

16 December 2009

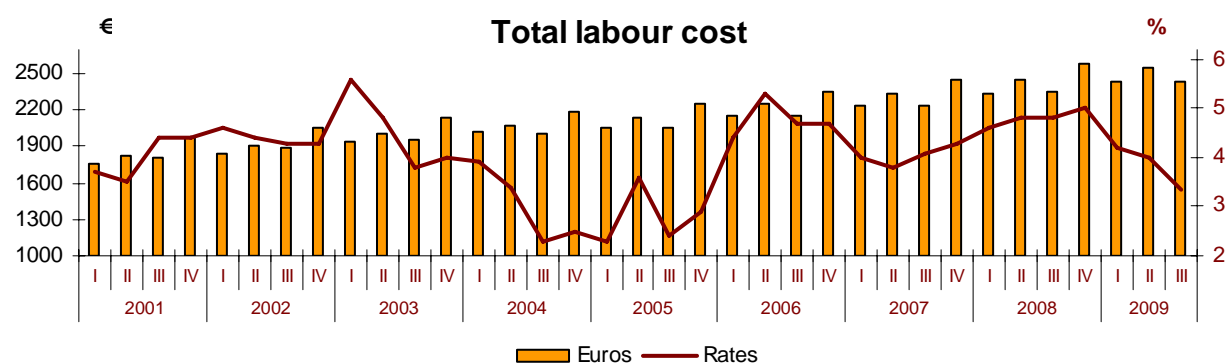
**Quarterly Labour Cost Survey (QLCS)  
Third quarter of 2009**

**Main results**

- The labour cost for companies increases 3.3% in the third quarter, as compared with the same period in 2008, standing at 2,428.69 euros. This growth rate is the lowest since the fourth quarter of 2005.
- The wage cost per worker per month, increases 3.1%, reaching an average of 1,776.25 euros, whereas other costs increase 3.9%, standing at 652.63 euros per worker per month.
- The effective day worked decreases 0.8%. Regarding the agreed working day of 35.8 hours per week, 7.4 working hours are lost weekly this quarter, on average, five of which are for holidays.
- The labour cost per effective hour worked increases 4.2%.
- The process of implementing the new National Classification of Economic Activities (CNAE-2009) will not be completed until towards the end of this year, therefore **during the four quarters of the current year, the data provided by the survey will be of a provisional nature**

## Labour cost by component

The labour cost per worker per month reached 2,428.69 euros for the third quarter of 2009, indicating an increase of 3.3% as compared with the same period the previous year. In the third quarter of 2008, the labour cost grew at a rate of 4.8%.



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,776.25 euros corresponded to wages, and 569.33 euros to Obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The main component of the total cost was the wage cost. The wage cost, which comprises base salary, salary supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 3.1% in the interannual rate, rising from 1,722.38 to 1,776.25 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which increased 3.0%.

Other costs (non-wage costs) increased 3.9%. Their main component, Obligatory Social Security contributions, grew 2.8%. Within the increase in non-wage payments, worth noting, in absolute terms, was the increase in compensation for dismissal and in direct corporate contributions (benefits complementary to Social Security, paid by the employer).

The labour cost per hour grew 4.2%. This increase, greater than that of the cost per worker, was due to a decrease of 0.8% in the number of hours effectively worked.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,428.69	3.3
Wage cost	1,776.25	3.1
Other costs	652.44	3.9

### Other costs (non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	652.44	3.9
Obligatory contributions	569.33	2.8
Non-wage payments	102.41	12.0
Subsidies and bonuses <sup>2</sup>	19.31	9.8

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,776.25	3.1
Ordinary wage cost	1,621.94	3.0

<sup>1</sup> Same quarter last year

### Hourly cost

	Euros	Rate <sup>1</sup>
Effective hourly cost	19.55	4.2
Cost per hour paid	16.44	5.0

<sup>2</sup> Subsidies are subtracted from other costs

## Labour cost by economic sector

*Construction* was the sector presenting the greatest increase in total labour cost, with growth in all its components: ordinary wages, extraordinary payments and within other costs, in particular, compensation for dismissal and end of contract payouts.

*Industry* presented the smallest growth in wage cost, mainly as a result of the high number of employment regulation orders registered in the sector. Regarding other costs, this sector presented the greatest increases in compensation for dismissal and direct corporate contributions.

In the *Services* sector, also worth noting was the increase in other costs, due to compensation for dismissal and direct corporate contributions.

