

Harmonised Labour Cost Index (HLCI). Base 2020¹
First quarter 2023. Provisional data

The quarterly variation in the cost per hour worked, after eliminating calendar and seasonal effects, is 1.6%

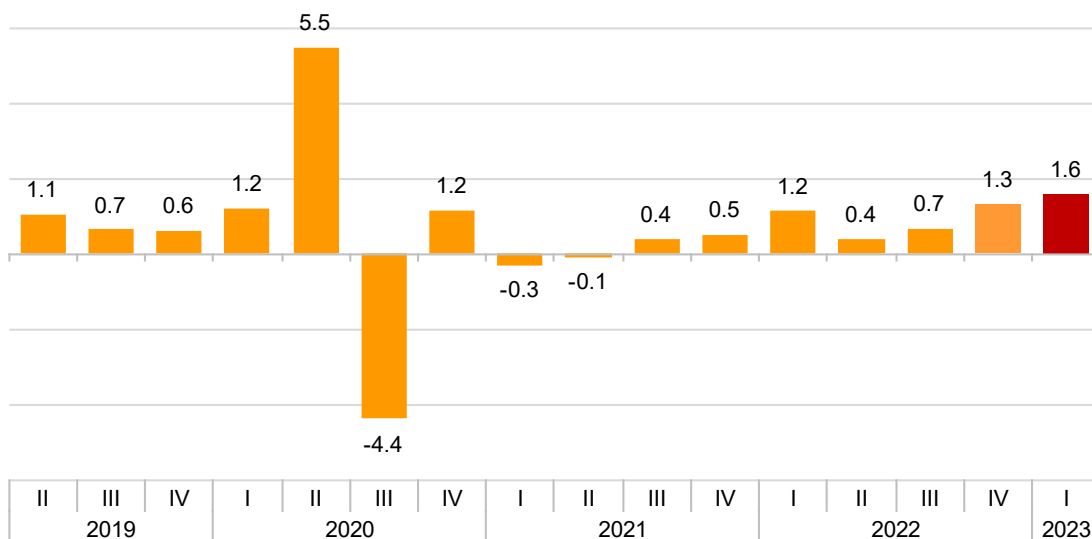
The cost per hour worked increased by 4.1% in the annual rate in the series adjusted for calendar and seasonal effects, and 4.3% in the original series

Quarterly variation of the Index

The quarterly variation in the HLCI – which measures the labour cost per hour worked while maintaining the structure by branch of activity constant - between the first quarter of 2023 and the fourth quarter of 2022, eliminating seasonal and calendar effects, was 1.6%.

Labour Cost Index adjusted for seasonal and calendar effects

Quarterly rate. Percentage



By cost components, in seasonally and calendar adjusted data, wage costs showed a variation of 1.1%, and other costs of 3.1%.

¹ From this quarter onwards, the base year changes to 2020 in line with Eurostat regulations

Excluding seasonal and calendar adjustment, the quarterly rate was -9.7%, mainly due to the lower weight of extraordinary payments in this quarter compared to the previous one.

Harmonised Labour Cost Index in the first quarter 2023

Index and quarterly rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	98,7	-9,7	105,9	1,6
Wages	97,8	-12,6	106,3	1,1
Other costs	101,0	-0,7	104,6	3,1
Labour costs excluding extraordinary and late payment:	100,2	-4,8	105,7	1,7

