

15 September 2023

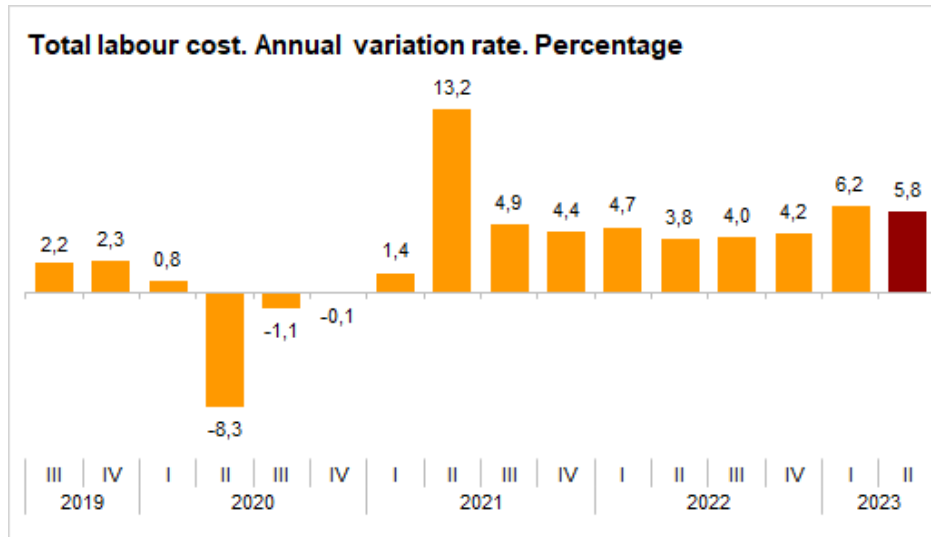
Quarterly Labour Cost Survey (QLCS) Second quarter 2023

Main results

- The labour cost of companies stands at 3,037.52 euros per worker per month in the second quarter, with a variation rate of 5.8% as compared with the same period in 2022.
- The wage cost per worker per month increases by 5.0%, standing at an average of 2,262.63 euros. On the other hand, other costs increase by 8.0%, standing at 774.89 euros per worker per month.
- During the second quarter, the average agreed-upon working week, including both full-time and part-time was 34.8 hours. Of these, 4.9 hours per week are lost, most of which (2.5) were due to vacations and public holidays.
- The labour cost per effective hour rises by 6.5% in the annual rate, as a consequence of the 0.7% growth in hours worked.
- In the quarterly rate, and with calendar adjusted data and deseasonalised, the rate of the labour cost per worker is 1.2%. And the cost per effective hour is 1.5%.
- In the annual rate, and with calendar adjusted results and deseasonalised, the labour cost per effective hour increases by 5.6%, while per worker it increases by 5.9%.
- The number of vacancies was 148,091 in the second quarter. Of these, 88.5% are in the *Services* sector.

Labour cost by components

The labour cost per worker per month reached 3,037.52 euros in the second quarter of 2023, which is an increase of 5.8% as compared with the same period of the previous year.



Of the total cost per worker and month, incurred by an employer for the use of labour, wages and salaries accounted for 2,262.63 euros and compulsory social insurance contributions accounted for 717.58 euros. The rest corresponded to compensations, social benefits, etc.

The cost of wages and salaries, which includes base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, rose by 5.0% at an annual rate, going from 1,952.37 to 2,262.63 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 5.5%.

Other costs (non-wage costs) increased by 8.0%. Their main component, compulsory social insurance contributions, increased by 7.8%. In the variation of non-salary income, the increase in severance payments is noteworthy.

The hourly labour cost increased by 6.5% due to a 0.7% increase in the number of effective working hours. After removing this and the calendar effect, the estimated variation in the hourly cost is around 5.6%.

Labour cost per worker and month

	Euros	Rate ¹
Total labour cost	3.037,52	5,8
Wage cost	2.262,63	5,0
Other costs	774,89	8,0

Wage cost per worker and month

	Euros	Rate ¹
Total wage cost	2.262,63	5,0
Ordinary wage cost	1.907,68	5,5

Other costs per worker and month

	Euros	Rate ¹
TOTAL	774,89	8,0
Compulsory contributions	717,58	7,8
Non-wage payments	72,68	9,1
Subsidies and allowances ²	15,37	7,0

Cost per hour

	Euros	Rate ¹
Cost per effective hour	23,22	6,5
Cost per paid hour	20,02	5,5

¹ As compared to the same quarter of the previous year. ² Subsidies are taken out of the other costs.

