

17 December 2020

Quarterly Labour Cost Survey (QLCS)
Third quarter 2020.

Main results

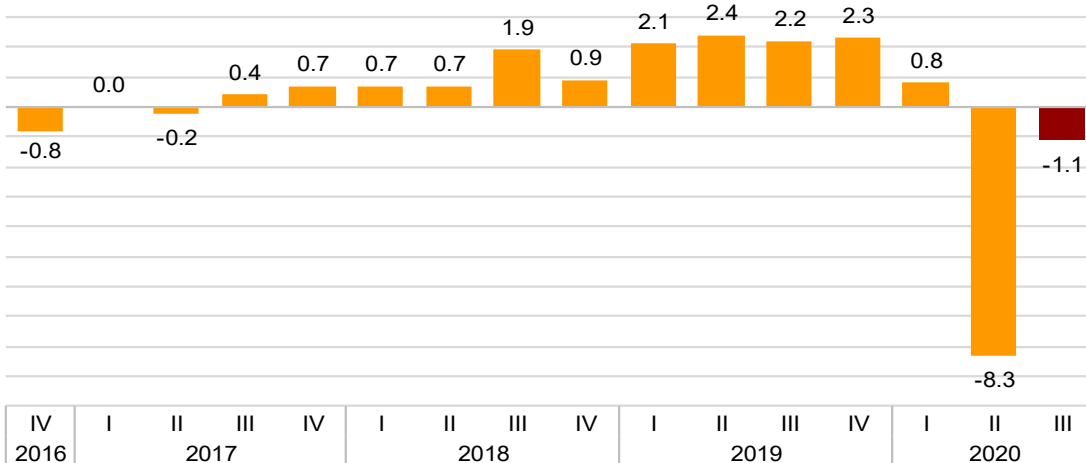
- The labour cost of companies stands at 2,525.41 euros per worker per month in the third quarter of 2020, with a decrease of 1.1% as compared with the same period of 2019.
- Wage cost by worker and month decreases 0.9% and reaches 1,859.12 euros on average. In turn, other costs decreased by 1.5%, standing at 666.29 euros per worker per month.
- During the third quarter of 2020, the average agreed working week was 34.8 hours per worker, considering both full-time and part-time work. Of these, 8.5 hours per week are lost, of which 5.7 are due to holidays and vacations and 1.7 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this includes time not worked by workers affected by a Temporary Workforce Reduction Scheme (ERTE)-.
- The labour cost per hour actually worked increased by 4.0% at an annual rate, as a consequence of the lower number of hours worked as compared with the third quarter of 2019.
- In the quarterly rate, and considering the results adjusted for seasonal and calendar effects, the labour cost per worker rose by 8.4% and the labour cost per hour actually worked decreased by 6.4%.
- With calendar adjusted results, the annual rate per hour actually worked is 4.3%, while per worker it is -1.1%. Seasonally adjusted, the labour cost per effective hour increased by 4.3%, while cost per worker decreased by 0.9% compared to the third quarter of 2019.
- In the third quarter of 2020, the number of vacancies was 86,750. Of these, 87.7% were registered in the Services sector.

Labour cost by components

The labour cost per worker and month reached 2,525.41 euros for the third quarter of 2020, indicating a decrease of 1.1% as compared with the same period the previous year. This decrease - lower than that of the previous quarter - was due to a smaller decline in the hours worked. This resulted from the finalization of the state of alarm on June 21 with Royal Decree 555/2020, which led to the reactivation of many of workers who were on an ERTE the previous quarter.

Workers on an ERTE are still part of their company workforce. However, they do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), in some cases supplemented by the companies themselves. In addition, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace. See more information in the section 'Covid-19's Influence on Certain Survey Results' on page 10 of this press release.

Total labour cost. Annual variation rate. Percentage



Of the total cost per worker and month, incurred by an employer for the use of the labour factor, 1,859.12 euros corresponded to wages and 612.15 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 arrears, measured in gross terms, drops by 0.9% in annual rate, going from 1,876.95 to 1,859.12 euros per worker. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which decreases by 1.2%.

Other costs (non-wage costs) decreased by 1.5%. Their main component, obligatory contributions to social security, decreased by 2.3%. Within the variation in non-wage payments, worth noting was the across the board increase in all components, except for other non-wage payments (end-of-contract indemnities, compensatory payments, small tools, work clothes, personnel selection, etc.).

The labour cost per hour grew 4.0% due to a 4.9% decrease in the number of effective hours of work. After removing this and the calendar effect, the estimated decline in the hourly cost is around 4.3%.

Labour cost per worker and month

| | Euros | Rate ¹ |
|-------------------|----------|-------------------|
| Total labour cost | 2,525,41 | -1,1 |
| Wage cost | 1,859,12 | -0,9 |
| Other costs | 666,29 | -1,5 |

Wage cost per worker and month

| | Euros | Rate ¹ |
|--------------------|----------|-------------------|
| Total wage cost | 1,859,12 | -0,9 |
| Ordinary wage cost | 1,689,45 | -1,2 |

¹ As compared to the same quarter of the previous year

Other costs per worker and month

| | Euros | Rate ¹ |
|---------------------------------------|--------|-------------------|
| TOTAL | 666,29 | -1,5 |
| Compulsory contributions | 612,15 | -2,3 |
| Non-wage payments | 66,02 | 6,4 |
| Subsidies and allowances ² | 11,87 | -2,9 |

Cost per hour

| | Euros | Rate ¹ |
|-------------------------|-------|-------------------|
| Cost per effective hour | 21,95 | 4,0 |
| Cost per paid hour | 16,64 | -1,1 |

²Subsidies are taken out of the other costs

Labour cost by economic sector

Industry showed the highest annual decrease in labour and wage costs this quarter. Other costs did not vary compared to the third quarter of 2019, due to the increase in non-salary payments.

