

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

| DATABASES  | 2011   |         | 2012    |         | 2013    |         | 2014    |         | 2015    |         |       |  |
|--|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|--|
|  | Number of corporations / Total national coverage |         |         |         |         |         |         |         |         |         |       |  |
| 594.687 / 44,9 %   |  |         |         |         |         |         |         |         |         |         |       |  |
| YEARS  | 2010   |         | 2011    |         | 2012    |         | 2013    |         | 2014    |         | 2015  |  |
|  | A. AVERAGE NUMBER OF EMPLOYEES (thousands)       | 5.291   | 5.235   | 5.695   | 5.590   | 5.391   | 5.299   | 5.232   | 5.329   | 3.460   | 3.594 |  |
| 1. Permanent   | 4.114  | 4.090   | 4.378   | 4.300   | 4.166   | 4.116   | 4.070   | 4.102   | 2.692   | 2.754   |       |  |
| 2. Non-permanent   | 1.177  | 1.145   | 1.217   | 1.139   | 1.125   | 1.092   | 1.099   | 1.164   | 758     | 831     |       |  |
| 3. Unclassified  | 0  | 0       | 100     | 151     | 100     | 91      | 63      | 63      | 10      | 9       |       |  |
| B. PERSONNEL COSTS (millions of euros.)  | 168.124  | 168.728 | 184.451 | 179.251 | 173.785 | 171.107 | 170.106 | 174.160 | 118.269 | 121.997 |       |  |
| 1. Wages and salaries  | 82.723   | 83.385  | 92.649  | 90.054  | 88.913  | 87.867  | 87.415  | 88.480  | 67.086  | 69.140  |       |  |
| 2. Social security costs   | 24.359   | 24.568  | 27.013  | 26.831  | 26.593  | 26.481  | 26.341  | 27.749  | 21.354  | 21.627  |       |  |
| 1. Social Security contributions   | 17.088   | 17.262  | 17.709  | 17.505  | 17.664  | 17.651  | 17.853  | 18.648  | 15.211  | 15.579  |       |  |
| 2. Long-term compensation under defined contribution systems                         | 485  | 441     | 445     | 445     | 426     | 345     | 355     | 407     | 387     | 440     |       |  |
| 3. Compensation via other long-term employee benefits                                | 570  | 606     | 581     | 678     | 730     | 597     | 573     | 996     | 977     | 643     |       |  |
| 4. Other social expenses   | 1.819  | 1.809   | 1.855   | 1.859   | 1.847   | 1.927   | 2.010   | 1.945   | 1.502   | 1.565   |       |  |
| 5. Unclassified (short questionnaire)  | 4.399  | 4.450   | 6.423   | 6.345   | 5.927   | 5.960   | 5.550   | 5.752   | 3.277   | 3.401   |       |  |
| 3. Unclassified (total personnel costs per the CBB source, short-form questionnaire) | 61.042   | 60.775  | 64.789  | 62.365  | 58.279  | 56.759  | 56.350  | 57.930  | 29.828  | 31.230  |       |  |
| C. PERSONNEL COSTS PER EMPLOYEE (euros) (B / A)                                      | 31.776   | 32.228  | 32.388  | 32.068  | 32.237  | 32.292  | 32.512  | 32.681  | 34.178  | 33.940  |       |  |

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  |  | 2011             |       | 2012             |       | 2013             |       | 2014             |       | 2015             |       |
|--|--|--|------------------|-------|------------------|-------|------------------|-------|------------------|-------|------------------|-------|
|  | Number of corporations / Total national coverage |  | 594.687 / 44,9 % |       | 629.926 / 47,9 % |       | 627.102 / 48,0 % |       | 639.084 / 48,0 % |       | 317.139 / 35,5 % |       |
|  | YEARS  |  | 2010             | 2011  | 2011             | 2012  | 2012             | 2013  | 2013             | 2014  | 2014             | 2015  |
| 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   |  |  | 77,8             | 78,1  | 76,9             | 76,9  | 77,3             | 77,7  | 77,8             | 77,0  | 77,8             | 76,6  |
| 2. Non-permanent   |  |  | 22,2             | 21,9  | 21,4             | 20,4  | 20,9             | 20,6  | 21,0             | 21,8  | 21,9             | 23,1  |
| 3. Unclassified  |  |  | 0,0              | 0,0   | 1,7              | 2,7   | 1,9              | 1,7   | 1,2              | 1,2   | 0,3              | 0,3   |
| 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  |  |  | 77,3             | 77,2  | 77,4             | 77,0  | 77,0             | 76,8  | 76,8             | 76,1  | 75,9             | 76,2  |
| 2. Social security costs   |  |  | 22,7             | 22,8  | 22,6             | 23,0  | 23,0             | 23,2  | 23,2             | 23,9  | 24,1             | 23,8  |
| 1. Social Security contributions   |  |  | 16,0             | 16,0  | 14,8             | 15,0  | 15,3             | 15,4  | 15,7             | 16,0  | 17,2             | 17,2  |
| 2. Long-term compensation under defined contribution systems               |  |  | 0,5              | 0,4   | 0,4              | 0,4   | 0,4              | 0,3   | 0,3              | 0,4   | 0,4              | 0,5   |
| 3. Compensation via other long-term employee benefits                      |  |  | 0,5              | 0,6   | 0,5              | 0,6   | 0,6              | 0,5   | 0,5              | 0,9   | 1,1              | 0,7   |
| 4. Other social expenses   |  |  | 1,7              | 1,7   | 1,6              | 1,6   | 1,6              | 1,7   | 1,8              | 1,7   | 1,7              | 1,7   |
| 5. Unclassified (short questionnaire)                                      |  |  | 4,1              | 4,1   | 5,4              | 5,4   | 5,1              | 5,2   | 4,9              | 4,9   | 3,7              | 3,7   |

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**

|  | DATASES |         |         |         |         |         |         |         |         |         |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|  | 2006    | 2007    | 2008    | 2009    | 2010    | 2011    | 2012    | 2013    | 2014    | 2015    |
| Number of corporations   | 469.018 | 488.877 | 422.979 | 561.279 | 560.627 | 594.687 | 629.926 | 627.102 | 639.084 | 317.139 |
|  | YEARS   |         |         |         |         |         |         |         |         |         |
|  | 2006    | 2007    | 2008    | 2009    | 2010    | 2011    | 2012    | 2013    | 2014    | 2015    |
| A. AVERAGE NUMBER OF EMPLOYEES   | 3,6     | 2,9     | 0,3     | -6,0    | -1,7    | -1,0    | -1,8    | -1,7    | 1,9     | 3,9     |
| 1. Permanent   | 5,1     | 5,4     | 3,2     | -2,3    | -1,4    | -0,6    | -1,8    | -1,2    | 0,8     | 2,3     |
| 2. Non-permanent   | 0,2     | -2,9    | -7,4    | -16,7   | -2,7    | -2,7    | -6,4    | -3,0    | 5,9     | 9,5     |
| 3. Unclassified  | ...     | ...     | ...     | ...     | ...     | ...     | 51,3    | -8,8    | 0,5     | -6,0    |
| B. PERSONNEL COSTS   | 7,2     | 6,9     | 4,0     | -4,8    | -1,0    | 0,4     | -2,8    | -1,5    | 2,4     | 3,2     |
| 1. Wages and salaries  | 7,4     | 7,1     | 3,7     | -3,6    | -0,3    | 0,8     | -2,8    | -1,2    | 1,2     | 3,1     |
| 2. Social security costs   | 6,5     | 6,1     | 4,0     | -4,0    | -0,5    | 0,9     | -0,7    | -0,4    | 5,3     | 1,3     |
| 1. Social Security contributions   | 6,3     | 6,4     | 2,8     | -3,5    | -0,5    | 1,0     | -1,2    | -0,1    | 4,5     | 2,4     |
| 2. Long-term compensation under defined contribution systems                         | 8,1     | -5,8    | -9,5    | -9,8    | 2,1     | -9,0    | -0,1    | -18,9   | 14,7    | 13,5    |
| 3. Compensation via other long-term employee benefits                                | 8,7     | -6,4    | 135,4   | -3,7    | -6,2    | 6,4     | 16,7    | -18,2   | 73,9    | -34,2   |
| 4. Other social expenses   | 4,4     | 8,4     | -1,8    | -3,1    | 1,6     | -0,5    | 0,2     | 4,3     | -3,3    | 4,2     |
| 5. Unclassified (short questionnaire)  | 6,8     | 6,3     | 4,2     | -5,4    | -1,0    | 1,2     | -1,2    | 0,6     | 3,7     | 3,8     |
| 3. Unclassified (total personnel costs per the CBB source, short-form questionnaire) | ...     | ...     | 4,3     | -6,8    | -2,2    | -0,4    | -3,7    | -2,6    | 2,8     | 4,7     |
| C. PERSONNEL COSTS PER EMPLOYEE  | 3,5     | 3,8     | 3,7     | 1,2     | 0,7     | 1,4     | -1,0    | 0,2     | 0,5     | -0,7    |

