

14 December 2012

**Quarterly Labour Cost Survey (QLCS)**  
Third quarter of 2012

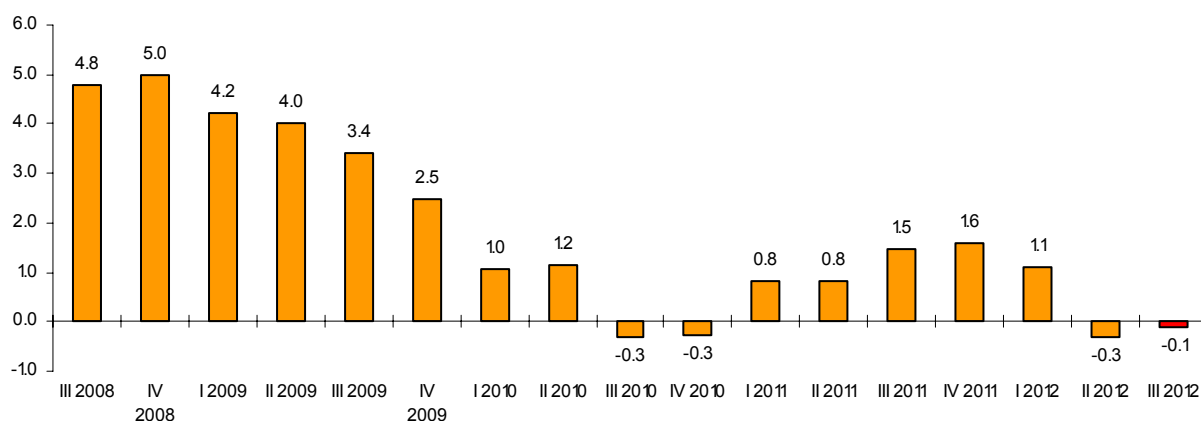
**Main results**

- **The labour cost** of companies **decreases 0.1%** in the third quarter of 2012, as compared with the same period of 2012, standing at **2,455.49 euros**.
- **The wage cost per worker per month increases 0.3%**, reaching 1,805.63 euros on average. In turn, **other costs decrease 0.9%**, standing at 649.86 euros per worker per month.
- The working day remains the same level than the previous year. This quarter, 7.2 working hours per week are lost on average, 80% of which are due to holidays taken and public holidays.
- The **labour cost per effective hour worked** remains unchanged as compared with the third quarter of 2011.

## Labour cost by component

The labour cost per worker per month reached 2,455.49 euros for the third quarter of 2012, indicating a decrease of 0.1%, as compared with the same period of 2011.

### Total labour cost. Annual variation rate



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,805.63 euros corresponded to wages and 572.25 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The wage cost, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 0.3% in annual rate, stands from 1,800.84 to 1,805.63 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which increased 0.2%.

Other costs (non-wage costs) decreased 0.9%. Their main component, obligatory Social Security contributions, decreased 0.4%, whereas non-wage payments decreased 9.3%, worth noting the increase of compensation for dismissal and other non-wage payment (contract termination indemnities, compensation payment, wear and tear of tools, work clothes, personal selection, etc.).

The labour cost per hour remained the same level than the last year.

#### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,455.49	-0.1
Wage cost	1,805.63	0.3
Other cost	649.86	-0.9

#### Other cost(non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	649.86	-0.9
Obligatory contributions	572.25	-0.4
Non-wage payments	91.71	-9.3
Subsides and bonus <sup>2</sup>	14.10	-28.6

#### Wage cost

	Euros	Rate <sup>1</sup>
Total labour cost	1,805.63	0.3
Ordinary wage cost	1,644.48	0.2

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

#### Labour cost per worker

	Euros	Rate <sup>1</sup>
Effective hourly cost	20.20	0.0
Cost per hour paid	16.10	0.7

<sup>2</sup> Subsides are subtracted of other cost

## Labour cost by economic sector

*Industry* and *Construction* presented increases in total labour cost and in their main components. In both sectors worth noting the increase in total wage. *Industry* registered the greatest increase in other costs, specially dismissal and compensation for end of contract.

In turn, the sector *Services* decreased its labour costs due to the maintenance of the total wage cost and the decrease of other costs, specially compensation for dismissal.

The increase in other costs was due highlighting compensation for dismissal.