Construction registered the lowest decrease in total labour cost. The increase in ordinary salary cost greater was than the total salary cost due to the decreases in extraordinary and late payments. As for other costs, the decrease in severance pay and other non-wage pay was of note.

Within *Services*, the annual rate of the total labour cost decreased 1.1%. The decrease in the total salary cost was lower than that of ordinary salary cost due to the increase in late payments. In this sector also notably registered a decrease in other costs, due to the decrease in other non-wage payments.

Labour cost per worker and month in the third quarter 2020

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 | 2,525,41 | -1,1 | 1,859,12 | -0,9 | 1,689,45 | -1,2 | 666,29 | -1,5 |
| Industry | 2,976,35 | -1,3 | 2,168,52 | -1,8 | 1,909,96 | -1,9 | 807,83 | 0,0 |
| Construction | 2,560,52 | -0,2 | 1,797,62 | 0,5 | 1,668,28 | 1,2 | 762,90 | -1,8 |
| Services | 2,441,78 | -1,1 | 1,808,21 | -0,9 | 1,651,46 | -1,3 | 633,57 | -1,9 |

¹ As compared to the same quarter of the previous year

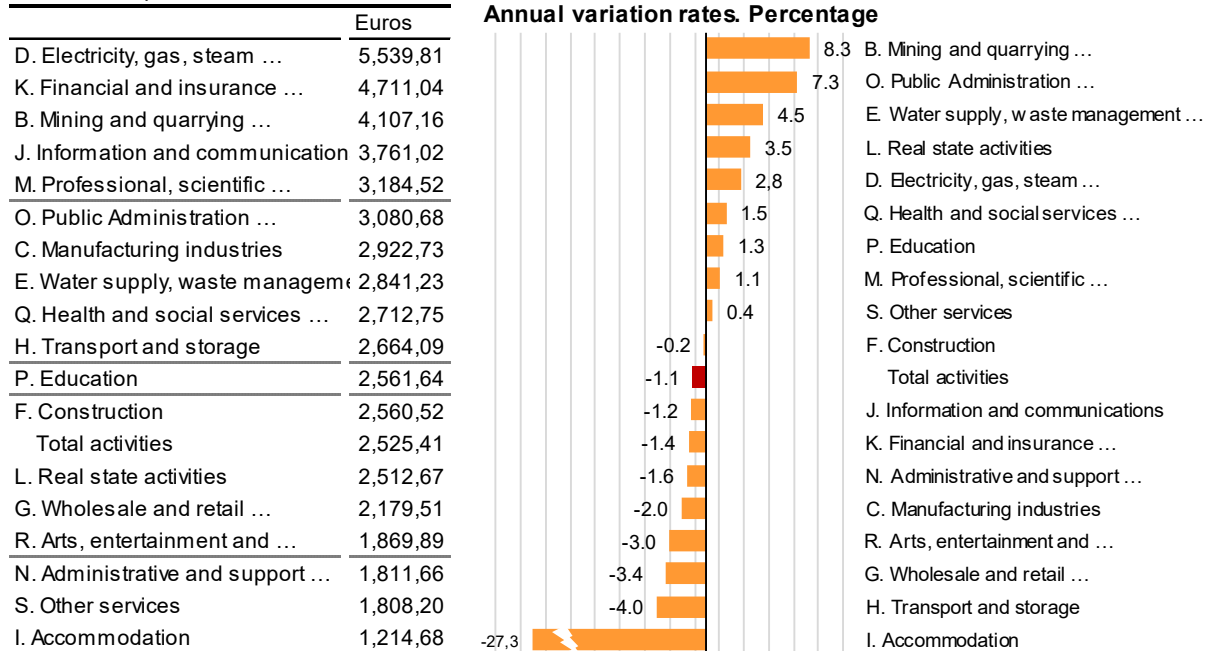
Labour cost by activity sector

By activity sections, labor cost growth was higher in *Extractive Industries, General Government and Defence; compulsory Social Security* and in *Water supply, sewerage, waste management and remediation activities*.

In turn, *Hotels, restaurants and catering, Transporting and storage* and *Wholesale and retail trade; repair of motor vehicles and motorcycles* registered the largest decreases.

Labour cost by activity sector

Labour cost per worker and month



By per worker labour cost components, the growth of the wage cost was higher in *Public Administration and defense; compulsory social security, Electricity, gas, steam and air conditioning supply and Real estate activities*.

In turn, *Hotels, restaurants and catering, Transporting and storage and Wholesale and retail trade; repair of motor vehicles and motorcycles* registered the largest decreases.

With regard to other costs, the sections with the highest increases were *Mining and quarrying, Real estate activities, and General Government and Defence; compulsory Social Security*.

The lowest rates were in *Hospitality, Artistic, recreational and entertainment activities and Wholesale and retail trade; repair of motor vehicles and motorcycles*.