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   | 2006       | 2007       | 2008       | 2009        | 2010        | 2011       | 2012        | 2013        | 2014       | 2015       |            |      |
|---|------------|------------|------------|-------------|-------------|------------|-------------|-------------|------------|------------|------------|------|
| Number of corporations  | 469.018    | 488.877    | 422.979    | 561.279     | 560.627     | 594.687    | 629.926     | 627.102     | 639.084    | 317.139    |            |      |
| YEARS   | 2006       | 2007       | 2008       | 2009        | 2010        | 2011       | 2012        | 2013        | 2014       | 2015       |            |      |
| ACTIVITY GROUPINGS (CNAE 2009)  |            |            |            |             |             |            |             |             |            |            | Contrib.   | Rate |
| 1. Agriculture, forestry and fishing                                    | 8,6        | 3,8        | 3,1        | -0,2        | 1,2         | 1,7        | -0,6        | 2,5         | 4,0        | 0,0        | 5,4        |      |
| 2. Mining and quarrying   | 1,4        | 2,6        | -2,0       | -9,5        | -6,3        | -6,4       | -11,6       | -7,0        | 0,1        | 0,0        | 6,4        |      |
| 3. Manufacturing  | 4,0        | 4,5        | 2,5        | -7,7        | -1,4        | 1,0        | -2,0        | -0,9        | 1,9        | 0,5        | 2,3        |      |
| 4. Electricity, gas, steam and air conditioning supply                  | 2,9        | 4,8        | 6,7        | 0,5         | -0,9        | 2,2        | 1,9         | 0,2         | -0,2       | 0,0        | -0,9       |      |
| 5. Water supply; sewerage, waste management and remediation activities  | 8,9        | 8,1        | 7,7        | 1,8         | 1,0         | 0,6        | -2,7        | -1,9        | -1,7       | 0,0        | 0,4        |      |
| 6. Construction   | 9,2        | 6,4        | 1,6        | -10,3       | -7,2        | -7,8       | -11,3       | -7,1        | -0,6       | 0,2        | 2,4        |      |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 7,8        | 7,2        | 4,2        | -4,4        | -0,3        | 1,0        | -1,6        | -1,0        | 2,2        | 0,7        | 3,5        |      |
| 8. Transportation and storage   | 6,6        | 7,6        | 4,3        | -2,4        | -1,2        | 0,5        | -3,5        | -1,2        | 1,2        | 0,2        | 2,7        |      |
| 9. Accommodation and food service activities                            | 7,4        | 6,2        | 4,4        | -3,5        | 1,1         | 2,2        | -2,2        | -2,1        | 3,6        | 0,2        | 5,6        |      |
| 10. Information and communication                                       | 5,2        | 5,7        | 4,5        | -0,8        | -0,7        | 1,9        | -1,9        | -3,4        | 4,4        | 0,1        | 1,6        |      |
| 11. Real estate activities  | 9,1        | 5,2        | -2,3       | -8,2        | -0,1        | 1,0        | -1,0        | -0,2        | 0,9        | 0,0        | 3,8        |      |
| 12. Professional, scientific and technical activities                   | 11,3       | 12,1       | 8,9        | -1,2        | -1,0        | 1,5        | -2,0        | -1,2        | 3,8        | 0,2        | 3,3        |      |
| 13. Administrative and support service activities                       | 12,2       | 10,5       | 3,9        | -5,0        | 2,3         | 2,1        | -2,4        | 0,1         | 4,2        | 0,6        | 6,3        |      |
| 14. Other service activities  | 10,7       | 10,5       | 9,2        | 3,1         | 3,5         | 3,1        | -0,3        | -0,1        | 4,2        | 0,2        | 4,3        |      |
| <b>TOTAL</b>  | <b>7,2</b> | <b>6,9</b> | <b>4,0</b> | <b>-4,8</b> | <b>-1,0</b> | <b>0,4</b> | <b>-2,8</b> | <b>-1,5</b> | <b>2,4</b> | <b>3,2</b> | <b>3,2</b> |      |
| SIZES (Recommendation 2003/361/CE)                                      |            |            |            |             |             |            |             |             |            |            |            |      |
| 1. Large (including public corporations and subsidiaries)               | 6,9        | 7,0        | 3,8        | -3,4        | -0,3        | 0,8        | -2,2        | -1,1        | 2,0        | 1,7        | 2,4        |      |
| 2. Small and medium-sized   | 7,5        | 6,7        | 4,1        | -6,4        | -2,0        | -0,2       | -3,5        | -2,2        | 2,9        | 1,5        | 4,7        |      |
| 1. Medium-sized (from 50 to 250 employees)                              | 6,7        | 6,6        | 3,6        | -4,8        | -0,9        | 0,9        | -2,6        | -0,8        | 2,9        | 0,3        | 4,6        |      |
| 2. Small (up to 50 employees)   | 7,8        | 6,7        | 4,2        | -6,9        | -2,3        | -0,5       | -3,8        | -2,5        | 2,9        | 1,2        | 4,7        |      |
| Of which: micro-enterprise (up to 10 employees)                         | 10,1       | 8,3        | 5,9        | -6,3        | -2,1        | -0,4       | -3,5        | -2,4        | 3,6        | 0,6        | 5,3        |      |
| OWNERSHIP STATUS  |            |            |            |             |             |            |             |             |            |            |            |      |
| 1. Public enterprises   | 7,6        | 9,2        | 5,8        | 2,5         | -2,5        | -0,7       | -6,5        | 0,8         | 0,2        | 0,1        | 1,8        |      |
| 2. Private  | 7,2        | 6,7        | 3,8        | -5,2        | -1,0        | 0,4        | -2,6        | -1,7        | 2,5        | 3,0        | 3,2        |      |

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   | 2006         | 2007         | 2008         | 2009         | 2010         | 2011         | 2012         | 2013         | 2014         | 2015         |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Number of corporations  | 469.018      | 488.877      | 422.979      | 561.279      | 560.627      | 594.687      | 629.926      | 627.102      | 639.084      | 317.139      |
| YEARS   | 2006         | 2007         | 2008         | 2009         | 2010         | 2011         | 2012         | 2013         | 2014         | 2015         |
| ACTIVITY GROUPINGS (CNAE 2009)  |              |              |              |              |              |              |              |              |              |              |
| 1. Agriculture, forestry and fishing                                    | 72           | 57           | 46           | 64           | 69           | 71           | 86           | 84           | 92           | 49           |
| 2. Mining and quarrying   | 18           | 16           | 17           | 19           | 18           | 19           | 19           | 14           | 13           | 7            |
| 3. Manufacturing  | 1.143        | 1.121        | 949          | 994          | 954          | 987          | 1.077        | 1.007        | 1.015        | 683          |
| 4. Electricity, gas, steam and air conditioning supply                  | 32           | 32           | 31           | 33           | 32           | 33           | 34           | 33           | 33           | 31           |
| 5. Water supply; sewerage, waste management and remediation activities  | 87           | 109          | 111          | 115          | 117          | 100          | 104          | 100          | 93           | 79           |
| 6. Construction   | 655          | 671          | 555          | 589          | 532          | 482          | 436          | 365          | 355          | 220          |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 1.168        | 1.218        | 1.066        | 1.183        | 1.175        | 1.224        | 1.298        | 1.244        | 1.251        | 854          |
| 8. Transportation and storage   | 367          | 389          | 343          | 378          | 381          | 383          | 406          | 382          | 375          | 276          |
| 9. Accommodation and food service activities                            | 299          | 315          | 271          | 320          | 329          | 334          | 361          | 351          | 353          | 211          |
| 10. Information and communication                                       | 193          | 196          | 204          | 227          | 232          | 244          | 270          | 255          | 262          | 189          |
| 11. Real estate activities  | 49           | 50           | 40           | 48           | 50           | 55           | 59           | 56           | 59           | 34           |
| 12. Professional, scientific and technical activities                   | 246          | 263          | 246          | 302          | 297          | 316          | 353          | 317          | 335          | 193          |
| 13. Administrative and support service activities                       | 543          | 553          | 536          | 561          | 577          | 635          | 666          | 683          | 679          | 528          |
| 14. Other service activities  | 244          | 263          | 231          | 311          | 331          | 353          | 421          | 407          | 415          | 240          |
| <b>TOTAL</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>5.590</b> | <b>5.299</b> | <b>5.329</b> | <b>3.594</b> |
| SIZES (Recommendation 2003/361/CE)                                      |              |              |              |              |              |              |              |              |              |              |
| 1. Large (including public corporations and subsidiaries)               | 2.082        | 2.188        | 2.352        | 2.393        | 2.458        | 2.498        | 2.779        | 2.769        | 2.840        | 2.215        |
| 2. Small and medium-sized   | 3.033        | 3.065        | 2.292        | 2.751        | 2.638        | 2.737        | 2.811        | 2.530        | 2.489        | 1.380        |
| 1. Medium-sized (from 50 to 250 employees)                              | 689          | 666          | 420          | 537          | 494          | 529          | 568          | 477          | 441          | 257          |
| 2. Small (up to 50 employees)   | 2.344        | 2.399        | 1.873        | 2.214        | 2.144        | 2.208        | 2.243        | 2.053        | 2.048        | 1.123        |
| Of wich: micro-enterprise (up to 10 employees)                          | 1.018        | 1.035        | 857          | 1.006        | 995          | 1.044        | 1.060        | 1.005        | 1.021        | 541          |
| OWNERSHIP STATUS  |              |              |              |              |              |              |              |              |              |              |
| 1. Public enterprises   | 229          | 243          | 206          | 208          | 208          | 200          | 192          | 189          | 176          | 166          |
| 2. Private  | 4.885        | 5.010        | 4.438        | 4.936        | 4.889        | 5.035        | 5.398        | 5.109        | 5.153        | 3.428        |

