

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

	DATASETS		2009		2010		2011		2012		2013	
	Number of corporations / Total national coverage		561.279 / 41,8 %		560.627 / 43,4 %		594.687 / 44,7 %		596.876 / 43,8 %		198.416 / 29,5 %	
	YEARS		2008	2009	2009	2010	2010	2011	2011	2012	2012	2013
A. AVERAGE NUMBER OF EMPLOYEES (thousands)			5.470	5.144	5.184	5.096	5.291	5.235	5.240	5.090	2.948	2.885
1. Permanent			4.078	3.984	4.031	3.974	4.114	4.090	4.098	4.022	2.337	2.297
2. Non-permanent			1.392	1.159	1.154	1.122	1.177	1.145	1.142	1.068	610	588
B. PERSONNEL COSTS (millions of euros.)			169.462	161.325	163.578	161.884	168.124	168.728	169.610	164.784	102.574	100.412
1. Wages and salaries			83.118	80.142	81.397	81.132	82.723	83.385	85.057	82.651	63.298	62.137
2. Social security costs			24.694	23.713	24.067	23.936	24.359	24.568	24.957	24.962	19.504	19.041
1. Social Security contributions			17.418	16.801	17.178	17.088	17.088	17.262	17.499	17.286	14.633	14.502
2. Long-term compensation under defined contribution systems			522	471	472	481	485	441	441	439	392	310
3. Compensation via other long-term employee benefits			641	617	617	579	570	606	579	854	839	532
4. Other social expenses			1.799	1.743	1.775	1.804	1.819	1.809	1.835	1.841	1.560	1.631
5. Unclassified (short questionnaire)			4.315	4.081	4.025	3.984	4.399	4.450	4.604	4.542	2.080	2.065
3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)			61.650	57.471	58.114	56.817	61.042	60.775	59.596	57.171	19.772	19.235
C. PERSONNEL COSTS PER EMPLOYEE (euros) (B / A)			30.983	31.364	31.552	31.765	31.776	32.228	32.368	32.373	34.798	34.803

SOURCES: Mercantile Registries and Banco de España.

**EMPLOYEES AND RELATED ACCOUNTS**
**TABLE 4.1.2**
**GENERAL TABLES**
**Average number of employees, personnel costs and compensation of employees. Structure**

DATABASES	2009		2010		2011		2012		2013	
	Number of corporations / Total national coverage									
	561.279 / 41,8 %		560.627 / 43,4 %		594.687 / 44,7 %		596.876 / 43,8 %		198.416 / 29,5 %	
YEARS	2008	2009	2009	2010	2010	2011	2011	2012	2012	2013
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	74,6	77,5	77,7	78,0	77,8	78,1	78,2	79,0	79,3	79,6
2. Non-permanent	25,4	22,5	22,3	22,0	22,2	21,9	21,8	21,0	20,7	20,4
B. PERSONNEL COSTS (CBA source and normal questionnaire of the CBB source)	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
1. Wages and salaries	77,1	77,2	77,2	77,2	77,3	77,2	77,3	76,8	76,4	76,5
2. Social security costs	22,9	22,8	22,8	22,8	22,7	22,8	22,7	23,2	23,6	23,5
1. Social Security contributions	16,2	16,2	16,3	16,3	16,0	16,0	15,9	16,1	17,7	17,9
2. Long-term compensation under defined contribution systems	0,5	0,5	0,4	0,5	0,5	0,4	0,4	0,4	0,5	0,4
3. Compensation via other long-term employee benefits	0,6	0,6	0,6	0,6	0,5	0,6	0,5	0,8	1,0	0,7
4. Other social expenses	1,7	1,7	1,7	1,7	1,7	1,7	1,7	1,7	1,9	2,0
5. Unclassified (short questionnaire)	4,0	3,9	3,8	3,8	4,1	4,1	4,2	4,2	2,5	2,5

SOURCES: Mercantile Registries and Banco de España.

**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		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	Number of corporations		389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416
	YEARS		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
A. AVERAGE NUMBER OF EMPLOYEES			3,1	3,7	3,6	2,9	0,3	-6,0	-1,7	-1,0	-2,9	-2,1
1. Permanent			3,3	3,8	5,1	5,4	3,2	-2,3	-1,4	-0,6	-1,8	-1,7
2. Non-permanent			2,7	3,6	0,2	-2,9	-7,4	-16,7	-2,7	-2,7	-6,5	-3,6
B. PERSONNEL COSTS			5,4	6,4	7,2	6,9	4,0	-4,8	-1,0	0,4	-2,8	-2,1
1. Wages and salaries			5,5	6,4	7,4	7,1	3,7	-3,6	-0,3	0,8	-2,8	-1,8
2. Social security costs			5,1	6,5	6,5	6,1	4,0	-4,0	-0,5	0,9	0,0	-2,4
1. Social Security contributions			4,9	5,9	6,3	6,4	2,8	-3,5	-0,5	1,0	-1,2	-0,9
2. Long-term compensation under defined contribution systems			-1,2	-3,7	8,1	-5,8	-9,5	-9,8	2,1	-9,0	-0,3	-21,1
3. Compensation via other long-term employee benefits			-7,3	2,6	8,7	-6,4	135,4	-3,7	-6,2	6,4	47,5	-36,5
4. Other social expenses			5,0	13,0	4,4	8,4	-1,8	-3,1	1,6	-0,5	0,3	4,5
5. Unclassified (short questionnaire)			5,9	7,0	6,8	6,3	4,2	-5,4	-1,0	1,2	-1,3	-0,7
3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)			...	...	...	...	4,3	-6,8	-2,2	-0,4	-4,1	-2,7
C. PERSONNEL COSTS PER EMPLOYEE			2,2	2,6	3,5	3,8	3,7	1,2	0,7	1,4	0,0	0,0

SOURCES: Mercantile Registries and Banco de España.