Labour cost in the second quarter 2020 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 | 1,859.12 | -0.9 | 666.29 | -1.5 | 16.16 | 4.1 | 5.79 | 3.6 |
| B. Mining and quarrying ... | 2,812.92 | 2.0 | 1,294.24 | 24.9 | 21.28 | 2.4 | 9.79 | 25.4 |
| C. Manufacturing industries | 2,132.52 | -2.5 | 790.21 | -0.9 | 17.33 | 0.1 | 6.42 | 1.7 |
| D. Electricity, gas, steam ... | 4,207.25 | 2.2 | 1,332.56 | 4.6 | 33.00 | 2.5 | 10.45 | 4.9 |
| E. Water supply, waste management ... | 2,017.71 | 4.8 | 823.52 | 3.9 | 16.53 | 4.1 | 6.75 | 3.4 |
| F. Construction | 1,797.62 | 0.5 | 762.90 | -1.8 | 13.04 | 0.3 | 5.54 | -1.9 |
| G. Wholesale and retail ... | 1,613.05 | -2.8 | 566.46 | -5.1 | 13.10 | 1.9 | 4.60 | -0.6 |
| H. Transport and storage | 1,844.10 | -5.1 | 819.99 | -1.6 | 15.02 | 2.2 | 6.67 | 5.9 |
| I. Accommodation | 892.41 | -26.5 | 322.27 | -29.3 | 9.67 | -3.9 | 3.49 | -7.4 |
| J. Information and communications | 2,872.13 | -0.4 | 888.89 | -3.8 | 22.38 | 1.9 | 6.93 | -1.4 |
| K. Financial and insurance ... | 3,497.85 | -0.4 | 1,213.19 | -4.2 | 29.62 | -0.7 | 10.28 | -4.5 |
| L. Real state activities | 1,848.11 | 2.3 | 664.56 | 6.9 | 15.85 | 7.5 | 5.70 | 12.4 |
| M. Professional, scientific ... | 2,417.24 | 0.1 | 767.28 | 4.1 | 19.99 | 3.0 | 6.34 | 7.1 |
| N. Administrative and support ... | 1,319.52 | -1.4 | 492.14 | -1.9 | 12.03 | 3.3 | 4.49 | 2.7 |
| O. Public Administration ... | 2,275.15 | 7.9 | 805.53 | 5.7 | 19.55 | 8.7 | 6.93 | 6.6 |
| P. Education | 1,906.17 | 1.7 | 655.47 | 0.3 | 20.81 | 4.1 | 7.15 | 2.4 |
| Q. Health and social services ... | 2,031.22 | 1.0 | 681.53 | 3.1 | 18.82 | 2.1 | 6.32 | 4.1 |
| R. Arts, entertainment and ... | 1,432.82 | -0.4 | 437.07 | -10.7 | 14.94 | 13.6 | 4.55 | 1.8 |
| S. Other services | 1,311.71 | -1.4 | 496.49 | 5.6 | 12.48 | 8.2 | 4.72 | 16.0 |

¹As compared to the same quarter of the previous year

Regarding wage cost per hour worked, the sections that registered the largest increases were *Artistic, recreational and entertainment activities, General Government and Defence; compulsory Social Security, and Other services activities*

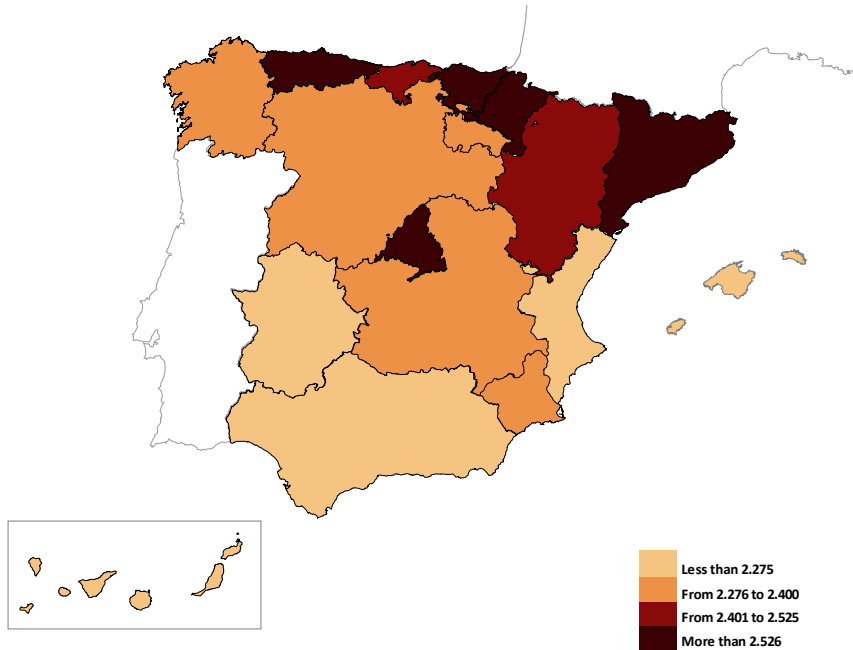
On the other hand, the wage cost per hour worked decreased in *Hotels, restaurants and catering and Financial and insurance activities*.

With regard to *other costs*, the sections with the greatest annual increases were *Mining and quarrying, Other services activities, and Real Estate Activities*.

The lowest rates were in *Hotel, restaurants and catering, Financial and insurance activities and in Construction*.

Labour cost by Autonomous Community

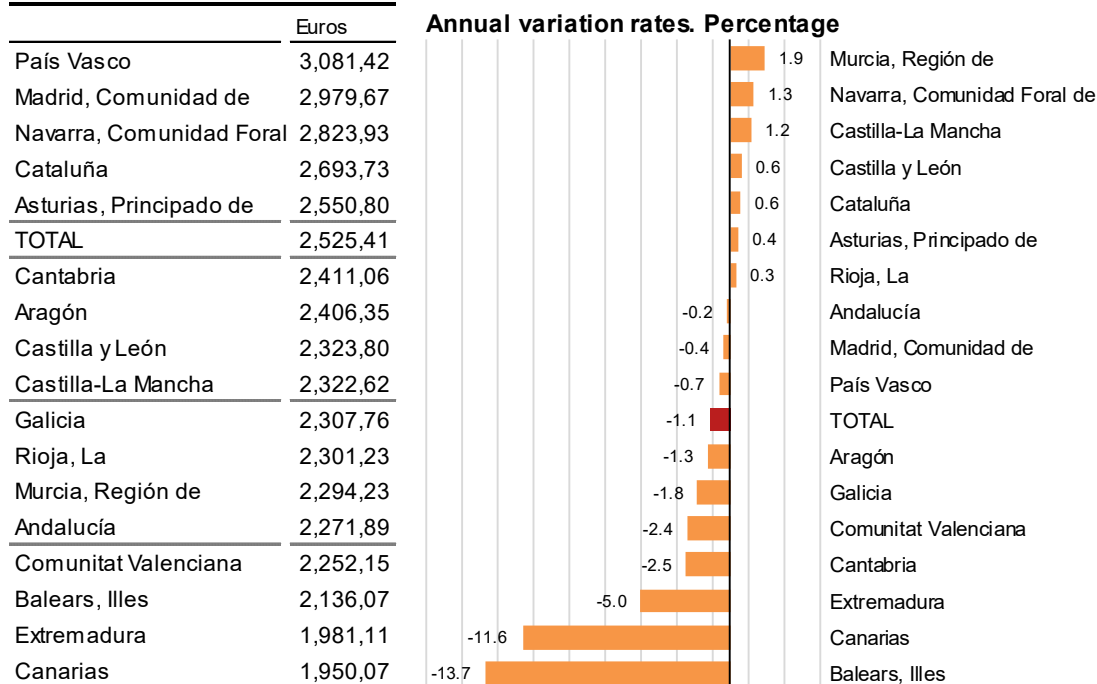
The labour cost in País Vasco and Comunidad de Madrid surpassed the national average by more than 400 euros. In Canarias and Extremadura this cost was lower than the average by the same amount.



