

**EMPLOYEES AND RELATED ACCOUNTS**
**GENERAL TABLES**
**Average number of employees, personnel costs and compensation of employees. Absolute values**
**TABLE 4.1.1**

|                                                                         | DATABASES |  | 2007           |        | 2008           |        | 2009           |        | 2010            |        | 2011           |        |
|-------------------------------------------------------------------------|-----------|--|----------------|--------|----------------|--------|----------------|--------|-----------------|--------|----------------|--------|
|                                                                         |           |  |                |        |                |        |                |        |                 |        |                |        |
| Number of corporations / Total national coverage                        |           |  | 9.321 / 33,7 % |        | 9.639 / 31,3 % |        | 9.792 / 30,2 % |        | 10.038 / 31,1 % |        | 7.150 / 26,4 % |        |
|                                                                         | YEARS     |  | 2006           |        | 2007           |        | 2008           |        | 2009            |        | 2010           |        |
| A. AVERAGE NUMBER OF EMPLOYEES (thousands)                              |           |  | 2.390          | 2.463  | 2.561          | 2.580  | 2.699          | 2.566  | 2.608           | 2.586  | 2.209          | 2.183  |
| 1. Permanent                                                            |           |  | 1.711          | 1.789  | 1.854          | 1.900  | 1.992          | 1.957  | 2.009           | 1.993  | 1.695          | 1.691  |
| 2. Non-permanent                                                        |           |  | 679            | 675    | 707            | 680    | 706            | 610    | 599             | 593    | 514            | 492    |
| B. PERSONNEL COSTS (millions of euros.) (a)                             |           |  | 80.432         | 86.034 | 88.524         | 91.961 | 95.462         | 92.303 | 93.760          | 93.621 | 80.037         | 80.270 |
| 1. Wages and salaries                                                   |           |  | 61.664         | 66.104 | 68.060         | 70.633 | 73.382         | 71.004 | 72.165          | 72.131 | 61.588         | 61.751 |
| 2. Social security costs                                                |           |  | 18.768         | 19.930 | 20.464         | 21.328 | 22.080         | 21.299 | 21.595          | 21.491 | 18.449         | 18.519 |
| 1. Social Security contributions                                        |           |  | 14.785         | 15.728 | 16.162         | 16.632 | 17.422         | 16.832 | 17.031          | 16.947 | 14.634         | 14.709 |
| 2. Long-term compensation under defined contribution systems            |           |  | 615            | 580    | 554            | 500    | 510            | 456    | 463             | 477    | 442            | 394    |
| 3. Compensation via other long-term employee benefits                   |           |  | 189            | 177    | 280            | 685    | 667            | 676    | 626             | 581    | 509            | 555    |
| 4. Other social expenses                                                |           |  | 1.620          | 1.756  | 1.713          | 1.682  | 1.770          | 1.712  | 1.755           | 1.794  | 1.561          | 1.540  |
| 5. Unclassified (short questionnaire)                                   |           |  | 1.559          | 1.689  | 1.755          | 1.830  | 1.711          | 1.623  | 1.719           | 1.692  | 1.304          | 1.320  |
| C. COMPENSATION OF EMPLOYEES (millions of euros.) (a)                   |           |  | 83.103         | 88.906 | 91.114         | 95.357 | 98.764         | 96.142 | 97.479          | 97.241 | 83.435         | 83.524 |
| 1. Personnel costs                                                      |           |  | 80.432         | 86.034 | 88.524         | 91.961 | 95.462         | 92.303 | 93.760          | 93.621 | 80.037         | 80.270 |
| 2. Severance payments and application of staff restructuring provisions |           |  | 2.671          | 2.872  | 2.591          | 3.396  | 3.302          | 3.839  | 3.719           | 3.619  | 3.399          | 3.254  |
| D. PERSONNEL COSTS PER EMPLOYEE (euros) (B / A)                         |           |  | 33.656         | 34.926 | 34.569         | 35.650 | 35.375         | 35.970 | 35.948          | 36.202 | 36.233         | 36.772 |
| E. COMPENSATION TO EMPLOYEES PER EMPLOYEE (euros) (C / A)               |           |  | 34.773         | 36.092 | 35.581         | 36.966 | 36.599         | 37.466 | 37.374          | 37.602 | 37.771         | 38.263 |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.1.2

## GENERAL TABLES

## Average number of employees, personnel costs and compensation of employees. Structure

|                                                                         | DATABASES                                        |  | 2007           |       | 2008           |       | 2009           |       | 2010            |       | 2011           |       |
|-------------------------------------------------------------------------|--------------------------------------------------|--|----------------|-------|----------------|-------|----------------|-------|-----------------|-------|----------------|-------|
|                                                                         |                                                  |  |                |       |                |       |                |       |                 |       |                |       |
|                                                                         | Number of corporations / Total national coverage |  | 9.321 / 33,7 % |       | 9.639 / 31,3 % |       | 9.792 / 30,2 % |       | 10.038 / 31,1 % |       | 7.150 / 26,4 % |       |
|                                                                         | YEARS                                            |  | 2006           | 2007  | 2007           | 2008  | 2008           | 2009  | 2009            | 2010  | 2010           | 2011  |
| A. AVERAGE NUMBER OF EMPLOYEES                                          |                                                  |  | 100,0          | 100,0 | 100,0          | 100,0 | 100,0          | 100,0 | 100,0           | 100,0 | 100,0          | 100,0 |
| 1. Permanent                                                            |                                                  |  | 71,6           | 72,6  | 72,4           | 73,7  | 73,8           | 76,2  | 77,0            | 77,1  | 76,7           | 77,5  |
| 2. Non-permanent                                                        |                                                  |  | 28,4           | 27,4  | 27,6           | 26,3  | 26,2           | 23,8  | 23,0            | 22,9  | 23,3           | 22,5  |
| B. PERSONNEL COSTS                                                      |                                                  |  | 100,0          | 100,0 | 100,0          | 100,0 | 100,0          | 100,0 | 100,0           | 100,0 | 100,0          | 100,0 |
| 1. Wages and salaries                                                   |                                                  |  | 76,7           | 76,8  | 76,9           | 76,8  | 76,9           | 76,9  | 77,0            | 77,0  | 76,9           | 76,9  |
| 2. Social security costs                                                |                                                  |  | 23,3           | 23,2  | 23,1           | 23,2  | 23,1           | 23,1  | 23,0            | 23,0  | 23,1           | 23,1  |
| 1. Social Security contributions                                        |                                                  |  | 18,4           | 18,3  | 18,3           | 18,1  | 18,2           | 18,2  | 18,2            | 18,1  | 18,3           | 18,3  |
| 2. Long-term compensation under defined contribution systems            |                                                  |  | 0,8            | 0,7   | 0,6            | 0,5   | 0,5            | 0,5   | 0,5             | 0,5   | 0,6            | 0,5   |
| 3. Compensation via other long-term employee benefits                   |                                                  |  | 0,2            | 0,2   | 0,3            | 0,7   | 0,7            | 0,7   | 0,7             | 0,6   | 0,6            | 0,7   |
| 4. Other social expenses                                                |                                                  |  | 2,0            | 2,0   | 1,9            | 1,8   | 1,9            | 1,9   | 1,9             | 1,9   | 2,0            | 1,9   |
| 5. Unclassified (short questionnaire)                                   |                                                  |  | 1,9            | 2,0   | 2,0            | 2,0   | 1,8            | 1,8   | 1,8             | 1,8   | 1,6            | 1,6   |
| C. COMPENSATION TO EMPLOYEES                                            |                                                  |  | 103,3          | 103,3 | 102,9          | 103,7 | 103,5          | 104,2 | 104,0           | 103,9 | 104,2          | 104,1 |
| 1. Personnel costs                                                      |                                                  |  | 100,0          | 100,0 | 100,0          | 100,0 | 100,0          | 100,0 | 100,0           | 100,0 | 100,0          | 100,0 |
| 2. Severance payments and application of staff restructuring provisions |                                                  |  | 3,3            | 3,3   | 2,9            | 3,7   | 3,5            | 4,2   | 4,0             | 3,9   | 4,2            | 4,1   |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.1.3

