

11 December 2023

Harmonised Labour Cost Index (HLCI). Base 2020
Third quarter 2023 Provisional data

The quarterly variation in the cost per hour worked, after eliminating calendar and seasonal effects, is 0.9%

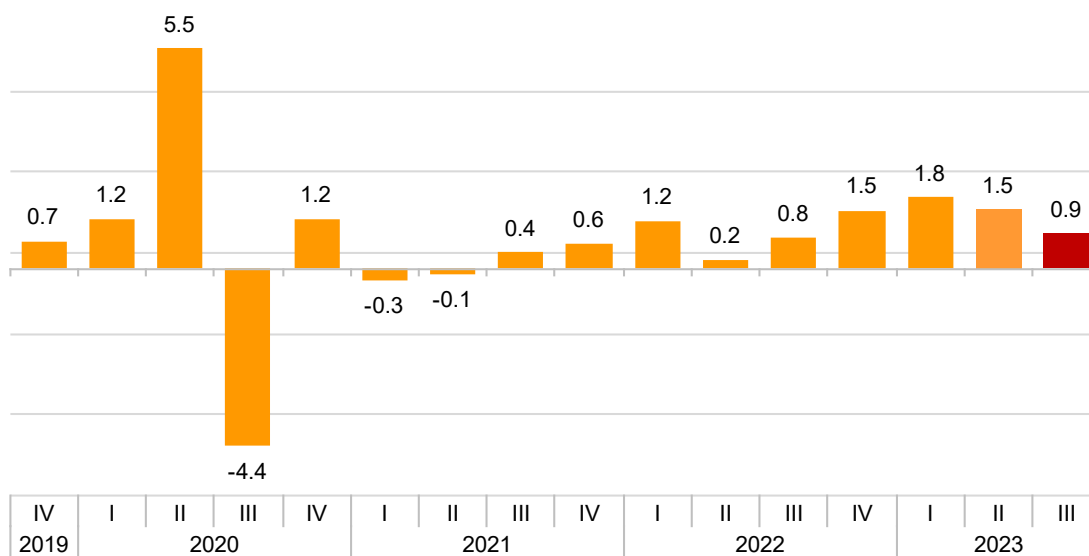
The cost per hour worked increased by 5.7% in the annual rate in the series adjusted for calendar and seasonal effects, and 5.4% in the original series

Quarterly variation of the Index

The quarterly variation of the HLCI –which measures the labour cost per hour worked while keeping constant the structure by branch of activity– stood at 0.9% between the third and second quarter of 2023, after adjusting for seasonal and calendar effects.

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 1.0%, and other costs of 0.5%.

After adjusting for seasonal and calendar effects, the quarterly rate was 3.1% 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.Third 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	111,1	3,1	108,7	0,9
Wages	109,9	1,3	108,9	1,0
Other costs	114,4	8,6	108,1	0,5
Labour costs excluding extraordinary and late payment	114,9	8,2	108,8	1,0