**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**

**TABLE 4.2**

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

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
Number of corporations	389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416		
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	3,6	5,6	8,6	3,8	3,1	-0,2	1,2	1,7	-0,4	0,0	1,9	
2. Mining and quarrying	-0,6	-3,4	1,4	2,6	-2,0	-9,5	-6,3	-6,4	-12,6	0,0	-7,5	
3. Manufacturing	3,7	3,4	4,0	4,5	2,5	-7,7	-1,4	1,0	-2,0	-0,2	-1,1	
4. Electricity, gas, steam and air conditioning supply	0,9	5,9	2,9	4,8	6,7	0,5	-0,9	2,2	1,9	0,0	0,3	
5. Water supply; sewerage, waste management and remediation activities	6,8	7,1	8,9	8,1	7,7	1,8	1,0	0,6	-3,0	-0,1	-2,3	
6. Construction	5,4	7,9	9,2	6,4	1,6	-10,3	-7,2	-7,8	-11,8	-0,6	-8,3	
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	7,2	7,2	7,8	7,2	4,2	-4,4	-0,3	1,0	-1,8	-0,3	-1,2	
8. Transportation and storage	6,0	5,6	6,6	7,6	4,3	-2,4	-1,2	0,5	-3,6	-0,1	-1,3	
9. Accommodation and food service activities	5,1	7,9	7,4	6,2	4,4	-3,5	1,1	2,2	-2,4	-0,1	-3,5	
10. Information and communication	-0,7	5,0	5,2	5,7	4,5	-0,8	-0,7	1,9	-0,4	-0,5	-5,9	
11. Real estate activities	9,2	9,8	9,1	5,2	-2,3	-8,2	-0,1	1,0	-1,4	0,0	-1,3	
12. Professional, scientific and technical activities	7,7	11,1	11,3	12,1	8,9	-1,2	-1,0	1,5	-2,0	-0,1	-1,7	
13. Administrative and support service activities	10,0	10,6	12,2	10,5	3,9	-5,0	2,3	2,1	-2,5	-0,1	-0,7	
14. Other service activities	8,5	8,6	10,7	10,5	9,2	3,1	3,5	3,1	-0,3	0,0	-0,5	
TOTAL	5,4	6,4	7,2	6,9	4,0	-4,8	-1,0	0,4	-2,8	-2,1	-2,1	
SIZES (Recommendation 2003/361/CE)												
1. Large, public enterprises and dependant	4,8	5,8	6,9	7,0	3,8	-3,4	-0,3	0,8	-2,1	-1,5	-2,0	
2. Small and medium-sized	6,0	7,0	7,5	6,7	4,1	-6,4	-2,0	-0,2	-3,8	-0,6	-2,4	
1. Medium-sized (from 50 to 250 employees)	5,1	5,8	6,7	6,6	3,6	-4,8	-0,9	0,9	-2,6	-0,1	-1,3	
2. Small (up to 50 employees)	6,3	7,4	7,8	6,7	4,2	-6,9	-2,3	-0,5	-4,1	-0,6	-2,7	
Of wich: micro-enterprise (up to 10 employees)	8,4	9,8	10,1	8,3	5,9	-6,3	-2,1	-0,4	-4,2	-0,3	-3,0	
OWNERSHIP STATUS												
1. Public enterprises	5,0	3,7	7,6	9,2	5,8	2,5	-2,5	-0,7	-6,4	0,1	1,1	
2. Private	5,4	6,6	7,2	6,7	3,8	-5,2	-1,0	0,4	-2,7	-2,2	-2,3	

SOURCES: Mercantile Registries and Banco de España.

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

**TABLE 4.3.1**

**Thousands**

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of corporations	389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	55	62	72	57	46	64	69	71	75	24
2. Mining and quarrying	18	18	18	16	17	19	18	19	17	5
3. Manufacturing	1.050	1.117	1.143	1.121	949	994	954	987	963	534
4. Electricity, gas, steam and air conditioning supply	33	33	32	32	31	33	32	33	33	31
5. Water supply; sewerage, waste management and remediation activities	67	72	87	109	111	115	117	100	98	80
6. Construction	527	609	655	671	555	589	532	482	408	163
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	1.088	1.186	1.168	1.218	1.066	1.183	1.175	1.224	1.193	694
8. Transportation and storage	343	369	367	389	343	378	381	383	379	239
9. Accommodation and food service activities	252	293	299	315	271	320	329	334	328	147
10. Information and communication	172	191	193	196	204	227	232	244	242	168
11. Real estate activities	40	46	49	50	40	48	50	55	55	23
12. Professional, scientific and technical activities	204	231	246	263	246	302	297	316	319	175
13. Administrative and support service activities	459	503	543	553	536	561	577	635	618	432
14. Other service activities	197	236	244	263	231	311	331	353	362	170
<b>TOTAL</b>	<b>4.503</b>	<b>4.967</b>	<b>5.114</b>	<b>5.253</b>	<b>4.645</b>	<b>5.144</b>	<b>5.096</b>	<b>5.235</b>	<b>5.090</b>	<b>2.885</b>
SIZES (Recommendation 2003/361/CE)										
1. Large, public enterprises and dependant	1.823	1.973	2.082	2.188	2.352	2.393	2.458	2.498	2.492	1.977
2. Small and medium-sized	2.680	2.994	3.033	3.065	2.292	2.751	2.638	2.737	2.598	908
1. Medium-sized (from 50 to 250 employees)	618	662	689	666	420	537	494	529	509	209
2. Small (up to 50 employees)	2.062	2.332	2.344	2.399	1.873	2.214	2.144	2.208	2.090	699
Of wich: micro-enterprise (up to 10 employees)	909	1.006	1.018	1.035	857	1.006	995	1.044	1.003	323
OWNERSHIP STATUS										
1. Public enterprises	222	222	229	243	206	208	208	200	188	156
2. Private	4.281	4.745	4.885	5.010	4.438	4.936	4.889	5.035	4.902	2.729

SOURCES: Mercantile Registries and Banco de España.

