

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

DATABASES	2012		2013		2014		2015		2016	
	Number of corporations / Total national coverage									
YEARS	2011	2012	2012	2013	2013	2014	2014	2015	2015	2016
	A. AVERAGE NUMBER OF EMPLOYEES (thousands)	5.695	5.590	5.391	5.299	5.581	5.690	5.446	5.693	3.718	3.869
1. Permanent	4.378	4.300	4.166	4.116	4.314	4.347	4.186	4.303	2.854	2.934
2. Non-permanent	1.217	1.139	1.125	1.092	1.166	1.239	1.191	1.314	852	924
3. Unclassified	100	151	100	91	101	104	69	75	12	12
B. PERSONNEL COSTS (millions of euros.)	184.451	179.251	173.785	171.107	180.541	184.855	178.272	184.913	125.492	130.439
1. Wages and salaries	92.649	90.054	88.913	87.867	91.750	92.879	91.270	94.549	69.243	70.957
2. Social security costs	27.013	26.831	26.593	26.481	27.547	28.980	28.459	28.991	21.547	22.235
1. Social Security contributions	17.709	17.505	17.664	17.651	18.315	19.130	18.896	19.440	15.727	16.166
2. Long-term compensation under defined contribution systems	445	445	426	345	358	412	425	477	431	422
3. Compensation via other long-term employee benefits	581	678	730	597	585	1.003	1.015	669	602	712
4. Other social expenses	1.855	1.859	1.847	1.927	1.909	1.846	1.834	1.913	1.587	1.564
5. Unclassified (short questionnaire)	6.423	6.345	5.927	5.960	6.380	6.590	6.289	6.491	3.200	3.372
3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)	64.789	62.365	58.279	56.759	61.244	62.996	58.542	61.374	34.702	37.247
C. PERSONNEL COSTS PER EMPLOYEE (euros) (B / A)	32.388	32.068	32.237	32.292	32.348	32.489	32.733	32.483	33.754	33.712

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		2012		2013		2014		2015		2016	
	Number of corporations / Total national coverage		629.926 / 47,9 %		627.102 / 48,0 %		688.853 / 49,9 %		660.336 / 49,7 %		379.014 / 35,4 %	
	YEARS		2011	2012	2012	2013	2013	2014	2014	2015	2015	2016
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			76,9	76,9	77,3	77,7	77,3	76,4	76,9	75,6	76,8	75,8
2. Non-permanent			21,4	20,4	20,9	20,6	20,9	21,8	21,9	23,1	22,9	23,9
3. Unclassified			1,7	2,7	1,9	1,7	1,8	1,8	1,3	1,3	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			77,4	77,0	77,0	76,8	76,9	76,2	76,2	76,5	76,3	76,1
2. Social security costs			22,6	23,0	23,0	23,2	23,1	23,8	23,8	23,5	23,7	23,9
1. Social Security contributions			14,8	15,0	15,3	15,4	15,4	15,7	15,8	15,7	17,3	17,3
2. Long-term compensation under defined contribution systems			0,4	0,4	0,4	0,3	0,3	0,3	0,4	0,4	0,5	0,5
3. Compensation via other long-term employee benefits			0,5	0,6	0,6	0,5	0,5	0,8	0,8	0,5	0,7	0,8
4. Other social expenses			1,6	1,6	1,6	1,7	1,6	1,5	1,5	1,5	1,7	1,7
5. Unclassified (short questionnaire)			5,4	5,4	5,1	5,2	5,3	5,4	5,3	5,3	3,5	3,6

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									
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Number of corporations	488.877	422.979	561.279	560.627	594.687	629.926	627.102	688.853	660.336	379.014
	YEARS									
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
A. AVERAGE NUMBER OF EMPLOYEES	2,9	0,3	-6,0	-1,7	-1,0	-1,8	-1,7	1,9	4,5	4,1
1. Permanent	5,4	3,2	-2,3	-1,4	-0,6	-1,8	-1,2	0,8	2,8	2,8
2. Non-permanent	-2,9	-7,4	-16,7	-2,7	-2,7	-6,4	-3,0	6,3	10,3	8,4
3. Unclassified	...	...	...	...	...	51,3	-8,8	2,8	9,3	2,7
B. PERSONNEL COSTS	6,9	4,0	-4,8	-1,0	0,4	-2,8	-1,5	2,4	3,7	3,9
1. Wages and salaries	7,1	3,7	-3,6	-0,3	0,8	-2,8	-1,2	1,2	3,6	2,5
2. Social security costs	6,1	4,0	-4,0	-0,5	0,9	-0,7	-0,4	5,2	1,9	3,2
1. Social Security contributions	6,4	2,8	-3,5	-0,5	1,0	-1,2	-0,1	4,4	2,9	2,8
2. Long-term compensation under defined contribution systems	-5,8	-9,5	-9,8	2,1	-9,0	-0,1	-18,9	15,0	12,2	-2,0
3. Compensation via other long-term employee benefits	-6,4	135,4	-3,7	-6,2	6,4	16,7	-18,2	71,3	-34,1	18,3
4. Other social expenses	8,4	-1,8	-3,1	1,6	-0,5	0,2	4,3	-3,3	4,3	-1,5
5. Unclassified (short questionnaire)	6,3	4,2	-5,4	-1,0	1,2	-1,2	0,6	3,3	3,2	5,3
3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)	...	4,3	-6,8	-2,2	-0,4	-3,7	-2,6	2,9	4,8	7,3
C. PERSONNEL COSTS PER EMPLOYEE	3,8	3,7	1,2	0,7	1,4	-1,0	0,2	0,4	-0,8	-0,1