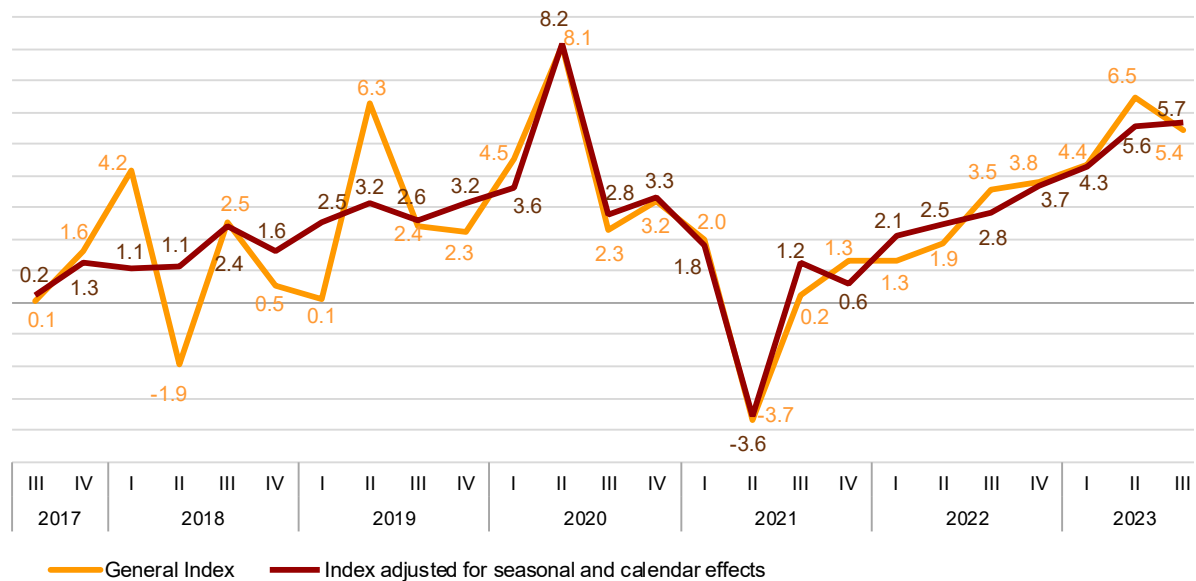
Annual variation of the Index

The cost per hour worked increased by 5.4% in the third quarter of 2023 compared to the same period of the previous year.

The annual variation of the cost per hour was 5.7%, 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 showed an annual variation of 4.9% in corrected data, while other costs increased by 8.0%.

Harmonised Labour Cost Index. Third 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	111,1	5,4	108,7	5,7
Wages	109,9	4,6	108,9	4,9
Other costs	114,4	7,8	108,1	8,0
Labour costs excluding extraordinary and late payment:	114,9	5,7	108,8	6,0

Results by activity sections

The sections that register the highest annual increases on the third trimester are *Real estate activities* (13.0%), *Information and communications* (8.2%) and *Artistic, recreational and entertainment activities* (7.8%).

For their part, the lowest increases are in *Extractive industries* (0.3%), *Electricity, gas, steam and air conditioning supply* (1.8%), and *Financial and insurance activities* (3.0%).

Harmonised Labour Cost Index by activity sections. Third quarter 2023

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	111,1	5,4	110,8	5,5	108,7	5,7
B. Mining and quarrying industries	96,8	0,3	96,8	0,2	96,2	2,7
C. Manufacturing industries	112,4	4,6	111,8	4,5	107,0	4,9
D. Electricity, gas, steam and air conditioning supply	95,4	1,8	95,0	1,8	109,6	4,1
E. Water supply, waste management and remediation activities	111,7	4,6	111,7	4,9	112,1	4,9
F. Construction	109,7	7,0	109,4	6,9	109,5	6,6
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	111,8	4,8	111,5	4,8	110,2	5,0
H. Transport and storage	109,8	4,9	109,5	5,2	108,5	5,2
I. Accommodation	106,7	6,6	105,9	6,6	107,5	6,7
J. Information and communications	117	8,2	116,7	8,5	110,5	8,3
K. Financial and insurance activities	107,2	3,0	107,0	3,2	105,3	3,7
L. Real state activities	109,3	13,0	109,1	13,2	112,5	13,2
M. Professional, scientific and technical activities	114,6	6,4	114,4	6,5	109,0	6,1
N. Administrative and support services activities	111,4	5,0	111,2	5,1	109,3	5,6
O. Public Administration and defence, compulsory Social Security	107,8	6,3	107,5	6,3	110,4	6,3
P. Education	114,4	3,5	114,1	3,5	105,7	3,9
Q. Health and social services activities	112,2	5,6	112,0	5,6	109,0	5,7
R. Arts, entertainment and recreation	96,7	7,8	96,4	7,9	98,1	7,6
S. Other services	109,2	7,7	109,1	7,8	107,4	8,0