**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**

**TABLE 4.3.2**

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

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
Number of corporations	389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416		
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	2,3	3,9	3,6	0,4	1,5	-1,0	-0,5	1,3	-0,4	0,0	1,8	
2. Mining and quarrying	-4,9	-5,9	-3,9	-2,2	-3,3	-10,7	-6,3	-6,5	-11,0	0,0	-16,0	
3. Manufacturing	0,5	0,6	0,5	1,0	-1,4	-8,3	-3,0	-1,2	-2,8	-0,3	-1,8	
4. Electricity, gas, steam and air conditioning supply	-0,4	-0,4	-2,8	-0,7	1,3	0,9	-2,4	-1,5	0,6	0,0	-1,9	
5. Water supply; sewerage, waste management and remediation activities	2,1	2,8	5,7	4,2	5,2	-1,8	-1,5	-1,5	-3,4	-0,1	-2,0	
6. Construction	3,0	4,4	4,2	1,9	-4,6	-11,1	-8,1	-8,1	-11,3	-0,5	-8,1	
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	4,4	4,5	3,2	3,2	0,8	-5,0	-1,3	-0,1	-1,9	-0,5	-2,1	
8. Transportation and storage	2,6	2,3	2,7	3,6	0,6	-4,0	-1,5	-0,8	-2,4	-0,2	-2,4	
9. Accommodation and food service activities	3,1	4,7	4,2	3,5	2,2	-5,9	0,1	-1,3	-1,7	-0,2	-3,5	
10. Information and communication	-2,2	2,4	3,5	2,2	2,6	-2,4	-0,8	1,0	-1,4	-0,2	-3,4	
11. Real estate activities	6,0	5,2	5,0	0,2	-6,0	-8,6	-0,4	0,5	-1,4	0,0	-0,2	
12. Professional, scientific and technical activities	5,1	8,0	5,0	6,3	3,9	-2,7	-1,3	0,8	-2,7	-0,2	-2,6	
13. Administrative and support service activities	7,6	6,9	8,8	4,4	1,4	-7,3	2,4	0,2	-2,1	0,1	0,6	
14. Other service activities	5,6	6,1	7,6	6,4	4,8	0,8	1,8	1,3	0,1	-0,1	-1,0	
TOTAL	3,1	3,7	3,6	2,9	0,3	-6,0	-1,7	-1,0	-2,9	-2,1	-2,1	
SIZES (Recommendation 2003/361/CE)												
1. Large, public enterprises and dependant	3,0	3,6	3,5	3,3	1,0	-4,9	-0,6	-0,7	-2,3	-1,5	-2,2	
2. Small and medium-sized	3,1	3,8	3,7	2,6	-0,5	-6,9	-2,7	-1,4	-3,4	-0,6	-1,9	
1. Medium-sized (from 50 to 250 employees)	1,9	2,3	2,9	2,0	-1,2	-5,6	-1,9	-0,9	-2,9	-0,1	-1,9	
2. Small (up to 50 employees)	3,5	4,2	3,9	2,8	-0,3	-7,2	-2,9	-1,5	-3,5	-0,5	-2,0	
Of which: micro-enterprise (up to 10 employees)	5,1	6,3	5,7	4,0	1,6	-6,2	-2,5	-1,0	-3,1	-0,2	-1,4	
OWNERSHIP STATUS												
1. Public enterprises	1,1	-0,7	2,4	3,4	1,4	-0,4	-1,0	-1,6	-3,5	-0,2	-3,4	
2. Private	3,2	3,9	3,7	2,9	0,2	-6,2	-1,7	-1,0	-2,8	-1,9	-2,1	

SOURCES: Mercantile Registries and Banco de España.