## Labour cost by economic sector

	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	2,428.69	3.3	1,776.25	3.1	1,621.94	3.0	652.44	3.9
Industry	2,680.62	2.9	1,948.44	2.0	1,734.44	1.7	732.18	5.1
Construction	2,490.56	4.9	1,707.09	4.8	1,586.58	4.0	783.47	5.2
Services	2,364.44	3.5	1,748.33	3.2	1,602.28	3.2	616.11	4.3

<sup>1</sup> Same quarter last year

## Labour cost by Autonomous Community

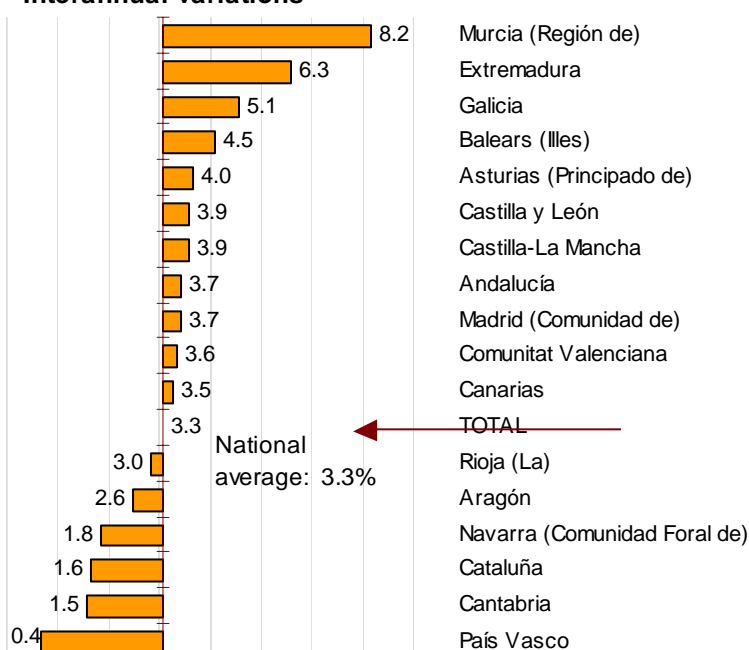
The labour cost in País Vasco and Comunidad de Madrid surpassed the national average by more than 300 euros. In Extremadura and Canarias, said labour cost was the same amount lower than the national average.

Considering the interannual growth of the cost, Región de Murcia, Extremadura and Cataluña presented the highest rates, whilst País Vasco, Cantabria and Cataluña registered the smallest increases.

### Labour cost per worker per month

	Euros
País Vasco	2,842.23
Madrid (Comunidad de)	2,783.90
Cataluña	2,534.42
Navarra (Comunidad Foral de)	2,523.20
TOTAL	2,428.69
Asturias (Principado de)	2,409.78
Aragón	2,331.55
Andalucía	2,290.10
Balears (Illes)	2,281.02
Cantabria	2,273.98
Castilla y León	2,258.66
Murcia (Región de)	2,227.14
Castilla-La Mancha	2,225.17
Rioja (La)	2,216.03
Comunitat Valenciana	2,200.03
Galicia	2,196.15
Canarias	2,115.20
Extremadura	2,081.13

### Interannual variations

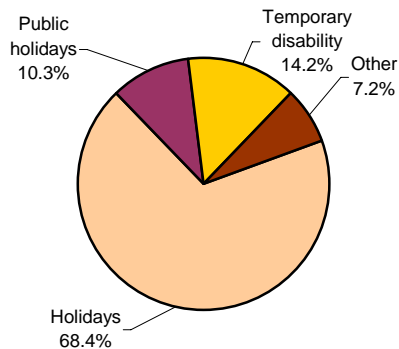


## Working time

During the third quarter of 2009, the average agreed working week, considering full-time and part-time together, was 35.8 hours. Of these, an average of 7.4 hours were lost per week, most of which were due to public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 28.6 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 workplace	3.2%
Other hours not worked and not paid	2.6%
Hours lost for technical or economic reasons	2.1%
Other hours paid but not worked	1.6%

According to the **type of working day**, the wage difference between full- and part-time workers was 4.59 euros per hour (14.73 euros/hour for full-time and 10.14 euros/hour for part-time). Regarding time worked, full-time workers practically doubled the effective hours worked by part-time workers (30.7 hours for full-time workers as compared with 17.0 hours for part-time workers).

