

17 December 2019

**Quarterly Labour Cost Survey (QLCS)**  
Third quarter 2019

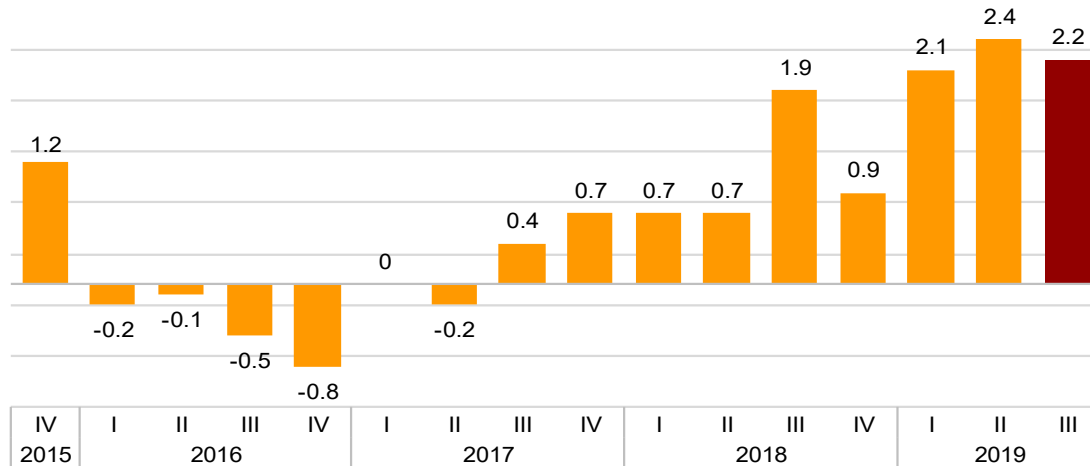
**Main results**

- The labour cost of companies stood at 2,553.62 euros per worker per month in the third quarter, with an increase of 2.2% compared with the same period of 2018.
- Wage cost per worker per month increased 1.9% and reached 1,876.95 euros on average. On the other hand, other costs increased by 3.0%, standing at 676.67 euros per worker per month.
- During the third quarter of 2019, the average agreed working week was 34.8 hours, considering both full-time and part-time work. Of these, 7.1 hours per week were lost, of which 5.5 were due to vacations and public holidays.
- The labour cost per hour actually worked increased by 2.4% at an annual rate, as a consequence of the lower number of hours worked as compared with the third quarter of 2018.
- With calendar and seasonally adjusted data, the quarterly rate of the labour cost per worker was 0.4% and that of the cost per effective hour 0.3%.
- At an annual rate and with calendar and seasonally adjusted results, the labour cost per worker rose by 2.1% and the cost per effective hour by 2.2%.
- In the third quarter of 2019, the number of vacancies was 104,182. 87.5% were in the *Services* sector.

## Labour cost by components

The labour cost per worker per month reached 2,553.62 euros in the third quarter of 2019, indicating an increase of 2.2% as compared with the same period of the previous year.

### Total labour cost. Annual variation rate. Percentage



Of the total cost per worker per month incurred by an employer for the use of the labour factor, 1,876.95 euros corresponded to wages and 626.87 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 2.1% at an annual rate, going from 1,842.62 to 1,876.95 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 2.4%.

Other costs (non-wage costs) increased by 3.0%. Their main component, compulsory Social Security contributions, increased by 3.8%. Within the variation in non-wage payments, noteworthy was the decrease in severance payments and direct social benefits.

The labour cost per hour increased by 2.4%. This increase, higher than the increase in the cost per worker, was due to a 0.2% decrease in the number of hours actually worked. If this and the calendar effect are removed, the estimated hourly cost growth is 2.2%.

#### Labour cost per worker and month

	Euros	Rate <sup>1</sup>
Total labour cost	2,553.62	2.2
Wage cost	1,876.95	1.9
Other costs	676.67	3.0

#### Other costs per worker and month

	Euros	Rate <sup>1</sup>
TOTAL	676.67	3.0
Compulsory contributions	626.87	3.8
Non-wage payments	62.03	-5.8
Subsidies and allowances <sup>2</sup>	12.23	-3.2

#### Wage cost per worker and month

	Euros	Rate <sup>1</sup>
Total wage cost	1,876.95	1.9
Ordinary wage cost	1,710.36	2.4

#### Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	21.11	2.4
Cost per paid hour	16.83	2.0

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

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

## Labour cost by economic sector

The *Services* sector registered the largest increase in total labour costs. It also showed the largest increases in the main cost components. The greatest increase in ordinary wage cost with respect to total salary is due to the decrease in extraordinary and overdue payments.

