

17 December 2021

## **Quarterly Labour Cost Survey (QLCS)** Third quarter 2021

### **Main results**

- Companies' labour cost stands at 2,648.87 euros per worker and month in the third quarter, with an increase of 4.9% when compared with the same period of 2020.
- The wage cost per worker per month increases by 5.0%, standing at an average of 1,952.37 euros. On the other hand, other costs increase by 4.5%, standing at 696.50 euros per worker per month.
- During the third quarter of 2021, the average agreed working week was 35.1 hours, considering both full-time and part-time work. Of these, 7.5 hours per week are lost, of which 6.1 are due to holidays and vacations, 0.4 to sick leave due to temporary disability and 0.5 hours that were not worked due to technical, economic, organizational, and production reasons, and force majeure –this workers affected by a Temporary Workforce Reduction Scheme (ERTE)-. The remainder of the non-worked hours (0.5) were due to other causes such as maternity or paternity, other paid leave, labour conflict, etc.
- The labour cost per effective hour decreased 0.3% in the annual rate due to the fact that the increase in hours worked was higher than that of labour costs.
- In the quarterly rate, and considering the results adjusted for seasonal and calendar effects, the labour cost per worker rose by 0.5% and the labour cost per hour actually worked fell by 0.3%.
- With calendar adjusted results, the annual rate per hour actually worked is 0.7% and per worker it is 4.9%. Seasonally adjusted, the labour cost per effective hour increased by 1.0%, and cost per worker by 4.9% compared to the third quarter of 2020.
- In the third quarter, the number of vacancies was 118,888. Of these, 88.7% were registered in the Services sector.

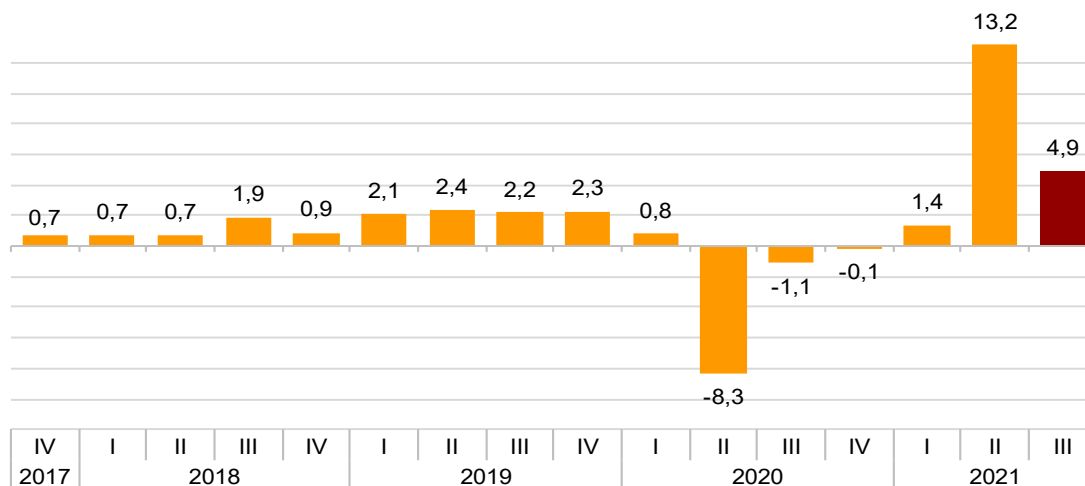
### Labour cost by components

The labour cost per worker per month reached 2,648.87 euros in the third quarter of 2021, indicating an increase of 4.9% as compared with the same period of the previous year.

This increase was due to the greater number of hours actually worked this quarter. This was, in turn, a consequence of the decrease in the number of hours not worked due to holidays taken and, in particular, of the hours not worked due to technical, economic, organizational, production and/or force majeure reasons - including time not worked for affected by the Temporary Workforce Reduction Scheme (ERTE) -, which compensated for the increase in hours not worked due to vacations.

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, 1,952.37 euros corresponded to wages and 644.23 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 5.0% at an annual rate, going from 1,859.12 to 1,952.37 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 5.2%.

Other costs (non-wage costs) increased by 4.5%. Their main component, compulsory Social Security contributions, increased by 5.2%. In the variation of non-salary income, the decrease in direct social benefits stands out.

The labour cost per hour grew 5.1% due to a 5.0% 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 5.5%.