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   | 2006       | 2007       | 2008       | 2009        | 2010        | 2011        | 2012        | 2013        | 2014       | 2015       |            |      |
|---|------------|------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------|
| Number of corporations  | 469.018    | 488.877    | 422.979    | 561.279     | 560.627     | 594.687     | 629.926     | 627.102     | 639.084    | 317.139    |            |      |
| YEARS   | 2006       | 2007       | 2008       | 2009        | 2010        | 2011        | 2012        | 2013        | 2014       | 2015       |            |      |
| ACTIVITY GROUPINGS (CNAE 2009)  |            |            |            |             |             |             |             |             |            |            | Contrib.   | Rate |
| 1. Agriculture, forestry and fishing                                    | 3,6        | 0,4        | 1,5        | -1,0        | -0,5        | 1,3         | -0,4        | 3,0         | 4,9        | 0,1        | 6,5        |      |
| 2. Mining and quarrying   | -3,9       | -2,2       | -3,3       | -10,7       | -6,3        | -6,5        | -10,3       | -10,5       | -0,9       | 0,0        | 2,2        |      |
| 3. Manufacturing  | 0,5        | 1,0        | -1,4       | -8,3        | -3,0        | -1,2        | -1,6        | -1,5        | 1,3        | 0,5        | 2,9        |      |
| 4. Electricity, gas, steam and air conditioning supply                  | -2,8       | -0,7       | 1,3        | 0,9         | -2,4        | -1,5        | 0,6         | -1,9        | -1,1       | 0,0        | -3,2       |      |
| 5. Water supply; sewerage, waste management and remediation activities  | 5,7        | 4,2        | 5,2        | -1,8        | -1,5        | -1,5        | -2,6        | -2,1        | -2,7       | 0,0        | 0,9        |      |
| 6. Construction   | 4,2        | 1,9        | -4,6       | -11,1       | -8,1        | -8,1        | -10,3       | -6,4        | 0,4        | 0,3        | 4,1        |      |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 3,2        | 3,2        | 0,8        | -5,0        | -1,3        | -0,1        | -1,1        | -1,4        | 1,3        | 0,8        | 3,4        |      |
| 8. Transportation and storage   | 2,7        | 3,6        | 0,6        | -4,0        | -1,5        | -0,8        | -1,8        | -1,7        | 0,6        | 0,2        | 2,1        |      |
| 9. Accommodation and food service activities                            | 4,2        | 3,5        | 2,2        | -5,9        | 0,1         | -1,3        | -0,8        | -1,8        | 3,4        | 0,3        | 6,0        |      |
| 10. Information and communication                                       | 3,5        | 2,2        | 2,6        | -2,4        | -0,8        | 1,0         | -1,4        | -2,5        | 1,0        | 0,3        | 5,0        |      |
| 11. Real estate activities  | 5,0        | 0,2        | -6,0       | -8,6        | -0,4        | 0,5         | -0,8        | 0,3         | 1,7        | 0,0        | 2,2        |      |
| 12. Professional, scientific and technical activities                   | 5,0        | 6,3        | 3,9        | -2,7        | -1,3        | 0,8         | -2,0        | -1,3        | 3,7        | 0,1        | 2,4        |      |
| 13. Administrative and support service activities                       | 8,8        | 4,4        | 1,4        | -7,3        | 2,4         | 0,2         | -1,2        | -1,2        | 2,9        | 0,9        | 6,5        |      |
| 14. Other service activities  | 7,6        | 6,4        | 4,8        | 0,8         | 1,8         | 1,3         | 2,6         | -0,1        | 4,0        | 0,3        | 5,1        |      |
| <b>TOTAL</b>  | <b>3,6</b> | <b>2,9</b> | <b>0,3</b> | <b>-6,0</b> | <b>-1,7</b> | <b>-1,0</b> | <b>-1,8</b> | <b>-1,7</b> | <b>1,9</b> | <b>3,9</b> | <b>3,9</b> |      |
| SIZES (Recommendation 2003/361/CE)                                      |            |            |            |             |             |             |             |             |            |            |            |      |
| 1. Large (including public corporations and subsidiaries)               | 3,5        | 3,3        | 1,0        | -4,9        | -0,6        | -0,7        | -1,7        | -1,9        | 0,8        | 1,8        | 2,9        |      |
| 2. Small and medium-sized   | 3,7        | 2,6        | -0,5       | -6,9        | -2,7        | -1,4        | -2,0        | -1,4        | 3,1        | 2,1        | 5,5        |      |
| 1. Medium-sized (from 50 to 250 employees)                              | 2,9        | 2,0        | -1,2       | -5,6        | -1,9        | -0,9        | 1,5         | -1,0        | 2,3        | 0,3        | 4,2        |      |
| 2. Small (up to 50 employees)   | 3,9        | 2,8        | -0,3       | -7,2        | -2,9        | -1,5        | -2,9        | -1,6        | 3,3        | 1,8        | 5,7        |      |
| Of which: micro-enterprise (up to 10 employees)                         | 5,7        | 4,0        | 1,6        | -6,2        | -2,5        | -1,0        | -2,2        | -0,7        | 4,7        | 1,0        | 7,2        |      |
| OWNERSHIP STATUS  |            |            |            |             |             |             |             |             |            |            |            |      |
| 1. Public enterprises   | 2,4        | 3,4        | 1,4        | -0,4        | -1,0        | -1,6        | -3,4        | -3,0        | -2,3       | 0,0        | -0,4       |      |
| 2. Private  | 3,7        | 2,9        | 0,2        | -6,2        | -1,7        | -1,0        | -1,8        | -1,7        | 2,0        | 3,9        | 4,1        |      |

