

16 September 2021

## **Quarterly Labour Cost Survey (QLCS) Second Quarter 2021.**

### **Main results**

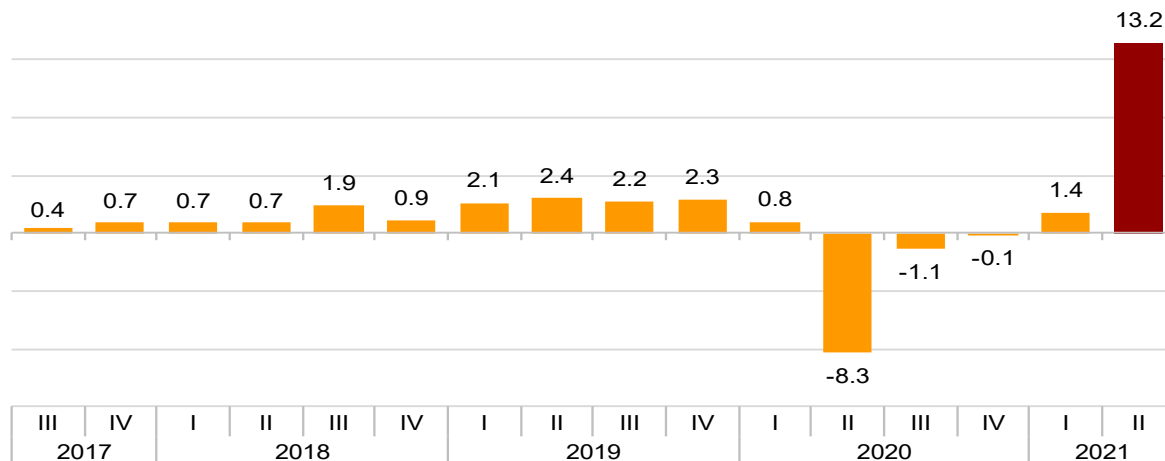
- The labour cost of companies stands at 2,766.39 euros per worker per month in the second quarter of 2021, with an increase of 13.2% as compared with the same period of 2020.
- The wage cost per worker per month increases by 14.4%, standing at an average of 2,064.37 euros. On the other hand, other costs increase by 9.9%, standing at 702.02 euros per worker per month.
- During the second quarter of 2021, the average agreed working week, considering full-time and part-time together, was 34.6 hours. Of these, 5.4 hours per week are lost, of which 2.2 are due to holidays and vacations, 1.8 hours to sick leave due to temporary disability and 1.0 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this workers affected by a Temporary Workforce Reduction Scheme (ERTE)-. The remainder of the non-worked hours (0.4) were due to other causes such as maternity or paternity, other paid leave, labour conflict, etc.
- The labour cost per effective hour decreased 5.2% in the annual rate due to the fact that the increase in hours worked was higher than that of labour costs.
- On a quarterly rate base and according to seasonal and calendar effects adjusted figures, the labour cost per worker rose by 1.3%, and the cost per effective hour by 0.5%.
- With calendar adjusted results, the annual rate per hour actually worked is –5.2%, while per worker it is 13.2%. Seasonally adjusted, the labour cost per effective hour decreased by 5.1%, while cost per worker increased by 13.0% in the second quarter of 2021 compared to the same period in 2020.
- In the second quarter of 2021, the number of vacancies is 119,212. 88.6% were in the *Services* sector.
- We should bear in mind that the annual comparisons for this quarter are made with the second quarter of 2020. During this period, the effects of the pandemic were very pronounced in the workplace.

### Labour cost by components

The labour cost per worker and month reached 2,766.39 euros for the second quarter of 2021, indicating an increase of 13.2% as compared with the same period the previous year. This increase is due to the increase in the number of hours worked during this quarter. The number of hours not worked decreased due to the reduction in sick leave due to incapacity for work and hours not worked for technical, economic, organizational, production and force majeure reasons –this includes the time not worked in the case of workers affected by the Temporary Workforce Reduction Scheme (ERTE)-.

Workers on an ERTE 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. In addition, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace. 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, 2,064.37 euros corresponded to wages and 639.28 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 delayed payments, measured in gross terms, grew by 14.4% at an annual rate, going from 1,804.08 to 2,064.37 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which varies by 15.9%.

Other costs (non-wage costs) increased by 9.9%. Their main component, compulsory Social Security contributions, increased by 11.2%. In non-salary payment variation, the decrease in direct social benefits due to the decrease in the supplements for temporary disability and partial unemployment stands out.

The labour cost per hour changed 5.2% due to a 19.4% growth in the number of effective hours of work. If seasonal and calendar effects are corrected, the estimated hourly cost variation is -5.1%.