**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**  
**Personnel costs per employee. Absolute values**

**TABLE 4.4.1**

Thousands of euros

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of corporations	389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	16.518	17.072	19.423	18.802	20.118	19.955	20.173	20.643	21.433	23.709
2. Mining and quarrying	36.138	36.961	39.650	41.221	38.084	38.130	38.716	39.040	37.678	45.624
3. Manufacturing	30.537	31.424	32.760	34.375	36.659	36.248	37.216	38.210	38.797	43.070
4. Electricity, gas, steam and air conditioning supply	58.962	62.804	66.601	70.334	73.240	72.138	73.387	75.255	75.975	81.211
5. Water supply; sewerage, waste management and remediation activities	29.629	30.541	31.176	31.375	32.060	33.355	34.507	35.305	35.501	35.732
6. Construction	25.814	26.606	28.181	29.664	32.777	32.929	33.704	34.000	34.073	38.924
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	22.979	23.702	25.034	26.219	27.419	27.369	27.873	28.370	28.457	29.837
8. Transportation and storage	32.018	32.876	34.264	35.683	38.492	38.126	38.381	38.721	38.263	41.455
9. Accommodation and food service activities	18.446	19.243	20.056	20.836	21.359	22.200	22.470	23.674	23.768	25.304
10. Information and communication	43.389	44.334	45.830	47.407	48.498	47.794	47.870	48.290	48.856	50.733
11. Real estate activities	22.949	23.606	23.864	25.332	28.161	27.946	28.751	29.923	30.012	33.849
12. Professional, scientific and technical activities	29.368	29.861	32.909	34.691	37.728	37.460	37.664	38.691	38.618	42.814
13. Administrative and support service activities	18.103	18.858	19.108	20.264	21.614	22.640	22.457	22.617	22.719	21.389
14. Other service activities	20.057	20.381	21.065	22.080	23.245	24.412	25.431	25.366	25.352	26.688
<b>TOTAL</b>	<b>26.286</b>	<b>26.968</b>	<b>28.204</b>	<b>29.489</b>	<b>31.397</b>	<b>31.364</b>	<b>31.765</b>	<b>32.228</b>	<b>32.373</b>	<b>34.803</b>
SIZES (Recommendation 2003/361/CE)										
1. Large, public enterprises and dependant	32.053	32.699	33.847	35.319	36.101	36.496	36.470	36.725	36.724	36.914
2. Small and medium-sized	22.363	23.190	24.331	25.329	26.571	26.900	27.381	28.125	28.200	30.207
1. Medium-sized (from 50 to 250 employees)	26.313	27.120	28.085	29.079	30.352	30.406	30.793	31.678	31.912	33.593
2. Small (up to 50 employees)	21.179	22.074	23.229	24.287	25.723	26.049	26.594	27.273	27.297	29.195
Of wich: micro-enterprise (up to 10 employees)	19.752	20.543	21.637	22.660	24.285	24.546	25.090	25.704	25.593	27.208
OWNERSHIP STATUS										
1. Public enterprises	33.584	35.170	36.699	38.760	41.254	42.115	41.222	41.956	40.593	41.907
2. Private	25.908	26.583	27.806	29.040	30.939	30.911	31.362	31.842	32.058	34.996

SOURCES: Mercantile Registries and Banco de España.

**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**

**TABLE 4.4.2**

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

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of corporations	389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	1,2	1,7	4,9	3,4	1,5	0,7	1,7	0,3	0,0	0,1
2. Mining and quarrying	4,6	2,7	5,5	4,9	1,3	1,4	0,0	0,0	-1,8	10,2
3. Manufacturing	3,2	2,9	3,5	3,5	4,0	0,6	1,7	2,3	0,9	0,7
4. Electricity, gas, steam and air conditioning supply	1,3	6,3	5,8	5,6	5,3	-0,4	1,6	3,7	1,3	2,3
5. Water supply; sewerage, waste management and remediation activities	4,5	4,1	3,0	3,7	2,4	3,7	2,6	2,1	0,5	-0,3
6. Construction	2,3	3,3	4,8	4,4	6,5	0,9	1,0	0,4	-0,5	-0,3
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	2,7	2,6	4,4	3,8	3,3	0,6	1,0	1,1	0,1	0,9
8. Transportation and storage	3,3	3,2	3,7	3,9	3,6	1,7	0,3	1,3	-1,2	1,2
9. Accommodation and food service activities	2,0	3,1	3,0	2,6	2,2	2,5	1,0	3,5	-0,7	0,0
10. Information and communication	1,5	2,6	1,6	3,4	1,9	1,7	0,1	0,9	1,0	-2,5
11. Real estate activities	3,0	4,3	3,9	4,9	4,0	0,5	0,4	0,4	0,0	-1,0
12. Professional, scientific and technical activities	2,5	2,9	6,1	5,4	4,9	1,6	0,3	0,7	0,7	1,0
13. Administrative and support service activities	2,2	3,5	3,1	5,9	2,5	2,4	-0,1	1,8	-0,4	-1,3
14. Other service activities	2,8	2,4	2,9	3,9	4,2	2,4	1,7	1,8	-0,5	0,5
TOTAL	2,2	2,6	3,5	3,8	3,7	1,2	0,7	1,4	0,0	0,0
SIZES (Recommendation 2003/361/CE)										
1. Large, public enterprises and dependant	1,7	2,2	3,2	3,6	2,8	1,6	0,4	1,5	0,2	0,2
2. Small and medium-sized	2,8	3,1	3,7	3,9	4,6	0,5	0,7	1,2	-0,4	-0,4
1. Medium-sized (from 50 to 250 employees)	3,1	3,4	3,6	4,5	4,9	0,9	1,0	1,8	0,3	0,6
2. Small (up to 50 employees)	2,7	3,0	3,8	3,8	4,6	0,3	0,6	1,0	-0,6	-0,8
Of wich: micro-enterprise (up to 10 employees)	3,2	3,3	4,2	4,2	4,3	-0,1	0,4	0,6	-1,2	-1,6
OWNERSHIP STATUS										
1. Public enterprises	3,9	4,5	5,0	5,7	4,4	2,9	-1,6	0,9	-3,0	4,6
2. Private	2,2	2,6	3,4	3,7	3,6	1,1	0,8	1,5	0,2	-0,3

SOURCES: Mercantile Registries and Banco de España.



