

**Harmonised Labour Cost Index (HLCI). Base 2016**  
Fourth quarter 2022. *Provisional data*

**The quarterly variation of the cost per hour worked is 0.3%, after adjusting for seasonal and calendar effects**

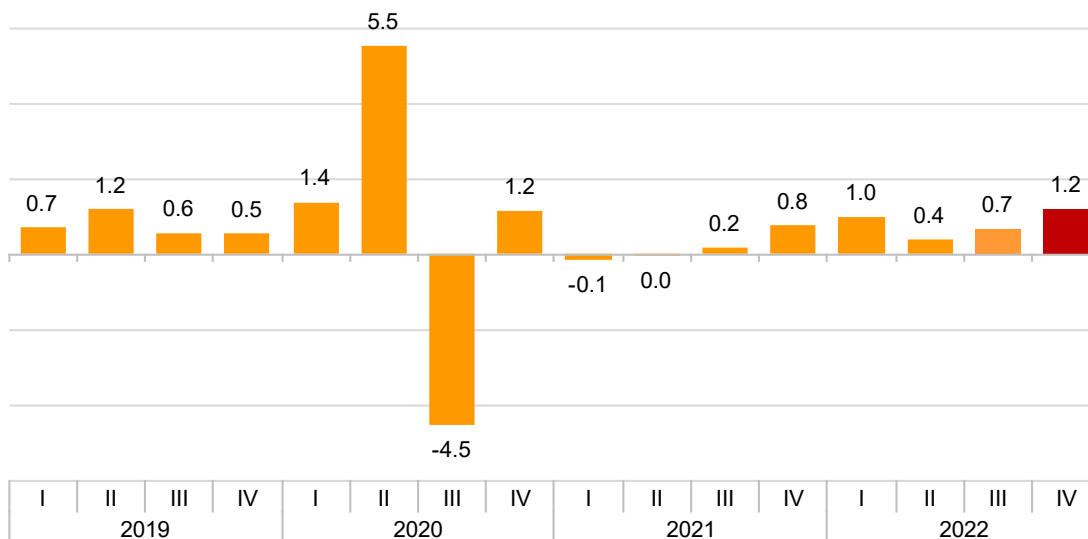
**The cost per hour worked increases 2.2% in the annual rate in the series adjusted for calendar and seasonal effects, and 1.6% in the original series**

**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 1.2% between the fourth and third quarter of 2022, after adjusting for seasonal and calendar effects.

**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 variation of 0.7%, and other costs of 0.1%.

After adjusting for seasonal and calendar effects, the quarterly labour cost rate was 4.1%, 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 fourth quarter 2022

Index and quarterly rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	119,2	3,5	114,0	1,2
Wages	120,8	6,3	113,8	1,3
Other costs	114,5	-4,3	114,6	1,1
Labour costs excluding extraordinary and late payment:	115,1	-3,3	114,2	1,4