## GENERAL TABLES

Average number of employees, personnel costs and compensation of employees. Growth rates of the same corporations on the same period a year earlier

|                                                                         | DATABASES              | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
|-------------------------------------------------------------------------|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|
|                                                                         | Number of corporations | 8.420 | 8.822 | 9.049 | 9.123 | 9.276 | 9.321 | 9.639 | 9.792 | 10.038 | 7.150 |
|                                                                         | YEARS                  | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
| A. AVERAGE NUMBER OF EMPLOYEES                                          |                        | 1,5   | 1,3   | 2,8   | 3,3   | 3,4   | 3,1   | 0,7   | -4,9  | -0,8   | -1,2  |
| 1. Permanent                                                            |                        | 2,5   | 1,8   | 2,3   | 3,2   | 4,1   | 4,6   | 2,5   | -1,8  | -0,8   | -0,2  |
| 2. Non-permanent                                                        |                        | -1,0  | 0,0   | 4,1   | 3,6   | 1,7   | -0,7  | -3,8  | -13,7 | -1,1   | -4,3  |
| B. PERSONNEL COSTS                                                      |                        | 5,2   | 4,7   | 4,8   | 5,8   | 6,8   | 7,0   | 3,9   | -3,3  | -0,1   | 0,3   |
| 1. Wages and salaries                                                   |                        | 5,0   | 4,9   | 4,9   | 5,7   | 7,0   | 7,2   | 3,8   | -3,2  | 0,0    | 0,3   |
| 2. Social security costs                                                |                        | 6,0   | 3,9   | 4,6   | 6,2   | 6,2   | 6,2   | 4,2   | -3,5  | -0,5   | 0,4   |
| 1. Social Security contributions                                        |                        | 5,1   | 4,7   | 4,9   | 5,9   | 6,3   | 6,4   | 2,9   | -3,4  | -0,5   | 0,5   |
| 2. Long-term compensation under defined contribution systems            |                        | 46,6  | 11,9  | -1,2  | -3,7  | 8,1   | -5,8  | -9,8  | -10,5 | 2,9    | -10,9 |
| 3. Compensation via other long-term employee benefits                   |                        | -14,7 | -42,6 | -7,3  | 2,6   | 8,7   | -6,4  | 144,9 | 1,3   | -7,2   | 9,0   |
| 4. Other social expenses                                                |                        | 6,8   | 0,4   | 5,0   | 13,0  | 4,4   | 8,4   | -1,8  | -3,3  | 2,2    | -1,3  |
| 5. Unclassified (short questionnaire)                                   |                        | 6,3   | 7,3   | 5,8   | 7,1   | 6,0   | 8,4   | 4,3   | -5,2  | -1,6   | 1,3   |
| C. COMPENSATION TO EMPLOYEES                                            |                        | 4,3   | 3,9   | 4,7   | 6,4   | 6,7   | 7,0   | 4,7   | -2,7  | -0,2   | 0,1   |
| 1. Personnel costs                                                      |                        | 5,2   | 4,7   | 4,8   | 5,8   | 6,8   | 7,0   | 3,9   | -3,3  | -0,1   | 0,3   |
| 2. Severance payments and application of staff restructuring provisions |                        | -13,2 | -14,5 | 1,5   | 26,2  | 4,3   | 7,5   | 31,1  | 16,3  | -2,7   | -4,3  |
| D. PERSONNEL COSTS PER EMPLOYEE                                         |                        | 3,7   | 3,3   | 1,9   | 2,4   | 3,3   | 3,8   | 3,1   | 1,7   | 0,7    | 1,5   |
| E. COMPENSATION TO EMPLOYEES PER EMPLOYEE                               |                        | 2,8   | 2,6   | 1,8   | 3,0   | 3,3   | 3,8   | 3,9   | 2,4   | 0,6    | 1,3   |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.2

## TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS

Personnel costs. Growth rates of the same corporations on the same period a year earlier

| DATABASES                                                                        | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |          |      |
|----------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|----------|------|
| Number of corporations                                                           | 8.420 | 8.822 | 9.049 | 9.123 | 9.276 | 9.321 | 9.639 | 9.792 | 10.038 | 7.150 |          |      |
| YEARS                                                                            | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |          |      |
| ACTIVITY GROUPINGS (CNAE 2009)                                                   |       |       |       |       |       |       |       |       |        |       | Contrib. | Rate |
| 1. Energy                                                                        | 2,9   | 3,0   | 3,2   | 4,8   | 5,3   | 5,9   | 6,4   | 0,7   | 0,5    | 0,0   | 0,6      |      |
| 1.1 Mining and quarrying                                                         | -4,4  | -5,8  | -2,5  | -7,4  | -1,4  | 0,8   | -3,5  | -7,8  | -7,2   | 0,0   | -10,0    |      |
| 1.2 Coke and refined petroleum products                                          | 0,7   | 2,3   | 6,3   | 4,3   | 5,8   | 4,3   | 7,7   | -1,5  | 2,2    | 0,0   | 5,0      |      |
| 1.3 Electricity, gas and water                                                   | 4,3   | 4,3   | 3,5   | 6,4   | 5,9   | 6,5   | 7,1   | 1,5   | 0,8    | 0,0   | 0,6      |      |
| 2. Industry                                                                      | 3,0   | 2,5   | 3,3   | 2,4   | 3,0   | 4,3   | 1,6   | -6,7  | -0,5   | 0,1   | 0,5      |      |
| 2.1. Food products, beverages and tobacco                                        | 2,1   | 3,5   | 3,4   | 5,6   | 1,7   | 3,0   | 1,2   | -2,3  | -0,3   | 0,0   | 0,0      |      |
| 2.2. Chemical industry                                                           | 4,1   | 6,8   | 2,9   | 7,0   | 3,8   | 5,4   | 5,3   | -2,2  | -2,8   | 0,0   | 0,8      |      |
| 2.3 Manufacture of metallic and mineral products                                 | 2,7   | 3,9   | 6,0   | 2,5   | 3,6   | 6,3   | 3,4   | -12,5 | -0,4   | 0,0   | 1,2      |      |
| 2.4 Manufacture of computer and electronic products, and of electrical equipment | -2,3  | -4,0  | 2,8   | 2,8   | 4,6   | 4,9   | 1,7   | -9,6  | -5,0   | 0,0   | 1,4      |      |
| 2.5. Manufacture of transport equipment                                          | 4,7   | 0,4   | 2,5   | -1,5  | 2,6   | 2,2   | -2,2  | -5,4  | 2,4    | 0,0   | 0,8      |      |
| 2.6. Other manufacturing industries (n.e.s.)                                     | 4,0   | 4,0   | 2,0   | 2,5   | 2,8   | 5,0   | 2,7   | -7,3  | -0,7   | 0,0   | -0,4     |      |
| 3. Services                                                                      | 6,8   | 6,0   | 5,9   | 7,3   | 8,0   | 8,1   | 4,5   | -2,1  | 1,0    | 0,9   | 1,4      |      |
| 3.1 Wholesale and retail trade, and hotels and restaurants                       | 8,0   | 8,0   | 7,2   | 7,2   | 7,7   | 7,2   | 3,8   | -3,8  | 0,7    | 0,4   | 1,8      |      |
| 3.2 Transport                                                                    | 5,2   | 7,2   | 5,4   | 5,0   | 6,1   | 7,5   | 3,9   | -0,6  | -1,5   | 0,0   | -0,1     |      |
| 3.3 Information and communication                                                | 4,6   | -0,5  | -2,0  | 4,3   | 4,3   | 4,8   | 3,6   | -1,1  | 0,4    | 0,1   | 1,4      |      |
| 3.3 Other services                                                               | 8,5   | 7,2   | 9,6   | 11,1  | 11,9  | 11,5  | 6,3   | -1,6  | 2,9    | 0,4   | 2,0      |      |
| 4. Activities with low coverage                                                  | 5,8   | 5,3   | 4,2   | 8,1   | 12,4  | 8,4   | 3,8   | -5,5  | -7,3   | -0,7  | -8,9     |      |
| TOTAL                                                                            | 5,2   | 4,7   | 4,8   | 5,8   | 6,8   | 7,0   | 3,9   | -3,3  | -0,1   | 0,3   | 0,3      |      |
| SIZES                                                                            |       |       |       |       |       |       |       |       |        |       |          |      |
| 1. Small                                                                         | 5,0   | 5,9   | 4,4   | 4,9   | 4,8   | 4,9   | 2,1   | -6,2  | -3,0   | -0,1  | -1,8     |      |
| 2. Medium-sized                                                                  | 6,0   | 6,7   | 5,2   | 6,1   | 6,6   | 6,7   | 3,6   | -4,2  | -0,7   | 0,1   | 0,7      |      |
| 3. Large                                                                         | 5,1   | 4,3   | 4,8   | 5,8   | 6,9   | 7,1   | 4,0   | -3,1  | 0,0    | 0,3   | 0,3      |      |
| OWNERSHIP STATUS                                                                 |       |       |       |       |       |       |       |       |        |       |          |      |
| 1. Public enterprises                                                            | 5,0   | 6,0   | 5,0   | 3,7   | 7,6   | 9,3   | 6,4   | 3,3   | -3,1   | -0,2  | -2,1     |      |
| 2. Private                                                                       | 5,3   | 4,5   | 4,8   | 6,1   | 6,7   | 6,7   | 3,6   | -4,0  | 0,2    | 0,5   | 0,6      |      |