**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**

**TABLE 4.5**

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

DATABASES	2009		2010		2011		2012		2013	
Number of corporations / Total national coverage	561.279 / 41,8 %		560.627 / 43,4 %		594.687 / 44,7 %		596.876 / 43,8 %		198.416 / 29,5 %	
YEARS	2008	2009	2009	2010	2010	2011	2011	2012	2012	2013
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	73,3	72,0	73,3	72,5	71,1	72,5	71,4	69,0	63,9	63,2
2. Mining and quarrying	72,7	76,1	77,0	77,4	70,1	69,3	69,7	83,8	78,5	58,6
3. Manufacturing	64,8	71,6	70,8	66,5	66,3	68,3	67,1	69,3	65,4	66,6
4. Electricity, gas, steam and air conditioning supply	16,9	16,9	16,5	15,7	15,6	16,0	16,0	16,0	16,7	18,0
5. Water supply; sewerage, waste management and remediation activities	68,7	71,0	70,4	69,6	68,0	68,2	68,4	70,4	67,2	65,3
6. Construction	71,6	74,5	73,9	82,0	82,0	85,1	84,5	92,8	75,9	83,6
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	68,7	71,3	71,8	71,6	70,5	72,6	72,0	74,9	69,8	69,1
8. Transportation and storage	69,4	71,7	71,3	68,4	67,2	67,5	67,5	66,9	63,5	60,2
9. Accommodation and food service activities	80,2	84,7	84,9	85,0	84,4	85,1	84,8	86,6	82,9	83,8
10. Information and communication	38,4	40,2	40,9	42,4	43,2	46,0	46,0	48,9	43,5	43,5
11. Real estate activities	28,5	30,5	28,1	30,8	32,9	33,9	30,6	31,3	28,7	31,4
12. Professional, scientific and technical activities	84,3	85,3	84,9	86,0	85,8	86,4	86,2	87,5	88,6	94,1
13. Administrative and support service activities	83,1	85,2	83,8	84,4	82,2	84,3	84,1	84,5	90,4	90,1
14. Other service activities	80,0	80,8	80,2	80,5	79,5	80,8	81,8	80,9	80,3	80,3
<b>TOTAL</b>	<b>63,9</b>	<b>66,8</b>	<b>66,4</b>	<b>66,2</b>	<b>65,8</b>	<b>67,5</b>	<b>66,9</b>	<b>68,6</b>	<b>62,7</b>	<b>63,4</b>
SIZES (Recommendation 2003/361/CE)										
1. Large, public enterprises and dependant	57,1	59,7	59,8	58,7	58,5	59,6	59,5	60,8	58,0	58,9
2. Small and medium-sized	73,9	77,7	76,8	78,4	77,2	80,2	78,9	81,5	79,7	79,4
1. Medium-sized (from 50 to 250 employees)	71,0	74,4	73,1	73,6	72,4	74,0	73,6	75,5	73,7	73,6
2. Small (up to 50 employees)	74,8	78,6	77,8	79,8	78,7	82,1	80,5	83,5	82,0	81,6
Of wich: micro-enterprise (up to 10 employees)	73,6	77,1	76,5	78,3	77,7	81,1	79,9	82,8	81,0	81,2
OWNERSHIP STATUS										
1. Public enterprises	69,4	73,7	78,1	74,3	74,1	72,1	72,2	69,0	67,5	65,2
2. Private	63,6	66,4	65,8	65,8	65,4	67,3	66,7	68,5	62,4	63,2

SOURCES: Mercantile Registries and Banco de España.

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

**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**

**TABLE 4.6**

**Gross value added at factor cost per employee**

**Thousands of euros**

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of corporations	389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	22.954	23.945	27.171	26.159	26.966	27.719	27.842	28.477	31.074	37.512
2. Mining and quarrying	46.641	51.335	59.457	57.675	49.055	50.118	50.027	56.349	44.935	77.853
3. Manufacturing	50.362	51.398	53.730	58.433	56.616	50.643	55.968	55.911	56.008	64.675
4. Electricity, gas, steam and air conditioning supply	310.426	321.319	396.409	419.686	437.920	426.975	467.932	471.481	475.636	451.837
5. Water supply; sewerage, waste management and remediation activities	42.926	43.684	44.580	43.884	46.932	46.970	49.596	51.751	50.433	54.754
6. Construction	41.727	42.605	46.974	47.563	45.261	44.216	41.114	39.936	36.731	46.566
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	35.767	36.459	38.769	40.992	40.511	38.380	38.942	39.069	37.976	43.177
8. Transportation and storage	48.582	48.413	52.316	54.177	55.563	53.191	56.077	57.377	57.212	68.907
9. Accommodation and food service activities	24.625	24.996	26.246	27.522	26.740	26.217	26.451	27.813	27.445	30.212
10. Information and communication	133.350	129.068	130.860	136.902	132.415	118.805	113.001	104.994	99.980	116.724
11. Real estate activities	81.506	83.719	82.152	92.350	97.826	91.564	93.477	88.204	95.937	107.930
12. Professional, scientific and technical activities	36.027	36.218	39.979	43.409	43.489	43.934	43.778	44.795	44.131	45.504
13. Administrative and support service activities	22.649	23.478	23.793	25.434	25.716	26.584	26.611	26.832	26.899	23.744
14. Other service activities	26.934	27.475	27.888	29.824	29.164	30.217	31.574	31.400	31.319	33.234
<b>TOTAL</b>	<b>44.639</b>	<b>44.920</b>	<b>47.490</b>	<b>49.956</b>	<b>49.823</b>	<b>46.971</b>	<b>48.013</b>	<b>47.736</b>	<b>47.221</b>	<b>54.918</b>
SIZES (Recommendation 2003/361/CE)										
1. Large, public enterprises and dependant	62.514	62.593	65.544	68.133	63.972	61.146	62.078	61.596	60.401	62.661
2. Small and medium-sized	32.477	33.272	35.098	36.983	35.306	34.639	34.909	35.087	34.582	38.055
1. Medium-sized (from 50 to 250 employees)	40.494	40.822	41.819	44.013	42.839	40.847	41.817	42.797	42.280	45.624
2. Small (up to 50 employees)	30.074	31.129	33.124	35.031	33.617	33.133	33.316	33.239	32.709	35.794
Of wich: micro-enterprise (up to 10 employees)	28.235	29.324	31.407	33.291	32.365	31.856	32.061	31.697	30.927	33.506
OWNERSHIP STATUS										
1. Public enterprises	47.164	48.467	51.421	54.417	59.294	57.139	55.513	58.155	58.790	64.263
2. Private	44.508	44.754	47.306	49.740	49.383	46.543	47.694	47.323	46.778	54.383

SOURCES: Mercantile Registries and Banco de España.