In *Construction* the total labour cost increased by 2.0% at an annual rate. This sector recorded the same growth in total wage cost and ordinary wage cost.

*Industry* registered a smaller increase in labour cost and its components this quarter.

## Labour cost per worker and month in the third quarter 2019

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	2,553.62	2.2	1,876.95	1.9	1,710.36	2.4	676.67	3.0
Industry	3,015.57	1.4	2,207.71	1.1	1,947.74	1.2	807.86	2.2
Construction	2,565.93	2.0	1,788.84	1.8	1,648.62	1.8	777.09	2.6
Services	2,469.95	2.4	1,824.26	2.1	1,672.43	2.7	645.69	3.2

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

By activity sections, the increase of labour cost was highest in *Artistic, recreational and entertainment activities, Extractive industries and Real estate activities*.

In turn, the labour cost decreased in *Financial and insurance activities* by 0.2%. *Water supply, sewerage, waste management and remediation activities and Public administration and defence; compulsory Social Security* registered the smallest increases.

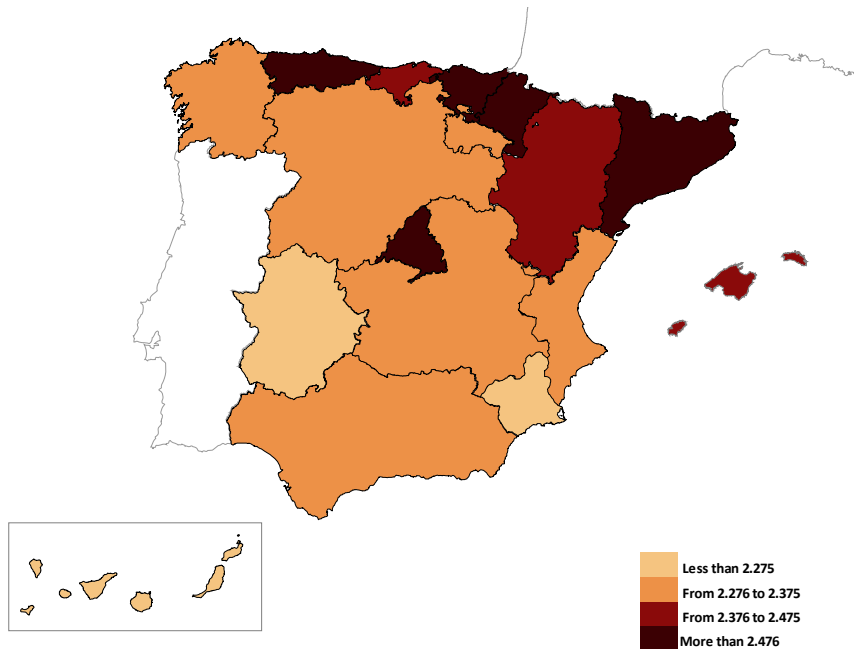
## Labour cost by activity sector

Labour cost per worker and month

	Euros	Annual variation rates. Percentage %
D. Electricity, gas, steam ...	5,391.53	6.1
K. Financial and insurance ...	4,779.31	5.1
J. Information and communication	3,808.01	4.7
B. Mining and quarrying ...	3,793.65	4.1
M. Professional, scientific ...	3,151.26	3.3
C. Manufacturing industries	2,983.56	3.2
O. Public Administration ...	2,870.33	3.0
H. Transport and storage	2,775.86	2.8
E. Water supply, waste management	2,717.71	2.6
Q. Health and social services ...	2,671.65	2.5
F. Construction	2,565.93	2.5
Total activities	2,553.62	2.3
P. Education	2,528.27	2.3
L. Real state activities	2,427.38	2.2
G. Wholesale and retail ...	2,255.68	-10.0
R. Arts, entertainment and ...	1,927.64	1.4
N. Administrative and support ...	1,840.38	1.0
S. Other services	1,800.38	0.6
I. Accommodation	1,670.71	-0.2