## Labour cost per worker and month

	Euros	Rate <sup>1</sup>
Total labour cost	2,766.39	13.2
Wage cost	2,064.37	14.4
Other costs	702.02	9.9

## Wage cost per worker and month

	Euros	Rate <sup>1</sup>
Total wage cost	2,064.37	14.4
Ordinary wage cost	1,736.39	15.9

<sup>1</sup> As compared to the same quarter of the previous year

## Other costs per worker and month

	Euros	Rate <sup>1</sup>
TOTAL	702.02	9.9
Compulsory contributions	639.28	11.2
Non-wage payments	75.52	-0.3
Subsidies and allowances <sup>2</sup>	12.78	9.5

## Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	21.68	-5.2
Cost per paid hour	18.32	12.3

<sup>2</sup>Subsidies are taken out of the other costs

## Labour cost by economic sector

*Construction* had the lowest increase in labour and wage costs this quarter and the highest increase for other costs. The decrease in extraordinary and late payments is of note.

*Industry* registered the lowest rise in other costs due to the decrease in direct social benefits and other non-salary income.

*Services* showed the highest growth in total labour cost and salary.

## Labour cost per worker and month in the second quarter 2021

### Cost components

	Total labour cost		Total wage cost		Ordinary wage cost		Other costs	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2,766.39	13.2	2,064.37	14.4	1,736.39	15.9	702.02	9.9
Industry	3,224.74	11.7	2,373.53	13.1	1,961.16	15.1	851.21	8.0
Construction	2,838.95	9.1	2,034.80	8.3	1,709.09	13.1	804.15	11.3
Services	2,678.83	13.8	2,011.38	15.1	1,698.32	16.3	667.45	10.0

<sup>1</sup> As compared to the same quarter of the previous year

## Labour cost by activity sector

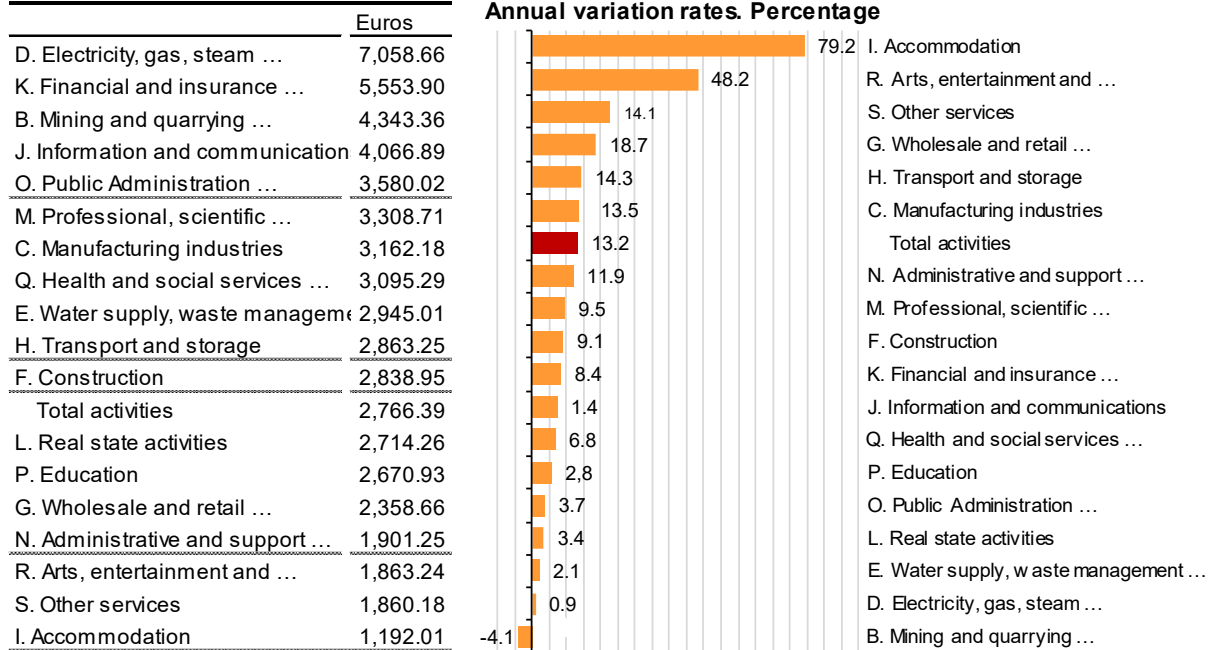
By activity sections, the growth in labour cost was higher in *Hotel, restaurants and catering, Artistic, recreational and entertainment activities and Other services*.

In turn, *Extractive Industries* was the only activity section with negative variation.

The smallest increases were registered in *Supply of electricity, gas, steam and air conditioning and Water supply, sewerage, waste management and remediation activities*.

## Labour cost by activity sector

Labour cost per worker and month



Considering the per worker labour cost components, the growth of the wage cost was higher in *Hotel, restaurants and catering, Artistic, recreational and entertainment activities* and *Other services*.

