrease is mainly due to the declaration of the state of alarm, which temporarily suspended various economic activities, especially during the months of April and May.

The workers affected by this temporary closure under ERTE are still part of their company workforce. They do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), and in some cases supplemented by the companies themselves. The social contributions paid by their employers are likewise largely exempt. See more information in the section 'Covid-19's Influence on Certain Survey Results' on page 10 of this press release.

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, 1,804.08 euros corresponded to wages and 574.75 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 arrears, measured in gross terms, drops by 9.4% in annual rate, going from 1,992.18 to 1,804.08 euros per worker. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which decreases by 11.0%.

Other costs (non-wage costs) decreased by 5.0%. Their main component, obligatory contributions to social security, decreased 7.1%. Within the variation in non-wage payments, it is worth noting the increase in of the costs for temporary disability, partial unemployment, and direct social benefits, as well as the decrease in other non-wage payments (end of contract payouts, compensatory payments, small tools, work clothes, personnel selection, etc.).

The per hour labour cost grew by 11.9% due to the decrease in the number of effective hours of work (-18.1%) caused by COVID-19 and the declaration of the state of alarm. If seasonal and calendar effects are corrected, the estimated hourly cost growth is 12.1%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	2,442.91	-8.3
Wage cost	1,804.08	-9.4
Other costs	638.83	-5.0

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	1,804.08	-9.4
Ordinary wage cost	1,498.01	-11.0

¹ As compared to the same quarter of the previous year

Other costs per worker and month

	Euros	Rate ¹
TOTAL	638.83	-5.0
Compulsory contributions	574.75	-7.1
Non-wage payments	75.74	14.9
Subsidies and allowances ²	11.67	-6.0

Cost per hour

	Euros	Rate ¹
Cost per effective hour	22.86	11.9
Cost per paid hour	16.32	-8.6

²Subsidies are taken out of the other costs

Labour cost by economic sector

Industry showed the highest decrease in labour and wage costs this quarter. It also presented the smallest decrease in other costs, due to the increase in non-wage payments.

Construction registered the lowest decrease in total labour cost and wage cost, and the highest in the other costs.

Within *Services*, the annual rate of the total labour cost decreased 8.2%. In this sector, the main cost components were in an intermediate situation as regards other sectors.

The decrease in the ordinary salary is greater than the total salary in all sectors due to an increase in arrears.

Labour cost per worker and month in the second quarter 2020

Cost components

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	2,442.91	-8.3	1,804.08	-9.4	1,498.01	-11.0	638.83	-5.0
Industry	2,886.28	-9.6	2,098.44	-11.6	1,703.32	-12.5	787.84	-3.7
Construction	2,601.47	-5.8	1,878.77	-5.5	1,510.66	-7.7	722.70	-6.6
Services	2,353.27	-8.2	1,746.75	-9.2	1,460.83	-10.9	606.52	-5.1

¹ As compared to the same quarter of the previous year

Labour cost by activity sector

By activity sections, labour cost growth is higher in *Extractive Industries*, General Government and Defence; compulsory Social Security and Electricity, gas, steam and air conditioning supply.

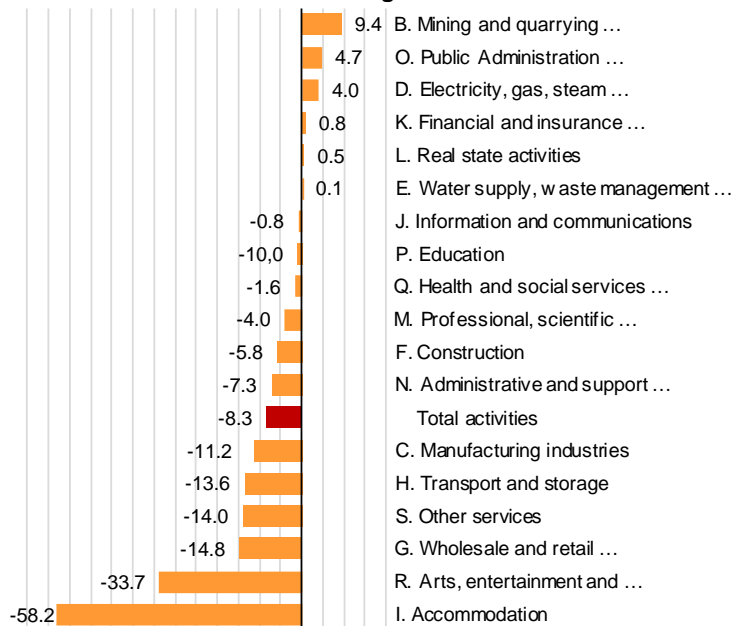
In turn, *Hospitality*, *Artistic, recreational and entertainment activities* and *Wholesale and retail trade; repair of motor vehicles and motorcycles* registered the largest decreases.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	6,994.08
K. Financial and insurance ...	5,122.69
B. Mining and quarrying ...	4,530.37
J. Information and communication	3,791.13
O. Public Administration ...	3,451.95
M. Professional, scientific ...	3,021.18
Q. Health and social services ...	2,899.23
E. Water supply, waste managem€	2,883.55
C. Manufacturing industries	2,784.94
L. Real state activities	2,624.05
F. Construction	2,601.47
P. Education	2,526.60
H. Transport and storage	2,504.14
Total activities	2,442.91
G. Wholesale and retail ...	1,987.80
N. Administrative and support ...	1,698.41
S. Other services	1,519.25
R. Arts, entertainment and ...	1,256.99
I. Accommodation	665.19

