

16 December 2010

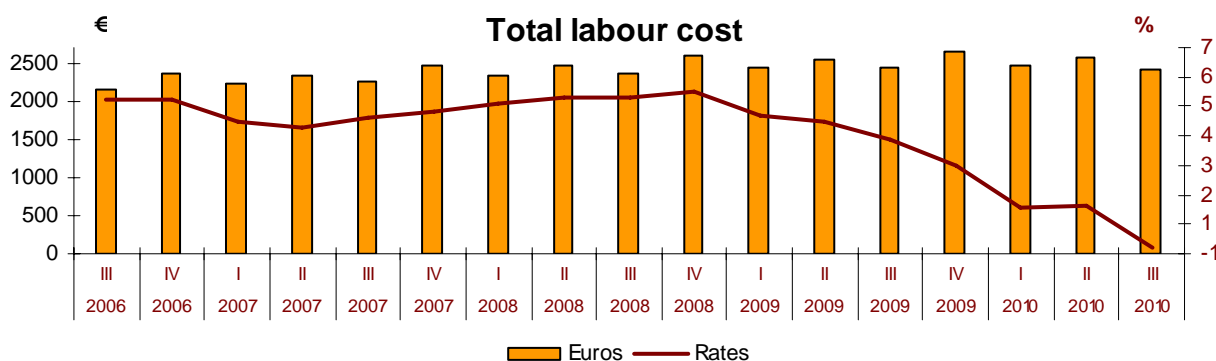
**Quarterly Labour Cost Survey (QLCS)**  
Third quarter of 2010

**Main results**

- **The labour cost of companies decreases 0.3%** in the third quarter, as compared with the same period of 2009 standing at **2,421.49 euros**. This interannual labour cost rate decrease is the first since these statistics were first carried out in the year 2000.
- **The wage cost per worker per month increases 0.1%** interannually, reaching 1,779.27 euros on average, meanwhile **other costs decrease 1.5%**, standing at 642.22 euros per worker per month. This decrease is as a result of the decrease in direct social benefits, especially compensation for dismissal.
- The **working day increases 1.1%**. The agreed working day is 35.4 hours per week. 6.7 working hours per week are lost this quarter on average, 5.2 of which are due to holidays taken and public holidays.
- The **labour cost per effective hour worked decreases 1.4%**.

## Labour cost by component

The labour cost per worker and month reached 2,421.49 euros for the third quarter of 2010, indicating an increase of 1.2% as compared with the same period of 2009. This is the first time the net interannual labour cost rate has decreased since these statistics were first carried out.



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,779.27 euros corresponded to wages, and 568.79 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The main determining factor of the total cost was its wage component, which comprised base salary, salary supplements, overtime payments, extraordinary payments and delayed payments. This wage cost measured in gross terms, increased 0.1% in the interannual rate, rising from 1,776.61 to 1,779.27 euros per worker per month. **If the variable factor is excluded from wages** (extraordinary and delayed payments), **the ordinary wage cost** is obtained, **having increased 0.1%.**

Other costs (non-wage costs) decreased 1.5%. Their main component, Obligatory Social Security contributions, decreased 0.1%. The decrease in non-wage payments was due, in particular, to compensation for dismissal and other non-wage payments (currency devaluation, wear and tear of tools, acquisition of work clothes, travel expenses and allowances, distance allowance and city transport, relocation indemnities, contract termination indemnities, etc.)

The labour cost per hour decreased 1.4%. This decrease, greater than that of the cost per worker, was due to an increase of 1.1% in the number of hours effectively worked, as a result of a decrease in hours not worked, mainly holidays, bank holidays taken and temporary incapacity.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,421.49	-0.3
Wage cost	1,779.27	0.1
Other costs	642.22	-1.5

### Other costs (non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	642.22	-1.5
Obligatory contributions	568.79	-0.1
Non-wage payments	92.57	-9.6
Subsidies and bonuses <sup>2</sup>	19.15	-0.8

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,779.27	0.1
Ordinary wage cost	1,620.35	-0.1

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

### Hourly cost

	Euros	Rate <sup>1</sup>
Effective hourly cost	19.28	-1.4
Cost per hour paid	15.66	0.6

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

## Labour cost by economic sector

Industry was the only activity sector in which the labour cost increased. Of note in this sector was the growth in ordinary wages, mainly due to the lesser impact of employment regulation orders. Other costs decreased moderately, since it was the sector in which compensations for dismissal decreased the least.