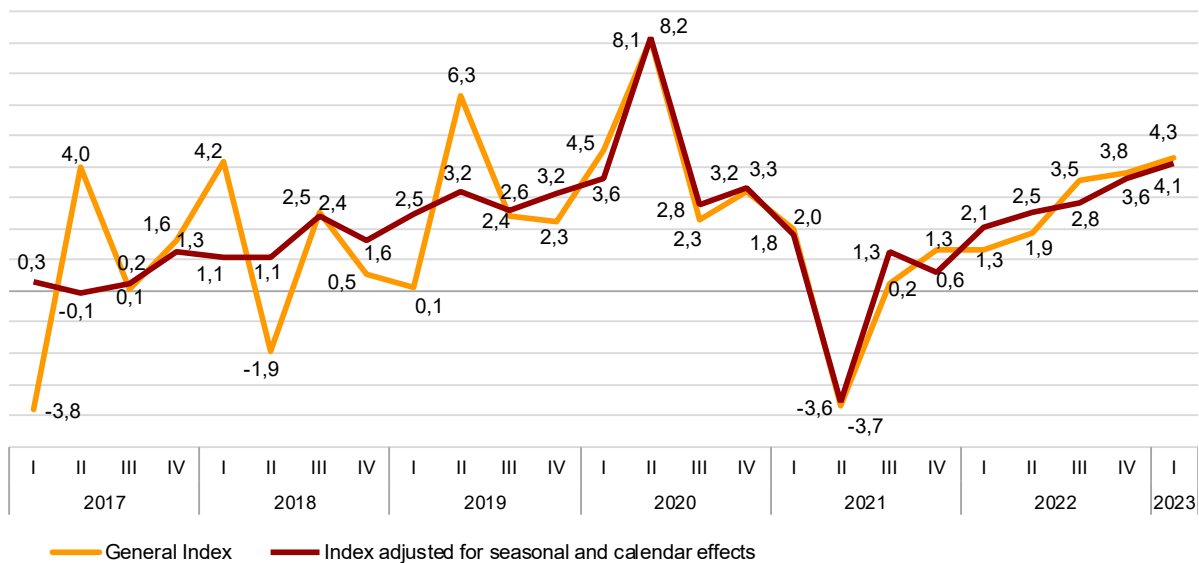
Annual variation of the Index

The cost per hour worked increased by 4.3% in the first quarter of 2023 compared to the same period of the previous year.

The annual variation of the hourly cost was 4.1% after adjusting for seasonal and calendar effects.

Variation of the general index and index adjusted for seasonal and calendar effects

Annual rate. Percentage



By cost component, in corrected data, wage costs showed an annual variation of 3.8%, while other costs increased by 4.9%.

Harmonised Labour Cost Index in the first quarter 2023

Index and annual rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	98,7	4,3	105,9	4,1
Wages	97,8	4,1	106,3	3,8
Other costs	101,0	4,9	104,6	4,9
Labour costs excluding extraordinary and late payment:	100,2	4,2	105,7	4,2

Results by activity sections

The sections with the largest annual increases in labour costs in the first quarter were *Mining and quarrying* (9.9%), *Electricity, gas, steam and air conditioning supply* (9.2%) and *Information and communications* (7.1%).

In turn, the cost fell in *Financial and insurance activities* (-5.5%) and recorded the smallest increases in *Arts, entertainment and recreation* (1.5%) and *Education* (1.8%).

Harmonised Labour Cost Index in the first quarter 2023 by activity sections

General index and index adjusted for seasonal and calendar effects

	General		Adjusted for calendar effects		Adjusted for season and calendar effects	
	Index ²	Rate ¹	Index ²	Rate ¹	Index ²	Rate ¹
TOTAL	98,7	4,3	100,0	4,6	105,9	4,1
B. Mining and quarrying industries	91,4	9,9	92,4	9,6	99,6	10,0
C. Manufacturing industries	95,5	4,5	97,0	4,9	104,9	4,6
D. Electricity, gas, steam and air conditioning supply	121,3	9,2	122,5	9,1	109,2	6,4
E. Water supply, waste management and remediation activities	101,9	4,2	103,4	4,5	109,3	4,4
F. Construction	96,2	4,0	97,3	4,2	105,3	4,5
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	104,4	6,6	105,8	7,2	108,2	6,7
H. Transport and storage	100,3	4,3	101,5	4,5	105,1	4,4
I. Accommodation	101,8	5,3	101,6	5,4	103,7	5,7
J. Information and communications	103,0	7,1	104,2	7,2	108,4	6,9
K. Financial and insurance activities	108,5	-5,5	109,8	-5,8	103,3	-7,9
L. Real state activities	99,1	3,6	100,2	3,8	101,4	3,3
M. Professional, scientific and technical activities	100,7	4,3	101,6	4,4	105,7	3,5
N. Administrative and support services activities	103,3	6,3	104,2	6,4	107,3	5,5
O. Public Administration and defence, compulsory Social Security	93,8	4,7	95,2	4,9	108,1	4,5
P. Education	92,3	1,8	94,4	2,3	103,2	2,1
Q. Health and social services activities	94,2	3,3	95,6	3,5	105,5	3,3
R. Arts, entertainment and recreation	87,5	1,5	88,7	2,1	93,4	1,6
S. Other services	96,2	3,6	97,1	3,9	101,4	3,5

