

10 December 2021

Harmonised Labour Cost Index (HLCI). Base 2016
Third quarter 2021. *Provisional data*

The quarterly variation of the cost per hour worked is -0.1%, after adjusting for seasonal and calendar effects

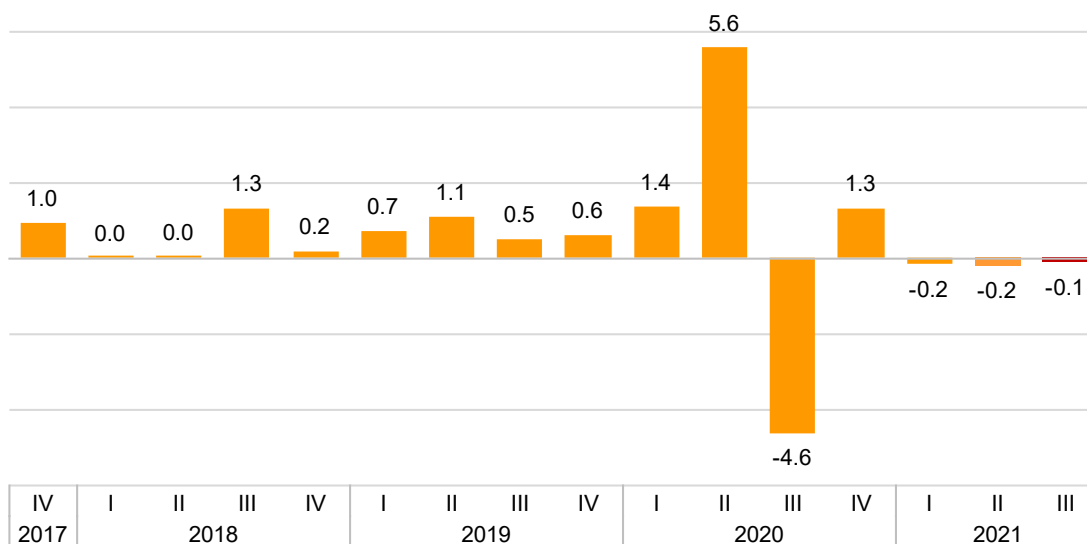
The cost per hour worked increases 0.9% in the annual rate in the series adjusted for calendar and seasonal effects, and 0.2% in the original series

Quarterly variation of the Index

The quarterly variation of the HLCI—which measures the labour cost per hour worked maintaining the structure by branches of activity—between the third and the second quarter of 2021, after adjusting for seasonal and calendar effects, was -0.1%.

Labour Cost Index adjusted for seasonal and calendar effects

Quarterly rate. Percentage



By cost component, in seasonally and calendar adjusted data, wage costs showed a positive variation of 0.3%, while other costs fell 1.2%.

After adjusting for seasonal and calendar effects, the quarterly rate was 2.5%, mainly due to the lower number of hours worked during the holiday period in the third quarter as compared to the second.

Harmonised Labour Cost Index in the third quarter 2021

Index and quarterly rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	111.2	2.5	109.1	-0.1
Wages	109.6	1.1	108.5	0.3
Other costs	116.0	6.5	110.8	-1.2
Labour costs excluding extraordinary and late payment:	115.1	7.4	109.6	-0.1