Labour cost by economic sector

Construction presented the smallest increases in the main cost components, except ordinary wage cost. The difference between the regular and total wage bill in the latter sector is due to the drop in extraordinary payments.

Industry presents an increase of 5.1% in labour costs and 4.1% in the cost of wages and salaries this quarter. In the variation of other costs, the increase in severance payments is noteworthy.

The largest increases in the cost of labour and its main components were recorded in *Services*.

Labour cost per worker and month in the second quarter 2023

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	3.037,52	5,8	2.262,63	5,0	1.907,68	5,5	774,89	8,0
Industry	3.524,20	5,1	2.603,57	4,1	2.130,68	4,5	920,63	8,1
Construction	3.064,29	2,2	2.195,86	0,6	1.832,83	4,6	868,43	6,5
Services	2.953,49	6,3	2.210,24	5,6	1.875,77	5,8	743,25	8,1

¹ As compared to the same quarter of the previous year.

Labour cost by activity sector

By activity sections, the growth in labour costs was highest in *Mining and Drilling Industries, Hotel, restaurants and catering, and Administrative and support service activities*.

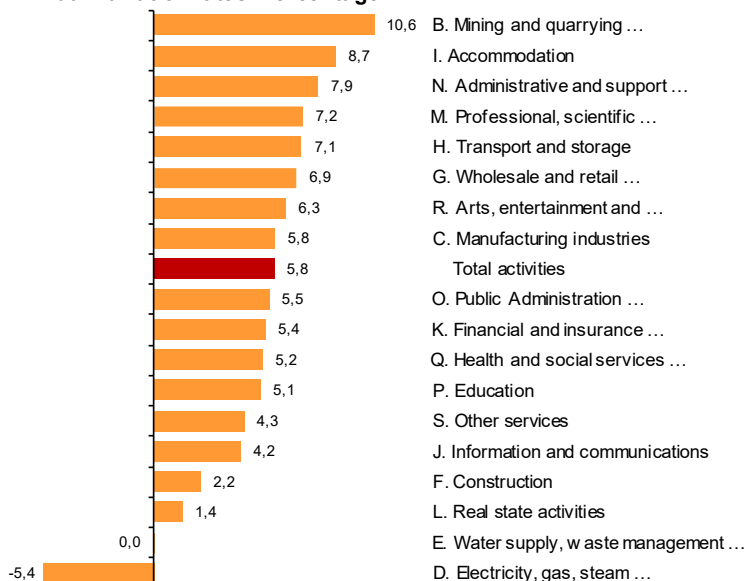
In contrast, the cost fell in *Supply of Electricity, gas, steam and air conditioning*, was unchanged in *Water supply, sewerage, waste management and remediation activities*, and registered the lowest rate in *Real Estate Activities*.

Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	6.968,91
K. Financial and insurance ...	5.564,58
B. Mining and quarrying ...	4.575,90
J. Information and communication	4.295,59
O. Public Administration ...	3.974,23
M. Professional, scientific ...	3.634,14
C. Manufacturing industries	3.462,61
E. Water supply, waste managem	3.312,16
Q. Health and social services ...	3.248,29
H. Transport and storage	3.180,38
L. Real state activities	3.091,63
F. Construction	3.064,29
Total activities	3.037,52
P. Education	2.949,36
G. Wholesale and retail ...	2.641,99
R. Arts, entertainment and ...	2.149,05
N. Administrative and support ...	2.118,92
S. Other services	2.108,14
I. Accommodation	1.843,45

Annual variation rates. Percentage



Considering the per worker labour cost components, wage cost growth is highest in *Administrative and support service activities, Hotel, restaurants and catering, and Transport and warehousing.*

Supply of electricity, gas, steam and air conditioning and Water supply, sewerage, waste management and remediation activities saw decreases in their labour costs.

As for other costs, the sections with the greatest increases are *Mining and quarrying, Hospitality and Other services and Art, recreation and entertainment activities.*

Real estate activities present a negative rate, and *Financial and insurance activities and Supply of electricity, gas, steam and air conditioning* recorded the smallest increases.