Construction was the sector presenting the greatest decrease in labour cost. Of note in this sector was the decrease in ordinary wages. Regarding other costs, this sector presented the greatest drop in compensation for dismissal.

In the Services sector the two components of labour cost also decreased. Other costs registered the greatest drop by sector, whereas the decrease in wage cost was lower than in Construction.

## 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	2,421.49	-0.3	1,779.27	0.1	1,620.35	-0.1	642.22	-1.5
Industry	2,735.53	2.1	2,005.01	2.9	1,779.39	2.6	730.52	-0.2
Construction	2,471.62	-0.9	1,695.45	-0.9	1,570.21	-1.1	776.17	-0.9
Services	2,349.41	-0.6	1,741.73	-0.4	1,592.84	-0.6	607.68	-1.3

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

## Labour cost by Autonomous Community

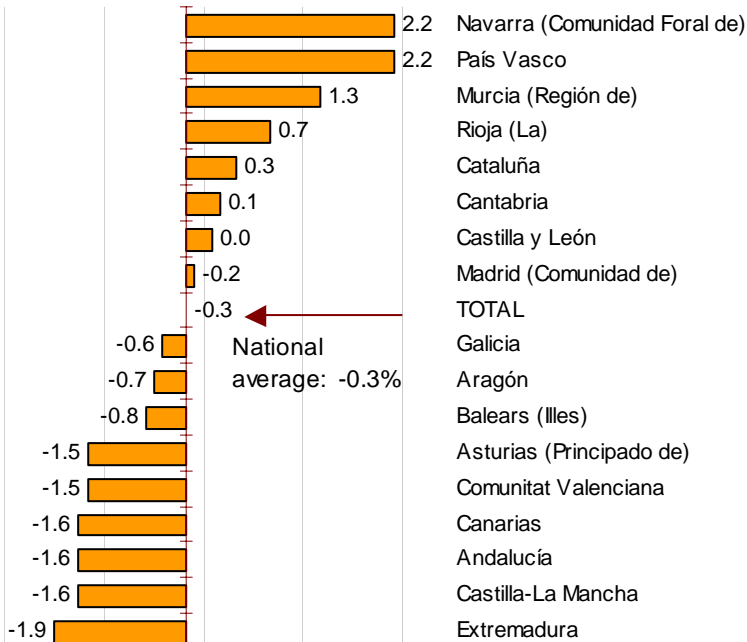
The labour cost in País Vasco and Comunidad de Madrid surpassed the national average by more than 300 euros. In Extremadura, Canarias and Comunitat Valenciana, said labour cost was the same amount lower than the national average.

Considering the interannual growth of the cost, Comunidad Foral de Navarra, País de Vasco and Región de Murcia presented the highest rates. In turn, Extremadura, Castilla-La Mancha and Andalucía registered the smallest increases.

### Labour cost per worker per month

	Euros
País Vasco	2,905.52
Madrid (Comunidad de)	2,778.43
Navarra (Comunidad Foral de)	2,579.27
Cataluña	2,541.44
TOTAL	2,421.49
Asturias (Principado de)	2,373.26
Aragón	2,314.07
Cantabria	2,276.26
Balears (Illes)	2,261.65
Castilla y León	2,259.08
Murcia (Región de)	2,255.77
Andalucía	2,255.29
Rioja (La)	2,232.61
Castilla-La Mancha	2,189.33
Galicia	2,181.91
Comunitat Valenciana	2,165.78
Canarias	2,081.47
Extremadura	2,041.61

### Interannual variations

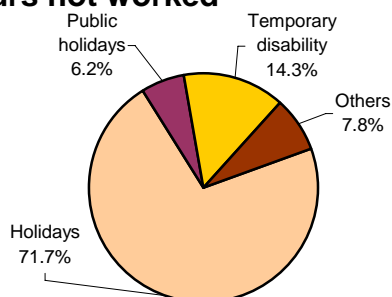


## Working time

During the third quarter of 2009, the average agreed working week, considering full-time and part-time together, was 35.4 hours (38.6 hours for the former and 20.6 for the latter). Of these, an average of 6.7 hours were lost per week, most of which were due to holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 28.9 effective hours worked.