### Hours per week<sup>1</sup>

	Effective hours	Lost hours
Total workers	28.6	7.4
Full-time	30.7	8.1
Part-time	17.0	3.5

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

### Hourly wage cost

	Euros	Rate <sup>2</sup>
Total workers	14.30	3.9
Full-time	14.73	4.5
Part-time	10.14	1.1

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

For further information see [INEbase-www.ine.es](http://INEbase-www.ine.es) All press releases at: [www.ine.es/prensa/prensa\\_en.htm](http://www.ine.es/prensa/prensa_en.htm)

**Press office:** Telephone numbers: 91 583 93 63 / 94 08 – Fax: 91 583 90 87 - [gprensa@ine.es](mailto:gprensa@ine.es)

**Information Area:** Telephone number: 91 583 91 00 – Fax: 91 583 91 58 – [www.ine.es/infoine](http://www.ine.es/infoine)

# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2009

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	2,428.69	99.9	3.3	19.55	108.6	4.2
Industry	2,680.62	99.2	2.9	21.68	112.1	4.5
Construction	2,490.56	102.0	4.9	17.94	107.1	3.3
Services	2,364.44	100.0	3.5	19.34	107.9	4.2

<sup>1</sup> 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	2,428.69	99.9	3.3	19.55	108.6	4.2
Andalucía	2,290.10	100.9	3.7	17.91	107.0	5.6
Aragón	2,331.55	97.7	2.6	19.02	107.0	3.8
Asturias (Principado de)	2,409.78	100.4	4.0	19.35	106.6	4.1
Balears (Illes)	2,281.02	99.0	4.5	16.63	98.2	3.2
Canarias	2,115.20	101.4	3.5	16.01	106.4	4.2
Cantabria	2,273.98	99.0	1.5	18.29	106.7	3.1
Castilla y León	2,258.66	101.3	3.9	18.30	108.5	5.2
Castilla-La Mancha	2,225.17	101.9	3.9	17.51	110.8	7.6
Cataluña	2,534.42	96.7	1.6	21.26	108.9	3.1
Comunitat Valenciana	2,200.03	100.3	3.6	17.62	108.8	4.3
Extremadura	2,081.13	102.5	6.3	16.22	109.8	9.2
Galicia	2,196.15	103.4	5.1	16.99	108.6	5.1
Madrid (Comunidad de)	2,783.90	99.6	3.7	22.15	108.7	2.3
Murcia (Región de)	2,227.14	103.8	8.2	18.56	114.6	8.3
Navarra (Comunidad Foral de)	2,523.20	98.2	1.8	21.66	109.6	4.6
País Vasco	2,842.23	101.0	0.4	25.48	115.4	1.9
Rioja (La)	2,216.03	98.1	3.0	18.40	107.7	2.2

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

# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2009

Base año 2008

## Wages and Salaries

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,776.25	98.7	3.1	14.30	107.3	3.9
Industry	1,948.44	98.0	2.0	15.76	110.7	3.7
Construction	1,707.09	100.2	4.8	12.30	105.4	3.3
Services	1,748.33	98.6	3.2	14.30	106.5	3.8

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

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	1,776.25	98.7	3.1	14.30	107.3	3.9
Andalucía	1,666.04	100.2	3.8	13.03	106.2	5.7
Aragón	1,706.06	96.3	3.0	13.92	105.5	4.2
Asturias (Principado de)	1,759.38	99.0	3.5	14.12	105.1	3.6
Balears (Illes)	1,658.33	97.8	3.5	12.09	97.0	2.3
Canarias	1,525.02	100.1	2.5	11.54	105.1	3.2
Cantabria	1,655.39	98.9	1.2	13.32	106.6	2.9
Castilla y León	1,658.61	100.4	3.6	13.44	107.4	4.9
Castilla-La Mancha	1,607.69	101.0	4.5	12.65	109.8	8.2
Cataluña	1,854.37	95.3	1.6	15.56	107.4	3.0
Comunitat Valenciana	1,583.73	98.8	3.5	12.68	107.2	4.2
Extremadura	1,479.79	99.1	4.2	11.54	106.3	7.1
Galicia	1,605.81	102.9	5.1	12.42	108.0	5.0
Madrid (Comunidad de)	2,056.41	97.9	2.9	16.36	106.9	1.6
Murcia (Región de)	1,618.08	103.1	8.6	13.48	113.8	8.7
Navarra (Comunidad Foral de)	1,858.83	96.9	1.3	15.95	108.1	4.1
País Vasco	2,123.87	101.0	0.5	19.04	115.4	2.0
Rioja (La)	1,628.28	97.5	3.8	13.52	107.0	3.0

