

15 March 2013

Quarterly Labour Cost Survey (QLCS)
Fourth quarter of 2012

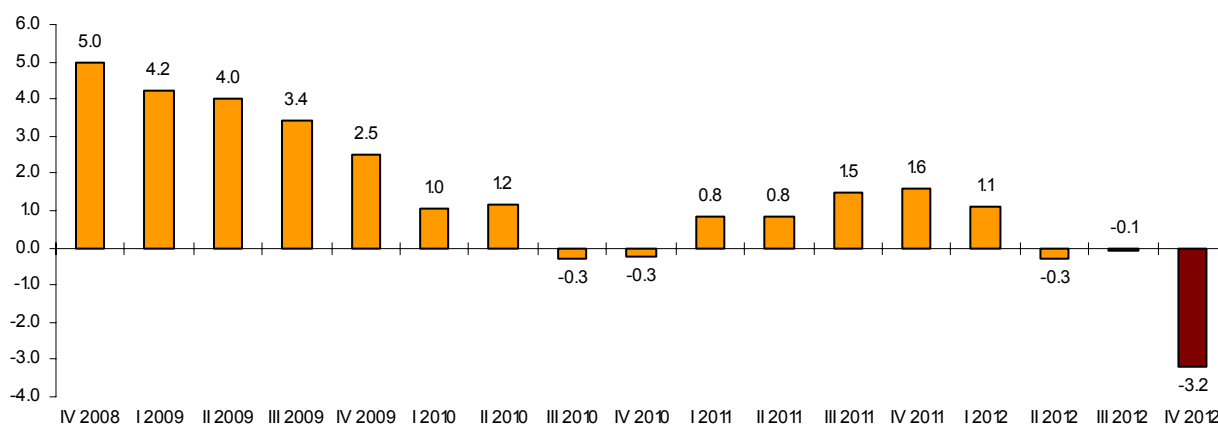
Main results

- The labour cost of companies decreases 3.2% in the fourth quarter of 2012, as compared with the same period of the previous year, standing at 2,598.69 euros per worker. This is the lowest variation rate since this survey was first conducted in 2000.
- The wage cost per worker per month decreases 3.6%, reaching 1,946.91 euros on average. In turn, other costs decrease 1.8%, standing at 651.78 euros.
- The working day decreases 1.0%. This quarter, 5.1 working hours per week are lost on average, 70% of which are due to holidays taken and public holidays.
- The labour cost per effective hour worked dropped 2.2%.

Labour cost by component

The labour cost per worker per month reached 2,598.69 euros for the fourth quarter of 2012, indicating a decrease of 3.2%, as compared with the same period of 2011. This is the lowest rate since this survey is conducted.

Total labour cost. Annual variation rate



Of the total cost, 1,946.91 euros corresponded to wages and 569.01 euros to obligatory Social Security contributions. The remainder corresponded to compensation for dismissal, social benefits, etc.

The wage cost, which comprised base salary, wage supplements, overtime payments, extraordinary payments and delayed payments, measured in gross terms, decreased by 3.6% in annual rate, stood at 1,946.91 from 2,020.13 euros per worker per month. If the variable factor is excluded from wages (extraordinary and delayed payments), the ordinary wage cost is obtained, which maintains its rate as in the fourth quarter 2011.

Other costs (non-wage costs) decreased by 1.8%. Their main component, obligatory Social Security contributions, decreased 0.6%, whereas non-wage payments decreased 15.6%, due to the drop in dismissal compensations and other non-wage payments (contract termination compensations, compensation payment, wear and tear of tools, work clothes, personal selection, etc.).

The labour cost per hour decreased 2.2%. This decrease, lower than that of cost per worker, is due to the drop in the number of effective working hours by 1.0%.

Labour cost per worker

	Euros	Tasa ¹
Total labour cost	2,598.69	-3.2
Wage cost	1,946.91	-3.6
Other costs	651.78	-1.8

Other costs (non-wage cost)

	Euros	Tasa ¹
Total (other costs)	651.78	-1.8
Obligatory contributions	569.01	-0.6
Non-wage payments	96.90	-15.6
Subsides and bonuses ²	14.13	-40.6

Wage cost

	Euros	Tasa ¹
Total wage cost	1,946.91	-3.6
Ordinary wage cost	1,633.16	0.0

Cost per hour

	Euros	Tasa ¹
Effective hourly cost	20.22	-2.2
Cost per hour paid	17.26	-2.4

¹ Same quarter last year

² Subsides are subtracted from 'Other costs'

Labour cost by economic sector

Industry is the only sector showing increases in total labour cost. Worth noting in this sector the slight increase of ordinary wages, the drop in bonus pays and the rise in other costs, in particular, dismissal compensation.