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   | 2011             |               | 2012             |               | 2013             |               | 2014             |               | 2015             |               |
|---|------------------|---------------|------------------|---------------|------------------|---------------|------------------|---------------|------------------|---------------|
|   | 2010             | 2011          | 2011             | 2012          | 2012             | 2013          | 2013             | 2014          | 2014             | 2015          |
| Number of corporations / Total national coverage                        | 594.687 / 44,9 % |               | 629.926 / 47,9 % |               | 627.102 / 48,0 % |               | 639.084 / 48,0 % |               | 317.139 / 35,5 % |               |
| ACTIVITY GROUPINGS (CNAE 2009)  |                  |               |                  |               |                  |               |                  |               |                  |               |
| 1. Agriculture, forestry and fishing                                    | 20.573           | 20.643        | 21.256           | 21.218        | 21.049           | 20.957        | 21.033           | 20.864        | 21.556           | 21.334        |
| 2. Mining and quarrying   | 39.028           | 39.040        | 38.905           | 38.324        | 37.590           | 39.071        | 41.583           | 42.004        | 43.752           | 45.582        |
| 3. Manufacturing  | 37.362           | 38.210        | 38.277           | 38.096        | 38.518           | 38.736        | 39.114           | 39.345        | 41.474           | 41.231        |
| 4. Electricity, gas, steam and air conditioning supply                  | 72.572           | 75.255        | 74.502           | 75.453        | 75.940           | 77.620        | 77.961           | 78.677        | 79.559           | 81.446        |
| 5. Water supply; sewerage, waste management and remediation activities  | 34.580           | 35.305        | 35.326           | 35.306        | 35.366           | 35.417        | 35.470           | 35.854        | 36.290           | 36.105        |
| 6. Construction   | 33.871           | 34.000        | 34.442           | 34.041        | 34.562           | 34.324        | 34.209           | 33.897        | 36.397           | 35.804        |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 28.048           | 28.370        | 28.646           | 28.502        | 28.700           | 28.815        | 28.965           | 29.204        | 29.512           | 29.536        |
| 8. Transportation and storage   | 38.225           | 38.721        | 38.596           | 37.936        | 38.008           | 38.192        | 38.262           | 38.502        | 39.860           | 40.080        |
| 9. Accommodation and food service activities                            | 22.869           | 23.674        | 23.913           | 23.557        | 23.705           | 23.637        | 23.792           | 23.833        | 24.071           | 23.977        |
| 10. Information and communication                                       | 47.863           | 48.290        | 47.685           | 47.446        | 47.555           | 47.129        | 46.579           | 48.126        | 51.929           | 50.238        |
| 11. Real estate activities  | 29.794           | 29.923        | 30.475           | 30.403        | 30.971           | 30.818        | 30.500           | 30.244        | 31.211           | 31.692        |
| 12. Professional, scientific and technical activities                   | 38.404           | 38.691        | 38.680           | 38.676        | 40.427           | 40.466        | 40.800           | 40.838        | 45.280           | 45.694        |
| 13. Administrative and support service activities                       | 22.213           | 22.617        | 22.880           | 22.593        | 22.004           | 22.286        | 22.631           | 22.916        | 23.172           | 23.137        |
| 14. Other service activities  | 24.918           | 25.366        | 25.439           | 24.718        | 26.084           | 26.088        | 26.032           | 26.078        | 26.245           | 26.064        |
| <b>TOTAL</b>  | <b>31.776</b>    | <b>32.228</b> | <b>32.388</b>    | <b>32.068</b> | <b>32.237</b>    | <b>32.292</b> | <b>32.512</b>    | <b>32.681</b> | <b>34.178</b>    | <b>33.940</b> |
| SIZES (Recommendation 2003/361/CE)                                      |                  |               |                  |               |                  |               |                  |               |                  |               |
| 1. Large (including public corporations and subsidiaries)               | 36.170           | 36.725        | 36.560           | 36.341        | 36.083           | 36.401        | 36.437           | 36.904        | 37.722           | 37.549        |
| 2. Small and medium-sized   | 27.794           | 28.125        | 28.281           | 27.844        | 28.005           | 27.794        | 27.926           | 27.863        | 28.348           | 28.147        |
| 1. Medium-sized (from 50 to 250 employees)                              | 31.114           | 31.678        | 31.470           | 30.182        | 30.646           | 30.692        | 30.355           | 30.522        | 31.051           | 31.171        |
| 2. Small (up to 50 employees)   | 27.003           | 27.273        | 27.508           | 27.252        | 27.396           | 27.121        | 27.399           | 27.291        | 27.720           | 27.455        |
| Of which: micro-enterprise (up to 10 employees)                         | 25.552           | 25.704        | 25.964           | 25.609        | 25.911           | 25.458        | 26.081           | 25.811        | 26.174           | 25.710        |
| OWNERSHIP STATUS  |                  |               |                  |               |                  |               |                  |               |                  |               |
| 1. Public enterprises   | 41.579           | 41.956        | 41.731           | 40.387        | 41.029           | 42.635        | 42.545           | 43.612        | 43.888           | 44.847        |
| 2. Private  | 31.385           | 31.842        | 32.051           | 31.772        | 31.906           | 31.909        | 32.154           | 32.308        | 33.686           | 33.412        |

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   | 2006       | 2007       | 2008       | 2009       | 2010       | 2011       | 2012        | 2013       | 2014       | 2015        |
|---|------------|------------|------------|------------|------------|------------|-------------|------------|------------|-------------|
| Number of corporations  | 469.018    | 488.877    | 422.979    | 561.279    | 560.627    | 594.687    | 629.926     | 627.102    | 639.084    | 317.139     |
| YEARS   | 2006       | 2007       | 2008       | 2009       | 2010       | 2011       | 2012        | 2013       | 2014       | 2015        |
| ACTIVITY GROUPINGS (CNAE 2009)  |            |            |            |            |            |            |             |            |            |             |
| 1. Agriculture, forestry and fishing                                    | 4,9        | 3,4        | 1,5        | 0,7        | 1,7        | 0,3        | -0,2        | -0,4       | -0,8       | -1,0        |
| 2. Mining and quarrying   | 5,5        | 4,9        | 1,3        | 1,4        | 0,0        | 0,0        | -1,5        | 3,9        | 1,0        | 4,2         |
| 3. Manufacturing  | 3,5        | 3,5        | 4,0        | 0,6        | 1,7        | 2,3        | -0,5        | 0,6        | 0,6        | -0,6        |
| 4. Electricity, gas, steam and air conditioning supply                  | 5,8        | 5,6        | 5,3        | -0,4       | 1,6        | 3,7        | 1,3         | 2,2        | 0,9        | 2,4         |
| 5. Water supply; sewerage, waste management and remediation activities  | 3,0        | 3,7        | 2,4        | 3,7        | 2,6        | 2,1        | -0,1        | 0,1        | 1,1        | -0,5        |
| 6. Construction   | 4,8        | 4,4        | 6,5        | 0,9        | 1,0        | 0,4        | -1,2        | -0,7       | -0,9       | -1,6        |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 4,4        | 3,8        | 3,3        | 0,6        | 1,0        | 1,1        | -0,5        | 0,4        | 0,8        | 0,1         |
| 8. Transportation and storage   | 3,7        | 3,9        | 3,6        | 1,7        | 0,3        | 1,3        | -1,7        | 0,5        | 0,6        | 0,5         |
| 9. Accommodation and food service activities                            | 3,0        | 2,6        | 2,2        | 2,5        | 1,0        | 3,5        | -1,5        | -0,3       | 0,2        | -0,4        |
| 10. Information and communication                                       | 1,6        | 3,4        | 1,9        | 1,7        | 0,1        | 0,9        | -0,5        | -0,9       | 3,3        | -3,3        |
| 11. Real estate activities  | 3,9        | 4,9        | 4,0        | 0,5        | 0,4        | 0,4        | -0,2        | -0,5       | -0,8       | 1,5         |
| 12. Professional, scientific and technical activities                   | 6,1        | 5,4        | 4,9        | 1,6        | 0,3        | 0,7        | 0,0         | 0,1        | 0,1        | 0,9         |
| 13. Administrative and support service activities                       | 3,1        | 5,9        | 2,5        | 2,4        | -0,1       | 1,8        | -1,3        | 1,3        | 1,3        | -0,1        |
| 14. Other service activities  | 2,9        | 3,9        | 4,2        | 2,4        | 1,7        | 1,8        | -2,8        | 0,0        | 0,2        | -0,7        |
| <b>TOTAL</b>  | <b>3,5</b> | <b>3,8</b> | <b>3,7</b> | <b>1,2</b> | <b>0,7</b> | <b>1,4</b> | <b>-1,0</b> | <b>0,2</b> | <b>0,5</b> | <b>-0,7</b> |
| SIZES (Recommendation 2003/361/CE)                                      |            |            |            |            |            |            |             |            |            |             |
| 1. Large (including public corporations and subsidiaries)               | 3,2        | 3,6        | 2,8        | 1,6        | 0,4        | 1,5        | -0,6        | 0,9        | 1,3        | -0,5        |
| 2. Small and medium-sized   | 3,7        | 3,9        | 4,6        | 0,5        | 0,7        | 1,2        | -1,5        | -0,8       | -0,2       | -0,7        |
| 1. Medium-sized (from 50 to 250 employees)                              | 3,6        | 4,5        | 4,9        | 0,9        | 1,0        | 1,8        | -4,1        | 0,2        | 0,5        | 0,4         |
| 2. Small (up to 50 employees)   | 3,8        | 3,8        | 4,6        | 0,3        | 0,6        | 1,0        | -0,9        | -1,0       | -0,4       | -1,0        |
| Of wich: micro-enterprise (up to 10 employees)                          | 4,2        | 4,2        | 4,3        | -0,1       | 0,4        | 0,6        | -1,4        | -1,7       | -1,0       | -1,8        |
| OWNERSHIP STATUS  |            |            |            |            |            |            |             |            |            |             |
| 1. Public enterprises   | 5,0        | 5,7        | 4,4        | 2,9        | -1,6       | 0,9        | -3,2        | 3,9        | 2,5        | 2,2         |
| 2. Private  | 3,4        | 3,7        | 3,6        | 1,1        | 0,8        | 1,5        | -0,9        | 0,0        | 0,5        | -0,8        |