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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016		
Number of corporations	488.877	422.979	561.279	560.627	594.687	629.926	627.102	688.853	660.336	379.014		
YEARS	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	3,8	3,1	-0,2	1,2	1,7	-0,6	2,5	4,4	5,8	0,0	5,2	
2. Mining and quarrying	2,6	-2,0	-9,5	-6,3	-6,4	-11,6	-7,0	-1,2	5,2	0,0	-1,9	
3. Manufacturing	4,5	2,5	-7,7	-1,4	1,0	-2,0	-0,9	1,9	2,8	1,0	4,2	
4. Electricity, gas, steam and air conditioning supply	4,8	6,7	0,5	-0,9	2,2	1,9	0,2	-0,3	-0,8	-0,1	-3,4	
5. Water supply; sewerage, waste management and remediation activities	8,1	7,7	1,8	1,0	0,6	-2,7	-1,9	-0,5	1,6	0,1	2,4	
6. Construction	6,4	1,6	-10,3	-7,2	-7,8	-11,3	-7,1	-0,9	3,8	0,2	3,5	
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	7,2	4,2	-4,4	-0,3	1,0	-1,6	-1,0	2,2	3,8	0,8	4,1	
8. Transportation and storage	7,6	4,3	-2,4	-1,2	0,5	-3,5	-1,2	1,6	3,5	0,3	3,5	
9. Accommodation and food service activities	6,2	4,4	-3,5	1,1	2,2	-2,2	-2,1	3,8	6,5	0,3	8,2	
10. Information and communication	5,7	4,5	-0,8	-0,7	1,9	-1,9	-3,4	4,6	2,5	0,1	1,1	
11. Real estate activities	5,2	-2,3	-8,2	-0,1	1,0	-1,0	-0,2	2,6	2,7	0,0	1,9	
12. Professional, scientific and technical activities	12,1	8,9	-1,2	-1,0	1,5	-2,0	-1,2	3,2	2,6	0,2	3,3	
13. Administrative and support service activities	10,5	3,9	-5,0	2,3	2,1	-2,4	0,1	4,3	7,3	0,5	5,7	
14. Other service activities	10,5	9,2	3,1	3,5	3,1	-0,3	-0,1	4,0	4,4	0,3	6,1	
TOTAL	6,9	4,0	-4,8	-1,0	0,4	-2,8	-1,5	2,4	3,7	3,9	3,9	
SIZES (Recommendation 2003/361/CE)												
1. Large (including public corporations and subsidiaries)	7,0	3,8	-3,4	-0,3	0,8	-2,2	-1,1	2,0	3,0	1,6	2,4	
2. Small and medium-sized	6,7	4,1	-6,4	-2,0	-0,2	-3,5	-2,2	2,9	4,8	2,3	7,0	
1. Medium-sized (from 50 to 250 employees)	6,6	3,6	-4,8	-0,9	0,9	-2,6	-0,8	2,7	4,6	0,3	5,4	
2. Small (up to 50 employees)	6,7	4,2	-6,9	-2,3	-0,5	-3,8	-2,5	3,0	4,9	2,0	7,3	
Of which: micro-enterprise (up to 10 employees)	8,3	5,9	-6,3	-2,1	-0,4	-3,5	-2,4	3,7	5,4	1,2	9,3	
OWNERSHIP STATUS												
1. Public enterprises	9,2	5,8	2,5	-2,5	-0,7	-6,5	0,8	0,0	1,7	-0,1	-1,6	
2. Private	6,7	3,8	-5,2	-1,0	0,4	-2,6	-1,7	2,5	3,8	4,0	4,3	

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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Number of corporations	488.877	422.979	561.279	560.627	594.687	629.926	627.102	688.853	660.336	379.014
YEARS	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	57	46	64	69	71	86	84	101	99	55
2. Mining and quarrying	16	17	19	18	19	19	14	15	13	7
3. Manufacturing	1.121	949	994	954	987	1.077	1.007	1.075	1.079	740
4. Electricity, gas, steam and air conditioning supply	32	31	33	32	33	34	33	33	34	30
5. Water supply; sewerage, waste management and remediation activities	109	111	115	117	100	104	100	103	109	95
6. Construction	671	555	589	532	482	436	365	389	385	246
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	1.218	1.066	1.183	1.175	1.224	1.298	1.244	1.331	1.307	883
8. Transportation and storage	389	343	378	381	383	406	382	390	395	290
9. Accommodation and food service activities	315	271	320	329	334	361	351	382	390	239
10. Information and communication	196	204	227	232	244	270	255	278	274	193
11. Real estate activities	50	40	48	50	55	59	56	69	68	37
12. Professional, scientific and technical activities	263	246	302	297	316	353	317	359	337	222
13. Administrative and support service activities	553	536	561	577	635	666	683	709	745	563
14. Other service activities	263	231	311	331	353	421	407	459	458	271
TOTAL	5.253	4.645	5.144	5.096	5.235	5.590	5.299	5.690	5.693	3.869
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	2.188	2.352	2.393	2.458	2.498	2.779	2.769	2.946	3.016	2.285
2. Small and medium-sized	3.065	2.292	2.751	2.638	2.737	2.811	2.530	2.744	2.677	1.584
1. Medium-sized (from 50 to 250 employees)	666	420	537	494	529	568	477	505	479	263
2. Small (up to 50 employees)	2.399	1.873	2.214	2.144	2.208	2.243	2.053	2.239	2.198	1.321
Of which: micro-enterprise (up to 10 employees)	1.035	857	1.006	995	1.044	1.060	1.005	1.156	1.142	684
OWNERSHIP STATUS										
1. Public enterprises	243	206	208	208	200	192	189	177	174	161
2. Private	5.010	4.438	4.936	4.889	5.035	5.398	5.109	5.513	5.519	3.708

