

November, 14th 2012

Labour Cost Index 3rd quarter of 2012

The Labour Cost Index increased by 1.1 per cent from to the same quarter of 2011

The Labour Cost Index (LCI) working day adjusted increased by 1.1 per cent, in the 3rd quarter of 2012, from the same quarter of 2011. In the previous quarter, this rate of change had been -4.0 per cent.

It should be noticed that with this release the LCI covers, for the first time, the whole economy (except agriculture and fishing). Compared to what was published in previous releases, it now includes information on the Public Administration. This change ensures full harmonization with the information that Eurostat started publishing in the 2nd quarter of 2012.

The Labour Cost Index (LCI)¹ increased by 1.1 per cent, in the 3rd quarter of 2012, from the same quarter of 2011. This rate of change resulted from an increase in the average labour costs by worker (0.3 per cent) and a decrease in the number of hours actually worked by worker (0.6 per cent).

In the previous quarter, the LCI had decreased by 4.0 per cent, which resulted from a decrease in the average labour costs by worker (6.1 per cent) and a decrease in the number of hours actually worked by worker (2.5 per cent).

The LCI is an indicator that measures the time pattern of the average labour costs per hour worked (hourly labour costs), from the employer's perspective. These costs include direct remuneration (basic wage), costs associated to employee's benefits, and other charges incurred by the employer (bonuses and allowances, overtime payment, payments to employees leaving the enterprise, among others).

As an indicator that is calculated as the ratio between two important components of the labour market, the average labour costs by worker and the number of hours actually worked by worker (from now on, to be referred to as average labour costs and hours actually worked), its evolution is determined by the quarterly variation of each of these components.

In this release, the LCI covers, for the first time, the whole economy (activities B to S, from NACE Rev.2, except section A: Agriculture, forestry and fishing). Compared to what was published in previous releases, it now includes information on the Public Administration². In order to ensure comparability over time, the series of data were reprocessed back to the 1st quarter of 2008. This change aims to guarantee full harmonization with the information that Eurostat started publishing in the 2nd quarter of 2012. The region NUTS II and occupational categories breakdowns,

¹ The indexes analyzed have the year of 2008 as reference and are working day adjusted. The non-adjusted indexes (for working day or seasonality) are available in the annex tables.

² Section O from NACE Rev.2 (Public administration, defense, and compulsory social security) and the public part of the sections P (Education) and Q (Human health and social work activities).

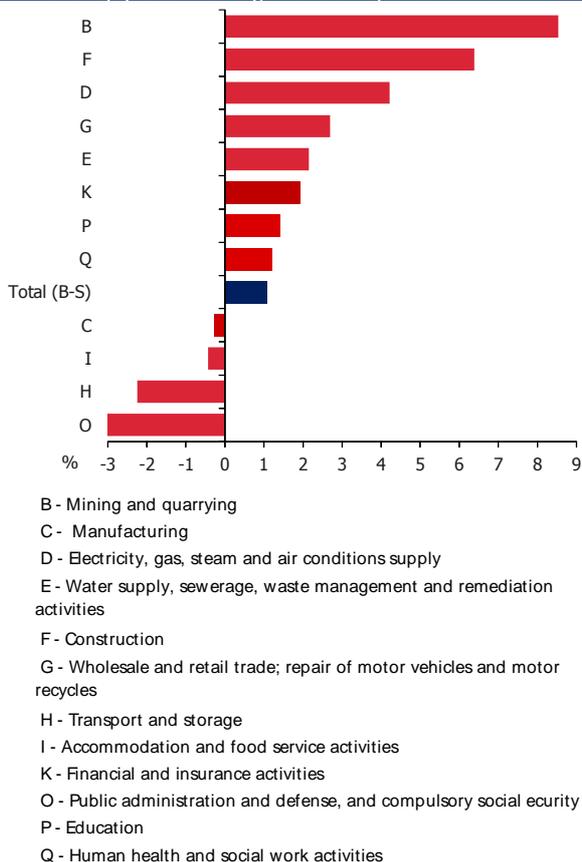
however, remain as previously (excluding the Public Administration).

The LCI is a *Laspeyres* price index (see technical note, page 11).

1. Economic activity

The LCI year-on-year rate of increase was recorded for the majority of the economic activities.

Figure 1: LCI year-on-year rate of change by economic activity (Nace-Rev. 2), in the 3rd quarter of 2012



In the following eight activities, the LCI year-on-year rates of increase were larger than the global rate (1.1 per cent): "Mining and quarrying" (8.5 per cent), "Construction" (6.4 per cent), "Electricity, gas, steam and air conditions supply" (4.2 per cent), "Wholesale

and retail trade; repair of motor vehicles and motor cycles" (2.7 per cent), "Water supply, sewerage, waste management and remediation activities" (2.2 per cent), "Financial and insurance activities" (1.9 per cent), "Education" (1.4 per cent), and "Human health and social work activities" (1.2 per cent).

In the following four activities, the LCI registered year-on-year decreases: "Manufacturing" (0.3 per cent), "Accommodation and food service activities" (0.4 per cent), "Transport and storage" (2.2 per cent), and "Public administration, defense, and compulsory social security" (3.4 per cent).

Table 1: Year-on-year rate of change of average labour cost, hours actually worked by worker and LCI by economic activity (Nace-Rev.2), in the 3rd quarter of 2012

Economic activity (Nace-Rev. 2)	Average labour cost by worker	Hours actually worked by worker	Labour Cost Index (LCI)
Total (B-S)	0.3	-0.6	1.1
Of which:			
B - Mining and quarrying	4.4	-3.8	8.5
C - Manufacturing	1.3	1.6	-0.3
D - Electricity, gas, steam and air conditions supply	-3.5	-7.4	4.2
E - Water supply, sewerage, waste management and remediation activities	-2.2	-4.2	2.2
F - Construction	1.9	-4.2	6.4
G - Wholesale and retail trade; repair of motor vehicles and motor cycles	1.2	-1.4	2.7
H - Transport and storage	2.0	4.4	-2.2
I - Accommodation and food service activities	-1.5	-1.1	-0.4
K - Financial and insurance activities	3.5	1.6	1.9
O - Public administration and defense, and compulsory social security	-1.9	1.6	-3.4
P - Education	-1.5	-2.9	1.4
Q - Human health and social work activities	-0.4	-1.6	1.2

Source: INE, Labour Cost Index and Employment Statistics - 3rd quarter of 2012.

The LCI year-on-year rates of increase were explained by increases in the average labour costs and by decreases in the number of hours actually worked in

the following three activities: "Mining and quarrying", "Construction", and "Wholesale and retail trade; repair of motor vehicles and motor cycles". In these activities, the LCI showed the same behaviour of the global rate, in what concerns the explanatory components of the registered variations.

The LCI year-on-year rates of increase in the following four activities resulted from decreases in the average labour costs and by decreases, by a larger amount, in the number of hours actually worked: "Electricity, gas, steam and air conditions supply", "Water supply, sewerage, waste management and remediation activities", "Education", and "Human health and social work activities".