**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**  
Average number of employee. Absolute values

**TABLE 4.3.1**

Thousands

| DATABASES                                                                        | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
|----------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|
| Number of corporations                                                           | 8.420 | 8.822 | 9.049 | 9.123 | 9.276 | 9.321 | 9.639 | 9.792 | 10.038 | 7.150 |
| YEARS                                                                            | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
| ACTIVITY GROUPINGS (CNAE 2009)                                                   |       |       |       |       |       |       |       |       |        |       |
| 1. Energy                                                                        | 112   | 106   | 110   | 113   | 127   | 145   | 154   | 154   | 155    | 125   |
| 1.1 Mining and quarrying                                                         | 12    | 11    | 10    | 10    | 9     | 7     | 8     | 7     | 8      | 5     |
| 1.2 Coke and refined petroleum products                                          | 7     | 8     | 8     | 8     | 8     | 9     | 9     | 9     | 9      | 9     |
| 1.3 Electricity, gas and water                                                   | 93    | 87    | 92    | 96    | 110   | 130   | 136   | 138   | 138    | 111   |
| 2. Industry                                                                      | 465   | 468   | 486   | 498   | 509   | 514   | 503   | 477   | 462    | 381   |
| 2.1. Food products, beverages and tobacco                                        | 68    | 66    | 69    | 75    | 81    | 79    | 76    | 73    | 77     | 65    |
| 2.2. Chemical industry                                                           | 46    | 46    | 47    | 49    | 50    | 56    | 53    | 49    | 51     | 34    |
| 2.3 Manufacture of metallic and mineral products                                 | 81    | 82    | 88    | 88    | 91    | 89    | 87    | 81    | 77     | 61    |
| 2.4 Manufacture of computer and electronic products, and of electrical equipment | 46    | 43    | 45    | 47    | 47    | 47    | 44    | 42    | 33     | 29    |
| 2.5. Manufacture of transport equipment                                          | 114   | 116   | 120   | 124   | 123   | 123   | 126   | 120   | 113    | 103   |
| 2.6. Other manufacturing industries (n.e.s.)                                     | 111   | 115   | 117   | 113   | 118   | 120   | 117   | 112   | 109    | 90    |
| 3. Services                                                                      | 1.050 | 1.143 | 1.367 | 1.472 | 1.548 | 1.607 | 1.723 | 1.737 | 1.789  | 1.541 |
| 3.1 Wholesale and retail trade, and hotels and restaurants                       | 443   | 491   | 567   | 609   | 630   | 660   | 699   | 694   | 704    | 610   |
| 3.2 Transport                                                                    | 200   | 200   | 211   | 219   | 220   | 238   | 244   | 242   | 252    | 224   |
| 3.3 Information and communication                                                | 110   | 113   | 120   | 133   | 137   | 136   | 150   | 150   | 156    | 130   |
| 3.3 Other services                                                               | 297   | 339   | 469   | 512   | 561   | 575   | 630   | 651   | 677    | 577   |
| 4. Activities with low coverage                                                  | 136   | 137   | 156   | 170   | 194   | 196   | 200   | 198   | 180    | 136   |
| TOTAL                                                                            | 1.763 | 1.854 | 2.120 | 2.253 | 2.378 | 2.463 | 2.580 | 2.566 | 2.586  | 2.183 |
| SIZES                                                                            |       |       |       |       |       |       |       |       |        |       |
| 1. Small                                                                         | 82    | 82    | 79    | 75    | 80    | 82    | 89    | 107   | 102    | 65    |
| 2. Medium-sized                                                                  | 240   | 245   | 252   | 273   | 273   | 255   | 255   | 209   | 219    | 179   |
| 3. Large                                                                         | 1.442 | 1.527 | 1.789 | 1.905 | 2.024 | 2.127 | 2.235 | 2.249 | 2.264  | 1.939 |
| OWNERSHIP STATUS                                                                 |       |       |       |       |       |       |       |       |        |       |
| 1. Public enterprises                                                            | 208   | 208   | 220   | 219   | 226   | 240   | 236   | 235   | 233    | 207   |
| 2. Private                                                                       | 1.555 | 1.646 | 1.900 | 2.034 | 2.151 | 2.223 | 2.343 | 2.331 | 2.353  | 1.976 |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.3.2

## TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS

Average number of employees. Growth rates of the same corporations on the same period a year earlier

|                                                                                  | DATABASES              | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |          |      |
|----------------------------------------------------------------------------------|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|----------|------|
|                                                                                  | Number of corporations | 8.420 | 8.822 | 9.049 | 9.123 | 9.276 | 9.321 | 9.639 | 9.792 | 10.038 | 7.150 |          |      |
|                                                                                  | YEARS                  | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |          |      |
| ACTIVITY GROUPINGS (CNAE 2009)                                                   |                        |       |       |       |       |       |       |       |       |        |       | Contrib. | Rate |
| 1. Energy                                                                        |                        | 2,5   | 0,2   | 0,0   | 0,1   | 2,0   | 2,4   | 3,7   | -1,9  | -2,4   | -0,1  | -1,7     |      |
| 1.1 Mining and quarrying                                                         |                        | -8,2  | -8,4  | -9,4  | -12,6 | -8,7  | -8,7  | -3,7  | -11,4 | -6,9   | 0,0   | -8,8     |      |
| 1.2 Coke and refined petroleum products                                          |                        | -3,6  | 1,0   | 2,4   | 1,2   | 1,1   | 7,5   | 4,3   | -3,0  | 0,1    | 0,0   | 1,3      |      |
| 1.3 Electricity, gas and water                                                   |                        | 4,5   | 1,4   | 0,9   | 1,5   | 3,0   | 2,7   | 4,2   | -1,2  | -2,3   | -0,1  | -1,6     |      |
| 2. Industry                                                                      |                        | -1,0  | -0,9  | -0,4  | -0,7  | -0,7  | 0,5   | -1,4  | -7,1  | -2,6   | -0,2  | -1,4     |      |
| 2.1. Food products, beverages and tobacco                                        |                        | -0,2  | -1,5  | 0,5   | 1,6   | 0,1   | -0,1  | -1,9  | -4,2  | -1,8   | 0,0   | -1,6     |      |
| 2.2. Chemical industry                                                           |                        | 0,3   | 1,5   | -0,2  | 3,1   | -1,2  | 0,2   | -0,1  | -3,6  | -1,2   | 0,0   | -1,3     |      |
| 2.3 Manufacture of metallic and mineral products                                 |                        | -0,2  | 0,9   | 0,4   | -0,6  | 0,2   | 2,6   | -2,1  | -10,5 | -4,1   | -0,1  | -2,9     |      |
| 2.4 Manufacture of computer and electronic products, and of electrical equipment |                        | -5,3  | -8,1  | 1,2   | -0,2  | 0,6   | 0,8   | -1,1  | -11,6 | -6,4   | 0,0   | -1,8     |      |
| 2.5. Manufacture of transport equipment                                          |                        | -1,3  | -1,0  | -1,0  | -3,7  | -2,0  | -0,8  | -1,5  | -5,8  | -0,8   | 0,0   | 0,1      |      |
| 2.6. Other manufacturing industries (n.e.s.)                                     |                        | -0,5  | 0,4   | -1,7  | -0,6  | -1,0  | 1,0   | -1,2  | -7,5  | -3,2   | -0,1  | -1,8     |      |
| 3. Services                                                                      |                        | 2,5   | 2,2   | 4,4   | 5,0   | 4,6   | 3,9   | 1,6   | -4,6  | 0,7    | -0,2  | -0,2     |      |
| 3.1 Wholesale and retail trade, and hotels and restaurants                       |                        | 5,4   | 4,7   | 5,0   | 5,2   | 3,1   | 4,1   | 1,1   | -5,1  | -0,4   | -0,1  | -0,3     |      |
| 3.2 Transport                                                                    |                        | -1,8  | 1,2   | 1,3   | 1,1   | 1,6   | 3,1   | 0,2   | -2,5  | -1,6   | -0,2  | -1,5     |      |
| 3.3 Information and communication                                                |                        | -1,0  | -3,1  | -4,4  | 1,3   | 2,7   | 0,5   | 1,9   | -3,0  | -0,5   | 0,0   | 0,7      |      |
| 3.3 Other services                                                               |                        | 2,6   | 1,2   | 7,7   | 7,5   | 8,2   | 4,9   | 2,6   | -5,2  | 3,1    | 0,0   | 0,1      |      |
| 4. Activities with low coverage                                                  |                        | 1,3   | 2,0   | 1,4   | 3,5   | 5,8   | 3,6   | -3,1  | -4,6  | -9,2   | -0,7  | -9,9     |      |
| TOTAL                                                                            |                        | 1,5   | 1,3   | 2,8   | 3,3   | 3,4   | 3,1   | 0,7   | -4,9  | -0,8   | -1,2  | -1,2     |      |
| SIZES                                                                            |                        |       |       |       |       |       |       |       |       |        |       |          |      |
| 1. Small                                                                         |                        | 1,1   | 0,9   | 0,6   | -0,3  | 0,1   | -0,4  | -3,7  | -7,1  | -4,2   | -0,1  | -3,9     |      |
| 2. Medium-sized                                                                  |                        | 1,9   | 2,1   | 1,9   | 2,1   | 2,3   | 1,7   | -1,4  | -5,8  | -1,9   | -0,1  | -1,6     |      |
| 3. Large                                                                         |                        | 1,4   | 1,2   | 3,0   | 3,6   | 3,7   | 3,4   | 1,2   | -4,7  | -0,6   | -0,9  | -1,0     |      |
| OWNERSHIP STATUS                                                                 |                        |       |       |       |       |       |       |       |       |        |       |          |      |
| 1. Public enterprises                                                            |                        | -1,4  | 0,8   | 1,0   | -0,8  | 2,5   | 3,3   | 1,8   | 0,5   | -2,2   | -0,4  | -3,7     |      |
| 2. Private                                                                       |                        | 1,9   | 1,4   | 3,0   | 3,8   | 3,5   | 3,0   | 0,6   | -5,4  | -0,7   | -0,8  | -0,9     |      |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.4

## TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS

Personnel costs per employee. Growth rates of the same corporations on the same period a year earlier