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   | 2011             |             | 2012             |             | 2013             |             | 2014             |             | 2015             |             |
|---|------------------|-------------|------------------|-------------|------------------|-------------|------------------|-------------|------------------|-------------|
| Number of corporations / Total national coverage                        | 594.687 / 44,9 % |             | 629.926 / 47,9 % |             | 627.102 / 48,0 % |             | 639.084 / 48,0 % |             | 317.139 / 35,5 % |             |
| YEARS   | 2010             | 2011        | 2011             | 2012        | 2012             | 2013        | 2013             | 2014        | 2014             | 2015        |
| ACTIVITY GROUPINGS (CNAE 2009)  |                  |             |                  |             |                  |             |                  |             |                  |             |
| 1. Agriculture, forestry and fishing                                    | 71,1             | 72,5        | 71,7             | 69,6        | 66,9             | 66,5        | 65,0             | 66,8        | 65,4             | 66,6        |
| 2. Mining and quarrying   | 70,1             | 69,3        | 71,6             | 85,9        | 82,4             | 70,0        | 62,3             | 69,9        | 70,1             | 66,5        |
| 3. Manufacturing  | 66,3             | 68,3        | 67,6             | 69,7        | 69,2             | 69,8        | 69,3             | 67,5        | 66,7             | 60,3        |
| 4. Electricity, gas, steam and air conditioning supply                  | 15,6             | 16,0        | 16,3             | 16,2        | 15,3             | 16,3        | 16,3             | 16,2        | 17,0             | 17,2        |
| 5. Water supply; sewerage, waste management and remediation activities  | 68,0             | 68,2        | 69,7             | 71,1        | 69,9             | 69,4        | 69,2             | 68,2        | 67,4             | 65,3        |
| 6. Construction   | 82,0             | 85,1        | 84,8             | 87,2        | 88,5             | 94,4        | 88,5             | 85,6        | 83,2             | 83,7        |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 70,5             | 72,6        | 71,7             | 74,6        | 73,3             | 72,8        | 72,8             | 73,0        | 71,0             | 68,8        |
| 8. Transportation and storage   | 67,2             | 67,5        | 67,9             | 67,4        | 66,3             | 64,6        | 64,0             | 61,9        | 58,7             | 57,0        |
| 9. Accommodation and food service activities                            | 84,4             | 85,1        | 84,5             | 86,1        | 84,7             | 83,7        | 83,0             | 80,3        | 81,5             | 78,8        |
| 10. Information and communication                                       | 43,2             | 46,0        | 47,8             | 49,9        | 49,1             | 50,1        | 50,1             | 54,1        | 50,2             | 49,9        |
| 11. Real estate activities  | 32,9             | 33,9        | 31,9             | 31,4        | 33,0             | 34,5        | 37,9             | 37,1        | 41,5             | 36,6        |
| 12. Professional, scientific and technical activities                   | 85,8             | 86,4        | 86,1             | 87,4        | 83,8             | 85,7        | 85,4             | 85,5        | 86,8             | 85,4        |
| 13. Administrative and support service activities                       | 82,2             | 84,3        | 84,0             | 84,5        | 85,8             | 85,9        | 84,6             | 84,2        | 87,7             | 88,1        |
| 14. Other service activities  | 79,5             | 80,8        | 81,3             | 80,7        | 78,4             | 79,4        | 79,9             | 78,8        | 77,3             | 75,5        |
| <b>TOTAL</b>  | <b>65,8</b>      | <b>67,5</b> | <b>67,6</b>      | <b>68,9</b> | <b>67,8</b>      | <b>68,4</b> | <b>67,9</b>      | <b>67,6</b> | <b>65,0</b>      | <b>62,9</b> |
| SIZES (Recommendation 2003/361/CE)                                      |                  |             |                  |             |                  |             |                  |             |                  |             |
| 1. Large (including public corporations and subsidiaries)               | 58,5             | 59,6        | 60,8             | 61,5        | 61,0             | 62,0        | 61,9             | 62,2        | 60,7             | 58,5        |
| 2. Small and medium-sized   | 77,2             | 80,2        | 79,0             | 81,6        | 80,5             | 80,2        | 79,7             | 77,7        | 76,8             | 74,8        |
| 1. Medium-sized (from 50 to 250 employees)                              | 72,4             | 74,0        | 73,8             | 75,2        | 75,4             | 75,4        | 75,2             | 73,6        | 73,5             | 72,3        |
| 2. Small (up to 50 employees)   | 78,7             | 82,1        | 80,6             | 83,5        | 81,9             | 81,6        | 80,8             | 78,8        | 77,8             | 75,5        |
| Of wich: micro-enterprise (up to 10 employees)                          | 77,7             | 81,1        | 79,7             | 82,8        | 81,7             | 81,4        | 80,8             | 78,3        | 77,2             | 74,5        |
| OWNERSHIP STATUS  |                  |             |                  |             |                  |             |                  |             |                  |             |
| 1. Public enterprises   | 74,1             | 72,1        | 73,1             | 70,0        | 69,1             | 69,7        | 68,9             | 67,2        | 65,8             | 64,9        |
| 2. Private  | 65,4             | 67,3        | 67,4             | 68,8        | 67,8             | 68,3        | 67,8             | 67,6        | 64,9             | 62,7        |

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

**TABLE 4.6**

Thousands of euros

| DATABASES   | 2010             |         | 2011             |         | 2012             |         | 2013             |         | 2014             |         |
|---|------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|
| Number of corporations / Total national coverage                        | 594.687 / 44,9 % |         | 629.926 / 47,9 % |         | 627.102 / 48,0 % |         | 639.084 / 48,0 % |         | 317.139 / 35,5 % |         |
| YEARS   | 2010             | 2011    | 2011             | 2012    | 2012             | 2013    | 2013             | 2014    | 2014             | 2015    |
| ACTIVITY GROUPINGS (CNAE 2009)  |                  |         |                  |         |                  |         |                  |         |                  |         |
| 1. Agriculture, forestry and fishing                                    | 28.947           | 28.477  | 29.636           | 30.507  | 31.463           | 31.517  | 32.354           | 31.213  | 32.965           | 32.026  |
| 2. Mining and quarrying   | 55.664           | 56.349  | 54.347           | 44.634  | 45.626           | 55.839  | 66.697           | 60.107  | 62.371           | 68.549  |
| 3. Manufacturing  | 56.319           | 55.911  | 56.614           | 54.696  | 55.634           | 55.508  | 56.452           | 58.310  | 62.162           | 68.360  |
| 4. Electricity, gas, steam and air conditioning supply                  | 465.592          | 471.481 | 457.962          | 464.573 | 495.868          | 475.590 | 477.408          | 484.969 | 466.923          | 473.689 |
| 5. Water supply; sewerage, waste management and remediation activities  | 50.870           | 51.751  | 50.718           | 49.673  | 50.605           | 51.044  | 51.269           | 52.579  | 53.842           | 55.271  |
| 6. Construction   | 41.324           | 39.936  | 40.621           | 39.060  | 39.069           | 36.363  | 38.668           | 39.578  | 43.751           | 42.760  |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 39.789           | 39.069  | 39.945           | 38.181  | 39.128           | 39.569  | 39.802           | 40.031  | 41.582           | 42.941  |
| 8. Transportation and storage   | 56.844           | 57.377  | 56.872           | 56.306  | 57.354           | 59.129  | 59.765           | 62.231  | 67.945           | 70.263  |
| 9. Accommodation and food service activities                            | 27.099           | 27.813  | 28.316           | 27.364  | 27.996           | 28.255  | 28.651           | 29.672  | 29.531           | 30.430  |
| 10. Information and communication                                       | 110.863          | 104.994 | 99.751           | 95.083  | 96.756           | 94.129  | 92.882           | 88.958  | 103.535          | 100.678 |
| 11. Real estate activities  | 90.451           | 88.204  | 95.502           | 96.940  | 93.756           | 89.333  | 80.514           | 81.481  | 75.248           | 86.616  |
| 12. Professional, scientific and technical activities                   | 44.738           | 44.795  | 44.940           | 44.267  | 48.240           | 47.195  | 47.770           | 47.745  | 52.177           | 53.477  |
| 13. Administrative and support service activities                       | 27.009           | 26.832  | 27.228           | 26.733  | 25.660           | 25.937  | 26.738           | 27.204  | 26.430           | 26.276  |
| 14. Other service activities  | 31.344           | 31.400  | 31.295           | 30.624  | 33.271           | 32.859  | 32.576           | 33.083  | 33.931           | 34.532  |
| TOTAL   | 48.270           | 47.736  | 47.893           | 46.558  | 47.535           | 47.220  | 47.897           | 48.375  | 52.593           | 53.994  |
| SIZES (Recommendation 2003/361/CE)                                      |                  |         |                  |         |                  |         |                  |         |                  |         |
| 1. Large (including public corporations and subsidiaries)               | 61.826           | 61.596  | 60.178           | 59.125  | 59.113           | 58.707  | 58.888           | 59.354  | 62.138           | 64.200  |
| 2. Small and medium-sized   | 35.984           | 35.087  | 35.797           | 34.137  | 34.796           | 34.647  | 35.057           | 35.847  | 36.893           | 37.610  |
| 1. Medium-sized (from 50 to 250 employees)                              | 42.988           | 42.797  | 42.663           | 40.139  | 40.625           | 40.700  | 40.375           | 41.454  | 42.262           | 43.116  |
| 2. Small (up to 50 employees)   | 34.315           | 33.239  | 34.135           | 32.618  | 33.451           | 33.242  | 33.902           | 34.641  | 35.646           | 36.350  |
| Of wich: micro-enterprise (up to 10 employees)                          | 32.889           | 31.697  | 32.584           | 30.941  | 31.726           | 31.262  | 32.270           | 32.950  | 33.889           | 34.491  |
| OWNERSHIP STATUS  |                  |         |                  |         |                  |         |                  |         |                  |         |
| 1. Public enterprises   | 56.134           | 58.155  | 57.054           | 57.730  | 59.396           | 61.182  | 61.716           | 64.883  | 66.735           | 69.108  |
| 2. Private  | 47.956           | 47.323  | 47.563           | 46.161  | 47.089           | 46.703  | 47.404           | 47.811  | 51.877           | 53.262  |