In "Financial and insurance activities" the LCI year-on-year rate of increase resulted from an increase in the average labour costs that was larger than the increase in the number of hours actually worked.

In turn, the LCI year-on-year rates of decrease in "Manufacturing" and "Transport and storage" were explained by increases in the number of hours worked larger than the increases in the average labour costs.

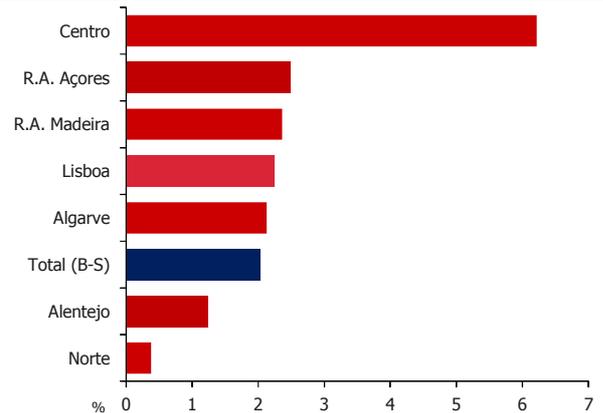
The LCI year-on-year rate of decrease in "Accommodation and food service storage" resulted from a decrease in both the average labour costs and the number of hours actually worked, the former being larger than the latter.

Lastly, the LCI year-on-year rate of decrease in "Public administration, defense, and compulsory social security" resulted from a decrease in the average labour costs and an increase in the number of hours actually worked.

2. Regions NUTS II

The LCI year-on-year rate of increase was recorded in all regions.

Figure 2: LCI year-on-year rate of change by region NUTS II (2002), in the 3rd quarter of 2012



*: Total, excluding Public Administration

In the following five regions, the LCI year-on-year rates of increase were larger than the overall average (2.0 per cent): *Centro* (6.2 per cent), *Região Autónoma dos Açores* (2.5 per cent), *Região Autónoma da Madeira* (2.4 per cent), *Lisboa* (2.2 per cent), and *Algarve* (2.1 per cent).

In *Alentejo* and *Norte*, the LCI year-on-year rates of increase were smaller than the overall average (1.2 per cent and 0.4 per cent, respectively).

As observed globally for Portugal, the LCI year-on-year rates of increase in *Centro*, *Algarve*, and *Região Autónoma da Madeira* were justified by increases in the average labour costs and by decreases in the number of hours actually worked.

In *Norte* and *Lisboa*, the LCI year-on-year rates of increase were explained by increases in the average labour costs larger than the increases in the number of hours actually worked.

Table 2: Year-on-year rate of change of average labour cost, hours actually worked by worker and LCI by region NUTS II (2002), in the 3rd quarter of 2012

NUTS II (2002)	Average labour cost by worker	Hours actually worked by worker	Unit: %
			Labour Cost Index (LCI)
Total (B-S)	1.3	-0.6	2.0
Norte	0.6	0.4	0.4
Centro	3.4	-2.7	6.2
Lisboa	2.6	0.7	2.2
Alentejo	-0.5	-1.3	1.2
Algarve	0.7	-1.2	2.1
R.A. Açores	-0.3	-2.6	2.5
R.A. Madeira	1.3	-0.8	2.4

Source: INE, Labour Cost Index and Employment Statistics - 3rd quarter of 2012.

*: Total, excluding Public Administration.

Lastly, the LCI year-on-year rates of increase in *Alentejo* and *Região Autónoma dos Açores* resulted from decreases in the average labour costs and decreases, by larger amounts, in the number of hours actually worked.

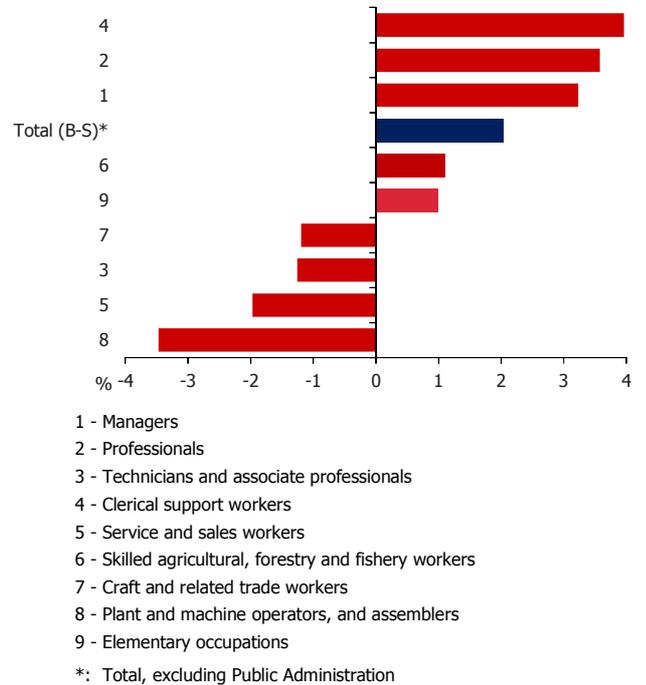
3. Occupational groups

The LCI year-on-year rates of increase were recorded for five of the nine occupational groups.

For the following occupational groups, the LCI year-on-year rates of increase were larger than the overall rate (2.0 per cent): "Clerical support workers" (4.0 per cent), "Professionals" (3.6 per cent), and "Managers" (3.2 per cent).

For the following occupational groups, the LCI year-on-year-rates of increase were smaller than the global rate: "Skilled agricultural, forestry and fishery workers" (1.1 per cent), and "Elementary occupations" (1.0 per cent).

Figure 3: LCI year-on-year rate of change by occupational group (ISCO-08), in the 3rd quarter of 2012



Finally, for the following occupational groups, the LCI recorded year-on-year rates of decrease: "Craft and related trade workers" (1.2 per cent), "Technicians and associate professionals" (1.3 per cent), "Service and sales workers" (2.0 per cent), and "Plant and machine operators, and assemblers" (3.5 per cent).

For the five occupational groups for which the LCI recorded year-on-year rates of increase, it was possible to identify different reasons for the corresponding variations.

For the following three occupational groups, the LCI year-on-year rates of increase resulted from increases in the average labour costs and by decreases in the number of hours actually worked: "Managers", "Clerical support workers", and "Skilled agricultural, forestry and fishery workers".

Table 3: Year-on-year rate of change of average labour cost, hours actually worked by worker and LCI by occupational group (ISCO-08), in the 3rd quarter of 2012

Occupational groups (ISCO-88)	Average labour cost by worker	Hours actually worked by worker	Unit: %
			Labour Cost Index (LCI)
Total (B-S)*	1.3	-0.6	2.0
Managers	2.2	-0.8	3.2
Professionals	5.2	1.5	3.6
Technicians and associate professionals	-0.3	0.7	-1.3
Clerical support workers	2.3	-1.5	4.0
Service and sales workers	0.1	2.3	-2.0
Skilled agricultural, forestry and fishery workers	0.2	-0.6	1.1
Craft and related trade workers	0.6	2.0	-1.2
Plant and machine operators, and assemblers	-0.2	3.6	-3.5
Elementary occupations	2.5	1.4	1.0

Source: INE, Labour Cost Index and Employment Statistics -3rd quarter of 2012.

