

EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.1.1

GENERAL TABLES

Average number of employees, personnel costs and compensation of employees. Absolute values

	DATABASES		2017		2018		2019		2020		2021	
	Number of corporations / Total national coverage		813.798 / 55,7 %		788.214 / 56,9 %		836.810 / 55,0 %		823.518 / 56,0 %		537.348 / 42,7 %	
	YEARS		2016	2017	2017	2018	2018	2019	2019	2020	2020	2021
A. AVERAGE NUMBER OF EMPLOYEES (thousands)			6.199	6.593	6.522	6.854	6.504	6.800	6.747	6.377	4.465	4.741
1. Permanent			4.559	4.795	4.821	5.091	4.863	5.128	4.987	4.901	3.424	3.639
2. Non-permanent			1.479	1.623	1.607	1.659	1.572	1.592	1.544	1.335	946	989
3. Unclassified			161	174	94	105	70	81	217	142	95	114
B. PERSONNEL COSTS (millions of euros.)			201.917	214.810	214.773	228.274	218.492	231.960	230.564	218.767	155.368	167.248
1. Wages and salaries			98.644	103.208	105.105	110.128	105.889	110.722	112.669	107.738	80.496	85.697
2. Social security costs			30.219	31.567	31.986	33.772	32.358	34.302	34.883	34.578	26.042	26.855
1. Social Security contributions			20.174	21.194	21.715	22.860	20.871	22.073	22.726	22.608	18.269	18.836
2. Long-term compensation under defined contribution systems			461	438	478	443	435	458	471	454	382	450
3. Compensation via other long-term employee benefits			747	614	600	765	657	720	729	905	702	661
4. Other social expenses			1.873	1.926	1.924	1.987	1.870	1.909	1.982	1.877	1.469	1.435
5. Unclassified (short questionnaire)			6.965	7.395	7.269	7.718	8.526	9.142	8.975	8.735	5.219	5.473
3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)			73.054	80.035	77.682	84.373	80.245	86.936	83.012	76.451	48.830	54.696
C. PERSONNEL COSTS PER EMPLOYEE (euros) (B / A)			32.572	32.582	32.928	33.305	33.592	34.110	34.172	34.303	34.799	35.274

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.1.2

GENERAL TABLES

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

	DATABASES		2017		2018		2019		2020		2021	
	Number of corporations / Total national coverage		813.798 / 55,7 %		788.214 / 56,9 %		836.810 / 55,0 %		823.518 / 56,0 %		537.348 / 42,7 %	
	YEARS		2016	2017	2017	2018	2018	2019	2019	2020	2020	2021
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			73,5	72,7	73,9	74,3	74,8	75,4	73,9	76,8	76,7	76,7
2. Non-permanent			23,9	24,6	24,6	24,2	24,2	23,4	22,9	20,9	21,2	20,9
3. Unclassified			2,6	2,6	1,4	1,5	1,1	1,2	3,2	2,2	2,1	2,4
B. PERSONNEL COSTS (CBA source and normal questionnaire of the CBB source)			100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
1. Wages and salaries			76,5	76,6	76,7	76,5	76,6	76,3	76,4	75,7	75,6	76,1
2. Social security costs			23,5	23,4	23,3	23,5	23,4	23,7	23,6	24,3	24,4	23,9
1. Social Security contributions			15,7	15,7	15,8	15,9	15,1	15,2	15,4	15,9	17,1	16,7
2. Long-term compensation under defined contribution systems			0,4	0,3	0,3	0,3	0,3	0,3	0,3	0,3	0,4	0,4
3. Compensation via other long-term employee benefits			0,6	0,5	0,4	0,5	0,5	0,5	0,5	0,6	0,7	0,6
4. Other social expenses			1,5	1,4	1,4	1,4	1,4	1,3	1,3	1,3	1,4	1,3
5. Unclassified (short questionnaire)			5,4	5,5	5,3	5,4	6,2	6,3	6,1	6,1	4,9	4,9

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

EMPLOYEES AND RELATED ACCOUNTS

TABLE 4.1.3

GENERAL TABLES

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

	DATABASES	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
	Number of corporations	778.335	809.508	838.497	843.457	844.923	813.798	788.214	836.810	823.518	537.348
	YEARS	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
A. AVERAGE NUMBER OF EMPLOYEES											
	1. Permanent	-2,3	-1,1	2,8	5,4	5,7	6,4	5,1	4,6	-5,5	6,2
	2. Non-permanent	-1,4	-1,0	1,4	3,4	4,5	5,2	5,6	5,4	-1,7	6,3
	3. Unclassified	-5,2	-1,9	7,7	11,8	9,5	9,8	3,2	1,3	-13,5	4,5
		-2,4	0,6	4,4	8,9	7,0	8,3	11,1	15,1	-34,6	19,6
B. PERSONNEL COSTS											
	1. Wages and salaries	-2,7	-1,4	2,8	4,3	5,2	6,4	6,3	6,2	-5,1	7,6
	2. Social security costs	-2,8	-1,2	1,3	3,7	3,3	4,6	4,8	4,6	-4,4	6,5
	3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)	-0,6	-0,4	5,3	1,9	3,7	4,5	5,6	6,0	-0,9	3,1
	1. Social Security contributions	-1,1	0,6	4,5	2,9	3,2	5,1	5,3	5,8	-0,5	3,1
	2. Long-term compensation under defined contribution systems	-0,2	-18,8	15,4	11,2	-3,8	-4,9	-7,4	5,5	-3,6	17,9
	3. Compensation via other long-term employee benefits	17,1	-17,3	72,6	-34,5	26,4	-17,8	27,4	9,7	24,0	-5,9
	4. Other social expenses	0,2	-2,5	-3,3	4,1	-0,8	2,8	3,3	2,1	-5,3	-2,3
	5. Unclassified (short questionnaire)	-1,1	0,3	3,5	3,3	4,8	6,2	6,2	7,2	-2,7	4,9
	3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)	-3,4	-1,9	3,9	6,1	8,8	9,6	8,6	8,3	-7,9	12,0
C. PERSONNEL COSTS PER EMPLOYEE											
		-0,4	-0,3	0,0	-1,1	-0,5	0,0	1,1	1,5	0,4	1,4