Annual variation rates. Percentage



Considering the components of the labour cost per worker, and similar to the labour cost, the growth of the wage cost was higher in *Extractive Industries*, *Electricity, gas, steam and air conditioning supply* and *General Government and Defence; compulsory Social Security*.

On the other hand, *Hospitality, Artistic, recreational and entertainment activities* and *Transport and storage* registered the greatest decreases.

With regard to other costs, the sections with the highest increases were *Extractive Industries*, *Healthcare and social services activities*, and *General Government and Defence; compulsory Social Security*.

The lowest rates were in *Hospitality, Artistic, recreational and entertainment activities* and *Wholesale and retail trade; repair of motor vehicles and motorcycles*.

Labour cost in the second quarter 2020 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 ¹	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	1.804,08	-9,4	638,83	-5,0	16,88	10,5	5,98	15,9
B. Mining and quarrying ...	3.339,21	7,6	1.191,16	14,7	25,00	15,5	8,92	23,2
C. Manufacturing industries	2.014,41	-13,5	770,53	-4,6	17,28	6,4	6,61	17,2
D. Electricity, gas, steam ...	5.678,84	4,7	1.315,24	0,9	39,30	2,9	9,10	-1,0
E. Water supply, waste management ...	2.069,68	-0,7	813,87	2,5	16,42	4,3	6,46	7,7
F. Construction	1.878,77	-5,5	722,70	-6,6	14,82	9,6	5,70	8,2
G. Wholesale and retail ...	1.453,12	-15,8	534,68	-11,9	13,86	8,5	5,10	13,6
H. Transport and storage	1.689,72	-18,0	814,42	-2,9	15,07	1,5	7,26	20,0
I. Accommodation	433,76	-62,6	231,43	-46,4	9,78	-0,1	5,22	43,0
J. Information and communications	2.884,56	0,4	906,57	-4,7	20,94	5,0	6,59	-0,2
K. Financial and insurance ...	3.992,23	1,0	1.130,46	0,4	28,75	1,6	8,14	0,9
L. Real state activities	1.988,30	-0,6	635,75	4,4	17,73	21,9	5,66	28,1
M. Professional, scientific ...	2.276,06	-5,3	745,12	0,4	18,25	6,4	5,97	12,6
N. Administrative and support ...	1.216,24	-8,8	482,17	-3,2	11,66	4,7	4,62	10,8
O. Public Administration ...	2.643,53	4,6	808,42	5,0	20,48	6,8	6,26	7,2
P. Education	1.912,89	-0,9	613,71	-1,4	19,37	8,9	6,21	8,2
Q. Health and social services ...	2.202,47	-3,6	696,76	5,4	19,43	4,1	6,15	13,9
R. Arts, entertainment and ...	904,72	-37,0	352,27	-23,4	16,35	19,9	6,36	45,5
S. Other services	1.097,31	-16,1	421,94	-8,0	12,31	15,9	4,74	27,4

¹ As compared to the same quarter of the previous year

Regarding wage cost per hour worked, the sections that registered the largest increases were *Real estate activities, Artistic, recreational and entertainment activities* and *Other services*.

