

16 March 2011

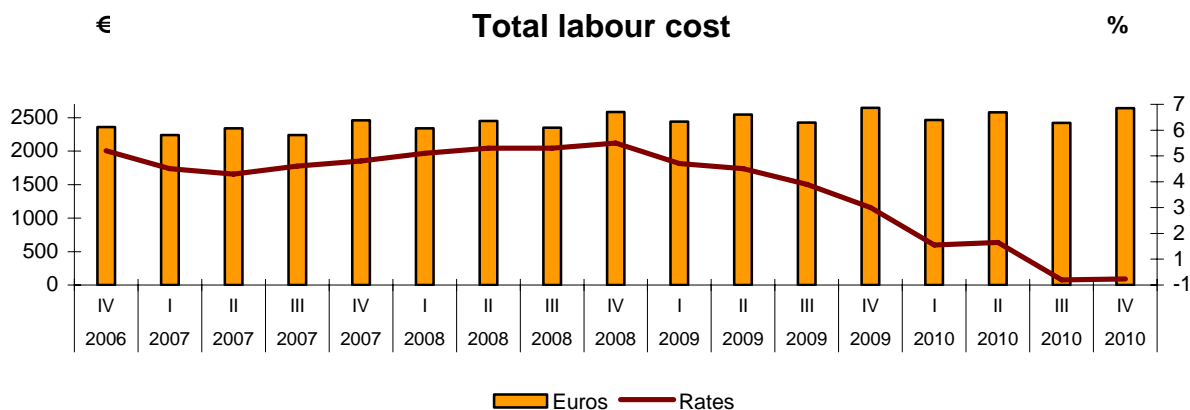
Quarterly Labour Cost Survey (QLCS)
Fourth quarter of 2010

Main results

- **The labour cost of companies decreases 0.3%** in the fourth quarter of 2010, as compared with the same period of 2009, standing at **2,642.17 euros**. This decrease is similar to that experienced in the third quarter of 2010.
- **The wage cost per worker per month experiences no variation in interannual terms**, reaching 1,992.90 euros on average. In turn, **other costs decrease 1.0%**, standing at 649.27 euros per worker per month.
- **The working day decreases 1.4%** interannually. This quarter, **5.1 working hours per week are lost** on average, 3.4 of which are due to holidays taken and public holidays.
- **The labour cost per effective hour worked increases 1.1%** in the fourth quarter of 2010, as compared with the same period the previous year.

Labour cost by component

The labour cost per worker per month reached 2,642.17 euros for the fourth quarter of 2010, indicating a decrease of 0.3%, as compared with the same period of 2009. This rate was similar to that registered the previous quarter.



Of the total cost per worker per month incurred by an employer for the use of the work factor, 1,992.90 euros corresponded to wages, and 565.79 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The main determining factor of the total cost was its wage component, which comprised base salary, salary supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms. This wage cost barely experienced any interannual variation, dropping from 1,993.15 euros per worker per month in the fourth quarter of 2009, to 1,992.90 euros per worker per month currently. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which decreased 0.2% in interannual terms.

Other costs (non-wage costs) decreased 1.0%. Their main component, obligatory Social Security contributions, decreased 0.4%. The decrease in non-wage payments was due to both direct social benefits and *other non-wage payments* (currency devaluation, wear and tear of tools, acquisition of work clothes, travel expenses and allowances, distance allowance and city transport, relocation assistance, end-of-contract payouts, etc.)

The labour cost per hour increased 1.1%. This increase, greater than that of the cost per worker, was due to a decrease of 1.4% in the number of hours effectively worked, fundamentally due to an increase in public holidays.

Labour cost per worker

	Euros	Rate ¹
Total labour cost	2,642.17	-0.3
Wage cost	1,992.90	0.0
Other costs	649.27	-1.0

Other costs (non-wage cost)

	Euros	Rate ¹
Total (other costs)	649.27	-1.0
Obligatory contributions	565.79	-0.4
Non-wage payments	106.60	-4.0
Subsidies and bonuses ²	23.10	0.5

Wage cost

	Euros	Rate ¹
Total wage cost	1,992.90	0.0
Ordinary wage cost	1,608.64	-0.2

¹ Same quarter last year

Hourly cost

	Euros	Rate ¹
Effective hourly cost	20.18	1.1
Cost per hour paid	17.27	0.6

² Subsidies are subtracted from other costs

Labour cost by economic sector

Industry was the activity sector with the greatest increase in labour cost. Of note was the growth in ordinary wages, mainly due to the lesser impact of employment regulation orders. Other costs increased moderately.