For their part, *Mining and quarrying* and *Electricity, gas, steam and air conditioning supply* registered the greatest decreases.

As for *other costs*, the sections with the greatest increases - in salaries as well - were *Hotel, restaurants and catering, Artistic, recreational and entertainment activities* and *Other services activities*.

Other costs declined only in *Real Estate Activities*. The lowest rates were in *Water supply, sewerage, waste management and remediation activities* and *Public Administration and defence; compulsory Social Security*.

## Labour cost in the second quarter 2021 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 <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2,064.37	14.4	702.02	9.9	16.18	-4.1	5.50	-8.0
B. Mining and quarrying ...	3,035.10	-9.1	1,308.26	9.8	21.01	-16.0	9.06	1.6
C. Manufacturing industries	2,325.36	15.4	836.82	8.6	16.58	-4.1	5.97	-9.7
D. Electricity, gas, steam ...	5,608.49	-1.2	1,450.17	10.3	39.58	0.7	10.24	12.5
E. Water supply, waste management ...	2,124.83	2.7	820.18	0.8	16.29	-0.8	6.29	-2.6
F. Construction	2,034.80	8.3	804.15	11.3	13.92	-6.1	5.50	-3.5
G. Wholesale and retail ...	1,732.57	19.2	626.09	17.1	12.97	-6.4	4.69	-8.0
H. Transport and storage	1,980.31	17.2	882.94	8.4	14.59	-3.2	6.51	-10.3
I. Accommodation	885.86	104.2	306.15	32.3	9.47	-3.2	3.28	-37.2
J. Information and communications	3,111.74	7.9	955.15	5.4	21.32	1.8	6.55	-0.6
K. Financial and insurance ...	4,234.43	6.1	1,319.47	16.7	29.90	4.0	9.31	14.4
L. Real state activities	2,079.79	4.6	634.47	-0.2	15.82	-10.8	4.83	-14.7
M. Professional, scientific ...	2,550.10	12.0	758.61	1.8	18.23	-0.1	5.42	-9.2
N. Administrative and support ...	1,389.73	14.3	511.52	6.1	11.88	1.9	4.37	-5.4
O. Public Administration ...	2,761.81	4.5	818.21	1.2	20.81	1.6	6.17	-1.4
P. Education	2,018.29	5.5	652.64	6.3	18.49	-4.5	5.99	-3.5
Q. Health and social services ...	2,373.19	7.8	722.10	3.6	19.38	-0.3	5.90	-4.1
R. Arts, entertainment and ...	1,436.47	58.8	426.77	21.1	15.29	-6.5	4.54	-28.6
S. Other services	1,371.32	25.0	488.86	15.9	11.72	-4.8	4.18	-11.8

<sup>1</sup>As compared to the same quarter of the previous year

Regarding the wage cost per hour worked, the sections registering the highest increases were *Financial and insurance activities, Administrative activities and support service activities and Information and communications*.

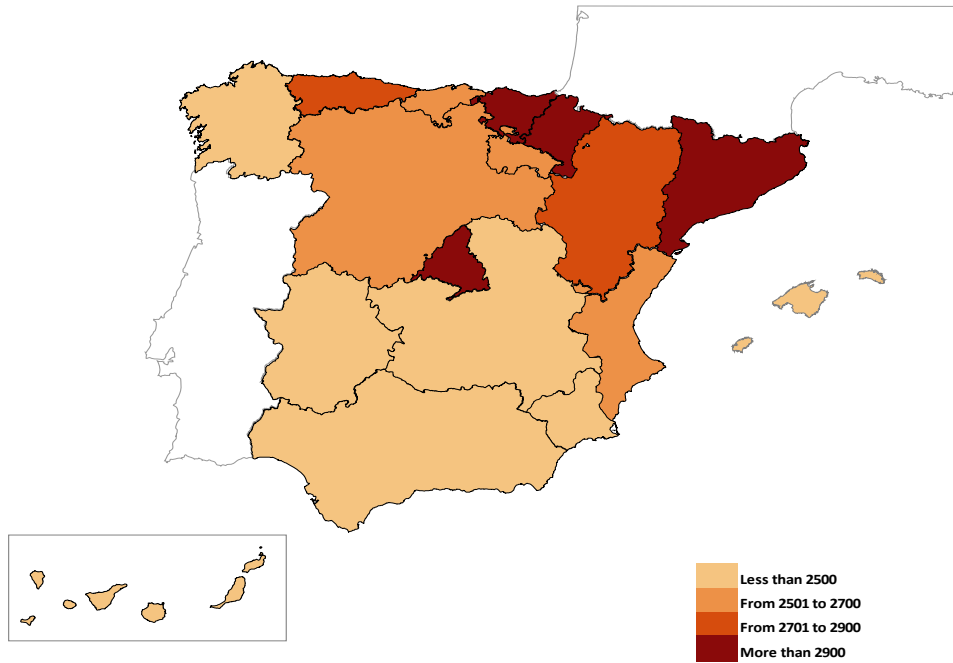
On the other hand, the most pronounced decreases were in *Mining and quarrying, Real Estate activities and Artistic, recreational and entertainment activities*.