In worth noting the decrease in total labor cost due to the drop in total wage cost, bonuses and other costs, specially.

## 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	2,455.49	-0.1	1,805.63	0.3	1,644.48	0.2	649.86	-0.9
Industry	2,847.04	1.8	2,082.45	1.0	1,834.79	0.8	764.59	4.0
Construction	2,543.53	1.0	1,748.95	1.2	1,605.10	0.4	794.58	0.7
Services	2,370.98	-0.4	1,755.73	0.0	1,610.21	0.1	615.25	-1.8

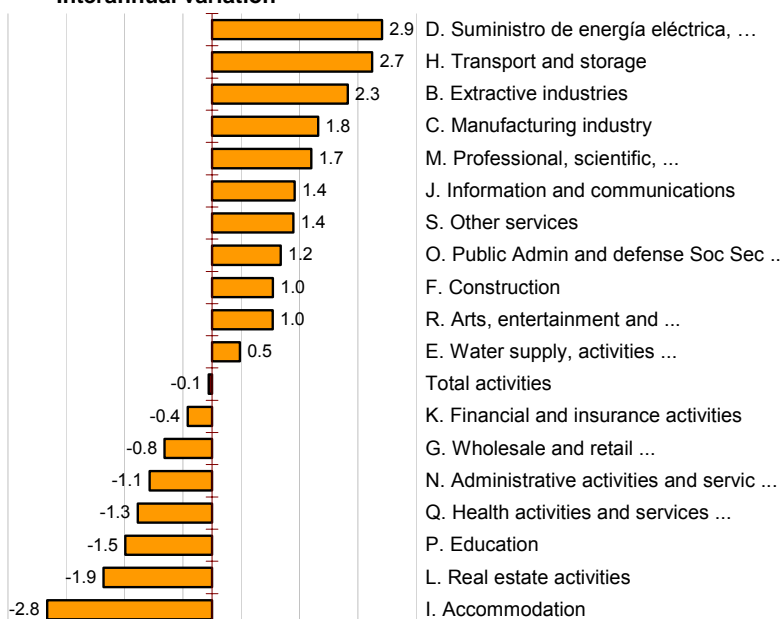
<sup>1</sup> Same quarter last year

By activity sections, was observed that the increase of the labour cost was higher in sections D, Electricity, gas, steam and air conditioning supply, H, Transport, storage and communications and B, Extractive Industries. Conversely in sections P, Education, L, Real estate activities and I, Accommodation, the labour cost registered the most important decreases.

### Labour cost per worker per month

	Euros
D. Electricity, gas, ...	5,131.82
K. Financial and insurance activities	4,544.39
J. Information and communications	3,527.74
B. Extractive industries	3,418.34
M. Professional, scientific, ...	2,826.61
C. Manufacturing industry	2,802.72
O. Public Admin and defense Soc Sec ...	2,745.31
H. Transport and storage	2,653.98
E. Water supply, activities ...	2,601.55
Q. Health activities and services ...	2,551.30
F. Construction	2,543.53
Total activities	2,455.49
P. Education	2,280.60
L. Real estate activities	2,182.32
G. Wholesale and retail ...	2,151.22
R. Arts, entertainment and ...	1,938.60
S. Other services	1,801.25
N. Administrative activities and servic ...	1,769.53
I. Accommodation	1,534.22

### Interannual variation



## Labour cost by Autonomous Community

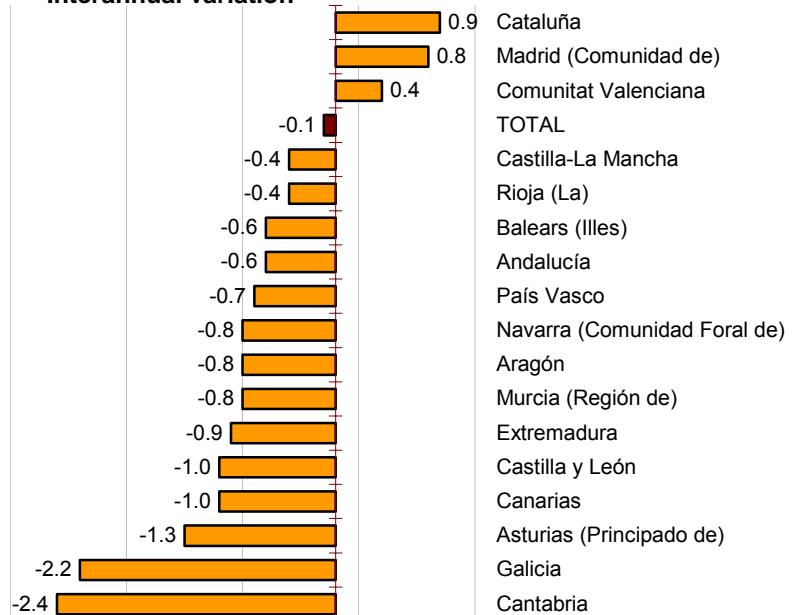
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Extremadura and Canarias said labour cost was the same amount lower than the national average.