*: Total, excluding Public Administration.

For the occupational groups "Professionals", and "Elementary occupations", the LCI year-on-year rates of increase were explained by increases in the average labour costs larger than the increases in the number of hours actually worked.

For the four occupational groups for which the LCI recorded year-on-year rates of decrease, it was also possible to identify different reasons for the corresponding variations.

On the one hand, the LCI year-on-year rates of decrease in the occupational groups "Service and sales workers" and "Craft and related trade workers" were explained by increases in the number of hours actually worked larger than the increases in the average labour costs.

On the other hand, the LCI year-on-year rates of decrease in the occupational groups "Technicians and associate professionals" and "Plant and machine operators, and assemblers" were due to decreases in

the average labour costs and increases in the number of hours actually worked.

4. International comparison

Figure 4 shows the year-on-year rates of change of the LCI, by country, for the last quarter available (2nd quarter of 2012)³ for the whole economy (B to S), published by Eurostat under the title "LCI – Labour Cost Index", in the 17th of September of 2012.

The LCI year-on-year rate of change for the European Union (27 countries) was 1.8 per cent, in the 2nd quarter of 2012.

In fifteen countries, the rates of increase were larger than the European Union average. Romania showed a LCI rate of increase (7.2 per cent) that was larger, at least three times, than the registered for the European Union.

In ten countries, the rates of increase were smaller than the European Union average, whose rates varied from 0.4 per cent (Ireland) to 1.7 per cent (United Kingdom and Cyprus). One of these countries is Portugal, with a rate of change of 0.7 per cent.⁴

³ Provisional data for Austria, Cyprus, Finland, France, Hungary, Ireland, Latvia, Malta, Netherlands, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and United Kingdom.

⁴ This figure was now revised to be -4.0 per cent.

Figure 4: LCI year-on-year rate of change (B-S) in European Union countries (27), in the 2nd quarter of 2012

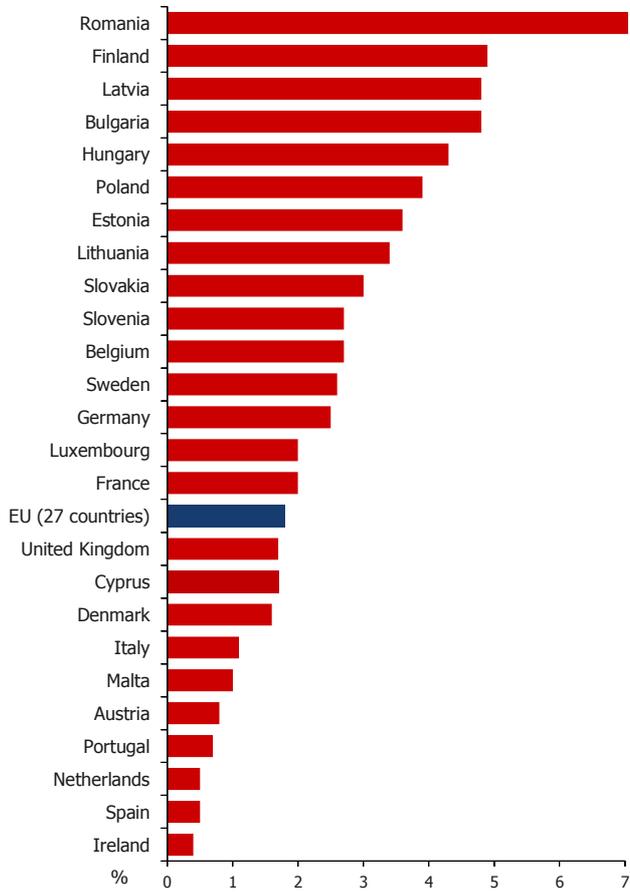


Table 4: Labour Cost Index (LCI) by economic activity, region NUTS II and occupational group (working day adjusted series)