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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016		
Number of corporations	488.877	422.979	561.279	560.627	594.687	629.926	627.102	688.853	660.336	379.014		
YEARS	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	0,4	1,5	-1,0	-0,5	1,3	-0,4	3,0	5,4	6,2	0,1	5,0	
2. Mining and quarrying	-2,2	-3,3	-10,7	-6,3	-6,5	-10,3	-10,5	-1,5	2,8	0,0	0,1	
3. Manufacturing	1,0	-1,4	-8,3	-3,0	-1,2	-1,6	-1,5	1,3	3,4	0,6	3,2	
4. Electricity, gas, steam and air conditioning supply	-0,7	1,3	0,9	-2,4	-1,5	0,6	-1,9	-1,6	-2,8	0,0	-1,6	
5. Water supply; sewerage, waste management and remediation activities	4,2	5,2	-1,8	-1,5	-1,5	-2,6	-2,1	-1,5	1,4	0,1	3,0	
6. Construction	1,9	-4,6	-11,1	-8,1	-8,1	-10,3	-6,4	0,1	4,7	0,3	4,8	
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	3,2	0,8	-5,0	-1,3	-0,1	-1,1	-1,4	1,3	3,6	0,9	3,8	
8. Transportation and storage	3,6	0,6	-4,0	-1,5	-0,8	-1,8	-1,7	1,0	3,6	0,3	3,6	
9. Accommodation and food service activities	3,5	2,2	-5,9	0,1	-1,3	-0,8	-1,8	3,7	7,2	0,4	7,3	
10. Information and communication	2,2	2,6	-2,4	-0,8	1,0	-1,4	-2,5	1,2	5,2	0,1	1,7	
11. Real estate activities	0,2	-6,0	-8,6	-0,4	0,5	-0,8	0,3	2,5	2,3	0,0	1,5	
12. Professional, scientific and technical activities	6,3	3,9	-2,7	-1,3	0,8	-2,0	-1,3	3,1	2,3	0,3	4,9	
13. Administrative and support service activities	4,4	1,4	-7,3	2,4	0,2	-1,2	-1,2	3,4	8,3	0,7	5,1	
14. Other service activities	6,4	4,8	0,8	1,8	1,3	2,6	-0,1	4,0	4,9	0,3	4,7	
TOTAL	2,9	0,3	-6,0	-1,7	-1,0	-1,8	-1,7	1,9	4,5	4,1	4,1	
SIZES (Recommendation 2003/361/CE)												
1. Large (including public corporations and subsidiaries)	3,3	1,0	-4,9	-0,6	-0,7	-1,7	-1,9	0,9	3,7	1,6	2,7	
2. Small and medium-sized	2,6	-0,5	-6,9	-2,7	-1,4	-2,0	-1,4	3,1	5,5	2,5	6,1	
1. Medium-sized (from 50 to 250 employees)	2,0	-1,2	-5,6	-1,9	-0,9	1,5	-1,0	2,3	4,6	0,3	4,4	
2. Small (up to 50 employees)	2,8	-0,3	-7,2	-2,9	-1,5	-2,9	-1,6	3,3	5,7	2,2	6,5	
Of which: micro-enterprise (up to 10 employees)	4,0	1,6	-6,2	-2,5	-1,0	-2,2	-0,7	4,4	6,8	1,4	8,2	
OWNERSHIP STATUS												
1. Public enterprises	3,4	1,4	-0,4	-1,0	-1,6	-3,4	-3,0	-2,4	-0,4	-0,1	-1,2	
2. Private	2,9	0,2	-6,2	-1,7	-1,0	-1,8	-1,7	2,1	4,7	4,1	4,3	