## Hours not worked



## Other hours not worked (different reasons)

	Porcentaje
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 4.63 euros per hour (14.64 euros/hour for full-time and 10.02 euros/hour for part-time). Regarding time worked, full-time workers practically doubled the effective hours worked by part-time workers (31.3 hours for full-time workers as compared with 17.5 hours for part-time workers).

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

	Effective hours	Lost hours
Total workers	28.9	6.7
Full-time	31.3	7.5
Part-time	17.5	3.1

<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	14.17	-0.9
Full-time	14.65	-0.5
Part-time	10.02	-1.1

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

# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2010

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	2,421.49	99.6	-0.3	19.28	107.1	-1.4
Industry	2,735.53	101.2	2.1	21.43	110.8	-1.2
Construction	2,471.62	101.2	-0.9	17.60	105.1	-1.9
Services	2,349.41	99.3	-0.6	19.04	106.2	-1.6

<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	2,421.49	99.6	-0.3	19.28	107.1	-1.4
Andalucía	2,255.29	99.4	-1.6	17.70	105.7	-1.2
Aragón	2,314.07	97.0	-0.7	18.93	106.5	-0.5
Asturias (Principado de)	2,373.26	98.9	-1.5	19.20	105.8	-0.8
Balears (Illes)	2,261.65	98.2	-0.8	16.49	97.3	-0.8
Canarias	2,081.47	99.8	-1.6	15.50	103.1	-3.2
Cantabria	2,276.26	99.1	0.1	18.06	105.4	-1.3
Castilla y León	2,259.08	101.3	0.0	18.07	107.1	-1.3
Castilla-La Mancha	2,189.33	100.2	-1.6	16.74	105.9	-4.4
Cataluña	2,541.44	97.0	0.3	20.97	107.4	-1.4
Comunitat Valenciana	2,165.78	98.7	-1.5	17.54	108.3	-0.4
Extremadura	2,041.61	100.6	-1.9	16.11	109.1	-0.7
Galicia	2,181.91	102.7	-0.6	16.58	105.9	-2.4
Madrid (Comunidad de)	2,778.43	99.4	-0.2	21.54	105.7	-2.7
Murcia (Región de)	2,255.77	105.1	1.3	18.53	114.5	-0.1
Navarra (Comunidad Foral de)	2,579.27	100.4	2.2	21.62	109.4	-0.2
País Vasco	2,905.52	103.2	2.2	25.44	115.2	-0.2
Rioja (La)	2,232.61	98.9	0.7	18.77	109.9	2.0

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

# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2010

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	1,779.27	98.8	0.1	14.17	106.3	-0.9
Industry	2,005.01	100.8	2.9	15.71	110.3	-0.3
Construction	1,695.45	99.5	-0.9	12.07	103.3	-1.9
Services	1,741.73	98.3	-0.4	14.11	105.1	-1.3

<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	1,779.27	98.8	0.1	14.17	106.3	-0.9
Andalucía	1,630.03	98.0	-2.3	12.80	104.3	-1.8
Aragón	1,682.96	95.0	-1.3	13.77	104.4	-1.1
Asturias (Principado de)	1,745.05	98.2	-0.8	14.12	105.1	-0.1
Balears (Illes)	1,662.25	98.0	0.2	12.12	97.2	0.2
Canarias	1,515.83	99.5	-0.6	11.29	102.8	-2.2
Cantabria	1,655.95	98.9	0.0	13.14	105.2	-1.4
Castilla y León	1,662.63	100.6	0.2	13.30	106.3	-1.0
Castilla-La Mancha	1,595.01	100.2	-0.8	12.20	105.9	-3.6
Cataluña	1,861.86	95.7	0.4	15.36	106.0	-1.3
Comunitat Valenciana	1,578.24	98.4	-0.3	12.78	108.0	0.8
Extremadura	1,488.67	99.7	0.6	11.74	108.1	1.7
Galicia	1,594.56	102.1	-0.7	12.12	105.4	-2.4
Madrid (Comunidad de)	2,079.67	99.0	1.2	16.13	105.4	-1.3
Murcia (Región de)	1,640.04	104.5	1.4	13.47	113.7	-0.1
Navarra (Comunidad Foral de)	1,895.65	98.9	2.0	15.89	107.7	-0.4
País Vasco	2,176.60	103.5	2.4	19.05	115.5	0.1
Rioja (La)	1,616.25	96.7	-0.7	13.59	107.6	0.5