In Construction, ordinary wages decreased, and therefore, the growth in labour cost was a result of the increase in extraordinary payments and delayed payments. Regarding other costs, this was the only sector in which compensation for dismissal decreased.

The Services sector was the only sector with a decrease in labour cost. Worth noting was the reduction in both ordinary wages and total wages. With regard to other costs, obligatory contributions and other non-wage payments decreased.

Labour cost by economic sector

	Total labour cost		Total wage cost		Ordinary wage cost		Other Costs	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	2,642.17	-0.3	1,992.90	0.0	1,608.64	-0.2	649.27	-1.0
Industry	3,038.10	2.3	2,277.28	2.8	1,786.34	2.6	760.82	0.9
Construction	2,743.32	0.2	1,969.86	0.6	1,560.63	-1.5	773.46	-0.8
Services	2,547.25	-0.8	1,935.81	-0.7	1,576.86	-0.7	611.44	-1.0

¹ Same quarter last year

Labour cost by Autonomous Community

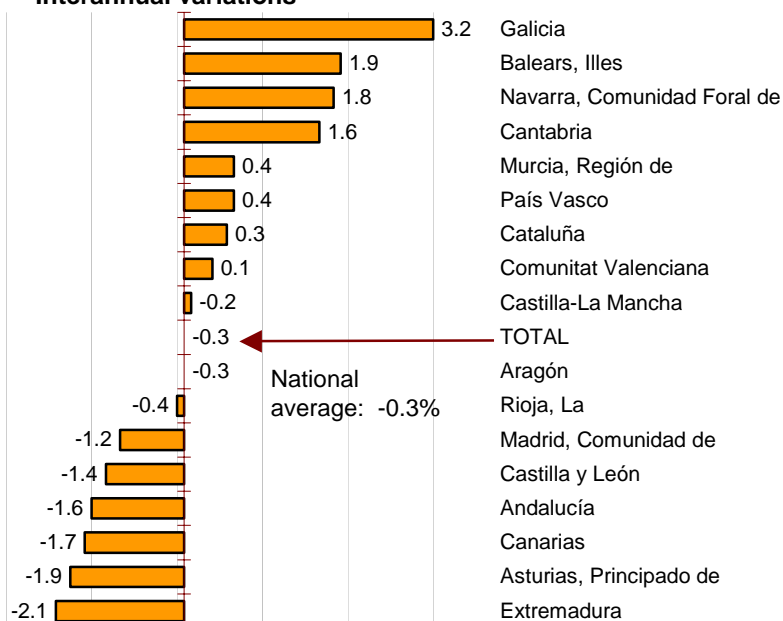
The labour cost in Comunidad de Madrid and País Vasco surpassed the national average by more than 300 euros. In Canarias and Extremadura, said labour cost was the same amount lower than the national average.

Considering the interannual growth of this cost, Galicia, Illes Balears and Comunidad Foral de Navarra presented the highest rates, whereas Canarias, Principado de Asturias and Extremadura registered the greatest decreases.

Labour cost per worker per month

	Euros
País Vasco	3,090.83
Madrid (Comunidad de)	2,990.45
Navarra (Comunidad Foral de)	2,837.52
Cataluña	2,826.65
TOTAL	2,642.17
Asturias (Principado de)	2,634.66
Balears, Illes	2,609.37
Aragón	2,595.89
Rioja (La)	2,526.90
Cantabria	2,514.90
Murcia (Región de)	2,505.12
Castilla y León	2,446.30
Andalucía	2,427.48
Galicia	2,400.00
Castilla-La Mancha	2,393.47
Comunitat Valenciana	2,361.25
Extremadura	2,258.87
Canarias	2,165.68

Interannual variations

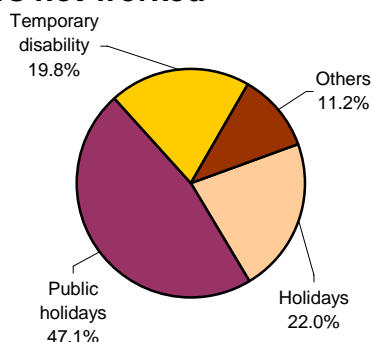


Working time

During the fourth quarter of 2010, the average agreed working week, considering full-time and part-time together, was 35.1 hours. Of these, an average of 5.1 hours were lost per week, most of which were due to public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 30.1 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 5.08 euros per hour (15.77 euros/hour for full-time and 10.69 euros/hour for part-time). Regarding time worked, full-time workers practically doubled the effective hours worked by part-time workers (33.0 hours for full-time workers as compared with 17.3 hours for part-time workers).