¹ As compared to the same quarter of the previous year

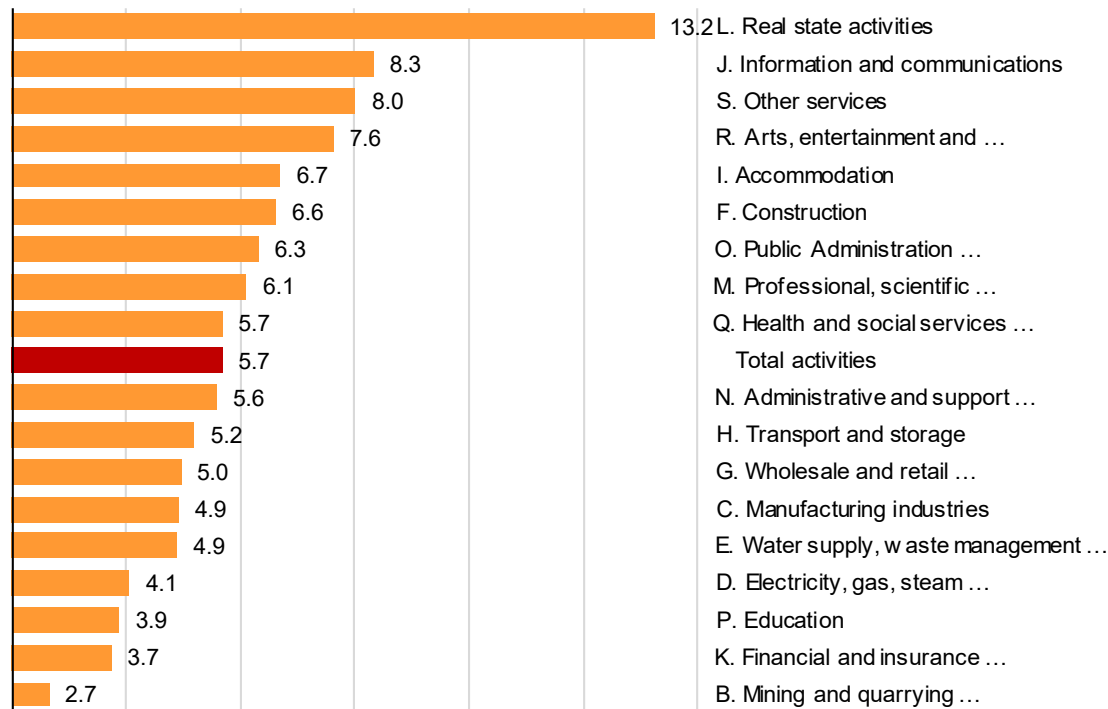
² Base year 2020

If seasonal and calendar effects are eliminated, the activities with the highest annual rates are *Real estate activities* (13.2%), *Information and communication* (8.3%) and *Other services* (8.0%).

For their part, the lowest increases were registered in *Extractive industries* (2.7%), *Financial and insurance activities* (3.7%) and *Education* (3.9%).

Index adjusted for seasonal and calendar effects. Activity sections

Third quarter 2023. Annual rate. Percentage



Revision and updating of data

Coinciding with today's publication, the HLCI provisional data of the second quarter of 2023 have been updated. The final index stands at 107.7 points.

The quarterly variation of the original series for that quarter stood at 9.0%, and that of the adjusted index was at 1.5%. In turn, the annual rate of the original series is 6.5% and that of the index corrected for calendar and seasonal effects is 5.6%. 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

Third Quarter 2023

Base year 2020

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	111.1	5.4	107.7	6.5
B-E. Industry	111.5	4.4	106.0	6.2
B. Mining and quarrying industries	96.8	0.3	97.3	11.5
C. Manufacturing industries	112.4	4.6	105.8	7.0
D. Electricity, gas, steam and air conditioning supply	95.4	1.8	106.4	-4.8
E. Water supply, waste management and remediation activities	111.7	4.6	109.9	1.7
F. Construction	109.7	7.0	108.8	3.0
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	111.5	5.6	107.1	7.3
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	111.8	4.8	108.5	7.6
H. Transport and storage	109.8	4.9	106.2	8.3
I. Accommodation	106.7	6.6	106.0	7.3
J. Information and communications	116.9	8.2	104.8	5.3
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	111.6	5.4	105.0	7.2
K. Financial and insurance activities	107.2	3.0	101.7	6.6
L. Real state activities	109.3	13.0	102.5	1.0
M. Professional, scientific and technical activities	114.6	6.4	104.7	7.5
N. Administrative and support services activities	111.4	5.0	107.8	7.8
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	110.4	5.6	110.2	6.3
O. Public Administration and defence, compulsory Social Security	107.8	6.3	113.6	5.3
P. Education	114.4	3.5	106.3	5.9
Q. Health and social services activities	112.2	5.6	110.9	7.6
R. Arts, entertainment and recreation	96.7	7.8	97.6	5.0
S. Other services	109.2	7.7	103.0	6.9