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2010

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	642.22	101.6	-1.5	5.11	109.2	-2.7
Industry	730.52	102.4	-0.2	5.72	112.2	-3.4
Construction	776.17	104.9	-0.9	5.53	109.1	-2.0
Services	607.68	102.5	-1.3	4.93	109.6	-2.2

<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	642.22	101.6	-1.5	5.11	109.2	-2.7
Andalucía	625.26	103.1	0.2	4.90	109.6	0.4
Aragón	631.11	102.6	0.9	5.16	112.4	1.2
Asturias (Principado de)	628.21	100.9	-3.4	5.08	107.9	-2.7
Balears (Illes)	599.40	98.5	-3.7	4.37	97.8	-3.7
Canarias	565.64	100.5	-4.2	4.21	103.7	-5.8
Cantabria	620.31	99.5	0.3	4.92	105.8	-1.0
Castilla y León	596.45	103.3	-0.6	4.77	109.4	-1.9
Castilla-La Mancha	594.32	100.3	-3.8	4.54	105.8	-6.6
Cataluña	679.58	100.7	0.0	5.61	111.5	-1.6
Comunitat Valenciana	587.54	99.5	-4.6	4.76	108.9	-3.4
Extremadura	552.94	103.0	-8.1	4.37	111.8	-6.6
Galicia	587.35	104.3	-0.5	4.46	107.5	-2.2
Madrid (Comunidad de)	698.76	100.5	-3.9	5.41	106.7	-6.6
Murcia (Región de)	615.73	106.8	1.2	5.06	116.6	-0.2
Navarra (Comunidad Foral de)	683.62	104.8	2.9	5.73	114.4	0.4
País Vasco	728.92	102.5	1.4	6.39	114.5	-0.9
Rioja (La)	616.36	104.9	4.9	5.18	116.4	6.1

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

# Quarterly Labour Cost Survey (QLCS)

## Third Quarter 2010

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	154.2	125.6	29.3	167.9	136	32.6	89.4	76	13.6
Industry	163.5	127.6	36.9	170.1	132.4	38.8	84.6	71.1	13.8
Construction	165.7	140.5	25.9	170.7	144.7	26.7	83.9	71.2	12.9
Services	150.9	123.4	28.1	166.9	135.7	31.9	89.9	76.5	13.7

### 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	154.2	125.6	29.3	167.9	136	32.6	89.4	76	13.6
Andalucía	152	127.4	25.1	166.9	138.8	28.6	91.9	81.1	11.2
Aragón	153.8	122.2	32.5	168.5	133.4	36.3	84.4	69.7	14.8
Asturias (Principado de)	154	123.6	31	165.6	132.6	33.6	82.3	68	14.6
Balears (Illes)	154.7	137.1	18.1	168.6	148.5	20.7	104.8	96.2	8.9
Canarias	157.1	134.3	23.2	170.4	144.8	26	83	75.5	7.9
Cantabria	154.4	126	28.9	168.1	137.2	31.5	86.2	70.6	15.7
Castilla y León	152.1	125	27.5	166.3	136.1	30.8	83.4	71.7	11.8
Castilla-La Mancha	154.1	130.8	24.1	167	141.6	26.2	87.6	74.8	13.1
Cataluña	153.9	121.2	33.5	169	132.4	37.6	87.6	72.2	15.6
Comunitat Valenciana	153.9	123.5	31	168.7	134.8	34.7	91.1	75.9	15.4
Extremadura	154.6	126.8	28.2	166.6	136.4	30.5	85.7	71.3	14.4
Galicia	156.9	131.6	25.8	169.6	141.7	28.4	87.9	76.5	11.6
Madrid (Comunidad de)	156.8	129	28.8	167.9	137.8	31.2	93.2	78.4	15.1
Murcia (Región de)	153.7	121.7	32.7	167.4	131.5	36.7	94	78.8	15.4
Navarra (Comunidad Foral de)	151.5	119.3	33	166.3	130.3	36.9	82.2	68	14.6
País Vasco	151.7	114.2	38	164.4	122.6	42.4	83.4	69.4	14.3
Rioja (La)	153.7	119	35.2	167.8	128.5	39.8	88.3	74.6	13.8