Labour cost in the second quarter 2023 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	2.262,63	5,0	774,89	8,0	17,30	5,8	5,92	8,6
B. Mining and quarrying ...	3.146,51	2,7	1.429,39	33,3	21,75	3,5	9,88	34,2
C. Manufacturing industries	2.557,63	5,1	904,98	8,0	18,04	6,2	6,38	9,1
D. Electricity, gas, steam ...	5.536,95	-7,4	1.431,96	3,4	39,16	-6,8	10,13	4,1
E. Water supply, waste management ...	2.397,78	-2,1	914,38	6,1	18,31	-0,4	6,98	7,9
F. Construction	2.195,86	0,6	868,43	6,5	15,03	1,4	5,94	7,4
G. Wholesale and retail ...	1.950,30	6,1	691,69	9,0	14,44	6,9	5,12	9,9
H. Transport and storage	2.225,32	7,2	955,06	7,0	16,09	8,4	6,91	8,3
I. Accommodation	1.339,04	7,7	504,41	11,5	10,89	6,2	4,11	10,2
J. Information and communications	3.267,94	2,5	1.027,65	9,7	22,40	3,7	7,04	10,9
K. Financial and insurance ...	4.346,26	6,4	1.218,32	1,8	30,81	7,7	8,64	3,1
L. Real state activities	2.378,48	5,7	713,15	-10,8	17,24	5,3	5,17	-11,0
M. Professional, scientific ...	2.773,90	6,3	860,24	10,1	19,64	6,6	6,09	10,5
N. Administrative and support ...	1.543,13	7,8	575,79	8,2	12,75	7,8	4,75	8,0
O. Public Administration ...	3.030,34	4,0	943,89	10,8	22,85	4,7	7,11	11,6
P. Education	2.219,83	4,5	729,53	7,2	20,18	5,3	6,63	8,0
Q. Health and social services ...	2.482,53	5,2	765,76	5,3	20,79	7,6	6,41	7,7
R. Arts, entertainment and ...	1.622,60	4,9	526,45	11,0	15,14	3,6	4,92	9,8
S. Other services	1.566,80	3,7	541,34	6,2	12,69	6,3	4,38	8,7

¹ As compared to the same quarter of the previous year.

In terms of the wage cost per hour worked, the sections with the largest increases are *Transport and storage, Administrative and support service activities, and Financial and insurance activities.*

In contrast, *Supply of electricity, gas, steam and air conditioning; Water supply, sewerage, waste management and remediation activities* present negative rates.

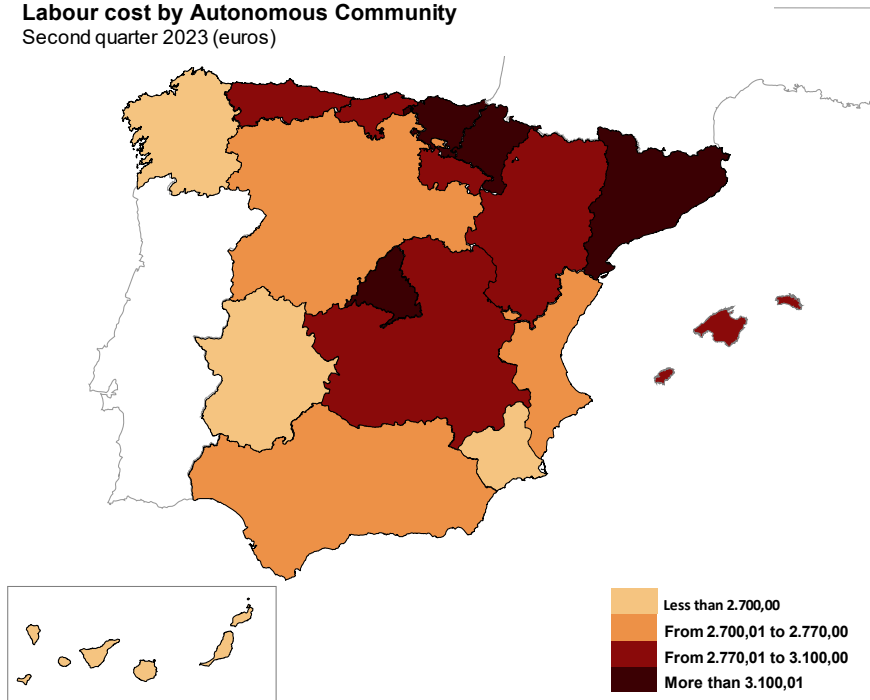
With regard to other costs per hour worked, the sections that recorded the greatest annual increases were *Mining and Quarrying Industries, Public administration and defence and Information and communications.*