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	2012		2013		2014		2015		2016	
	2011	2012	2012	2013	2013	2014	2014	2015	2015	2016
Number of corporations / Total national coverage	629.926 / 47,9 %		627.102 / 48,0 %		688.853 / 49,9 %		660.336 / 49,7 %		379.014 / 35,4 %	
YEARS	2011	2012	2012	2013	2013	2014	2014	2015	2015	2016
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	21.256	21.218	21.049	20.957	20.696	20.499	20.833	20.743	22.678	22.710
2. Mining and quarrying	38.905	38.324	37.590	39.071	41.056	41.203	40.658	41.607	46.516	45.614
3. Manufacturing	38.277	38.096	38.518	38.736	38.827	39.041	39.539	39.293	41.106	41.496
4. Electricity, gas, steam and air conditioning supply	74.502	75.453	75.940	77.620	76.487	77.507	76.590	78.154	81.290	79.782
5. Water supply; sewerage, waste management and remediation activities	35.326	35.306	35.366	35.417	35.275	35.615	35.818	35.896	36.148	35.925
6. Construction	34.442	34.041	34.562	34.324	33.696	33.355	33.733	33.428	35.045	34.584
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	28.646	28.502	28.700	28.815	28.965	29.205	29.280	29.318	29.613	29.699
8. Transportation and storage	38.596	37.936	38.008	38.192	38.003	38.244	38.308	38.293	40.614	40.575
9. Accommodation and food service activities	23.913	23.557	23.705	23.637	23.764	23.785	23.847	23.698	23.776	23.982
10. Information and communication	47.685	47.446	47.555	47.129	46.295	47.835	48.079	46.830	50.302	49.986
11. Real estate activities	30.475	30.403	30.971	30.818	30.077	30.110	30.708	30.833	31.325	31.457
12. Professional, scientific and technical activities	38.680	38.676	40.427	40.466	40.740	40.751	41.171	41.291	43.956	43.301
13. Administrative and support service activities	22.880	22.593	22.004	22.286	22.719	22.920	23.015	22.803	22.394	22.513
14. Other service activities	25.439	24.718	26.084	26.088	26.056	26.067	26.270	26.131	25.912	26.248
TOTAL	32.388	32.068	32.237	32.292	32.348	32.489	32.733	32.483	33.754	33.712
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	36.560	36.341	36.083	36.401	36.546	36.971	37.033	36.802	37.604	37.501
2. Small and medium-sized	28.281	27.844	28.005	27.794	27.739	27.677	27.803	27.615	28.016	28.245
1. Medium-sized (from 50 to 250 employees)	31.470	30.182	30.646	30.692	30.488	30.590	30.668	30.668	30.863	31.180
2. Small (up to 50 employees)	27.508	27.252	27.396	27.121	27.114	27.020	27.171	26.950	27.439	27.662
Of which: micro-enterprise (up to 10 employees)	25.964	25.609	25.911	25.458	25.568	25.398	25.558	25.227	25.834	26.090
OWNERSHIP STATUS										
1. Public enterprises	41.731	40.387	41.029	42.635	42.509	43.585	43.674	44.590	44.823	44.665
2. Private	32.051	31.772	31.906	31.909	32.007	32.133	32.370	32.100	33.247	33.237

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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Number of corporations	488.877	422.979	561.279	560.627	594.687	629.926	627.102	688.853	660.336	379.014
YEARS	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	3,4	1,5	0,7	1,7	0,3	-0,2	-0,4	-1,0	-0,4	0,1
2. Mining and quarrying	4,9	1,3	1,4	0,0	0,0	-1,5	3,9	0,4	2,3	-1,9
3. Manufacturing	3,5	4,0	0,6	1,7	2,3	-0,5	0,6	0,6	-0,6	0,9
4. Electricity, gas, steam and air conditioning supply	5,6	5,3	-0,4	1,6	3,7	1,3	2,2	1,3	2,0	-1,9
5. Water supply; sewerage, waste management and remediation activities	3,7	2,4	3,7	2,6	2,1	-0,1	0,1	1,0	0,2	-0,6
6. Construction	4,4	6,5	0,9	1,0	0,4	-1,2	-0,7	-1,0	-0,9	-1,3
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	3,8	3,3	0,6	1,0	1,1	-0,5	0,4	0,8	0,1	0,3
8. Transportation and storage	3,9	3,6	1,7	0,3	1,3	-1,7	0,5	0,6	0,0	-0,1
9. Accommodation and food service activities	2,6	2,2	2,5	1,0	3,5	-1,5	-0,3	0,1	-0,6	0,9
10. Information and communication	3,4	1,9	1,7	0,1	0,9	-0,5	-0,9	3,3	-2,6	-0,6
11. Real estate activities	4,9	4,0	0,5	0,4	0,4	-0,2	-0,5	0,1	0,4	0,4
12. Professional, scientific and technical activities	5,4	4,9	1,6	0,3	0,7	0,0	0,1	0,0	0,3	-1,5
13. Administrative and support service activities	5,9	2,5	2,4	-0,1	1,8	-1,3	1,3	0,9	-0,9	0,5
14. Other service activities	3,9	4,2	2,4	1,7	1,8	-2,8	0,0	0,0	-0,5	1,3
TOTAL	3,8	3,7	1,2	0,7	1,4	-1,0	0,2	0,4	-0,8	-0,1
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	3,6	2,8	1,6	0,4	1,5	-0,6	0,9	1,2	-0,6	-0,3
2. Small and medium-sized	3,9	4,6	0,5	0,7	1,2	-1,5	-0,8	-0,2	-0,7	0,8
1. Medium-sized (from 50 to 250 employees)	4,5	4,9	0,9	1,0	1,8	-4,1	0,2	0,3	0,0	1,0
2. Small (up to 50 employees)	3,8	4,6	0,3	0,6	1,0	-0,9	-1,0	-0,3	-0,8	0,8
Of which: micro-enterprise (up to 10 employees)	4,2	4,3	-0,1	0,4	0,6	-1,4	-1,7	-0,7	-1,3	1,0
OWNERSHIP STATUS										
1. Public enterprises	5,7	4,4	2,9	-1,6	0,9	-3,2	3,9	2,5	2,1	-0,4
2. Private	3,7	3,6	1,1	0,8	1,5	-0,9	0,0	0,4	-0,8	0,0