## Labour cost per worker and month

	Euros	Rate <sup>1</sup>
Total labour cost	2.648,87	4,9
Wage cost	1.952,37	5,0
Other costs	696,50	4,5

## Wage cost per worker and month

	Euros	Rate <sup>1</sup>
Total wage cost	1.952,37	5,0
Ordinary wage cost	1.776,83	5,2

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

## Other costs per worker and month

	Euros	Rate <sup>1</sup>
TOTAL	696,50	4,5
Compulsory contributions	644,23	5,2
Non-wage payments	65,13	-1,3
Subsidies and allowances <sup>2</sup>	12,86	8,3

## Cost per hour

	Euros	Rate <sup>1</sup>
Cost per effective hour	21,89	-0,3
Cost per paid hour	17,28	3,9

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

## Labour cost by economic sector

*Industry* showed the lowest increase in labour costs this quarter. The growth in the ordinary salary cost was greater than the total salary cost due to the decrease in extraordinary and late payments.

*Construction* had the lowest increase in wage costs and the highest increase for other costs.

*Services* showed the highest growth in total labour cost and salary.

## Labour cost per worker and month in the third quarter 2021

### 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	2.648,87	4,9	1.952,37	5,0	1.776,83	5,2	696,50	4,5
Industry	3.060,22	2,8	2.228,07	2,7	1.977,84	3,6	832,15	3,0
Construction	2.642,02	3,2	1.840,12	2,4	1.713,10	2,7	801,90	5,1
Services	2.575,66	5,5	1.911,46	5,7	1.745,63	5,7	664,20	4,8

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

## Labour cost by activity sector

By branch of activity, the growth of the labour cost was higher in *Accommodation and food service activities*, *Wholesale and Retail Trade*, *repair of motor vehicles and motorcycles* and *Administrative and support service activities*.

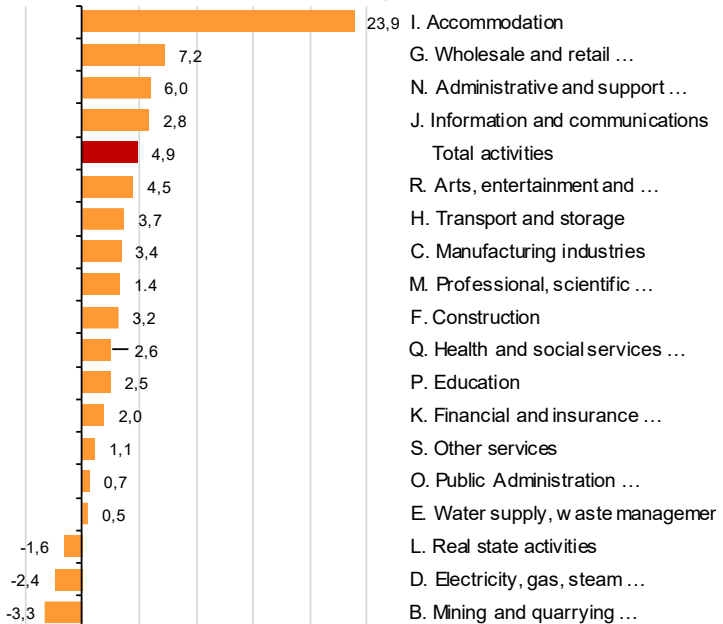
On the other hand, labour costs fell in *Mining and quarrying*, *Electricity, gas, steam and air conditioning supply* and *Real estate activities*.

## Labour cost by activity sector

Labour cost per worker and month

	Euros
D. Electricity, gas, steam ...	5.406,79
K. Financial and insurance ...	4.804,46
J. Information and communication	3.983,17
B. Mining and quarrying ...	3.969,85
M. Professional, scientific ...	3.290,27
O. Public Administration ...	3.101,73
C. Manufacturing industries	3.022,88
E. Water supply, waste managem	2.855,99
Q. Health and social services ...	2.783,81
H. Transport and storage	2.763,36
Total activities	2.648,87
F. Construction	2.642,02
P. Education	2.626,18
L. Real state activities	2.473,10
G. Wholesale and retail ...	2.337,43
R. Arts, entertainment and ...	1.954,40
N. Administrative and support ...	1.920,56
S. Other services	1.828,54
I. Accommodation	1.504,89

## Annual variation rates. Percentage



Taking into account the components of the labour cost per worker, the growth of the wage cost was higher in *Hotel, restaurants and catering, Wholesale and retail trade; repair of motor vehicles and motorcycles and Information and communications*.