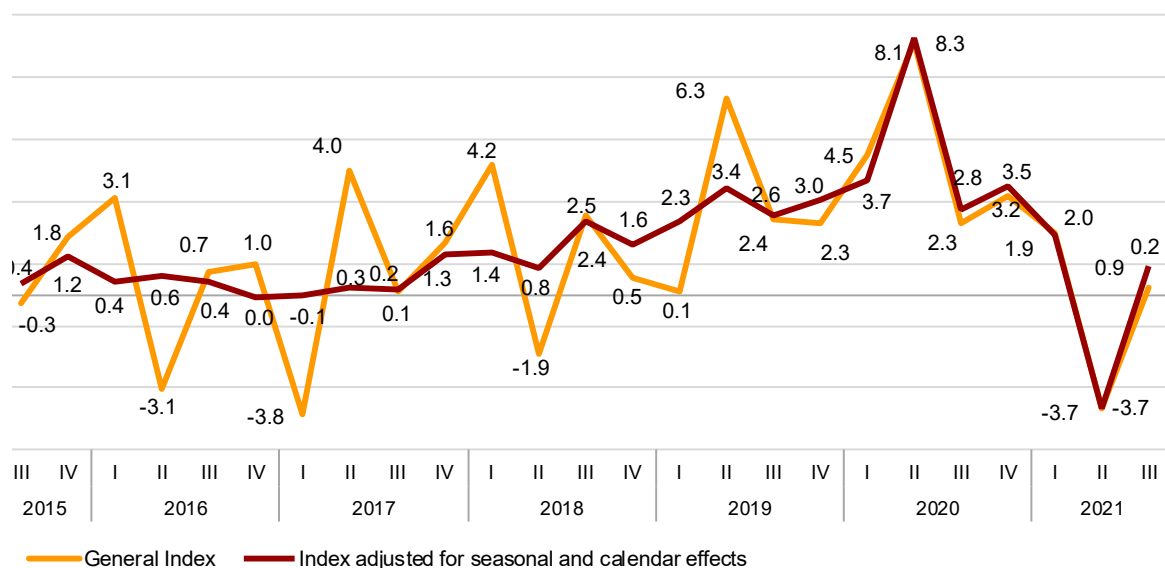
Annual variation of the Index

The cost per hour worked increased by 0.2% in the third quarter of 2021, as compared with the same period of the previous year.

The annual variation of the cost per hour was 0.9%, 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, wage costs recorded an annual variation of 0.8% in adjusted data and other costs increased by 1.1%.

Harmonised Labour Cost Index in the third quarter 2021

Index and annual rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	111.2	0.2	109.1	0.9
Wages	109.6	0.2	108.5	0.8
Other costs	116.0	0.4	110.8	1.1
Labour costs excluding extraordinary and late payment:	115.1	0.2	109.6	1.0

Results by activity sections

The sections registering the highest annual increases in the third quarter of 2021 were *Information and communications* (3.8%), *Construction* (3.1%) and *Financial and insurance activities* (2.2%).

On the other hand, the greatest decreases were in *Real estate activities* (-8.7%), *Other services* (-6.5%) and *Education* (-4.0%).

Harmonised Labour Cost Index in the third quarter 2021 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	111.2	0.2	112.5	1.1	109.1	0.9
B. Mining and quarrying industries	101.6	-3.5	102.3	-2.7	104.3	-6.2
C. Manufacturing industries	111.2	0.1	112.6	1.1	107.3	1.2
D. Electricity, gas, steam and air conditioning supply	100.1	-2.8	100.7	-2.4	111.0	0.1
E. Water supply, waste management and remediation activities	111.5	1.2	112.5	2.0	112.1	2.4
F. Construction	105.0	3.1	106.2	4.1	106.6	3.7
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	111.4	1.7	112.8	2.8	111.3	2.5
H. Transport and storage	103.6	-2.7	104.8	-2.1	103.9	-2.1
I. Accommodation	100.5	-0.6	101.2	-0.3	102.6	-0.1
J. Information and communications	118.4	3.8	119.8	4.6	114.1	4.7
K. Financial and insurance activities	112.8	2.2	114.5	3.2	110.1	2.8
L. Real state activities	112.5	-8.7	113.7	-8.0	113.7	-8.1
M. Professional, scientific and technical activities	116.6	-0.6	117.8	0.2	109.7	-0.4
N. Administrative and support services activities	112.4	1.5	113.4	2.1	111.7	2.2
O. Public Administration and defence, compulsory Social Security	110.8	-1.2	112.1	-0.1	111.4	-0.3
P. Education	113.6	-4.0	116.2	-3.2	104.5	-3.1
Q. Health and social services activities	111.7	0.2	112.1	0.4	107.7	0.5
R. Arts, entertainment and recreation	116.7	-0.8	118.0	0.2	120.3	-0.5
S. Other services	114.8	-6.5	115.9	-5.9	113.2	-5.5

