

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

	DATABASES		2019		2020		2021		2022		2023	
	Number of corporations / Total national coverage		836.810 / 54,6 %		823.518 / 54,9 %		835.180 / 55,7 %		869.987 / 56,6 %		620.370 / 44,5 %	
	YEARS		2018	2019	2019	2020	2020	2021	2021	2022	2022	2023
A. AVERAGE NUMBER OF EMPLOYEES (thousands)			6.504	6.800	6.747	6.377	6.212	6.619	6.656	7.149	5.337	5.611
1. Permanent			4.863	5.128	4.987	4.901	4.729	5.049	5.226	6.057	4.532	4.990
2. Non-permanent			1.572	1.592	1.544	1.335	1.307	1.363	1.395	1.053	784	598
3. Unclassified			70	81	217	142	175	207	35	39	21	22
B. PERSONNEL COSTS (millions of euros.)			218.492	231.960	230.564	218.767	213.402	230.902	233.950	258.286	195.836	214.484
1. Wages and salaries			105.889	110.722	112.669	107.738	104.592	111.630	113.316	122.969	98.819	106.741
2. Social security costs			32.358	34.302	34.883	34.578	33.612	34.869	34.958	37.507	30.304	33.277
1. Social Security contributions			20.871	22.073	22.726	22.608	21.883	22.558	22.671	24.043	20.305	22.326
2. Long-term compensation under defined contribution systems			435	458	471	454	437	522	535	436	387	435
3. Compensation via other long-term employee benefits			657	720	729	905	864	938	711	947	845	771
4. Other social expenses			1.870	1.909	1.982	1.877	1.751	1.735	1.743	1.963	1.762	1.980
5. Unclassified (short questionnaire)			8.526	9.142	8.975	8.735	8.677	9.117	9.298	10.118	7.005	7.765
3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)			80.245	86.936	83.012	76.451	75.198	84.403	85.676	97.810	66.713	74.467
C. PERSONNEL COSTS PER EMPLOYEE (euros) (B / A)			33.592	34.110	34.172	34.303	34.356	34.883	35.148	36.130	36.694	38.228

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		2019		2020		2021		2022		2023	
	Number of corporations / Total national coverage		836.810 / 54,6 %		823.518 / 54,9 %		835.180 / 55,7 %		869.987 / 56,6 %		620.370 / 44,5 %	
	YEARS		2018	2019	2019	2020	2020	2021	2021	2022	2022	2023
A. AVERAGE NUMBER OF EMPLOYEES			100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
1. Permanent			74,8	75,4	73,9	76,8	76,1	76,3	78,5	84,7	84,9	88,9
2. Non-permanent			24,2	23,4	22,9	20,9	21,0	20,6	21,0	14,7	14,7	10,7
3. Unclassified			1,1	1,2	3,2	2,2	2,8	3,1	0,5	0,5	0,4	0,4
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			76,6	76,3	76,4	75,7	75,7	76,2	76,4	76,6	76,5	76,2
2. Social security costs			23,4	23,7	23,6	24,3	24,3	23,8	23,6	23,4	23,5	23,8
1. Social Security contributions			15,1	15,2	15,4	15,9	15,8	15,4	15,3	15,0	15,7	15,9
2. Long-term compensation under defined contribution systems			0,3	0,3	0,3	0,3	0,3	0,4	0,4	0,3	0,3	0,3
3. Compensation via other long-term employee benefits			0,5	0,5	0,5	0,6	0,6	0,6	0,5	0,6	0,7	0,6
4. Other social expenses			1,4	1,3	1,3	1,3	1,3	1,2	1,2	1,2	1,4	1,4
5. Unclassified (short questionnaire)			6,2	6,3	6,1	6,1	6,3	6,2	6,3	6,3	5,4	5,5

SOURCES: Mercantile Registries and Banco de España.

More details can be found in Sectoral Aggregates app.

EMPLOYEES AND RELATED ACCOUNTS
GENERAL TABLES

TABLE 4.1.3

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

	DATABASES	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Number of corporations	838.497	843.457	844.923	813.798	788.214	836.810	823.518	835.180	869.987	620.370
	YEARS	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
A. AVERAGE NUMBER OF EMPLOYEES		2,8	5,4	5,7	6,4	5,1	4,6	-5,5	6,6	7,4	5,1
1. Permanent		1,4	3,4	4,5	5,2	5,6	5,4	-1,7	6,7	15,9	10,1
2. Non-permanent		7,7	11,8	9,5	9,8	3,2	1,3	-13,5	4,3	-24,5	-23,7
3. Unclassified		4,4	8,9	7,0	8,3	11,1	15,1	-34,6	18,3	9,2	7,9
B. PERSONNEL COSTS		2,8	4,3	5,2	6,4	6,3	6,2	-5,1	8,2	10,4	9,5
1. Wages and salaries		1,3	3,7	3,3	4,6	4,8	4,6	-4,4	6,7	8,5	8,0
2. Social security costs		5,3	1,9	3,7	4,5	5,6	6,0	-0,9	3,7	7,3	9,8
1. Social Security contributions		4,5	2,9	3,2	5,1	5,3	5,8	-0,5	3,1	6,1	10,0
2. Long-term compensation under defined contribution systems		15,4	11,2	-3,8	-4,9	-7,4	5,5	-3,6	19,5	-18,6	12,2
3. Compensation via other long-term employee benefits		72,6	-34,5	26,4	-17,8	27,4	9,7	24,0	8,5	33,3	-8,7
4. Other social expenses		-3,3	4,1	-0,8	2,8	3,3	2,1	-5,3	-0,9	12,6	12,4
5. Unclassified (short questionnaire)		3,5	3,3	4,8	6,2	6,2	7,2	-2,7	5,1	8,8	10,8
3. Unclassified (total personnel costs per the CBB source, short-form questionnaire)		3,9	6,1	8,8	9,6	8,6	8,3	-7,9	12,2	14,2	11,6
C. PERSONNEL COSTS PER EMPLOYEE		0,0	-1,1	-0,5	0,0	1,1	1,5	0,4	1,5	2,8	4,2