As for *other costs*, the sections with the highest annual increases were *Financial and insurance activities, Electricity, gas, steam and air conditioning supply and the Mining and quarrying*.

The lowest rates were in *Hotel, restaurants and catering, Artistic, recreational and entertainment activities and Other service activities*.

### Labour cost by Autonomous Community

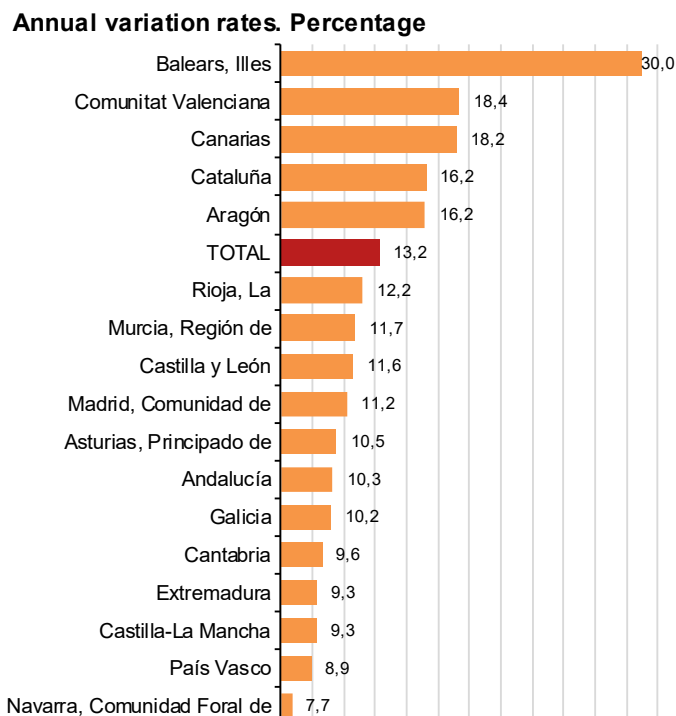
The labour cost in Comunidad de Madrid (13) and País Vasco (16) exceeded the national average by more than 300 euros. In Extremadura and Canarias, said cost was more than 400 euros lower than the average.



Regarding the annual cost increase, *Illes Balears*, *Comunitat Valenciana* and *Canarias* showed the highest rates. On the other hand, *Comunidad Foral de Navarra*, *País Vasco* and *Castilla-La Mancha* registered the lowest increases.

### Labour cost by Autonomous Community

Labour cost per worker and month	Euros
Madrid, Comunidad de	3,298.66
País Vasco	3,114.41
Navarra, Comunidad Foral	2,996.56
Cataluña	2,967.78
Asturias, Principado de	2,872.71
<b>TOTAL</b>	<b>2,766.39</b>
Aragón	2,728.13
Cantabria	2,584.99
Comunitat Valenciana	2,525.76
Castilla y León	2,511.06
Rioja, La	2,509.67
Galicia	2,495.37
Murcia, Región de	2,494.91
Balears, Illes	2,458.88
Andalucía	2,451.24
Castilla-La Mancha	2,448.03
Extremadura	2,285.13
Canarias	2,112.00

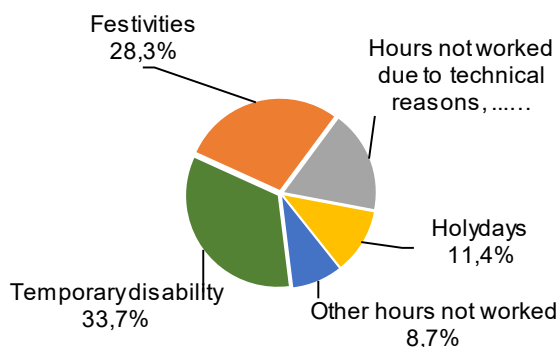


## Working time

During the second quarter of 2021, the average agreed working week, considering full-time and part-time together, was 34.6 hours. Of these, an average of 5.4 hours per week are lost, of which 2.2 are due to holidays and vacations, 1.8 hours to sick leave due to temporary disability and 1.0 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this workers affected by a Temporary Workforce Reduction Scheme (ERTE)-. The remainder of the non-worked hours (0.4) were due to other causes such as maternity or paternity, other paid leave, labour conflict, etc.

If we add overtime and subtract lost hours, the working week is reduced to 29.3 effective working hours per week.

### Non-worked hours by reason



### Distribution of the other non-worked hours

	Porcentaje
Compensated absences	4.5%
Maternity	1.9%
Other hours not worked and not paid	1.1%
Other hours not worked but paid	0.9%
Overtime compensation	0.1%
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 (16.91 euros/hour for full-time versus 11.36 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (32.8 weekly hours as compared with 17.3).

