

17 March 2010

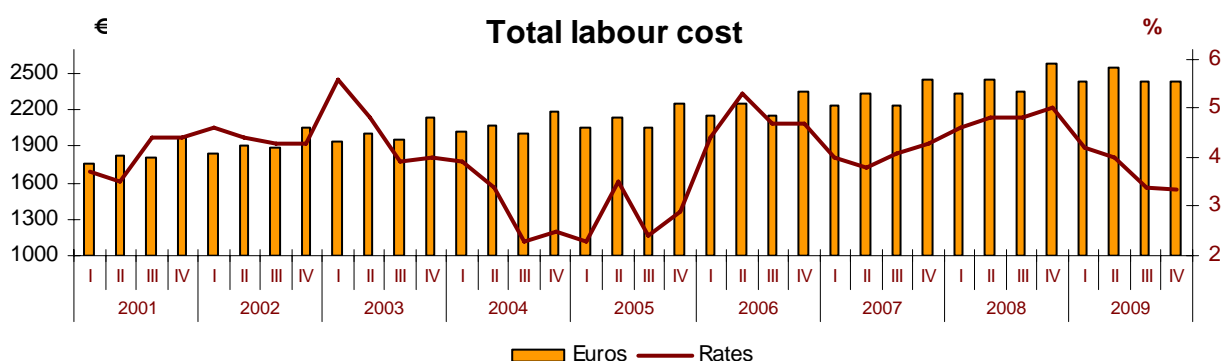
**Quarterly Labour Cost Survey (QLCS)  
Fourth quarter of 2009**

**Main results**

- **The labour cost for companies increases 2.5%** in the fourth quarter, as compared with the same period in 2008, standing at **2,649.13 euros**. This growth rate is the lowest since the third quarter of 2005.
- **The wage cost** per worker per month, **increases 2.7%**, whereas **other costs increase 1.9%**.
- The effective day worked decreases **2.4%**. Regarding the **agreed working day of 35.5 hours per week, 5.0 working hours are lost weekly** this quarter on average.
- The **labour cost per effective hour** worked increases **5.1%**.
- The process of implementing the new National Classification of Economic Activities (CNAE-2009) has concluded with the publication of the fourth quarter of 2009. Therefore, **the data provided by the survey in 2009 is already final in nature**.

## Labour cost by component

The labour cost per worker per month reached 2,649.13 euros in the fourth quarter of 2009, indicating an increase of 2.5% as compared with the same period of 2008. **This growth rate was the lowest since the third quarter of 2005.**



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,993.15 euros corresponded to wages, and 567.89 euros to Obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

### The main component responsible for the growth in the total cost was the wage cost.

The wage cost, which comprises base salary, salary supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, increased 2.7% in the interannual rate. If the variable factor is excluded from the wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which increased 2.2%.

Other costs increased 1.9%. Their main component, Obligatory Social Security contributions, grew 2.6%. Worth noting was the decrease in non-wage payments, due to the fact that the increase in payments for partial unemployment and in direct corporate contributions (benefits complementary to Social Security, paid by the employer), did not compensate for the drop experienced by compensation for dismissal.

In turn, the labour cost per hour grew 5.1%. This increase, greater than that of the cost per worker, was due to a decrease of 2.4% in the number of hours effectively worked.

### Labour cost per worker

	Euros	Rate <sup>1</sup>
Total labour cost	2,649.13	2.5
Wage cost	1,993.15	2.7
Other costs	655.98	1.9

### Wage cost

	Euros	Rate <sup>1</sup>
Total wage cost	1,993.15	2.7
Ordinary wage cost	1,612.53	2.2

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

### Other costs (non-wage cost)

	Euros	Rate <sup>1</sup>
Total (other costs)	655.98	1.9
Obligatory contributions	567.89	2.6
Non-wage payments	111.07	-0.1
Subsidies and bonuses <sup>2</sup>	22.99	8.9

### Hourly cost

	Euros	Rate <sup>1</sup>
Effective hourly cost	19.96	5.1
Cost per hour paid	16.44	5.0

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

## Labour cost by economic sector

*Construction* was the sector presenting the greatest increase in total labour cost. Worth noting in this sector was the growth in ordinary wages, extraordinary payments and delayed payments. However, other costs recorded less growth than in other sectors, due to the decrease in compensation for dismissal.

The growth in total wage cost was similar in *Industry* and *Services*. *Industry* presented the least growth in ordinary wages, mainly due to the high number of employment regulation files registered in this sector.