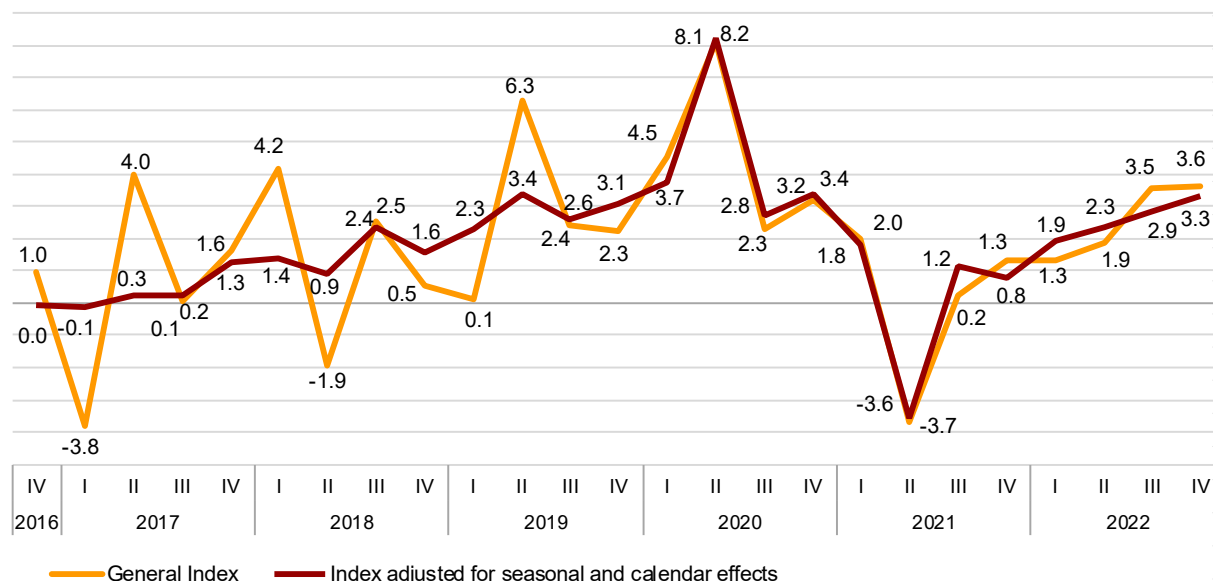
### Annual variation of the Index

The cost per hour worked increased by 3.6% in the fourth quarter of 2022, as compared with the same period of the previous year.

The annual variation of the cost per hour was 3.3%, 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 3.7%, while other costs increased by 2.2%.

## Harmonised Labour Cost Index in the fourth quarter 2022

Index and annual rates by cost components

	General Index		Index adjusted for seasonal and calendar effects	
	Index	Rate	Index	Rate
Total labour cost	119,2	3,6	114,0	3,3
Wages	120,8	4,1	113,8	3,7
Other costs	114,5	2,2	114,6	2,2
Labour costs excluding extraordinary and late payment:	115,1	3,2	114,2	3,1

## Results by activity sections

The sections that register the highest annual increases in the fourth quarter of 2022 were *Hospitality (7.5%)*, *Public Administration and defence, compulsory Social Security (5.8%)* and *Electricity, gas, steam and air conditioning supply (5.5%)*.

On the other hand, the smallest increases occurred in *Information and communications (-1.3%)*, *Artistic, recreational and entertainment activities (-3.3%)* and *Financial and insurance activities (0.2%)*.

## Harmonised Labour Cost Index in the fourth quarter 2022 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 <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>
TOTAL	119,2	3,6	119,3	3,6	114,0	3,3
B. Mining and quarrying industries	108,7	1,7	108,3	1,9	98,8	-1,6
C. Manufacturing industries	115,7	2,3	115,8	2,3	110,6	2,5
D. Electricity, gas, steam and air conditioning supply	113,4	5,5	113,0	5,8	116,6	4,5
E. Water supply, waste management and remediation activities	123,7	4,9	123,9	4,7	118,2	4,8
F. Construction	118,8	5,3	118,6	5,2	110,4	4,5
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	120,7	3,2	120,8	3,2	116,9	3,3
H. Transport and storage	114,7	5,2	114,2	4,8	110,0	4,8
I. Accommodation	119,5	7,5	119,1	7,4	112,4	7,0
J. Information and communications	116,6	-1,3	116,4	-1,6	112,8	-1,5
K. Financial and insurance activities	106,5	0,2	106,0	-0,1	111,4	0,2
L. Real state activities	128,3	3,8	128,1	3,8	123,5	3,8
M. Professional, scientific and technical activities	118,9	4,4	118,9	4,4	113,7	2,9
N. Administrative and support services activities	117,7	0,9	117,7	0,8	113,7	1,3
O. Public Administration and defence, compulsory Social Security	131,4	5,8	131,5	5,7	118,2	4,3
P. Education	109,6	4,7	111,2	5,3	111,6	5,1
Q. Health and social services activities	121,0	4,8	121,0	4,8	115,1	4,7
R. Arts, entertainment and recreation	124,4	0,1	124,3	0,3	115,7	-0,8
S. Other services	124,0	3,8	124,0	3,6	119,3	3,9