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   | 2006    | 2007    | 2008    | 2009    | 2010    | 2011    | 2012    | 2013    | 2014    | 2015    |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Number of corporations  | 367.268 | 376.234 | 303.234 | 376.766 | 397.646 | 432.642 | 463.444 | 476.344 | 541.203 | 253.777 |
| YEARS   | 2006    | 2007    | 2008    | 2009    | 2010    | 2011    | 2012    | 2013    | 2014    | 2015    |
| ACTIVITY GROUPINGS (CNAE 2009)  |         |         |         |         |         |         |         |         |         |         |
| 1. Agriculture, forestry and fishing                                    | 77,9    | 76,4    | 77,5    | 76,5    | 76,2    | 77,0    | 78,0    | 80,7    | 86,3    | 78,9    |
| 2. Mining and quarrying   | 74,1    | 75,3    | 64,8    | 55,3    | 62,7    | 61,0    | 61,3    | 67,0    | 77,8    | 79,9    |
| 3. Manufacturing  | 68,2    | 67,5    | 59,1    | 48,5    | 57,2    | 61,8    | 61,7    | 65,9    | 79,1    | 74,7    |
| 4. Electricity, gas, steam and air conditioning supply                  | 93,3    | 95,4    | 97,7    | 98,1    | 98,3    | 98,0    | 97,9    | 97,6    | 97,9    | 97,8    |
| 5. Water supply; sewerage, waste management and remediation activities  | 81,1    | 80,5    | 76,3    | 68,9    | 70,3    | 72,3    | 70,9    | 72,4    | 80,6    | 77,2    |
| 6. Construction   | 79,0    | 77,3    | 67,8    | 63,3    | 67,7    | 69,4    | 70,3    | 74,7    | 83,9    | 82,0    |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 76,8    | 75,5    | 69,4    | 63,6    | 67,4    | 69,0    | 70,0    | 72,3    | 82,7    | 77,1    |
| 8. Transportation and storage   | 75,3    | 74,7    | 66,6    | 56,8    | 63,8    | 66,1    | 66,3    | 70,0    | 81,3    | 77,3    |
| 9. Accommodation and food service activities                            | 70,9    | 68,0    | 62,5    | 55,9    | 59,5    | 61,5    | 61,8    | 63,8    | 77,9    | 72,4    |
| 10. Information and communication                                       | 79,1    | 79,2    | 76,2    | 72,9    | 74,2    | 75,0    | 76,6    | 77,2    | 84,7    | 79,5    |
| 11. Real estate activities  | 92,3    | 90,7    | 88,9    | 88,7    | 91,4    | 92,0    | 92,4    | 92,8    | 94,6    | 93,2    |
| 12. Professional, scientific and technical activities                   | 82,8    | 81,5    | 77,2    | 73,4    | 75,3    | 76,9    | 78,2    | 79,3    | 86,8    | 78,4    |
| 13. Administrative and support service activities                       | 82,1    | 80,2    | 73,4    | 67,8    | 70,7    | 72,1    | 72,7    | 75,0    | 83,2    | 78,7    |
| 14. Other service activities  | 78,3    | 76,2    | 73,6    | 70,4    | 70,3    | 71,6    | 72,7    | 73,8    | 82,9    | 74,8    |
| TOTAL   | 78,3    | 77,0    | 71,7    | 67,1    | 70,9    | 72,8    | 73,6    | 76,0    | 84,7    | 80,0    |
| SIZES (Recommendation 2003/361/CE)                                      |         |         |         |         |         |         |         |         |         |         |
| 1. Large (including public corporations and subsidiaries)               | 71,5    | 71,4    | 75,2    | 71,3    | 73,4    | 76,5    | 72,6    | 74,5    | 80,3    | 79,2    |
| 2. Small and medium-sized   | 78,3    | 77,0    | 71,6    | 67,0    | 70,9    | 72,6    | 73,6    | 76,0    | 84,9    | 80,1    |
| 1. Medium-sized (from 50 to 250 employees)                              | 63,7    | 63,5    | 50,5    | 41,4    | 50,6    | 52,7    | 51,8    | 56,5    | 66,4    | 70,6    |
| 2. Small (up to 50 employees)   | 78,6    | 77,2    | 71,9    | 67,4    | 71,1    | 72,9    | 73,9    | 76,3    | 85,1    | 80,2    |
| Of wich: micro-enterprise (up to 10 employees)                          | 81,0    | 79,6    | 75,2    | 71,9    | 74,5    | 75,9    | 77,2    | 78,9    | 86,9    | 81,6    |
| OWNERSHIP STATUS  |         |         |         |         |         |         |         |         |         |         |
| 1. Public enterprises   | 74,3    | 77,6    | 76,3    | 69,9    | 70,2    | 65,9    | 59,5    | 60,5    | 69,5    | 71,8    |
| 2. Private  | 78,3    | 77,0    | 71,7    | 67,1    | 70,9    | 72,8    | 73,6    | 76,0    | 84,7    | 80,0    |