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021		
Number of corporations	778.335	809.508	838.497	843.457	844.923	813.798	788.214	836.810	823.518	537.348		
YEARS	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	1,8	3,3	4,8	6,7	6,8	8,9	5,4	8,1	3,1	0,1	5,5	
2. Mining and quarrying	-12,5	-7,5	-0,7	4,0	0,4	3,8	5,9	3,3	-0,6	0,0	1,9	
3. Manufacturing	-2,0	-0,8	2,2	3,1	4,7	4,9	4,8	4,3	-3,7	1,0	4,6	
4. Electricity, gas, steam and air conditioning supply	1,7	0,3	-0,3	-0,6	-3,4	2,9	-0,4	-1,4	-2,9	0,0	-1,4	
5. Water supply; sewerage, waste management and remediation activities	-2,5	-0,7	-0,4	1,6	2,4	3,5	3,2	4,9	1,7	0,1	6,0	
6. Construction	-11,5	-7,3	-0,2	4,8	5,3	9,5	10,4	8,5	-2,9	0,7	9,0	
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	-1,4	-0,9	2,6	4,3	5,2	6,4	5,9	5,5	-5,1	1,9	9,0	
8. Transportation and storage	-3,3	-1,0	1,9	4,0	4,7	6,2	6,9	7,2	-5,0	0,4	5,2	
9. Accommodation and food service activities	-1,4	-0,9	5,4	8,1	11,5	9,6	7,4	8,3	-33,7	0,5	16,6	
10. Information and communication	-1,8	-2,8	5,0	3,0	2,6	3,9	6,1	6,9	0,6	0,5	7,2	
11. Real estate activities	-1,6	0,3	2,7	3,3	5,6	9,7	7,9	7,2	-7,0	0,1	7,6	
12. Professional, scientific and technical activities	-2,0	-1,4	3,6	2,9	4,7	5,7	7,1	7,7	-0,6	0,7	8,9	
13. Administrative and support service activities	-2,2	0,2	4,4	7,6	6,4	8,2	6,7	5,8	-4,7	0,8	8,7	
14. Other service activities	-0,1	0,0	4,5	5,0	7,2	7,2	7,1	8,1	-6,6	0,7	11,6	
TOTAL	-2,7	-1,4	2,8	4,3	5,2	6,4	6,3	6,2	-5,1	7,6	7,6	
SIZES (Recommendation 2003/361/CE)												
1. Large (including public corporations and subsidiaries)	-2,2	-1,1	2,1	3,1	3,1	4,4	4,9	4,8	-3,3	3,4	5,4	
2. Small and medium-sized	-3,3	-1,7	3,8	5,8	8,1	9,1	8,2	8,0	-7,5	4,2	11,4	
1. Medium-sized (from 50 to 250 employees)	-2,7	-0,9	3,0	4,9	5,5	6,9	6,4	6,5	-4,6	0,6	7,8	
2. Small (up to 50 employees)	-3,4	-1,9	4,0	6,1	8,8	9,8	8,8	8,5	-8,4	3,6	12,4	
Of which: micro-enterprise (up to 10 employees)	-3,1	-1,4	5,5	7,5	12,0	12,6	11,0	10,9	-8,0	2,1	15,6	
OWNERSHIP STATUS												
1. Public enterprises	-6,4	0,7	0,0	1,8	-0,7	2,9	3,2	5,7	-1,1	0,0	0,8	
2. Private	-2,5	-1,4	2,9	4,4	5,5	6,5	6,4	6,2	-5,2	7,6	8,0	

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

(a) Recommendation 2003/361/CE excludes from the category of SMEs the companies owned by the public administration and those that are part of business groups (see methodological note). The application of the criterion of autonomy is carried out since 2008 considering the self-declaration of belonging to the group in the deposit of accounts in the Mercantile Registries.

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

TABLE 4.3.1

Average number of employee. Absolute values

Thousands

DATABASES	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Number of corporations	778.335	809.508	838.497	843.457	844.923	813.798	788.214	836.810	823.518	537.348
YEARS	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	95	100	108	117	124	125	129	135	137	98
2. Mining and quarrying	19	14	15	15	14	13	14	14	14	9
3. Manufacturing	1.141	1.117	1.115	1.192	1.212	1.230	1.251	1.242	1.190	845
4. Electricity, gas, steam and air conditioning supply	34	34	34	35	32	32	33	31	30	25
5. Water supply; sewerage, waste management and remediation activities	110	106	103	115	115	119	122	117	116	100
6. Construction	463	410	412	427	449	466	502	527	524	375
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	1.379	1.369	1.386	1.438	1.485	1.520	1.556	1.531	1.461	1.102
8. Transportation and storage	421	406	403	422	431	442	466	468	444	335
9. Accommodation and food service activities	388	395	407	443	468	500	520	534	334	262
10. Information and communication	277	272	284	289	296	309	327	340	332	239
11. Real estate activities	64	68	73	74	78	78	83	80	75	51
12. Professional, scientific and technical activities	350	350	373	363	372	386	409	409	409	288
13. Administrative and support service activities	687	704	720	783	801	848	884	823	796	653
14. Other service activities	443	462	481	510	526	525	559	550	515	359
TOTAL	5.872	5.807	5.915	6.224	6.403	6.593	6.854	6.800	6.377	4.741
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	2.883	2.902	2.965	3.141	3.168	3.273	3.450	3.368	3.264	2.621
2. Small and medium-sized	2.989	2.906	2.949	3.082	3.234	3.320	3.404	3.432	3.114	2.120
1. Medium-sized (from 50 to 250 employees)	582	551	520	571	606	690	715	728	691	424
2. Small (up to 50 employees)	2.407	2.354	2.429	2.511	2.628	2.630	2.689	2.704	2.423	1.696
Of which: micro-enterprise (up to 10 employees)	1.216	1.223	1.283	1.321	1.360	1.339	1.332	1.332	1.196	848
OWNERSHIP STATUS										
1. Public enterprises	196	193	177	177	157	156	160	159	152	140
2. Private	5.676	5.614	5.737	6.047	6.245	6.437	6.694	6.642	6.225	4.601