*Electricity, gas, steam and air conditioning supply* was the only activity section with a negative variation in salary cost. For its part, *Public administration and defence; compulsory social security and Real Estate Activities* registered the smallest increases.

Regarding other costs, the sections with the highest increases were *Hotel, restaurants and catering, Wholesale and retail trade; repair of motor vehicles and motorcycles and Administrative activities and support services*.

On the other hand, the lowest rates are found in *Mining and quarrying, Real Estate Activities and Other service activities*.

## Labour cost in the third quarter 2021 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 <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	1.952,37	5,0	696,50	4,5	16,13	-0,2	5,76	-0,5
B. Mining and quarrying ...	2.872,84	2,1	1.097,01	-15,2	21,67	1,8	8,28	-15,4
C. Manufacturing industries	2.202,09	3,3	820,79	3,9	17,32	-0,1	6,45	0,5
D. Electricity, gas, steam ...	4.102,67	-2,5	1.304,12	-2,1	32,31	-2,1	10,27	-1,7
E. Water supply, waste management ...	2.031,60	0,7	824,39	0,1	16,77	1,5	6,81	0,9
F. Construction	1.840,12	2,4	801,90	5,1	13,33	2,2	5,81	4,9
G. Wholesale and retail ...	1.724,08	6,9	613,35	8,3	13,31	1,6	4,74	3,0
H. Transport and storage	1.932,74	4,8	830,62	1,3	14,77	-1,7	6,35	-4,8
I. Accommodation	1.139,51	27,7	365,38	13,4	9,92	2,6	3,18	-8,9
J. Information and communications	3.045,98	6,1	937,19	5,4	23,22	3,8	7,15	3,2
K. Financial and insurance ...	3.595,55	2,8	1.208,91	-0,4	30,53	3,1	10,26	-0,2
L. Real state activities	1.855,53	0,4	617,57	-7,1	14,76	-6,9	4,91	-13,9
M. Professional, scientific ...	2.538,05	5,0	752,22	-2,0	20,17	0,9	5,98	-5,7
N. Administrative and support ...	1.391,98	5,5	528,58	7,4	12,16	1,1	4,62	2,9
O. Public Administration ...	2.280,92	0,3	820,81	1,9	19,07	-2,5	6,87	-0,9
P. Education	1.950,16	2,3	676,02	3,1	19,94	-4,2	6,91	-3,4
Q. Health and social services ...	2.071,47	2,0	712,34	4,5	18,73	-0,5	6,44	1,9
R. Arts, entertainment and ...	1.488,79	3,9	465,61	6,5	14,74	-1,3	4,60	1,1
S. Other services	1.349,36	2,9	479,18	-3,5	11,87	-4,9	4,22	-10,6

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

Regarding the wage cost per hour worked, the sections that registered the highest increases were *Information and communication, Financial and insurance activities and Hotel, restaurants and catering*.

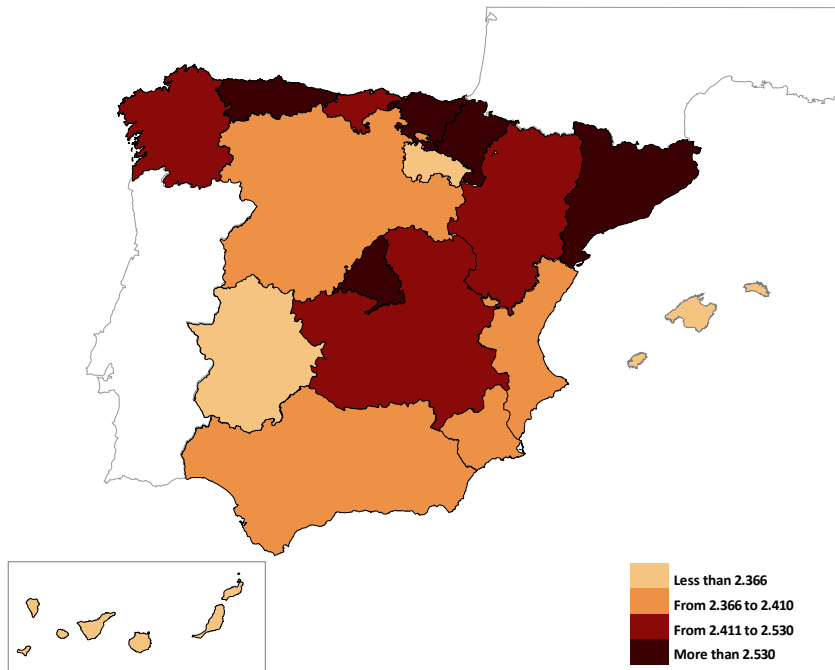
Meanwhile, *Real estate activities, Other services and Education* showed the greatest decreases.

