

Quarterly Labour Cost Survey. ETCL Second quarter 2024

Main results

- The labour cost of companies increased to 4.1% compared to the same period of the previous year and stood at 3,161.60 euros per worker per month. The wage cost increased by 4.0%.
- 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 151,379 this quarter.

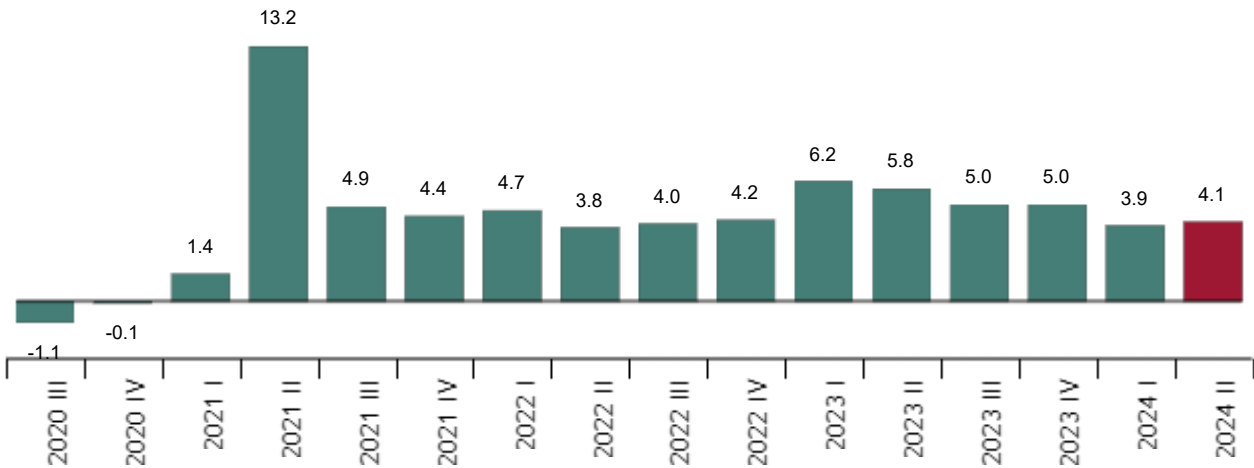
More information

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

The labour cost increased by 4.1% in the segundo trimestre compared to the same period of 2023, to 3,161.60 euros per worker per month. The wage cost increased by 4.0% to 2,353.59 euros, and other costs by 4.3%. Mandatory Social Security contributions, the main component of other costs, increased by 4.1%.

Total labour cost. Second quarter 2024

Annual variation rate. Percentage



Monthly labour cost per employee. Second quarter 2024

	Euros	Rate ¹
Total labour cost	3,161.60	4.1
Wage cost	2,353.59	4.0
Other costs	808.01	4.3

Hourly labour cost. Second quarter 2024

	Euros	Rate ¹
Cost per effective hour	23.68	2.0
Cost per paid hour	20.83	4.1

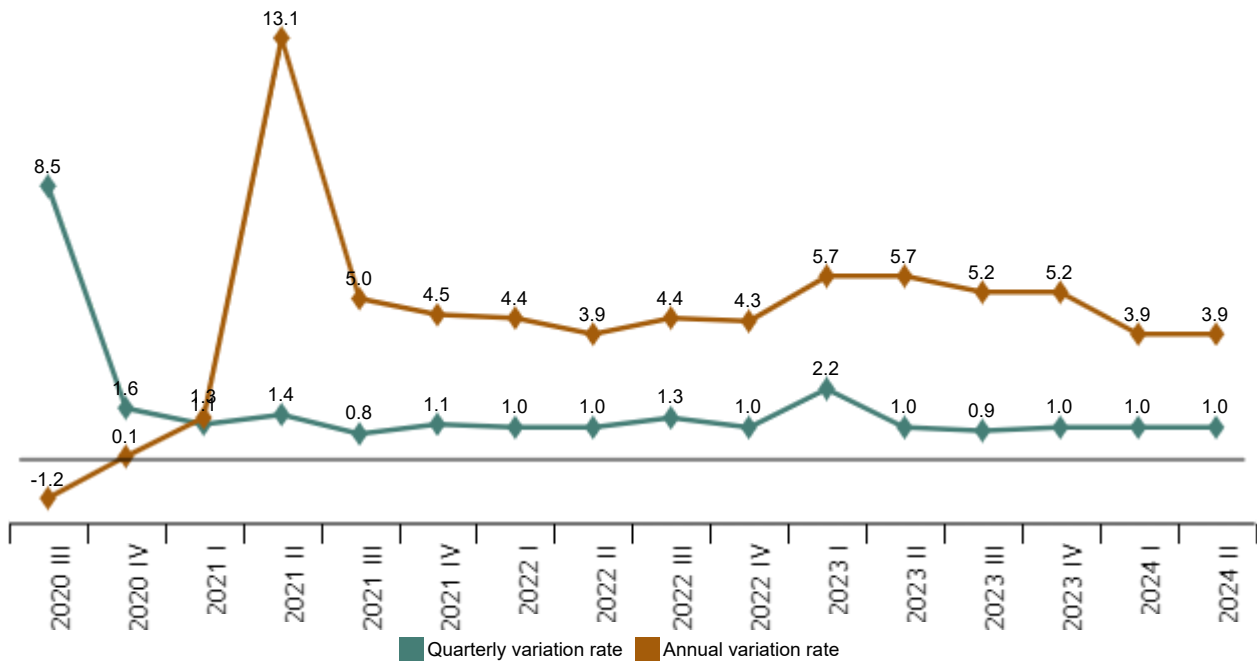
¹Compared to the same quarter of the previous year.