In turn, the lowest rates were in *Real Estate Activities, Financial and Insurance Activities and Supply of electricity, gas, steam and air conditioning.*

Labour cost by Autonomous Community

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

Labour cost by Autonomous Community
Second quarter 2023 (euros)

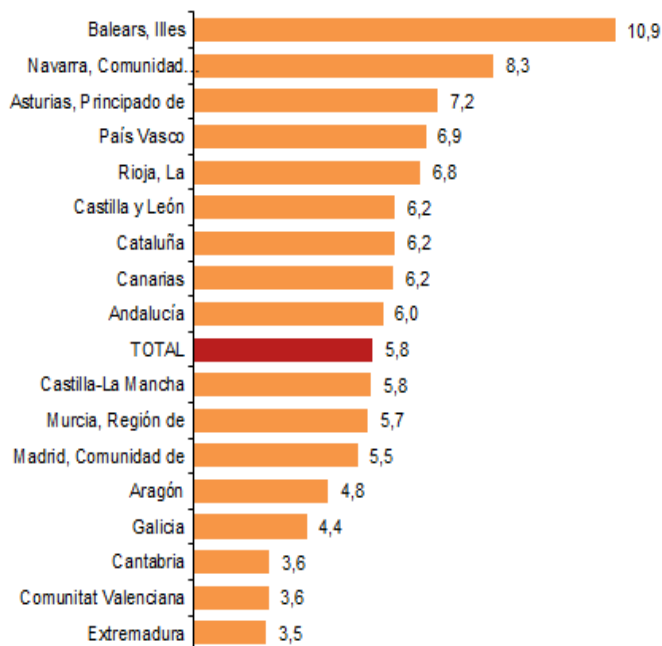


In terms of annual cost growth, Illes Balears, Comunidad Foral de Navarra and Principado de Asturias present the highest rates. In contrast, Extremadura, Comunitat Valenciana and Cantabria recorded the smallest increases.

Labour cost by Autonomous Community

Labour cost per worker and month	Euros
Madrid, Comunidad de	3.562,11
País Vasco	3.378,51
Navarra, Comunidad Foral	3.334,06
Cataluña	3.313,74
Asturias, Principado de	3.051,95
TOTAL	3.037,52
Aragón	2.945,28
Balears, Illes	2.930,52
Rioja, La	2.805,38
Cantabria	2.782,90
Castilla-La Mancha	2.776,94
Castilla y León	2.752,58
Andalucía	2.709,54
Comunitat Valenciana	2.701,96
Galicia	2.686,85
Murcia, Región de	2.670,79
Canarias	2.584,31
Extremadura	2.409,17

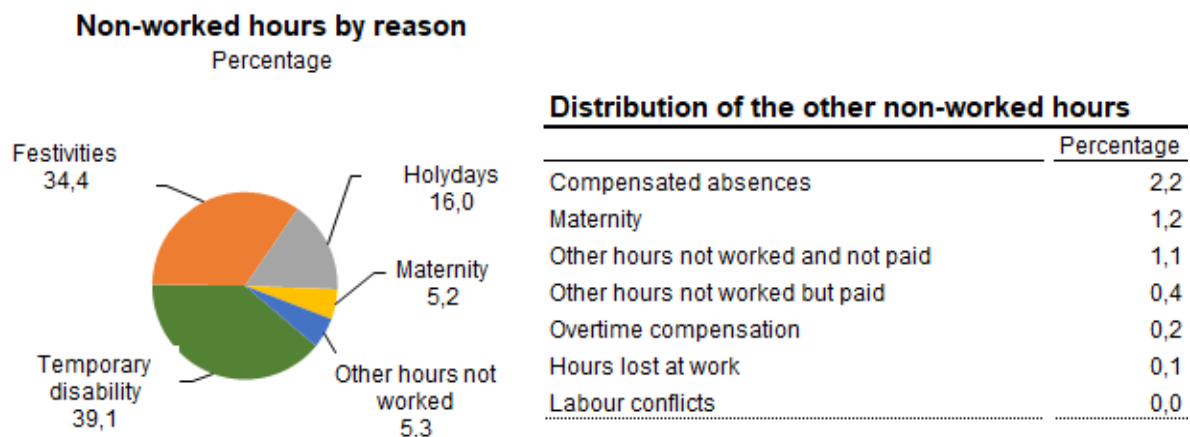
Annual variation rates. Percentage



Working time

During the second quarter, the average agreed-upon working week, including both full-time and part-time was 34.8 hours. Of these, 4.9 hours a week are lost on average, most of them (2.5) due to holidays and vacations, 1.9 hours were due to sick leave due to incapacity for work, and 0.3 to maternity or paternity. The rest of the hours not worked (0.3) are due to other causes, such as other paid leave, labour conflicts, and technical, economic, organizational, production and/or force majeure reasons –this includes the time not worked in the case of workers affected by the Temporary Workforce Reduction Scheme (ERTE)-, etc.