Regarding other costs, *Industry* presented the greatest increases in compensation for dismissal and direct corporate contributions. In the *Services* sector, compensation for dismissal dropped to a lesser extent than in *Construction*.

## Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other Costs	
	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>	Euros	Rate <sup>1</sup>
TOTAL	2,649.13	2.5	1,993.15	2.7	1,612.53	2.2	655.98	1.9
Industry	2,969.63	2.7	2,215.34	2.5	1,740.83	2.0	754.29	3.2
Construction	2,737.43	4.1	1,957.63	5.3	1,584.10	3.0	779.80	1.2
Services	2,567.13	2.5	1,949.74	2.5	1,588.56	2.2	617.39	2.7

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

## Labour cost by Autonomous Community

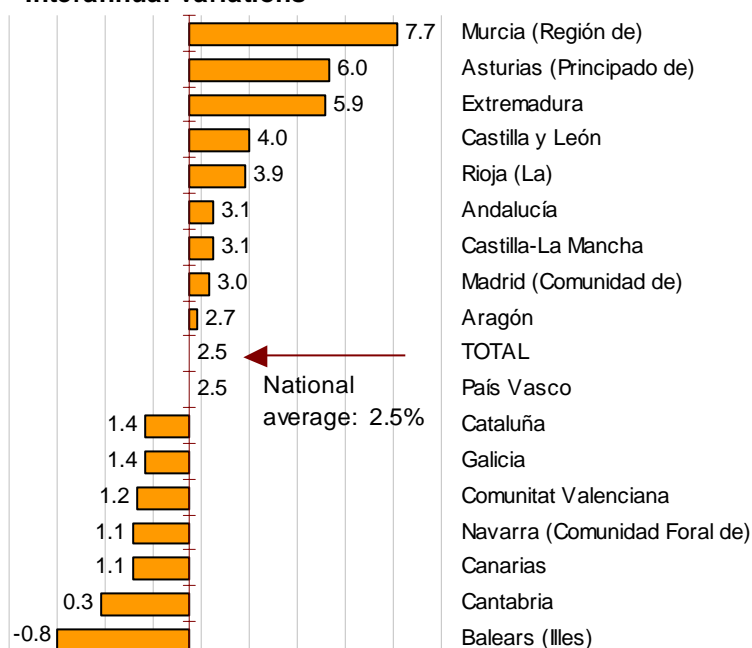
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Canarias, Extremadura and Galicia, said labour cost was the same amount lower than the national average.

Considering the interannual growth of the cost, Región de Murcia, Principado de Asturias and Extremadura presented the highest rates, whilst Illes Balears, Cantabria and Canarias registered the smallest increases.

### Labour cost per worker per month

	Euros
País Vasco	3,078.26
Madrid (Comunidad de)	3,027.45
Cataluña	2,819.14
Navarra (Comunidad Foral de)	2,786.59
Asturias (Principado de)	2,685.99
TOTAL	2,649.13
Aragón	2,603.41
Balears (Illes)	2,560.07
Rioja (La)	2,536.51
Murcia (Región de)	2,494.75
Castilla y León	2,480.01
Cantabria	2,475.66
Andalucía	2,466.91
Castilla-La Mancha	2,397.90
Comunitat Valenciana	2,358.04
Galicia	2,325.32
Extremadura	2,307.03
Canarias	2,202.86

### Interannual variations

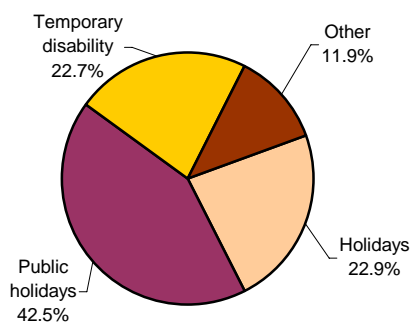


## Working time

During the fourth quarter of 2009, the average agreed working week, considering full-time and part-time together, was 35.5 hours. Of these, an average of 5.0 hours were lost per week, most of which were due to holidays and public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 30.5 effective hours worked.

### Hours not worked



#### Other 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 workplace	3.2%
Other hours not worked and not paid	2.6%
Hours lost for technical or economic reasons	2.1%
Other hours paid but not worked	1.6%

According to the **type of working day**, the wage difference between full- and part-time workers was 4.82 euros per hour (15.48 euros/hour for full-time and 10.66 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (33.3 hours per week for full-time workers as compared with 17.1 hours for part-time workers).