<sup>1</sup> As compared to the same quarter of the previous year

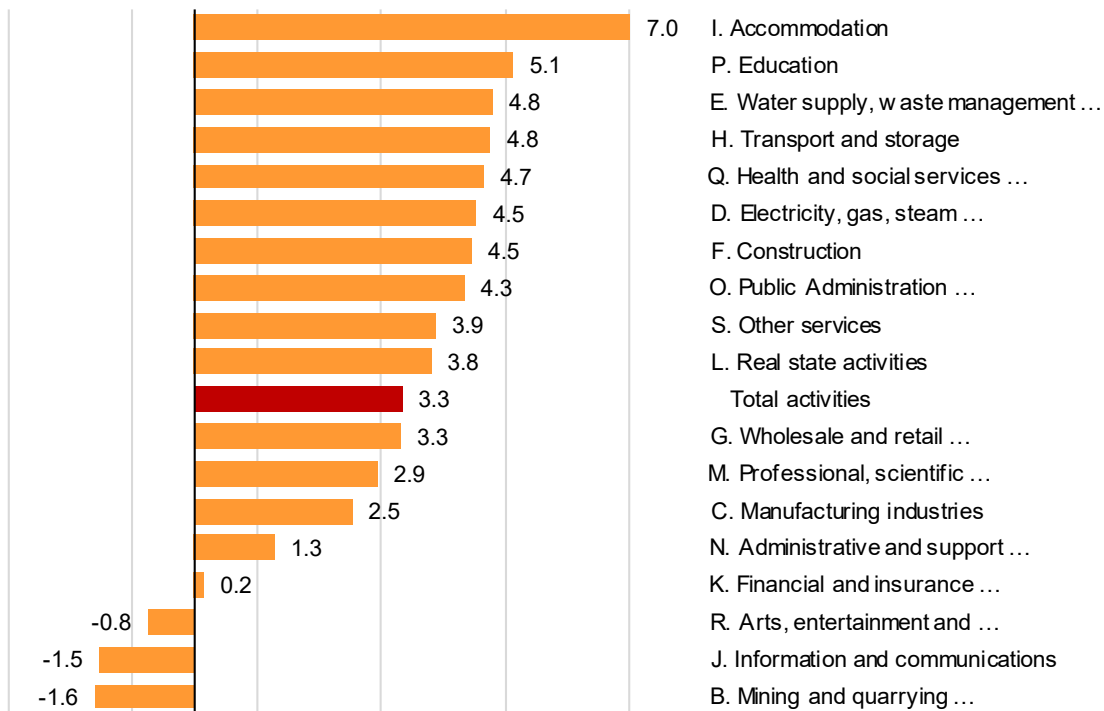
<sup>2</sup> Base year 2016

If seasonal and calendar effects are eliminated, the activities with the highest annual rates were *Hospitality (7.0%)*, *Education (5.1%)*, and *Water supply, sanitation activities, waste management and decontamination (4.8%)*.

For their part, the greatest decreases were registered in *Mining and quarrying* (-1.6%), *Information and communications* (-5.4%) and *Artistic, recreational and entertainment activities* (-0.8%).

### Index adjusted for seasonal and calendar effects. Activity sections

Fourth quarter 2022. Annual rate. Percentage



### Results by activity sections and cost components. Original series

The sections registering the highest annual increases in *wage costs* in the fourth quarter of 2022 were *Hospitality* (7.9%), *Public Administration and Defense; Compulsory Social Security* (6.0%) and *Mining and quarrying* (5.9%).