As for other costs, the sections that registered the highest annual growth per hour worked were *Construction, Information and communication, Wholesale and retail trade; repair of motor vehicles and motorcycles and Administrative activities and support services*.

The lowest rates were in *Mining and quarrying, Real Estate Activities and Other service activities*.

### Labour cost by Autonomous Community

The labour cost in Comunidad de Madrid (13) and País Vasco (16) exceeded the national average by more than 400 euros. In Extremadura and Canarias this cost was lower than the average by the same amount.

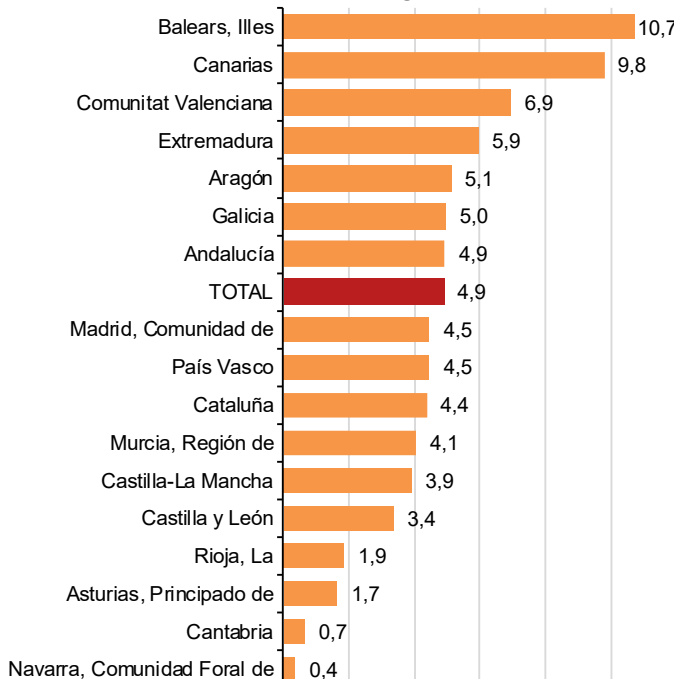


Illes Balears, Canarias and Comunitat Valenciana showed the highest annual cost increases. While Comunidad Foral de Navarra, Cantabria and Principado de Asturias showed the least.

### Labour cost by Autonomous Community

Autonomous Community	Euros
País Vasco	3.219,10
Madrid, Comunidad de	3.113,02
Navarra, Comunidad Foral	2.834,31
Cataluña	2.811,43
<b>TOTAL</b>	<b>2.648,87</b>
Asturias, Principado de	2.592,89
Aragón	2.529,36
Cantabria	2.427,00
Galicia	2.422,27
Castilla-La Mancha	2.413,48
Comunitat Valenciana	2.408,64
Castilla y León	2.402,01
Murcia, Región de	2.387,32
Andalucía	2.384,02
Balears, Illes	2.365,44
Rioja, La	2.344,00
Canarias	2.140,87
Extremadura	2.098,95

### Annual variation rates. Percentage



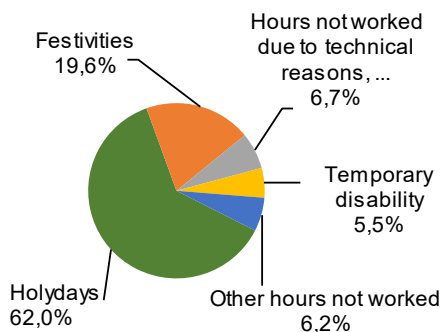
## Working time

During the third quarter, the average agreed working week, considering full-time and part-time together, was 35.1 hours. Of these, an average of 7.5 hours were lost per week, most of which (6.1) were due to vacations and public holidays. On the other hand, 0.5 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 (0.9) 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 27.8 effective working hours.

### Non-worked hours by reason



### Distribution of the other non-worked hours

	Porcentaje
Compensated absences	3,5%
Maternity	1,2%
Other hours not worked and not paid	0,8%
Other hours not worked but paid	0,6%
Overtime compensation	0,1%
Hours lost at work	0,0%
Labour conflicts	0,0%

By type of working day, the wage difference between full-time and part-time workers was 5.46 euros per hour (16.87 euros/hour for full-time versus 11.41 euros/hour for part-time).