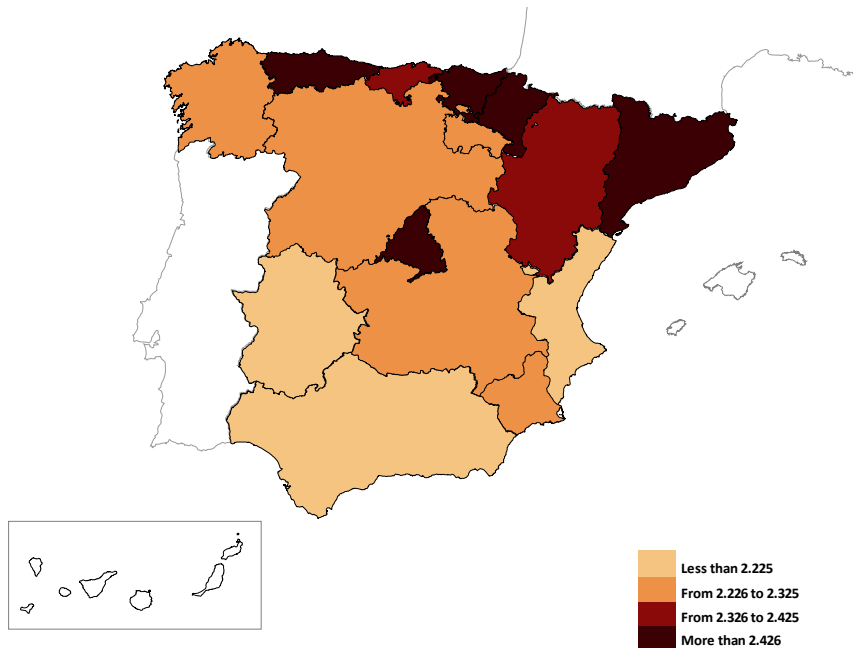
On the other hand, the wage cost per hour worked decreased in *Hospitality*. The smallest increases were in *Transport and storage* and *Financial and insurance activities*.

With regard to *other costs*, the sections with the greatest annual increases were *Arts, recreational and entertainment activities, Hospitality, and Real estate activities*.

The lowest rates were in the *Electricity, gas, steam and air conditioning Supply, Information and communications, and Financial and insurance activities*.

Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid (13) and País Vasco (16) exceeded the national average by more than 400 euros. In Canarias and Illes Balears this cost was lower than the average by the same amount.



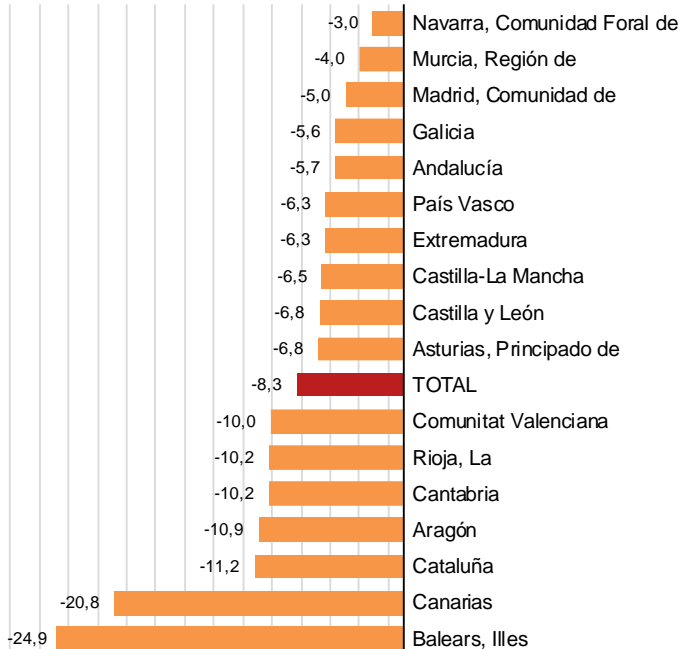
Labour expenses decreased this quarter in all the Autonomous Communities. *Comunidad Foral de Navarra, Región de Murcia* and *Comunidad de Madrid* showed the smallest decreases. On the other hand, *Illes Balears, Canarias* and *Cataluña* registered the greatest decreases.

Labour cost by Autonomous Community

Labour cost per worker and month

	Euros
Madrid, Comunidad de	2,966.72
País Vasco	2,858.84
Navarra, Comunidad Foral	2,781.96
Asturias, Principado de	2,598.68
Cataluña	2,553.59
TOTAL	2,442.91
Cantabria	2,357.94
Aragón	2,348.08
Galicia	2,264.84
Castilla y León	2,250.26
Castilla-La Mancha	2,239.48
Rioja, La	2,236.61
Murcia, Región de	2,233.23
Andalucía	2,222.20
Comunitat Valenciana	2,133.89
Extremadura	2,090.23
Balears, Illes	1,892.08
Canarias	1,787.25