Looking at the annual cost growth, Región de Murcia, Comunidad Foral de Navarra, and Castilla-La Mancha showed the highest rates. On the other hand, Illes Balears, Canarias and Extremadura registered the greatest decreases.

Labour cost by Autonomous Community

Labour cost per worker and month



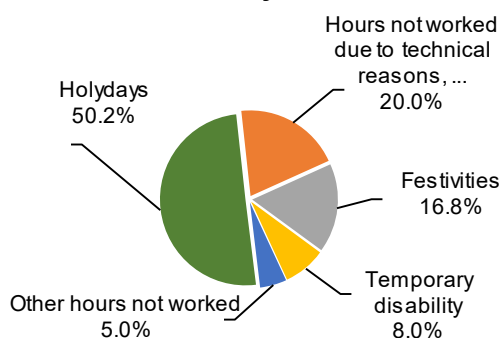
Working time

During the third quarter of 2020, the average agreed working week was 34.8 hours, considering both full-time and part-time work. Of these, an average of 8.5 hours were lost per week, most of which (5.7) were due to vacations and public holidays. On the other hand, 5.2 hours were not worked due to technical, economic, organizational, and production reasons, and force majeure –this includes workers affected by an ERTE-.

The remainder of the non-worked hours (1.1) were due to other possible causes such as temporary disability, maternity or paternity leave, paid leave, etc.

If we add overtime and subtract lost hours, the working week is reduced to 26.4 effective working hours.

Non-worked hours by reason



Distribution of the other non-worked hours

| | Porcentaje |
|-------------------------------------|------------|
| Compensated absences | 2,5% |
| Maternity | 1,0% |
| Other hours not worked and not paid | 0,9% |
| Other hours not worked but paid | 0,5% |
| Overtime compensation | 0,1% |
| Hours lost at work | 0,1% |
| Labour conflicts | 0,0% |

By type of working day, the wage difference between full-time and part-time workers was 5.40 euros per hour (16.89 euros/hour for full-time versus 11.49 euros/hour for part-time).

Regarding work time, full-time workers performed 13 effective hours more than part-time workers (29.3 hours per week as compared with 16.3).

Weekly hours¹

| | Effective hours | Hours lost |
|---------------|-----------------|------------|
| Total workers | 26,4 | 8,5 |
| Full time | 29,3 | 9,6 |
| Part time | 16,3 | 4,8 |

Labour cost per hour

| | Euros | Rate ² |
|---------------|-------|-------------------|
| Total workers | 16,16 | 4,1 |
| Full time | 16,89 | 3,7 |
| Part time | 11,49 | 3,7 |

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

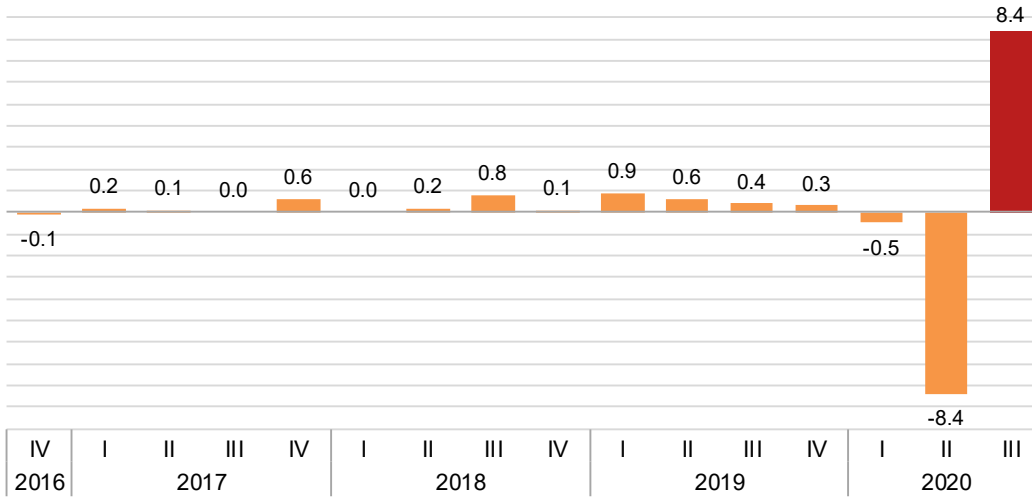
Series adjusted for seasonal and calendar effects

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 the second quarter of 2020, the variation of the total labour cost per worker was 8.4%, after adjusting for seasonal and calendar effects.