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
Number of corporations	838.497	843.457	844.923	813.798	788.214	836.810	823.518	835.180	869.987	620.370		
YEARS	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	4,8	6,7	6,8	8,9	5,4	8,1	3,1	5,5	4,8		0,1	9,1
2. Mining and quarrying	-0,7	4,0	0,4	3,8	5,9	3,3	-0,6	4,2	6,2		0,0	5,9
3. Manufacturing	2,2	3,1	4,7	4,9	4,8	4,3	-3,7	5,1	7,4		1,5	7,5
4. Electricity, gas, steam and air conditioning supply	-0,3	-0,6	-3,4	2,9	-0,4	-1,4	-2,9	-3,7	4,6		0,1	6,9
5. Water supply; sewerage, waste management and remediation activities	-0,4	1,6	2,4	3,5	3,2	4,9	1,7	5,9	7,0		0,1	5,8
6. Construction	-0,2	4,8	5,3	9,5	10,4	8,5	-2,9	9,2	9,5		1,0	12,0
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	2,6	4,3	5,2	6,4	5,9	5,5	-5,1	9,3	8,2		1,8	8,8
8. Transportation and storage	1,9	4,0	4,7	6,2	6,9	7,2	-5,0	6,4	12,9		0,8	9,2
9. Accommodation and food service activities	5,4	8,1	11,5	9,6	7,4	8,3	-33,7	17,9	40,9		0,8	15,5
10. Information and communication	5,0	3,0	2,6	3,9	6,1	6,9	0,6	7,8	10,3		0,9	12,3
11. Real estate activities	2,7	3,3	5,6	9,7	7,9	7,2	-7,0	8,5	10,3		0,1	6,2
12. Professional, scientific and technical activities	3,6	2,9	4,7	5,7	7,1	7,7	-0,6	10,2	12,2		1,0	12,1
13. Administrative and support service activities	4,4	7,6	6,4	8,2	6,7	5,8	-4,7	8,9	7,5		0,6	6,4
14. Other service activities	4,5	5,0	7,2	7,2	7,1	8,1	-6,6	11,3	13,1		0,7	11,0
TOTAL	2,8	4,3	5,2	6,4	6,3	6,2	-5,1	8,2	10,4		9,5	9,5
SIZES (Recommendation 2003/361/CE)												
1. Large (including public corporations and subsidiaries)	2,1	3,1	3,1	4,4	4,9	4,8	-3,3	5,8	8,4		5,1	8,5
2. Small and medium-sized	3,8	5,8	8,1	9,1	8,2	8,0	-7,5	11,5	13,1		4,4	11,1
1. Medium-sized (from 50 to 250 employees)	3,0	4,9	5,5	6,9	6,4	6,5	-4,6	7,9	9,5		0,8	9,2
2. Small (up to 50 employees)	4,0	6,1	8,8	9,8	8,8	8,5	-8,4	12,7	14,2		3,6	11,6
Of which: micro-enterprise (up to 10 employees)	5,5	7,5	12,0	12,6	11,0	10,9	-8,0	16,1	18,6		2,0	14,3
OWNERSHIP STATUS												
1. Public enterprises	0,0	1,8	-0,7	2,9	3,2	5,7	-1,1	1,3	6,6		0,3	6,9
2. Private	2,9	4,4	5,5	6,5	6,4	6,2	-5,2	8,4	10,5		9,3	9,6

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
Average number of employee. Absolute values

TABLE 4.3.1

Thousands

DATABASES	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Number of corporations	838.497	843.457	844.923	813.798	788.214	836.810	823.518	835.180	869.987	620.370
YEARS	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	108	117	124	125	129	135	137	144	152	107
2. Mining and quarrying	15	15	14	13	14	14	14	14	14	10
3. Manufacturing	1.115	1.192	1.212	1.230	1.251	1.242	1.190	1.209	1.260	910
4. Electricity, gas, steam and air conditioning supply	34	35	32	32	33	31	30	26	29	27
5. Water supply; sewerage, waste management and remediation activities	103	115	115	119	122	117	116	124	130	118
6. Construction	412	427	449	466	502	527	524	536	596	463
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	1.386	1.438	1.485	1.520	1.556	1.531	1.461	1.488	1.601	1.206
8. Transportation and storage	403	422	431	442	466	468	444	450	491	416
9. Accommodation and food service activities	407	443	468	500	520	534	334	384	471	427
10. Information and communication	284	289	296	309	327	340	332	337	370	306
11. Real estate activities	73	74	78	78	83	80	75	81	89	68
12. Professional, scientific and technical activities	373	363	372	386	409	409	409	427	473	375
13. Administrative and support service activities	720	783	801	848	884	823	796	866	881	703
14. Other service activities	481	510	526	525	559	550	515	532	593	475
TOTAL	5.915	6.224	6.403	6.593	6.854	6.800	6.377	6.619	7.149	5.611
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	2.965	3.141	3.168	3.273	3.450	3.368	3.264	3.339	3.571	2.999
2. Small and medium-sized	2.949	3.082	3.234	3.320	3.404	3.432	3.114	3.280	3.578	2.611
1. Medium-sized (from 50 to 250 employees)	520	571	606	690	715	728	691	711	774	534
2. Small (up to 50 employees)	2.429	2.511	2.628	2.630	2.689	2.704	2.423	2.569	2.804	2.077
Of which: micro-enterprise (up to 10 employees)	1.283	1.321	1.360	1.339	1.332	1.332	1.196	1.289	1.394	997
OWNERSHIP STATUS										
1. Public enterprises	177	177	157	156	160	159	152	150	152	153
2. Private	5.737	6.047	6.245	6.437	6.694	6.642	6.225	6.470	6.996	5.458