If we add overtime and subtract lost hours, the working week is reduced to 30.1 effective working hours.



By type of working day, the wage difference between full-time and part-time workers is 5.84 euros per hour (18.12 euros/hour for full-time versus 12.28 euros/hour for part-time).

Regarding work time, full-time workers almost double the actual working hours of part-time workers (33.4 hours per week compared to 18.8 hours per week).

Weekly hours¹

	Effective hours	Hours lost
Total workers	30,1	4,9
Full time	33,4	5,5
Part time	18,8	2,7

¹A month is considered to have 4.35 weeks.

Labour cost per hour

	Euros	Rate ²
Total workers	17,30	5,8
Full time	18,12	5,8
Part time	12,28	6,2

²As compared to the same quarter of the previous year

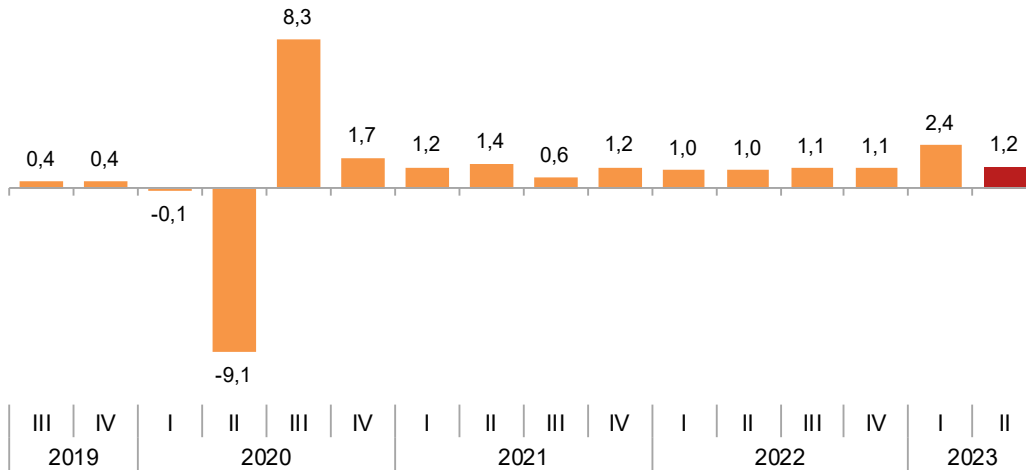
Series adjusted for seasonal and calendar effects

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 third quarter of 2023, the variation of the total labour cost per worker was 1.2%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

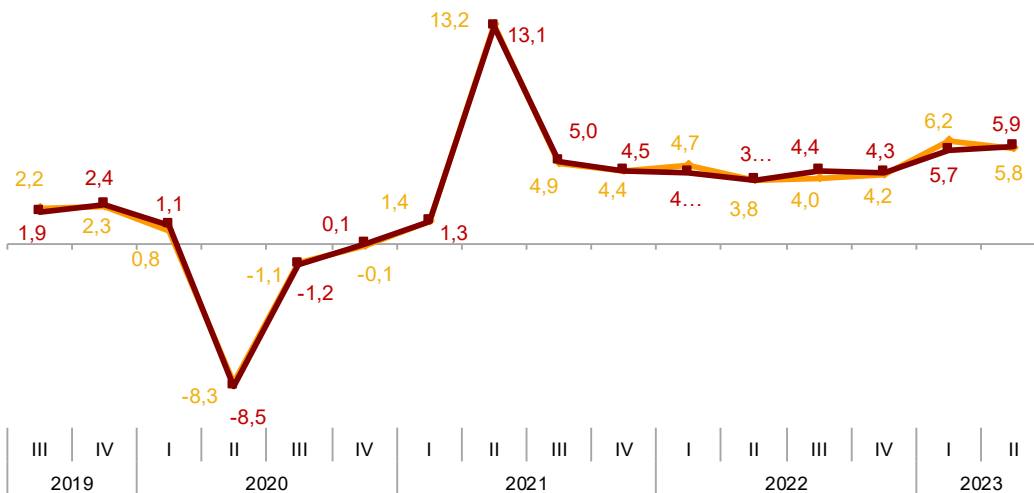


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 5.9%.