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

	Effective hours	Lost hours
Total workers	30.5	5.0
Full-time	33.3	5.5
Part-time	17.1	2.4

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

### Hourly wage cost

	Euros	Rate <sup>2</sup>
Total workers	15.02	5.3
Full-time	15.48	5.6
Part-time	10.66	4.1

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

For further information see **INEbase-[www.ine.es](http://www.ine.es)** All press releases at: **[www.ine.es/prensa/prensa\\_en.htm](http://www.ine.es/prensa/prensa_en.htm)**

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# Quarterly Labour Cost Survey (QLCS)

## Fourth Quarter 2009

Base year 2008

### Total Labour Cost

#### 1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,649.13	108.9	2.5	19.96	110.8	5.1
Industry	2,969.63	109.9	2.7	21.52	111.3	5.1
Construction	2,737.43	112.0	4.1	19.15	114.3	6.0
Services	2,567.13	108.5	2.5	19.72	110.0	4.8

<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	2,649.13	108.9	2.5	19.96	110.8	5.1
Andalucía	2,466.91	108.7	3.1	19.09	114.0	7.4
Aragón	2,603.41	109.1	2.7	19.77	111.2	4.5
Asturias (Principado de)	2,685.99	111.9	6.0	20.88	115.0	8.5
Balears (Illes)	2,560.07	111.1	-0.8	19.64	115.9	-0.4
Canarias	2,202.86	105.6	1.1	16.42	109.2	5.0
Cantabria	2,475.66	107.7	0.3	19.00	110.9	1.9
Castilla y León	2,480.01	111.2	4.0	19.17	113.6	5.2
Castilla-La Mancha	2,397.90	109.8	3.1	17.91	113.3	7.0
Cataluña	2,819.14	107.6	1.4	21.03	107.7	3.0
Comunitat Valenciana	2,358.04	107.5	1.2	17.71	109.3	2.9
Extremadura	2,307.03	113.7	5.9	17.54	118.8	9.1
Galicia	2,325.32	109.5	1.4	17.39	111.1	2.8
Madrid (Comunidad de)	3,027.45	108.3	3.0	22.00	108.0	5.8
Murcia (Región de)	2,494.75	116.3	7.7	19.08	117.9	10.2
Navarra (Comunidad Foral de)	2,786.59	108.4	1.1	21.82	110.4	2.4
País Vasco	3,078.26	109.4	2.5	24.07	109.0	5.2
Rioja (La)	2,536.51	112.3	3.9	19.24	112.6	6.3

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

# Quarterly Labour Cost Survey (QLCS)

## Fourth Quarter 2009

Base year 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	1,993.15	110.7	2.7	15.02	112.7	5.3
Industry	2,215.34	111.4	2.5	16.05	112.7	4.9
Construction	1,957.63	114.9	5.3	13.69	117.2	7.2
Services	1,949.74	110.0	2.5	14.98	111.5	4.8

<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	1,993.15	110.7	2.7	15.02	112.7	5.3
Andalucía	1,835.29	110.4	3.3	14.21	115.8	7.7
Aragón	1,970.97	111.3	2.7	14.96	113.4	4.6
Asturias (Principado de)	2,042.00	114.9	7.1	15.87	118.1	9.5
Balears (Illes)	1,920.82	113.3	0.9	14.74	118.2	1.3
Canarias	1,633.10	107.2	1.2	12.18	110.9	5.3
Cantabria	1,866.64	111.5	3.0	14.33	114.7	4.6
Castilla y León	1,879.42	113.7	4.5	14.53	116.1	5.7
Castilla-La Mancha	1,792.09	112.6	3.9	13.39	116.2	7.9
Cataluña	2,119.35	109.0	1.0	15.81	109.1	2.6
Comunitat Valenciana	1,761.28	109.8	2.3	13.23	111.8	4.0
Extremadura	1,730.24	115.9	5.9	13.16	121.2	9.2
Galicia	1,746.51	111.9	1.3	13.06	113.6	2.8
Madrid (Comunidad de)	2,291.79	109.1	3.0	16.65	108.8	5.7
Murcia (Región de)	1,877.19	119.6	8.6	14.36	121.2	11.1
Navarra (Comunidad Foral de)	2,126.11	110.9	1.2	16.65	112.9	2.6
País Vasco	2,347.93	111.6	2.2	18.36	111.3	4.9
Rioja (La)	1,912.74	114.5	5.0	14.51	114.9	7.4