Labour cost per worker. Adjusted for seasonal and calendar effects

Quarterly variation rate. Percentage

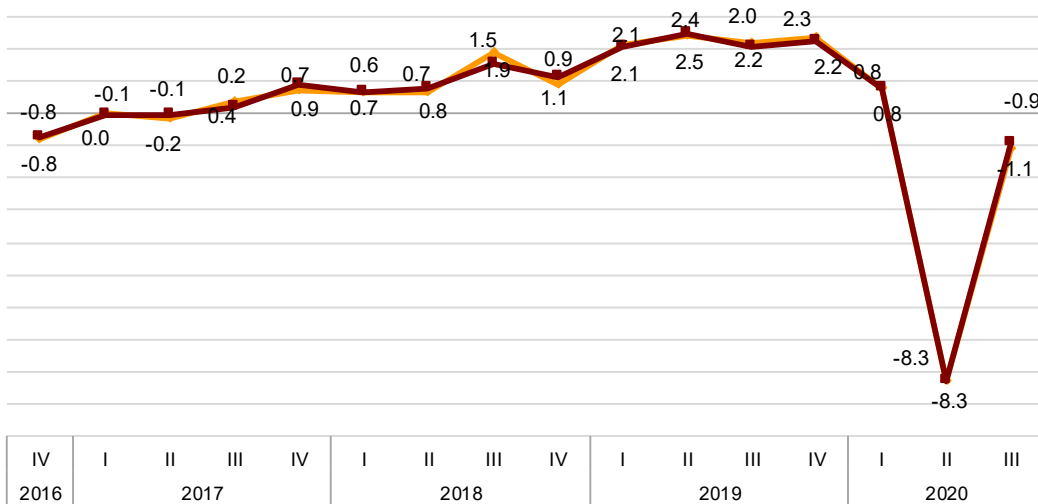


Annual evolution of labour cost

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of -0.9%.

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

The number of vacancies stood at 86,750 in the third quarter 2020. Of those, 87.7% 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 2020

| | Total vacancies | Percentage | Reasons why vacancies do not exist (percent distribution) | | | |
|--------------|-----------------|------------|---|------------------------|------------------|-------|
| | | | Total | No more workers needed | High hiring cost | Other |
| | | | | | | |
| TOTAL | 86,750 | 100,0 | 100,0 | 94,4 | 3,0 | 2,6 |
| Industry | 6,931 | 8,0 | 100,0 | 95,3 | 2,0 | 2,7 |
| Construction | 3,774 | 4,4 | 100,0 | 94,5 | 3,4 | 2,1 |
| Services | 76,045 | 87,7 | 100,0 | 94,3 | 3,1 | 2,6 |

Vacancies by Autonomous Community

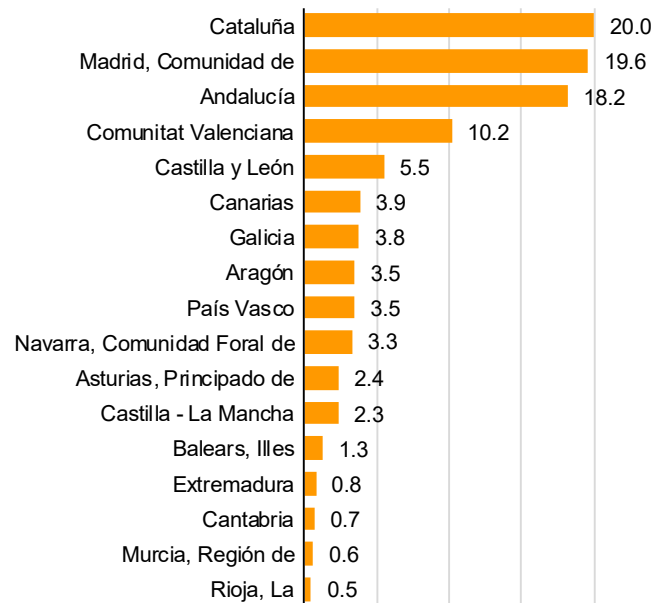
The Autonomous Communities with the largest number of vacancies in the fthis quarter were Cataluña, Comunidad de Madrid and Andalucía. The three concentrated 57% of the total.

On the other hand, those with the least vacancies were La Rioja, Región de Murcia and Cantabria.

Vacancies by Autonomous Community

| | Vacancies |
|-----------------------------|-----------|
| TOTAL | 86,750 |
| Cataluña | 17,371 |
| Madrid, Comunidad de | 17,004 |
| Andalucía | 15,759 |
| Comunitat Valenciana | 8,812 |
| Castilla y León | 4,766 |
| Canarias | 3,340 |
| Galicia | 3,295 |
| Aragón | 3,030 |
| País Vasco | 3,017 |
| Navarra, Comunidad Foral de | 2,854 |
| Asturias, Principado de | 2,050 |
| Castilla - La Mancha | 2,032 |
| Balears, Illes | 1,114 |
| Extremadura | 699 |
| Cantabria | 615 |
| Murcia, Región de | 547 |
| Rioja, La | 444 |

Percent distribution



COVID-19's influence on certain survey results: activity sections and autonomous communities

The evolution of the various activity sections reflected the degree of impact resulting from the pandemic and from the measures put in place to contain it. The end of the state of alarm on June 21, in accordance with Royal Decree 555/2020, led to the beginning of the de-escalation and the reactivation of many of the workers covered by an ERTE. On the other hand, Royal Decree-Law 24/2020, of June 26, regarding social measures to reactivate employment and protection of self-employment and competitiveness in the industrial sector, extends the ERTE until September 30.

These workers are still part of their company workforce. However, they do not receive wages, but instead benefits provided directly by the Public State Employment Service (SEPE), in some cases supplemented by the companies themselves. In addition, there are exemptions for social contributions paid by the employers of these workers as well as for those who re-join the workplace.