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**

**Euros**

| YEARS   | 2012          | 2013          | 2014          | 2015          | MEDIAN        |               |               |               | FIRST QUARTILE Q1 |               |               |               | THIRD QUARTILE Q3 |      |      |      |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------|---------------|---------------|---------------|-------------------|------|------|------|
|   | 2012          | 2013          | 2014          | 2015          | 2012          | 2013          | 2014          | 2015          | 2012              | 2013          | 2014          | 2015          | 2012              | 2013 | 2014 | 2015 |
| Number of corporations  | 629.926       | 627.102       | 639.084       | 317.139       |               |               |               |               |                   |               |               |               |                   |      |      |      |
| <b>ACTIVITY GROUPINGS (CNAE 2009)</b>                                   |               |               |               |               |               |               |               |               |                   |               |               |               |                   |      |      |      |
| 1. Agriculture, forestry and fishing                                    | 24.731        | 25.283        | 25.598        | 25.841        | 12.893        | 13.730        | 13.896        | 14.865        | 40.660            | 42.435        | 43.686        | 42.938        |                   |      |      |      |
| 2. Mining and quarrying   | 27.696        | 29.390        | 31.040        | 34.274        | 12.372        | 13.430        | 17.120        | 21.333        | 45.474            | 43.798        | 48.463        | 51.712        |                   |      |      |      |
| 3. Manufacturing  | 27.899        | 28.716        | 30.175        | 31.738        | 17.793        | 18.300        | 19.786        | 21.501        | 41.065            | 42.672        | 44.507        | 46.599        |                   |      |      |      |
| 4. Electricity, gas, steam and air conditioning supply                  | 60.826        | 55.511        | 46.907        | 68.947        | 27.549        | 27.605        | 24.341        | 35.232        | 138.595           | 137.863       | 117.407       | 153.559       |                   |      |      |      |
| 5. Water supply; sewerage, waste management and remediation activities  | 36.892        | 37.563        | 38.108        | 40.598        | 23.699        | 23.823        | 24.320        | 25.987        | 56.802            | 56.990        | 57.377        | 62.253        |                   |      |      |      |
| 6. Construction   | 23.941        | 23.997        | 25.847        | 27.442        | 12.016        | 12.027        | 14.385        | 17.269        | 35.966            | 36.122        | 38.166        | 39.565        |                   |      |      |      |
| 7. Wholesale and retail trade; repair of motor vehicles and motorcycles | 24.791        | 25.054        | 25.922        | 27.292        | 14.744        | 14.736        | 15.634        | 17.438        | 37.737            | 38.409        | 40.035        | 41.669        |                   |      |      |      |
| 8. Transportation and storage   | 30.324        | 31.495        | 33.198        | 36.157        | 18.956        | 19.710        | 21.231        | 24.204        | 44.210            | 45.726        | 47.985        | 50.743        |                   |      |      |      |
| 9. Accommodation and food service activities                            | 20.991        | 21.123        | 22.198        | 22.934        | 13.997        | 13.626        | 14.632        | 16.086        | 29.266            | 29.864        | 31.213        | 31.609        |                   |      |      |      |
| 10. Information and communication                                       | 29.523        | 29.318        | 30.790        | 32.865        | 15.963        | 15.719        | 17.087        | 19.396        | 46.265            | 46.050        | 48.904        | 50.581        |                   |      |      |      |
| 11. Real estate activities  | 38.479        | 35.705        | 36.858        | 40.880        | 14.535        | 13.500        | 14.844        | 17.491        | 90.798            | 86.136        | 86.516        | 96.434        |                   |      |      |      |
| 12. Professional, scientific and technical activities                   | 28.424        | 28.333        | 29.556        | 30.779        | 15.768        | 15.810        | 16.916        | 19.019        | 45.525            | 45.894        | 47.824        | 49.192        |                   |      |      |      |
| 13. Administrative and support service activities                       | 23.502        | 23.445        | 24.709        | 25.364        | 14.079        | 14.160        | 15.083        | 16.708        | 37.826            | 37.709        | 40.021        | 40.941        |                   |      |      |      |
| 14. Other service activities  | 22.727        | 22.888        | 23.881        | 24.588        | 13.309        | 12.632        | 13.703        | 14.874        | 36.551            | 37.562        | 39.162        | 39.129        |                   |      |      |      |
| <b>TOTAL</b>  | <b>25.566</b> | <b>25.748</b> | <b>26.955</b> | <b>28.392</b> | <b>14.790</b> | <b>14.744</b> | <b>15.958</b> | <b>17.929</b> | <b>40.149</b>     | <b>40.782</b> | <b>42.610</b> | <b>44.295</b> |                   |      |      |      |
| <b>SIZES (Recommendation 2003/361/CE)</b>                               |               |               |               |               |               |               |               |               |                   |               |               |               |                   |      |      |      |
| 1. Large (including public corporations and subsidiaries)               | 39.497        | 44.125        | 46.196        | 49.052        | 19.210        | 25.686        | 26.973        | 29.239        | 67.910            | 73.167        | 76.812        | 80.496        |                   |      |      |      |
| Of wich: large  | 48.795        | 52.424        | 54.387        | 57.763        | 27.955        | 29.589        | 30.556        | 33.207        | 88.043            | 91.068        | 94.087        | 102.275       |                   |      |      |      |
| 2. Small and medium-sized   | 25.350        | 25.407        | 26.548        | 27.975        | 14.732        | 14.564        | 15.750        | 17.715        | 39.535            | 39.942        | 41.581        | 43.144        |                   |      |      |      |
| 1. Medium-sized (from 50 to 250 employees)                              | 36.703        | 38.114        | 38.537        | 39.754        | 24.235        | 25.356        | 25.389        | 26.418        | 54.667            | 55.137        | 56.774        | 59.689        |                   |      |      |      |
| 2. Small (up to 50 employees)   | 25.165        | 25.225        | 26.394        | 27.820        | 14.594        | 14.414        | 15.635        | 17.584        | 39.226            | 39.629        | 41.307        | 42.840        |                   |      |      |      |
| Of wich: micro-enterprise (up to 10 employees)                          | 23.838        | 23.893        | 25.170        | 26.545        | 13.179        | 13.009        | 14.326        | 16.268        | 38.384            | 38.761        | 40.586        | 41.863        |                   |      |      |      |
| <b>OWNERSHIP STATUS</b>   |               |               |               |               |               |               |               |               |                   |               |               |               |                   |      |      |      |
| 1. Public enterprises   | 43.456        | 44.128        | 47.048        | 54.422        | 23.807        | 26.630        | 27.521        | 32.602        | 77.991            | 74.056        | 74.756        | 93.315        |                   |      |      |      |
| 2. Private  | 25.552        | 25.730        | 26.940        | 28.369        | 14.782        | 14.734        | 15.948        | 17.916        | 40.112            | 40.743        | 42.575        | 44.239        |                   |      |      |      |

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**

| <u>DATABASES</u>  | <u>2006</u> | <u>2007</u> | <u>2008</u> | <u>2009</u> | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Number of corporations (a)  | 2.633       | 2.526       | 2.468       | 2.647       | 2.868       | 2.976       | 3.150       | 3.175       | 3.293       | 2.338       |
| <u>YEARS</u>  | <u>2006</u> | <u>2007</u> | <u>2008</u> | <u>2009</u> | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
| A. FIRMS WITH LONG-TERM COMPENSATION UNDER DEFINED CONTRIBUTION SYSTEMS | 468         | 451         | 418         | 476         | 479         | 486         | 493         | 441         | 470         | 380         |
| Contributions of the period   | 609         | 580         | 501         | 471         | 482         | 441         | 445         | 345         | 407         | 440         |
| B. FIRMS WITH OBLIGATIONS DUE TO OTHER LONG-TERM EMPLOYEE BENEFITS (b)  | 237         | 227         | 450         | 474         | 511         | 498         | 521         | 534         | 546         | 417         |
| 1. Opening balance  | 1.918       | 1.933       | 4.359       | 4.571       | 4.797       | 4.944       | 4.567       | 5.179       | 4.948       | 5.587       |
| 2. Increases  | 272         | 245         | 658         | 828         | 733         | 559         | 1.157       | 451         | 1.692       | 159         |
| 3. Decreases  | 270         | 233         | 660         | 629         | 634         | 1.010       | 633         | 595         | 899         | 991         |
| 4. Closing balance  | 1.920       | 1.946       | 4.357       | 4.770       | 4.896       | 4.492       | 5.092       | 5.035       | 5.742       | 4.755       |
| C. FIRMS WITH PROVISIONS FOR WORKFORCE RESTRUCTURING                    | 205         | 193         | 152         | 160         | 168         | 182         | 210         | 218         | 241         | 173         |
| 1. Opening balance  | 8.635       | 8.940       | 7.755       | 7.358       | 6.853       | 5.998       | 7.412       | 7.031       | 6.263       | 5.683       |
| 2. Increases  | 2.406       | 1.972       | 1.356       | 1.539       | 1.161       | 3.228       | 1.443       | 933         | 1.442       | 4.117       |
| 3. Decreases  | 1.989       | 2.090       | 1.815       | 2.047       | 2.025       | 1.916       | 1.793       | 1.846       | 1.891       | 1.622       |
| 4. Closing balance  | 9.052       | 8.822       | 7.296       | 6.850       | 5.989       | 7.310       | 7.062       | 6.118       | 5.813       | 8.178       |