## Labour cost by Autonomous Community

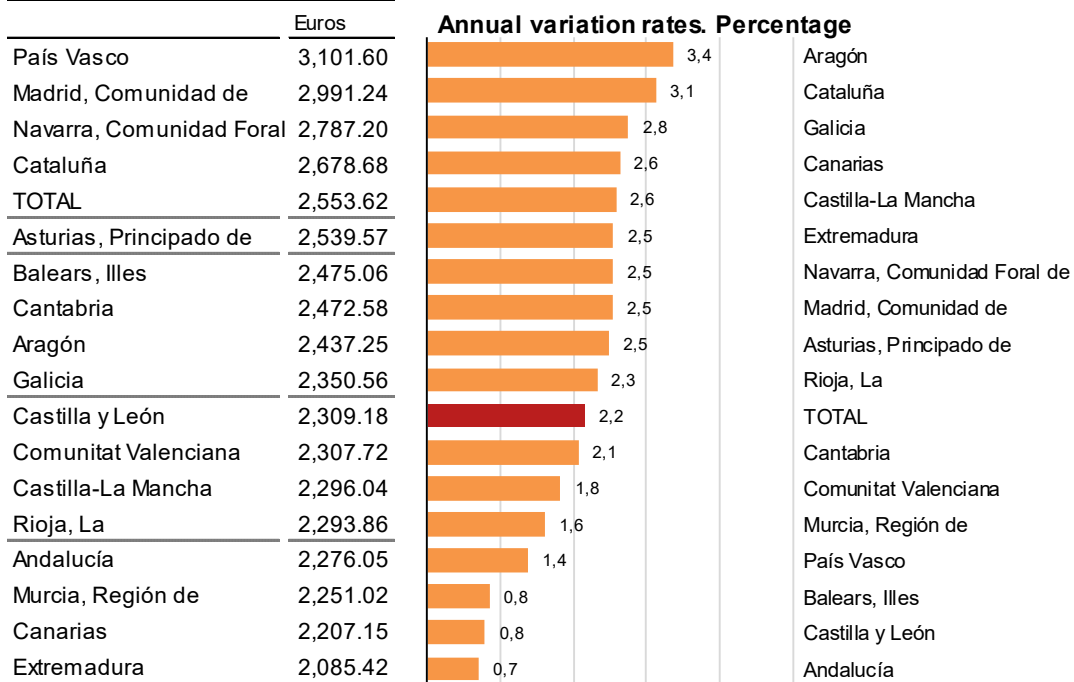
The labour cost in País Vasco surpassed the national average by more than 500 euros. In Extremadura this cost was below the average by more than 450 euros.



Regarding the annual cost increase, Aragón, Cataluña and Galicia showed the highest rates. In contrast, Andalucía, Castilla y León and Illes Balears registered the smallest increases.

**Labour cost by Autonomous Community**

Labour cost per worker and month

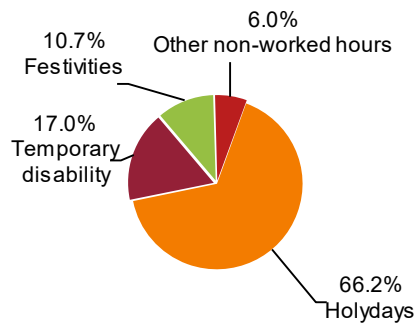


**Working time**

During the third quarter of 2019, the average agreed working week was 34.8 hours, considering both full-time and part-time. Of these, an average of 7.1 hours were lost per week, most of which (5.5) were due to vacations and public holidays.

If we add overtime and subtract lost hours, the working week is reduced to 27.8 effective working hours.

## Non-worked hours by reason



## Distribution of the other non-worked hours

	Porcentaje
Maternity	2.9%
Compensated absences	1.3%
Overtime compensation	0.9%
Labour conflicts	0.5%
Hours lost at work	0.2%
Other hours not worked and not paid	0.2%
Hours lost at work due economical or technical r	0.0%
Other hours not worked but paid	0.0%

By type of working day, the wage difference between full-time and part-time workers was 5.21 euros per hour (16.29 euros/hour for full-time versus 11.08 euros/hour for part-time).

Regarding work time, full-time workers performed 12.7 effective hours per week more than part-time workers (30.7 hours per week as compared with 18.0).