Annual variation rates. Percentage



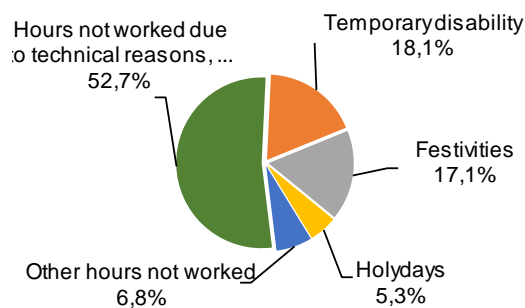
Working time

During the second quarter of 2020, the average agreed working week, considering full-time and part-time together, was 34.4 hours. Of these, an average of 10.0 hours per week are lost, of which 5.2 hours were not worked due to technical, economic, organizational, and production reasons, and force majeure –this includes workers affected by a Temporary Workforce Reduction Scheme (ERTE)-, 2.2 were for vacations and holidays and 1.8 hours were for sick leave due to work disability.

The remainder of the non-worked hours (0.8) were due to other possible causes such as paid leave, maternity or paternity leave, labour conflict, etc.

If we add overtime and subtract lost hours, the working week is reduced to 24.6 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

	Porcentaje
Compensated absences	3.1%
Maternity	2.1%
Other hours not worked and not paid	0.9%
Other hours not worked but paid	0.4%
Overtime compensation	0.2%
Hours lost at work	0.1%
Labour conflicts	0.0%

By type of working day, the wage difference between full-time and part-time workers was 5.55 euros per hour (17.53 euros/hour for full-time versus 11.98 euros/hour for part-time).

Regarding work time, full-time workers worked more than double the effective hours than part-time workers (28.1 hours per week as compared with 12.7).

Weekly hours¹

	Effective hours	Hours lost
Total workers	24.6	10.0
Full time	28.1	10.8
Part time	12.7	7.2

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

Labour cost per hour

	Euros	Rate ²
Total workers	16.88	10.5
Full time	17.53	9.4
Part time	11.98	9.2

² Same quarter than last year

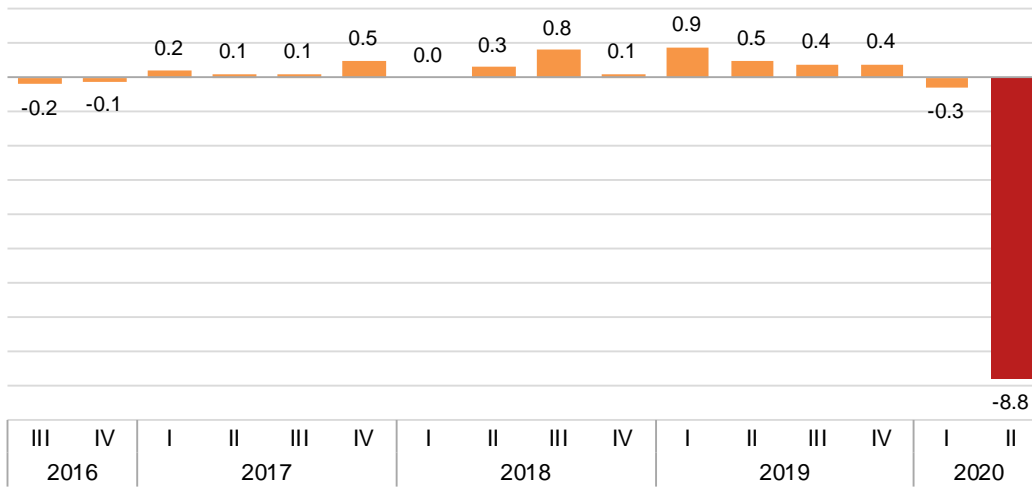
Series adjusted for seasonal and calendar effects

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 second and first quarter of 2020, the variation in the total labour cost per worker was -8.8%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