In turn, *Information and communications* presented a negative rate (-1.3%), *Artistic, recreational and entertainment activities* remained unchanged, and *Administrative activities and auxiliary services* had the lowest growth (0.8%).

With regard to other costs, the sections with the highest annual increases are *Hospitality* (6.2%), *Water supply, sewerage, waste management and remediation activities* (5.3%) and *Education*.

Those that presented the lowest rates were *Mining and quarrying* (-9.1%), *Financial and insurance activities* (-5.7%) and *Information and communications* (-1.3%).

## Harmonised Labour Cost Index in the fourth quarter 2022 by activity sections

### Index by cost components

	Wages		Other costs		Labour costs excluding extraordinary and late payments	
	Index <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>	Index <sup>2</sup>	Rate <sup>1</sup>
TOTAL	120,8	4,1	114,5	2,2	115,1	3,2
B. Mining and quarrying industries	111,6	5,9	100,9	-9,1	105,7	-0,7
C. Manufacturing industries	116,6	2,9	113,0	0,3	111,9	2,7
D. Electricity, gas, steam and air conditioning supply	114,4	5,8	109,7	4,2	108,4	0,3
E. Water supply, waste management and remediation activities	125,1	4,7	119,8	5,3	116,7	4,7
F. Construction	122,1	5,8	110,7	3,9	112,2	3,9
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	122,4	3,8	115,9	1,3	116,6	2,7
H. Transport and storage	114,4	5,6	115,4	4,3	112,5	4,9
I. Accommodation	122,6	7,9	111,2	6,2	114,7	5,7
J. Information and communications	119,6	-1,3	107,2	-1,3	114,3	1,5
K. Financial and insurance activities	107,8	2,1	102,2	-5,7	106,4	-1,4
L. Real state activities	133,4	4,6	113,0	1,0	122,0	1,8
M. Professional, scientific and technical activities	121,6	5,0	110,2	2,5	113,5	1,8
N. Administrative and support services activities	119,4	0,8	113,2	1,1	114,1	1,2
O. Public Administration and defence, compulsory Social Security	133,6	6,0	124,3	4,9	130,2	6,2
P. Education	111,1	4,6	105,0	5,1	106,4	5,4
Q. Health and social services activities	121,1	5,3	120,3	2,8	111,3	2,2
R. Arts, entertainment and recreation	124,6	0,0	123,4	0,6	120,0	-0,3
S. Other services	126,9	4,6	115,7	1,2	118,9	3,1

<sup>1</sup> As compared to the same quarter of the previous year

<sup>2</sup> Base year 2016

## Revision and updating of data

Coinciding with today's publication, the HLCI provisional data of the third quarter of 2022 have been updated. The final index stands at 115.2 points.

The quarterly variation of the original series for that quarter stood at 4.2%, and that of the adjusted index was 0.7%. On the other hand, the annual rate of the original series was 3.5% and that for the index adjusted for seasonal and calendar effects, 2.9%. 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](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