Construction showed the greatest increase in wage cost, both ordinary and total, which is compensated by the drop in other costs.

Sector *Services* decreased its labour costs due to the drop in wage cost –in particular bonus pays- and in other costs –because of the decrease in dismissal compensations.

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	2,598.69	-3.2	1,946.91	-3.6	1,633.16	0.0	651.78	-1.8
Industry	3,115.18	0.7	2,325.22	-0.2	1,833.38	0.9	789.96	3.7
Construction	2,836.06	0.0	2,026.13	0.4	1,599.53	1.1	809.93	-0.9
Services	2,477.32	-4.2	1,865.84	-4.7	1,596.50	-0.2	611.48	-2.7

¹ Same quarter last year

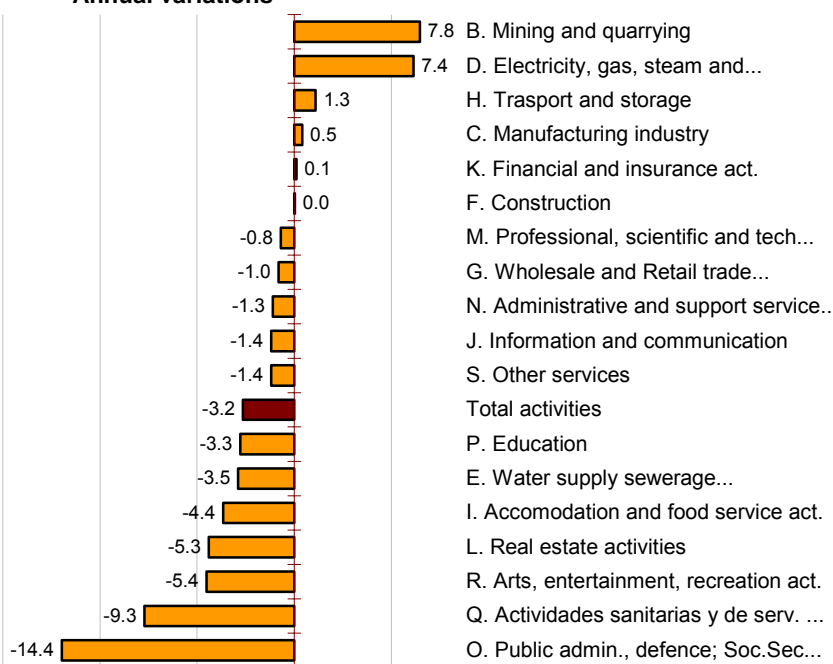
By activity sections, it was observed that the increase of the labour cost was higher in *Extractive Industries, Electricity, gas, steam and air conditioning supply and Transport, storage*.

Conversely in *Public Administration, defence and compulsory Social Security, Human health and social work activities and Arts, entertainment and recreation* the labour cost registered the most important decreases.

Labour cost per worker and month

	Euros
D. Electricity, gas, steam and...	6,127.74
K. Financial and insurance act.	4,740.32
B. Mining and quarrying	4,099.83
J. Information and communication	3,682.71
C. Manufacturing industry	3,054.10
M. Professional, scientific and tech...	2,990.23
F. Construction	2,836.06
H. Transport and storage	2,804.89
O. Public admin., defence; Soc.Sec...	2,782.08
E. Water supply sewerage, water man...	2,739.13
Q. Actividades sanitarias y de serv. ...	2,630.78
Total activities	2,598.69
L. Real estate activities	2,498.41
G. Wholesale and Retail trade...	2,327.83
P. Education	2,307.59
S. Other services	1,896.01
R. Arts, entertainment, recreation act.	1,858.77
N. Administrative and support service..	1,810.13
I. Accomodation and food service act.	1,561.34