### Weekly hours<sup>1</sup>

	Effective hours	Hours lost
Total workers	29.3	5.4
Full time	32.8	6.1
Part time	17.3	3.2

<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks

### Labour cost per hour

	Euros	Rate <sup>2</sup>
Total workers	16.18	-4.1
Full time	16.91	-3.5
Part time	11.36	-5.2

<sup>2</sup> Same quarter than last year

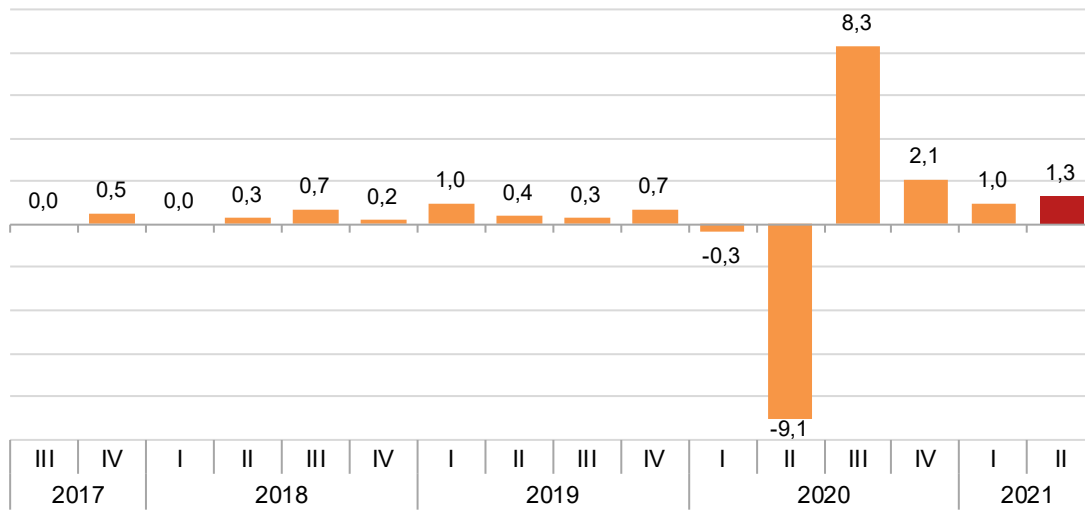
## Series adjusted for seasonal and calendar effects

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 the first quarter of 2021, the variation of the total labour cost per worker was 1.3%, after adjusting for seasonal and calendar effects.

**Labour cost per worker. Adjusted for seasonal and calendar effects**

Quarterly variation rate. Percentage

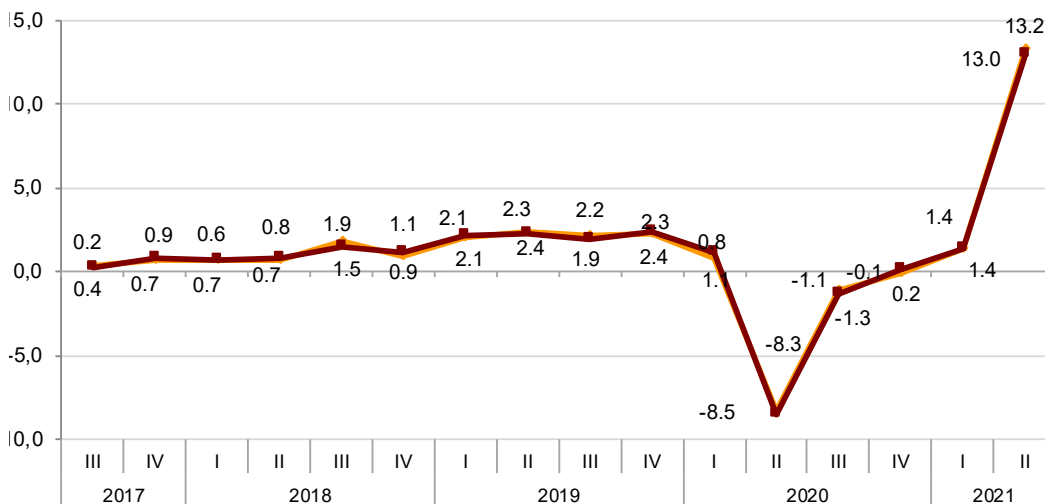


**Annual evolution of labour cost**

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 13.0%.