¹ As compared to the same quarter of the previous year

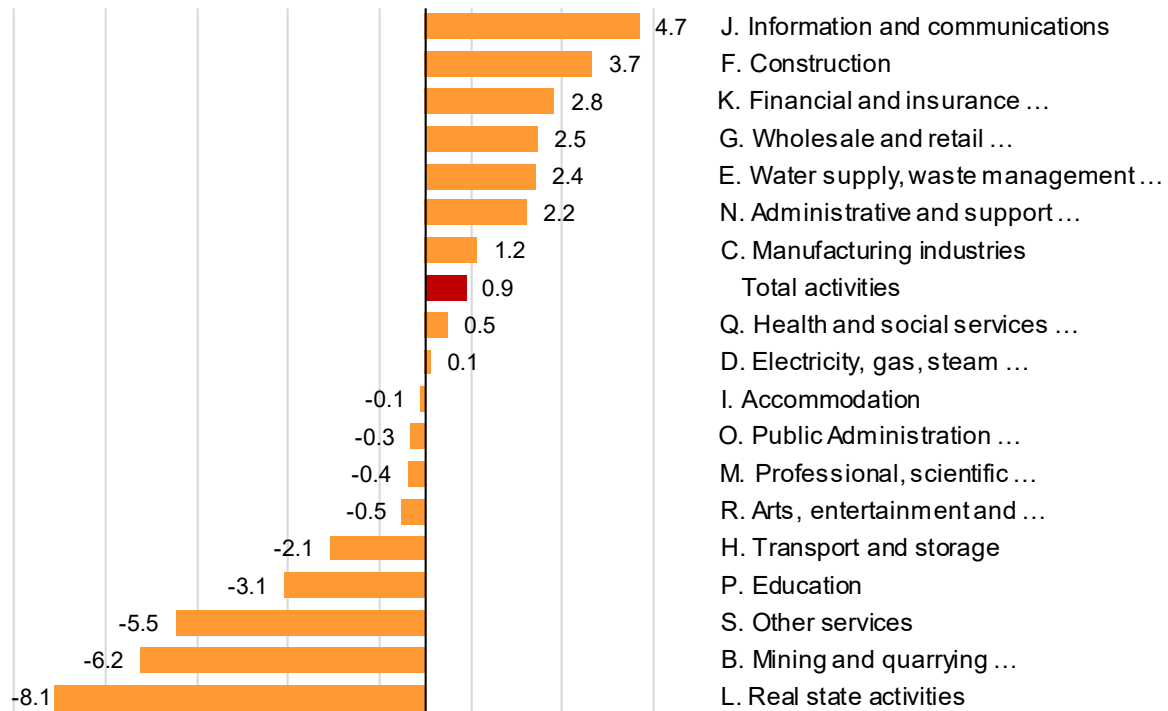
² Base year 2016

After adjusting for seasonal and calendar effects, the activities that presented the highest annual rates were Information and communications (4.7%), Construction (3.7%) and Financial and insurance activities (2.8%).

In turn, Real estate activities (–8.1%), Extractive industries (–6.2) and Other services (–5.5%) registered the lowest corrected annual rates.

Index adjusted for seasonal and calendar effects. Activity sections

Third quarter 2021. Annual rate. Porcentaje



Results by activity sections and cost components. Original series

The sections that registered the largest annual increases for *salary cost* in the third quarter were *Information and communications* (3.9%), *Financial and insurance activities* (3.0%) and *Hotel, restaurants and catering* (2.5%).

On the other hand, the greatest declines were in *Real estate activities* (–6.8%), *Other services* (–4.8%) and *Education* (–4.2%).

As for *other costs*, the sections that registered the highest annual increases were *Construction* (4.9%), *Information and communications* (3.2%) and *Wholesale and retail trade; motor vehicle and motorcycle repair* (2.6%).

On the other hand, the lowest rates were found in *Mining and quarrying* (–15.3%), *Real Estate Activities* (–13.9%) and *Other service activities* (–10.8%).