Hotels, restaurants and catering continues to be the activity section most affected by the situation, despite the de-escalation that began this quarter. The decrease in labour costs (–27.3%) was higher than the number of hours worked this quarter (–23.6%), resulting in a 3.9% wage decrease compared to the third quarter of the previous year. On the other hand, the exoneration of part of the social contributions and the increase in bonuses, as well as the decrease in severance payments, caused the other costs per worker to likewise fall.

The sections that, for the most part, include activities considered essential, such as *Electricity, gas, steam and air conditioning supply, Water supply, sanitation activities, waste management and decontamination, Information and communications, Financial and insurance activities, Public Administration, and Education and Health* have been minimally impacted by the current situation.

The rest of the sections include combinations of economic activities that had differing levels of affectation, depending on composition. In these cases, the decrease in labour costs did not compensate for the lower number of hours worked, meaning that the labour cost per hour worked grew significantly. *Artistic, recreational and entertainment activities* and *Other services* are among the most affected, while the *Manufacturing Industry, Construction* and *Professional, scientific and technical activities* have had greater dynamism during this quarter, recovering a certain level of labour normality.

The pandemic's impact was uneven among the autonomous communities, depending primarily on their productive structure. It should be noted that in the communities where tourism has a greater weight, labour costs per worker fell the most: this was the case for *Illes Balears* and *Canarias*.

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: 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 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 and Code of Good Practices](#) on the INE's website.

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Quarterly Labour Cost Survey (QLCS)

Third Quarter 2020

Base year 2016

Total Labour Cost

National results

| | Monthly labour cost per employee | | | Hourly labour cost | | |
|--------------|----------------------------------|-------|-------------------|--------------------|-------|-------------------|
| | Euros | Index | Rate ¹ | Euros | Index | Rate ¹ |
| TOTAL | 2,525.41 | 99.4 | -1.1 | 21.95 | 111.0 | 4.0 |
| Industry | 2,976.35 | 97.7 | -1.3 | 24.16 | 110.4 | 1.0 |
| Construction | 2,560.52 | 97.7 | -0.2 | 18.58 | 101.9 | -0.4 |
| Services | 2,441.78 | 100.0 | -1.1 | 21.83 | 112.2 | 5.0 |

¹ Same quarter, previous year

Autonomic results

| | Monthly labour cost per employee | | | Hourly labour cost | | |
|-----------------------------|----------------------------------|-------|-------------------|--------------------|-------|-------------------|
| | Euros | Index | Rate ¹ | Euros | Index | Rate ¹ |
| TOTAL | 2,525.41 | 99.4 | -1.1 | 21.95 | 111.0 | 4.0 |
| Andalucía | 2,271.89 | 99.1 | -0.2 | 19.39 | 107.8 | 4.6 |
| Aragón | 2,406.35 | 99.6 | -1.3 | 20.45 | 106.7 | -0.8 |
| Asturias, Principado de | 2,550.80 | 99.2 | 0.4 | 22.22 | 109.2 | 2.7 |
| Balears, Illes | 2,136.07 | 89.7 | -13.7 | 18.81 | 105.3 | 5.6 |
| Canarias | 1,950.07 | 90.2 | -11.6 | 18.41 | 111.6 | 5.7 |
| Cantabria | 2,411.06 | 99.2 | -2.5 | 20.12 | 108.7 | 1.0 |
| Castilla y León | 2,323.80 | 100.0 | 0.6 | 19.78 | 107.0 | 1.8 |
| Castilla - La Mancha | 2,322.62 | 102.7 | 1.2 | 19.44 | 109.8 | 2.4 |
| Cataluña | 2,693.73 | 100.1 | 0.6 | 24.18 | 115.4 | 5.9 |
| Comunitat Valenciana | 2,252.15 | 99.5 | -2.4 | 19.24 | 108.2 | 1.2 |
| Extremadura | 1,981.11 | 94.5 | -5.0 | 17.28 | 103.4 | -2.8 |
| Galicia | 2,307.76 | 102.6 | -1.8 | 19.32 | 111.2 | 0.3 |
| Madrid, Comunidad de | 2,979.67 | 99.1 | -0.4 | 25.26 | 111.4 | 5.9 |
| Murcia, Región de | 2,294.23 | 99.0 | 1.9 | 19.64 | 109.2 | 2.4 |
| Navarra, Comunidad Foral de | 2,823.93 | 106.4 | 1.3 | 24.95 | 116.0 | 3.0 |
| País Vasco | 3,081.42 | 104.5 | -0.7 | 29.44 | 121.4 | 0.1 |
| Rioja, La | 2,301.23 | 98.3 | 0.3 | 19.81 | 106.9 | 2.6 |

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2020

Base year 2016

Wage cost

National results

| | Monthly wage cost per employee | | | Hourly wage cost | | |
|--------------|--------------------------------|-------|-------------------|------------------|-------|-------------------|
| | Euros | Index | Rate ¹ | Euros | Index | Rate ¹ |
| TOTAL | 1,859.12 | 98.0 | -0.9 | 16.16 | 109.5 | 4.1 |
| Industry | 2,168.52 | 95.7 | -1.8 | 17.60 | 108.1 | 0.5 |
| Construction | 1,797.62 | 96.9 | 0.5 | 13.04 | 101.1 | 0.3 |
| Services | 1,808.21 | 98.7 | -0.9 | 16.17 | 110.8 | 5.3 |