**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 2021, the number of vacancies stands at 119,212. Of those, 88.6% 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 2021

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	119,212	100.0	100.0	94.6	2.9	2.4
Industry	7,033	5.9	100.0	95.6	2.3	2.0
Construction	6,575	5.5	100.0	95.0	2.8	2.3
Services	105,605	88.6	100.0	94.5	3.0	2.5

## Vacancies by Autonomous Community

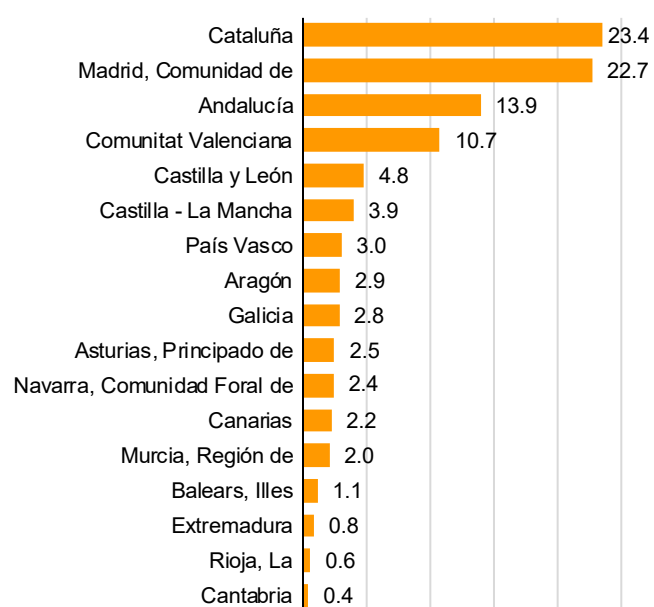
The Autonomous Communities with the largest number of vacancies in the fthis quarter were *Cataluña*, *Comunidad de Madrid* and *Andalucía*. In turn, those recording the lowest number were *Cantabria*, *La Rioja* and *Extremadura*.

*Cataluña*, the *Comunidad de Madrid* and *Andalucía* accounted for 59% of the total vacancies this quarter.

### Vacancies by Autonomous Community

	Vacancies
TOTAL	119,212
Cataluña	27,917
Madrid, Comunidad de	27,001
Andalucía	16,561
Comunitat Valenciana	12,788
Castilla y León	5,663
Castilla - La Mancha	4,684
País Vasco	3,561
Aragón	3,438
Galicia	3,342
Asturias, Principado de	2,945
Navarra, Comunidad Foral de	2,829
Canarias	2,635
Murcia, Región de	2,423
Balears, Illes	1,322
Extremadura	969
Rioja, La	663
Cantabria	471

### 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. During the second quarter of 2021 there has generally been a lower incidence of ERTE in all economic activities. This gave rise to an increase in salary costs and, to a lesser extent, other costs, as a consequence of the exemptions in social contributions. On the other hand, the hours actually worked increased more than costs in all of the most-affected economic activities, meaning that cost per hour worked has decreased.

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. In addition, as has been previously mentioned, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace.

*Hotel, restaurants and catering, Artistic, recreational and entertainment activities and Other services* are the activity sections where labour costs and hours worked increased the most. The lower proportion of the increase in other costs stood out, due to the exemptions in social contributions.

*Hotels, restaurants and catering* continued to be the activity section most affected by the situation. The increase in the total wage cost doubled compared to the same quarter of the previous year (the one most affected by the pandemic). However, if we compare with the same quarter of 2019, the salary level is still 23.6% lower.

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 give rise to different levels of impact. *Manufacturing, Construction and Wholesale and retail trade; motor vehicle and motorcycle repair*, etc. have also been affected, but to a lesser extent.

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

## **Revision and updating of data**

The data published today are final. All results are available on INEBase.

## 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>

INE statistics are produced in accordance with the Code of Good Practice for European Statistics, which is the basis for the institution's quality policy and strategy. For more information, see the section on [Quality in the INE Code of Good Practices](#) on the INE's website.

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## Quarterly Labour Cost Survey (QLCS)

### Second Quarter 2021

Base year 2016

## Total Labour Cost

### National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,766.39	108.9	13.2	21.68	109.7	-5.2
Industry	3,224.74	105.9	11.7	23.10	105.6	-5.7
Construction	2,838.95	108.3	9.1	19.42	106.5	-5.4
Services	2,678.83	109.7	13.8	21.60	111.1	-5.0