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

**EMPLOYEES AND RELATED ACCOUNTS**  
**TABLES BY ACTIVITY, SIZE AND OWNERSHIP STATUS**

**TABLE 4.7**

**Percentage of companies that maintain or increase the employment**

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of corporations	389.483	458.391	469.018	488.877	422.979	561.279	560.627	594.687	596.876	198.416
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	79,8	80,7	77,9	76,4	77,5	76,5	76,2	77,0	75,4	75,8
2. Mining and quarrying	73,9	74,8	74,1	75,3	64,8	55,3	62,7	61,0	58,8	61,3
3. Manufacturing	70,0	69,6	68,2	67,5	59,1	48,5	57,2	61,8	57,8	60,3
4. Electricity, gas, steam and air conditioning supply	89,1	88,0	93,3	95,4	97,7	98,1	98,3	98,0	97,7	97,3
5. Water supply; sewerage, waste management and remediation activities	80,2	79,3	81,1	80,5	76,3	68,9	70,3	72,3	68,4	64,3
6. Construction	79,8	80,5	79,0	77,3	67,8	63,3	67,7	69,4	67,6	71,3
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	78,5	78,1	76,8	75,5	69,4	63,6	67,4	69,0	66,4	66,7
8. Transportation and storage	77,2	76,4	75,3	74,7	66,6	56,8	63,8	66,1	62,6	64,0
9. Accommodation and food service activities	71,5	73,2	70,9	68,0	62,5	55,9	59,5	61,5	57,6	57,3
10. Information and communication	78,6	79,9	79,1	79,2	76,2	72,9	74,2	75,0	73,8	72,6
11. Real estate activities	93,0	92,9	92,3	90,7	88,9	88,7	91,4	92,0	91,2	91,3
12. Professional, scientific and technical activities	83,2	83,3	82,8	81,5	77,2	73,4	75,3	76,9	75,5	76,0
13. Administrative and support service activities	82,0	83,4	82,1	80,2	73,4	67,8	70,7	72,1	69,7	70,8
14. Other service activities	78,6	79,0	78,3	76,2	73,6	70,4	70,3	71,6	69,0	69,0
TOTAL	79,0	79,4	78,3	77,0	71,7	67,1	70,9	72,8	70,6	71,8
SIZES (Recommendation 2003/361/CE)										
1. Large, public enterprises and dependant	74,5	74,5	71,5	71,4	75,2	71,3	73,4	76,5	73,0	68,9
2. Small and medium-sized	79,1	79,4	78,3	77,0	71,6	67,0	70,9	72,6	70,5	71,9
1. Medium-sized (from 50 to 250 employees)	62,8	64,0	63,7	63,5	50,5	41,4	50,6	52,7	47,7	50,8
2. Small (up to 50 employees)	79,4	79,7	78,6	77,2	71,9	67,4	71,1	72,9	70,8	72,3
Of wich: micro-enterprise (up to 10 employees)	81,8	82,1	81,0	79,6	75,2	71,9	74,5	75,9	74,1	75,3
OWNERSHIP STATUS										
1. Public enterprises	75,6	75,5	74,3	77,6	76,3	69,9	70,2	65,9	59,3	57,4
2. Private	79,0	79,4	78,3	77,0	71,7	67,1	70,9	72,8	70,6	71,8

SOURCES: Mercantile Registries and Banco de España.

**EMPLOYEES AND RELATED ACCOUNTS**  
**BREAKDOWN TABLES. SIGNIFICANT ITEMS**  
**Gross value added at factor cost per employee**

**TABLE 4.8**

YEARS	2010	2011	2012	2013	MEDIAN				FIRST QUARTILE Q1				THIRD QUARTILE Q3			
	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013
Number of corporations	560.627	594.687	596.876	198.416												
<b>ACTIVITY GROUPINGS (CNAE 2009)</b>																
1. Agriculture, forestry and fishing	24.526	24.817	24.860	26.714	13.434	13.600	13.074	14.369	40.295	40.501	41.169	44.088				
2. Mining and quarrying	34.827	31.035	27.696	29.815	21.684	16.695	12.248	13.101	51.505	49.173	45.183	45.824				
3. Manufacturing	27.959	28.107	27.719	31.777	18.867	18.402	17.593	20.396	40.076	41.002	40.894	46.316				
4. Electricity, gas, steam and air conditioning supply	64.495	64.528	62.652	57.700	29.687	30.852	27.943	28.088	142.070	153.275	144.936	147.218				
5. Water supply; sewerage, waste management and remediation activities	37.502	37.358	37.077	41.673	23.380	23.265	24.273	28.003	56.184	58.869	57.189	61.568				
6. Construction	25.834	24.633	23.741	25.980	15.315	13.307	11.516	13.624	37.567	36.415	35.900	38.852				
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	25.672	25.490	24.685	26.782	16.279	15.677	14.591	15.949	38.298	38.419	37.641	41.347				
8. Transportation and storage	31.893	31.140	30.276	33.878	20.930	19.841	18.826	21.127	44.896	44.815	44.075	48.634				
9. Accommodation and food service activities	21.479	21.802	21.053	22.849	14.974	14.771	14.002	14.877	29.223	29.953	29.436	31.706				
10. Information and communication	29.915	30.185	29.232	31.666	17.360	17.395	15.763	17.702	46.712	47.125	45.790	48.063				
11. Real estate activities	38.823	38.408	38.625	41.013	14.590	13.948	14.575	15.889	93.654	93.909	92.317	94.658				
12. Professional, scientific and technical activities	29.827	29.207	28.271	30.528	17.671	16.631	15.666	17.691	46.735	46.198	45.255	48.462				
13. Administrative and support service activities	24.389	24.244	23.664	25.344	15.067	14.848	14.228	15.947	39.162	38.853	38.107	40.582				
14. Other service activities	23.054	23.293	22.855	24.695	14.280	14.228	13.388	14.370	37.178	37.374	36.852	39.745				
<b>TOTAL</b>	<b>26.387</b>	<b>26.115</b>	<b>25.486</b>	<b>27.999</b>	<b>16.311</b>	<b>15.647</b>	<b>14.663</b>	<b>16.383</b>	<b>40.537</b>	<b>40.659</b>	<b>40.121</b>	<b>44.199</b>				
<b>SIZES (Recommendation 2003/361/CE)</b>																
1. Large, public enterprises and dependant	38.792	39.020	38.777	46.417	18.144	17.191	18.045	26.692	65.710	66.919	66.983	78.413				
Of wich: large	52.489	52.481	51.376	53.521	29.523	29.139	29.293	29.344	90.374	93.815	96.356	95.793				
2. Small and medium-sized	26.265	25.972	25.320	27.635	16.298	15.633	14.633	16.208	40.167	40.220	39.643	43.289				
1. Medium-sized (from 50 to 250 employees)	37.424	38.001	37.613	41.567	25.349	25.186	25.441	28.179	54.199	55.075	55.251	60.617				
2. Small (up to 50 employees)	26.101	25.801	25.126	27.379	16.173	15.494	14.488	16.010	39.870	39.887	39.314	42.813				
Of wich: micro-enterprise (up to 10 employees)	24.859	24.515	23.831	25.852	14.757	14.084	13.074	14.387	39.359	39.219	38.539	41.934				
<b>OWNERSHIP STATUS</b>																
1. Public enterprises	44.902	45.639	43.614	49.298	26.248	24.481	24.000	29.997	74.563	80.763	78.470	79.201				
2. Private	26.373	26.100	25.470	27.963	16.304	15.639	14.656	16.367	40.499	40.620	40.083	44.133				