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 2023 the number of vacancies stands at 148,091. Of those, 88.5% are in the *Services* sector.

Most of the units interviewed answered that they do not have vacancies to be filled this quarter because they do not need additional workers.

Vacancies by sector in the second quarter 2023

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	148.091	100,0	100,0	93,5	3,9	2,6
Industry	9.007	6,1	100,0	93,6	3,5	2,9
Construction	8.084	5,5	100,0	92,4	4,4	3,2
Services	131.000	88,5	100,0	93,6	3,9	2,5

Vacancies by Autonomous Community

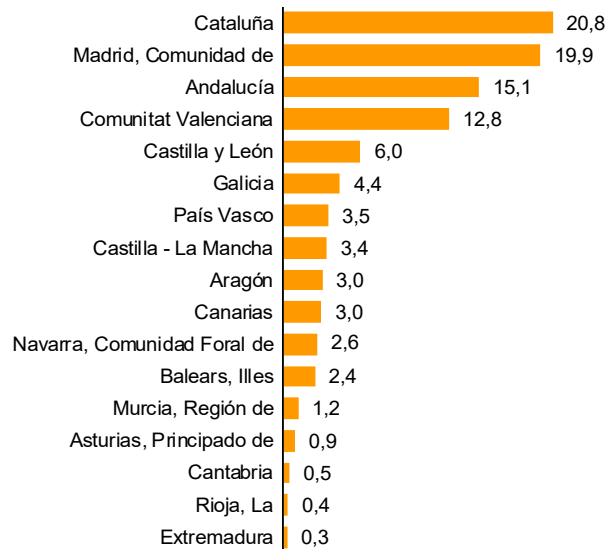
The Autonomous Communities with the largest number of vacancies in this quarter are Cataluña, Comunidad de Madrid and Andalucía. In turn, those recording the lowest number are Extremadura, La Rioja and Cantabria.

Cataluña, Comunidad de Madrid and Andalucía accounted for 55% of the total vacancies.

Vacancies by Autonomous Community

	Vacancies
TOTAL	148.091
Cataluña	30.800
Madrid, Comunidad de	29.424
Andalucía	22.402
Comunitat Valenciana	18.961
Castilla y León	8.877
Galicia	6.515
País Vasco	5.136
Castilla - La Mancha	4.954
Aragón	4.448
Canarias	4.366
Navarra, Comunidad Foral de	3.884
Balears, Illes	3.608
Murcia, Región de	1.705
Asturias, Principado de	1.326
Cantabria	693
Rioja, La	561
Extremadura	430

Percent distribution



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: 2020.

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 in 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 2023

Base year 2020

Total Labour Cost

National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	3.037,52	118,1	5,8	23,22	106,3	6,5
Industry	3.524,20	115,6	5,1	24,99	105,8	6,2
Construction	3.064,29	115,6	2,2	20,97	108,8	3
Services	2.953,49	119	6,3	23,09	106,3	6,9

¹ Same quarter, previous year

Autonomic results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	3.037,52	118,1	5,8	23,22	106,3	6,5
Andalucía	2.709,54	117,8	6,0	20,63	106,2	5,5
Aragón	2.945,28	119,6	4,8	22,69	108,3	6,8
Asturias, Principado de	3.051,95	115,0	7,2	24,09	106,4	7,2
Balears, Illes	2.930,52	130,4	10,9	21,24	104,6	10,9
Canarias	2.584,31	129,2	6,2	19,61	106,1	6,6
Cantabria	2.782,90	111,9	3,6	21,47	103,9	4,4
Castilla y León	2.752,58	116,7	6,2	21,37	106,7	6,1
Castilla - La Mancha	2.776,94	119,2	5,8	21,41	111,1	6,0
Cataluña	3.313,74	122,2	6,2	25,34	108,1	7,1
Comunitat Valenciana	2.701,96	117,9	3,6	20,79	106,7	5,3
Extremadura	2.409,17	114,7	3,5	18,84	106,7	5,3
Galicia	2.686,85	113,8	4,4	20,54	104,9	4,2
Madrid, Comunidad de	3.562,11	115,9	5,5	26,61	106,0	6,5
Murcia, Región de	2.670,79	114,2	5,7	20,75	106,8	6,4
Navarra, Comunidad Foral de	3.334,06	116,2	8,3	25,87	106,1	10,3
País Vasco	3.378,51	110,5	6,9	27,56	100,9	10,0
Rioja, La	2.805,38	120,3	6,8	21,82	110,5	8,1