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
Number of corporations	838.497	843.457	844.923	813.798	788.214	836.810	823.518	835.180	869.987	620.370		
YEARS	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
ACTIVITY GROUPINGS (CNAE 2009)											Contrib.	Rate
1. Agriculture, forestry and fishing	6,6	7,9	7,1	8,8	5,1	6,0	2,3	4,2	2,2	0,1	4,2	
2. Mining and quarrying	-0,8	2,7	2,7	4,2	2,7	3,6	-1,2	2,9	3,7	0,0	1,8	
3. Manufacturing	1,9	3,9	4,2	4,2	3,6	2,9	-3,6	4,1	4,4	0,5	3,2	
4. Electricity, gas, steam and air conditioning supply	-1,6	-2,1	-0,9	0,7	-0,3	-2,6	-3,1	-3,8	3,4	0,0	2,2	
5. Water supply; sewerage, waste management and remediation activities	-1,3	1,4	3,0	3,9	1,7	1,2	-1,3	3,8	3,5	0,0	2,1	
6. Construction	1,3	6,5	6,9	9,4	9,0	7,2	-1,7	7,0	6,9	0,6	7,4	
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	2,1	4,5	5,0	5,4	3,8	3,6	-4,5	6,1	4,7	0,7	3,3	
8. Transportation and storage	1,5	4,5	5,4	6,3	5,9	4,8	-5,2	6,1	9,1	0,5	6,3	
9. Accommodation and food service activities	6,3	9,6	11,4	9,3	6,7	7,0	-29,1	14,2	31,7	0,8	11,7	
10. Information and communication	2,0	6,2	3,8	4,5	6,2	6,0	0,4	5,4	8,6	0,4	7,4	
11. Real estate activities	3,0	3,6	5,5	7,1	5,4	4,1	-5,3	6,1	6,6	0,1	4,1	
12. Professional, scientific and technical activities	3,9	3,2	6,1	5,9	5,3	6,3	0,2	7,7	9,1	0,5	7,5	
13. Administrative and support service activities	3,7	8,7	5,9	8,9	5,0	3,3	-5,8	8,2	4,5	0,3	2,0	
14. Other service activities	4,9	6,1	7,2	6,8	6,9	6,7	-6,3	7,9	9,8	0,7	8,0	
TOTAL	2,8	5,4	5,7	6,4	5,1	4,6	-5,5	6,6	7,4	5,1	5,1	
SIZES (Recommendation 2003/361/CE)												
1. Large (including public corporations and subsidiaries)	1,0	3,8	3,4	4,7	3,6	3,1	-5,5	5,3	5,2	2,1	3,8	
2. Small and medium-sized	4,7	7,1	8,1	8,0	6,7	6,0	-5,5	7,9	9,7	3,1	6,7	
1. Medium-sized (from 50 to 250 employees)	3,0	5,1	5,0	5,8	5,1	4,1	-4,2	5,3	6,3	0,5	4,8	
2. Small (up to 50 employees)	5,1	7,6	8,9	8,6	7,1	6,5	-5,9	8,6	10,6	2,6	7,2	
Of which: micro-enterprise (up to 10 employees)	7,2	9,8	12,0	11,2	9,0	8,9	-4,0	10,6	14,2	1,7	9,9	
OWNERSHIP STATUS												
1. Public enterprises	-2,4	-0,3	0,4	1,7	2,3	1,4	-2,4	-0,2	2,3	0,1	4,3	
2. Private	2,9	5,6	5,9	6,5	5,1	4,6	-5,6	6,7	7,5	5,0	5,2	

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
Personnel costs per employee. Absolute values

TABLE 4.4.1

Thousands of euros

DATABASES	2019		2020		2021		2022		2023	
Number of corporations / Total national coverage	836.810 / 54,6 %		823.518 / 54,9 %		835.180 / 55,7 %		869.987 / 56,6 %		620.370 / 44,5 %	
YEARS	2018	2019	2019	2020	2020	2021	2021	2022	2022	2023
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	21.955	22.400	21.803	21.981	22.478	22.752	22.982	23.571	24.140	25.287
2. Mining and quarrying	42.463	42.305	41.504	41.764	42.080	42.603	40.597	41.572	42.191	43.855
3. Manufacturing	40.473	40.997	41.134	41.131	41.285	41.685	41.496	42.684	44.317	46.195
4. Electricity, gas, steam and air conditioning supply	78.797	79.740	78.565	78.756	75.421	75.479	73.721	74.536	78.115	81.741
5. Water supply; sewerage, waste management and remediation activities	35.158	36.411	36.634	37.747	36.926	37.650	37.253	38.516	39.106	40.487
6. Construction	34.197	34.619	34.970	34.533	34.687	35.398	35.587	36.419	36.937	38.502
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	30.793	31.364	31.621	31.421	31.572	32.542	32.735	33.837	34.084	35.888
8. Transportation and storage	39.148	40.021	40.015	40.107	40.245	40.359	40.557	41.975	43.270	44.442
9. Accommodation and food service activities	25.090	25.395	24.760	23.139	22.509	23.222	24.446	26.164	25.973	26.858
10. Information and communication	47.325	47.705	48.196	48.269	48.244	49.329	49.341	50.093	51.775	54.148
11. Real estate activities	32.169	33.124	33.921	33.319	34.137	34.905	35.501	36.737	37.014	37.749
12. Professional, scientific and technical activities	43.152	43.706	44.102	43.727	44.609	45.655	45.433	46.710	48.460	50.534
13. Administrative and support service activities	24.068	24.665	23.949	24.246	24.645	24.814	25.035	25.753	25.463	26.558
14. Other service activities	27.117	27.496	27.665	27.590	27.415	28.281	29.203	30.077	29.739	30.574
TOTAL	33.592	34.110	34.172	34.303	34.356	34.883	35.148	36.130	36.694	38.228
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	37.834	38.429	38.047	38.904	38.994	39.187	38.985	40.150	40.720	42.558
2. Small and medium-sized	29.313	29.872	30.113	29.481	29.516	30.501	31.156	32.119	31.942	33.254
1. Medium-sized (from 50 to 250 employees)	31.719	32.449	32.628	32.478	32.535	33.328	33.703	34.698	34.187	35.645
2. Small (up to 50 employees)	28.651	29.178	29.408	28.626	28.655	29.719	30.424	31.407	31.351	32.639
Of which: micro-enterprise (up to 10 employees)	27.228	27.735	28.029	26.849	26.881	28.208	28.825	29.955	30.130	31.330
OWNERSHIP STATUS										
1. Public enterprises	43.719	45.581	45.722	46.298	46.058	46.747	46.847	48.797	48.860	50.113
2. Private	33.342	33.836	33.899	34.010	34.066	34.608	34.880	35.854	36.350	37.895