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	2012		2013		2014		2015		2016	
Number of corporations / Total national coverage	629.926 / 47,9 %		627.102 / 48,0 %		688.853 / 49,9 %		660.336 / 49,7 %		379.014 / 35,4 %	
YEARS	2011	2012	2012	2013	2013	2014	2014	2015	2015	2016
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	71,7	69,6	66,9	66,5	66,3	67,8	65,4	66,0	64,8	59,8
2. Mining and quarrying	71,6	85,9	82,4	70,0	65,8	72,6	63,2	65,9	60,0	66,9
3. Manufacturing	67,6	69,7	69,2	69,8	69,8	68,0	67,4	62,4	60,3	60,0
4. Electricity, gas, steam and air conditioning supply	16,3	16,2	15,3	16,3	16,7	16,5	16,6	16,5	16,8	16,3
5. Water supply; sewerage, waste management and remediation activities	69,7	71,1	69,9	69,4	69,9	69,0	69,0	68,5	68,7	69,2
6. Construction	84,8	87,2	88,5	94,4	89,7	87,8	89,9	88,6	89,9	88,8
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	71,7	74,6	73,3	72,8	73,1	72,8	72,1	69,7	68,1	67,3
8. Transportation and storage	67,9	67,4	66,3	64,6	64,1	61,9	60,8	59,3	56,6	55,6
9. Accommodation and food service activities	84,5	86,1	84,7	83,7	83,2	80,4	80,6	77,7	79,1	76,3
10. Information and communication	47,8	49,9	49,1	50,1	51,2	55,1	55,6	55,4	50,1	48,8
11. Real estate activities	31,9	31,4	33,0	34,5	38,3	37,8	40,6	36,9	32,0	30,7
12. Professional, scientific and technical activities	86,1	87,4	83,8	85,7	85,1	85,0	84,6	84,1	84,8	86,4
13. Administrative and support service activities	84,0	84,5	85,8	85,9	85,0	84,6	86,4	86,2	90,0	89,6
14. Other service activities	81,3	80,7	78,4	79,4	79,3	78,8	79,0	77,1	77,4	77,2
TOTAL	67,6	68,9	67,8	68,4	68,6	68,2	67,8	65,8	63,0	62,6
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	60,8	61,5	61,0	62,0	62,5	62,7	62,8	60,8	58,5	57,9
2. Small and medium-sized	79,0	81,6	80,5	80,2	79,9	77,8	77,2	75,0	74,6	74,0
1. Medium-sized (from 50 to 250 employees)	73,8	75,2	75,4	75,4	75,3	73,6	73,3	71,9	71,3	70,3
2. Small (up to 50 employees)	80,6	83,5	81,9	81,6	81,1	79,0	78,2	75,8	75,4	74,9
Of which: micro-enterprise (up to 10 employees)	79,7	82,8	81,7	81,4	81,6	78,9	78,4	75,5	74,8	74,5
OWNERSHIP STATUS										
1. Public enterprises	73,1	70,0	69,1	69,7	68,9	67,2	66,1	65,1	65,2	61,2
2. Private	67,4	68,8	67,8	68,3	68,6	68,2	67,9	65,8	62,9	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	2011		2012		2013		2014		2015	
Number of corporations / Total national coverage	629.926 / 47,9 %		627.102 / 48,0 %		688.853 / 49,9 %		660.336 / 49,7 %		379.014 / 35,4 %	
YEARS	2011	2012	2012	2013	2013	2014	2014	2015	2015	2016
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	29.636	30.507	31.463	31.517	31.233	30.226	31.846	31.431	35.019	37.970
2. Mining and quarrying	54.347	44.634	45.626	55.839	62.355	56.718	64.339	63.139	77.539	68.137
3. Manufacturing	56.614	54.696	55.634	55.508	55.633	57.403	58.634	62.951	68.170	69.174
4. Electricity, gas, steam and air conditioning supply	457.962	464.573	495.868	475.590	457.678	470.327	461.227	472.475	484.334	489.862
5. Water supply; sewerage, waste management and remediation activities	50.718	49.673	50.605	51.044	50.480	51.598	51.884	52.420	52.644	51.951
6. Construction	40.621	39.060	39.069	36.363	37.574	37.999	37.528	37.736	38.977	38.933
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	39.945	38.181	39.128	39.569	39.636	40.123	40.617	42.073	43.482	44.127
8. Transportation and storage	56.872	56.306	57.354	59.129	59.269	61.812	62.976	64.586	71.695	72.941
9. Accommodation and food service activities	28.316	27.364	27.996	28.255	28.565	29.569	29.598	30.514	30.060	31.415
10. Information and communication	99.751	95.083	96.756	94.129	90.441	86.765	86.549	84.461	100.466	102.469
11. Real estate activities	95.502	96.940	93.756	89.333	78.552	79.736	75.714	83.547	97.900	102.601
12. Professional, scientific and technical activities	44.940	44.267	48.240	47.195	47.892	47.917	48.651	49.099	51.833	50.102
13. Administrative and support service activities	27.228	26.733	25.660	25.937	26.734	27.077	26.638	26.461	24.877	25.113
14. Other service activities	31.295	30.624	33.271	32.859	32.848	33.062	33.262	33.889	33.494	34.021
TOTAL	47.893	46.558	47.535	47.220	47.177	47.670	48.285	49.401	53.553	53.849
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	60.178	59.125	59.113	58.707	58.514	58.951	58.970	60.574	64.283	64.720
2. Small and medium-sized	35.797	34.137	34.796	34.647	34.734	35.561	36.032	36.813	37.562	38.166
1. Medium-sized (from 50 to 250 employees)	42.663	40.139	40.625	40.700	40.470	41.553	41.856	42.634	43.317	44.342
2. Small (up to 50 employees)	34.135	32.618	33.451	33.242	33.427	34.209	34.748	35.544	36.395	36.939
Of which: micro-enterprise (up to 10 employees)	32.584	30.941	31.726	31.262	31.339	32.200	32.619	33.403	34.525	35.024
OWNERSHIP STATUS										
1. Public enterprises	57.054	57.730	59.396	61.182	61.664	64.817	66.054	68.482	68.775	73.038
2. Private	47.563	46.161	47.089	46.703	46.691	47.120	47.695	48.799	52.856	53.017