Unit:2008=100

	2008Q1	2008Q2	2008Q3	2008Q4	2008	2009Q1	2009Q2	2009Q3	2009Q4	2009	2010Q1	2010Q2	2010Q3	2010Q4	2010	2011Q1	2011Q2	2011Q3	2011Q4	2011	2012Q1	2012Q2	2012Q3	
By economic activity (Nace-Rev. 2)																								
Total (B_S)	84.9	92.2	109.1	113.8	100.0	86.4	95.8	115.3	114.8	103.1	86.0	95.9	111.6	117.5	102.7	84.5	93.4	110.4	112.8	100.3	83.8	89.6	111.6	
Of which:																								
B - Mining and quarrying	86.8	90.9	107.9	114.4	100.0	91.1	96.6	118.7	120.8	106.8	92.7	95.9	120.7	126.2	108.9	94.3	92.4	112.6	127.7	106.7	90.0	98.8	122.2	
C - Manufacturing	83.0	85.5	118.7	112.8	100.0	85.8	91.3	123.3	113.1	103.4	85.2	92.4	126.1	119.2	105.7	86.3	91.2	123.8	119.5	105.2	89.1	95.8	123.5	
D - Electricity, gas, steam and air conditions supply	78.7	116.5	97.5	107.3	100.0	85.5	125.7	101.1	112.4	106.2	92.2	120.9	98.5	125.5	109.3	90.1	125.8	106.0	123.7	111.4	90.4	130.9	110.4	
E - Water supply, sewerage, waste management and remediation activities	85.3	88.2	104.9	121.6	100.0	92.0	99.3	111.7	120.3	105.8	88.5	87.4	103.8	115.7	98.9	78.6	91.9	99.0	116.7	96.6	78.8	94.4	101.2	
F - Construction	84.7	88.1	109.9	117.3	100.0	86.3	92.3	114.6	123.1	104.0	88.6	96.4	117.6	130.5	108.3	92.3	100.1	124.4	125.4	110.6	94.5	104.5	132.3	
G - Wholesale and retail trade; repair of motor vehicles and motor cycles	88.5	88.0	110.2	113.3	100.0	87.4	92.2	114.8	114.7	102.3	88.1	90.9	115.4	117.2	102.9	89.9	90.5	117.7	113.7	102.9	89.5	95.6	120.9	
H - Transport and storage	83.8	89.0	115.7	111.6	100.0	89.0	95.0	126.1	114.0	106.0	87.3	96.0	123.8	119.1	106.6	89.3	93.4	123.0	115.8	105.4	93.7	98.3	120.3	
I - Accommodation and food service activities	86.2	84.7	113.3	115.7	100.0	88.4	85.4	117.7	117.0	102.1	88.7	91.1	110.1	114.6	101.1	90.4	85.6	114.7	110.6	100.3	88.8	89.3	114.2	
K - Financial and insurance activities	102.5	88.8	94.8	113.9	100.0	105.0	84.4	104.6	109.3	100.8	103.6	86.6	99.5	119.8	102.4	100.2	85.6	97.1	118.6	100.3	98.5	88.7	98.9	
O - Public administration and defense, and compulsory social security	81.9	103.9	95.8	118.4	100.0	84.4	109.4	107.5	124.3	106.4	85.2	110.4	98.4	121.8	104.0	78.5	102.5	90.6	109.3	95.2	72.0	78.8	87.5	
P - Education	82.4	94.6	116.5	106.4	100.0	76.6	98.4	118.8	106.8	100.1	74.0	93.1	108.4	106.4	95.5	70.1	89.4	106.9	96.8	90.8	68.6	72.0	108.4	
Q - Human health and social work activities	80.7	99.2	103.8	116.2	100.0	85.9	93.2	109.7	105.5	98.6	83.1	91.0	101.1	108.3	95.9	80.0	87.2	99.1	108.5	93.7	78.5	84.7	100.3	
By region NUTS II (2002) (B_S, excluding public administration)	86.6	87.5	112.4	113.5	100.0	88.8	91.7	117.9	114.7	103.3	88.7	92.9	117.4	119.4	104.6	89.5	92.3	118.6	117.4	104.4	90.7	96.9	121.0	
101 - Norte	86.9	86.1	112.6	114.4	100.0	88.6	89.1	116.8	114.0	102.1	87.8	89.3	118.1	118.5	103.4	87.8	91.0	122.4	119.8	105.2	89.1	94.6	122.8	
106 - Centro	87.3	89.0	111.0	112.8	100.0	89.0	91.7	114.2	114.3	102.3	89.2	94.1	116.5	116.5	104.1	87.8	89.9	114.5	114.1	101.6	87.9	96.0	121.6	
107 - Lisboa	86.2	87.1	113.9	112.8	100.0	87.6	90.8	116.5	110.9	101.4	86.8	90.9	114.1	114.9	101.7	88.8	91.6	116.4	112.4	102.3	89.8	96.6	119.0	
108 - Alentejo	86.1	89.1	108.5	116.3	100.0	90.0	94.3	115.5	116.9	104.2	90.1	95.3	116.1	122.2	105.9	87.5	93.6	109.0	113.1	100.8	89.6	97.2	110.4	
109 - Algarve	85.2	90.3	108.6	116.0	100.0	88.5	96.0	116.9	119.7	105.3	89.0	96.5	113.7	116.2	103.9	93.7	96.4	112.0	117.3	104.9	94.3	100.3	114.4	
201 - R.A. Açores	84.7	88.1	112.1	115.1	100.0	87.0	90.6	117.0	113.6	102.1	88.4	94.4	117.0	120.4	105.1	93.6	99.3	121.1	121.6	108.9	93.9	99.5	124.1	
301 - R.A. Madeira	90.5	85.2	108.3	116.1	100.0	92.8	94.9	119.8	120.9	107.1	95.2	100.9	124.8	128.6	112.4	97.5	99.6	125.7	131.9	113.7	102.2	106.5	128.7	
By occupational group (ISCO-08) (B_S, excluding public administration)	86.6	87.5	112.4	113.5	100.0	88.8	91.7	117.9	114.7	103.3	88.7	92.9	117.4	119.4	104.6	89.5	92.3	118.6	117.4	104.4	90.7	96.9	121.0	
1 - Managers	92.2	87.1	108.6	112.1	100.0	97.5	91.0	115.7	114.5	104.7	95.2	89.5	111.5	117.0	103.3	91.4	83.9	104.7	112.2	98.1	86.4	88.3	108.1	
2 - Professionals	84.8	90.8	112.6	111.7	100.0	85.4	92.9	121.3	115.0	103.7	85.7	94.3	116.1	117.3	103.3	86.5	89.1	112.9	112.3	100.2	84.8	96.8	117.0	
3 - Technicians and associate professionals	87.8	87.3	111.8	113.1	100.0	88.2	90.9	114.6	114.5	102.1	87.1	90.8	116.4	118.3	103.1	87.7	88.6	114.2	116.1	101.7	90.6	92.1	112.8	
4 - Clerical support workers	85.5	88.0	112.2	114.2	100.0	85.9	91.4	118.0	114.9	102.6	86.0	92.5	119.2	118.9	104.1	91.2	94.7	115.6	113.6	103.8	89.9	99.0	120.2	
5 - Service and sales workers	82.5	88.0	111.1	118.4	100.0	88.3	90.6	115.5	119.3	103.4	89.2	96.3	117.4	122.0	106.2	92.4	96.8	117.1	114.6	105.2	91.0	95.9	114.8	
6 - Skilled agricultural, forestry and fishery workers	85.4	93.0	110.0	111.6	100.0	82.4	92.0	115.9	119.5	102.5	86.4	92.0	117.5	125.8	105.4	91.4	93.9	119.1	121.8	106.5	90.8	95.7	120.4	
7 - Craft and related trade workers	82.3	87.4	115.0	115.4	100.0	87.3	95.2	122.3	116.7	105.4	87.2	95.2	119.8	121.5	105.9	89.2	93.6	121.8	118.9	105.9	91.3	98.6	120.3	
8 - Plant and machine operators, and assemblers	82.5	87.2	115.9	114.4	100.0	84.8	91.8	116.8	115.2	102.1	85.6	91.5	118.0	117.8	103.2	85.5	90.8	118.8	114.2	102.3	87.7	95.6	114.7	
9 - Elementary occupations	84.1	88.5	110.8	116.5	100.0	85.6	93.2	115.6	117.6	103.0	87.3	97.1	118.7	121.9	106.2	90.8	94.9	120.9	122.6	107.3	94.1	100.8	122.1	

Source: INE, Labour Cost Index and Employment Statistics - 3rd quarter of 2012.

Table 5: Year-on-year rate of change by by economic activity, region NUTS II and occupational group (working day adjusted series)