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 2023

Base year 2020

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	109.9	4.6	108.5	5.7
B-E. Industry	110.8	3.4	107.1	5.2
B. Mining and quarrying industries	97.2	-3.1	92.8	3.5
C. Manufacturing industries	111.9	3.6	107.1	6.2
D. Electricity, gas, steam and air conditioning supply	90.8	0.0	107.0	-6.8
E. Water supply, waste management and remediation activities	110.4	4.1	110.9	-0.4
F. Construction	106.7	6.0	109.6	1.4
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	112.0	5.0	107.7	6.4
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	111.4	3.9	108.6	6.9
H. Transport and storage	110.3	4.8	107.5	8.4
I. Accommodation	110.6	5.7	109.6	6.2
J. Information and communications	117.2	8.3	104.3	3.7
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	110.5	4.6	105.5	7.2
K. Financial and insurance activities	103.7	1.9	103.0	7.7
L. Real state activities	109.0	14.1	104.1	5.3
M. Professional, scientific and technical activities	114.0	5.1	104.9	6.6
N. Administrative and support services activities	111.3	4.5	108.1	7.8
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	108.0	4.6	111.4	5.5
O. Public Administration and defence, compulsory Social Security	103.5	4.5	114.7	3.9
P. Education	113.4	2.8	107.0	5.3
Q. Health and social services activities	110.2	5.0	112.3	7.6
R. Arts, entertainment and recreation	96.6	7.8	98.8	3.6
S. Other services	110.2	7.3	105.1	6.3

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 2023

Base year 2020

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	114.4	7.8	105.3	8.8
B-E. Industry	113.6	7.1	103.0	9.2
B. Mining and quarrying industries	95.8	10.4	108.8	34.2
C. Manufacturing industries	113.8	7.1	102.5	9.1
D. Electricity, gas, steam and air conditioning supply	112.8	7.5	104.3	4.1
E. Water supply, waste management and remediation activities	115.2	5.9	107.5	7.9
F. Construction	117.0	9.2	106.9	7.4
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	110.3	7.2	105.6	9.8
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	113.0	7.4	108.3	9.9
H. Transport and storage	108.5	5.4	103.1	8.3
I. Accommodation	97.7	9.0	97.5	10.2
J. Information and communications	116.0	7.9	106.5	10.9
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	114.9	8.0	103.5	7.1
K. Financial and insurance activities	118.9	6.1	97.2	3.1
L. Real state activities	110.1	9.8	97.5	-11.0
M. Professional, scientific and technical activities	116.4	10.5	103.9	10.5
N. Administrative and support services activities	111.5	6.5	107.0	8.0
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	117.9	8.5	106.7	8.9
O. Public Administration and defence, compulsory Social Security	121.0	11.4	110.3	10.4
P. Education	117.5	5.7	104.3	8.0
Q. Health and social services activities	118.4	7.4	106.6	7.7
R. Arts, entertainment and recreation	96.7	7.9	94.0	9.8
S. Other services	106.6	8.6	97.4	8.7

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 2023

Base year 2020

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	114.9	5.7	106.2	6.8
B-E. Industry	116.1	5.1	103.8	6.7
B. Mining and quarrying industries	106.4	5.4	102.6	11.6
C. Manufacturing industries	116.7	5.3	104.0	6.9
D. Electricity, gas, steam and air conditioning supply	107.0	2.6	96.7	-0.7
E. Water supply, waste management and remediation activities	114.7	4.9	105.4	5.8
F. Construction	115.8	7.3	106.5	6.0
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	113.8	5.8	107.7	7.8
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	114.0	5.7	108.4	8.0
H. Transport and storage	113.6	5.5	106.0	7.7
I. Accommodation	108.3	6.4	106.2	5.9
J. Information and communications	119.3	6.9	108.5	9.4
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	115.0	5.4	104.2	6.4
K. Financial and insurance activities	116.3	3.4	100.5	5.8
L. Real state activities	114.8	12.1	101.8	2.0
M. Professional, scientific and technical activities	116.7	6.4	104.1	6.7
N. Administrative and support services activities	112.4	5.1	106.7	6.7
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	115.2	6.0	107.0	6.3
O. Public Administration and defence, compulsory Social Security	110.8	6.3	112.0	5.6
P. Education	119.5	4.0	102.6	7.0
Q. Health and social services activities	119.1	6.6	105.2	6.9
R. Arts, entertainment and recreation	102.0	7.6	97.3	5.1
S. Other services	111.6	7.1	102.9	7.7

¹ P: provisional data - D: definitive data

² As compared to the same quarter of the previous year