¹ As compared to the same quarter of the previous year

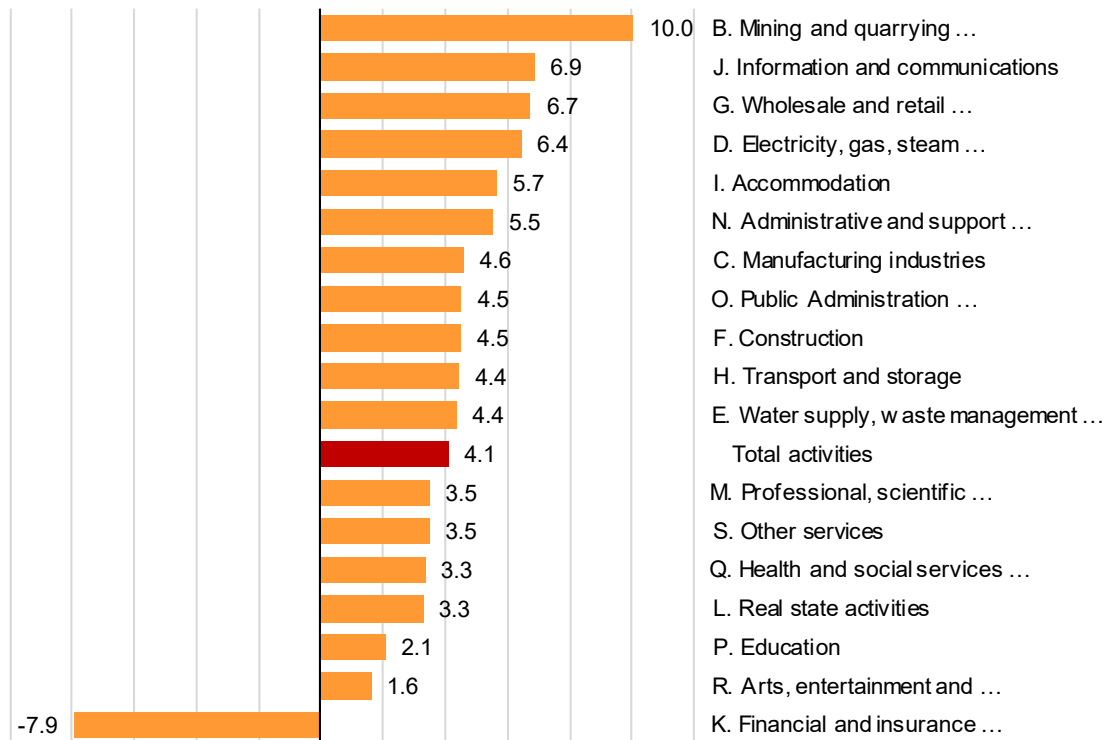
² Base year 2016

After adjusting for seasonal and calendar effects, the activities with the highest annual rates were *Mining and quarrying* (10.0%), *Information and communications* (6.9%) and *Wholesale and retail trade; motor vehicle and motorcycle repair* (6.7%).