	2008Q1	2008Q2	2008Q3	2008Q4	2008	2009Q1	2009Q2	2009Q3	2009Q4	2009	2010Q1	2010Q2	2010Q3	2010Q4	2010	2011Q1	2011Q2	2011Q3	2011Q4	2011	2012Q1	2012Q2	2012Q3	Unit: %	
By economic activity (Nace-Rev. 2)																									
Total (B_S)	3.7	1.1	4.3	2.4	2.9	1.8	3.9	5.7	0.9	3.1	-0.5	0.1	-3.3	2.3	-0.4	-1.7	-2.7	-1.0	-4.0	-2.4	-0.8	-4.0	1.1		
Of which:																									
B - Mining and quarrying	-0.9	-3.3	-1.8	-4.0	-2.6	5.0	6.2	9.9	5.6	6.8	1.8	-0.7	1.7	4.5	2.0	1.7	-3.7	-6.7	1.1	-2.0	-4.6	6.9	8.5		
C - Manufacturing	3.1	0.5	5.2	0.9	2.5	3.4	6.9	3.9	0.2	3.4	-0.7	1.2	2.3	5.4	2.3	1.3	-1.3	-1.8	0.3	-0.5	3.3	5.0	-0.3		
D - Electricity, gas, steam and air conditions supply	-5.5	4.0	-1.4	5.8	1.1	8.6	8.0	3.7	4.7	6.2	7.8	-3.9	-2.6	11.7	2.9	-2.3	4.0	7.6	-1.5	1.9	0.4	4.1	4.2		
E - Water supply, sewerage, waste management and remediation activities	0.0	0.0	0.0	0.0	0.0	7.8	12.6	6.5	-1.1	5.8	-3.8	-12.0	-7.1	-3.8	-6.6	-11.2	5.1	-4.6	0.9	-2.3	0.2	2.7	2.2		
F - Construction	3.0	4.4	2.6	5.4	3.9	1.9	4.7	4.2	4.9	4.0	2.6	4.5	2.7	6.0	4.1	4.2	3.8	5.8	-3.9	2.1	2.3	4.4	6.4		
G - Wholesale and retail trade; repair of motor vehicles and motor cycles	3.3	4.3	5.1	6.1	4.8	-1.2	4.7	4.2	1.3	2.3	0.8	-1.4	0.5	2.2	0.6	1.9	-0.4	2.0	-3.1	0.0	-0.4	5.7	2.7		
H - Transport and storage	2.5	3.6	8.8	5.2	5.3	6.3	6.7	9.0	2.2	6.0	-2.0	1.1	-1.8	4.4	0.5	2.3	-2.7	-0.7	-2.7	-1.1	5.0	5.2	-2.2		
I - Accommodation and food service activities	-0.3	0.6	4.9	4.4	2.7	2.5	0.8	3.9	1.1	2.1	0.4	6.7	-6.5	-2.1	-1.0	1.9	-6.0	4.2	-3.5	-0.8	-1.7	4.3	-0.4		
K - Financial and insurance activities	4.6	7.7	16.7	15.0	10.9	2.4	-4.9	10.3	-4.0	0.8	-1.3	2.7	-4.8	9.6	1.6	-3.3	-1.2	-2.5	-1.0	-2.0	-1.6	3.6	1.9		
O - Public administration and defense, and compulsory social security	3.3	0.3	5.6	3.1	3.0	3.1	5.3	12.2	4.9	6.4	0.9	0.9	-8.4	-2.0	-2.3	-7.9	-7.1	-8.0	-10.3	-8.4	-8.3	-23.2	-3.4		
P - Education	6.3	-6.5	-3.3	-6.6	-3.2	-7.1	4.0	1.9	0.3	0.1	-3.3	-5.4	-8.8	-0.3	-4.7	-5.3	-3.9	-1.4	-9.1	-4.9	-2.2	-19.5	1.4		
Q - Human health and social work activities	0.2	1.9	7.3	-2.5	1.6	6.4	-6.1	5.6	-9.2	-1.4	-3.2	-2.3	-7.8	2.6	-2.7	-3.7	-4.2	-1.9	0.2	-2.3	-1.9	-2.8	1.2		
By region NUTS II (2002) (B_S, excluding public administration)																									
101 - Norte	4.7	3.2	4.1	3.9	4.0	1.9	3.4	3.7	-0.3	2.1	-0.8	0.2	1.1	3.9	1.3	-0.1	1.9	3.6	1.1	1.7	1.5	4.0	0.4		
106 - Centro	4.4	3.5	3.2	4.7	4.0	2.1	3.0	2.9	1.4	2.3	0.2	2.6	2.0	1.9	1.7	-1.6	-4.4	-1.8	-2.0	-2.4	0.2	6.8	6.2		
107 - Lisboa	3.0	2.5	9.6	5.1	5.3	1.6	4.2	2.3	-1.7	1.4	-0.9	0.2	-2.1	3.6	0.2	2.3	0.8	2.0	-2.2	0.6	1.1	5.5	2.2		
108 - Alentejo	-1.6	-3.0	3.1	-0.9	-0.5	4.5	5.8	6.5	0.5	4.2	0.1	1.1	0.5	4.6	1.7	-2.9	-1.7	-6.1	-7.5	-4.8	2.4	3.8	1.2		
109 - Algarve	0.0	1.4	6.4	2.5	2.7	4.0	6.3	7.7	3.2	5.3	0.5	0.6	-2.7	-2.9	-1.3	5.3	-0.1	-1.5	1.0	1.0	0.6	4.0	2.1		
201 - R.A. Açores	3.0	2.3	6.2	3.7	3.9	2.8	2.8	4.3	-1.3	2.1	1.6	4.2	0.0	6.0	2.9	5.8	5.2	3.5	1.1	3.7	0.4	0.2	2.5		
301 - R.A. Madeira	11.0	-2.3	2.1	1.2	2.7	2.5	11.4	10.6	4.2	7.1	2.6	6.4	4.2	6.4	5.0	2.4	-1.3	0.7	2.5	1.1	4.8	6.9	2.4		
By occupational group (ISCO-08) (B_S, excluding public administration)																									
1 - Managers	4.3	9.1	6.2	12.1	7.9	5.8	4.5	6.5	2.2	4.7	-2.4	-1.7	-3.6	2.2	-1.3	-4.0	-6.2	-6.1	-4.2	-5.1	-5.5	5.2	3.2		
2 - Professionals	4.2	6.6	3.4	1.8	3.8	0.7	2.3	7.7	3.0	3.7	0.4	1.5	-4.3	2.0	-0.3	0.9	-5.5	-2.7	-4.3	-3.0	-2.0	8.6	3.6		
3 - Technicians and associate professionals	3.9	3.2	9.6	5.0	5.6	0.5	4.2	2.5	1.3	2.1	-1.3	-0.1	1.5	3.3	1.1	0.7	-2.4	-1.9	-1.9	-1.4	3.3	3.9	-1.3		
4 - Clerical support workers	3.5	2.8	5.6	4.1	4.1	0.5	3.8	5.2	0.6	2.6	0.1	1.1	1.0	3.5	1.5	6.0	2.4	-3.0	-4.4	-0.4	-1.4	4.6	4.0		
5 - Service and sales workers	4.2	3.2	10.4	4.9	5.8	7.0	2.9	4.0	0.8	3.4	1.0	6.3	1.6	2.3	2.7	3.6	0.5	-0.3	-6.1	-1.0	-1.5	-0.9	-2.0		
6 - Skilled agricultural, forestry and fishery workers	3.1	10.6	-1.9	1.6	2.8	-3.5	-1.1	5.4	7.1	2.5	4.8	0.1	1.4	5.3	2.9	5.8	2.0	1.3	-3.2	1.1	-0.6	2.0	1.1		
7 - Craft and related trade workers	1.0	1.5	3.5	3.5	2.5	6.2	9.0	6.4	1.1	5.4	-0.2	-0.1	-2.0	4.1	0.5	2.3	-1.6	1.6	-2.1	0.0	2.4	5.3	-1.2		
8 - Plant and machine operators, and assemblers	1.7	3.1	7.8	6.2	5.0	2.8	5.3	0.8	0.7	2.1	1.0	-0.3	1.0	2.3	1.1	-0.1	-0.8	0.7	-3.0	-0.9	2.6	5.3	-3.5		
9 - Elementary occupations	4.6	7.7	7.2	6.9	6.7	1.7	5.3	4.3	1.0	3.0	2.0	4.2	2.7	3.6	3.2	4.0	-2.3	1.9	0.6	1.0	3.7	6.3	1.0		

Source: INE, Labour Cost Index and Employment Statistics - 3rd quarter of 2012.