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

DATABASES	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Number of corporations	838.497	843.457	844.923	813.798	788.214	836.810	823.518	835.180	869.987	620.370
YEARS	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	-1,7	-1,1	-0,3	0,1	0,3	2,0	0,8	1,2	2,6	4,7
2. Mining and quarrying	0,1	1,3	-2,3	-0,4	3,1	-0,4	0,6	1,2	2,4	3,9
3. Manufacturing	0,3	-0,8	0,5	0,7	1,1	1,3	0,0	1,0	2,9	4,2
4. Electricity, gas, steam and air conditioning supply	1,3	1,5	-2,6	2,2	-0,1	1,2	0,2	0,1	1,1	4,6
5. Water supply; sewerage, waste management and remediation activities	0,9	0,2	-0,6	-0,4	1,4	3,6	3,0	2,0	3,4	3,5
6. Construction	-1,5	-1,6	-1,5	0,0	1,3	1,2	-1,2	2,1	2,3	4,2
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	0,5	-0,1	0,2	1,0	2,0	1,9	-0,6	3,1	3,4	5,3
8. Transportation and storage	0,3	-0,5	-0,6	0,0	0,9	2,2	0,2	0,3	3,5	2,7
9. Accommodation and food service activities	-0,9	-1,3	0,1	0,3	0,7	1,2	-6,5	3,2	7,0	3,4
10. Information and communication	2,9	-3,0	-1,2	-0,5	-0,1	0,8	0,2	2,2	1,5	4,6
11. Real estate activities	-0,3	-0,3	0,1	2,4	2,4	3,0	-1,8	2,2	3,5	2,0
12. Professional, scientific and technical activities	-0,3	-0,3	-1,3	-0,1	1,8	1,3	-0,9	2,3	2,8	4,3
13. Administrative and support service activities	0,6	-1,0	0,4	-0,6	1,7	2,5	1,2	0,7	2,9	4,3
14. Other service activities	-0,4	-1,0	0,0	0,3	0,1	1,4	-0,3	3,2	3,0	2,8
TOTAL	0,0	-1,1	-0,5	0,0	1,1	1,5	0,4	1,5	2,8	4,2
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	1,1	-0,7	-0,3	-0,3	1,3	1,6	2,3	0,5	3,0	4,5
2. Small and medium-sized	-0,9	-1,2	0,0	1,0	1,4	1,9	-2,1	3,3	3,1	4,1
1. Medium-sized (from 50 to 250 employees)	0,0	-0,2	0,6	1,0	1,3	2,3	-0,5	2,4	3,0	4,3
2. Small (up to 50 employees)	-1,0	-1,4	0,0	1,0	1,5	1,8	-2,7	3,7	3,2	4,1
Of which: micro-enterprise (up to 10 employees)	-1,6	-2,1	0,0	1,3	1,8	1,9	-4,2	4,9	3,9	4,0
OWNERSHIP STATUS										
1. Public enterprises	2,5	2,1	-1,1	1,1	0,8	4,3	1,3	1,5	4,2	2,6
2. Private	0,0	-1,2	-0,4	0,0	1,2	1,5	0,3	1,6	2,8	4,2