Considering the interannual growth of this cost, Cataluña, Comunidad de Madrid and Comunitat Valenciana presented the highest rates. In turn, Cantabria, Galicia and Principado de Asturias registered the lowest decreases.

### Labour cost per worker per month

	Euros
País Vasco	2,958.35
Madrid (Comunidad de)	2,838.73
Cataluña	2,600.47
Navarra (Comunidad Foral de)	2,572.05
<b>TOTAL</b>	<b>2,455.49</b>
Asturias (Principado de)	2,380.41
Aragón	2,339.56
Castilla y León	2,291.31
Balears (Illes)	2,273.20
Cantabria	2,260.01
Andalucía	2,259.34
Rioja (La)	2,256.58
Murcia (Región de)	2,241.03
Castilla-La Mancha	2,227.86
Comunitat Valenciana	2,214.21
Galicia	2,167.26
Extremadura	2,058.01
Canarias	2,056.13

### Interannual variation

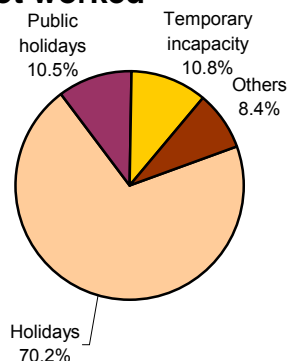


## Working time

During the third quarter of 2012, the average agreed working week, considering full-time and part-time together, was 35.0 hours. Of these, an average of 7.2 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 28.0 effective hours worked.

### Hours not worked



### 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 work place	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 5.22 euros per hour (15.50 euros/hour for full-time and 10.28 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (30.6 hours for full-time workers as compared with 17.2 hours for part-time workers).

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

	Effective hours	Lost hours
Total workers	28.0	7.2
Full	30.6	8.1
Part time	17.2	3.3

<sup>1</sup> For calculation purpose, a month is considered to have 4,35 weeks

### Hourly wage cost

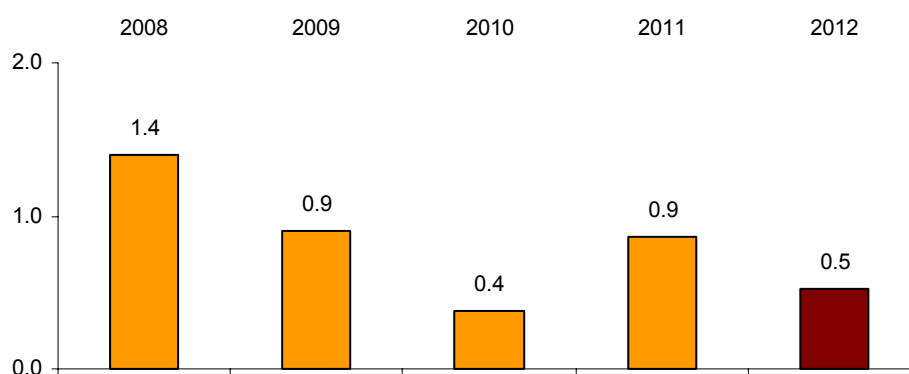
	Euros	Rate <sup>2</sup>
Total workers	14.85	0.3
Full	15.50	0.6
Part time	10.28	-0.1

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

## Evolution of the quarterly rate <sup>1</sup>

To analyse the evolution of the quarterly rate, the ordinary labour cost was the variable that presented less seasonal variations. The variation in the third quarter, as compared with the second quarter of 2012, for the ordinary labour cost was 0.5%.