Table 6: Labour Cost Index (LCI) by economic activity, region NUTS II and occupational group (non-adjusted data series)

Unit:2008=100

	2008Q1	2008Q2	2008Q3	2008Q4	2008	2009Q1	2009Q2	2009Q3	2009Q4	2009	2010Q1	2010Q2	2010Q3	2010Q4	2010	2011Q1	2011Q2	2011Q3	2011Q4	2011	2011Q1	2012Q2	2012Q3	
By economic activity (Nace-Rev. 2)																								
Total (B_S)	88.2	94.4	108.2	109.1	100.0	89.8	96.5	112.6	111.9	102.7	89.4	95.0	109.0	114.5	102.0	86.4	95.6	109.5	111.7	100.8	84.4	88.8	112.4	
Of which:																								
B - Mining and quarrying	90.2	93.1	107.0	109.7	100.0	94.7	97.2	115.9	117.7	106.4	96.4	95.1	117.9	123.0	108.1	96.5	94.6	111.7	126.5	107.3	90.6	97.9	123.1	
C - Manufacturing	86.4	87.6	117.8	108.3	100.0	89.3	92.1	120.5	110.3	103.0	88.7	91.6	123.2	116.3	105.0	88.4	93.5	122.8	118.5	105.8	89.8	95.0	124.4	
D - Electricity, gas, steam and air conditions supply	81.7	119.0	96.5	102.8	100.0	88.7	126.4	98.5	109.3	105.8	95.7	119.6	96.0	122.1	108.3	92.0	128.6	104.9	122.3	111.9	90.9	129.5	111.0	
E - Water supply, sewerage, waste management and remediation activities	88.8	90.4	104.1	116.7	100.0	95.7	100.1	109.2	117.3	105.6	92.1	86.7	101.5	112.9	98.3	80.5	94.2	98.3	115.7	97.2	79.4	93.6	102.0	
F - Construction	88.1	90.3	109.1	112.6	100.0	89.8	93.0	111.9	120.0	103.7	92.1	95.6	114.9	127.3	107.5	94.5	102.6	123.4	124.3	111.2	95.2	103.6	133.4	
G - Wholesale and retail trade; repair of motor vehicles and motor cycles	92.0	90.1	109.3	108.6	100.0	90.9	92.8	112.1	111.8	101.9	91.6	90.1	112.6	114.3	102.1	91.9	92.7	116.7	112.6	103.5	90.1	94.8	121.7	
H - Transport and storage	87.1	91.1	114.8	107.0	100.0	92.6	95.7	123.2	111.1	105.6	90.8	95.2	121.0	116.1	105.7	91.3	95.7	122.0	114.8	106.0	94.4	97.4	121.1	
I - Accommodation and food service activities	89.7	86.8	112.5	111.1	100.0	91.9	86.1	115.0	114.1	101.8	92.3	90.3	107.6	111.7	100.5	92.5	87.7	113.8	109.6	100.9	89.5	88.6	115.1	
K - Financial and insurance activities	106.4	90.7	93.8	109.0	100.0	109.0	84.8	101.9	106.3	100.5	107.5	85.7	97.0	116.5	101.7	102.3	87.5	96.1	117.3	100.8	99.1	87.7	99.5	
O - Public administration and defense, and compulsory social security	85.1	106.4	94.9	113.6	100.0	87.8	110.2	104.9	121.1	106.0	88.6	109.4	96.1	118.7	103.2	80.3	104.9	89.8	108.2	95.8	72.5	78.0	88.1	
P - Education	85.7	96.8	115.5	102.0	100.0	79.6	99.0	116.0	104.0	99.7	76.9	92.2	105.8	103.6	94.6	71.7	91.5	105.9	95.8	91.2	69.0	71.3	109.1	
Q - Human health and social work activities	83.9	101.6	103.0	111.5	100.0	89.3	93.9	107.1	102.9	98.3	86.4	90.2	98.7	105.6	95.2	81.9	89.3	98.3	107.5	94.3	79.1	84.0	101.1	
By region NUTS II (2002) (B_S, excluding public administration)																								
101 - Norte	90.4	88.2	111.7	109.7	100.0	92.1	89.7	114.1	111.2	101.8	91.3	88.5	115.4	115.5	102.7	89.8	93.2	121.4	118.7	105.8	89.8	93.8	123.7	
106 - Centro	90.7	91.1	110.0	108.1	100.0	92.6	92.4	111.5	111.4	102.0	92.8	93.2	113.8	113.5	103.3	89.8	92.0	113.5	113.0	102.1	88.5	95.1	122.4	
107 - Lisboa	89.6	89.2	112.9	108.2	100.0	91.0	91.5	113.8	108.1	101.1	90.3	90.1	111.4	112.0	100.9	90.9	93.8	115.4	111.3	102.9	90.4	95.8	119.8	
108 - Alentejo	89.6	91.3	107.6	111.5	100.0	93.6	95.0	112.9	113.9	103.8	93.7	94.4	113.4	119.2	105.2	89.5	95.9	108.2	112.0	101.4	90.3	96.3	111.2	
109 - Algarve	88.6	92.5	107.7	111.3	100.0	92.1	96.7	114.2	116.7	104.9	92.6	95.7	111.1	113.3	103.2	95.9	98.7	111.1	116.3	105.5	95.0	99.4	115.3	
201 - R.A. Açores	88.1	90.3	111.2	110.4	100.0	90.5	91.3	114.3	110.8	101.7	92.0	93.6	114.3	117.4	104.3	95.8	101.7	120.1	120.6	109.6	94.6	98.7	125.1	
301 - R.A. Madeira	94.1	87.2	107.4	111.3	100.0	96.5	95.5	117.0	117.9	106.7	99.0	100.0	121.9	125.4	111.6	99.7	102.0	124.7	130.6	114.2	102.9	105.5	129.6	
By occupational group (ISCO-08) (B_S, excluding public administration)																								
1 - Managers	95.8	89.1	107.7	107.4	100.0	101.3	91.6	112.9	111.6	104.3	98.9	88.6	108.8	114.0	102.6	93.5	85.9	103.8	111.1	98.5	86.9	87.4	108.8	
2 - Professionals	88.2	93.0	111.7	107.2	100.0	88.8	93.6	118.5	112.1	103.2	89.1	93.4	113.3	114.3	102.6	88.5	91.2	112.0	111.2	100.7	85.3	95.9	117.8	
3 - Technicians and associate professionals	91.3	89.4	110.9	108.5	100.0	91.7	91.6	111.9	111.6	101.7	90.5	90.0	113.6	115.3	102.4	89.8	90.8	113.2	115.0	102.2	91.2	91.2	113.6	
4 - Clerical support workers	88.9	90.2	111.3	109.6	100.0	89.4	92.1	115.3	112.0	102.2	89.4	91.6	116.5	115.9	103.4	93.3	97.0	114.7	112.6	104.4	90.6	98.1	121.1	
5 - Service and sales workers	85.9	90.2	110.3	113.6	100.0	91.9	91.3	112.9	116.3	103.1	92.8	95.5	114.7	119.0	105.5	94.6	99.2	116.2	113.6	105.9	91.7	95.1	115.7	
6 - Skilled agricultural, forestry and fishery workers	88.7	95.2	109.0	107.0	100.0	85.7	92.6	113.1	116.5	102.0	89.8	91.2	114.7	122.6	104.6	93.5	96.1	118.0	120.7	107.1	91.4	94.8	121.2	
7 - Craft and related trade workers	85.6	89.5	114.1	110.8	100.0	90.9	96.0	119.6	113.9	105.1	90.7	94.4	117.1	118.5	105.2	91.3	96.0	120.9	119.0	106.8	92.1	97.8	121.3	
8 - Plant and machine operators, and assemblers	85.8	89.3	115.0	109.8	100.0	88.2	92.5	114.2	112.3	101.8	89.1	90.8	115.3	114.9	102.5	87.5	93.1	117.9	113.2	102.9	88.4	94.8	115.6	
9 - Elementary occupations	87.5	90.7	110.0	111.8	100.0	89.0	93.9	112.9	114.7	102.6	90.8	96.3	115.9	118.9	105.5	93.0	97.2	120.0	121.5	107.9	94.9	100.0	123.0	