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

	Effective hours	Hours lost
Total workers	27.8	7.1
Full time	30.7	8.2
Part time	18.0	3.6

## Labour cost per hour

	Euros	Rate <sup>2</sup>
Total workers	15.52	2.1
Full time	16.29	1.9
Part time	11.08	3.4

<sup>1</sup> For calculation purposes, a month is considered to have 4.35 weeks <sup>2</sup> Same quarter than last year

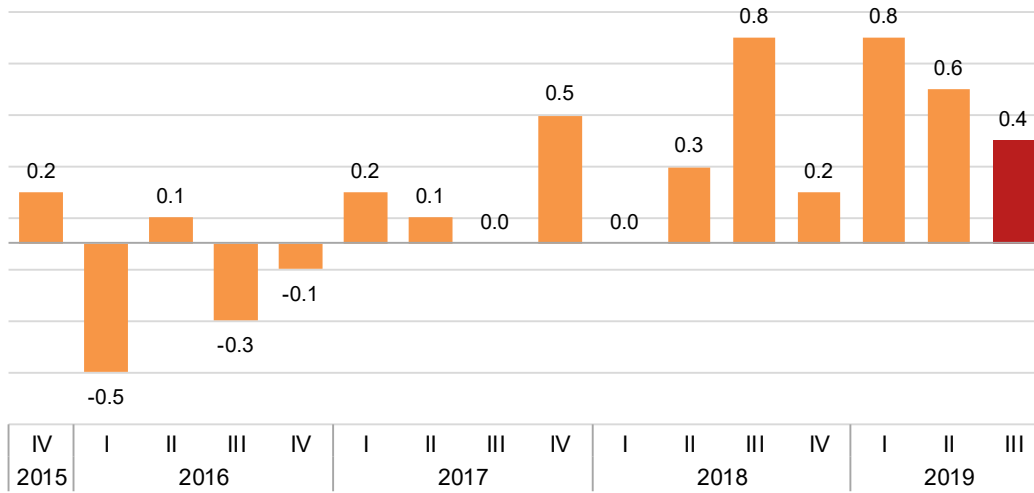
## Series adjusted for seasonal and calendar effects

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 third and second quarter of 2019, eliminating both the calendar effect and seasonality, the variation of total labour cost per worker was 0.4%, and the cost per effective hour 0.3%.

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

Quarterly variation rate. Percentage

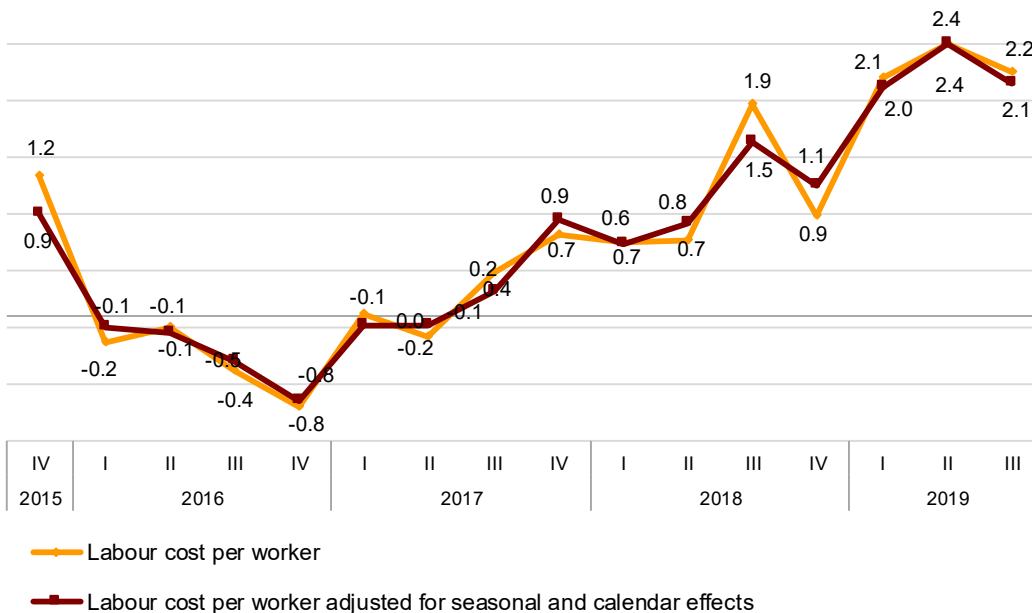


## Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 2.1%, whilst the cost per hour effectively worked rose by 2.2%