| DATABASES                                                                        | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
|----------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|
| Number of corporations                                                           | 8.420 | 8.822 | 9.049 | 9.123 | 9.276 | 9.321 | 9.639 | 9.792 | 10.038 | 7.150 |
| YEARS                                                                            | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
| ACTIVITY GROUPINGS (CNAE 2009)                                                   |       |       |       |       |       |       |       |       |        |       |
| 1. Energy                                                                        | 0,4   | 2,7   | 3,2   | 4,6   | 3,3   | 3,5   | 2,6   | 2,6   | 3,0    | 2,3   |
| 1.1 Mining and quarrying                                                         | 4,1   | 2,8   | 7,6   | 5,9   | 7,9   | 10,4  | 0,2   | 4,1   | -0,4   | -1,3  |
| 1.2 Coke and refined petroleum products                                          | 4,4   | 1,2   | 3,9   | 3,0   | 4,6   | -2,9  | 3,2   | 1,6   | 2,0    | 3,7   |
| 1.3 Electricity, gas and water                                                   | -0,2  | 2,9   | 2,5   | 4,8   | 2,8   | 3,7   | 2,8   | 2,7   | 3,2    | 2,2   |
| 2. Industry                                                                      | 4,1   | 3,4   | 3,7   | 3,1   | 3,8   | 3,7   | 3,1   | 0,4   | 2,2    | 2,0   |
| 2.1. Food products, beverages and tobacco                                        | 2,3   | 5,1   | 2,9   | 3,9   | 1,6   | 3,2   | 3,2   | 1,9   | 1,6    | 1,6   |
| 2.2. Chemical industry                                                           | 3,8   | 5,2   | 3,1   | 3,8   | 5,0   | 5,3   | 5,4   | 1,5   | -1,6   | 2,2   |
| 2.3 Manufacture of metallic and mineral products                                 | 2,9   | 2,9   | 5,6   | 3,0   | 3,4   | 3,6   | 5,6   | -2,3  | 3,8    | 4,3   |
| 2.4 Manufacture of computer and electronic products, and of electrical equipment | 3,2   | 4,4   | 1,6   | 2,9   | 4,0   | 4,0   | 2,8   | 2,3   | 1,5    | 3,3   |
| 2.5. Manufacture of transport equipment                                          | 6,0   | 1,4   | 3,5   | 2,3   | 4,7   | 3,1   | -0,7  | 0,3   | 3,3    | 0,8   |
| 2.6. Other manufacturing industries (n.e.s.)                                     | 4,5   | 3,7   | 3,7   | 3,1   | 3,8   | 3,9   | 3,9   | 0,2   | 2,6    | 1,5   |
| 3. Services                                                                      | 4,2   | 3,7   | 1,4   | 2,2   | 3,2   | 4,0   | 2,9   | 2,6   | 0,3    | 1,6   |
| 3.1 Wholesale and retail trade, and hotels and restaurants                       | 2,4   | 3,1   | 2,1   | 1,9   | 4,5   | 3,0   | 2,6   | 1,4   | 1,1    | 2,0   |
| 3.2 Transport                                                                    | 7,1   | 5,9   | 4,1   | 3,9   | 4,4   | 4,3   | 3,7   | 1,9   | 0,1    | 1,4   |
| 3.3 Information and communication                                                | 5,6   | 2,7   | 2,4   | 2,9   | 1,5   | 4,3   | 1,7   | 2,0   | 1,0    | 0,7   |
| 3.3 Other services                                                               | 5,7   | 6,0   | 1,7   | 3,3   | 3,4   | 6,3   | 3,6   | 3,7   | -0,1   | 1,9   |
| 4. Activities with low coverage                                                  | 4,4   | 3,3   | 2,7   | 4,5   | 6,3   | 4,7   | 7,1   | -0,9  | 2,1    | 1,2   |
| TOTAL                                                                            | 3,7   | 3,3   | 1,9   | 2,4   | 3,3   | 3,8   | 3,1   | 1,7   | 0,7    | 1,5   |
| SIZES                                                                            |       |       |       |       |       |       |       |       |        |       |
| 1. Small                                                                         | 3,8   | 5,0   | 3,7   | 5,2   | 4,7   | 5,3   | 6,0   | 1,0   | 1,3    | 2,1   |
| 2. Medium-sized                                                                  | 4,1   | 4,6   | 3,2   | 3,9   | 4,2   | 4,9   | 5,1   | 1,7   | 1,2    | 2,4   |
| 3. Large                                                                         | 3,6   | 3,1   | 1,7   | 2,1   | 3,2   | 3,6   | 2,8   | 1,7   | 0,6    | 1,4   |
| OWNERSHIP STATUS                                                                 |       |       |       |       |       |       |       |       |        |       |
| 1. Public enterprises                                                            | 6,5   | 5,2   | 3,9   | 4,5   | 5,0   | 5,7   | 4,5   | 2,8   | -1,0   | 1,7   |
| 2. Private                                                                       | 3,3   | 3,1   | 1,7   | 2,2   | 3,2   | 3,5   | 3,0   | 1,5   | 0,9    | 1,5   |

## EMPLOYEES AND RELATED ACCOUNTS

## TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS

## Personnel costs with respect to gross value added at factor cost

TABLE 4.5

| DATABASES                                                                        | 2007           |       | 2008           |       | 2009           |      | 2010            |      | 2011           |      |
|----------------------------------------------------------------------------------|----------------|-------|----------------|-------|----------------|------|-----------------|------|----------------|------|
| Number of corporations / Total national coverage                                 | 9.321 / 33,7 % |       | 9.639 / 31,3 % |       | 9.792 / 30,2 % |      | 10.038 / 31,1 % |      | 7.150 / 26,4 % |      |
| YEARS                                                                            | 2006           | 2007  | 2007           | 2008  | 2008           | 2009 | 2009            | 2010 | 2010           | 2011 |
| ACTIVITY GROUPINGS (CNAE 2009)                                                   |                |       |                |       |                |      |                 |      |                |      |
| 1. Energy                                                                        | 30,0           | 31,2  | 31,1           | 32,2  | 31,5           | 33,9 | 34,1            | 31,9 | 29,5           | 29,9 |
| 1.1 Mining and quarrying                                                         | 85,6           | 106,6 | 90,6           | 127,2 | 74,0           | 83,9 | 84,4            | 67,9 | 62,8           | 69,4 |
| 1.2 Coke and refined petroleum products                                          | 20,4           | 25,0  | 23,1           | 33,6  | 31,4           | 55,0 | 53,8            | 33,1 | 33,1           | 36,7 |
| 1.3 Electricity, gas and water                                                   | 30,1           | 30,5  | 30,4           | 30,2  | 30,4           | 31,7 | 31,7            | 30,9 | 28,3           | 28,5 |
| 2. Industry                                                                      | 56,7           | 54,2  | 54,4           | 60,8  | 60,3           | 67,0 | 66,0            | 61,2 | 60,0           | 61,4 |
| 2.1. Food products, beverages and tobacco                                        | 52,2           | 48,9  | 49,0           | 50,0  | 51,2           | 49,6 | 51,6            | 50,8 | 48,4           | 50,3 |
| 2.2. Chemical industry                                                           | 57,3           | 54,5  | 54,8           | 59,1  | 57,5           | 62,4 | 60,7            | 50,7 | 48,4           | 48,3 |
| 2.3 Manufacture of metallic and mineral products                                 | 43,5           | 42,1  | 42,5           | 53,8  | 53,0           | 86,9 | 83,9            | 68,8 | 67,2           | 71,2 |
| 2.4 Manufacture of computer and electronic products, and of electrical equipment | 58,2           | 57,0  | 57,4           | 61,6  | 58,7           | 69,9 | 68,8            | 70,7 | 67,6           | 73,5 |
| 2.5. Manufacture of transport equipment                                          | 67,9           | 64,2  | 65,1           | 74,5  | 74,4           | 71,5 | 70,1            | 69,5 | 68,5           | 68,3 |
| 2.6. Other manufacturing industries (n.e.s.)                                     | 63,2           | 61,4  | 59,6           | 64,7  | 64,4           | 67,4 | 66,9            | 62,4 | 61,3           | 61,9 |
| 3. Services                                                                      | 56,8           | 56,8  | 57,8           | 60,0  | 62,4           | 64,0 | 62,5            | 62,8 | 62,2           | 63,4 |
| 3.1 Wholesale and retail trade, and hotels and restaurants                       | 60,1           | 60,0  | 59,9           | 63,3  | 64,2           | 65,9 | 67,3            | 66,5 | 65,0           | 66,2 |
| 3.2 Transport                                                                    | 64,5           | 64,6  | 65,0           | 67,7  | 67,3           | 70,1 | 69,8            | 65,6 | 64,4           | 63,6 |
| 3.3 Information and communication                                                | 31,1           | 30,3  | 31,8           | 32,6  | 36,3           | 37,6 | 34,8            | 36,6 | 36,1           | 38,2 |
| 3.3 Other services                                                               | 80,7           | 81,0  | 82,0           | 82,8  | 83,2           | 83,7 | 81,0            | 82,5 | 84,5           | 85,1 |
| 4. Activities with low coverage                                                  | 47,0           | 51,7  | 54,1           | 64,4  | 65,0           | 66,6 | 66,5            | 76,3 | 74,9           | 70,8 |
| TOTAL                                                                            | 52,4           | 52,5  | 53,3           | 56,9  | 58,1           | 60,8 | 59,8            | 59,0 | 57,6           | 58,4 |
| SIZES                                                                            |                |       |                |       |                |      |                 |      |                |      |
| 1. Small                                                                         | 61,4           | 62,3  | 63,5           | 70,8  | 70,8           | 74,9 | 74,2            | 74,8 | 72,3           | 76,0 |
| 2. Medium-sized                                                                  | 56,7           | 57,0  | 58,9           | 63,6  | 63,5           | 66,6 | 66,5            | 65,7 | 64,3           | 65,6 |
| 3. Large                                                                         | 51,6           | 51,8  | 52,5           | 55,9  | 57,2           | 59,9 | 58,7            | 57,9 | 56,7           | 57,4 |
| OWNERSHIP STATUS                                                                 |                |       |                |       |                |      |                 |      |                |      |
| 1. Public enterprises                                                            | 71,6           | 71,3  | 70,7           | 70,9  | 70,2           | 74,6 | 78,4            | 74,9 | 75,1           | 73,3 |
| 2. Private                                                                       | 50,7           | 50,9  | 51,9           | 55,7  | 57,0           | 59,5 | 58,2            | 57,6 | 56,0           | 57,0 |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.6

## TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS

## Percentage of firms with increase in average employment

| DATABASES                                                                           | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
|-------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|
| Number of corporations                                                              | 8.420 | 8.822 | 9.049 | 9.123 | 9.276 | 9.321 | 9.639 | 9.792 | 10.038 | 7.150 |
| YEARS                                                                               | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
| ACTIVITY GROUPINGS (CNAE 2009)                                                      |       |       |       |       |       |       |       |       |        |       |
| 1. Energy                                                                           | 68,6  | 67,8  | 73,8  | 71,9  | 70,7  | 70,1  | 65,2  | 55,3  | 60,7   | 58,3  |
| 1.1 Mining and quarrying                                                            | 51,0  | 48,1  | 56,9  | 58,5  | 56,3  | 56,3  | 49,1  | 35,1  | 47,4   | 41,9  |
| 1.2 Coke and refined petroleum products                                             | 28,6  | 85,7  | 100,0 | 83,3  | 57,1  | 83,3  | 83,3  | 57,1  | 57,1   | 42,9  |
| 1.3 Electricity, gas and water                                                      | 73,9  | 71,9  | 76,8  | 74,6  | 74,1  | 72,5  | 68,7  | 59,8  | 63,5   | 62,1  |
| 2. Industry                                                                         | 62,0  | 60,2  | 58,3  | 57,7  | 59,3  | 60,6  | 48,6  | 33,7  | 47,7   | 54,1  |
| 2.1. Food products, beverages and tobacco                                           | 68,4  | 67,7  | 69,4  | 68,2  | 65,3  | 65,6  | 61,3  | 49,7  | 54,1   | 56,8  |
| 2.2. Chemical industry                                                              | 68,9  | 70,5  | 61,6  | 58,1  | 56,6  | 62,1  | 54,5  | 41,9  | 56,1   | 59,5  |
| 2.3 Manufacture of metallic and mineral products                                    | 62,3  | 62,8  | 58,3  | 59,1  | 62,6  | 63,3  | 43,2  | 24,6  | 39,2   | 53,6  |
| 2.4 Manufacture of computer and electronic products,<br>and of electrical equipment | 58,7  | 54,7  | 61,8  | 58,0  | 63,6  | 64,8  | 47,7  | 27,4  | 42,1   | 48,3  |
| 2.5. Manufacture of transport equipment                                             | 51,7  | 49,6  | 48,3  | 47,7  | 46,3  | 46,2  | 39,0  | 23,8  | 47,1   | 49,0  |
| 2.6. Other manufacturing industries (n.e.s.)                                        | 59,1  | 55,3  | 53,3  | 53,2  | 56,6  | 57,8  | 46,6  | 31,9  | 48,4   | 53,5  |
| 3. Services                                                                         | 72,5  | 72,2  | 72,1  | 73,3  | 72,4  | 71,8  | 63,2  | 49,0  | 55,9   | 59,1  |
| 3.1 Wholesale and retail trade, and hotels and restaurants                          | 71,7  | 70,6  | 70,9  | 71,3  | 69,4  | 69,6  | 57,9  | 42,0  | 53,0   | 56,0  |
| 3.2 Transport                                                                       | 74,9  | 69,8  | 66,8  | 64,6  | 69,5  | 73,0  | 63,0  | 42,5  | 52,2   | 54,8  |
| 3.3 Information and communication                                                   | 60,9  | 58,2  | 57,1  | 64,3  | 68,2  | 62,6  | 55,7  | 50,0  | 44,1   | 54,5  |
| 3.3 Other services                                                                  | 75,2  | 77,2  | 77,1  | 78,8  | 76,8  | 75,5  | 70,5  | 58,4  | 61,6   | 63,9  |
| 4. Activities with low coverage                                                     | 70,6  | 71,0  | 72,7  | 72,5  | 72,6  | 70,1  | 54,0  | 47,9  | 49,2   | 47,7  |
| TOTAL                                                                               | 68,7  | 68,3  | 68,5  | 69,0  | 69,0  | 68,6  | 57,9  | 45,3  | 53,1   | 56,1  |
| SIZES                                                                               |       |       |       |       |       |       |       |       |        |       |
| 1. Small                                                                            | 73,3  | 73,4  | 73,2  | 73,0  | 72,4  | 70,6  | 60,3  | 49,5  | 56,8   | 60,2  |
| 2. Medium-sized                                                                     | 65,1  | 63,3  | 63,7  | 65,0  | 65,5  | 66,8  | 54,3  | 42,2  | 50,7   | 53,6  |
| 3. Large                                                                            | 58,1  | 58,6  | 62,4  | 64,3  | 65,4  | 66,0  | 58,1  | 37,4  | 46,2   | 49,3  |
| OWNERSHIP STATUS                                                                    |       |       |       |       |       |       |       |       |        |       |
| 1. Public enterprises                                                               | 71,9  | 79,1  | 75,6  | 74,8  | 74,8  | 75,7  | 75,9  | 65,7  | 65,5   | 58,8  |
| 2. Private                                                                          | 68,6  | 67,9  | 68,2  | 68,7  | 68,8  | 68,2  | 57,2  | 44,4  | 52,5   | 56,0  |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.7