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021		
Number of corporations	778.335	809.508	838.497	843.457	844.923	813.798	788.214	836.810	823.518	537.348		
YEARS	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	1,9	4,3	6,6	7,9	7,1	8,8	5,1	6,0	2,3	0,1	4,1	
2. Mining and quarrying	-11,4	-10,2	-0,8	2,7	2,7	4,2	2,7	3,6	-1,2	0,0	1,4	
3. Manufacturing	-2,6	-1,1	1,9	3,9	4,2	4,2	3,6	2,9	-3,6	0,7	4,0	
4. Electricity, gas, steam and air conditioning supply	0,3	-1,7	-1,6	-2,1	-0,9	0,7	-0,3	-2,6	-3,1	0,0	-4,0	
5. Water supply; sewerage, waste management and remediation activities	-2,6	-0,6	-1,3	1,4	3,0	3,9	1,7	1,2	-1,3	0,1	3,9	
6. Construction	-10,5	-5,7	1,3	6,5	6,9	9,4	9,0	7,2	-1,7	0,5	6,6	
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	-1,2	-0,8	2,1	4,5	5,0	5,4	3,8	3,6	-4,5	1,3	5,7	
8. Transportation and storage	-2,0	-1,1	1,5	4,5	5,4	6,3	5,9	4,8	-5,2	0,4	5,1	
9. Accommodation and food service activities	-0,1	0,2	6,3	9,6	11,4	9,3	6,7	7,0	-29,1	0,7	14,0	
10. Information and communication	-1,5	-1,5	2,0	6,2	3,8	4,5	6,2	6,0	0,4	0,2	4,4	
11. Real estate activities	-1,1	0,9	3,0	3,6	5,5	7,1	5,4	4,1	-5,3	0,1	5,4	
12. Professional, scientific and technical activities	-1,8	-1,0	3,9	3,2	6,1	5,9	5,3	6,3	0,2	0,4	7,4	
13. Administrative and support service activities	-2,1	-0,9	3,7	8,7	5,9	8,9	5,0	3,3	-5,8	1,1	7,8	
14. Other service activities	0,8	0,6	4,9	6,1	7,2	6,8	6,9	6,7	-6,3	0,6	8,0	
TOTAL	-2,3	-1,1	2,8	5,4	5,7	6,4	5,1	4,6	-5,5	6,2	6,2	
SIZES (Recommendation 2003/361/CE)												
1. Large (including public corporations and subsidiaries)	-2,3	-1,9	1,0	3,8	3,4	4,7	3,6	3,1	-5,5	2,8	5,0	
2. Small and medium-sized	-2,3	-0,2	4,7	7,1	8,1	8,0	6,7	6,0	-5,5	3,4	7,7	
1. Medium-sized (from 50 to 250 employees)	-2,7	-0,7	3,0	5,1	5,0	5,8	5,1	4,1	-4,2	0,5	5,3	
2. Small (up to 50 employees)	-2,2	-0,1	5,1	7,6	8,9	8,6	7,1	6,5	-5,9	2,9	8,3	
Of which: micro-enterprise (up to 10 employees)	-1,0	1,3	7,2	9,8	12,0	11,2	9,0	8,9	-4,0	1,7	10,0	
OWNERSHIP STATUS												
1. Public enterprises	-3,5	-3,0	-2,4	-0,3	0,4	1,7	2,3	1,4	-2,4	0,0	-1,0	
2. Private	-2,2	-1,0	2,9	5,6	5,9	6,5	5,1	4,6	-5,6	6,2	6,4	