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  | 2006  | 2007  | 2008  | 2009  | 2010  | 2011  | 2012  | 2013  | 2014  | 2015  |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Number of corporations   | 9.275 | 9.320 | 9.577 | 9.817 | 8.104 | 9.465 | 9.705 | 9.670 | 9.759 | 7.212 |
| YEARS  | 2006  | 2007  | 2008  | 2009  | 2010  | 2011  | 2012  | 2013  | 2014  | 2015  |
| NUMBER OF EMPLOYEES (thousands)                                      | 2.477 | 2.523 | 2.480 | 2.488 | 2.244 | 2.468 | 2.509 | 2.567 | 2.667 | 2.171 |
| LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES                           | 2.164 | 2.233 | 2.235 | 2.277 | 2.037 | 2.217 | 2.257 | 2.336 | 2.435 | 1.994 |
| SMALL AND MEDIUM-SIZED   | 313   | 290   | 244   | 211   | 207   | 251   | 252   | 231   | 232   | 177   |
| MEDIUM-SIZED   | 227   | 204   | 178   | 140   | 136   | 157   | 160   | 138   | 148   | 113   |
| SMALL  | 86    | 86    | 67    | 70    | 71    | 94    | 92    | 93    | 84    | 64    |
| MICRO-ENTERPRISE   | 5     | 4     | 3     | 3     | 3     | 4     | 3     | 3     | 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)   | 1,7   | 1,9   | 2,7   | 2,7   | 2,5   | 2,7   | 2,7   | 2,8   | 2,7   | 2,6   |
| Support scientific and intellectual technical and professional staff | 16,5  | 17,0  | 16,2  | 16,7  | 15,9  | 16,3  | 16,5  | 16,2  | 16,1  | 15,3  |
| Clerical employees   | 10,4  | 9,8   | 9,3   | 9,1   | 8,7   | 8,6   | 8,5   | 8,8   | 8,9   | 8,1   |
| Traders, sellers and similar   | 17,7  | 16,7  | 12,5  | 12,4  | 13,3  | 12,5  | 12,4  | 13,3  | 12,9  | 14,2  |
| Other employees  | 53,7  | 54,6  | 59,3  | 59,1  | 59,6  | 60,0  | 59,9  | 58,9  | 59,4  | 59,8  |
| 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)   | 1,0   | 0,9   | 1,2   | 1,5   | 1,4   | 1,3   | 1,3   | 1,0   | 0,9   | 0,9   |
| Support scientific and intellectual technical and professional staff | 6,1   | 4,7   | 3,3   | 3,6   | 3,2   | 3,0   | 3,1   | 2,7   | 2,7   | 2,2   |
| Clerical employees   | 3,8   | 3,1   | 2,8   | 3,4   | 3,0   | 2,7   | 2,9   | 2,6   | 2,2   | 2,1   |
| Traders, sellers and similar   | 3,1   | 2,5   | 2,4   | 2,3   | 2,3   | 2,1   | 2,5   | 2,0   | 2,0   | 1,8   |
| Other employees  | 17,6  | 14,7  | 14,0  | 15,3  | 15,3  | 13,3  | 14,0  | 12,1  | 12,1  | 11,4  |
| Unclassified (short questionnaire)                                   | 68,4  | 74,1  | 76,3  | 73,9  | 74,8  | 77,6  | 76,2  | 79,6  | 80,2  | 81,6  |
| 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)   | 1,3   | 1,2   | 1,6   | 1,9   | 1,9   | 1,8   | 1,8   | 1,5   | 1,3   | 1,3   |
| Support scientific and intellectual technical and professional staff | 8,3   | 6,5   | 4,5   | 5,3   | 4,7   | 4,6   | 4,7   | 4,4   | 4,2   | 3,4   |
| Clerical employees   | 5,2   | 4,3   | 3,7   | 4,8   | 4,3   | 4,0   | 4,4   | 4,1   | 3,3   | 3,2   |
| Traders, sellers and similar   | 4,2   | 3,4   | 3,2   | 3,4   | 3,4   | 3,2   | 3,7   | 3,2   | 3,0   | 2,8   |
| Other employees  | 23,6  | 20,3  | 18,7  | 22,0  | 21,8  | 20,1  | 20,9  | 19,5  | 18,5  | 17,4  |
| Unclassified (short questionnaire)                                   | 57,4  | 64,1  | 68,3  | 62,6  | 64,0  | 66,3  | 64,5  | 67,2  | 69,6  | 71,9  |

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**

|  | Men    |      |        |      |       |      | Women  |      |        |      |       |      |
|--|--------|------|--------|------|-------|------|--------|------|--------|------|-------|------|
|  | 2013   |      | 2014   |      | 2015  |      | 2013   |      | 2014   |      | 2015  |      |
|  | 10.215 |      | 10.305 |      | 7.508 |      | 10.215 |      | 10.305 |      | 7.508 |      |
|  | 2012   | 2013 | 2013   | 2014 | 2014  | 2015 | 2012   | 2013 | 2013   | 2014 | 2014  | 2015 |
| NUMBER OF EMPLOYEES  | 54,3   | 54,2 | 54,3   | 54,2 | 54,2  | 54,1 | 45,7   | 45,8 | 45,7   | 45,8 | 45,8  | 45,9 |
| LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES                           | 53,4   | 53,3 | 53,3   | 53,2 | 53,3  | 53,2 | 46,6   | 46,7 | 46,7   | 46,8 | 46,7  | 46,8 |
| SMALL AND MEDIUM-SIZED   | 63,1   | 63,2 | 64,0   | 63,7 | 63,9  | 64,0 | 36,9   | 36,8 | 36,0   | 36,3 | 36,1  | 36,0 |
| MEDIUM-SIZED   | 60,9   | 61,3 | 62,2   | 61,7 | 62,4  | 62,8 | 39,1   | 38,7 | 37,8   | 38,3 | 37,6  | 37,2 |
| SMALL  | 66,3   | 66,0 | 67,0   | 67,2 | 66,5  | 66,2 | 33,7   | 34,0 | 33,0   | 32,8 | 33,5  | 33,8 |
| MICRO-ENTERPRISE   | 64,9   | 63,7 | 63,3   | 64,8 | 64,7  | 64,4 | 35,1   | 36,3 | 36,7   | 35,2 | 35,3  | 35,6 |
| BREAKDOWN BY JOB TYPE  |        |      |        |      |       |      |        |      |        |      |       |      |
| A. LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES                        |        |      |        |      |       |      |        |      |        |      |       |      |
| Managers   | 71,6   | 71,4 | 72,4   | 71,2 | 72,7  | 71,7 | 28,4   | 28,6 | 27,6   | 28,8 | 27,3  | 28,3 |
| Support scientific and intellectual technical and professional staff | 63,9   | 63,6 | 63,8   | 63,2 | 63,7  | 63,0 | 36,1   | 36,4 | 36,2   | 36,8 | 36,3  | 37,0 |
| Clerical employees   | 45,6   | 45,5 | 44,7   | 45,0 | 47,4  | 49,2 | 54,4   | 54,5 | 55,3   | 55,0 | 52,6  | 50,8 |
| Traders, sellers and similar   | 34,5   | 34,0 | 34,5   | 35,0 | 34,6  | 34,8 | 65,5   | 66,0 | 65,5   | 65,0 | 65,4  | 65,2 |
| Other employees  | 54,6   | 54,7 | 54,5   | 54,4 | 54,5  | 54,4 | 45,4   | 45,3 | 45,5   | 45,6 | 45,5  | 45,6 |
| B. SMALL AND MEDIUM-SIZED  |        |      |        |      |       |      |        |      |        |      |       |      |
| Managers   | 78,1   | 78,1 | 77,9   | 76,8 | 75,2  | 74,1 | 21,9   | 21,9 | 22,1   | 23,2 | 24,8  | 25,9 |
| Support scientific and intellectual technical and professional staff | 66,4   | 64,9 | 60,0   | 59,3 | 63,1  | 63,1 | 33,6   | 35,1 | 40,0   | 40,7 | 36,9  | 36,9 |
| Clerical employees   | 39,4   | 38,3 | 38,6   | 39,3 | 40,6  | 40,9 | 60,6   | 61,7 | 61,4   | 60,7 | 59,4  | 59,1 |
| Traders, sellers and similar   | 53,2   | 54,3 | 47,1   | 47,9 | 57,6  | 54,7 | 46,8   | 45,7 | 52,9   | 52,1 | 42,4  | 45,3 |
| Other employees  | 65,7   | 65,9 | 62,1   | 61,3 | 65,4  | 66,0 | 34,3   | 34,1 | 37,9   | 38,7 | 34,6  | 34,0 |
| C. MEDIUM-SIZED  |        |      |        |      |       |      |        |      |        |      |       |      |
| Managers   | 78,7   | 78,5 | 77,9   | 76,7 | 75,0  | 73,8 | 21,3   | 21,5 | 22,1   | 23,3 | 25,0  | 26,2 |
| Support scientific and intellectual technical and professional staff | 66,6   | 65,1 | 59,8   | 59,1 | 62,9  | 63,0 | 33,4   | 34,9 | 40,2   | 40,9 | 37,1  | 37,0 |
| Clerical employees   | 39,5   | 38,4 | 38,5   | 39,2 | 40,7  | 40,9 | 60,5   | 61,6 | 61,5   | 60,8 | 59,3  | 59,1 |
| Traders, sellers and similar   | 53,1   | 54,2 | 46,8   | 47,6 | 57,4  | 54,5 | 46,9   | 45,8 | 53,2   | 52,4 | 42,6  | 45,5 |
| Other employees  | 65,7   | 65,8 | 61,9   | 61,2 | 65,5  | 66,2 | 34,3   | 34,2 | 38,1   | 38,8 | 34,5  | 33,8 |
| Unclassified (short questionnaire)                                   | 60,4   | 61,1 | 63,9   | 63,4 | 62,4  | 62,9 | 39,6   | 38,9 | 36,1   | 36,6 | 37,6  | 37,1 |

SOURCE: Banco de España.

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