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2009

Base año 2008

## Other Costs

### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	652.44	103.3	3.9	5.25	112.2	4.8
Industry	732.18	102.7	5.1	5.92	116.1	6.7
Construction	783.47	105.9	5.2	5.64	111.0	3.5
Services	616.11	103.9	4.3	5.04	112.2	5.2

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

### 2. Results by autonomous community

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate <sup>1</sup>	Euros	Index	Rate <sup>1</sup>
TOTAL	652.44	103.3	3.9	5.25	112.2	4.8
Andalucía	624.06	102.9	3.5	4.88	109.2	5.4
Aragón	625.49	101.7	1.5	5.10	111.4	2.8
Asturias (Principado de)	650.40	104.5	5.2	5.23	111.0	5.4
Balears (Illes)	622.69	102.4	7.2	4.54	101.6	5.8
Canarias	590.18	104.9	6.1	4.47	110.1	6.9
Cantabria	618.59	99.2	2.3	4.97	106.9	3.8
Castilla y León	600.05	103.9	4.9	4.86	111.5	6.1
Castilla-La Mancha	617.48	104.3	2.3	4.86	113.3	5.9
Cataluña	680.05	100.8	1.7	5.70	113.3	3.1
Comunitat Valenciana	616.30	104.3	3.8	4.94	113.0	4.7
Extremadura	601.34	112.1	11.8	4.68	119.7	14.4
Galicia	590.34	104.8	5.1	4.57	110.1	5.3
Madrid (Comunidad de)	727.49	104.6	5.9	5.79	114.2	4.5
Murcia (Región de)	609.06	105.6	7.1	5.08	117.1	7.4
Navarra (Comunidad Foral de)	664.37	101.9	3.2	5.71	114.0	6.1
País Vasco	718.36	101.0	0.0	6.44	115.4	1.6
Rioja (La)	587.75	100.0	0.9	4.88	109.7	0.0

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

# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2009

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	155.6	124.2	32	168	133.6	35.2	88.6	73.8	15
Industry	163.7	123.7	40.9	170.2	128.2	43	81.7	67.4	14.5
Construction	165.9	138.8	27.5	170.6	142.9	28.3	84.1	68.6	15.5
Services	152.3	122.3	30.7	167	133.4	34.4	89.3	74.5	15.1

### 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	155.6	124.2	32	168	133.6	35.2	88.6	73.8	15
Andalucía	154	127.9	26.7	167.1	138	29.7	89.9	78.3	11.9
Aragón	156	122.6	34.2	168.7	132.4	37.2	82.5	66	16.6
Asturias (Principado de)	154.2	124.6	30.3	166.1	133.8	32.9	79.1	65.9	13.4
Balears (Illes)	157.6	137.2	20.9	169	146.3	23.2	102.9	93.5	9.6
Canarias	159.6	132.1	27.8	170.3	140	30.6	90.1	80.7	9.7
Cantabria	155.1	124.3	31.3	168.3	134.5	34.5	83.5	69.1	14.5
Castilla y León	152.9	123.4	29.9	166.5	133.9	33.1	83	69.8	13.3
Castilla-La Mancha	155	127.1	28.4	167	136.5	31	83.4	71	12.5
Cataluña	155.3	119.2	37.1	169.1	129.1	41.1	88.1	70.9	17.5
Comunitat Valenciana	156.4	124.9	32.1	169	134.2	35.4	89.5	75.2	14.4
Extremadura	156.1	128.3	28.2	167	136.5	30.9	88.8	77.4	11.6
Galicia	157	129.3	28.3	169.4	139	31	87.2	74.4	13.1
Madrid (Comunidad de)	157.9	125.7	33.1	168	133.8	35.2	93.7	74.2	19.6
Murcia (Región de)	154.2	120	34.9	168.1	129.8	39.1	91.7	75.8	16
Navarra (Comunidad Foral de)	151.7	116.5	35.9	166.6	127.3	40.1	80.3	65	15.7
País Vasco	151	111.6	40	164.3	120.2	44.8	81.2	66.6	14.8
Rioja (La)	154.1	120.4	34.3	167.6	130	38.4	83.3	70.4	13.1