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

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

TABLE 4.4.1

Personnel costs per employee. Absolute values

Thousands of euros

DATABASES	2017		2018		2019		2020		2021	
	Number of corporations / Total national coverage									
YEARS	2016	2017	2017	2018	2018	2019	2019	2020	2020	2021
	ACTIVITY GROUPINGS (CNAE 2009)									
1. Agriculture, forestry and fishing	21.282	21.297	21.641	21.704	21.955	22.400	21.803	21.981	22.604	22.905
2. Mining and quarrying	41.170	41.016	41.765	43.077	42.463	42.305	41.504	41.764	42.556	42.780
3. Manufacturing	39.351	39.619	39.819	40.267	40.473	40.997	41.134	41.131	42.346	42.600
4. Electricity, gas, steam and air conditioning supply	75.790	77.478	77.930	77.845	78.797	79.740	78.565	78.756	83.207	85.398
5. Water supply; sewerage, waste management and remediation activities	35.307	35.171	34.971	35.464	35.158	36.411	36.634	37.747	36.992	37.722
6. Construction	33.162	33.168	33.381	33.814	34.197	34.619	34.970	34.533	35.272	36.065
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	29.608	29.893	30.143	30.746	30.793	31.364	31.621	31.421	31.462	32.438
8. Transportation and storage	38.320	38.308	38.940	39.306	39.148	40.021	40.015	40.107	41.429	41.476
9. Accommodation and food service activities	24.416	24.491	24.761	24.923	25.090	25.395	24.760	23.139	22.242	22.736
10. Information and communication	47.005	46.755	47.150	47.101	47.325	47.705	48.196	48.269	50.332	51.714
11. Real estate activities	31.186	31.939	31.738	32.509	32.169	33.124	33.921	33.319	35.034	35.768
12. Professional, scientific and technical activities	40.808	40.755	41.873	42.607	43.152	43.706	44.102	43.727	46.347	46.986
13. Administrative and support service activities	23.121	22.979	23.203	23.596	24.068	24.665	23.949	24.246	23.980	24.179
14. Other service activities	26.556	26.634	27.108	27.143	27.117	27.496	27.665	27.590	27.196	28.117
TOTAL	32.572	32.582	32.928	33.305	33.592	34.110	34.172	34.303	34.799	35.274
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	36.897	36.771	37.022	37.488	37.834	38.429	38.047	38.904	39.139	39.296
2. Small and medium-sized	28.174	28.452	28.654	29.067	29.313	29.872	30.113	29.481	29.297	30.300
1. Medium-sized (from 50 to 250 employees)	31.179	31.503	31.222	31.621	31.719	32.449	32.628	32.478	32.204	32.948
2. Small (up to 50 employees)	27.365	27.651	27.958	28.388	28.651	29.178	29.408	28.626	28.549	29.637
Of which: micro-enterprise (up to 10 employees)	25.708	26.048	26.418	26.888	27.228	27.735	28.029	26.849	26.842	28.210
OWNERSHIP STATUS										
1. Public enterprises	42.912	43.387	43.410	43.779	43.719	45.581	45.722	46.298	47.200	48.054
2. Private	32.311	32.321	32.671	33.056	33.342	33.836	33.899	34.010	34.393	34.885

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

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

<u>DATABASES</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Number of corporations	778.335	809.508	838.497	843.457	844.923	813.798	788.214	836.810	823.518	537.348
<u>YEARS</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	-0,1	-0,9	-1,7	-1,1	-0,3	0,1	0,3	2,0	0,8	1,3
2. Mining and quarrying	-1,3	3,1	0,1	1,3	-2,3	-0,4	3,1	-0,4	0,6	0,5
3. Manufacturing	0,6	0,3	0,3	-0,8	0,5	0,7	1,1	1,3	0,0	0,6
4. Electricity, gas, steam and air conditioning supply	1,4	2,1	1,3	1,5	-2,6	2,2	-0,1	1,2	0,2	2,6
5. Water supply; sewerage, waste management and remediation activities	0,1	-0,1	0,9	0,2	-0,6	-0,4	1,4	3,6	3,0	2,0
6. Construction	-1,1	-1,7	-1,5	-1,6	-1,5	0,0	1,3	1,2	-1,2	2,3
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	-0,2	-0,1	0,5	-0,1	0,2	1,0	2,0	1,9	-0,6	3,1
8. Transportation and storage	-1,3	0,1	0,3	-0,5	-0,6	0,0	0,9	2,2	0,2	0,1
9. Accommodation and food service activities	-1,3	-1,1	-0,9	-1,3	0,1	0,3	0,7	1,2	-6,5	2,2
10. Information and communication	-0,4	-1,4	2,9	-3,0	-1,2	-0,5	-0,1	0,8	0,2	2,7
11. Real estate activities	-0,5	-0,6	-0,3	-0,3	0,1	2,4	2,4	3,0	-1,8	2,1
12. Professional, scientific and technical activities	-0,2	-0,4	-0,3	-0,3	-1,3	-0,1	1,8	1,3	-0,9	1,4
13. Administrative and support service activities	-0,1	1,1	0,6	-1,0	0,4	-0,6	1,7	2,5	1,2	0,8
14. Other service activities	-0,9	-0,6	-0,4	-1,0	0,0	0,3	0,1	1,4	-0,3	3,4
TOTAL	-0,4	-0,3	0,0	-1,1	-0,5	0,0	1,1	1,5	0,4	1,4
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	0,0	0,8	1,1	-0,7	-0,3	-0,3	1,3	1,6	2,3	0,4
2. Small and medium-sized	-1,0	-1,5	-0,9	-1,2	0,0	1,0	1,4	1,9	-2,1	3,4
1. Medium-sized (from 50 to 250 employees)	0,0	-0,2	0,0	-0,2	0,6	1,0	1,3	2,3	-0,5	2,3
2. Small (up to 50 employees)	-1,3	-1,8	-1,0	-1,4	0,0	1,0	1,5	1,8	-2,7	3,8
Of which: micro-enterprise (up to 10 employees)	-2,1	-2,7	-1,6	-2,1	0,0	1,3	1,8	1,9	-4,2	5,1
OWNERSHIP STATUS										
1. Public enterprises	-3,0	3,9	2,5	2,1	-1,1	1,1	0,8	4,3	1,3	1,8
2. Private	-0,3	-0,5	0,0	-1,2	-0,4	0,0	1,2	1,5	0,3	1,4