### Fourth Quarter 2022

Base year 2016

## Total labour cost. Original series

### National index

	Index 4 <sup>th</sup> quarter(P) <sup>1</sup>		Index 3 <sup>rd</sup> quarter(D) <sup>1</sup>	
	Index	Rate <sup>2</sup>	Index	Rate <sup>2</sup>
<b>GENERAL INDEX</b>	<b>119,2</b>	<b>3,6</b>	<b>115,2</b>	<b>3,5</b>
B-E. Industry	116,0	2,6	115,5	4,3
B. Mining and quarrying industries	108,7	1,7	106,4	4,8
C. Manufacturing industries	115,7	2,3	116,0	4,3
D. Electricity, gas, steam and air conditioning supply	113,4	5,5	102,9	2,0
E. Water supply, waste management and remediation activities	123,7	4,9	116,2	4,2
F. Construction	118,8	5,3	108,4	3,2
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	118,7	3,3	116,0	5,6
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	120,7	3,2	118,9	6,5
H. Transport and storage	114,7	5,2	111,2	7,3
I. Accommodation	119,5	7,5	109,0	8,2
J. Information and communications	116,6	-1,3	118,1	-0,1
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	115,9	2,2	115,8	1,4
K. Financial and insurance activities	106,5	0,2	111,8	-1,0
L. Real state activities	128,3	3,8	120,9	7,5
M. Professional, scientific and technical activities	118,9	4,4	118,0	1,3
N. Administrative and support services activities	117,7	0,9	115,5	2,6
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	123,0	4,8	115,2	2,7
O. Public Administration and defence, compulsory Social Security	131,4	5,8	112,1	1,3
P. Education	109,6	4,7	118,0	3,8
Q. Health and social services activities	121,0	4,8	115,5	3,5
R. Arts, entertainment and recreation	124,4	0,1	111,3	-4,7
S. Other services	124,0	3,8	120,0	4,5

<sup>1</sup> P: provisional data - D: definitive data

<sup>2</sup> As compared to the same quarter of the previous year

# Harmonised Labour Cost Index (HLCI)

## General index and index by activities

### Fourth Quarter 2022

Base year 2016

## Wage cost. Original series

### National index

	Index 4 <sup>th</sup> quarter(P) <sup>1</sup>		Index 3 <sup>rd</sup> quarter(D) <sup>1</sup>	
	Index	Rate <sup>2</sup>	Index	Rate <sup>2</sup>
<b>GENERAL INDEX</b>	<b>120,8</b>	<b>4,1</b>	<b>113,6</b>	<b>3,7</b>
B-E. Industry	117,0	3,3	113,8	5,1
B. Mining and quarrying industries	111,6	5,9	108,2	8,5
C. Manufacturing industries	116,6	2,9	114,4	5,0
D. Electricity, gas, steam and air conditioning supply	114,4	5,8	100,4	2,8
E. Water supply, waste management and remediation activities	125,1	4,7	114,4	4,4
F. Construction	122,1	5,8	107,1	3,6
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	120,2	3,7	115,4	5,3
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	122,4	3,8	118,7	7,1
H. Transport and storage	114,4	5,6	108,2	6,7
I. Accommodation	122,6	7,9	109,7	4,8
J. Information and communications	119,6	-1,3	119,1	0,0
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	117,9	2,9	115,6	1,6
K. Financial and insurance activities	107,8	2,1	110,4	-0,4
L. Real state activities	133,4	4,6	120,6	7,2
M. Professional, scientific and technical activities	121,6	5,0	118,3	0,7
N. Administrative and support services activities	119,4	0,8	115,6	3,4
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	124,3	5,1	112,2	2,9
O. Public Administration and defence, compulsory Social Security	133,6	6,0	108,5	1,5
P. Education	111,1	4,6	117,5	4,4
Q. Health and social services activities	121,1	5,3	111,6	3,6
R. Arts, entertainment and recreation	124,6	0,0	108,5	-6,8
S. Other services	126,9	4,6	119,9	4,5