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



Current press release at: <https://www.ine.es/dyngs/Prensa/en/ETCL2T24.htm>

Labour cost by activity sector

By sections of activity, the labour cost is highest in *Financial and insurance activities* and in *Information and communication*. In contrast, the cost decreases in *Mining and quarrying*.

Monthly labour cost per employee. Second quarter 2024

	Euros	Annual variation rate
K. Financial and insurance ...	5,953.48	7.0
J. Information and communications	4,584.03	6.7
G. Wholesale and retail ...	2,812.15	6.4
R. Arts, entertainment and ...	2,268.03	5.5
M. Professional, scientific ...	3,814.78	5.0
C. Manufacturing industries	3,633.16	4.9
I. Accommodation	1,926.66	4.5
S. Other services	2,198.53	4.3
Total activities	3,161.60	4.1
D. Electricity, gas, steam ...	7,249.28	4.0
H. Transport and storage	3,306.48	4.0
Q. Health and social services ...	3,370.73	3.8
E. Water supply, waste management ...	3,408.95	2.9
F. Construction	3,147.22	2.7
O. Public Administration ...	4,060.04	2.2
P. Education	2,995.59	1.6
N. Administrative and support ...	2,147.36	1.3
L. Real state activities	3,128.97	1.2
B. Mining and quarrying ...	4,560.51	-0.3

Labour cost by Autonomous Community

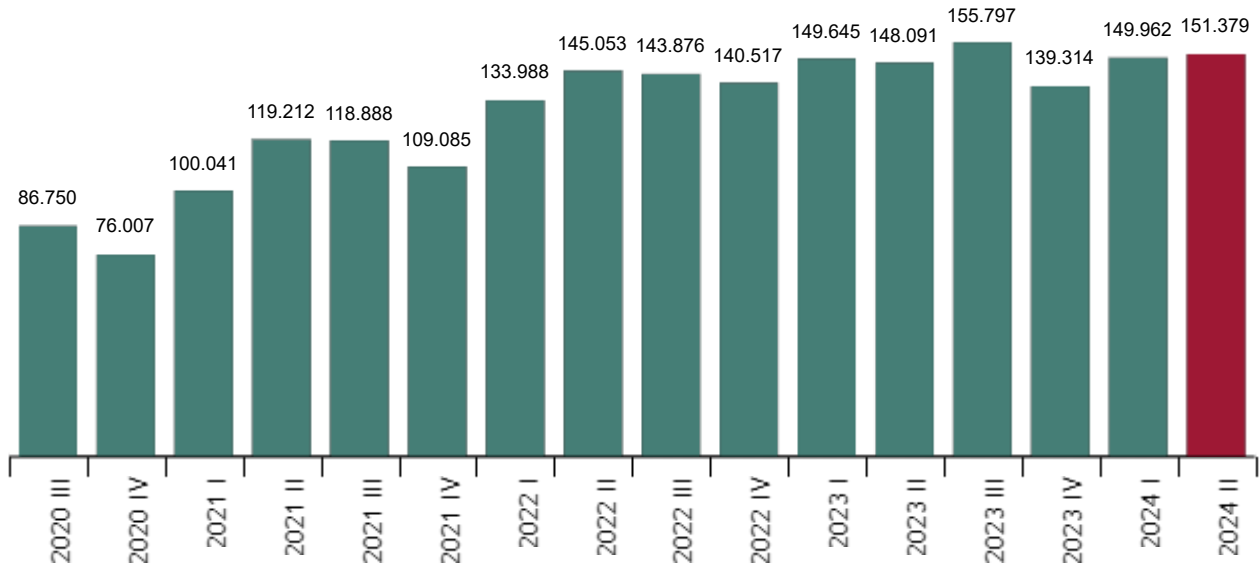
Extremadura, Comunidad de Madrid and La Rioja saw the highest increases in labour cost this quarter.

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

Job Vacancies

The number of job vacancies stood at 151,379 in the second quarter, 3,288 more than in the same quarter of the previous year.

Total Vacancies. Second quarter 2024



88.7% of vacancies were found in the *Services* sector this quarter.

Job Vacancies by sectors. Second quarter 2024

	Total vacancies	Percentage	Reasons why vacancies do not exist (percent distribution)			
			Total	No more workers needed	High hiring cost	Other
TOTAL	151,379	100.0	100.0	92.6	4.1	3.2
Industry	10,960	7.2	100.0	92.0	3.7	4.3
Construction	6,185	4.1	100.0	88.5	6.7	4.7
Services	134,233	88.7	100.0	93.2	3.8	3.0

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

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/ETCL2T24.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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