Annual variations



Labour cost by Autonomous Community

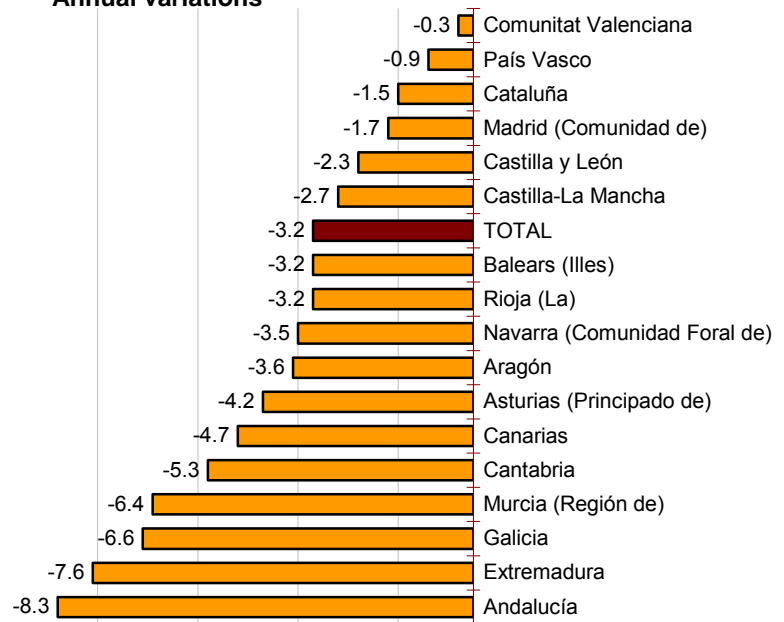
The labour cost in País Vasco and Comunidad de Madrid surpassed the national average by more than 300 euros. In Canarias, Extremadura, Galicia and Andalucía said labour cost was lower than the national average by the same amount.

Considering the interannual growth of this cost, all the Autonomous Communities presented negative rates. In turn, Comunitat Valenciana, País Vasco and Cataluña registered the greatest decreases.

Labour cost by worker and month

	Euros
País Vasco	3,085.37
Madrid (Comunidad de)	2,984.65
Cataluña	2,829.65
Navarra (Comunidad Foral de)	2,745.86
TOTAL	2,598.69
Asturias (Principado de)	2,567.64
Aragón	2,497.21
Balears (Illes)	2,489.25
Rioja (La)	2,448.46
Castilla y León	2,428.29
Cantabria	2,394.17
Castilla-La Mancha	2,384.48
Comunitat Valenciana	2,370.20
Murcia (Región de)	2,327.08
Andalucía	2,295.02
Galicia	2,256.23
Extremadura	2,147.03
Canarias	2,127.71

Annual variations

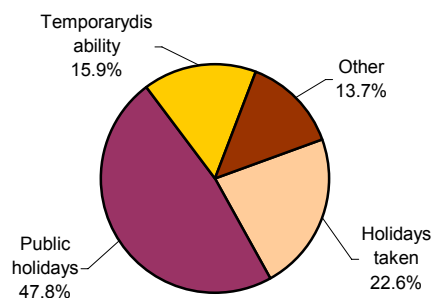


Working time

During the fourth quarter of 2012, the average agreed working week, considering full-time and part-time together, was 34.6 hours. Among them, an average of 5.1 hours were lost per week, most of them due to holidays taken and public holidays.

After adding overtime and subtracting hours lost, the working week was reduced to 29.6 effective hours worked.

Hours not worked



Other hours not worked (different reasons)

	Porcentaje
Maternity	49.2%
Paid leave	18.0%
Overtime compensation	15.3%
Labour disputes	7.9%
Hour lost at the work place	3.2%
Other hours not worked not paid	2.6%
Hour lost due to technical or economic reasons	2.1%
Other hours not worked and paid	1.6%

According to the **type of working day**, the wage difference between full and part-time workers was 4.91 euros per hour (15.75 euros/hour for full-time and 10.84 euros/hour for part-time).

Regarding the time worked, full-time workers practically doubled the effective hours worked by part-time workers (32.9 hours for full-time workers as compared with 17.0 hours for part-time workers).

Hours per week¹

	Effective Hours	Lost Hours
Total workers	28.0	5.1
Full-time	30.6	5.9
Part-time	17.2	2.5

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

Wage cost per hour

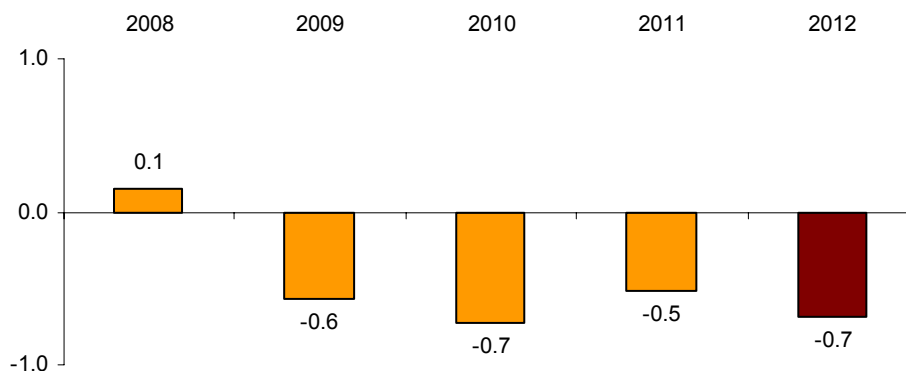
	Euros	Rate ²
Total workers	15.14	-2.7
Full-time	15.75	-2.6
Part-time	10.84	-0.8

² Same quarter last year

Performance of the quarterly rate¹

To analyse the performance of the quarterly rate, the ordinary labour cost was the variable that presented less seasonal variations. The variation rate in the fourth quarter, as compared with the third quarter of 2012, for the ordinary labour cost was -0.7%.