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2023

Base year 2020

Wage cost

National results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.262,63	118,9	5	17,3	107,1	5,8
Industry	2.603,57	116,7	4,1	18,46	106,8	5,2
Construction	2.195,86	116,5	0,6	15,03	109,5	1,4
Services	2.210,24	119,7	5,6	17,28	106,9	6,3

¹ Same quarter, previous year

Autonomic results

	Monthly wage cost per employee			Hourly wage cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	2.262,63	118,9	5,0	17,30	107,1	5,8
Andalucía	2.005,54	118,5	5,6	15,27	106,9	5,1
Aragón	2.187,02	120,7	4,3	16,85	109,2	6,2
Asturias, Principado de	2.291,92	116,3	6,6	18,09	107,5	6,7
Balears, Illes	2.164,38	131,0	10,9	15,69	105,2	10,9
Canarias	1.870,77	129,7	4,1	14,20	106,6	4,6
Cantabria	2.069,57	113,3	2,7	15,97	105,2	3,5
Castilla y León	2.044,65	117,5	5,8	15,87	107,4	5,5
Castilla - La Mancha	2.058,79	121,1	5,5	15,88	112,9	5,8
Cataluña	2.490,45	124,2	5,8	19,05	109,9	6,6
Comunitat Valenciana	1.997,75	118,7	3,5	15,37	107,4	5,2
Extremadura	1.781,61	115,8	2,7	13,93	107,7	4,5
Galicia	1.964,89	113,0	2,4	15,02	104,2	2,2
Madrid, Comunidad de	2.702,65	116,6	4,3	20,19	106,6	5,3
Murcia, Región de	1.964,81	114,1	4,3	15,26	106,6	5,0
Navarra, Comunidad Foral de	2.475,06	116,8	9,0	19,20	106,7	10,9
País Vasco	2.442,09	108,7	6,3	19,92	99,3	9,3
Rioja, La	2.085,36	121,4	6,2	16,22	111,5	7,6

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2023

Base year 2020

Other Costs

National results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	774,89	115,8	8	5,92	104,0	8,6
Industry	920,63	112,6	8,1	6,53	103,0	9,2
Construction	868,43	113,5	6,5	5,94	106,8	7,4
Services	743,25	116,9	8,1	5,81	104,3	8,8

¹ Same quarter, previous year

Autonomic results

	Monthly other costs per employee			Hourly other cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	774,89	115,8	8,0	5,92	104,0	8,6
Andalucía	704,00	115,6	7,3	5,36	104,3	6,8
Aragón	758,26	116,7	6,4	5,84	105,8	8,3
Asturias, Principado de	760,03	111,3	8,8	6,00	103,3	8,9
Balears, Illes	766,14	128,8	10,9	5,55	103,0	11,0
Canarias	713,54	127,8	12,2	5,41	104,8	12,5
Cantabria	713,33	108,0	6,4	5,50	100,4	7,2
Castilla y León	707,93	114,5	7,7	5,50	104,8	7,6
Castilla - La Mancha	718,15	114,0	6,4	5,53	106,1	6,6
Cataluña	823,29	116,6	7,6	6,29	102,9	8,4
Comunitat Valenciana	704,21	115,7	3,9	5,42	104,6	5,7
Extremadura	627,56	111,7	5,9	4,91	104,0	7,7
Galicia	721,96	115,9	10,3	5,52	107,0	10,0
Madrid, Comunidad de	859,46	113,8	9,4	6,42	104,1	10,5
Murcia, Región de	705,98	114,5	9,8	5,49	107,2	10,7
Navarra, Comunidad Foral de	859,00	114,4	6,5	6,67	104,5	8,5
País Vasco	936,42	115,5	8,6	7,64	105,4	11,7
Rioja, La	720,02	117,2	8,4	5,60	107,7	9,8