<sup>1</sup> Same quarter, previous year

### Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,766.39	108.9	13.2	21.68	109.7	-5.2
Andalucía	2,451.24	107.0	10.3	19.25	107.0	-4.4
Aragón	2,728.13	113.0	16.2	21.17	110.5	-3.8
Asturias, Principado de	2,872.71	111.7	10.5	22.61	111.1	-3.2
Balears, Illes	2,458.88	103.2	30.0	19.69	110.2	-9.0
Canarias	2,112.00	97.7	18.2	17.87	108.3	-8.5
Cantabria	2,584.99	106.4	9.6	20.26	109.5	-7.9
Castilla y León	2,511.06	108.1	11.6	20.06	108.5	-3.2
Castilla - La Mancha	2,448.03	108.3	9.3	19.22	108.5	-5.2
Cataluña	2,967.78	110.3	16.2	23.38	111.5	-6.3
Comunitat Valenciana	2,525.76	111.6	18.4	19.92	112.0	-2.9
Extremadura	2,285.13	109.0	9.3	18.13	108.5	-0.8
Galicia	2,495.37	111.0	10.2	19.50	112.3	-5.4
Madrid, Comunidad de	3,298.66	109.7	11.2	24.77	109.2	-4.8
Murcia, Región de	2,494.91	107.7	11.7	19.24	107.0	-3.4
Navarra, Comunidad Foral de	2,996.56	112.9	7.7	23.90	111.2	-4.2
País Vasco	3,114.41	105.6	8.9	25.33	104.4	-9.0
Rioja, La	2,509.67	107.2	12.2	20.25	109.3	-3.2

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### Second Quarter 2021

Base year 2016

## Wage cost

### National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,064.37	108.8	14.4	16.18	109.6	-4.1
Industry	2,373.53	104.7	13.1	17.00	104.4	-4.5
Construction	2,034.80	109.7	8.3	13.92	107.9	-6.1
Services	2,011.38	109.8	15.1	16.22	111.2	-3.9

<sup>1</sup> Same quarter, previous year

### Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	2,064.37	108.8	14.4	16.18	109.6	-4.1
Andalucía	1,801.85	106.2	9.4	14.15	106.2	-5.2
Aragón	2,034.22	113.4	17.0	15.78	110.9	-3.1
Asturias, Principado de	2,158.81	111.8	10.8	16.99	111.3	-3.0
Balears, Illes	1,846.70	105.0	34.5	14.79	112.0	-5.7
Canarias	1,547.55	97.3	20.7	13.09	107.8	-6.5
Cantabria	1,920.69	106.3	11.1	15.05	109.3	-6.6
Castilla y León	1,872.38	109.0	13.3	14.96	109.4	-1.8
Castilla - La Mancha	1,801.16	107.8	10.0	14.14	108.0	-4.5
Cataluña	2,229.06	110.5	18.6	17.56	111.8	-4.3
Comunitat Valenciana	1,852.24	110.0	19.1	14.60	110.4	-2.3
Extremadura	1,699.70	109.1	10.8	13.48	108.6	0.6
Galicia	1,852.99	112.0	11.0	14.48	113.3	-4.7
Madrid, Comunidad de	2,518.39	110.5	12.8	18.91	110.1	-3.5
Murcia, Región de	1,840.41	106.8	11.4	14.19	106.1	-3.7
Navarra, Comunidad Foral de	2,228.21	113.4	7.7	17.78	111.7	-4.2
País Vasco	2,263.59	102.7	9.6	18.41	101.5	-8.5
Rioja, La	1,866.77	106.5	12.8	15.06	108.6	-2.7

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### Second Quarter 2021

Base year 2016

## Other Costs

### National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	702.02	109.0	9.9	5.50	109.8	-8.0
Industry	851.21	109.3	8.0	6.10	108.9	-8.8
Construction	804.15	104.9	11.3	5.50	103.2	-3.5
Services	667.45	109.3	10.0	5.38	110.7	-8.2

<sup>1</sup> Same quarter, previous year

### Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	702.02	109.0	9.9	5.50	109.8	-8.0
Andalucía	649.39	109.2	13.0	5.10	109.2	-2.1
Aragón	693.91	111.6	13.9	5.39	109.3	-5.6
Asturias, Principado de	713.90	111.2	9.9	5.62	110.6	-3.8
Balears, Illes	612.18	98.3	17.8	4.90	105.2	-17.5
Canarias	564.45	98.9	11.8	4.78	109.6	-13.4
Cantabria	664.30	106.8	5.5	5.21	109.9	-11.4
Castilla y León	638.68	105.5	6.9	5.10	106.0	-7.3
Castilla - La Mancha	646.87	109.6	7.3	5.08	110.0	-7.0
Cataluña	738.72	109.6	9.5	5.82	110.6	-11.7
Comunitat Valenciana	673.52	116.1	16.4	5.32	116.7	-4.3
Extremadura	585.43	108.4	5.2	4.65	108.1	-4.5
Galicia	642.38	108.3	7.8	5.02	109.4	-7.6
Madrid, Comunidad de	780.27	107.0	6.3	5.86	106.5	-9.0
Murcia, Región de	654.50	110.4	12.6	5.05	109.8	-2.5
Navarra, Comunidad Foral de	768.35	111.5	7.6	6.12	109.7	-4.4
País Vasco	850.82	114.3	7.3	6.92	112.9	-10.4
Rioja, La	642.90	109.3	10.5	5.19	111.4	-4.6