Regarding work time, full-time workers practically doubled the hours actually worked by part-time workers (30.5 weekly hours as compared with 17.9).

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

	Effective hours	Hours lost
Total workers	27,8	7,5
Full time	30,5	8,4
Part time	17,9	4,0

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

### Labour cost per hour

	Euros	Rate <sup>2</sup>
Total workers	16,13	-0,2
Full time	16,87	-0,1
Part time	11,41	-0,7

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

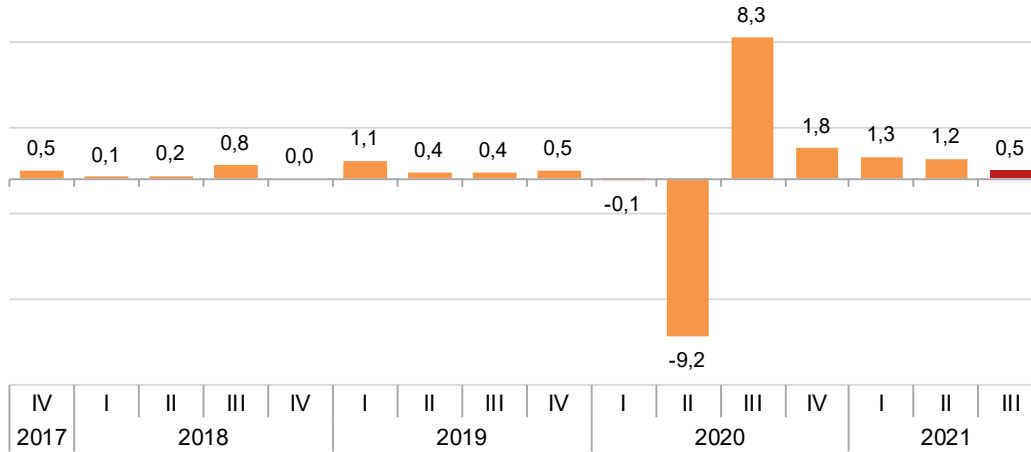
## Series adjusted for seasonal and calendar effects

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 the second quarter of 2021, removing the seasonal and calendar effects, the variation of the total labour cost per worker was 0.5%.

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

Quarterly variation rate. Percentage

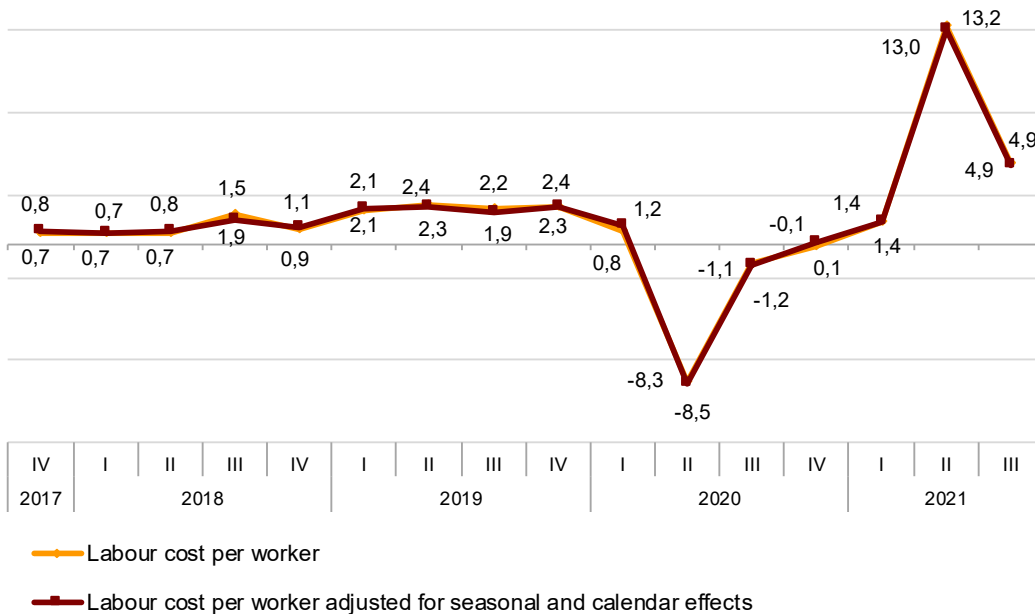


**Annual evolution of labour cost**

The labour cost per worker adjusted for seasonal and calendar effects showed an annual variation rate of 4.9%.