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 corporations according to employment evolution

YEARS					FALLING				CONSTANT				RISING				
2013	2014	2015	2016		2013	2014	2015	2016	2013	2014	2015	2016	2013	2014	2015	2016	
Number of corporations					449.801	499.417	480.102	280.188									
ACTIVITY GROUPINGS (CNAE 2009)																	
1. Agriculture, forestry and fishing	26,4	28,9	31,2	30,2	39,4	28,0	25,2	26,2	34,2	43,1	43,6	43,7					
2. Mining and quarrying	45,6	39,5	31,8	35,7	31,3	24,3	24,1	27,8	23,1	36,1	44,1	36,5					
3. Manufacturing	37,4	33,6	29,9	28,5	34,0	24,5	21,8	23,4	28,6	42,0	48,3	48,1					
4. Electricity, gas, steam and air conditioning supply	22,9	27,5	24,5	20,4	56,0	47,8	44,5	51,2	21,1	24,8	31,0	28,3					
5. Water supply; sewerage, waste management and remediation activities	35,3	33,5	30,2	28,7	34,5	24,8	22,2	24,2	30,2	41,7	47,6	47,1					
6. Construction	41,0	37,2	32,0	30,9	33,1	25,6	23,9	26,0	25,8	37,3	44,0	43,1					
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	32,3	31,6	29,9	27,9	41,3	31,1	27,9	30,0	26,4	37,2	42,2	42,1					
8. Transportation and storage	33,7	30,5	27,2	26,1	35,2	25,2	22,9	24,6	31,1	44,4	49,9	49,3					
9. Accommodation and food service activities	40,5	37,3	32,3	30,7	26,0	15,2	13,3	12,5	33,5	47,5	54,4	56,8					
10. Information and communication	30,7	30,1	30,6	28,1	39,5	31,1	27,0	28,4	29,7	38,8	42,5	43,5					
11. Real estate activities	20,2	23,1	24,2	21,1	59,9	50,9	46,3	51,2	19,9	26,0	29,5	27,7					
12. Professional, scientific and technical activities	29,7	29,8	35,2	28,1	46,0	37,3	30,2	34,0	24,3	32,9	34,7	37,8					
13. Administrative and support service activities	33,3	32,8	31,2	28,5	36,3	27,0	24,1	27,0	30,4	40,2	44,6	44,5					
14. Other service activities	31,9	32,7	33,3	30,2	38,1	27,5	23,8	25,7	30,0	39,7	42,9	44,1					
TOTAL	33,5	32,3	30,9	28,4	39,0	29,6	26,1	28,3	27,5	38,2	42,9	43,3					
SIZES (Recommendation 2003/361/CE)																	
1. Large (including public corporations and subsidiaries)	42,5	37,2	31,8	28,6	28,4	22,5	21,4	23,9	29,1	40,3	46,8	47,5					
Of which: large	53,4	43,7	34,3	31,1	9,9	10,1	10,0	12,9	36,8	46,2	55,7	56,0					
2. Small and medium-sized	33,2	32,1	30,9	28,4	39,4	29,8	26,3	28,5	27,4	38,1	42,8	43,1					
1. Medium-sized (from 50 to 250 employees)	47,5	38,0	32,2	29,0	13,7	11,8	10,4	10,8	38,8	50,3	57,3	60,2					
2. Small (up to 50 employees)	33,0	32,0	30,9	28,4	39,8	30,1	26,6	28,7	27,2	37,9	42,6	42,9					
Of which: micro-enterprise (up to 10 employees)	30,7	30,9	30,5	27,8	43,1	32,7	28,8	31,4	26,2	36,4	40,7	40,8					
OWNERSHIP STATUS																	
1. Public enterprises	44,2	40,2	32,8	34,1	34,0	33,9	30,1	29,9	21,9	26,0	37,1	36,1					
2. Private	33,5	32,2	30,9	28,4	39,0	29,6	26,1	28,3	27,5	38,2	43,0	43,3					