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

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	2017		2018		2019		2020		2021	
	Number of corporations / Total national coverage									
YEARS	2016	2017	2017	2018	2018	2019	2019	2020	2020	2021
	ACTIVITY GROUPINGS (CNAE 2009)									
1. Agriculture, forestry and fishing	60,4	57,9	58,0	61,6	61,4	62,3	62,5	62,6	62,0	63,7
2. Mining and quarrying	53,1	40,4	39,8	41,6	40,8	46,4	45,9	46,0	42,4	42,4
3. Manufacturing	61,4	61,5	60,7	62,1	61,9	63,7	63,5	68,3	67,1	61,9
4. Electricity, gas, steam and air conditioning supply	15,3	17,2	17,3	16,3	16,4	15,5	15,4	16,3	16,0	14,3
5. Water supply; sewerage, waste management and remediation activities	64,9	64,8	66,0	67,3	66,8	67,7	67,2	69,2	68,7	68,9
6. Construction	88,4	84,4	83,1	84,0	82,8	80,3	80,4	82,8	81,7	80,9
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	67,9	68,8	67,6	68,5	68,0	68,6	68,2	71,3	70,5	66,9
8. Transportation and storage	57,7	57,8	57,3	58,5	57,4	58,8	59,2	79,0	76,3	69,9
9. Accommodation and food service activities	74,6	73,0	72,9	74,9	74,4	75,1	77,5	115,4	111,8	80,8
10. Information and communication	53,3	53,1	53,2	55,0	54,4	55,9	56,0	60,5	55,1	57,4
11. Real estate activities	31,7	32,2	32,1	34,0	33,6	33,5	33,0	36,3	35,5	33,4
12. Professional, scientific and technical activities	81,8	80,7	82,1	83,7	83,1	83,7	82,9	88,2	90,4	88,9
13. Administrative and support service activities	83,5	83,3	83,7	83,4	81,4	81,5	80,6	83,5	84,5	82,7
14. Other service activities	76,8	77,1	76,7	76,8	76,1	77,1	76,9	83,7	82,5	77,4
TOTAL	64,2	64,6	64,2	65,4	64,6	65,6	65,4	71,1	69,0	65,7
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	58,9	59,2	59,1	60,2	59,4	60,1	60,2	67,8	65,7	62,1
2. Small and medium-sized	73,1	73,2	72,6	73,6	73,0	74,1	74,0	76,1	75,3	72,5
1. Medium-sized (from 50 to 250 employees)	69,8	70,5	70,1	71,2	71,1	72,0	72,7	74,3	73,4	71,6
2. Small (up to 50 employees)	74,2	74,0	73,4	74,3	73,6	74,7	74,5	76,7	75,9	72,8
Of which: micro-enterprise (up to 10 employees)	73,9	73,7	72,7	73,4	72,4	73,7	73,1	75,8	74,7	70,9
OWNERSHIP STATUS										
1. Public enterprises	55,7	55,0	55,2	54,2	54,3	56,0	55,4	80,9	81,1	75,1
2. Private	64,6	65,0	64,5	65,8	65,0	65,9	65,8	70,8	68,5	65,3

SOURCES: Mercantile Registries and Banco de España.

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

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

TABLE 4.6

Gross value added at factor cost per employee

Thousands of euros

DATABASES	2016		2017		2018		2019		2020	
	Number of corporations / Total national coverage									
YEARS	2016	2017	2017	2018	2018	2019	2019	2020	2020	2021
	ACTIVITY GROUPINGS (CNAE 2009)									
1. Agriculture, forestry and fishing	35.248	36.794	37.307	35.215	35.742	35.944	34.864	35.127	36.458	35.973
2. Mining and quarrying	77.561	101.404	105.045	103.641	104.151	91.119	90.349	90.874	100.416	101.007
3. Manufacturing	64.077	64.422	65.561	64.807	65.399	64.375	64.783	60.188	63.104	68.818
4. Electricity, gas, steam and air conditioning supply	496.563	449.809	450.576	478.106	481.846	515.746	510.948	482.610	519.094	596.702
5. Water supply; sewerage, waste management and remediation activities	54.395	54.258	52.996	52.681	52.634	53.746	54.498	54.574	53.849	54.764
6. Construction	37.520	39.298	40.191	40.269	41.280	43.116	43.477	41.688	43.192	44.589
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	43.620	43.456	44.569	44.856	45.278	45.704	46.364	44.071	44.616	48.476
8. Transportation and storage	66.379	66.250	68.001	67.205	68.168	68.037	67.614	50.756	54.303	59.308
9. Accommodation and food service activities	32.751	33.528	33.976	33.268	33.732	33.832	31.937	20.047	19.891	28.127
10. Information and communication	88.174	88.130	88.623	85.678	86.991	85.411	86.140	79.761	91.287	90.140
11. Real estate activities	98.470	99.309	98.983	95.498	95.838	99.005	102.865	91.839	98.655	107.069
12. Professional, scientific and technical activities	49.911	50.472	50.981	50.913	51.954	52.248	53.203	49.597	51.291	52.841
13. Administrative and support service activities	27.697	27.573	27.736	28.299	29.553	30.251	29.718	29.033	28.371	29.254
14. Other service activities	34.559	34.524	35.363	35.337	35.625	35.643	35.967	32.980	32.947	36.321
TOTAL	50.700	50.435	51.321	50.949	51.963	52.033	52.222	48.270	50.468	53.695
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	62.648	62.153	62.695	62.241	63.670	63.973	63.249	57.374	59.585	63.319
2. Small and medium-sized	38.550	38.883	39.446	39.506	40.157	40.316	40.670	38.728	38.908	41.794
1. Medium-sized (from 50 to 250 employees)	44.673	44.702	44.516	44.398	44.627	45.038	44.895	43.705	43.868	46.029
2. Small (up to 50 employees)	36.901	37.356	38.072	38.206	38.926	39.044	39.487	37.309	37.632	40.734
Of which: micro-enterprise (up to 10 employees)	34.810	35.354	36.345	36.607	37.602	37.638	38.370	35.427	35.952	39.799
OWNERSHIP STATUS										
1. Public enterprises	76.979	78.870	78.623	80.763	80.505	81.440	82.521	57.234	58.171	63.981
2. Private	50.035	49.748	50.652	50.238	51.260	51.331	51.506	48.051	50.215	53.382