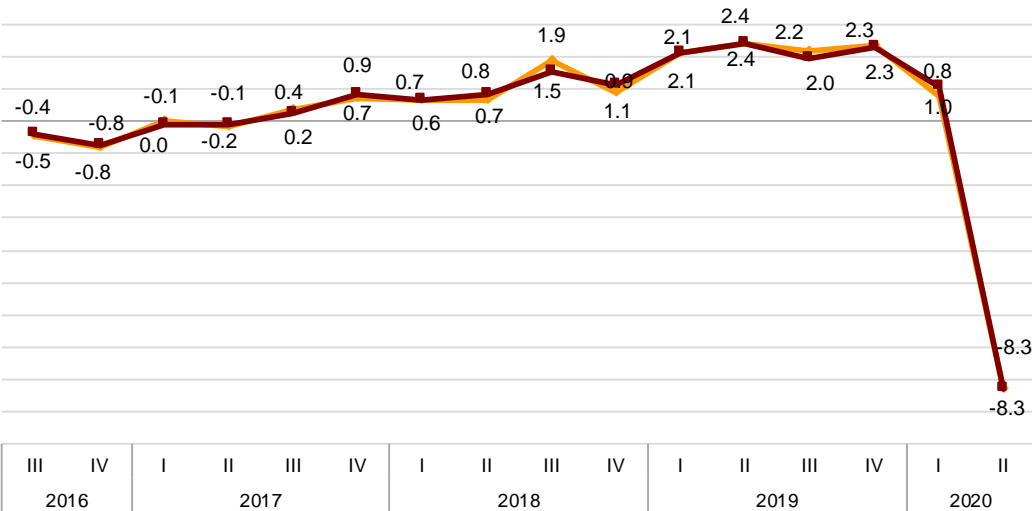


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of -8.3%.

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 second quarter of 2020, the number of vacancies stands at 74,346. Of those, 87.1% were 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 second quarter 2020

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	74,346	100.0	100.0	94.5	3.0	2.6
Industry	4,568	6.1	100.0	95.8	2.1	2.2
Construction	5,011	6.7	100.0	93.6	4.1	2.3
Services	64,767	87.1	100.0	94.4	2.9	2.6

Vacancies by Autonomous Community

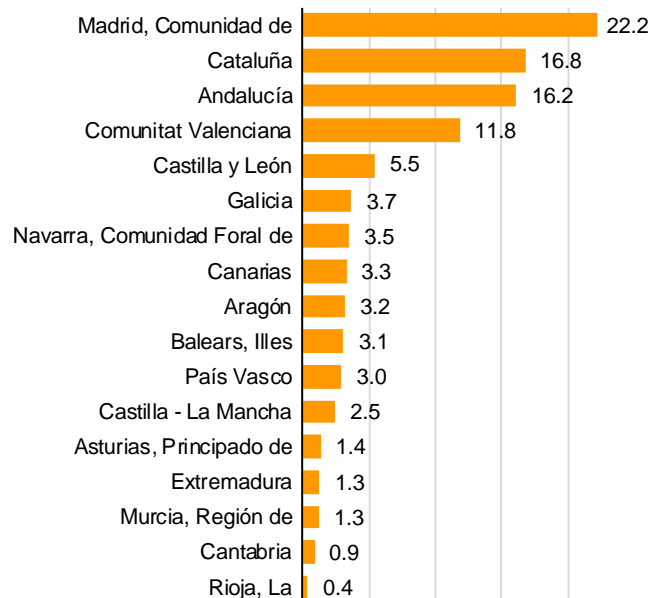
The Autonomous Communities registering the greatest number of vacancies in the second quarter were *Comunidad de Madrid*, *Cataluña* and *Andalucía*. On the other hand, those with the least number were *La Rioja*, *Cantabria* and *Región de Murcia*.

Looking at the percentage distribution, *Comunidad de Madrid*, *Cataluña* and *Andalucía* had 55% of the total vacancies this quarter.

Vacancies by Autonomous Community

	Vacancies
TOTAL	74,346
Madrid, Comunidad de	16,507
Cataluña	12,476
Andalucía	12,010
Comunitat Valenciana	8,798
Castilla y León	4,058
Galicia	2,766
Navarra, Comunidad Foral de	2,626
Canarias	2,452
Aragón	2,397
Balears, Illes	2,316
País Vasco	2,201
Castilla - La Mancha	1,841
Asturias, Principado de	1,025
Extremadura	977
Murcia, Región de	932
Cantabria	651
Rioja, La	315

Percent distribution



COVID-19's influence on certain survey results: activity sections and autonomous communities

The evolution of the various activity sections reflected the degree of impact resulting from the pandemic and from the measures put in place to contain it: the temporary suspension of certain economic activities and the application of ERTE for workers affected by the temporary closure. These workers are still part of their company workforce. However, they do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), in some cases supplemented by the companies themselves.

The *Hospitality Industry* is the section where implementation of the ERTE has led to similar decreases in wage costs (-62.6%) and hours worked (-62.5%), meaning that the wage variation is -0.1%. On the other hand, payment of part of the social contributions, work disabilities, etc., meant that other per worker costs did not fall as much as the hours worked. This gave rise to a notable annual growth in other costs per hour worked, of 43.0%.