**Performance of the inter-monthly rate of the Ordinary wage cost
(variation of the fourth quarter, as compared with the third quarter)**



For further information see [INEbase-www.ine.es/en/](http://www.ine.es/en/)

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¹ The inter-monthly rates of this type of series may have some degree of seasonal behavior; therefore it is recommended that it be evaluated in relation to the item of data for the same month in previous years.

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2012

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	2,598.69	106.9	-3.2	20.22	112.3	-2.2
Industry	3,115.18	115.3	0.7	22.87	118.3	1.8
Construction	2,836.06	116.1	0.0	20.46	122.1	1.0
Services	2,477.32	104.7	-4.2	19.63	109.5	-3.4

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	2,598.69	106.9	-3.2	20.22	112.3	-2.2
Andalucía	2,295.02	101.1	-8.3	18.29	109.3	-7.1
Aragón	2,497.21	104.6	-3.6	19.64	110.5	-3.0
Asturias, Principado de	2,567.64	107.0	-4.2	20.22	111.4	-5.1
Balears, Illes	2,489.25	108.1	-3.2	19.14	113.0	-3.3
Canarias	2,127.71	102.0	-4.7	16.34	108.6	-3.6
Cantabria	2,394.17	104.2	-5.3	18.96	110.6	-3.8
Castilla y León	2,428.29	108.9	-2.3	19.21	113.9	-1.9
Castilla - La Mancha	2,384.48	109.2	-2.7	18.15	114.8	-3.5
Cataluña	2,829.65	108.0	-1.5	22.01	112.8	-0.5
Comunitat Valenciana	2,370.20	108.0	-0.3	18.57	114.6	1.8
Extremadura	2,147.03	105.8	-7.6	16.89	114.4	-4.8
Galicia	2,256.23	106.2	-6.6	17.57	112.3	-4.9
Madrid, Comunidad de	2,984.65	106.8	-1.7	22.29	109.4	-1.5
Murcia, Región de	2,327.08	108.5	-6.4	18.16	112.2	-5.6
Navarra, Comunidad Foral de	2,745.86	106.9	-3.5	21.99	111.3	-4.1
País Vasco	3,085.37	109.6	-0.9	25.22	114.2	1.9
Rioja, La	2,448.46	108.4	-3.2	19.17	112.2	-1.3

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2012

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	1,946.91	108.2	-3.6	15.14	113.6	-2.7
Industry	2,325.22	116.9	-0.2	17.07	119.9	0.8
Construction	2,026.13	119.0	0.4	14.62	125.2	1.5
Services	1,865.84	105.3	-4.7	14.78	110.1	-4.0

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	1,946.91	108.2	-3.6	15.14	113.6	-2.7
Andalucía	1,692.37	101.8	-8.0	13.49	109.9	-6.8
Aragón	1,857.67	104.9	-3.8	14.61	110.8	-3.2
Asturias, Principado de	1,893.72	106.6	-6.8	14.91	110.9	-7.7
Balears, Illes	1,862.24	109.8	-4.0	14.32	114.8	-4.1
Canarias	1,584.56	104.0	-4.2	12.17	110.8	-3.0
Cantabria	1,774.14	106.0	-6.5	14.05	112.5	-4.9
Castilla y León	1,770.54	107.1	-5.4	14.01	112.0	-5.1
Castilla - La Mancha	1,779.41	111.8	-3.5	13.55	117.6	-4.2
Cataluña	2,149.06	110.5	-1.2	16.72	115.4	-0.2
Comunitat Valenciana	1,771.95	110.5	-0.4	13.88	117.3	1.8
Extremadura	1,588.27	106.4	-8.8	12.49	115.0	-6.1
Galicia	1,672.95	107.2	-7.7	13.03	113.3	-6.0
Madrid, Comunidad de	2,254.89	107.4	-2.1	16.84	110.1	-2.0
Murcia, Región de	1,720.82	109.7	-7.1	13.43	113.3	-6.3
Navarra, Comunidad Foral de	2,056.57	107.2	-5.5	16.47	111.7	-6.0
País Vasco	2,340.60	111.3	-2.2	19.13	115.9	0.6
Rioja, La	1,818.60	108.9	-5.5	14.24	112.7	-3.7