**Evolution of the quarterly rate of Net Cost Labour (variation of the third quarter as compared with the first quarter)**



For further information see [INEbase-www.ine.es/en/](http://www.ine.es/en/)

All press releases at: [www.ine.es/en/prensa/prensa\\_en.htm](http://www.ine.es/en/prensa/prensa_en.htm)

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<sup>1</sup> To contribute to the analysis and interpretation of data, this section has been added to the evolution of the QLCS quarterly rate in the second quarter of previous years. The intermonthly rates of this type of series may have some degree of seasonal behaviour, therefore it is recommended that it be evaluated in relation to the item of data for the same month in previous years.

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2012

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	2,455.49	101.0	-0.1	20.20	112.2	0.0
Industry	2,847.04	105.4	1.8	22.79	117.8	2.1
Construction	2,543.53	104.1	1.0	18.85	112.5	1.6
Services	2,370.98	100.2	-0.4	19.79	110.4	-0.8

<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	2,455.49	101.0	-0.1	20.20	112.2	0.0
Andalucía	2,259.34	99.6	-0.6	18.42	110.0	0.7
Aragón	2,339.56	98.0	-0.8	19.94	112.1	1.3
Asturias, Principado de	2,380.41	99.2	-1.3	19.28	106.2	-1.3
Balears, Illes	2,273.20	98.7	-0.6	16.87	99.6	-1.1
Canarias	2,056.13	98.6	-1.0	15.86	105.5	-1.1
Cantabria	2,260.01	98.3	-2.4	18.63	108.7	-2.7
Castilla y León	2,291.31	102.7	-1.0	18.83	111.6	-2.0
Castilla - La Mancha	2,227.86	102.0	-0.4	17.66	111.7	-1.5
Cataluña	2,600.47	99.3	0.9	22.20	113.7	2.5
Comunitat Valenciana	2,214.21	100.9	0.4	18.42	113.7	-0.5
Extremadura	2,058.01	101.4	-0.9	16.99	115.0	-0.2
Galicia	2,167.26	102.0	-2.2	17.38	111.1	-1.1
Madrid, Comunidad de	2,838.73	101.5	0.8	22.57	110.8	-1.7
Murcia, Región de	2,241.03	104.4	-0.8	19.30	119.2	1.1
Navarra, Comunidad Foral de	2,572.05	100.1	-0.8	22.31	112.9	-2.4
País Vasco	2,958.35	105.1	-0.7	26.71	121.0	0.5
Rioja, La	2,256.58	99.9	-0.4	20.24	118.5	3.4

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2012

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	1,805.63	100.3	0.3	14.85	111.4	0.3
Industry	2,082.45	104.7	1.0	16.67	117.1	1.3
Construction	1,748.95	102.7	1.2	12.96	111.0	1.8
Services	1,755.73	99.1	0.0	14.66	109.2	-0.3

<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	1,805.63	100.3	0.3	14.85	111.4	0.3
Andalucía	1,659.70	99.8	0.8	13.53	110.3	2.1
Aragón	1,703.74	96.2	0.6	14.52	110.1	2.8
Asturias, Principado de	1,737.30	97.8	-1.7	14.07	104.7	-1.7
Balears, Illes	1,649.97	97.3	-1.0	12.25	98.2	-1.4
Canarias	1,500.04	98.5	-1.5	11.57	105.4	-1.7
Cantabria	1,666.17	99.5	-0.3	13.73	109.9	-0.7
Castilla y León	1,655.60	100.2	-1.4	13.61	108.8	-2.3
Castilla - La Mancha	1,613.63	101.4	-0.3	12.79	111.0	-1.5
Cataluña	1,916.64	98.5	0.9	16.36	112.9	2.6
Comunitat Valenciana	1,602.62	99.9	-0.1	13.33	112.7	-1.0
Extremadura	1,516.49	101.6	-0.2	12.52	115.3	0.5
Galicia	1,586.73	101.6	-2.3	12.73	110.7	-1.2
Madrid, Comunidad de	2,108.49	100.4	0.6	16.77	109.6	-1.9
Murcia, Región de	1,646.52	104.9	2.2	14.18	119.7	4.3
Navarra, Comunidad Foral de	1,895.67	98.9	-0.5	16.45	111.5	-2.1
País Vasco	2,219.71	105.5	1.3	20.04	121.5	2.5
Rioja, La	1,669.00	99.9	-0.5	14.97	118.5	3.3