**Evolution of the labour cost per worker**

Annual variation rate. Percentage





## Job vacancies

The number of vacancies stood at 118,888 in the third quarter 2021. Of those, 88.7% 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 2021

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
<b>TOTAL</b>	118.888	100,0	100,0	95,2	2,8	2,1
Industry	6.748	5,7	100,0	95,3	2,7	2,1
Construction	6.705	5,6	100,0	94,7	2,8	2,6
Services	105.435	88,7	100,0	95,2	2,8	2,0

### Vacancies by Autonomous Community

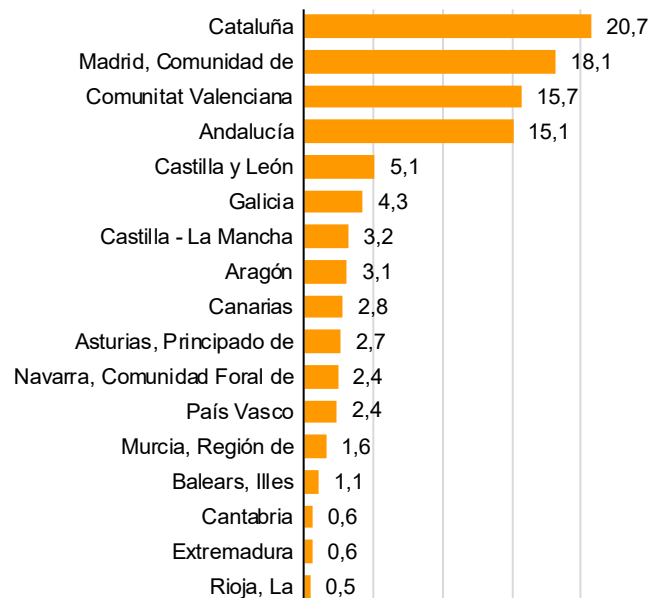
The Autonomous Communities with the largest number of vacancies in the fthis quarter were Cataluña, Comunidad de Madrid and Comunitat Valenciana. The three concentrated more than 54% of the total.

On the other hand, those with the least vacancies were La Rioja, Extremadura and Cantabria.

### Vacancies by Autonomous Community

	Vacancies
<b>TOTAL</b>	118.888
Cataluña	24.648
Madrid, Comunidad de	21.561
Comunitat Valenciana	18.640
Andalucía	17.904
Castilla y León	6.101
Galicia	5.077
Castilla - La Mancha	3.821
Aragón	3.718
Canarias	3.358
Asturias, Principado de	3.167
Navarra, Comunidad Foral de	2.891
País Vasco	2.844
Murcia, Región de	1.873
Balears, Illes	1.266
Cantabria	737
Extremadura	721
Rioja, La	562

### 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.

During the third quarter of 2021 there has generally been a lower incidence of ERTE in all economic activities. This gave rise to an increase in salary costs in the majority of activities and, to a lesser extent, other costs, as a consequence of the exemptions in social contributions. On the other hand, in those activities where the hours actually worked increased more than the costs, the cost per hour worked decreased.

The pandemic's impact was uneven among the autonomous communities, depending primarily on their productive structure. In all the regions, labour costs per worker and the number of hours worked rose. The greatest increases took place in the autonomous communities where tourism has the greatest weight, as is the case of Illes Balears and Canarias.

### **Revision and updating of data**

The data published today are final. All results are available on INEBase.

## 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:** 2016.

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

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## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2021

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	2.648,87	104,2	4,9	21,89	110,7	-0,3
Industry	3.060,22	100,5	2,8	24,14	110,3	-0,1
Construction	2.642,02	100,8	3,2	19,14	105,0	3,0
Services	2.575,66	105,4	5,5	21,70	111,6	-0,6