The sections that, for the most part, include activities considered essential, such as the *Electricity, gas, steam and air conditioning supply, Water supply, sanitation activities, waste management and decontamination, Information and communications, Financial and insurance activities, Public Administration, and Education and Health* have been minimally impacted by the current situation.

The rest of the sections include combinations of economic activities that had differing levels of affectation, depending on composition. In these cases, the decrease in labour costs did not compensate for the lower number of hours worked, meaning that the labour cost per hour worked grew significantly. *Artistic, recreational and entertainment activities* and *Other services* are among the most affected, since the majority of activities they include were suspended, while *Professional, scientific and technical activities* and *Administrative activities and auxiliary services* were less impacted by the pandemic because a significant part of the employees in those areas continued working. Intermediate cases include *Manufacturing Industries* and *Wholesale and Retail Trade; repair of motor vehicles and motorcycles*.

The pandemic's impact was uneven among the autonomous communities, depending primarily on their productive structure. In all the Autonomous Communities, labour costs per worker and the number of hours worked dropped significantly. It should be noted that in the communities where tourism has a greater weight, labour costs per worker fell the most, while they rose the most per effective hour: this was the case for *Illes Balears* and *Canarias*.

Note regarding COVID-19's impact on the statistical operation of the Quarterly Labour Cost Survey (QLCS)

The entry into force of Royal Decree 463/2020 of March 14, which declared a “state of alarm” for management of the health crisis situation caused by COVID-19, has caused many companies to lower production intensity, or to close entirely, following said date. In Quarterly Labour Cost Survey (QLCS), the fact that contacts with companies are made by email and telephone, combined with the excellent collaboration of our informants, meant that the survey was conducted in a manner similar to previous quarters. The response rate was very acceptable, standing at 78.9%. As a result, results quality is similar to that of any other quarter, as regards both national and autonomous community data.

On behalf of the INE, we would like to express our gratitude to all the companies that, in spite of the extraordinary situation in which we find ourselves, have made the effort to provide us with information.

The most significant impact of COVID-19 was seen in a reduction in labour costs and in the number of hours actually worked this quarter. This affects results for the QLCS, in particular, since it measures labour cost per worker and per hour worked.

In regards to the series adjusted for seasonal and calendar effects, the INE carried out a methodological modelling approach in accordance with the guidelines set forth by the Statistical Office of the European Union (Eurostat)¹. In the data referring to this quarter, an additive outlier has thus been modelled to estimate the effect of COVID-19 on the series during this month, and that of the previous quarter has been reviewed.

When the data for subsequent quarters is available, the INE will re-analyse whether these outliers should be substituted by another type of intervention², or if interventions should perhaps even be carried out on other data in the series.

¹ https://ec.europa.eu/eurostat/cros/content/flash-news_en

²This initial approach is consistent since, in the modelling of disturbances that occur in the last observation in a series, there is no difference in the adjusted seasonal and calendar series if this modelling is performed using an impulse, a step, a temporary change or a ramp. The difference between these types of interventions is reduced to assigning the effect to the cycle-trend component in some cases, or to the irregular one in others, but the adjusted series for seasonal and calendar effect includes both components and, therefore, it will not be affected by the type of initial intervention

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: 2012.

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 out 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>

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Quarterly Labour Cost Survey (QLCS)

Second Quarter 2020

Base year 2016

Total Labour Cost

National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,442.91	96.1	-8.3	22.86	115.6	11.9
Industry	2,886.28	94.8	-9.6	24.49	111.9	9.3
Construction	2,601.47	99.2	-5.8	20.52	112.6	9.2
Services	2,353.27	96.3	-8.2	22.73	116.9	12.7

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2,442.91	96.1	-8.3	22.86	115.6	11.9
Andalucía	2,222.20	97.0	-5.7	20.13	111.9	11.0
Aragón	2,348.08	97.2	-10.9	22.00	114.8	7.8
Asturias, Principado de	2,598.68	101.0	-6.8	23.36	114.8	7.7
Balears, Illes	1,892.08	79.4	-24.9	21.63	121.0	18.9
Canarias	1,787.25	82.7	-20.8	19.52	118.3	15.8
Cantabria	2,357.94	97.1	-10.2	21.99	118.8	9.6
Castilla y León	2,250.26	96.8	-6.8	20.73	112.2	10.7
Castilla - La Mancha	2,239.48	99.1	-6.5	20.27	114.5	7.3
Cataluña	2,553.59	94.9	-11.2	24.94	119.0	12.4
Comunitat Valenciana	2,133.89	94.3	-10.0	20.51	115.4	11.6
Extremadura	2,090.23	99.7	-6.3	18.27	109.3	5.0
Galicia	2,264.84	100.7	-5.6	20.62	118.7	11.9
Madrid, Comunidad de	2,966.72	98.6	-5.0	26.03	114.8	11.9
Murcia, Región de	2,233.23	96.4	-4.0	19.92	110.8	10.4
Navarra, Comunidad Foral de	2,781.96	104.8	-3.0	24.95	116.0	12.5
País Vasco	2,858.84	97.0	-6.3	27.85	114.8	13.6
Rioja, La	2,236.61	95.6	-10.2	20.91	112.8	7.0