¹ Same quarter, previous year

Autonomic results

| | Monthly wage cost per employee | | | Hourly wage cost | | |
|-----------------------------|--------------------------------|-------|-------------------|------------------|-------|-------------------|
| | Euros | Index | Rate ¹ | Euros | Index | Rate ¹ |
| TOTAL | 1,859.12 | 98.0 | -0.9 | 16.16 | 109.5 | 4.1 |
| Andalucía | 1,660.70 | 97.9 | -0.1 | 14.17 | 106.4 | 4.7 |
| Aragón | 1,759.39 | 98.1 | -1.0 | 14.95 | 105.1 | -0.5 |
| Asturias, Principado de | 1,885.68 | 97.7 | 0.8 | 16.43 | 107.6 | 3.1 |
| Balears, Illes | 1,568.66 | 89.2 | -12.7 | 13.81 | 104.5 | 6.8 |
| Canarias | 1,395.99 | 87.8 | -13.2 | 13.18 | 108.6 | 3.9 |
| Cantabria | 1,775.00 | 98.2 | -2.0 | 14.81 | 107.6 | 1.4 |
| Castilla y León | 1,708.34 | 99.4 | 1.2 | 14.54 | 106.4 | 2.4 |
| Castilla - La Mancha | 1,689.80 | 101.2 | 1.5 | 14.15 | 108.1 | 2.8 |
| Cataluña | 1,987.07 | 98.5 | 1.2 | 17.83 | 113.6 | 6.6 |
| Comunitat Valenciana | 1,646.15 | 97.8 | -2.3 | 14.06 | 106.4 | 1.3 |
| Extremadura | 1,440.24 | 92.5 | -4.8 | 12.56 | 101.2 | -2.6 |
| Galicia | 1,693.35 | 102.3 | -1.1 | 14.18 | 111.0 | 1.0 |
| Madrid, Comunidad de | 2,225.07 | 97.6 | -0.7 | 18.87 | 109.8 | 5.5 |
| Murcia, Región de | 1,675.62 | 97.2 | 2.2 | 14.35 | 107.2 | 2.7 |
| Navarra, Comunidad Foral de | 2,061.23 | 104.9 | 0.9 | 18.21 | 114.4 | 2.5 |
| País Vasco | 2,279.12 | 103.4 | -0.8 | 21.77 | 120.1 | -0.1 |
| Rioja, La | 1,668.46 | 95.2 | -0.1 | 14.36 | 103.5 | 2.2 |

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2020

Base year 2016

Other Costs

National results

| | Monthly other costs per employee | | | Hourly other cost | | |
|--------------|----------------------------------|-------|-------------------|-------------------|-------|-------------------|
| | Euros | Index | Rate ¹ | Euros | Index | Rate ¹ |
| TOTAL | 666.29 | 103.5 | -1.5 | 5.79 | 115.6 | 3.6 |
| Industry | 807.83 | 103.7 | 0.0 | 6.56 | 117.1 | 2.3 |
| Construction | 762.90 | 99.5 | -1.8 | 5.54 | 103.9 | -1.9 |
| Services | 633.57 | 103.8 | -1.9 | 5.66 | 116.5 | 4.2 |

¹ Same quarter, previous year

Autonomic results

| | Monthly other costs per employee | | | Hourly other cost | | |
|-----------------------------|----------------------------------|-------|-------------------|-------------------|-------|-------------------|
| | Euros | Index | Rate ¹ | Euros | Index | Rate ¹ |
| TOTAL | 666.29 | 103.5 | -1.5 | 5.79 | 115.6 | 3.6 |
| Andalucía | 611.19 | 102.7 | -0.5 | 5.22 | 111.8 | 4.4 |
| Aragón | 646.96 | 104.0 | -2.1 | 5.50 | 111.6 | -1.6 |
| Asturias, Principado de | 665.12 | 103.6 | -0.6 | 5.79 | 114.0 | 1.6 |
| Balears, Illes | 567.41 | 91.1 | -16.4 | 5.00 | 107.3 | 2.2 |
| Canarias | 554.08 | 97.1 | -7.6 | 5.23 | 120.0 | 10.6 |
| Cantabria | 636.06 | 102.3 | -3.8 | 5.31 | 112.0 | -0.4 |
| Castilla y León | 615.46 | 101.6 | -0.9 | 5.24 | 108.9 | 0.2 |
| Castilla - La Mancha | 632.82 | 107.3 | 0.4 | 5.29 | 114.5 | 1.5 |
| Cataluña | 706.66 | 104.8 | -1.3 | 6.35 | 120.7 | 3.9 |
| Comunitat Valenciana | 606.00 | 104.5 | -2.7 | 5.18 | 113.6 | 1.0 |
| Extremadura | 540.87 | 100.2 | -5.5 | 4.72 | 109.8 | -3.1 |
| Galicia | 614.41 | 103.6 | -3.7 | 5.14 | 112.0 | -1.7 |
| Madrid, Comunidad de | 754.60 | 103.5 | 0.6 | 6.39 | 116.2 | 6.9 |
| Murcia, Región de | 618.61 | 104.4 | 1.2 | 5.29 | 115.0 | 1.5 |
| Navarra, Comunidad Foral de | 762.70 | 110.6 | 2.5 | 6.74 | 120.8 | 4.3 |
| País Vasco | 802.30 | 107.8 | -0.1 | 7.67 | 125.1 | 0.7 |
| Rioja, La | 632.77 | 107.6 | 1.4 | 5.45 | 117.0 | 3.8 |

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2020

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 | 151.6 | 115.0 | 37.1 | 168.5 | 127.5 | 41.6 | 91.3 | 70.8 | 21.0 |
| Industry | 164.1 | 123.2 | 41.9 | 170.5 | 127.6 | 43.9 | 94.9 | 75.2 | 20.0 |
| Construction | 165.0 | 137.8 | 27.7 | 170.6 | 142.8 | 28.5 | 92.3 | 73.9 | 18.5 |
| Services | 148.3 | 111.9 | 36.9 | 167.8 | 126.0 | 42.3 | 91.0 | 70.4 | 21.2 |