<sup>1</sup> Same quarter, previous year

## Quarterly Labour Cost Survey (QLCS)

### Second Quarter 2021

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
<b>TOTAL</b>	150.7	127.6	23.7	168.4	142.5	26.5	88.7	75.4	13.7
Industry	164.0	139.6	25.5	170.4	144.8	26.7	92.6	80.8	12.2
Construction	164.7	146.2	19.3	170.6	151.2	20.2	90.4	82.7	7.8
Services	147.2	124.0	23.7	167.8	141.1	27.1	88.4	75.0	14.0

#### 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
<b>TOTAL</b>	150.7	127.6	23.7	168.4	142.5	26.5	88.7	75.4	13.7
Andalucía	148.5	127.3	21.6	168.7	144.5	24.7	91.6	79.0	13.0
Aragón	152.0	128.9	23.8	169.0	143.1	26.5	82.8	71.0	12.6
Asturias, Principado de	149.5	127.0	22.9	165.9	140.6	25.8	84.2	72.9	11.5
Balears, Illes	152.6	124.9	28.2	168.8	140.1	29.0	109.6	84.5	25.8
Canarias	152.2	118.2	34.4	169.4	130.0	39.7	92.9	77.2	16.0
Cantabria	150.8	127.6	23.5	167.5	141.3	26.5	87.3	75.7	11.9
Castilla y León	148.4	125.2	23.6	168.1	142.4	26.1	84.9	69.9	15.5
Castilla - La Mancha	150.3	127.4	23.5	167.5	141.8	26.3	85.2	72.4	13.2
Cataluña	150.6	126.9	24.5	169.1	142.6	27.4	85.3	71.4	14.3
Comunitat Valenciana	149.1	126.8	23.0	168.7	143.0	26.4	87.2	75.9	12.2
Extremadura	145.1	126.1	19.4	166.5	144.3	22.5	78.3	68.9	9.7
Galicia	151.2	128.0	23.7	169.6	143.3	26.9	82.9	71.1	12.2
Madrid, Comunidad de	154.6	133.2	21.9	168.8	145.4	23.9	93.6	80.9	13.2
Murcia, Región de	150.6	129.7	21.5	168.8	144.9	24.4	95.1	83.4	12.4
Navarra, Comunidad Foral de	148.2	125.4	23.5	166.5	140.7	26.4	82.2	70.2	12.8
País Vasco	148.8	122.9	26.2	164.5	136.0	28.9	82.7	68.1	14.9
Rioja, La	148.1	123.9	24.7	167.8	139.5	28.8	82.2	71.7	11.1

## Quarterly Labour Cost Survey (QLCS)

### Second Quarter 2021

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 <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	2,766.39	13.2	2,766.54	13.2	2,713.35	13.0
Wages costs	2,064.37	14.4	2,064.39	14.4	2,009.10	14.1
Other costs	702.02	9.9	702.15	9.9	704.25	9.9

<sup>1</sup> Same quarter as the previous year

#### Hourly labour cost

	Original data		Adjusted for calendar effects		Adjusted for seasonal effects	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
Net costs	21.68	-5.2	21.61	-5.2	21.94	-5.1
Wages costs	16.18	-4.1	16.13	-4.2	16.28	-4.0
Other costs	5.50	-8.0	5.48	-8.1	5.66	-8.0

<sup>1</sup> Same quarter as the previous year



## Quarterly Labour Cost Survey (QLCS)

### Second Quarter 2021

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	119,212	100.0	100.0	94.6	2.9	2.4
Industry	7,033	5.9	100.0	95.6	2.3	2.0
Construction	6,575	5.5	100.0	95.0	2.8	2.3
Services	105,605	88.6	100.0	94.5	3.0	2.5

### 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	119,212	100.0	100	94.6	2.9	2.4
Andalucía	16,561	13.9	100	92.4	3.8	3.8
Aragón	3,438	2.9	100	94.6	2.5	2.8
Asturias, Principado de	2,945	2.5	100	94.9	4.0	1.2
Balears, Illes	1,322	1.1	100	91.3	6.3	2.5
Canarias	2,635	2.2	100	95.7	1.9	2.4
Cantabria	471	0.4	100	92.7	4.0	3.3
Castilla y León	5,663	4.8	100	95.5	2.3	2.2
Castilla - La Mancha	4,684	3.9	100	94.0	3.1	2.8
Cataluña	27,917	23.4	100	95.3	2.6	2.2
Comunitat Valenciana	12,788	10.7	100	96.2	2.0	1.8
Extremadura	969	0.8	100	92.7	4.7	2.6
Galicia	3,342	2.8	100	93.3	3.9	2.8
Madrid, Comunidad de	27,001	22.7	100	96.1	2.3	1.7
Murcia, Región de	2,423	2.0	100	96.2	1.9	1.8
Navarra, Comunidad Foral de	2,829	2.4	100	97.2	0.6	2.2
País Vasco	3,561	3.0	100	94.0	3.1	3.0
Rioja, La	663	0.6	100	96.7	1.6	1.7