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	2018	2019	2020	2021	FALLING				CONSTANT				RISING			
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021
Number of corporations	563.046	563.874	549.789	359.902												
ACTIVITY GROUPINGS (CNAE 2009)																
1. Agriculture, forestry and fishing	31,9	31,5	35,0	32,5	24,2	24,6	24,4	24,3	43,9	43,9	40,5	43,2				
2. Mining and quarrying	30,5	29,1	38,1	27,0	28,4	29,5	28,9	25,5	41,1	41,4	33,0	47,4				
3. Manufacturing	30,2	32,0	46,5	30,4	21,8	21,8	20,5	20,3	48,0	46,1	33,0	49,3				
4. Electricity, gas, steam and air conditioning supply	19,5	19,2	23,0	19,1	50,8	48,5	50,4	51,4	29,7	32,3	26,6	29,6				
5. Water supply; sewerage, waste management and remediation activities	26,5	28,5	36,7	27,0	23,5	22,4	22,4	22,0	50,0	49,1	40,9	51,0				
6. Construction	28,2	29,8	39,8	28,5	24,2	24,2	23,6	23,3	47,6	46,0	36,6	48,2				
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	29,3	29,8	43,0	27,0	27,6	28,2	26,3	26,3	43,2	42,0	30,6	46,7				
8. Transportation and storage	27,2	29,0	42,6	30,2	22,5	22,2	20,1	20,5	50,3	48,8	37,3	49,3				
9. Accommodation and food service activities	33,5	33,0	67,6	33,1	11,4	11,3	8,3	8,9	55,0	55,6	24,0	58,0				
10. Information and communication	27,4	28,3	35,5	26,5	26,4	26,0	26,5	26,6	46,2	45,7	38,1	46,9				
11. Real estate activities	21,4	22,5	28,7	21,5	47,4	47,2	48,0	48,5	31,2	30,3	23,4	30,0				
12. Professional, scientific and technical activities	26,9	26,9	33,9	26,0	32,1	31,9	32,1	32,0	41,0	41,2	34,0	41,9				
13. Administrative and support service activities	28,5	28,5	44,0	31,5	24,2	24,2	22,4	22,2	47,4	47,3	33,6	46,3				
14. Other service activities	29,4	29,7	48,1	28,0	23,5	23,3	21,1	20,8	47,1	47,0	30,8	51,2				
TOTAL	28,7	29,4	42,9	28,2	26,1	26,1	25,0	24,9	45,2	44,5	32,1	46,9				
SIZES (Recommendation 2003/361/CE)																
1. Large (including public corporations and subsidiaries)	27,8	29,4	43,3	29,0	22,9	22,4	22,0	21,6	49,3	48,2	34,7	49,4				
Of which: large	29,2	32,3	49,1	32,7	13,8	12,9	12,5	11,7	57,0	54,8	38,4	55,6				
2. Small and medium-sized	28,7	29,4	42,9	28,2	26,2	26,3	25,1	25,1	45,1	44,3	32,0	46,8				
1. Medium-sized (from 50 to 250 employees)	30,4	32,6	51,5	32,5	10,3	10,1	9,4	8,8	59,3	57,3	39,1	58,7				
2. Small (up to 50 employees)	28,7	29,3	42,7	28,1	26,5	26,6	25,4	25,4	44,8	44,1	31,9	46,5				
Of which: micro-enterprise (up to 10 employees)	28,0	28,4	40,3	27,4	29,1	29,3	28,2	28,1	42,9	42,3	31,5	44,5				
OWNERSHIP STATUS																
1. Public enterprises	25,0	25,8	38,0	31,7	38,7	35,8	32,6	29,7	36,3	38,4	29,5	38,6				
2. Private	28,7	29,4	42,9	28,2	26,1	26,1	25,0	24,9	45,2	44,5	32,1	46,9				

SOURCES: Mercantile Registries and Banco de España.

NOTE: To calculate these percentages, corporations that did not have any staff in either of these years were excluded.