Hours per week¹

	Effective hours	Lost hours
Total workers	30.1	5.1
Full-time	33.0	5.7
Part-time	17.3	2.6

¹ For calculation purposes, a month is considered to have 4.35 weeks

Hourly wage cost

	Euros	Rate ²
Total workers	15.22	1.3
Full-time	15.77	1.9
Part-time	10.69	0.3

² Same quarter last year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2010

Base año 2008

Total Labour Cost

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate 1	Euros	Index	Rate 1
TOTAL	2,642.17	108.6	-0.3	20.18	112.0	1.1
Industry	3,038.10	112.4	2.3	21.96	113.5	2.0
Construction	2,743.32	112.3	0.2	19.41	115.9	1.4
Services	2,547.25	107.7	-0.8	19.88	110.9	0.8

¹ 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	2,642.17	108.6	-0.3	20.18	112.0	1.1
Andalucía	2,427.48	107.0	-1.6	18.74	111.9	-1.8
Aragón	2,595.89	108.8	-0.3	20.11	113.1	1.7
Asturias (Principado de)	2,634.66	109.8	-1.9	20.50	112.9	-1.8
Balears (Illes)	2,609.37	113.3	1.9	20.16	119.0	2.6
Canarias	2,165.68	103.8	-1.7	16.32	108.5	-0.6
Cantabria	2,514.90	109.4	1.6	19.46	113.5	2.4
Castilla y León	2,446.30	109.7	-1.4	19.15	113.5	-0.1
Castilla-La Mancha	2,393.47	109.6	-0.2	18.16	114.9	1.4
Cataluña	2,826.65	107.9	0.3	21.48	110.0	2.1
Comunitat Valenciana	2,361.25	107.6	0.1	18.16	112.1	2.5
Extremadura	2,258.87	111.3	-2.1	17.01	115.2	-3.0
Galicia	2,400.00	113.0	3.2	18.44	117.8	6.0
Madrid (Comunidad de)	2,990.45	107.0	-1.2	22.24	109.2	1.1
Murcia (Región de)	2,505.12	116.7	0.4	19.03	117.5	-0.3
Navarra (Comunidad Foral de)	2,837.52	110.4	1.8	22.37	113.2	2.5
País Vasco	3,090.83	109.8	0.4	24.31	110.1	1.0
Rioja (La)	2,526.90	111.9	-0.4	19.49	114.1	1.3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2010

Base año 2008

Wages and Salaries

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	1,992.90	110.7	0.0	15.22	114.2	1.3
Industry	2,277.28	114.5	2.8	16.46	115.6	2.6
Construction	1,969.86	115.7	0.6	13.94	119.3	1.8
Services	1,935.81	109.2	-0.7	15.11	112.5	0.9

¹ 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	1,992.90	110.7	0.0	15.22	114.2	1.3
Andalucía	1,810.30	108.8	-1.4	13.98	113.9	-1.6
Aragón	1,967.33	111.1	-0.2	15.24	115.5	1.9
Asturias (Principado de)	1,997.72	112.4	-2.2	15.55	115.7	-2.0
Balears (Illes)	1,943.34	114.6	1.2	15.01	120.4	1.8
Canarias	1,608.90	105.6	-1.5	12.13	110.5	-0.4
Cantabria	1,873.93	111.9	0.4	14.50	116.1	1.2
Castilla y León	1,828.00	110.6	-2.7	14.31	114.4	-1.5
Castilla-La Mancha	1,781.69	111.9	-0.6	13.51	117.3	0.9
Cataluña	2,143.38	110.2	1.1	16.28	112.4	3.0
Comunitat Valenciana	1,772.76	110.6	0.7	13.64	115.3	3.1
Extremadura	1,698.01	113.7	-1.9	12.79	117.8	-2.8
Galicia	1,804.33	115.6	3.3	13.86	120.5	6.1
Madrid (Comunidad de)	2,268.79	108.0	-1.0	16.88	110.3	1.4
Murcia (Región de)	1,883.94	120.1	0.4	14.31	120.8	-0.3
Navarra (Comunidad Foral de)	2,174.23	113.4	2.3	17.14	116.2	2.9
País Vasco	2,371.00	112.7	1.0	18.65	113.0	1.6
Rioja (La)	1,932.98	115.7	1.1	14.91	118.1	2.8