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 | 151.6 | 115.0 | 37.1 | 168.5 | 127.5 | 41.6 | 91.3 | 70.8 | 21.0 |
| Andalucía | 149.2 | 117.2 | 32.5 | 168.4 | 131.7 | 37.1 | 93.0 | 74.7 | 18.8 |
| Aragón | 151.5 | 117.7 | 34.5 | 168.6 | 129.9 | 39.4 | 86.3 | 71.2 | 15.7 |
| Asturias, Principado de | 150.1 | 114.8 | 35.8 | 166.4 | 126.0 | 40.9 | 87.7 | 71.7 | 16.3 |
| Balears, Illes | 153.1 | 113.6 | 39.8 | 169.0 | 131.4 | 37.8 | 119.9 | 76.2 | 43.9 |
| Canarias | 151.9 | 105.9 | 46.4 | 169.8 | 116.6 | 53.6 | 85.7 | 66.4 | 19.8 |
| Cantabria | 152.7 | 119.8 | 33.2 | 168.0 | 130.9 | 37.5 | 91.5 | 75.7 | 16.2 |
| Castilla y León | 149.9 | 117.5 | 32.8 | 168.2 | 131.0 | 37.6 | 88.0 | 71.9 | 16.6 |
| Castilla - La Mancha | 152.0 | 119.5 | 33.2 | 167.6 | 131.3 | 36.8 | 88.7 | 71.3 | 18.4 |
| Cataluña | 152.2 | 111.4 | 41.6 | 169.3 | 123.7 | 46.5 | 89.3 | 66.0 | 23.9 |
| Comunitat Valenciana | 150.7 | 117.1 | 34.4 | 169.0 | 129.9 | 39.9 | 91.5 | 75.8 | 16.6 |
| Extremadura | 145.8 | 114.7 | 31.4 | 166.6 | 130.7 | 36.2 | 82.0 | 65.4 | 16.7 |
| Galicia | 153.3 | 119.4 | 34.4 | 169.2 | 130.9 | 38.8 | 91.0 | 74.5 | 17.0 |
| Madrid, Comunidad de | 154.1 | 117.9 | 36.7 | 168.7 | 129.2 | 40.0 | 91.2 | 69.2 | 22.5 |
| Murcia, Región de | 152.6 | 116.8 | 36.4 | 168.5 | 128.8 | 40.3 | 95.5 | 73.8 | 22.3 |
| Navarra, Comunidad Foral de | 151.0 | 113.2 | 38.3 | 166.7 | 123.9 | 43.3 | 87.3 | 69.8 | 18.1 |
| País Vasco | 148.9 | 104.7 | 44.6 | 164.6 | 115.0 | 50.0 | 85.5 | 63.1 | 22.6 |
| Rioja, La | 149.2 | 116.2 | 33.7 | 167.9 | 129.9 | 38.5 | 82.9 | 67.2 | 16.7 |

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2020

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 ¹ | Euros | Rate ¹ | Euros | Rate ¹ |
| Net costs | 2,525.41 | -1.1 | 2,525.26 | -1.1 | 2,613.06 | -0.9 |
| Wages costs | 1,859.12 | -0.9 | 1,859.11 | -1.0 | 1,947.04 | -0.7 |
| Other costs | 666.29 | -1.5 | 666.15 | -1.6 | 666.02 | -1.6 |

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 | 21.95 | 4.0 | 22.03 | 4.3 | 21.54 | 4.3 |
| Wages costs | 16.16 | 4.1 | 16.22 | 4.4 | 16.03 | 4.4 |
| Other costs | 5.79 | 3.6 | 5.81 | 3.9 | 5.51 | 4.0 |

¹ Same quarter as the previous year

Quarterly Labour Cost Survey (QLCS)

Third Quarter 2020

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 | 86,750 | 100.0 | 100.0 | 94.4 | 3.0 | 2.6 |
| Industry | 6,931 | 8.0 | 100.0 | 95.3 | 2.0 | 2.7 |
| Construction | 3,774 | 4.4 | 100.0 | 94.5 | 3.4 | 2.1 |
| Services | 76,045 | 87.7 | 100.0 | 94.3 | 3.1 | 2.6 |

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 | 86,750 | 100.0 | 100 | 94.4 | 3.0 | 2.6 |
| Andalucía | 15,759 | 18.2 | 100 | 93.6 | 3.3 | 3.1 |
| Aragón | 3,030 | 3.5 | 100 | 93.3 | 3.8 | 3.0 |
| Asturias, Principado de | 2,050 | 2.4 | 100 | 96.1 | 2.8 | 1.1 |
| Balears, Illes | 1,114 | 1.3 | 100 | 92.2 | 4.8 | 3.1 |
| Canarias | 3,340 | 3.9 | 100 | 92.8 | 4.4 | 2.9 |
| Cantabria | 615 | 0.7 | 100 | 93.8 | 4.5 | 1.6 |
| Castilla y León | 4,766 | 5.5 | 100 | 93.7 | 2.5 | 3.8 |
| Castilla - La Mancha | 2,032 | 2.3 | 100 | 91.8 | 4.4 | 3.7 |
| Cataluña | 17,371 | 20.0 | 100 | 95.2 | 2.8 | 2.0 |
| Comunitat Valenciana | 8,812 | 10.2 | 100 | 96.1 | 1.9 | 2.0 |
| Extremadura | 699 | 0.8 | 100 | 91.2 | 6.5 | 2.3 |
| Galicia | 3,295 | 3.8 | 100 | 92.0 | 5.3 | 2.8 |
| Madrid, Comunidad de | 17,004 | 19.6 | 100 | 96.2 | 1.7 | 2.1 |
| Murcia, Región de | 547 | 0.6 | 100 | 96.0 | 2.3 | 1.8 |
| Navarra, Comunidad Foral de | 2,854 | 3.3 | 100 | 96.5 | 1.2 | 2.2 |
| País Vasco | 3,017 | 3.5 | 100 | 95.7 | 2.2 | 2.2 |
| Rioja, La | 444 | 0.5 | 100 | 93.2 | 3.7 | 3.2 |