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	2013	2014	2015	2016	MEDIAN				FIRST QUARTILE Q1				THIRD QUARTILE Q3			
	2013	2014	2015	2016	2013	2014	2015	2016	2013	2014	2015	2016	2013	2014	2015	2016
Number of corporations	627.102	688.853	660.336	379.014												
ACTIVITY GROUPINGS (CNAE 2009)																
1. Agriculture, forestry and fishing	25.283	25.506	25.799	29.020	13.730	13.760	14.055	16.665	42.435	43.600	43.909	48.427				
2. Mining and quarrying	29.390	29.990	32.324	33.781	13.430	15.757	18.637	21.316	43.798	47.501	49.231	50.885				
3. Manufacturing	28.716	30.011	31.047	32.705	18.300	19.438	20.508	22.033	42.672	44.383	46.005	48.153				
4. Electricity, gas, steam and air conditioning supply	55.511	47.654	66.840	59.682	27.605	23.540	32.018	32.065	137.863	117.662	149.181	132.259				
5. Water supply; sewerage, waste management and remediation activities	37.563	37.633	37.988	38.782	23.823	23.782	24.217	25.632	56.990	56.716	57.676	60.015				
6. Construction	23.997	25.545	26.948	28.256	12.027	13.813	16.005	17.780	36.122	38.005	39.760	41.197				
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	25.054	25.776	26.650	27.934	14.736	15.364	16.261	17.539	38.409	39.917	41.471	43.474				
8. Transportation and storage	31.495	32.766	34.861	36.279	19.710	20.689	22.730	24.701	45.726	47.716	50.122	51.528				
9. Accommodation and food service activities	21.123	22.011	22.844	23.745	13.626	14.261	15.308	16.632	29.864	31.156	32.050	32.958				
10. Information and communication	29.318	30.579	31.299	31.985	15.719	16.586	17.483	18.527	46.050	48.760	49.729	50.260				
11. Real estate activities	35.705	36.694	38.136	40.083	13.500	14.567	15.564	17.345	86.136	86.795	90.791	92.693				
12. Professional, scientific and technical activities	28.333	29.566	29.905	30.590	15.810	16.805	17.455	18.496	45.894	47.893	48.923	49.351				
13. Administrative and support service activities	23.445	24.494	25.121	26.307	14.160	14.712	15.620	16.929	37.709	39.946	41.281	42.849				
14. Other service activities	22.888	23.755	24.114	25.309	12.632	13.495	14.012	15.161	37.562	39.118	39.392	40.749				
TOTAL	25.748	26.783	27.695	29.075	14.744	15.647	16.716	18.169	40.782	42.570	44.041	45.695				
SIZES (Recommendation 2003/361/CE)																
1. Large (including public corporations and subsidiaries)	44.125	45.669	47.933	49.802	25.686	26.564	27.854	29.421	73.167	76.753	79.746	82.879				
Of which: large	52.424	53.539	55.603	59.659	29.589	30.146	31.073	33.393	91.068	91.577	96.121	108.340				
2. Small and medium-sized	25.407	26.436	27.324	28.705	14.564	15.462	16.537	18.003	39.942	41.660	43.072	44.778				
1. Medium-sized (from 50 to 250 employees)	38.114	39.025	40.395	41.303	25.356	25.535	26.585	27.139	55.137	57.900	60.564	61.955				
2. Small (up to 50 employees)	25.225	26.257	27.152	28.563	14.414	15.328	16.408	17.884	39.629	41.317	42.746	44.485				
Of which: micro-enterprise (up to 10 employees)	23.893	25.115	26.020	27.452	13.009	14.141	15.223	16.687	38.761	40.600	41.915	43.825				
OWNERSHIP STATUS																
1. Public enterprises	44.128	47.007	47.040	58.258	26.630	27.521	27.563	34.692	74.056	74.658	80.733	94.439				
2. Private	25.730	26.768	27.681	29.055	14.734	15.640	16.708	18.163	40.743	42.529	44.009	45.647				

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>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>	<u>2016</u>
Number of corporations (a)	2.526	2.468	2.647	2.868	2.976	3.150	3.175	3.407	3.357	2.347
<u>YEARS</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>	<u>2016</u>
A. FIRMS WITH LONG-TERM COMPENSATION UNDER DEFINED CONTRIBUTION SYSTEMS	451	418	476	479	486	493	441	481	492	377
Contributions of the period	580	501	471	482	441	445	345	412	477	422
B. FIRMS WITH OBLIGATIONS DUE TO OTHER LONG-TERM EMPLOYEE BENEFITS (b)	227	450	474	511	498	521	534	568	574	447
1. Opening balance	1.933	4.359	4.571	4.797	4.944	4.567	5.179	4.956	5.812	4.817
2. Increases	245	658	828	733	559	1.157	451	1.695	226	1.018
3. Decreases	233	660	629	634	1.010	633	595	903	1.106	861
4. Closing balance	1.946	4.357	4.770	4.896	4.492	5.092	5.035	5.748	4.931	4.973
C. FIRMS WITH PROVISIONS FOR WORKFORCE RESTRUCTURING	193	152	160	168	182	210	218	253	230	190
1. Opening balance	8.940	7.755	7.358	6.853	5.998	7.412	7.031	6.277	5.767	8.217
2. Increases	1.972	1.356	1.539	1.161	3.228	1.443	933	1.439	4.272	2.478
3. Decreases	2.090	1.815	2.047	2.025	1.916	1.793	1.846	1.899	1.670	1.942
4. Closing balance	8.822	7.296	6.850	5.989	7.310	7.062	6.118	5.818	8.369	8.753