**EMPLOYEES AND RELATED ACCOUNTS
BREAKDOWN TABLES. SIGNIFICANT ITEMS**

TABLE 4.8

Gross value added at factor cost per employee

Euros

YEARS	2018	2019	2020	2021	MEDIAN				FIRST QUARTILE Q1				THIRD QUARTILE Q3			
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021
Number of corporations	788.214	836.810	823.518	537.348												
ACTIVITY GROUPINGS (CNAE 2009)																
1. Agriculture, forestry and fishing	28.800	28.956	29.029	31.347	15.764	16.257	15.997	17.858	49.247	49.583	50.284	53.152				
2. Mining and quarrying	37.828	39.334	40.058	43.279	24.669	25.176	24.627	27.330	58.513	60.977	60.967	63.766				
3. Manufacturing	33.804	34.621	32.656	35.705	22.725	23.527	21.041	24.339	49.819	50.769	48.741	52.085				
4. Electricity, gas, steam and air conditioning supply	59.976	58.075	54.038	60.395	31.977	32.143	29.190	32.874	144.495	137.373	127.492	146.655				
5. Water supply; sewerage, waste management and remediation activities	40.051	41.105	41.283	44.981	25.359	26.590	26.459	29.628	60.595	62.523	63.042	68.906				
6. Construction	30.366	31.559	30.592	32.794	20.160	21.397	19.748	22.953	43.983	45.668	44.404	46.764				
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	29.032	30.051	28.347	31.971	18.350	19.406	16.653	20.539	45.709	46.905	46.109	50.664				
8. Transportation and storage	36.127	37.269	36.058	38.142	24.534	25.605	23.236	26.057	50.760	51.949	51.200	53.188				
9. Accommodation and food service activities	24.918	26.023	16.865	25.780	17.273	18.449	8.364	17.096	34.589	35.823	25.958	37.467				
10. Information and communication	34.211	35.885	34.965	38.286	19.449	20.761	19.402	22.904	53.949	56.313	56.660	61.381				
11. Real estate activities	41.275	41.607	38.141	44.587	18.016	18.549	15.266	20.492	96.431	98.165	89.323	100.039				
12. Professional, scientific and technical activities	32.630	33.710	33.200	36.117	19.955	20.769	19.726	22.498	52.780	54.129	53.310	57.656				
13. Administrative and support service activities	27.205	28.237	24.301	28.916	17.286	18.400	12.095	18.866	45.116	46.340	41.021	48.934				
14. Other service activities	26.374	27.509	23.894	29.589	15.835	17.171	12.352	18.463	42.782	44.237	40.528	48.499				
TOTAL	30.262	31.276	28.929	32.945	18.987	20.020	16.341	20.994	47.817	49.048	47.050	51.996				
SIZES (Recommendation 2003/361/CE)																
1. Large (including public corporations and subsidiaries)	50.651	51.262	47.997	51.527	29.462	30.058	25.871	29.697	84.715	84.953	82.264	86.314				
Of which: large	58.640	59.693	54.841	61.530	32.965	34.697	30.294	32.745	107.365	106.283	100.663	111.627				
2. Small and medium-sized	29.863	30.877	28.537	32.565	18.823	19.840	16.151	20.836	46.749	47.951	45.976	50.925				
1. Medium-sized (from 50 to 250 employees)	42.522	43.045	40.934	43.368	28.819	29.581	27.141	29.263	62.307	62.606	60.982	64.086				
2. Small (up to 50 employees)	29.636	30.649	28.287	32.374	18.654	19.677	15.934	20.682	46.354	47.566	45.541	50.599				
Of which: micro-enterprise (up to 10 employees)	28.541	29.630	27.108	31.404	17.421	18.436	14.493	19.447	45.866	47.218	45.076	50.517				
OWNERSHIP STATUS																
1. Public enterprises	54.115	56.699	50.643	60.364	34.448	34.050	30.789	36.762	95.918	96.658	93.000	99.148				
2. Private	30.247	31.263	28.917	32.930	18.977	20.013	16.332	20.986	47.775	49.005	47.019	51.958				

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>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Number of corporations (a)	3.183	3.196	3.438	3.533	3.707	3.628	4.109	3.393	3.610	2.318
<u>YEARS</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
A. FIRMS WITH LONG-TERM COMPENSATION UNDER DEFINED CONTRIBUTION SYSTEMS	496	445	481	518	529	500	528	480	495	354
Contributions of the period	446	349	417	485	461	438	443	458	454	450
B. FIRMS WITH OBLIGATIONS DUE TO OTHER LONG-TERM EMPLOYEE BENEFITS	523	541	567	600	630	625	670	638	668	481
1. Opening balance	4.565	5.078	4.953	5.829	4.889	5.141	4.862	4.471	4.717	3.503
2. Increases	1.157	449	1.696	230	1.114	279	805	769	838	383
3. Decreases	633	578	904	1.110	878	613	682	490	1.143	521
4. Closing balance	5.089	4.949	5.745	4.950	5.125	4.807	4.985	4.750	4.411	3.365
C. FIRMS WITH PROVISIONS FOR WORKFORCE RESTRUCTURING	215	223	251	237	231	205	200	184	199	141
1. Opening balance	7.414	7.122	6.276	5.776	8.379	8.687	7.998	7.385	8.148	7.784
2. Increases	1.463	1.001	1.440	4.297	2.514	865	1.037	2.390	1.874	2.035
3. Decreases	1.795	1.888	1.899	1.675	2.016	1.617	1.582	1.635	1.731	1.994
4. Closing balance	7.082	6.236	5.817	8.398	8.877	7.935	7.454	8.140	8.290	7.825

SOURCE: Banco de España.

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

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**

<u>DATABASES</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Number of corporations	9.757	9.704	9.975	10.274	10.402	10.152	10.520	10.437	10.866	8.068
<u>YEARS</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
NUMBER OF EMPLOYEES (thousands)	2.528	2.573	2.725	2.850	2.880	2.892	2.953	2.803	2.864	2.384
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	2.303	2.360	2.501	2.601	2.608	2.645	2.712	2.545	2.586	2.182
SMALL AND MEDIUM-SIZED	225	213	223	249	272	247	242	258	278	202
MEDIUM-SIZED	138	123	140	161	182	161	156	170	189	112
SMALL	87	90	83	88	90	86	86	88	89	90
MICRO-ENTERPRISE	3	3	3	3	3	3	3	3	2	2
BREAKDOWN BY JOB TYPE										
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	2,7	2,8	2,7	2,6	2,7	2,6	2,9	2,7	2,7	2,5
Support scientific and intellectual technical and professional staff	16,3	16,1	16,0	15,2	15,7	15,1	16,1	16,8	16,9	17,0
Clerical employees	8,5	8,7	9,0	9,1	9,2	9,5	9,6	9,5	9,3	10,4
Traders, sellers and similar	12,4	13,3	13,0	13,2	13,5	13,6	12,2	12,1	12,5	11,5
Other employees	60,1	59,2	59,3	59,9	59,0	59,2	59,1	59,0	58,6	58,6
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	1,1	0,8	0,7	0,6	0,7	0,7	1,0	0,5	0,6	0,4
Support scientific and intellectual technical and professional staff	2,7	2,4	2,3	2,0	2,4	2,7	3,1	1,7	1,9	1,4
Clerical employees	2,5	2,1	1,8	1,6	1,8	2,1	2,5	1,3	1,3	0,8
Traders, sellers and similar	2,1	1,6	1,5	1,2	1,1	1,1	1,7	0,6	1,1	0,6
Other employees	11,8	10,2	9,9	9,0	9,1	12,4	15,6	7,4	9,0	5,7
Unclassified (short questionnaire)	79,8	82,8	83,8	85,6	84,8	81,0	76,1	88,5	86,1	91,0
C. MEDIUM-SIZED	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Managers	1,6	1,2	1,0	0,9	0,9	1,1	1,5	0,7	0,9	0,8
Support scientific and intellectual technical and professional staff	4,3	4,0	3,6	3,0	3,5	4,0	4,8	2,6	2,8	2,6
Clerical employees	3,8	3,6	2,8	2,4	2,6	3,2	3,8	1,9	2,0	1,5
Traders, sellers and similar	3,3	2,8	2,4	1,8	1,7	1,7	2,6	1,0	1,5	1,1
Other employees	18,4	17,2	15,5	13,4	13,1	18,9	24,0	11,1	13,2	10,3
Unclassified (short questionnaire)	68,5	71,3	74,7	78,5	78,2	71,2	63,4	82,7	79,6	83,8