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2012

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	651.78	103.1	-1.8	5.08	108.5	-0.8
Industry	789.96	110.8	3.7	5.80	113.7	4.9
Construction	809.93	109.5	-0.9	5.84	115.2	0.0
Services	611.48	103.1	-2.7	4.85	107.8	-1.8

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	651.78	103.1	-1.8	5.08	108.5	-0.8
Andalucía	602.65	99.4	-8.9	4.80	107.4	-7.7
Aragón	639.54	104.0	-3.1	5.03	109.6	-2.5
Asturias, Principado de	673.92	108.2	4.1	5.31	112.7	3.1
Balears, Illes	627.01	103.1	-0.7	4.82	107.8	-0.8
Canarias	543.15	96.5	-6.3	4.17	102.7	-5.2
Cantabria	620.03	99.5	-1.7	4.91	105.6	-0.2
Castilla y León	657.75	113.9	7.5	5.20	119.3	7.9
Castilla - La Mancha	605.07	102.2	-0.3	4.60	107.2	-1.3
Cataluña	680.59	100.9	-2.4	5.29	105.2	-1.5
Comunitat Valenciana	598.25	101.3	-0.2	4.69	107.3	2.0
Extremadura	558.76	104.1	-4.0	4.40	112.5	-0.9
Galicia	583.28	103.6	-3.3	4.54	109.4	-1.5
Madrid, Comunidad de	729.76	105.0	-0.5	5.45	107.5	-0.2
Murcia, Región de	606.26	105.2	-4.4	4.73	109.0	-3.7
Navarra, Comunidad Foral de	689.29	105.7	2.7	5.52	110.2	2.2
País Vasco	744.77	104.7	3.3	6.09	109.1	6.3
Rioja, La	629.86	107.2	4.1	4.93	110.8	6.0

¹ Same quarter, previous year

Quarterly Labour Cost Survey (QLCS)

Fourth Quarter 2012

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	150.4	128.6	22.4	168.1	143.3	25.5	84.7	74.1	10.8
Industry	162.4	136.2	27.2	170.0	142.2	28.8	85.0	74.8	10.4
Construction	162.4	138.6	24.3	170.5	145.3	25.9	82.8	73.3	9.5
Services	147.0	126.2	21.3	167.5	143.4	24.7	84.7	74.0	10.9

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	150.4	128.6	22.4	168.1	143.3	25.5	84.7	74.1	10.8
Andalucía	146.1	125.5	21.0	166.9	142.7	24.6	86.4	76.0	10.6
Aragón	150.3	127.1	23.8	168.4	142.1	27.1	80.3	69.5	10.9
Asturias, Principado de	151.7	127.0	25.2	167.3	139.4	28.5	80.6	70.6	10.1
Balears, Illes	151.4	130.1	21.8	168.7	144.3	25.0	95.4	84.1	11.4
Canarias	151.0	130.2	21.1	170.4	146.8	24.0	79.9	69.7	10.4
Cantabria	151.2	126.3	25.5	168.4	139.7	29.3	83.3	73.2	10.2
Castilla y León	149.4	126.4	23.5	167.8	141.3	27.0	78.8	68.9	10.0
Castilla - La Mancha	152.2	131.4	21.5	168.8	145.4	24.2	80.5	71.0	9.7
Cataluña	150.2	128.6	22.3	168.6	143.9	25.4	84.6	73.5	11.3
Comunitat Valenciana	150.0	127.7	22.9	168.2	142.5	26.3	86.5	75.8	11.1
Extremadura	147.9	127.1	21.2	166.9	143.2	24.3	76.5	66.8	9.8
Galicia	151.5	128.4	23.5	169.5	143.1	27.0	83.3	72.9	10.5
Madrid, Comunidad de	154.4	133.9	21.4	168.9	146.3	23.6	89.3	78.2	11.5
Murcia, Región de	150.0	128.2	22.4	168.7	143.6	25.8	90.0	78.7	11.5
Navarra, Comunidad Foral de	148.2	124.9	23.9	166.9	140.0	27.6	80.3	69.9	10.7
País Vasco	147.3	122.3	25.5	164.3	135.7	29.1	76.1	66.1	10.2
Rioja, La	150.0	127.7	22.7	167.7	142.3	25.8	79.8	69.7	10.2