Harmonised Labour Cost Index in the third quarter 2021 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	109.6	0.2	116.0	0.4	115.1	0.2
B. Mining and quarrying industries	99.8	1.9	106.5	-15.3	107.2	-5.2
C. Manufacturing industries	108.9	-0.1	117.9	0.6	115.9	0.8
D. Electricity, gas, steam and air conditioning supply	96.6	-3.0	112.7	-2.2	111.2	-1.7
E. Water supply, waste management and remediation activities	109.4	1.3	116.9	0.9	115.0	0.5
F. Construction	103.4	2.3	108.9	4.9	110.3	3.3
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	110.6	1.4	113.5	2.6	114.1	1.2
H. Transport and storage	101.4	-1.7	109.1	-4.8	107.8	-2.9
I. Accommodation	104.6	2.5	89.7	-9.2	102.6	-0.5
J. Information and communications	119.2	3.9	115.7	3.2	120.0	2.9
K. Financial and insurance activities	110.8	3.0	119.5	-0.3	123.1	1.3
L. Real state activities	112.6	-6.8	112.3	-13.9	118.1	-7.6
M. Professional, scientific and technical activities	117.6	1.0	113.5	-5.7	117.8	-1.9
N. Administrative and support services activities	111.8	1.1	113.9	2.4	113.9	1.0
O. Public Administration and defence, compulsory Social Security	107.1	-1.6	122.8	-0.3	115.0	-1.2
P. Education	112.5	-4.2	116.8	-3.4	118.7	-3.9
Q. Health and social services activities	107.7	-0.4	125.2	1.9	115.7	0.5
R. Arts, entertainment and recreation	116.3	-1.5	118.3	1.3	119.2	2.3
S. Other services	114.8	-4.8	114.9	-10.8	118.0	-6.0

¹ As compared to the same quarter of the previous year

² Base year 2016

COVID-19's Influence on HLCI Results

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.

Revision and updating of data

Coinciding with today's publication, HLCI provisional data for the second quarter of 2021 have been updated. The final index stands at 108.5 points.

The quarterly variation of the original series for that quarter stood at 6.3%, while that of the adjusted index was -0.2%. On the other hand, the annual rate of the original series was -3.7% and that for the index adjusted for seasonal and calendar effects, -3.7%. 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 2016 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: 2016.

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

Third Quarter 2021

Base year 2016

Total labour cost. Original series

National index

	Index 3 rd quarter(P) ¹		Index 2 nd quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	111.2	0.2	108.5	-3.7
B-E. Industry	110.7	0.0	105.9	-5.1
B. Mining and quarrying industries	101.6	-3.5	101.9	-11.4
C. Manufacturing industries	111.2	0.1	105.5	-5.6
D. Electricity, gas, steam and air conditioning supply	100.1	-2.8	118.1	2.9
E. Water supply, waste management and remediation activities	111.5	1.2	106.8	-1.3
F. Construction	105.0	3.1	106.5	-5.4
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	109.7	1.5	106.5	-6.6
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	111.4	1.7	109.3	-6.9
H. Transport and storage	103.6	-2.7	103.5	-5.5
I. Accommodation	100.5	-0.6	98.0	-15.0
J. Information and communications	118.4	3.8	108.5	1.2
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	114.1	0.5	108.0	0.1
K. Financial and insurance activities	112.8	2.2	108.5	6.3
L. Real state activities	112.5	-8.7	118.0	-11.7
M. Professional, scientific and technical activities	116.6	-0.6	105.4	-2.4
N. Administrative and support services activities	112.4	1.5	109.0	-0.2
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	112.3	-1.5	112.0	-2.2
O. Public Administration and defence, compulsory Social Security	110.8	-1.2	115.0	-0.5
P. Education	113.6	-4.0	103.6	-4.3
Q. Health and social services activities	111.7	0.2	112.1	-1.2
R. Arts, entertainment and recreation	116.7	-0.8	119.8	-12.7
S. Other services	114.8	-6.5	113.5	-6.7

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

Third Quarter 2021

Base year 2016

Wage cost. Original series

National index

	Index 3 rd quarter(P) ¹		Index 2 nd quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	109.6	0.2	108.4	-2.2
B-E. Industry	108.3	-0.1	104.8	-3.9
B. Mining and quarrying industries	99.8	1.9	96.7	-16.0
C. Manufacturing industries	108.9	-0.1	104.3	-4.1
D. Electricity, gas, steam and air conditioning supply	96.6	-3.0	119.5	0.7
E. Water supply, waste management and remediation activities	109.4	1.3	106.4	-0.8
F. Construction	103.4	2.3	107.9	-6.1
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	109.5	1.7	105.6	-3.9
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	110.6	1.4	108.1	-6.4
H. Transport and storage	101.4	-1.7	100.2	-3.2
I. Accommodation	104.6	2.5	99.9	-3.2
J. Information and communications	119.2	3.9	109.3	1.8
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	113.8	1.3	108.4	1.1
K. Financial and insurance activities	110.8	3.0	108.5	4.0
L. Real state activities	112.6	-6.8	120.6	-10.8
M. Professional, scientific and technical activities	117.6	1.0	106.2	-0.1
N. Administrative and support services activities	111.8	1.1	109.2	1.9
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	109.2	-1.9	112.5	-1.3
O. Public Administration and defence, compulsory Social Security	107.1	-1.6	116.3	0.0
P. Education	112.5	-4.2	104.4	-4.5
Q. Health and social services activities	107.7	-0.4	111.4	-0.3
R. Arts, entertainment and recreation	116.3	-1.5	120.8	-6.5
S. Other services	114.8	-4.8	113.3	-4.8