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	2019		2020		2021		2022		2023	
Number of corporations / Total national coverage	836.810 / 54,6 %		823.518 / 54,9 %		835.180 / 55,7 %		869.987 / 56,6 %		620.370 / 44,5 %	
YEARS	2018	2019	2019	2020	2020	2021	2021	2022	2022	2023
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	61,4	62,3	62,5	62,6	62,3	64,4	65,1	63,6	61,9	55,0
2. Mining and quarrying	40,8	46,4	45,9	46,0	44,8	41,2	53,7	66,6	68,3	55,2
3. Manufacturing	61,9	63,7	63,5	68,3	67,6	63,2	62,4	61,0	59,4	59,4
4. Electricity, gas, steam and air conditioning supply	16,4	15,5	15,4	16,3	14,5	12,8	12,2	9,3	9,3	10,4
5. Water supply; sewerage, waste management and remediation activities	66,8	67,7	67,2	69,2	69,7	69,4	68,6	72,9	75,6	75,0
6. Construction	82,8	80,3	80,4	82,8	81,6	80,3	78,5	75,9	74,9	74,1
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	68,0	68,6	68,2	71,3	71,2	67,5	66,2	64,8	63,6	65,2
8. Transportation and storage	57,4	58,8	59,2	79,0	78,7	71,4	73,4	65,3	62,8	58,8
9. Accommodation and food service activities	74,4	75,1	77,5	115,4	115,4	79,7	75,9	74,5	73,5	72,0
10. Information and communication	54,4	55,9	56,0	60,5	60,1	62,0	60,9	61,5	60,3	60,9
11. Real estate activities	33,6	33,5	33,0	36,3	36,3	34,7	33,8	31,8	30,4	30,0
12. Professional, scientific and technical activities	83,1	83,7	82,9	88,2	89,7	89,2	87,3	84,5	83,9	83,3
13. Administrative and support service activities	81,4	81,5	80,6	83,5	84,1	81,8	81,2	79,9	77,4	76,5
14. Other service activities	76,1	77,1	76,9	83,7	83,7	78,2	76,9	76,7	75,4	75,4
TOTAL	64,6	65,6	65,4	71,1	70,7	67,4	66,3	64,1	62,1	62,4
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	59,4	60,1	60,2	67,8	67,5	63,8	63,2	59,7	57,7	58,3
2. Small and medium-sized	73,0	74,1	74,0	76,1	75,7	72,7	70,9	70,6	70,0	69,5
1. Medium-sized (from 50 to 250 employees)	71,1	72,0	72,7	74,3	73,9	72,0	70,2	69,7	69,0	67,8
2. Small (up to 50 employees)	73,6	74,7	74,5	76,7	76,3	73,0	71,1	70,9	70,3	70,0
Of which: micro-enterprise (up to 10 employees)	72,4	73,7	73,1	75,8	75,5	71,3	69,1	69,3	68,2	68,5
OWNERSHIP STATUS										
1. Public enterprises	54,3	56,0	55,4	80,9	80,9	74,3	79,3	65,9	65,5	59,5
2. Private	65,0	65,9	65,8	70,8	70,4	67,2	66,0	64,1	62,0	62,5

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	2018		2019		2020		2021		2022	
Number of corporations / Total national coverage	836.810 / 54,6 %		823.518 / 54,9 %		835.180 / 55,7 %		869.987 / 56,6 %		620.370 / 44,5 %	
YEARS	2018	2019	2019	2020	2020	2021	2021	2022	2022	2023
ACTIVITY GROUPINGS (CNAE 2009)										
1. Agriculture, forestry and fishing	35.742	35.944	34.864	35.127	36.104	35.320	35.303	37.053	39.004	46.008
2. Mining and quarrying	104.151	91.119	90.349	90.874	93.943	103.351	75.595	62.411	61.760	79.483
3. Manufacturing	65.399	64.375	64.783	60.188	61.075	65.913	66.510	69.976	74.623	77.704
4. Electricity, gas, steam and air conditioning supply	481.846	515.746	510.948	482.610	521.600	588.412	604.422	804.670	842.239	784.375
5. Water supply; sewerage, waste management and remediation activities	52.634	53.746	54.498	54.574	52.999	54.277	54.335	52.860	51.755	54.002
6. Construction	41.280	43.116	43.477	41.688	42.521	44.072	45.359	47.962	49.345	51.994
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	45.278	45.704	46.364	44.071	44.354	48.217	49.479	52.189	53.598	55.081
8. Transportation and storage	68.168	68.037	67.614	50.756	51.136	56.555	55.266	64.278	68.933	75.631
9. Accommodation and food service activities	33.732	33.832	31.937	20.047	19.498	29.123	32.207	35.112	35.324	37.323
10. Information and communication	86.991	85.411	86.140	79.761	80.273	79.526	81.012	81.504	85.800	88.853
11. Real estate activities	95.838	99.005	102.865	91.839	94.085	100.490	104.975	115.603	121.843	126.035
12. Professional, scientific and technical activities	51.954	52.248	53.203	49.597	49.712	51.165	52.052	55.276	57.791	60.673
13. Administrative and support service activities	29.553	30.251	29.718	29.033	29.303	30.342	30.831	32.224	32.878	34.720
14. Other service activities	35.625	35.643	35.967	32.980	32.747	36.179	37.992	39.202	39.449	40.541
TOTAL	51.963	52.033	52.222	48.270	48.570	51.771	52.994	56.362	59.098	61.289
SIZES (Recommendation 2003/361/CE)										
1. Large (including public corporations and subsidiaries)	63.670	63.973	63.249	57.374	57.736	61.428	61.698	67.255	70.513	73.013
2. Small and medium-sized	40.157	40.316	40.670	38.728	39.006	41.941	43.940	45.491	45.625	47.822
1. Medium-sized (from 50 to 250 employees)	44.627	45.038	44.895	43.705	44.040	46.311	47.981	49.816	49.515	52.582
2. Small (up to 50 employees)	38.926	39.044	39.487	37.309	37.570	40.732	42.779	44.297	44.600	46.597
Of which: micro-enterprise (up to 10 employees)	37.602	37.638	38.370	35.427	35.627	39.559	41.744	43.234	44.173	45.764
OWNERSHIP STATUS										
1. Public enterprises	80.505	81.440	82.521	57.234	56.933	62.938	59.060	74.094	74.611	84.236
2. Private	51.260	51.331	51.506	48.051	48.363	51.513	52.855	55.976	58.660	60.646