<sup>1</sup> P: provisional data - D: definitive data

<sup>2</sup> As compared to the same quarter of the previous year



# Harmonised Labour Cost Index (HLCI)

## General index and index by activities

### Fourth Quarter 2022

Base year 2016

## Other costs. Original series

### National index

	Index 4 <sup>th</sup> quarter(P) <sup>1</sup>		Index 3 <sup>rd</sup> quarter(D) <sup>1</sup>	
	Index	Rate <sup>2</sup>	Index	Rate <sup>2</sup>
<b>GENERAL INDEX</b>	<b>114,5</b>	<b>2,2</b>	<b>119,6</b>	<b>3,1</b>
B-E. Industry	113,2	0,6	120,2	2,4
B. Mining and quarrying industries	100,9	-9,1	101,3	-4,8
C. Manufacturing industries	113,0	0,3	120,7	2,5
D. Electricity, gas, steam and air conditioning supply	109,7	4,2	112,4	-0,8
E. Water supply, waste management and remediation activities	119,8	5,3	121,1	3,7
F. Construction	110,7	3,9	111,5	2,4
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	114,3	2,2	117,4	6,2
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	115,9	1,3	119,5	4,9
H. Transport and storage	115,4	4,3	118,5	8,7
I. Accommodation	111,2	6,2	106,9	18,9
J. Information and communications	107,2	-1,3	115,1	-0,6
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	109,6	0,0	116,3	0,8
K. Financial and insurance activities	102,2	-5,7	116,1	-2,9
L. Real state activities	113,0	1,0	121,7	8,4
M. Professional, scientific and technical activities	110,2	2,5	117,1	3,2
N. Administrative and support services activities	113,2	1,1	115,2	0,6
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	118,7	3,8	124,9	2,2
O. Public Administration and defence, compulsory Social Security	124,3	4,9	123,8	1,1
P. Education	105,0	5,1	119,5	2,3
Q. Health and social services activities	120,3	2,8	128,9	3,0
R. Arts, entertainment and recreation	123,4	0,6	120,3	2,0
S. Other services	115,7	1,2	120,3	4,5

<sup>1</sup> P: provisional data - D: definitive data

<sup>2</sup> As compared to the same quarter of the previous year

# Harmonised Labour Cost Index (HLCI)

## General index and index by activities

### Fourth Quarter 2022

Base year 2016

## Labour cost excluding extraordinary and late payments

### Original series

#### National index

	Index 4 <sup>th</sup> quarter(P) <sup>1</sup>		Index 3 <sup>rd</sup> quarter(D) <sup>1</sup>	
	Index	Rate <sup>2</sup>	Index	Rate <sup>2</sup>
<b>GENERAL INDEX</b>	<b>115,1</b>	<b>3,2</b>	<b>119,0</b>	<b>3,4</b>
B-E. Industry	112,1	2,8	119,9	3,8
B. Mining and quarrying industries	105,7	-0,7	107,1	0,0
C. Manufacturing industries	111,9	2,7	120,4	3,9
D. Electricity, gas, steam and air conditioning supply	108,4	0,3	112,3	0,0
E. Water supply, waste management and remediation activities	116,7	4,7	119,5	3,9
F. Construction	112,2	3,9	113,3	2,7
G-J. Wholesale and retail trade, repair of motor vehicles and motorcycles; Transport and storage; Accommodation; Information and communications	115,1	3,3	118,5	5,3
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	116,6	2,7	120,6	5,4
H. Transport and storage	112,5	4,9	115,9	7,5
I. Accommodation	114,7	5,7	110,7	7,8
J. Information and communications	114,3	1,5	121,6	1,2
K-N. Financial and insurance activities; Real state activities; Professional, scientific and technical activities; Administrative and support services activities	112,4	0,9	119,7	1,6
K. Financial and insurance activities	106,4	-1,4	120,4	-2,3
L. Real state activities	122,0	1,8	125,0	5,9
M. Professional, scientific and technical activities	113,5	1,8	121,8	3,5
N. Administrative and support services activities	114,1	1,2	116,6	2,2
O-S. Public Administration and defence, compulsory Social Security; Education; Health and social services activities; Arts, entertainment and recreation; Other Services	118,4	4,2	119,6	2,7
O. Public Administration and defence, compulsory Social Security	130,2	6,2	116,4	1,4
P. Education	106,4	5,4	123,2	3,7
Q. Health and social services activities	111,3	2,2	119,6	3,3
R. Arts, entertainment and recreation	120,0	-0,3	116,2	-2,6
S. Other services	118,9	3,1	123,2	4,4

<sup>1</sup> P: provisional data - D: definitive data

<sup>2</sup> As compared to the same quarter of the previous year