In turn, the cost fell in *Financial and insurance activities* (-7.9%) and recorded the smallest increases in *Arts, entertainment and recreation* (1.6%) and *Education* (2.1%).

Index adjusted for seasonal and calendar effects. Activity sections

First quarter 2023. Annual rate. Percentage



Results by activity sections and cost components. Original series

The sections with the highest annual increases in wage costs in the first quarter were *Electricity, gas, steam and air conditioning supply* (11.5%), *Wholesale and retail trade; motor vehicle and motorcycle repair* (6.7%) and *Information and communications* (6.6%).

On the other hand, the cost fell in *Financial and insurance activities* (-5.1%) and recorded the smallest increases in *Arts, entertainment and recreation* (0.2%) and *Education* (1.7%).

In terms of *other costs*, the sections with the highest annual increases are *Mining and quarrying* (22.0%), *Information and communications* (8.5%) and *Other services* (7.3%).

And those with the lowest annual rates were *Financial and insurance activities* (-7.3%), *Electricity, gas, steam and air conditioning supply* (-0.4%) and *Real estate activities* (2.0%).

Harmonised Labour Cost Index in the first quarter 2023 by activity sections

Index by cost components

	Wages		Other costs		Labour costs excluding extraordinary and late payments	
	Index ²	Rate ¹	Index ²	Rate ¹	Index ²	Rate ¹
TOTAL	97,8	4,1	101,0	4,9	100,2	4,2
B. Mining and quarrying industries	89,1	5,5	97,1	22,0	98,7	8,0
C. Manufacturing industries	94,7	4,0	97,9	5,5	98,8	4,6
D. Electricity, gas, steam and air conditioning supply	126,5	11,5	101,4	-0,4	110,8	5,3
E. Water supply, waste management and remediation activities	101,6	4,4	102,8	3,7	101,8	4,3
F. Construction	93,5	3,6	102,9	5,0	102,3	4,3
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	104,3	6,7	104,9	6,4	103,3	4,5
H. Transport and storage	101,4	4,5	97,9	3,8	100,9	4,4
I. Accommodation	105,3	4,6	93,5	7,1	103,7	3,9
J. Information and communications	103,1	6,6	102,5	8,5	103,0	8,2
K. Financial and insurance activities	111,7	-5,1	97,8	-7,3	96,2	-1,4
L. Real state activities	100,6	4,1	94,3	2,0	97,5	4,0
M. Professional, scientific and technical activities	100,8	3,8	100,5	5,9	99,3	3,0
N. Administrative and support services activities	102,6	6,1	105,2	6,9	103,4	5,7
O. Public Administration and defence, compulsory Social Security	90,3	4,2	104,9	6,2	96,5	4,7
P. Education	90,2	1,7	98,5	2,1	97,6	2,2
Q. Health and social services activities	92,2	3,6	100,6	2,4	99,7	3,0
R. Arts, entertainment and recreation	86,6	0,2	90,0	5,1	93,1	2,0
S. Other services	96,5	2,4	95,4	7,3	99,3	5,7

¹ As compared to the same quarter of the previous year

² Base year 2016

Revision and updating of data

Coinciding with today's publication, the ICLA provisional data of the fourth quarter of 2022 have been updated. The final index stands at 109.3 points.

The quarterly variation of the original series for that quarter stood at 3.7%, and that of the adjusted index was 1.3%. In turn, the annual rate of the original series is 3.8% and that of the index corrected for calendar and seasonal effects is 3.6%. The results are available at INEBase.

Methodological note

The Harmonised Labour Cost Index (HLCI) is a quarterly continuous statistical operation whose objective is to provide a common and comparable measure of labour cost per hour worked for the whole of the European Union, allowing the monitoring of the evolution of said labour costs.

Indices with base 2020 are provided for total labour costs, wages and salaries and other costs net of subsidies received for the use of labour factor (includes social contributions payable by employers and non-wage payments). The index for total labour cost is also provided excluding extraordinary payments and delayed payments.