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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Number of corporations		9.320	9.577	9.817	8.104	9.465	9.705	9.670	9.923	9.925	6.766
	YEARS	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
NUMBER OF EMPLOYEES (thousands)		2.523	2.480	2.488	2.244	2.468	2.509	2.567	2.719	2.812	2.263
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES		2.233	2.235	2.277	2.037	2.217	2.257	2.336	2.499	2.574	2.087
SMALL AND MEDIUM-SIZED		290	244	211	207	251	252	231	220	237	176
MEDIUM-SIZED		204	178	140	136	157	160	138	137	151	121
SMALL		86	67	70	71	94	92	93	83	87	55
MICRO-ENTERPRISE		4	3	3	3	4	3	3	3	3	2
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)		1,9	2,7	2,7	2,5	2,7	2,7	2,8	2,7	2,6	2,5
Support scientific and intellectual technical and professional staff		17,0	16,2	16,7	15,9	16,3	16,5	16,2	16,1	15,2	15,6
Clerical employees		9,8	9,3	9,1	8,7	8,6	8,5	8,8	8,9	9,0	7,7
Traders, sellers and similar		16,7	12,5	12,4	13,3	12,5	12,4	13,3	12,9	13,2	14,1
Other employees		54,6	59,3	59,1	59,6	60,0	59,9	58,9	59,4	60,1	60,1
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	1,2	1,5	1,4	1,3	1,3	1,0	0,6	0,6	0,6
Support scientific and intellectual technical and professional staff		4,7	3,3	3,6	3,2	3,0	3,1	2,7	2,4	1,9	1,8
Clerical employees		3,1	2,8	3,4	3,0	2,7	2,9	2,6	1,9	1,6	1,3
Traders, sellers and similar		2,5	2,4	2,3	2,3	2,1	2,5	2,0	1,6	1,3	0,9
Other employees		14,7	14,0	15,3	15,3	13,3	14,0	12,1	10,0	8,6	7,1
Unclassified (short questionnaire)		74,1	76,3	73,9	74,8	77,6	76,2	79,6	83,5	86,1	88,4
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)		1,2	1,6	1,9	1,9	1,8	1,8	1,5	1,0	0,9	0,8
Support scientific and intellectual technical and professional staff		6,5	4,5	5,3	4,7	4,6	4,7	4,4	3,8	2,9	2,5
Clerical employees		4,3	3,7	4,8	4,3	4,0	4,4	4,1	2,9	2,4	1,8
Traders, sellers and similar		3,4	3,2	3,4	3,4	3,2	3,7	3,2	2,5	2,0	1,3
Other employees		20,3	18,7	22,0	21,8	20,1	20,9	19,5	15,7	13,1	9,9
Unclassified (short questionnaire)		64,1	68,3	62,6	64,0	66,3	64,5	67,2	74,0	78,7	83,8

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						
	2014		2015		2016		2014		2015		2016		
	Number of corporations (a)		10.478		10.528		7.038		10.478		10.528		7.038
	2013	2014	2014	2015	2015	2016	2013	2014	2014	2015	2015	2016	
NUMBER OF EMPLOYEES	54,3	54,3	54,1	53,9	53,5	53,5	45,7	45,7	45,9	46,1	46,5	46,5	
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	53,5	53,4	53,1	52,9	52,7	52,7	46,5	46,6	46,9	47,1	47,3	47,3	
SMALL AND MEDIUM-SIZED	64,0	64,0	64,2	64,2	62,3	62,7	36,0	36,0	35,8	35,8	37,7	37,3	
MEDIUM-SIZED	62,1	62,0	62,7	62,8	60,7	61,2	37,9	38,0	37,3	37,2	39,3	38,8	
SMALL	66,9	67,2	66,8	66,6	65,8	66,0	33,1	32,8	33,2	33,4	34,2	34,0	
MICRO-ENTERPRISE	63,4	64,9	64,7	63,9	67,9	68,0	36,6	35,1	35,3	36,1	32,1	32,0	
BREAKDOWN BY JOB TYPE													
A. LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES													
Managers	72,2	71,3	71,4	70,6	71,4	70,0	27,8	28,7	28,6	29,4	28,6	30,0	
Support scientific and intellectual technical and professional staff	63,6	63,0	61,9	61,4	61,8	61,5	36,4	37,0	38,1	38,6	38,2	38,5	
Clerical employees	44,7	44,9	46,0	47,5	48,8	49,4	55,3	55,1	54,0	52,5	51,2	50,6	
Traders, sellers and similar	34,4	34,9	34,3	34,4	33,4	32,9	65,6	65,1	65,7	65,6	66,6	67,1	
Other employees	54,7	54,7	54,6	54,4	54,3	54,5	45,3	45,3	45,4	45,6	45,7	45,5	
B. SMALL AND MEDIUM-SIZED													
Managers	77,7	75,2	75,6	75,0	76,5	75,2	22,3	24,8	24,4	25,0	23,5	24,8	
Support scientific and intellectual technical and professional staff	58,1	58,3	61,3	60,4	61,0	61,9	41,9	41,7	38,7	39,6	39,0	38,1	
Clerical employees	38,9	39,9	40,8	41,0	37,7	38,8	61,1	60,1	59,2	59,0	62,3	61,2	
Traders, sellers and similar	48,9	49,3	54,3	51,6	61,6	64,3	51,1	50,7	45,7	48,4	38,4	35,7	
Other employees	61,9	61,5	65,0	65,7	63,6	64,9	38,1	38,5	35,0	34,3	36,4	35,1	
C. MEDIUM-SIZED													
Managers	77,8	74,9	75,0	74,4	76,2	75,1	22,2	25,1	25,0	25,6	23,8	24,9	
Support scientific and intellectual technical and professional staff	57,9	58,2	61,2	60,3	61,9	62,8	42,1	41,8	38,8	39,7	38,1	37,2	
Clerical employees	38,9	40,1	40,9	41,0	37,7	38,9	61,1	59,9	59,1	59,0	62,3	61,1	
Traders, sellers and similar	48,6	49,0	53,9	51,2	61,6	64,1	51,4	51,0	46,1	48,8	38,4	35,9	
Other employees	61,9	61,5	64,8	65,8	63,8	64,8	38,1	38,5	35,2	34,2	36,2	35,2	
Unclassified (short questionnaire)	63,6	63,5	63,0	63,2	60,6	61,0	36,4	36,5	37,0	36,8	39,4	39,0	

SOURCE: Banco de España.

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