## BREAKDOWN TABLES

Personnel costs per employee. Breakdown by size and ownership status

Euros

| DATABASES                                        | 2007           |        | 2008           |        | 2009           |        | 2010            |        | 2011           |        |
|--------------------------------------------------|----------------|--------|----------------|--------|----------------|--------|-----------------|--------|----------------|--------|
| Number of corporations / Total national coverage | 9.321 / 33,7 % |        | 9.639 / 31,3 % |        | 9.792 / 30,2 % |        | 10.038 / 31,1 % |        | 7.150 / 26,4 % |        |
| YEARS                                            | 2006           | 2007   | 2007           | 2008   | 2008           | 2009   | 2009            | 2010   | 2010           | 2011   |
| TOTAL AVERAGE COMPENSATION                       | 33.656         | 34.926 | 34.569         | 35.650 | 35.375         | 35.970 | 35.948          | 36.202 | 36.233         | 36.772 |
| 1. Wages and salaries                            | 25.803         | 26.835 | 26.578         | 27.382 | 27.193         | 27.670 | 27.669          | 27.892 | 27.881         | 28.289 |
| 2. Social security costs                         | 7.853          | 8.091  | 7.991          | 8.268  | 8.182          | 8.300  | 8.280           | 8.310  | 8.352          | 8.484  |
| SIZE                                             |                |        |                |        |                |        |                 |        |                |        |
| 1. Small                                         | 29.047         | 30.591 | 28.709         | 30.434 | 30.234         | 30.532 | 31.829          | 32.241 | 32.521         | 33.220 |
| 1. Wages and salaries                            | 22.760         | 23.935 | 22.594         | 23.976 | 23.891         | 24.152 | 25.001          | 25.398 | 25.441         | 25.971 |
| 2. Social security costs                         | 6.287          | 6.656  | 6.115          | 6.458  | 6.343          | 6.380  | 6.828           | 6.843  | 7.080          | 7.248  |
| 2. Medium-sized                                  | 33.424         | 35.057 | 34.032         | 35.756 | 35.426         | 36.040 | 36.337          | 36.787 | 37.919         | 38.820 |
| 1. Wages and salaries                            | 25.864         | 27.149 | 26.499         | 27.784 | 27.491         | 28.062 | 28.347          | 28.736 | 29.569         | 30.318 |
| 2. Social security costs                         | 7.560          | 7.908  | 7.534          | 7.971  | 7.934          | 7.978  | 7.990           | 8.051  | 8.350          | 8.502  |
| 3. Large                                         | 33.867         | 35.076 | 34.878         | 35.847 | 35.622         | 36.223 | 36.103          | 36.325 | 36.204         | 36.702 |
| 1. Wages and salaries                            | 25.916         | 26.909 | 26.755         | 27.472 | 27.327         | 27.801 | 27.727          | 27.923 | 27.808         | 28.179 |
| 2. Social security costs                         | 7.951          | 8.168  | 8.124          | 8.375  | 8.296          | 8.422  | 8.376           | 8.402  | 8.396          | 8.523  |
| OWNERSHIP STATUS                                 |                |        |                |        |                |        |                 |        |                |        |
| 1'. Public enterprises                           | 36.759         | 38.868 | 38.416         | 40.144 | 40.052         | 41.181 | 40.873          | 40.470 | 40.844         | 41.557 |
| 1. Wages and salaries                            | 28.667         | 30.282 | 30.023         | 31.167 | 31.101         | 32.041 | 31.815          | 31.290 | 31.632         | 32.351 |
| 2. Social security costs                         | 8.091          | 8.586  | 8.393          | 8.977  | 8.950          | 9.141  | 9.058           | 9.180  | 9.212          | 9.206  |
| 2'. Private                                      | 33.321         | 34.500 | 34.186         | 35.197 | 34.931         | 35.444 | 35.453          | 35.779 | 35.735         | 36.270 |
| 1. Wages and salaries                            | 25.494         | 26.463 | 26.234         | 27.000 | 26.822         | 27.229 | 27.251          | 27.555 | 27.475         | 27.862 |
| 2. Social security costs                         | 7.828          | 8.037  | 7.951          | 8.197  | 8.109          | 8.215  | 8.201           | 8.224  | 8.259          | 8.408  |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.8

## BREAKDOWN TABLES

## Employee benefit and similar obligations. Balances and movements

Millions of euros

| DATABASES                                                               | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010  | 2011  |
|-------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Number of corporations (a)                                              | 1.889 | 1.956 | 2.165 | 2.447 | 2.621 | 2.532 | 2.500 | 2.626 | 2.814 | 2.165 |
| YEARS                                                                   | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010  | 2011  |
| A. FIRMS WITH LONG-TERM COMPENSATION UNDER DEFINED CONTRIBUTION SYSTEMS | 316   | 348   | 403   | 429   | 468   | 451   | 426   | 465   | 465   | 361   |
| Contributions of the period                                             | 496   | 560   | 575   | 560   | 609   | 580   | 500   | 456   | 477   | 394   |
| B. FIRMS WITH OBLIGATIONS DUE TO OTHER LONG-TERM EMPLOYEE BENEFITS (b)  | 231   | 219   | 240   | 227   | 238   | 229   | 451   | 473   | 502   | 374   |
| 1. Opening balance                                                      | 3.373 | 1.398 | 1.375 | 1.307 | 1.918 | 1.934 | 4.404 | 4.631 | 4.788 | 4.767 |
| 2. Increases                                                            | 501   | 239   | 216   | 807   | 273   | 246   | 666   | 832   | 732   | 636   |
| 3. Decreases                                                            | 2.466 | 299   | 295   | 198   | 270   | 233   | 664   | 634   | 630   | 933   |
| 4. Closing balance                                                      | 1.409 | 1.338 | 1.296 | 1.916 | 1.921 | 1.947 | 4.406 | 4.828 | 4.890 | 4.469 |
| C. FIRMS WITH PROVISIONS FOR WORKFORCE RESTRUCTURING                    | 178   | 183   | 196   | 203   | 205   | 193   | 151   | 157   | 161   | 138   |
| 1. Opening balance                                                      | 9.153 | 6.246 | 7.486 | 8.652 | 8.635 | 8.940 | 8.675 | 8.148 | 6.793 | 5.827 |
| 2. Increases                                                            | 2.266 | 3.000 | 2.743 | 2.229 | 2.393 | 1.972 | 1.388 | 1.555 | 1.139 | 3.163 |
| 3. Decreases                                                            | 5.166 | 1.728 | 1.626 | 2.234 | 1.989 | 2.090 | 1.966 | 2.188 | 1.987 | 1.838 |
| 4. Closing balance                                                      | 6.253 | 7.518 | 8.603 | 8.646 | 9.038 | 8.822 | 8.097 | 7.515 | 5.945 | 7.152 |