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2012

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	649.86	102.8	-0.9	5.35	114.3	-0.7
Industry	764.59	107.2	4.0	6.12	120.0	4.3
Construction	794.58	107.4	0.7	5.89	116.2	1.2
Services	615.25	103.7	-1.8	5.13	114.0	-2.1

<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	649.86	102.8	-0.9	5.35	114.3	-0.7
Andalucía	599.64	98.9	-4.2	4.89	109.4	-3.0
Aragón	635.82	103.4	-4.5	5.42	118.1	-2.3
Asturias, Principado de	643.11	103.3	-0.4	5.21	110.6	-0.2
Balears, Illes	623.23	102.5	0.6	4.62	103.4	0.0
Canarias	556.09	98.8	0.4	4.29	105.7	0.5
Cantabria	593.84	95.3	-7.7	4.90	105.4	-7.9
Castilla y León	635.71	110.1	0.0	5.22	119.7	-1.1
Castilla - La Mancha	614.23	103.7	-0.5	4.87	113.5	-1.6
Cataluña	683.83	101.4	0.7	5.84	116.1	2.5
Comunitat Valenciana	611.59	103.5	1.9	5.09	116.5	0.8
Extremadura	541.52	100.9	-2.6	4.47	114.3	-2.0
Galicia	580.53	103.1	-2.0	4.65	112.0	-1.1
Madrid, Comunidad de	730.24	105.0	1.7	5.80	114.4	-0.9
Murcia, Región de	594.51	103.1	-8.5	5.12	118.0	-6.7
Navarra, Comunidad Foral de	676.38	103.7	-1.5	5.86	117.0	-3.1
País Vasco	738.64	103.8	-6.1	6.67	119.5	-5.0
Rioja, La	587.58	100.0	-0.1	5.27	118.4	3.7

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



## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2012

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	152.2	121.6	31.2	168.0	133.3	35.4	89.0	74.8	14.3
Industry	162.7	124.9	38.7	170.0	129.9	41.0	87.3	72.8	14.7
Construction	163.4	134.9	29.0	170.5	140.7	30.4	84.9	70.7	14.2
Services	149.2	119.8	29.9	167.3	133.3	34.6	89.2	75.1	14.3

#### 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	152.2	121.6	31.2	168.0	133.3	35.4	89.0	74.8	14.3
Andalucía	147.9	122.6	25.7	166.4	136.7	30.2	89.7	78.5	11.4
Aragón	152.7	117.3	36.1	168.3	128.3	40.9	85.6	70.2	15.5
Asturias, Principado de	152.5	123.5	29.5	167.1	134.5	33.3	81.3	70.1	11.2
Balears, Illes	154.9	134.7	20.7	169.0	145.7	23.9	108.8	98.7	10.3
Canarias	153.0	129.7	23.7	170.1	143.5	27.0	83.1	73.1	10.2
Cantabria	153.2	121.3	32.3	168.6	132.6	36.5	87.4	73.0	14.6
Castilla y León	149.9	121.7	28.6	167.1	134.7	32.9	79.7	68.7	11.2
Castilla - La Mancha	153.5	126.1	28.1	168.5	137.9	31.4	86.0	73.1	13.1
Cataluña	152.4	117.1	35.9	168.6	128.9	40.4	90.1	71.6	18.7
Comunitat Valenciana	151.4	120.2	31.6	168.2	132.5	36.3	91.4	76.6	15.0
Extremadura	149.2	121.2	28.4	166.2	134.4	32.3	81.1	68.2	12.9
Galicia	153.6	124.7	29.3	169.5	136.0	33.9	85.7	76.5	9.3
Madrid, Comunidad de	156.0	125.8	31.1	168.9	135.6	34.2	93.4	77.8	15.9
Murcia, Región de	150.9	116.1	35.3	168.8	128.8	40.7	87.2	71.3	16.1
Navarra, Comunidad Foral de	150.1	115.3	35.4	166.6	126.7	40.5	80.3	66.8	13.7
País Vasco	150.0	110.7	39.9	164.3	120.1	44.9	81.9	66.3	16.3
Rioja, La	152.0	111.5	40.8	167.8	121.7	46.4	82.9	66.6	16.5