SOURCE: Banco de España.

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							
	2018		2019		2020		2021		2018		2019		2020		2021	
	2017	2018	2018	2019	2019	2020	2020	2021	2017	2018	2018	2019	2019	2020	2020	2021
Number of corporations (a)	11.187		11.330		11.635		8.539		11.187		11.330		11.635		8.539	
NUMBER OF EMPLOYEES	54,6	54,5	55,0	54,6	54,1	54,2	54,2	53,9	45,4	45,5	45,0	45,4	45,9	45,8	45,8	46,1
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	53,8	53,7	54,0	53,5	52,6	52,7	53,1	53,0	46,2	46,3	46,0	46,5	47,4	47,3	46,9	47,0
SMALL AND MEDIUM-SIZED	63,9	63,6	64,9	64,7	67,4	67,6	65,2	64,2	36,1	36,4	35,1	35,3	32,6	32,4	34,8	35,8
MEDIUM-SIZED	62,5	62,1	63,1	62,8	63,5	66,2	69,4	65,0	37,5	37,9	36,9	37,2	36,5	33,8	30,6	35,0
SMALL	66,4	66,2	68,4	68,4	73,7	70,4	59,2	63,1	33,6	33,8	31,6	31,6	26,3	29,6	40,8	36,9
MICRO-ENTERPRISE	63,5	63,6	58,4	59,1	58,0	59,7	57,2	56,0	36,5	36,4	41,6	40,9	42,0	40,3	42,8	44,0
BREAKDOWN BY JOB TYPE																
A. LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES																
- Managers	68,0	67,9	68,9	68,5	67,6	66,6	67,5	67,0	32,0	32,1	31,1	31,5	32,4	33,4	32,5	33,0
- Support scientific and intellectual technical and professional staff	61,5	60,9	61,3	60,8	59,9	59,7	61,3	61,1	38,5	39,1	38,7	39,2	40,1	40,3	38,7	38,9
- Clerical employees	49,6	49,0	48,9	48,8	48,6	48,1	48,8	45,2	50,4	51,0	51,1	51,2	51,4	51,9	51,2	54,8
- Traders, sellers and similar	34,5	35,3	34,5	33,5	32,4	33,0	33,5	34,1	65,5	64,7	65,5	66,5	67,6	67,0	66,5	65,9
- Other employees	55,4	55,2	55,7	55,4	54,2	54,4	54,5	54,5	44,6	44,8	44,3	44,6	45,8	45,6	45,5	45,5
B. SMALL AND MEDIUM-SIZED																
- Managers	74,7	74,4	75,5	75,4	72,0	72,9	75,9	74,7	25,3	25,6	24,5	24,6	28,0	27,1	24,1	25,3
- Support scientific and intellectual technical and professional staff	65,3	64,5	67,8	67,7	68,2	67,3	67,1	67,3	34,7	35,5	32,2	32,3	31,8	32,7	32,9	32,7
- Clerical employees	41,8	41,5	42,9	44,5	38,2	38,0	38,0	38,2	58,2	58,5	57,1	55,5	61,8	62,0	62,0	61,8
- Traders, sellers and similar	64,7	63,1	70,3	64,0	54,2	53,7	53,7	51,8	35,3	36,9	29,7	36,0	45,8	46,3	46,3	48,2
- Other employees	68,5	68,7	68,8	68,7	68,0	68,3	70,2	68,2	31,5	31,3	31,2	31,3	32,0	31,7	29,8	31,8
C. MEDIUM-SIZED																
- Managers	74,3	73,9	75,5	75,5	71,8	72,8	75,7	74,6	25,7	26,1	24,5	24,5	28,2	27,2	24,3	25,4
- Support scientific and intellectual technical and professional staff	65,2	64,4	67,8	67,8	68,2	67,3	67,1	67,3	34,8	35,6	32,2	32,2	31,8	32,7	32,9	32,7
- Clerical employees	41,8	41,6	42,8	44,5	38,3	38,0	37,9	38,0	58,2	58,4	57,2	55,5	61,7	62,0	62,1	62,0
- Traders, sellers and similar	64,7	63,0	70,0	63,7	54,1	53,5	53,3	51,4	35,3	37,0	30,0	36,3	45,9	46,5	46,7	48,6
- Other employees	68,3	68,6	68,8	68,6	67,9	68,2	70,2	68,2	31,7	31,4	31,2	31,4	32,1	31,8	29,8	31,8
- Unclassified (short questionnaire)	61,0	60,5	62,4	62,2	63,3	66,7	70,0	65,1	39,0	39,5	37,6	37,8	36,7	33,3	30,0	34,9

SOURCE: Banco de España.

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