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

Third Quarter 2021

Base year 2016

Other costs. Original series

National index

	Index 3 rd quarter(P) ¹		Index 2 nd quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	116.0	0.4	108.8	-7.7
B-E. Industry	117.5	0.3	109.2	-8.5
B. Mining and quarrying industries	106.5	-15.3	116.4	1.6
C. Manufacturing industries	117.9	0.6	109.0	-9.7
D. Electricity, gas, steam and air conditioning supply	112.7	-2.2	112.9	12.5
E. Water supply, waste management and remediation activities	116.9	0.9	107.9	-2.6
F. Construction	108.9	4.9	103.0	-3.5
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	110.2	0.9	109.3	-13.0
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	113.5	2.6	112.7	-8.0
H. Transport and storage	109.1	-4.8	111.8	-10.3
I. Accommodation	89.7	-9.2	92.8	-37.2
J. Information and communications	115.7	3.2	106.0	-0.6
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	115.1	-1.7	106.6	-3.0
K. Financial and insurance activities	119.5	-0.3	108.5	14.4
L. Real state activities	112.3	-13.9	110.5	-14.7
M. Professional, scientific and technical activities	113.5	-5.7	102.8	-9.2
N. Administrative and support services activities	113.9	2.4	108.2	-5.4
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	122.3	-0.4	110.7	-5.0
O. Public Administration and defence, compulsory Social Security	122.8	-0.3	110.7	-2.4
P. Education	116.8	-3.4	101.3	-3.5
Q. Health and social services activities	125.2	1.9	114.7	-4.1
R. Arts, entertainment and recreation	118.3	1.3	116.5	-28.6
S. Other services	114.9	-10.8	114.1	-11.8

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

Third Quarter 2021

Base year 2016

Labour cost excluding extraordinary and late payments

Original series

National index

	Index 3 rd quarter(P) ¹		Index 2 nd quarter(D) ¹	
	Index	Rate ²	Index	Rate ²
GENERAL INDEX	115.1	0.2	107.1	-3.0
B-E. Industry	115.5	0.6	105.0	-4.3
B. Mining and quarrying industries	107.2	-5.2	104.7	-0.9
C. Manufacturing industries	115.9	0.8	104.9	-4.8
D. Electricity, gas, steam and air conditioning supply	111.2	-1.7	105.8	3.6
E. Water supply, waste management and remediation activities	115.0	0.5	105.9	-2.0
F. Construction	110.3	3.3	104.1	-2.4
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	112.3	1.1	107.2	-5.2
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	114.1	1.2	110.1	-5.3
H. Transport and storage	107.8	-2.9	104.1	-5.1
I. Accommodation	102.6	-0.5	100.5	-11.0
J. Information and communications	120.0	2.9	107.9	0.5
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	117.8	-0.3	107.3	-0.7
K. Financial and insurance activities	123.1	1.3	105.6	5.6
L. Real state activities	118.1	-7.6	113.9	-10.0
M. Professional, scientific and technical activities	117.8	-1.9	106.2	-3.6
N. Administrative and support services activities	113.9	1.0	108.9	-0.5
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	116.5	-1.2	108.4	-1.8
O. Public Administration and defence, compulsory Social Security	115.0	-1.2	113.6	-0.2
P. Education	118.7	-3.9	99.3	-4.7
Q. Health and social services activities	115.7	0.5	105.3	-0.3
R. Arts, entertainment and recreation	119.2	2.3	117.9	-10.4
S. Other services	118.0	-6.0	112.8	-6.9

¹ P: provisional data - D: definitive data

² As compared to the same quarter of the previous year