Type of operation: Statistics presented mainly in the form of indices.

Base year: 2020.

Population scope: Employees in local units.

Sources of information: The Quarterly Labour Cost Survey which is conducted on the basis of the 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). In order to cover all employees of the general government, information from the DARETRI file is used.

Geographical scope: the entire national territory.

Reference period of the results: the calendar quarter.

Calculation method: Chained Laspeyres.

For more information you can access the methodology at:

https://www.ine.es/en/metodologia/t22/t2230211_en.htm

And the standardised methodological report at:

<https://www.ine.es/dynt3/metadatos/en/RespuestaDatos.html?oe=30211>

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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Harmonised Labour Cost Index (HLCI)

General index and index by activities

First Quarter 2023

Base year 2020

Total labour cost. Original series

National index

	Index 1 st quarter(P) ¹		Index 4 th quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	98,7	4,3	109,3	3,8
B-E. Industry	96,7	4,7	107,7	2,9
B. Mining and quarrying industries	91,4	9,9	98,7	1,8
C. Manufacturing industries	95,5	4,5	107,5	2,6
D. Electricity, gas, steam and air conditioning supply	121,3	9,2	102,7	4,9
E. Water supply, waste management and remediation activities	101,9	4,2	113,5	4,8
F. Construction	96,2	4,0	112,4	5,3
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	103,1	6,1	108,4	3,5
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	104,4	6,6	108,4	3,3
H. Transport and storage	100,3	4,3	108,1	5,4
I. Accommodation	101,8	5,3	110,1	7,7
J. Information and communications	103,0	7,1	106,8	-1,2
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	103,4	2,1	106,1	2,4
K. Financial and insurance activities	108,5	-5,5	99,7	0,7
L. Real state activities	99,1	3,6	102,5	3,7
M. Professional, scientific and technical activities	100,7	4,3	108,7	4,5
N. Administrative and support services activities	103,3	6,3	108,2	0,9
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	93,6	3,5	111,9	5,0
O. Public Administration and defence, compulsory Social Security	93,8	4,7	118,8	5,7
P. Education	92,3	1,8	103,7	5,8
Q. Health and social services activities	94,2	3,3	111,2	4,7
R. Arts, entertainment and recreation	87,5	1,5	100,3	0,2
S. Other services	96,2	3,6	104,8	3,8

¹ P: provisional data - D: definitive data

² As compared to the same quarter of the previous year

Harmonised Labour Cost Index (HLCI)

General index and index by activities

First Quarter 2023

Base year 2020

Wage cost. Original series

National index

	Index 1 st quarter(P) ¹		Index 4 th quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	97,8	4,1	111,9	4,3
B-E. Industry	96,2	4,4	110,4	3,6
B. Mining and quarrying industries	89,1	5,5	103,4	5,9
C. Manufacturing industries	94,7	4,0	110,4	3,3
D. Electricity, gas, steam and air conditioning supply	126,5	11,5	102,9	5,3
E. Water supply, waste management and remediation activities	101,6	4,4	116,0	4,7
F. Construction	93,5	3,6	114,7	5,8
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	103,7	6,0	111,4	3,9
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	104,3	6,7	110,7	4,0
H. Transport and storage	101,4	4,5	111,6	5,8
I. Accommodation	105,3	4,6	117,2	8,2
J. Information and communications	103,1	6,6	108,9	-1,1
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	103,9	1,9	107,8	3,0
K. Financial and insurance activities	111,7	-5,1	99,4	2,2
L. Real state activities	100,6	4,1	105,6	4,5
M. Professional, scientific and technical activities	100,8	3,8	111,6	5,1
N. Administrative and support services activities	102,6	6,1	110,1	0,8
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	91,1	3,3	114,6	5,3
O. Public Administration and defence, compulsory Social Security	90,3	4,2	122,0	6,0
P. Education	90,2	1,7	105,4	5,6
Q. Health and social services activities	92,2	3,6	113,8	5,3
R. Arts, entertainment and recreation	86,6	0,2	103,0	0,1
S. Other services	96,5	2,4	108,8	4,7