SOURCES: Mercantile Registries and Banco de España.

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

## EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.9

## BREAKDOWN TABLES. INFORMATION AVAILABLE EXCLUSIVELY FOR CORPORATIONS COMPLETING THE EXTENDED (STANDARD) CBSO QUESTIONNAIRE

## Employee benefit and similar obligations. Balances and movements

Millions of euros

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of corporations (a)	2.180	2.466	2.633	2.526	2.468	2.647	2.868	2.976	3.070	2.225
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
A. FIRMS WITH LONG-TERM COMPENSATION UNDER DEFINED CONTRIBUTION SYSTEMS	403	428	468	451	418	476	479	486	480	341
Contributions of the period	575	559	609	580	501	471	482	441	439	310
B. FIRMS WITH OBLIGATIONS DUE TO OTHER LONG-TERM EMPLOYEE BENEFITS (b)	240	226	237	227	450	474	511	498	506	396
1. Opening balance	1.376	1.308	1.918	1.933	4.359	4.571	4.797	4.944	4.505	4.866
2. Increases	217	807	272	245	658	828	733	559	1.171	502
3. Decreases	295	199	270	233	660	629	634	1.010	671	534
4. Closing balance	1.297	1.916	1.920	1.946	4.357	4.770	4.896	4.492	5.006	4.834
C. FIRMS WITH PROVISIONS FOR WORKFORCE RESTRUCTURING	196	203	205	193	152	160	168	182	208	155
1. Opening balance	7.568	8.652	8.635	8.940	7.755	7.358	6.853	5.998	7.460	6.936
2. Increases	2.746	2.229	2.406	1.972	1.356	1.539	1.161	3.228	1.472	794
3. Decreases	1.658	2.234	1.989	2.090	1.815	2.047	2.025	1.916	1.795	1.793
4. Closing balance	8.656	8.646	9.052	8.822	7.296	6.850	5.989	7.310	7.137	5.936

SOURCE: Banco de España.

(a) Information available only for the firms completing the long-form (normal) questionnaire of the CBA source (Banco de España).

(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.

**EMPLOYEES AND RELATED ACCOUNTS**

**TABLE 4.10**

**BREAKDOWN TABLES. INFORMATION AVAILABLE EXCLUSIVELY FOR CORPORATIONS COMPLETING THE EXTENDED (STANDARD) CBSO QUESTIONNAIRE**