Source: INE, Labour Cost Index and Employment Statistics - 3rd quarter of 2012.

Table 7: Year-on-year rate of change by economic activity, region NUTS II and occupational group (non-adjusted data series)

	2008Q1	2008Q2	2008Q3	2008Q4	2008	2009Q1	2009Q2	2009Q3	2009Q4	2009	2010Q1	2010Q2	2010Q3	2010Q4	2010	2011Q1	2011Q2	2011Q3	2011Q4	2011	2011Q1	2012Q2	2012Q3	Unit: %	
By economic activity (Nace-Rev. 2)																									
Total (B_S)	5.3	1.1	2.7	2.4	2.8	1.8	2.2	4.1	2.5	2.7	-0.5	-1.5	-3.3	2.3	-0.7	-3.3	0.6	0.5	-2.4	-1.1	-2.4	-7.1	2.7		
Of which:																									
B - Mining and quarrying	0.7	-3.3	-3.3	-4.0	-2.6	5.0	4.5	8.3	7.3	6.4	1.8	-2.3	1.7	4.5	1.6	0.1	-0.5	-5.3	2.8	-0.7	-6.1	3.4	10.2		
C - Manufacturing	4.8	0.5	3.6	0.9	2.4	3.4	5.1	2.3	1.8	3.0	-0.7	-0.4	2.3	5.4	1.9	-0.3	2.0	-0.3	1.9	0.8	1.7	1.6	1.3		
D - Electricity, gas, steam and air conditions supply	-4.0	4.0	-2.9	5.8	1.0	8.6	6.2	2.1	6.4	5.8	7.8	-5.4	-2.6	11.7	2.4	-3.8	7.5	9.3	0.2	3.3	-1.2	0.7	5.8		
E - Water supply, sewerage, waste management and remediation activities	0.0	0.0	0.0	0.0	0.0	7.8	10.8	4.9	0.5	5.6	-3.8	-13.4	-7.1	-3.8	-6.9	-12.6	8.6	-3.1	2.5	-1.1	-1.3	-0.6	3.7		
F - Construction	4.7	4.4	1.0	5.4	3.8	1.9	3.0	2.6	6.6	3.7	2.6	-2.9	2.7	6.0	3.7	2.5	7.3	7.4	-2.3	3.5	0.7	1.0	8.0		
G - Wholesale and retail trade; repair of motor vehicles and motor cycles	4.9	4.3	3.4	6.1	4.7	-1.2	3.0	2.6	2.9	1.9	0.8	-2.9	0.5	2.2	0.2	0.3	2.9	3.6	-1.5	1.3	-2.0	2.2	4.3		
H - Transport and storage	4.1	3.6	7.2	5.2	5.1	6.3	5.0	7.4	3.8	5.6	-2.0	-0.5	-1.8	4.4	0.1	0.6	0.5	0.9	-1.1	0.2	3.3	1.8	-0.7		
I - Accommodation and food service activities	1.3	0.6	3.3	4.4	2.5	2.5	-0.8	2.3	2.8	1.8	0.4	5.0	-6.5	-2.1	-1.3	0.3	-2.9	5.8	-1.9	0.4	-3.3	1.0	1.1		
K - Financial and insurance activities	6.2	7.7	14.9	15.0	10.8	2.4	-6.5	8.6	-2.5	0.5	-1.3	1.0	-4.8	9.6	1.2	-4.9	2.1	-1.0	0.6	-0.9	-3.2	0.3	3.5		
O - Public administration and defense, and compulsory social security	4.9	0.3	3.9	3.1	2.9	3.1	3.6	10.5	6.6	6.0	0.9	-0.7	-8.4	-2.0	-2.6	-9.4	-4.0	-6.6	-8.8	-7.1	-9.7	-25.6	-1.9		
P - Education	8.0	-6.5	-4.8	-6.6	-3.2	-7.1	2.3	0.4	1.9	-0.3	-3.3	-6.9	-8.8	-0.3	-5.0	-6.8	-0.7	0.1	-7.6	-3.6	-3.8	-22.1	3.0		
Q - Human health and social work activities	1.8	1.9	5.6	-2.5	1.5	6.4	-7.6	4.0	-7.7	-1.7	-3.2	-3.9	-7.8	2.6	-3.1	-5.3	-1.0	-0.4	1.8	-1.0	-3.4	-5.9	2.8		
By region NUTS II (2002) (B_S, excluding public administration)	5.5	3.1	3.7	4.5	4.2	2.5	3.1	3.3	2.7	2.9	-0.1	-0.3	-0.4	4.1	0.9	-0.7	2.7	2.5	-0.1	1.1	-0.2	1.5	3.6		
101 - Norte	6.4	3.2	2.5	3.9	3.9	1.9	1.7	2.2	1.3	1.8	-0.8	-1.4	1.1	3.9	0.9	-1.6	5.3	5.2	2.8	3.0	-0.1	0.7	1.9		
106 - Centro	6.1	3.5	1.6	4.7	3.9	2.1	1.3	1.3	3.0	2.0	0.2	0.9	2.0	1.9	1.3	-3.2	-1.3	-0.3	-0.4	-1.2	-1.4	3.3	7.9		
107 - Lisboa	4.6	2.5	7.9	5.1	5.2	1.6	2.5	0.7	-0.1	1.1	-0.9	-1.5	-2.1	3.6	-0.2	0.7	4.1	3.6	-0.6	1.9	-0.5	2.1	3.8		
108 - Alentejo	-0.1	-3.0	1.5	-0.9	-0.6	4.5	4.0	4.9	2.2	3.8	0.1	-0.6	0.5	4.6	1.3	-4.5	1.6	-4.6	-6.0	-3.6	0.8	0.4	2.8		
109 - Algarve	1.6	1.4	4.8	2.5	2.6	4.0	4.6	6.0	4.9	4.9	0.5	-1.0	-2.7	-2.9	-1.7	3.6	3.2	0.0	2.6	2.3	-0.9	0.7	3.7		
201 - R.A. Açores	4.7	2.3	4.6	3.7	3.8	2.8	1.1	2.8	0.3	1.7	1.6	2.5	0.0	6.0	2.6	4.1	8.7	5.1	2.7	5.0	-1.2	-3.0	4.1		
301 - R.A. Madeira	12.8	-2.3	0.5	1.2	2.7	2.5	9.6	9.0	5.9	6.7	2.6	4.6	4.2	6.4	4.6	0.7	2.0	2.3	4.2	2.4	3.2	3.5	4.0		
By occupational group (ISCO-08) (B_S, excluding public administration)	5.5	3.1	3.7	4.5	4.2	2.5	3.1	3.3	2.7	2.9	-0.1	-0.3	-0.4	4.1	0.9	-0.7	2.7	2.5	-0.1	1.1	-0.2	1.5	3.6		
1 - Managers	6.0	9.1	4.5	12.1	7.8	5.8	2.8	4.8	3.9	4.3	-2.4	-3.3	-3.6	2.2	-1.7	-5.5	-3.1	-4.6	-2.6	-3.9	-7.0	1.8	4.8		
2 - Professionals	5.9	6.6	1.9	1.8	3.8	0.7	0.7	6.1	4.6	3.2	0.4	-0.2	-4.3	2.0	-0.7	-0.7	-2.4	-1.2	-2.7	-1.8	-3.6	5.1	5.2		
3 - Technicians and associate professionals	5.6	3.2	7.9	5.0	5.5	0.5	2.5	0.9	2.9	1.7	-1.3	-1.8	1.5	3.3	0.6	-0.9	0.9	-0.3	-0.3	-0.2	1.6	0.5	0.3		
4 - Clerical support workers	5.2	2.8	3.9	4.1	4.0	0.5	2.1	3.6	2.2	2.2	0.1	-0.5	1.0	3.5	1.1	4.3	5.8	-1.5	-2.9	1.0	-2.9	1.2	5.6		
5 - Service and sales workers	5.9	3.2	8.7	4.9	5.7	7.0	1.3	2.4	2.4	3.1	1.0	4.6	1.6	2.3	2.3	1.9	3.9	1.3	-4.5	0.4	-3.0	-4.1	-0.4		
6 - Skilled agricultural, forestry and fishery workers	4.7	10.6	-3.4	1.6	2.8	-3.5	-2.8	3.8	8.8	2.0	4.8	-1.5	1.4	5.3	2.6	4.1	5.4	2.9	-1.6	2.4	-2.2	-1.3	2.7		
7 - Craft and related trade workers	2.6	1.5	1.9	3.5	2.4	6.2	7.2	4.8	2.8	5.1	-0.2	-1.7	-2.0	4.1	0.1	0.7	1.7	3.2	0.4	1.5	0.8	1.9	0.3		
8 - Plant and machine operators, and assemblers	3.4	3.1	6.2	6.2	4.8	2.8	3.5	-0.7	2.3	1.8	1.0	-1.9	1.0	2.3	0.7	-1.7	2.5	2.2	-1.4	0.4	1.0	1.9	-2.0		
9 - Elementary occupations	6.3	7.7	5.5	6.9	6.6	1.7	3.5	2.7	2.6	2.6	2.0	2.6	2.7	3.6	2.8	2.4	0.9	3.5	2.2	2.3	2.0	2.9	2.6		