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

<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">YEARS</th> <th style="text-align: center;">2020</th> <th style="text-align: center;">2021</th> <th style="text-align: center;">2022</th> <th style="text-align: center;">2023</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Number of corporations</td> <td style="text-align: center;">549.789</td> <td style="text-align: center;">552.042</td> <td style="text-align: center;">573.006</td> <td style="text-align: center;">415.342</td> </tr> </tbody> </table>					YEARS	2020	2021	2022	2023	Number of corporations	549.789	552.042	573.006	415.342	FALLING				CONSTANT				RISING			
YEARS	2020	2021	2022	2023																						
Number of corporations	549.789	552.042	573.006	415.342																						
YEARS	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023														
ACTIVITY GROUPINGS (CNAE 2009)																										
1. Agriculture, forestry and fishing	35,0	32,6	36,4	34,1	24,4	24,1	24,3	24,4	40,5	43,3	39,2	41,5														
2. Mining and quarrying	38,1	27,4	29,6	33,9	28,9	24,3	25,1	24,4	33,0	48,3	45,3	41,7														
3. Manufacturing	46,5	30,5	30,5	33,5	20,5	20,4	21,0	21,4	33,0	49,1	48,6	45,1														
4. Electricity, gas, steam and air conditioning supply	23,0	19,8	19,0	20,8	50,4	49,5	45,6	45,5	26,6	30,8	35,4	33,7														
5. Water supply; sewerage, waste management and remediation activities	36,7	26,8	24,7	27,3	22,4	22,2	21,0	23,8	40,9	50,9	54,3	48,9														
6. Construction	39,8	28,6	30,3	30,8	23,6	23,3	23,9	24,1	36,6	48,1	45,9	45,1														
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	43,0	27,0	27,9	29,6	26,3	26,1	27,3	28,1	30,6	46,9	44,9	42,3														
8. Transportation and storage	42,6	30,4	30,1	31,3	20,1	20,5	20,6	20,8	37,3	49,1	49,3	47,9														
9. Accommodation and food service activities	67,6	32,8	19,6	30,1	8,3	9,0	9,0	9,5	24,0	58,2	71,5	60,4														
10. Information and communication	35,5	26,5	26,5	27,8	26,5	25,9	25,4	26,4	38,1	47,6	48,1	45,8														
11. Real estate activities	28,7	22,0	20,3	21,6	48,0	47,1	47,7	47,9	23,4	30,9	32,0	30,4														
12. Professional, scientific and technical activities	33,9	26,0	24,6	25,6	32,1	31,4	31,3	32,5	34,0	42,6	44,1	42,0														
13. Administrative and support service activities	44,0	31,4	25,5	27,7	22,4	21,6	22,4	23,2	33,6	47,0	52,1	49,1														
14. Other service activities	48,1	28,1	25,1	28,1	21,1	20,4	21,5	22,9	30,8	51,5	53,4	49,0														
TOTAL	42,9	28,2	26,9	29,1	25,0	24,7	25,3	26,0	32,1	47,1	47,7	44,9														
SIZES (Recommendation 2003/361/CE)																										
1. Large (including public corporations and subsidiaries)	43,3	29,5	26,1	26,6	22,0	20,2	21,3	21,9	34,7	50,4	52,6	51,5														
Of which: large	49,1	33,6	30,3	29,9	12,5	7,1	8,2	7,6	38,4	59,3	61,5	62,4														
2. Small and medium-sized	42,9	28,2	26,9	29,2	25,1	24,8	25,5	26,1	32,0	47,0	47,5	44,6														
1. Medium-sized (from 50 to 250 employees)	51,5	32,9	30,8	33,1	9,4	9,1	9,2	9,5	39,1	58,0	60,0	57,4														
2. Small (up to 50 employees)	42,7	28,1	26,9	29,2	25,4	25,2	25,9	26,5	31,9	46,7	47,3	44,4														
Of which: micro-enterprise (up to 10 employees)	40,3	27,4	26,0	28,1	28,2	27,7	28,6	29,6	31,5	44,8	45,4	42,3														
OWNERSHIP STATUS																										
1. Public enterprises	38,0	27,8	29,1	26,6	32,6	28,8	28,1	27,1	29,5	43,4	42,8	46,3														
2. Private	42,9	28,2	26,9	29,1	25,0	24,7	25,3	26,0	32,1	47,1	47,7	44,9														

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
Gross value added at factor cost per employee