<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	2.648,87	104,2	4,9	21,89	110,7	-0,3
Andalucía	2.384,02	104,0	4,9	19,43	108,0	0,2
Aragón	2.529,36	104,7	5,1	21,15	110,4	3,4
Asturias, Principado de	2.592,89	100,8	1,7	22,12	108,7	-0,5
Balears, Illes	2.365,44	99,3	10,7	17,90	100,2	-4,8
Canarias	2.140,87	99,1	9,8	17,86	108,2	-3,0
Cantabria	2.427,00	99,9	0,7	19,76	106,8	-1,8
Castilla y León	2.402,01	103,4	3,4	20,13	108,9	1,8
Castilla - La Mancha	2.413,48	106,8	3,9	19,93	112,5	2,5
Cataluña	2.811,43	104,5	4,4	23,73	113,2	-1,9
Comunitat Valenciana	2.408,64	106,4	6,9	19,92	112,0	3,5
Extremadura	2.098,95	100,1	5,9	18,10	108,3	4,7
Galicia	2.422,27	107,7	5,0	19,49	112,2	0,9
Madrid, Comunidad de	3.113,02	103,5	4,5	24,99	110,2	-1,1
Murcia, Región de	2.387,32	103,1	4,1	19,96	111,0	1,6
Navarra, Comunidad Foral de	2.834,31	106,8	0,4	23,97	111,5	-3,9
País Vasco	3.219,10	109,2	4,5	28,58	117,8	-2,9
Rioja, La	2.344,00	100,2	1,9	20,01	108,0	1,0

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2021

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	1.952,37	102,9	5,0	16,13	109,3	-0,2
Industry	2.228,07	98,3	2,7	17,58	108,0	-0,1
Construction	1.840,12	99,2	2,4	13,33	103,3	2,2
Services	1.911,46	104,3	5,7	16,10	110,3	-0,4

<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	1.952,37	102,9	5,0	16,13	109,3	-0,2
Andalucía	1.747,01	103,0	5,2	14,24	106,9	0,5
Aragón	1.833,58	102,2	4,2	15,34	107,8	2,6
Asturias, Principado de	1.902,25	98,5	0,9	16,23	106,3	-1,2
Balears, Illes	1.774,37	100,9	13,1	13,42	101,6	-2,8
Canarias	1.576,24	99,1	12,9	13,15	108,3	-0,2
Cantabria	1.777,89	98,4	0,2	14,48	105,2	-2,2
Castilla y León	1.765,10	102,7	3,3	14,79	108,2	1,7
Castilla - La Mancha	1.768,07	105,8	4,6	14,60	111,5	3,2
Cataluña	2.067,93	102,5	4,1	17,45	111,1	-2,1
Comunitat Valenciana	1.755,27	104,2	6,6	14,52	109,8	3,3
Extremadura	1.525,24	97,9	5,9	13,15	106,0	4,7
Galicia	1.764,99	106,6	4,2	14,20	111,1	0,1
Madrid, Comunidad de	2.338,41	102,6	5,1	18,78	109,3	-0,5
Murcia, Región de	1.738,35	100,8	3,7	14,53	108,6	1,3
Navarra, Comunidad Foral de	2.070,28	105,3	0,4	17,51	110,0	-3,8
País Vasco	2.369,53	107,5	4,0	21,04	116,1	-3,4
Rioja, La	1.695,16	96,8	1,6	14,47	104,3	0,8

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2021

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	696,50	108,2	4,5	5,76	115,0	-0,5
Industry	832,15	106,8	3,0	6,56	117,1	0,0
Construction	801,90	104,6	5,1	5,81	109,0	4,9
Services	664,20	108,8	4,8	5,60	115,2	-1,1

<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	696,50	108,2	4,5	5,76	115,0	-0,5
Andalucía	637,01	107,1	4,2	5,19	111,1	-0,6
Aragón	695,78	111,9	7,5	5,81	117,8	5,6
Asturias, Principado de	690,64	107,6	3,8	5,89	115,9	1,7
Balears, Illes	591,07	94,9	4,2	4,48	96,1	-10,4
Canarias	564,63	98,9	1,9	4,71	108,0	-9,9
Cantabria	649,11	104,4	2,1	5,28	111,4	-0,6
Castilla y León	636,91	105,2	3,5	5,34	111,0	1,9
Castilla - La Mancha	645,41	109,4	2,0	5,33	115,4	0,8
Cataluña	743,50	110,3	5,2	6,28	119,4	-1,1
Comunitat Valenciana	653,37	112,6	7,8	5,40	118,4	4,2
Extremadura	573,71	106,3	6,1	4,95	115,1	4,9
Galicia	657,28	110,8	7,0	5,29	115,3	2,9
Madrid, Comunidad de	774,61	106,2	2,7	6,21	112,9	-2,8
Murcia, Región de	648,97	109,5	4,9	5,43	118,0	2,6
Navarra, Comunidad Foral de	764,03	110,8	0,2	6,46	115,8	-4,2
País Vasco	849,57	114,2	5,9	7,54	123,0	-1,7
Rioja, La	648,84	110,3	2,5	5,54	118,9	1,7