**Classification of staff by occupation**

DATABASES	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of corporations	9.048	9.121	9.275	9.320	9.577	9.817	8.104	9.465	9.577	7.153
YEARS	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
NUMBER OF EMPLOYEES (thousands)	2.208	2.356	2.477	2.523	2.480	2.488	2.244	2.468	2.480	2.061
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	1.897	2.061	2.164	2.233	2.235	2.277	2.037	2.217	2.225	1.869
SMALL AND MEDIUM-SIZED	311	295	313	290	244	211	207	251	255	192
MEDIUM-SIZED	230	217	227	204	178	140	136	157	163	125
SMALL	81	78	86	86	67	70	71	94	92	67
MICRO-ENTERPRISE	5	5	5	4	3	3	3	4	3	3
BREAKDOWN BY JOB TYPE (a) (b)										
A. LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Managers (c)	1,6	1,7	1,7	1,9	2,7	2,7	2,5	2,7	2,7	2,7
Support scientific and intellectual technical and professional staff	16,3	15,9	16,5	17,0	16,2	16,7	15,9	16,3	16,7	16,8
Clerical employees	10,7	10,8	10,4	9,8	9,3	9,1	8,7	8,6	8,4	8,1
Traders, sellers and similar	17,8	17,6	17,7	16,7	12,5	12,4	13,3	12,5	12,4	11,7
Other employees	53,7	54,0	53,7	54,6	59,3	59,1	59,6	60,0	59,9	60,8
B. SMALL AND MEDIUM-SIZED	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Managers (c)	0,9	0,9	1,0	0,9	1,2	1,5	1,4	1,3	1,3	1,2
Support scientific and intellectual technical and professional staff	5,3	5,6	6,1	4,7	3,3	3,6	3,2	3,0	3,1	2,9
Clerical employees	3,7	3,7	3,8	3,1	2,8	3,4	3,0	2,7	3,0	2,7
Traders, sellers and similar	3,0	3,4	3,1	2,5	2,4	2,3	2,3	2,1	2,4	2,4
Other employees	18,1	17,1	17,6	14,7	14,0	15,3	15,3	13,3	14,1	12,0
Unclassified (short questionnaire)	69,1	69,3	68,4	74,1	76,3	73,9	74,8	77,6	76,1	78,8
C. MEDIUM-SIZED	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Managers (c)	1,1	1,2	1,3	1,2	1,6	1,9	1,9	1,8	1,9	1,7
Support scientific and intellectual technical and professional staff	7,0	7,5	8,3	6,5	4,5	5,3	4,7	4,6	4,6	4,2
Clerical employees	4,9	4,9	5,2	4,3	3,7	4,8	4,3	4,0	4,4	3,9
Traders, sellers and similar	4,0	4,5	4,2	3,4	3,2	3,4	3,4	3,2	3,7	3,6
Other employees	24,3	23,0	23,6	20,3	18,7	22,0	21,8	20,1	20,9	17,8
Unclassified (short questionnaire)	58,7	58,9	57,4	64,1	68,3	62,6	64,0	66,3	64,6	68,8

SOURCE: Banco de España.

(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.

**EMPLOYEES AND RELATED ACCOUNTS**
**TABLE 4.11**
**BREAKDOWN TABLES. INFORMATION AVAILABLE EXCLUSIVELY FOR CORPORATIONS COMPLETING THE EXTENDED (STANDARD) CBSO QUESTIONNAIRE**
**Classification of employees by job type and gender. Male/female structure in each group**

YEARS	Men						Women					
	2011		2012		2013		2011		2012		2013	
	2010	2011	2011	2012	2012	2013	2010	2011	2011	2012	2012	2013
Number of corporations (a)	9.920		9.972		7.389		9.920		9.972		7.389	
NUMBER OF EMPLOYEES	55,9	55,7	55,5	55,2	54,3	54,2	44,1	44,3	44,5	44,8	45,7	45,8
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	54,7	54,5	54,4	54,2	53,3	53,2	45,3	45,5	45,6	45,8	46,7	46,8
SMALL AND MEDIUM-SIZED	66,1	66,0	65,2	64,5	63,4	63,6	33,9	34,0	34,8	35,5	36,6	36,4
MEDIUM-SIZED	64,9	64,9	63,8	63,0	61,5	61,7	35,1	35,1	36,2	37,0	38,5	38,3
SMALL	68,0	67,8	67,7	67,2	66,9	67,1	32,0	32,2	32,3	32,8	33,1	32,9
MICRO-ENTERPRISE	63,8	65,7	63,6	63,9	65,5	63,7	36,2	34,3	36,4	36,1	34,5	36,3
BREAKDOWN BY JOB TYPE												
A. LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES												
Managers	74,4	73,7	73,2	72,3	71,9	71,5	25,6	26,3	26,8	27,7	28,1	28,5
Support scientific and intellectual technical and professional staff	66,5	66,0	66,0	65,5	65,1	63,8	33,5	34,0	34,0	34,5	34,9	36,2
Clerical employees	45,2	45,4	44,8	45,9	46,2	46,9	54,8	54,6	55,2	54,1	53,8	53,1
Traders, sellers and similar	34,7	34,7	35,0	35,1	34,9	35,2	65,3	65,3	65,0	64,9	65,1	64,8
Other employees	55,5	55,4	55,5	55,0	54,0	53,6	44,5	44,6	44,5	45,0	46,0	46,4
B. SMALL AND MEDIUM-SIZED												
Managers	79,0	77,3	79,4	78,5	76,5	76,1	21,0	22,7	20,6	21,5	23,5	23,9
Support scientific and intellectual technical and professional staff	69,6	70,7	67,7	66,5	64,6	63,4	30,4	29,3	32,3	33,5	35,4	36,6
Clerical employees	39,4	39,0	39,2	39,1	41,1	40,8	60,6	61,0	60,8	60,9	58,9	59,2
Traders, sellers and similar	51,7	53,6	49,0	48,5	52,4	53,2	48,3	46,4	51,0	51,5	47,6	46,8
Other employees	66,7	68,1	68,0	67,3	67,3	67,3	33,3	31,9	32,0	32,7	32,7	32,7
C. MEDIUM-SIZED												
Managers	79,5	77,7	80,0	79,2	76,7	76,2	20,5	22,3	20,0	20,8	23,3	23,8
Support scientific and intellectual technical and professional staff	69,6	70,6	67,6	66,2	64,6	63,3	30,4	29,4	32,4	33,8	35,4	36,7
Clerical employees	39,7	39,5	39,9	39,7	41,5	41,1	60,3	60,5	60,1	60,3	58,5	58,9
Traders, sellers and similar	51,2	52,9	48,5	48,2	52,1	53,0	48,8	47,1	51,5	51,8	47,9	47,0
Other employees	66,5	68,0	67,9	67,3	67,2	67,1	33,5	32,0	32,1	32,7	32,8	32,9
Unclassified (short questionnaire)	65,9	65,4	64,1	63,2	61,1	61,5	34,1	34,6	35,9	36,8	38,9	38,5

SOURCE: Banco de España.

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