## Evolution of the labour cost per worker

Annual variation rate. Percentage



## Job vacancies

In the third quarter of 2019, the number of vacancies stood at 104,182. Of those, 87.5% 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 third quarter 2019

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	104,182	100.0	100.0	93.1	4.7	2.3
Industry	7,473	7.2	100.0	94.9	3.2	2.0
Construction	5,564	5.3	100.0	92.8	4.9	2.3
Services	91,146	87.5	100.0	92.9	4.8	2.3

### Vacancies by Autonomous Community

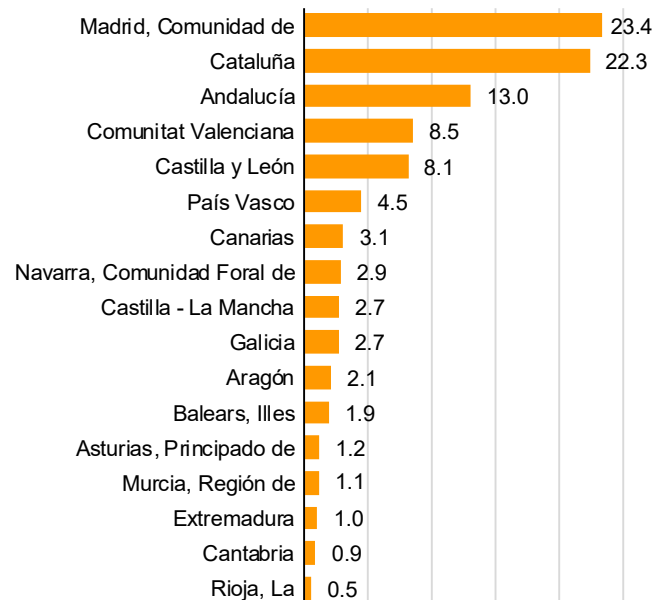
The Autonomous Communities registering the greatest number of vacancies in the first quarter were Comunidad de Madrid, Cataluña and Andalucía. On the other hand, those with the least vacancies were La Rioja, Cantabria and Extremadura.

Looking at the percentage distribution, Comunidad de Madrid, Cataluña and Andalucía had 57% of the total vacancies this quarter.

### Vacancies by Autonomous Community

	Vacancies
TOTAL	104,182
Madrid, Comunidad de	24,352
Cataluña	23,251
Andalucía	13,571
Comunitat Valenciana	8,873
Castilla y León	8,436
País Vasco	4,654
Canarias	3,203
Navarra, Comunidad Foral de	2,973
Castilla - La Mancha	2,845
Galicia	2,797
Aragón	2,200
Balears, Illes	2,015
Asturias, Principado de	1,234
Murcia, Región de	1,186
Extremadura	1,084
Cantabria	943
Rioja, La	565

### Percent distribution



## Methodological note

The Quarterly Labour Cost Survey (QLCS) is a quarterly, continuous statistical operation whose main objective is to find out 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 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 access the methodology and definitions of the QLCS at:

<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>

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## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2019

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	2.553,62	100,5	2,2	21,11	106,8	2,4
Industry	3.015,57	99,0	1,4	23,92	109,3	1,9
Construction	2.565,93	97,9	2,0	18,65	102,3	2,1
Services	2.469,95	101,1	2,4	20,79	106,9	2,6

<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	2.553,62	100,5	2,2	21,11	106,8	2,4
Andalucía	2.276,05	99,3	0,7	18,54	103,1	0,5
Aragón	2.437,25	100,9	3,4	20,62	107,6	4,2
Asturias, Principado de	2.539,57	98,7	2,5	21,64	106,3	4,8
Balears, Illes	2.475,06	103,9	0,8	17,82	99,7	0,6
Canarias	2.207,15	102,1	2,6	17,42	105,6	3,6
Cantabria	2.472,58	101,8	2,1	19,93	107,7	1,6
Castilla y León	2.309,18	99,4	0,8	19,43	105,1	0,5
Castilla - La Mancha	2.296,04	101,6	2,6	18,98	107,2	2,9
Cataluña	2.678,68	99,5	3,1	22,84	109,0	4,2
Comunitat Valenciana	2.307,72	101,9	1,8	19,01	106,9	0,8
Extremadura	2.085,42	99,4	2,5	17,77	106,3	1,6
Galicia	2.350,56	104,6	2,8	19,27	110,9	3,7
Madrid, Comunidad de	2.991,24	99,4	2,5	23,86	105,2	1,9
Murcia, Región de	2.251,02	97,2	1,6	19,18	106,7	1,3
Navarra, Comunidad Foral de	2.787,20	105,0	2,5	24,22	112,7	1,5
País Vasco	3.101,60	105,2	1,4	29,42	121,3	5,5
Rioja, La	2.293,86	98,0	2,3	19,30	104,2	1,1

