

Quarterly Labour Cost Survey. ETCL

First Quarter 2024

Main results

- The labour cost of companies increased to 3.9% compared to the same period of the previous year and stood at 3,009.87 euros per worker per month. The wage cost increased by 3.7%.
- With calendar-adjusted and deseasonalised results, the labour cost per worker increased by 3.9% annually and 1.0% quarterly.
- The number of vacancies was 149,962 this quarter.

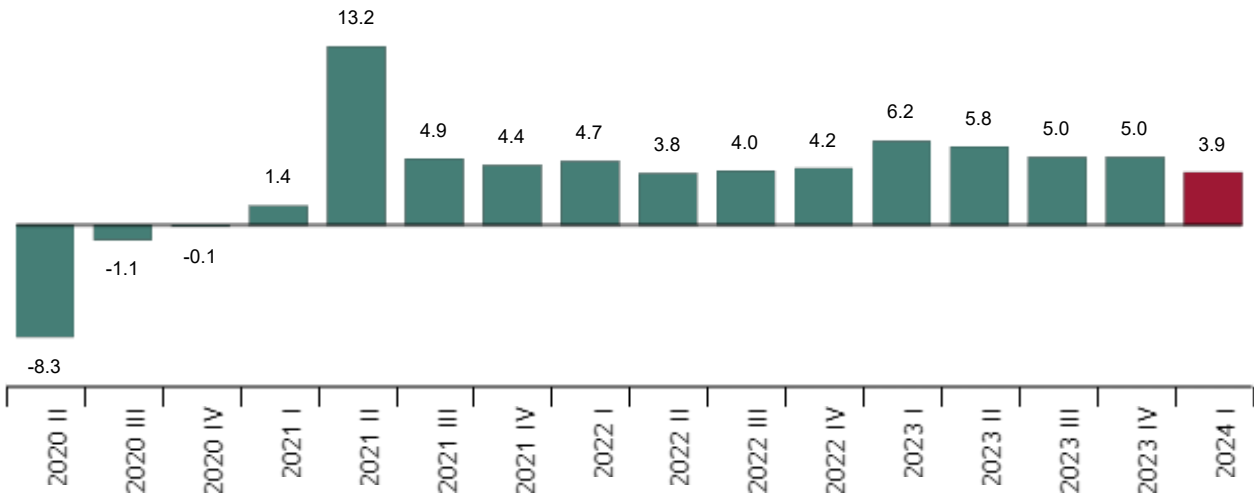
More information

- [Annex with tables](#) (Includes information from the Autonomous Communities)
- [Detailed results](#)

The labour cost increased by 3.9% in the primer trimestre compared to the same period of 2023, to 3,009.87 euros per worker per month. The wage cost increased by 3.7% to 2,206.06 euros , and other costs by 4.2%. Mandatory Social Security contributions, the main component of other costs, increased by 4.1%.

Total labour cost. First quarter 2024

Annual variation rate. Percentage



Monthly labour cost per employee. First quarter 2024

	Euros	Rate ¹
Total labour cost	3,009.87	3.9
Wage cost	2,206.06	3.7
Other costs	803.81	4.2

¹Compared to the same quarter of the previous year.