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

## Quarterly Labour Cost Survey (QLCS)

### Fourth Quarter 2009

Base year 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	655.98	103.8	1.9	4.94	105.6	4.4
Industry	754.29	105.8	3.2	5.47	107.3	5.6
Construction	779.80	105.4	1.2	5.46	107.7	3.2
Services	617.39	104.1	2.7	4.74	105.3	4.9

<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	655.98	103.8	1.9	4.94	105.6	4.4
Andalucía	631.62	104.2	2.3	4.88	109.2	6.6
Aragón	632.44	102.8	2.5	4.81	104.8	4.3
Asturias (Principado de)	643.99	103.4	2.8	5.01	106.4	5.3
Balears (Illes)	639.25	105.1	-5.6	4.90	109.6	-5.2
Canarias	569.76	101.3	0.6	4.24	104.4	4.2
Cantabria	609.02	97.7	-7.0	4.67	100.4	-5.7
Castilla y León	600.59	104.0	2.7	4.64	106.4	3.8
Castilla-La Mancha	605.81	102.3	0.6	4.52	105.4	4.4
Cataluña	699.79	103.7	2.8	5.22	103.8	4.4
Comunitat Valenciana	596.76	101.0	-1.8	4.48	102.5	-0.2
Extremadura	576.79	107.5	5.8	4.38	112.0	9.0
Galicia	578.81	102.8	1.6	4.33	104.3	3.1
Madrid (Comunidad de)	735.66	105.8	3.2	5.35	105.5	6.2
Murcia (Región de)	617.56	107.1	5.0	4.72	108.8	7.5
Navarra (Comunidad Foral de)	660.48	101.3	0.7	5.17	103.2	2.0
País Vasco	730.33	102.7	3.6	5.71	102.3	6.3
Rioja (La)	623.77	106.2	0.7	4.73	106.3	3.1

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

# Quarterly Labour Cost Survey (QLCS)

## Fourth Quarter 2009

Base year 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	153.8	132.7	21.8	168.0	144.7	24.1	84.9	74.6	10.5
Industry	163.6	138.0	26.6	170.2	143.4	27.9	80.8	71.0	10.0
Construction	165.3	143.0	23.0	170.7	147.6	23.8	83.2	72.7	10.6
Services	150.1	130.2	20.6	167.0	144.6	23.2	85.3	74.9	10.6

### 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	153.8	132.7	21.8	168.0	144.7	24.1	84.9	74.6	10.5
Andalucía	151.9	129.2	23.2	167.0	141.8	25.8	85.4	73.7	11.9
Aragón	154.1	131.7	23.3	168.7	143.9	25.8	81.8	71.1	10.8
Asturias (Principado de)	153.2	128.6	25.2	166.0	139.2	27.5	77.6	66.5	11.4
Balears (Illes)	153.5	130.3	23.7	168.1	142.1	26.7	89.8	79.5	10.5
Canarias	157.2	134.1	23.7	170.1	144.8	25.9	87.0	75.7	11.6
Cantabria	153.7	130.3	23.9	168.3	142.4	26.6	79.8	69.4	10.5
Castilla y León	152.5	129.4	23.6	166.9	141.3	26.1	81.7	70.3	11.4
Castilla-La Mancha	154.1	133.9	20.7	167.3	145.1	22.8	81.8	72.6	9.4
Cataluña	153.1	134.0	20.0	169.0	147.7	22.4	83.8	74.5	9.6
Comunitat Valenciana	154.3	133.1	21.8	168.9	145.1	24.5	89.3	79.7	9.9
Extremadura	155.0	131.5	23.9	167.0	141.5	26.0	83.6	72.2	11.6
Galicia	155.5	133.7	22.6	169.5	145.4	25.1	82.5	73.0	9.8
Madrid (Comunidad de)	156.5	137.6	19.8	168.2	147.9	21.3	89.2	78.4	11.0
Murcia (Región de)	152.3	130.7	22.0	168.0	143.8	24.8	86.4	76.0	10.5
Navarra (Comunidad Foral de)	149.7	127.7	22.8	166.5	141.7	25.7	78.9	68.6	10.6
País Vasco	150.2	127.9	22.8	164.5	139.7	25.4	78.1	68.8	9.5
Rioja (La)	152.8	131.8	21.7	167.7	144.5	24.1	81.3	71.1	10.4