**EMPLOYEES AND RELATED ACCOUNTS**  
**BREAKDOWN TABLES**  
**Classification of staff by occupation**

**TABLE 4.9**

|                                                                      | DATABASES              | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
|----------------------------------------------------------------------|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|
|                                                                      | Number of corporations | 8.420 | 8.822 | 9.049 | 9.123 | 9.276 | 9.321 | 9.639 | 9.792 | 10.038 | 7.150 |
|                                                                      | YEARS                  | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010   | 2011  |
| NUMBER OF EMPLOYEES (thousands)                                      |                        | 1.849 | 1.940 | 2.208 | 2.356 | 2.477 | 2.524 | 2.505 | 2.482 | 2.391  | 2.069 |
| SMALL                                                                |                        | 85    | 85    | 81    | 78    | 83    | 84    | 66    | 61    | 95     | 64    |
| MEDIUM-SIZED                                                         |                        | 245   | 251   | 259   | 282   | 282   | 260   | 231   | 178   | 207    | 173   |
| LARGE                                                                |                        | 1.520 | 1.605 | 1.867 | 1.997 | 2.112 | 2.179 | 2.209 | 2.243 | 2.090  | 1.832 |
| BREAKDOWN BY JOB TYPE (a) (b)                                        |                        |       |       |       |       |       |       |       |       |        |       |
| A. MEDIUM-SIZED                                                      |                        | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0  | 100,0 |
| Managers (c)                                                         |                        | 1,3   | 1,3   | 1,4   | 1,6   | 1,6   | 1,6   | 2,3   | 2,8   | 2,9    | 2,5   |
| Support scientific and intellectual technical and professional staff |                        | 7,1   | 7,4   | 8,1   | 9,5   | 9,9   | 8,6   | 6,8   | 8,3   | 8,4    | 6,9   |
| Clerical employees                                                   |                        | 6,2   | 6,1   | 6,2   | 6,8   | 6,8   | 6,3   | 5,8   | 7,0   | 6,4    | 5,6   |
| Traders, sellers and similar                                         |                        | 4,3   | 4,0   | 4,5   | 5,2   | 4,6   | 4,4   | 4,0   | 4,4   | 4,1    | 3,7   |
| Other employees                                                      |                        | 25,8  | 26,3  | 25,4  | 28,2  | 27,8  | 24,6  | 23,7  | 26,8  | 26,9   | 23,8  |
| Unclassified (short questionnaire)                                   |                        | 55,3  | 54,9  | 54,5  | 48,7  | 49,3  | 54,6  | 57,4  | 50,7  | 51,3   | 57,4  |
| B. LARGE                                                             |                        | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0  | 100,0 |
| Managers (c)                                                         |                        | 1,6   | 1,6   | 1,6   | 1,6   | 1,7   | 1,8   | 2,6   | 2,6   | 2,5    | 2,9   |
| Support scientific and intellectual technical and professional staff |                        | 17,0  | 16,6  | 16,3  | 15,9  | 16,4  | 17,0  | 16,4  | 16,8  | 16,0   | 16,4  |
| Clerical employees                                                   |                        | 10,5  | 10,9  | 10,6  | 10,7  | 10,3  | 9,7   | 9,2   | 9,0   | 8,7    | 8,1   |
| Traders, sellers and similar                                         |                        | 17,2  | 18,5  | 17,9  | 17,9  | 18,0  | 16,9  | 12,6  | 12,1  | 13,9   | 12,8  |
| Other employees                                                      |                        | 53,7  | 52,5  | 53,7  | 53,8  | 53,6  | 54,5  | 59,2  | 59,5  | 59,0   | 59,8  |

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.10

## BREAKDOWN TABLES

Classification of employees by job type and gender. Male/female structure in each group

| YEARS                                                                |  | Men  |      |      |      |      |      | Women |      |      |      |      |      |
|----------------------------------------------------------------------|--|------|------|------|------|------|------|-------|------|------|------|------|------|
|                                                                      |  | 2009 |      | 2010 |      | 2011 |      | 2009  |      | 2010 |      | 2011 |      |
|                                                                      |  | 7391 |      | 8751 |      | 7086 |      | 7391  |      | 8751 |      | 7086 |      |
|                                                                      |  | 2008 | 2009 | 2009 | 2010 | 2010 | 2011 | 2008  | 2009 | 2009 | 2010 | 2010 | 2011 |
| Number of corporations (a)                                           |  |      |      |      |      |      |      |       |      |      |      |      |      |
| NUMBER OF EMPLOYEES                                                  |  | 57,1 | 56,8 | 56,7 | 56,0 | 56,0 | 56,1 | 42,9  | 43,2 | 43,3 | 44,0 | 44,0 | 43,9 |
| SMALL                                                                |  | 70,1 | 69,4 | 69,6 | 68,5 | 69,3 | 68,6 | 29,9  | 30,6 | 30,4 | 31,5 | 30,7 | 31,4 |
| MEDIUM-SIZED                                                         |  | 65,9 | 65,5 | 65,6 | 64,9 | 66,4 | 65,8 | 34,1  | 34,5 | 34,4 | 35,1 | 33,6 | 34,2 |
| LARGE                                                                |  | 56,0 | 55,7 | 55,3 | 54,7 | 54,6 | 54,8 | 44,0  | 44,3 | 44,7 | 45,3 | 45,4 | 45,2 |
| BREAKDOWN BY JOB TYPE                                                |  |      |      |      |      |      |      |       |      |      |      |      |      |
| A. MEDIUM-SIZED                                                      |  |      |      |      |      |      |      |       |      |      |      |      |      |
| Managers                                                             |  | 78,7 | 77,9 | 78,8 | 79,0 | 78,4 | 78,3 | 21,3  | 22,1 | 21,2 | 21,0 | 21,6 | 21,7 |
| Support scientific and intellectual technical and professional staff |  | 66,0 | 67,1 | 67,2 | 66,4 | 67,2 | 68,0 | 34,0  | 32,9 | 32,8 | 33,6 | 32,8 | 32,0 |
| Clerical employees                                                   |  | 43,5 | 43,3 | 43,7 | 42,9 | 42,6 | 42,7 | 56,5  | 56,7 | 56,3 | 57,1 | 57,4 | 57,3 |
| Traders, sellers and similar                                         |  | 55,0 | 54,5 | 55,6 | 54,4 | 52,6 | 52,9 | 45,0  | 45,5 | 44,4 | 45,6 | 47,4 | 47,1 |
| Other employees                                                      |  | 73,1 | 72,3 | 72,0 | 71,9 | 71,7 | 71,6 | 26,9  | 27,7 | 28,0 | 28,1 | 28,3 | 28,4 |
| Unclassified (short questionnaire)                                   |  | 65,2 | 65,1 | 64,3 | 63,5 | 66,7 | 65,7 | 34,8  | 34,9 | 35,7 | 36,5 | 33,3 | 34,3 |
| B. LARGE                                                             |  |      |      |      |      |      |      |       |      |      |      |      |      |
| Managers                                                             |  | 75,3 | 74,9 | 75,6 | 75,0 | 75,2 | 72,9 | 24,7  | 25,1 | 24,4 | 25,0 | 24,8 | 27,1 |
| Support scientific and intellectual technical and professional staff |  | 67,7 | 67,3 | 67,2 | 66,5 | 67,3 | 66,9 | 32,3  | 32,7 | 32,8 | 33,5 | 32,7 | 33,1 |
| Clerical employees                                                   |  | 47,0 | 47,1 | 47,1 | 46,2 | 46,5 | 46,2 | 53,0  | 52,9 | 52,9 | 53,8 | 53,5 | 53,8 |
| Traders, sellers and similar                                         |  | 34,6 | 34,3 | 34,5 | 34,8 | 34,3 | 34,4 | 65,4  | 65,7 | 65,5 | 65,2 | 65,7 | 65,6 |
| Other employees                                                      |  | 57,4 | 57,1 | 56,8 | 56,0 | 55,4 | 55,4 | 42,6  | 42,9 | 43,2 | 44,0 | 44,6 | 44,6 |

## NOTES TO THE TABLES OF CHAPTER 4 EMPLOYEES AND RELATED ACCOUNTS

### TABLE 4.1.1

(a) The Methodological supplement, offers information on the recording of these headings in chapter 2 «Business analysis» and 3 «General economic analysis».

### TABLE 4.5

Note: The gross value added at factor cost taken is that of «Business analysis» (Chapter 2).

### TABLE 4.8

(a) Information available exclusively for corporations completing the extended (standard) CBSO questionnaire.

(b) This heading is affected by the different valuation bases for "long-term compensation under defined benefit plans" in the 2007 and 1990 General Charts of Accounts.

### TABLE 4.9

(a) Since 2008 only those firms for which the gender information is considered reliable are included.

(b) Until 2007 the breakdown of the structure relates to average employees; from 2008 it relates to period-end employees.

(c) The definition of the management personnel category for 2007 and prior years is not conceptually identical to that for 2008 and the following years.

### TABLE 4.10

(a) Information available only for the firms in which the gender information is considered reliable.