Hourly labour cost. First quarter 2024

	Euros	Tasa ¹
Cost per effective hour	23.10	7.4
Cost per paid hour	19.91	3.9

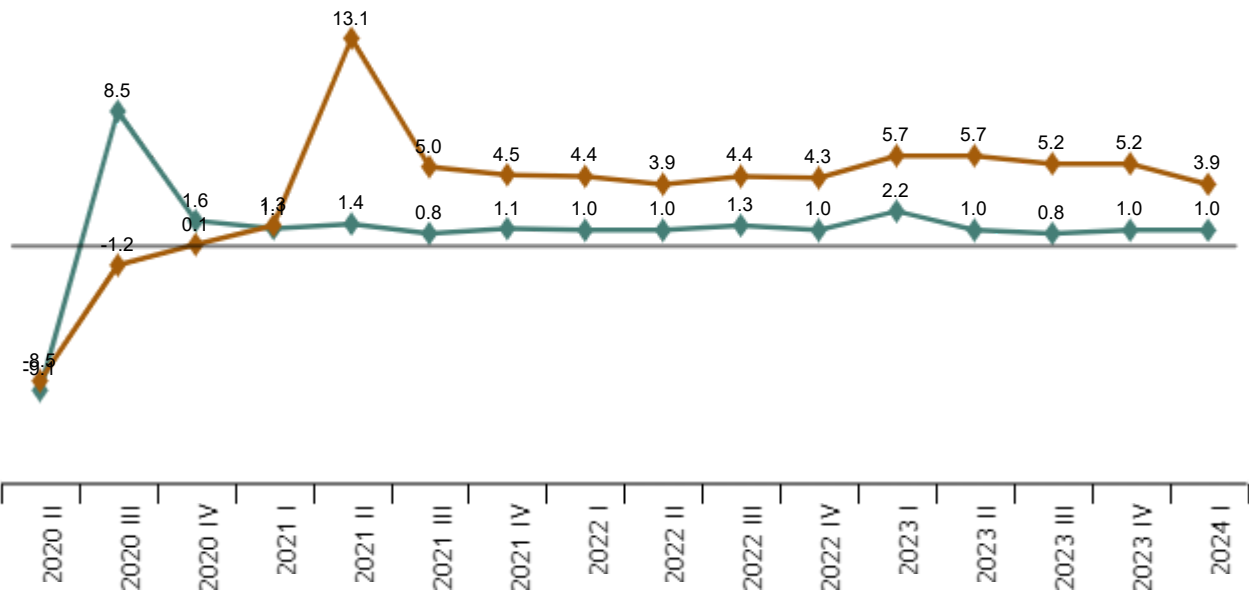
¹Compared to the same quarter of the previous year.

Series adjusted for seasonal and calendar effects

The labour cost per worker, excluding seasonal and calendar effects, increased by 3.9% this quarter compared to the same period of the previous year, and 1.0% compared to the previous quarter.

Labour cost per worker

Adjusted for seasonal and calendar effects. Percentage



Labour cost by activity sector

By sections of activity, the labour cost is highest in *Professional, scientific and technical activities y en Information and communications*. In contrast, the cost decreases in *Supply of electricity, gas, steam and air conditioning*.

Current press release at: <https://www.ine.es/dyngs/Prensa/en/ETCL1T24.htm>

Monthly labour cost per employee. First quarter 2024

	Euros	Annual variation rate
M. Professional, scientific ...	3,883.70	7.4
J. Information and communications	4,683.91	6.8
R. Arts, entertainment and ...	2,059.91	6.4
S. Other services	2,140.11	5.2
Q. Health and social services ...	3,031.05	5.1
H. Transport and storage	3,235.83	4.7
C. Manufacturing industries	3,417.41	4.7
I. Accommodation	1,802.86	4.7
K. Financial and insurance ...	6,431.66	4.6
Total activities	3,009.87	3.9
E. Water supply, waste management ...	3,297.08	3.8
G. Wholesale and retail ...	2,723.52	3.6
O. Public Administration ...	3,531.75	3.2
N. Administrative and support ...	2,126.54	2.6
F. Construction	2,861.68	2.5
B. Mining and quarrying ...	4,466.49	1.5
P. Education	2,656.06	0.3
L. Real state activities	3,037.97	-5.2
D. Electricity, gas, steam ...	7,299.60	-10.1

Labour cost by Autonomous Community

Extremadura, Islas Baleares y Galicia saw the highest increases in labour cost this quarter.

