

	2011	2010
Subcontracts	203,839	177,034
Electricity, water, fuel and other fluids	8,982,902	8,337,121
Rents and rentals	20,578,922	22,198,905
Condominium	4,135,263	4,210,287
Communications	708,226	806,075
Insurance	491,366	533,510
Short-lasting tools and utensils and office materials	1,013,124	1,333,489
Royalties	6,647,533	6,992,194
Travel and accommodations and merchandise transport	1,328,014	1,586,027
Services fees	821,273	1,429,655
Conservation and repairs	4,397,599	4,898,857
Advertising and propaganda	7,178,570	6,901,247
Cleaning, hygiene and comfort	1,913,295	2,163,666
Specialised works	3,685,412	3,633,511
Other ESS'	1,572,736	1,904,712
	63,658,074	67,106,290

23. PERSONNEL COSTS

Personnel costs in the year ending on 31 December 2011 and 2010 are broken down as follows:

	2011	2010
Salaries and wages	49,993,552	52,565,890
Social security contributions	11,809,901	12,064,037
Work accident insurance	612,318	588,606
Social action costs	8,597	8,693
Personnel meals	2,079,421	2,254,177
Other personnel costs (1)	584,056	615,797
	65,087,845	68,097,200
Average number of employees	5,283	5,705

(1) Other personnel costs include, in particular, indemnities, personnel recruitment and training and work medicine.