TABLE 4.8

Euros

YEARS	2020	2021	2022	2023	MEDIAN				FIRST QUARTILE Q1				THIRD QUARTILE Q3			
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Number of corporations	823.518	835.180	869.987	620.370												
ACTIVITY GROUPINGS (CNAE 2009)																
1. Agriculture, forestry and fishing	29.029	31.022	32.863	35.197	15.997	17.501	18.110	18.947	50.284	52.927	58.315	64.946				
2. Mining and quarrying	40.058	43.206	44.035	49.573	24.627	27.117	29.747	33.479	60.967	63.151	65.495	75.989				
3. Manufacturing	32.656	35.842	38.133	40.663	21.041	24.196	25.982	27.762	48.741	52.485	55.842	59.732				
4. Electricity, gas, steam and air conditioning supply	54.038	59.372	65.094	52.899	29.190	31.605	33.735	27.511	127.492	135.238	137.684	119.499				
5. Water supply; sewerage, waste management and remediation activities	41.283	45.057	47.701	47.003	26.459	29.241	31.592	30.902	63.042	68.866	73.451	71.786				
6. Construction	30.592	32.789	35.077	37.497	19.748	22.493	24.264	26.184	44.404	47.212	51.168	54.669				
7. Wholesale and retail trade; repair of motor vehicles and motorcycles	28.347	31.873	34.002	36.244	16.653	20.229	21.739	23.695	46.109	50.867	54.631	57.498				
8. Transportation and storage	36.058	38.369	42.050	44.033	23.236	25.787	28.500	30.281	51.200	53.742	59.628	62.073				
9. Accommodation and food service activities	16.865	25.789	28.045	30.184	8.364	16.602	19.599	21.805	25.958	38.143	40.140	42.480				
10. Information and communication	34.965	38.000	40.862	43.621	19.402	22.118	23.813	26.144	56.660	60.643	65.177	68.331				
11. Real estate activities	38.141	43.908	48.398	49.523	15.266	19.800	21.817	22.777	89.323	99.405	111.404	115.582				
12. Professional, scientific and technical activities	33.200	36.004	38.313	40.723	19.726	22.232	23.830	25.460	53.310	57.761	61.921	65.279				
13. Administrative and support service activities	24.301	28.958	31.437	34.011	12.095	18.443	20.461	22.503	41.021	49.618	54.169	58.130				
14. Other service activities	23.894	29.453	31.338	33.547	12.352	18.031	19.919	21.730	40.528	48.413	50.502	53.355				
TOTAL	28.929	32.887	35.204	37.354	16.341	20.618	22.416	24.196	47.050	52.218	56.344	59.296				
SIZES (Recommendation 2003/361/CE)																
1. Large (including public corporations and subsidiaries)	47.997	50.839	53.982	58.145	25.871	28.675	30.309	33.453	82.264	85.671	90.671	96.778				
Of which: large	54.841	58.452	61.306	68.235	30.294	31.713	33.551	38.781	100.663	107.839	113.620	126.685				
2. Small and medium-sized	28.537	32.495	34.729	36.850	16.151	20.459	22.246	24.003	45.976	51.141	55.022	57.855				
1. Medium-sized (from 50 to 250 employees)	40.934	44.152	47.852	50.393	27.141	29.767	32.114	33.431	60.982	65.042	72.438	76.437				
2. Small (up to 50 employees)	28.287	32.260	34.468	36.603	15.934	20.281	22.068	23.846	45.541	50.748	54.547	57.384				
Of which: micro-enterprise (up to 10 employees)	27.108	31.289	33.389	35.496	14.493	19.046	20.791	22.423	45.076	50.646	54.313	57.241				
OWNERSHIP STATUS																
1. Public enterprises	50.643	57.335	58.021	60.726	30.789	34.052	35.850	38.944	93.000	94.797	100.264	103.682				
2. Private	28.917	32.873	35.192	37.341	16.332	20.610	22.409	24.188	47.019	52.185	56.311	59.260				

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>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Number of corporations (a)	3.438	3.533	3.707	3.628	4.109	3.393	3.610	3.378	3.350	2.524
<u>YEARS</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>	<u>2022</u>	<u>2023</u>
A. FIRMS WITH LONG-TERM COMPENSATION UNDER DEFINED CONTRIBUTION SYSTEMS	481	518	529	500	528	480	495	467	445	398
Contributions of the period	417	485	461	438	443	458	454	522	436	435
B. FIRMS WITH OBLIGATIONS DUE TO OTHER LONG-TERM EMPLOYEE BENEFITS	567	600	630	625	670	638	668	639	630	513
1. Opening balance	4.953	5.829	4.889	5.141	4.862	4.471	4.717	4.285	4.132	3.368
2. Increases	1.696	230	1.114	279	805	769	838	543	252	806
3. Decreases	904	1.110	878	613	682	490	1.143	724	856	497
4. Closing balance	5.745	4.950	5.125	4.807	4.985	4.750	4.411	4.103	3.528	3.677
C. FIRMS WITH PROVISIONS FOR WORKFORCE RESTRUCTURING	251	237	231	205	200	184	199	176	160	134
1. Opening balance	6.276	5.776	8.379	8.687	7.998	7.385	8.148	8.184	8.106	6.477
2. Increases	1.440	4.297	2.514	865	1.037	2.390	1.874	2.120	872	2.301
3. Decreases	1.899	1.675	2.016	1.617	1.582	1.635	1.731	2.116	2.302	1.448
4. Closing balance	5.817	8.398	8.877	7.935	7.454	8.140	8.290	8.187	6.676	7.329

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

DATABASES	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Number of corporations	9.975	10.274	10.402	10.152	10.520	10.437	10.866	10.601	10.749	8.911
YEARS	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
NUMBER OF EMPLOYEES (thousands)	2.725	2.850	2.880	2.892	2.953	2.803	2.864	2.873	3.053	2.643
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	2.501	2.601	2.608	2.645	2.712	2.545	2.586	2.603	2.769	2.427
SMALL AND MEDIUM-SIZED	223	249	272	247	242	258	278	270	284	216
MEDIUM-SIZED	140	161	182	161	156	170	189	158	172	135
SMALL	83	88	90	86	86	88	89	112	112	81
MICRO-ENTERPRISE	3	3	3	3	3	3	2	3	3	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	2,6	2,7	2,6	2,9	2,7	2,7	2,6	2,7	2,7
Support scientific and intellectual technical and professional staff	16,0	15,2	15,7	15,1	16,1	16,8	16,9	17,2	16,5	17,2
Clerical employees	9,0	9,1	9,2	9,5	9,6	9,5	9,3	11,2	10,5	10,1
Traders, sellers and similar	13,0	13,2	13,5	13,6	12,2	12,1	12,5	10,5	10,9	10,8
Other employees	59,3	59,9	59,0	59,2	59,1	59,0	58,6	58,6	59,4	59,2
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	0,7	0,6	0,7	0,7	1,0	0,5	0,6	0,6	0,5	0,4
Support scientific and intellectual technical and professional staff	2,3	2,0	2,4	2,7	3,1	1,7	1,9	2,0	2,0	2,0
Clerical employees	1,8	1,6	1,8	2,1	2,5	1,3	1,3	1,4	1,4	1,1
Traders, sellers and similar	1,5	1,2	1,1	1,1	1,7	0,6	1,1	1,1	1,0	0,5
Other employees	9,9	9,0	9,1	12,4	15,6	7,4	9,0	8,2	7,3	7,1
Unclassified (short questionnaire)	83,8	85,6	84,8	81,0	76,1	88,5	86,1	86,7	87,8	88,9
C. MEDIUM-SIZED	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Managers	1,0	0,9	0,9	1,1	1,5	0,7	0,9	1,0	0,8	0,6
Support scientific and intellectual technical and professional staff	3,6	3,0	3,5	4,0	4,8	2,6	2,8	3,4	3,3	3,1
Clerical employees	2,8	2,4	2,6	3,2	3,8	1,9	2,0	2,4	2,3	1,7
Traders, sellers and similar	2,4	1,8	1,7	1,7	2,6	1,0	1,5	1,9	1,7	0,8
Other employees	15,5	13,4	13,1	18,9	24,0	11,1	13,2	14,0	12,0	11,3
Unclassified (short questionnaire)	74,7	78,5	78,2	71,2	63,4	82,7	79,6	77,4	79,9	82,4