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2019

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	1.876,95	98,9	1,9	15,52	105,1	2,1
Industry	2.207,71	97,4	1,1	17,51	107,6	1,6
Construction	1.788,84	96,4	1,8	13,00	100,8	1,9
Services	1.824,26	99,6	2,1	15,36	105,3	2,3

<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	1.876,95	98,9	1,9	15,52	105,1	2,1
Andalucía	1.661,70	97,9	0,7	13,54	101,7	0,6
Aragón	1.776,36	99,1	3,2	15,03	105,6	4,1
Asturias, Principado de	1.870,62	96,9	2,2	15,94	104,4	4,6
Balears, Illes	1.796,59	102,1	0,1	12,93	97,9	-0,2
Canarias	1.607,51	101,1	2,5	12,69	104,5	3,5
Cantabria	1.811,09	100,2	1,3	14,60	106,0	0,8
Castilla y León	1.687,92	98,2	1,1	14,20	103,9	0,9
Castilla - La Mancha	1.665,48	99,7	2,4	13,77	105,2	2,8
Cataluña	1.962,71	97,3	2,7	16,73	106,6	3,7
Comunitat Valenciana	1.685,17	100,1	1,2	13,88	105,0	0,3
Extremadura	1.513,35	97,2	1,2	12,90	103,9	0,3
Galicia	1.712,71	103,5	2,8	14,04	109,9	3,7
Madrid, Comunidad de	2.240,82	98,3	2,3	17,88	104,1	1,7
Murcia, Región de	1.639,68	95,1	1,2	13,97	104,4	0,9
Navarra, Comunidad Foral de	2.043,33	104,0	2,2	17,76	111,6	1,1
País Vasco	2.298,38	104,3	0,8	21,80	120,2	5,0
Rioja, La	1.669,95	95,3	1,8	14,05	101,3	0,6

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2019

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	676,67	105,1	3,0	5,59	111,6	3,1
Industry	807,86	103,7	2,2	6,41	114,5	2,7
Construction	777,09	101,3	2,6	5,65	106,0	2,7
Services	645,69	105,8	3,2	5,43	111,7	3,2

<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	676,67	105,1	3,0	5,59	111,6	3,1
Andalucía	614,35	103,3	0,6	5,00	107,1	0,4
Aragón	660,89	106,3	3,8	5,59	113,4	4,7
Asturias, Principado de	668,95	104,2	3,3	5,70	112,2	5,6
Balears, Illes	678,47	108,9	3,0	4,89	104,9	2,7
Canarias	599,64	105,1	3,0	4,73	108,5	4,0
Cantabria	661,49	106,4	4,2	5,33	112,4	3,7
Castilla y León	621,26	102,6	-0,1	5,23	108,7	-0,4
Castilla - La Mancha	630,56	106,9	2,9	5,21	112,8	3,2
Cataluña	715,97	106,2	4,4	6,11	116,2	5,5
Comunitat Valenciana	622,55	107,3	3,4	5,13	112,5	2,4
Extremadura	572,07	105,9	6,3	4,87	113,3	5,2
Galicia	637,85	107,5	2,6	5,23	113,9	3,6
Madrid, Comunidad de	750,42	102,9	3,2	5,98	108,7	2,4
Murcia, Región de	611,34	103,2	2,6	5,21	113,3	2,4
Navarra, Comunidad Foral de	743,87	107,9	3,6	6,46	115,8	2,4
País Vasco	803,22	107,9	3,0	7,62	124,3	7,2
Rioja, La	623,91	106,1	3,8	5,25	112,7	2,5