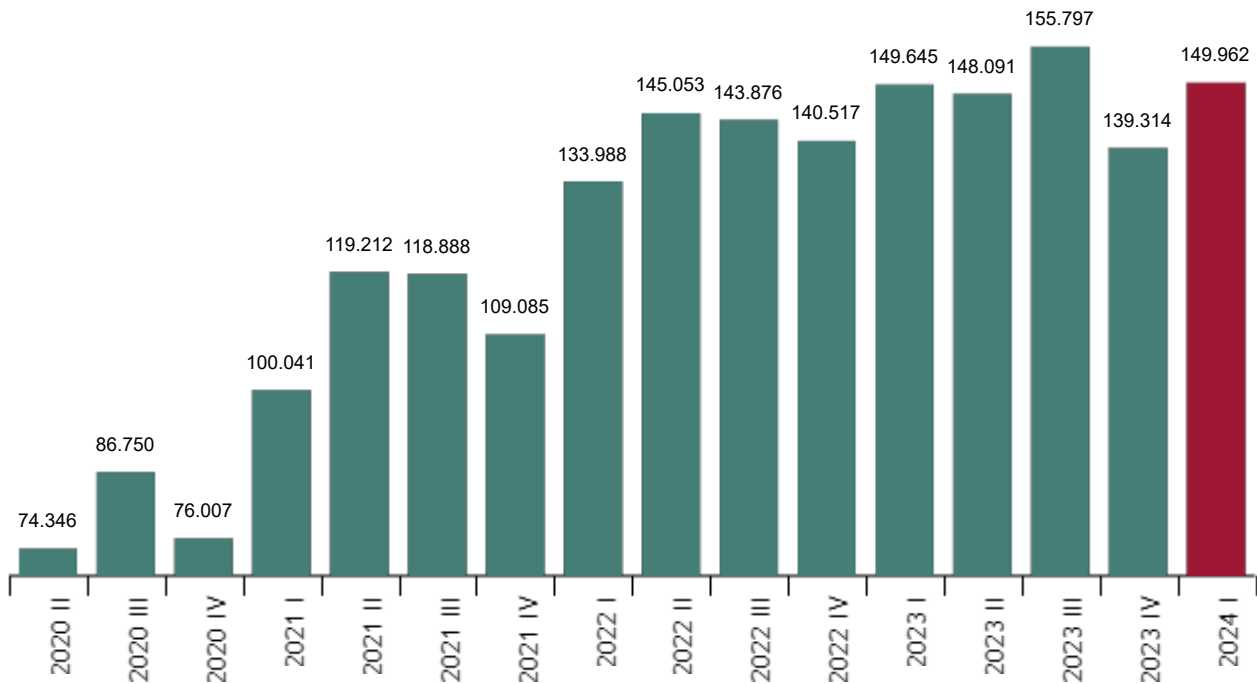
On the other hand, Canarias, Andalucía y País Vasco had the smallest increases.

Job Vacancies

The number of vacancies stood at 149,962 in the first quarter, 317 less than in the same quarter of the previous year.

Current press release at: <https://www.ine.es/dyngs/Prensa/en/ETCL1T24.htm>

Total Vacancies. First quarter 2024



87.2% of vacancies were found in the *Services* sector this quarter.

Vacancies by sectors. First quarter 2024

	Total vacancies	Percentage	Reasons why vacancies do not exist (percentages)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	149,962	100.0	100.0	91.7	4.5	3.8
Industry	10,472	7.0	100.0	92.1	4.2	3.8
CConstruction	8,785	5.9	100.0	88.4	6.3	5.2
Services	130,705	87.2	100.0	92.0	4.3	3.7

The Autonomous Communities registering the greatest number of vacancies were Comunidad de Madrid , Cataluña and Andalucía. In turn, those recording the lowest number were La Rioja, Región de Murcia and Principado de Asturias.

Revision and updating of data

The data published today are final. All results are available on [INEbase](#).

Current press release at: <https://www.ine.es/dyngs/Prensa/en/ETCL1T24.htm>

Methodological note

The Quarterly Labour Cost Survey (ETCL) primarily aims to understand the evolution of the average labour cost per worker per month, the average labour cost per effective working hour, and time worked and not worked.

Furthermore, it is the primary source of information for the development of the Harmonised Labour Cost Index, which is part of the euro-indicators of the Statistical Office of the European Union (EUROSTAT).

Type of operation: quarterly continuous survey.

Base year: 2020.

Population scope: 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).

Geographical scope: the entire national territory.

Reference period of the results: the calendar quarter.

Reference period of the information: the calendar month.

Sample size: 28,500 establishments, divided into three monthly sub-samples of 9,500 establishments each.


Sampling type: stratified random with optimal allocation. Comprehensive survey for workplaces with more than 500 employees.

Collection method: questionnaire filled in directly by the establishment.

More information on the [methodology](#) and the [standardised methodological report](#).

INE statistics are produced in accordance with the Code of Good Practice for European Statistics. More information on [Quality at INE](#) and [Code of Best Practices](#).

For further information see [INE base](#)

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