Source: INE, Labour Cost Index and Employment Statistics - 3rd quarter of 2012.

TECHNICAL NOTE

In order to be in line with the series published by Eurostat, which has change the reference year of Labour Cost Index (LCI) from 2000 to 2008, the indices that became available, from the 2nd quarter 2009, consider the year 2008 as the reference year. Series were rebased for the reference year 2008, since the 1st quarter of 2000.

A new statistical classification for economic activities (NACE Rev. 2) was established by the Regulation N^o 1893/2006 of December 20th and states that it ought to be used by statistics related to economic activities performed from January 2008 onwards. The adoption and transposition for the Portuguese classifications led to "Classificação Portuguesa das Actividades Económicas Revisão 3" (CAE-Rev. 3). In the LCI case, the regulation entered into force in January 2009, covering data already published for the period 2000-2008 and for the first quarter 2009 onwards. To obtain data classified by CAE-Rev. 3, it was necessary to reclassify and recalculate data from several sources that allowed the computation of the LCI (such as Labour Cost Index, Lists of Personnel, Labour Cost Survey and Labour Force Survey). The LCI data between 2000 and 2008 were reprocessed and should be considered as preliminary.

Mention that from the first quarter of 2011, the information used in the LCI calculation, including the average of hours worked per week by employees, comes from the Labour Force Survey (LFS) – 2011 series.

Also in the 1st quarter of 2011, the ISCO-08 was adopted in LCI and LFS. In order to allow the calculation of variations, Statistics Portugal carried out an exercise of back series calculations for the LCI components according the ISCO-08, using, among other elements, the equivalence tables between the two classifications (ISCO-08 and ISCO-88).

In this press release, the series are working day adjusted (WDA), as released by Eurostat, and unadjusted series (NSA, Non-Adjusted Data), by economic activity (NACE-Rev. 2), by region NUTS II (2002) and by occupational group (ISCO-08).

The LCI is an indicator that measures the development of the average labour cost per worked hour (hourly labour costs).

The changes in the employment, hours actually worked and prices levels affect the indices obtained during the observed periods.

The data on Public Administration are not obtained through direct collection. This information is estimated by Statistics Portugal, based on data coming from, among other sources, the Ministry of Finance *Direção-Geral do Orçamento*. This information is subject to revisions.

Formula for the calculation of the LCI:

$$LCI_{i,tj}(k) = \frac{\sum_{i=1}^n w_i^{tj} h_i^{tj}}{\sum_{i=1}^n w_i^k h_i^k}$$

$LCI_{i,tj}(k)$: Labour Cost Index, quarter t , year j , related to the base year k

$i = \{B, S\}$: Sector of economic activity

tj : Quarter t of year j under observation

k : Base year (2000)

w_i^{tj} : Labour cost of employees by hour worked in sector i in quarter t in year j

h_i^k : Hours actually worked in sector i in year k

$w_i^{tj} \times h_i^{tj}$: Total labour cost in sector i in quarter t in year j ; the hours were evaluated in year k

$w_i^k \times h_i^k$: Total labour cost in sector i in year k (base)

The actual labour cost adopts the perspective of the employer, corresponding to the total cost incurred by the employer and including the following items:

- ✓ Basic wage and salaries
- ✓ Regular bonuses and allowances (paid in each pay period)
- ✓ Irregular bonuses and allowances (not paid in each pay period)
- ✓ Overtime payment
- ✓ Payments and benefits in kind
- ✓ Payment for hours not worked
- ✓ Employer's social contributions
- ✓ Collectively agreed, contractual and voluntary social security contributions
- ✓ Other (including payments to employees leaving the enterprise)