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2020

Base year 2016

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,804.08	95.1	-9.4	16.88	114.4	10.5
Industry	2,098.44	92.6	-11.6	17.80	109.3	6.9
Construction	1,878.77	101.3	-5.5	14.82	114.9	9.6
Services	1,746.75	95.3	-9.2	16.87	115.6	11.4

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,804.08	95.1	-9.4	16.88	114.4	10.5
Andalucía	1,647.33	97.1	-5.8	14.92	112.0	10.8
Aragón	1,739.06	97.0	-11.5	16.29	114.5	7.1
Asturias, Principado de	1,949.03	101.0	-6.9	17.52	114.7	7.7
Balears, Illes	1,372.60	78.0	-26.0	15.69	118.8	17.1
Canarias	1,282.18	80.6	-23.0	14.00	115.3	12.4
Cantabria	1,728.17	95.6	-11.7	16.11	117.0	7.7
Castilla y León	1,652.62	96.2	-8.1	15.23	111.4	9.2
Castilla - La Mancha	1,636.77	98.0	-6.4	14.81	113.1	7.4
Cataluña	1,879.10	93.2	-13.2	18.35	116.9	9.8
Comunitat Valenciana	1,555.28	92.4	-11.2	14.95	113.1	10.1
Extremadura	1,533.57	98.5	-8.3	13.40	108.0	2.8
Galicia	1,668.80	100.8	-6.1	15.19	118.9	11.4
Madrid, Comunidad de	2,232.83	98.0	-6.0	19.59	114.0	10.7
Murcia, Región de	1,652.08	95.8	-3.7	14.74	110.2	10.7
Navarra, Comunidad Foral de	2,068.09	105.2	-3.1	18.55	116.5	12.4
País Vasco	2,065.91	93.7	-8.4	20.13	111.0	11.0
Rioja, La	1,654.55	94.4	-11.0	15.47	111.5	6.0

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2020

Base year 2016

Other Costs

National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	638.83	99.2	-5.0	5.98	119.4	15.9
Industry	787.84	101.1	-3.7	6.69	119.5	16.3
Construction	722.70	94.2	-6.6	5.70	106.9	8.2
Services	606.52	99.3	-5.1	5.86	120.6	16.7

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	638.83	99.2	-5.0	5.98	119.4	15.9
Andalucía	574.87	96.6	-5.3	5.21	111.6	11.6
Aragón	609.02	97.9	-9.1	5.71	115.8	10.0
Asturias, Principado de	649.65	101.2	-6.5	5.84	115.0	7.9
Balears, Illes	519.48	83.4	-21.7	5.94	127.5	24.0
Canarias	505.07	88.5	-14.5	5.52	126.6	25.2
Cantabria	629.77	101.3	-5.8	5.88	124.1	15.1
Castilla y León	597.64	98.7	-2.9	5.50	114.3	15.1
Castilla - La Mancha	602.71	102.2	-6.9	5.46	118.2	7.1
Cataluña	674.49	100.0	-4.9	6.59	125.3	20.5
Comunitat Valenciana	578.61	99.8	-6.6	5.56	121.9	15.8
Extremadura	556.66	103.1	-0.4	4.87	113.3	11.7
Galicia	596.04	100.5	-4.4	5.43	118.3	13.6
Madrid, Comunidad de	733.89	100.6	-1.8	6.44	117.1	15.8
Murcia, Región de	581.15	98.1	-4.7	5.18	112.6	9.5
Navarra, Comunidad Foral de	713.87	103.6	-2.9	6.40	114.7	12.7
País Vasco	792.93	106.5	-0.3	7.72	125.9	21.0
Rioja, La	582.06	99.0	-7.8	5.44	116.7	9.7