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							
	2020		2021		2022		2023		2020		2021		2022		2023	
	2019	2020	2020	2021	2021	2022	2022	2023	2019	2020	2020	2021	2021	2022	2022	2023
Number of corporations (a)	11.635		11.291		11.471		9.360		11.635		11.291		11.471		9.360	
NUMBER OF EMPLOYEES	54,1	54,2	54,6	54,2	53,8	53,6	53,3	53,1	45,9	45,8	45,4	45,8	46,2	46,4	46,7	46,9
LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES	52,6	52,7	53,4	53,2	52,8	52,6	52,3	52,0	47,4	47,3	46,6	46,8	47,2	47,4	47,7	48,0
SMALL AND MEDIUM-SIZED	67,4	67,6	65,2	64,1	63,9	63,1	64,7	64,6	32,6	32,4	34,8	35,9	36,1	36,9	35,3	35,4
MEDIUM-SIZED	63,5	66,2	67,8	64,1	62,6	62,1	63,8	63,7	36,5	33,8	32,2	35,9	37,4	37,9	36,2	36,3
SMALL	73,7	70,4	61,2	64,2	65,8	64,6	66,3	66,1	26,3	29,6	38,8	35,8	34,2	35,4	33,7	33,9
MICRO-ENTERPRISE	58,0	59,7	58,0	58,4	58,8	58,3	60,9	59,7	42,0	40,3	42,0	41,6	41,2	41,7	39,1	40,3
BREAKDOWN BY JOB TYPE																
A. LARGE, PUBLIC ENTERPRISES AND SUBSIDIARIES																
- Managers	67,6	66,6	67,3	66,7	65,7	65,3	66,1	65,6	32,4	33,4	32,7	33,3	34,3	34,7	33,9	34,4
- Support scientific and intellectual technical and professional staff	59,9	59,7	60,0	59,9	60,7	60,2	60,4	60,1	40,1	40,3	40,0	40,1	39,3	39,8	39,6	39,9
- Clerical employees	48,6	48,1	48,5	45,3	46,9	46,9	45,5	45,6	51,4	51,9	51,5	54,7	53,1	53,1	54,5	54,4
- Traders, sellers and similar	32,4	33,0	34,8	35,2	34,4	34,1	35,1	35,6	67,6	67,0	65,2	64,8	65,6	65,9	64,9	64,4
- Other employees	54,2	54,4	54,7	54,6	53,9	53,6	53,2	52,7	45,8	45,6	45,3	45,4	46,1	46,4	46,8	47,3
B. SMALL AND MEDIUM-SIZED																
- Managers	72,0	72,9	74,5	73,9	74,0	74,3	76,1	76,9	28,0	27,1	25,5	26,1	26,0	25,7	23,9	23,1
- Support scientific and intellectual technical and professional staff	68,2	67,3	66,9	66,4	60,9	59,5	66,8	66,7	31,8	32,7	33,1	33,6	39,1	40,5	33,2	33,3
- Clerical employees	38,2	38,0	39,1	38,2	40,2	38,3	37,7	39,3	61,8	62,0	60,9	61,8	59,8	61,7	62,3	60,7
- Traders, sellers and similar	54,2	53,7	56,2	57,4	55,3	55,6	68,9	68,3	45,8	46,3	43,8	42,6	44,7	44,4	31,1	31,7
- Other employees	68,0	68,3	71,4	69,5	70,2	68,5	75,2	74,6	32,0	31,7	28,6	30,5	29,8	31,5	24,8	25,4
C. MEDIUM-SIZED																
- Managers	71,8	72,8	74,4	73,9	73,9	74,2	76,2	76,8	28,2	27,2	25,6	26,1	26,1	25,8	23,8	23,2
- Support scientific and intellectual technical and professional staff	68,2	67,3	66,9	66,4	60,9	59,5	66,8	66,8	31,8	32,7	33,1	33,6	39,1	40,5	33,2	33,2
- Clerical employees	38,3	38,0	39,1	38,2	40,3	38,3	37,6	39,3	61,7	62,0	60,9	61,8	59,7	61,7	62,4	60,7
- Traders, sellers and similar	54,1	53,5	56,0	57,2	55,1	55,4	68,6	68,0	45,9	46,5	44,0	42,8	44,9	44,6	31,4	32,0
- Other employees	67,9	68,2	71,5	69,6	70,1	68,4	75,2	74,6	32,1	31,8	28,5	30,4	29,9	31,6	24,8	25,4
- Unclassified (short questionnaire)	63,3	66,7	68,2	63,7	62,2	61,8	62,6	62,4	36,7	33,3	31,8	36,3	37,8	38,2	37,4	37,6

SOURCE: Banco de España.

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