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2010

Base año 2008

Other Costs

1. National results

	Monthly labour cost per employee			Hourly labour cost		
	Euros	Index	Rate ¹	Euros	Index	Rate ¹
TOTAL	649.27	102.8	-1.0	4.96	106.0	0.4
Industry	760.82	106.7	0.9	5.50	107.8	0.5
Construction	773.46	104.5	-0.8	5.47	107.9	0.2
Services	611.44	103.1	-1.0	4.77	106.0	0.6

¹ 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	649.27	102.8	-1.0	4.96	106.0	0.4
Andalucía	617.18	101.8	-2.3	4.76	106.5	-2.5
Aragón	628.56	102.2	-0.6	4.87	106.1	1.2
Asturias (Principado de)	636.94	102.3	-1.1	4.95	105.1	-1.2
Balears (Illes)	666.03	109.5	4.2	5.15	115.2	5.1
Canarias	556.78	98.9	-2.3	4.19	103.2	-1.2
Cantabria	640.97	102.8	5.2	4.96	106.7	6.2
Castilla y León	618.30	107.1	2.9	4.84	111.0	4.3
Castilla-La Mancha	611.78	103.3	1.0	4.65	108.4	2.9
Cataluña	683.27	101.3	-2.4	5.20	103.4	-0.4
Comunitat Valenciana	588.49	99.6	-1.4	4.52	103.4	0.9
Extremadura	560.86	104.5	-2.8	4.22	107.9	-3.7
Galicia	595.67	105.8	2.9	4.58	110.4	5.8
Madrid (Comunidad de)	721.66	103.8	-1.9	5.36	105.7	0.2
Murcia (Región de)	621.18	107.7	0.6	4.72	108.8	0.0
Navarra (Comunidad Foral de)	663.29	101.7	0.4	5.23	104.4	1.2
País Vasco	719.83	101.2	-1.4	5.66	101.4	-0.9
Rioja (La)	593.92	101.1	-4.8	4.58	102.9	-3.2

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2010

Base año 2008

Time worked

1. National results

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	152.5	130.9	22.3	167.8	143.7	24.9	86.2	75.2	11.2
Industry	163.4	138.4	26.2	170.1	143.8	27.5	84.0	73.8	10.4
Construction	165.0	141.4	24.4	170.6	146.1	25.5	83.8	74.0	10.0
Services	148.8	128.1	21.2	166.8	143.3	24.1	86.4	75.4	11.3

2. Results by autonomous community

	Monthly hours per employee								
	Total employees			Full time			Part time		
	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked	Hours agreed	Hours actually worked	Hours not worked
TOTAL	152.5	130.9	22.3	167.8	143.7	24.9	86.2	75.2	11.2
Andalucía	150.0	129.5	21.0	166.6	143.5	23.7	90.0	78.9	11.5
Aragón	152.2	129.1	24.0	168.5	142.6	27.1	80.8	70.1	10.8
Asturias (Principado de)	153.0	128.5	25.2	165.8	138.8	27.8	81.5	71.0	10.8
Balears (Illes)	152.0	129.4	23.1	168.0	142.9	25.7	93.1	79.9	13.4
Canarias	155.2	132.7	23.0	170.2	145.2	25.5	80.4	70.2	10.6
Cantabria	152.7	129.2	24.1	168.0	142.1	26.6	81.7	69.2	12.7
Castilla y León	151.5	127.8	24.2	166.7	140.1	27.1	81.6	71.1	10.6
Castilla-La Mancha	151.8	131.8	20.7	167.0	145.0	22.8	82.6	72.0	10.9
Cataluña	152.2	131.6	21.4	168.9	145.9	24.0	84.7	74.1	10.8
Comunitat Valenciana	151.7	130.0	22.3	168.7	144.1	25.3	87.3	76.7	10.7
Extremadura	153.5	132.8	21.2	166.6	143.9	23.3	82.6	72.9	9.9
Galicia	155.1	130.2	25.5	169.5	141.8	28.4	83.9	72.9	11.2
Madrid (Comunidad de)	155.1	134.4	21.6	167.7	145.3	23.5	89.7	78.2	11.9
Murcia (Región de)	153.2	131.6	22.3	167.7	143.8	24.8	94.1	81.8	12.5
Navarra (Comunidad Foral de)	149.8	126.8	24.0	166.2	140.4	27.1	79.7	68.9	11.2
País Vasco	150.0	127.2	23.3	164.4	138.9	26.0	80.9	70.7	10.6
Rioja (La)	153.3	129.7	24.2	167.7	141.3	27.0	88.3	76.8	11.8