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2020

Base year 2016

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	149.7	106.9	43.3	168.5	122.2	46.8	86.1	55.1	31.3
Industry	163.6	117.9	46.7	170.4	122.7	48.7	92.2	67.2	25.3
Construction	164.5	126.8	38.0	170.6	131.8	39.1	87.6	63.3	24.3
Services	146.2	103.5	43.1	167.9	121.2	47.1	85.7	54.2	31.8

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	149.7	106.9	43.3	168.5	122.2	46.8	86.1	55.1	31.3
Andalucía	147.2	110.4	37.3	168.4	129.1	39.7	88.3	58.1	30.5
Aragón	147.4	106.7	41.1	168.5	122.5	46.5	76.0	53.7	22.9
Asturias, Principado de	150.3	111.3	39.5	166.1	123.6	43.1	83.9	59.5	24.5
Balears, Illes	151.8	87.5	64.5	168.6	106.7	62.2	113.5	43.7	69.9
Canarias	152.9	91.6	61.6	169.7	102.4	67.6	89.5	50.7	38.9
Cantabria	151.1	107.2	44.1	168.0	121.3	46.9	83.0	50.7	32.7
Castilla y León	148.2	108.5	40.0	168.4	124.7	44.1	82.1	55.7	26.5
Castilla - La Mancha	148.3	110.5	38.3	167.2	126.3	41.6	81.5	54.9	27.0
Cataluña	149.8	102.4	48.2	169.3	117.7	52.4	83.8	50.6	33.8
Comunitat Valenciana	148.0	104.0	44.4	169.0	119.7	49.8	86.6	58.3	28.5
Extremadura	145.8	114.4	31.8	166.8	131.0	36.3	79.5	62.2	17.8
Galicia	151.1	109.8	41.8	169.3	124.2	45.7	82.9	56.1	27.0
Madrid, Comunidad de	153.2	114.0	39.6	168.8	127.5	41.7	87.3	56.9	30.6
Murcia, Región de	150.0	112.1	38.6	168.9	127.7	42.1	90.9	63.6	27.5
Navarra, Comunidad Foral de	149.2	111.5	38.4	166.9	125.1	42.4	81.4	59.0	23.0
País Vasco	146.7	102.6	44.3	164.5	116.2	48.7	78.7	51.1	27.6
Rioja, La	148.5	107.0	42.0	167.9	121.1	47.3	78.0	55.9	22.6

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2020

Base year 2016

Data adjusted for seasonal and calendar effects

Monthly labour cost per employee

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net costs	2,442.91	-8.3	2,443.02	-8.3	2,407.38	-8.3
Wages costs	1,804.08	-9.4	1,804.09	-9.4	1,767.15	-9.4
Other costs	638.83	-5.0	638.93	-5.0	640.23	-5.0

¹ Same quarter as the previous year

Hourly labour cost

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
Net costs	22.86	11.9	22.80	12.4	23.02	12.1
Wages costs	16.88	10.5	16.83	11.0	16.89	10.7
Other costs	5.98	15.9	5.97	16.4	6.13	16.1

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2020

Base year 2016

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	74,346	100.0	100.0	94.5	3.0	2.6
Industry	4,568	6.1	100.0	95.8	2.1	2.2
Construction	5,011	6.7	100.0	93.6	4.1	2.3
Services	64,767	87.1	100.0	94.4	2.9	2.6

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	74,346	100.0	100	94.5	3.0	2.6
Andalucía	12,010	16.2	100	94.5	2.3	3.2
Aragón	2,397	3.2	100	94.1	2.2	3.6
Asturias, Principado de	1,025	1.4	100	97.2	2.0	0.8
Balears, Illes	2,316	3.1	100	94.4	2.8	2.8
Canarias	2,452	3.3	100	91.4	4.3	4.3
Cantabria	651	0.9	100	95.0	2.7	2.2
Castilla y León	4,058	5.5	100	94.2	4.3	1.4
Castilla - La Mancha	1,841	2.5	100	93.1	4.1	2.9
Cataluña	12,476	16.8	100	92.6	3.8	3.6
Comunitat Valenciana	8,798	11.8	100	95.9	2.5	1.6
Extremadura	977	1.3	100	93.8	4.6	1.6
Galicia	2,766	3.7	100	94.0	4.3	1.7
Madrid, Comunidad de	16,507	22.2	100	96.7	1.7	1.7
Murcia, Región de	932	1.3	100	95.5	2.4	2.1
Navarra, Comunidad Foral de	2,626	3.5	100	96.3	1.1	2.6
País Vasco	2,201	3.0	100	93.7	3.6	2.7
Rioja, La	315	0.4	100	96.2	2.5	1.3