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2023

Base year 2020

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	151,4	130,8	21,2	168,5	145,2	24,0	92,8	81,7	11,9
Industry	164,8	141,0	24,8	170,5	145,6	26,0	99,5	88,5	11,9
Construction	165,6	146,1	20,3	170,6	150,3	21,2	102,2	93,3	9,0
Services	148,0	127,9	20,7	167,9	144,6	23,8	92,2	81,1	11,9

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	151,4	130,8	21,2	168,5	145,2	24,0	92,8	81,7	11,9
Andalucía	149,3	131,4	18,6	168,9	148,3	21,1	97,1	86,1	11,8
Aragón	151,6	129,8	22,6	168,3	143,5	25,7	84,4	75,0	10,5
Asturias, Principado de	147,5	126,7	21,4	165,6	141,4	24,8	84,5	75,3	9,9
Balears, Illes	154,5	138,0	17,4	167,8	147,1	21,4	131,7	122,4	10,5
Canarias	154,7	131,8	23,6	170,1	144,5	26,3	94,0	81,9	13,0
Cantabria	150,4	129,6	21,1	167,8	143,9	24,2	91,8	81,4	10,7
Castilla y León	149,0	128,8	20,5	168,1	145,1	23,4	84,2	73,8	10,7
Castilla - La Mancha	151,8	129,7	22,8	167,2	142,5	25,5	92,1	80,3	12,4
Cataluña	151,8	130,8	21,9	169,2	145,5	24,6	90,3	79,0	12,2
Comunitat Valenciana	150,8	130,0	21,5	168,9	144,9	24,6	90,3	80,0	11,2
Extremadura	147,0	127,9	19,5	167,7	145,3	22,8	85,2	75,9	9,6
Galicia	152,6	130,8	22,5	168,9	144,1	25,5	92,6	82,0	11,5
Madrid, Comunidad de	154,0	133,8	20,7	169,0	147,0	22,5	90,6	78,1	13,1
Murcia, Región de	149,9	128,7	21,8	168,6	144,2	25,0	88,5	78,0	11,4
Navarra, Comunidad Foral de	150,3	128,9	22,2	166,5	142,5	24,9	89,4	78,0	12,2
País Vasco	147,7	122,6	25,4	164,3	136,0	28,8	81,9	69,9	12,3
Rioja, La	150,1	128,6	22,1	167,2	142,6	25,1	84,4	74,8	10,6

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2023

Base year 2020

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	3.037,52	5,8	3.038,00	5,8	2.989,46	5,9
Wages costs	2.262,63	5,0	2.262,71	5,1	2.212,02	5,2
Other costs	774,89	8,0	775,29	8,0	777,44	8,0

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	23,22	6,5	23,09	5,7	23,27	5,6
Wages costs	17,30	5,8	17,20	5,0	17,24	4,9
Other costs	5,92	8,6	5,89	7,9	6,03	7,7

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Second Quarter 2023

Base year 2020

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	148.091	100,0	100,0	93,5	3,9	2,6
Industry	9.007	6,1	100,0	93,6	3,5	2,9
Construction	8.084	5,5	100,0	92,4	4,4	3,2
Services	131.000	88,5	100,0	93,6	3,9	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	148.091	100,0	100	93,5	3,9	2,6
Andalucía	22.402	15,1	100	93,1	5,0	2,0
Aragón	4.448	3,0	100	92,1	2,9	5,0
Asturias, Principado de	1.326	0,9	100	91,7	5,7	2,5
Balears, Illes	3.608	2,4	100	91,9	4,9	3,1
Canarias	4.366	3,0	100	92,9	3,9	3,2
Cantabria	693	0,5	100	92,6	3,1	4,2
Castilla y León	8.877	6,0	100	91,7	4,6	3,7
Castilla - La Mancha	4.954	3,4	100	93,5	4,0	2,5
Cataluña	30.800	20,8	100	94,4	2,6	3,1
Comunitat Valenciana	18.961	12,8	100	94,8	3,3	1,9
Extremadura	430	0,3	100	89,4	7,7	2,9
Galicia	6.515	4,4	100	95,1	3,2	1,7
Madrid, Comunidad de	29.424	19,9	100	94,5	3,6	1,9
Murcia, Región de	1.705	1,2	100	93,1	5,0	1,9
Navarra, Comunidad Foral de	3.884	2,6	100	93,5	2,1	4,3
País Vasco	5.136	3,5	100	91,4	4,9	3,7
Rioja, La	561	0,4	100	90,3	5,9	3,8