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2019

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
TOTAL	151,2	121,0	31,0	168,6	133,7	35,7	92,7	78,1	15,5
Industry	163,8	126,1	39,1	170,4	130,7	41,1	95,7	78,4	17,7
Construction	164,6	137,6	27,7	170,6	142,7	28,7	90,0	74,4	15,6
Services	148,0	118,8	29,9	168,1	133,5	35,1	92,5	78,2	15,4

#### 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	151,2	121,0	31,0	168,6	133,7	35,7	92,7	78,1	15,5
Andalucía	148,3	122,7	26,2	168,5	138,1	31,0	95,2	82,4	13,7
Aragón	150,0	118,2	32,9	168,4	130,5	38,8	86,9	76,0	13,0
Asturias, Principado de	147,6	117,4	31,1	166,2	130,2	36,9	83,6	72,9	11,4
Balears, Illes	155,8	138,9	17,6	169,9	150,4	20,3	121,3	110,9	11,1
Canarias	154,5	126,7	28,3	170,5	139,6	31,3	93,1	76,9	16,7
Cantabria	152,2	124,1	28,7	168,4	136,3	32,6	89,7	77,1	13,7
Castilla y León	149,1	118,9	31,0	168,3	133,3	35,8	85,0	70,4	15,0
Castilla - La Mancha	149,3	121,0	29,0	167,6	134,9	33,4	84,4	71,5	13,6
Cataluña	151,4	117,3	35,2	169,2	130,0	40,3	91,2	74,2	18,0
Comunitat Valenciana	150,1	121,4	29,5	169,1	135,2	34,6	94,2	80,8	14,6
Extremadura	146,6	117,3	29,6	166,7	132,4	34,7	85,3	71,5	14,1
Galicia	152,6	122,0	31,4	169,3	134,2	35,9	90,7	76,8	14,6
Madrid, Comunidad de	154,3	125,4	29,8	169,1	136,6	33,1	94,1	79,3	16,1
Murcia, Región de	150,6	117,3	33,8	169,2	131,4	38,5	92,6	73,6	19,4
Navarra, Comunidad Foral de	149,6	115,1	35,4	167,1	127,0	41,1	84,3	70,7	14,5
País Vasco	150,0	105,4	45,1	164,6	114,4	50,8	85,7	66,0	20,0
Rioja, La	149,6	118,9	31,6	168,3	133,0	36,0	80,6	66,7	15,0

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2019

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	2.553,62	2,2	2.553,58	2,2	2.637,03	2,1
Wages costs	1.876,95	1,9	1.876,95	1,9	1.959,86	1,8
Other costs	676,67	3,0	676,63	3,0	677,17	2,9

<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	21,11	2,4	21,12	2,3	20,61	2,2
Wages costs	15,52	2,1	15,53	2,0	15,32	1,9
Other costs	5,59	3,1	5,59	2,9	5,29	3,1

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2019

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	104.182	100,0	100,0	93,1	4,7	2,3
Industry	7.473	7,2	100,0	94,9	3,2	2,0
Construction	5.564	5,3	100,0	92,8	4,9	2,3
Services	91.146	87,5	100,0	92,9	4,8	2,3

### 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	104.182	100,0	100	93,1	4,7	2,3
Andalucía	13.571	13,0	100	91,6	5,9	2,5
Aragón	2.200	2,1	100	94,3	2,4	3,4
Asturias, Principado de	1.234	1,2	100	95,3	4,0	0,8
Balears, Illes	2.015	1,9	100	94,0	4,3	1,7
Canarias	3.203	3,1	100	91,8	6,1	2,1
Cantabria	943	0,9	100	92,4	5,9	1,7
Castilla y León	8.436	8,1	100	92,2	5,2	2,5
Castilla - La Mancha	2.845	2,7	100	94,9	3,6	1,5
Cataluña	23.251	22,3	100	93,0	4,8	2,2
Comunitat Valenciana	8.873	8,5	100	93,5	4,6	1,9
Extremadura	1.084	1,0	100	89,9	6,8	3,3
Galicia	2.797	2,7	100	92,0	5,0	3,0
Madrid, Comunidad de	24.352	23,4	100	94,1	3,8	2,1
Murcia, Región de	1.186	1,1	100	94,9	4,1	1,0
Navarra, Comunidad Foral de	2.973	2,9	100	95,9	1,0	3,1
País Vasco	4.654	4,5	100	93,7	3,6	2,7
Rioja, La	565	0,5	100	91,6	3,0	5,5