¹ P: provisional data - D: definitive data

² As compared to the same quarter of the previous year

Harmonised Labour Cost Index (HLCI)

General index and index by activities

First Quarter 2023

Base year 2020

Other costs. Original series

National index

	Index 1 st quarter(P) ¹		Index 4 th quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	101,0	4,9	101,8	2,4
B-E. Industry	98,3	5,5	100,2	0,9
B. Mining and quarrying industries	97,1	22,0	86,6	-9,0
C. Manufacturing industries	97,9	5,5	99,8	0,6
D. Electricity, gas, steam and air conditioning supply	101,4	-0,4	102,1	3,8
E. Water supply, waste management and remediation activities	102,8	3,7	107,3	5,1
F. Construction	102,9	5,0	106,5	4,0
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	101,6	6,3	100,2	2,2
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	104,9	6,4	102,0	1,3
H. Transport and storage	97,9	3,8	100,4	4,5
I. Accommodation	93,5	7,1	93,5	6,5
J. Information and communications	102,5	8,5	100,1	-1,3
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	101,6	3,0	100,9	0,6
K. Financial and insurance activities	97,8	-7,3	100,5	-3,9
L. Real state activities	94,3	2,0	93,0	0,8
M. Professional, scientific and technical activities	100,5	5,9	99,3	2,6
N. Administrative and support services activities	105,2	6,9	103,2	1,3
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	101,2	4,0	103,4	4,0
O. Public Administration and defence, compulsory Social Security	104,9	6,2	108,7	4,7
P. Education	98,5	2,1	98,8	6,3
Q. Health and social services activities	100,6	2,4	103,0	2,8
R. Arts, entertainment and recreation	90,0	5,1	92,1	0,8
S. Other services	95,4	7,3	94,1	1,0

¹ P: provisional data - D: definitive data

² As compared to the same quarter of the previous year

Harmonised Labour Cost Index (HLCI)

General index and index by activities

First Quarter 2023

Base year 2020

Labour cost excluding extraordinary and late payments

Original series

National index

	Index 1 st quarter(P) ¹		Index 4 th quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	100,2	4,2	105,2	3,3
B-E. Industry	99,4	4,6	103,3	2,8
B. Mining and quarrying industries	98,7	8,0	99,7	-0,6
C. Manufacturing industries	98,8	4,6	103,2	2,8
D. Electricity, gas, steam and air conditioning supply	110,8	5,3	100,3	-0,1
E. Water supply, waste management and remediation activities	101,8	4,3	106,7	4,6
F. Construction	102,3	4,3	106,8	3,9
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	102,9	5,1	104,7	3,5
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	103,3	4,5	104,4	2,8
H. Transport and storage	100,9	4,4	104,7	5,2
I. Accommodation	103,7	3,9	105,6	5,9
J. Information and communications	103,0	8,2	105,0	1,6
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	100,0	3,0	102,6	1,1
K. Financial and insurance activities	96,2	-1,4	100,1	-0,7
L. Real state activities	97,5	4,0	99,9	1,7
M. Professional, scientific and technical activities	99,3	3,0	102,3	1,9
N. Administrative and support services activities	103,4	5,7	104,7	1,3
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	97,9	3,6	107,6	4,3
O. Public Administration and defence, compulsory Social Security	96,5	4,7	116,6	6,1
P. Education	97,6	2,2	99,8	5,9
Q. Health and social services activities	99,7	3,0	103,8	2,1
R. Arts, entertainment and recreation	93,1	2,0	98,0	-0,2
S. Other services	99,3	5,7	100,6	3,0

¹ P: provisional data - D: definitive data

² As compared to the same quarter of the previous year