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

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2021

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	152,9	121,0	32,5	168,4	132,5	36,5	94,7	77,9	17,4
Industry	164,4	126,8	38,7	170,4	131,0	40,6	93,4	77,2	16,6
Construction	165,0	138,0	27,6	170,6	142,7	28,6	92,2	77,7	14,6
Services	149,9	118,7	31,7	167,8	131,9	36,4	94,8	78,0	17,5

#### 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	152,9	121,0	32,5	168,4	132,5	36,5	94,7	77,9	17,4
Andalucía	151,1	122,7	29,0	168,5	135,5	33,5	100,0	85,0	15,6
Aragón	153,5	119,6	34,7	168,9	131,0	38,7	89,2	72,0	18,3
Asturias, Principado de	150,0	117,2	33,3	165,9	128,3	38,2	87,6	73,9	14,2
Balears, Illes	155,0	132,2	23,1	169,3	144,1	25,5	120,8	103,7	17,5
Canarias	153,4	119,8	34,0	169,4	132,2	37,5	92,8	73,2	20,4
Cantabria	152,5	122,8	30,0	167,8	134,0	34,2	92,6	79,3	13,9
Castilla y León	150,0	119,3	31,1	168,0	133,2	35,2	87,8	71,2	17,0
Castilla - La Mancha	151,0	121,1	30,4	167,3	133,1	34,7	89,2	75,8	14,0
Cataluña	153,8	118,5	36,3	169,2	130,1	40,2	93,2	72,9	21,0
Comunitat Valenciana	151,7	120,9	31,5	168,8	133,3	36,1	92,5	78,1	15,5
Extremadura	146,3	116,0	30,6	166,5	130,8	36,0	79,7	67,1	12,7
Galicia	154,2	124,3	30,4	169,6	135,4	34,7	91,9	79,3	13,1
Madrid, Comunidad de	156,3	124,6	32,2	168,8	134,3	35,0	97,1	78,5	19,2
Murcia, Región de	152,3	119,6	33,2	168,4	131,5	37,5	96,4	78,6	18,5
Navarra, Comunidad Foral de	150,5	118,3	32,9	166,9	129,4	38,0	88,6	76,1	13,4
País Vasco	150,8	112,6	38,6	164,5	121,9	42,9	87,0	69,2	18,1
Rioja, La	148,8	117,1	32,5	167,9	130,6	38,0	83,1	70,6	13,5

## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2021

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	2.648,87	4,9	2.648,00	4,9	2.727,71	4,9
Wages costs	1.952,37	5,0	1.952,31	5,0	2.028,94	4,9
Other costs	696,50	4,5	695,69	4,4	698,77	4,6

<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	21,89	-0,3	22,16	0,7	21,75	1,0
Wages costs	16,13	-0,2	16,33	0,8	16,21	1,1
Other costs	5,76	-0,5	5,83	0,5	5,54	0,5

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



## Quarterly Labour Cost Survey (QLCS)

### Third Quarter 2021

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	118.888	100,0	100,0	95,2	2,8	2,1
Industry	6.748	5,7	100,0	95,3	2,7	2,1
Construction	6.705	5,6	100,0	94,7	2,8	2,6
Services	105.435	88,7	100,0	95,2	2,8	2,0

### 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	118.888	100,0	100	95,2	2,8	2,1
Andalucía	17.904	15,1	100	93,1	4,9	1,9
Aragón	3.718	3,1	100	94,8	3,3	1,8
Asturias, Principado de	3.167	2,7	100	94,4	3,4	2,1
Balears, Illes	1.266	1,1	100	92,8	4,9	2,4
Canarias	3.358	2,8	100	95,9	2,1	1,9
Cantabria	737	0,6	100	94,8	3,4	1,8
Castilla y León	6.101	5,1	100	95,7	2,4	1,9
Castilla - La Mancha	3.821	3,2	100	96,5	1,9	1,6
Cataluña	24.648	20,7	100	96,9	1,6	1,6
Comunitat Valenciana	18.640	15,7	100	96,0	1,4	2,6
Extremadura	721	0,6	100	91,9	5,5	2,6
Galicia	5.077	4,3	100	93,7	3,2	3,1
Madrid, Comunidad de	21.561	18,1	100	95,9	2,0	2,0
Murcia, Región de	1.873	1,6	100	95,1	2,7	2,3
Navarra, Comunidad Foral de	2.891	2,4	100	95,6	1,1	3,3
País Vasco	2.844	2,4	100	95,0	3,5	1,6
Rioja, La	562	0,5	100	94,2	1,9	3,9