

INSTITUTO NACIONAL DE ESTADISTICA



2010 Wage Structure Survey

Main Results

Madrid, October 2012

Main Results

Introduction

Wage Structure Survey 2010, whose main results are presented in this document, has been carried out in a harmonised manner throughout the European Union, in compliance with European Union Council Regulation (EU) no. 530/1999.

More than 27,000 work centres and 230,000 workers have participated in the survey. This is the fourth time that this survey has been conducted. The previous surveys were conducted in 1995, 2002 and 2006 also in a harmonised manner throughout the European Union. Since 2002, the periodicity has been four-yearly.

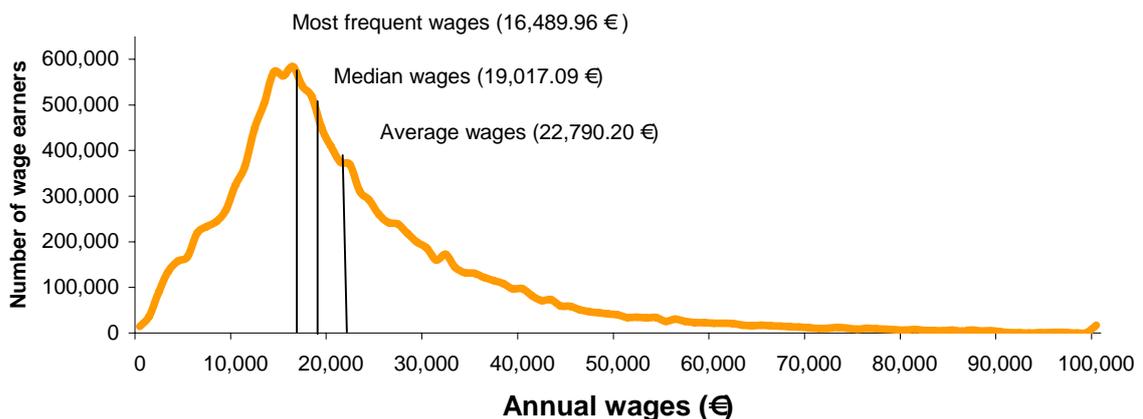
This publishes the main results that may be obtained with the information from the survey. Furthermore, the publication contains an ample number of tables that can be viewed directly via the website. Nevertheless, the survey presents a vast array of possibilities, allowing it to be developed in the future by researchers who have an interest in the labour market.

1 Wage distribution

Average gross annual wages in 2010 were 25,479.74 euros per worker among men and 19,735.22 euros for women. The average annual wages for women are, therefore, 77.5% of the wages men receive, although this difference should be considered in terms of other labour variables (type of contract, occupation, seniority, etc.) that have considerable bearing on the wages.

The wage distribution provided by the survey, represented in Graph 1, is asymmetrical to the right, with major dispersion. The most frequent wages are lower than the median wages (those for which there are as many workers with higher wages as workers with lower wages), which in turn, are lower than the mean wages. Summarising, there are few workers with very high wages, but they influence the average wages notably.

Graph 1. Distribution of gross annual wages

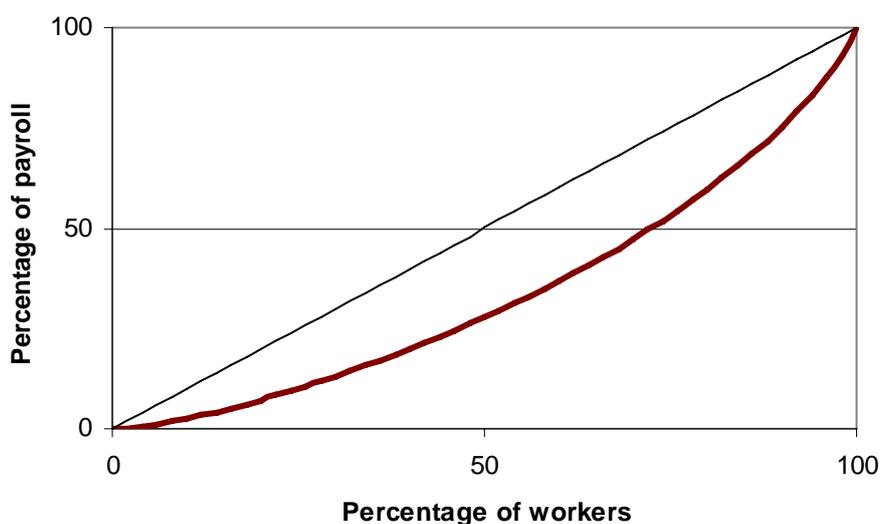


The difference between the mean wages (22,790.20) and the most frequent wages (16,469.96) is over 6,000 euros. This difference explains the perception that users and public opinion have that the results of the traditional surveys "are high", given that they only offer the mean values of wages.

Wage inequalities can be represented graphically using the Lorenz curve. This presents, on the x axis, the percentage of workers, and on the y axis, the accumulated percentage of their wages as compared with the total payroll. This curve is linked to the Gini index, an inequality measure that represents the distance between the Lorenz curve (graph 2) and the bisector, which would correspond to a perfect distribution, in which all persons would benefit from the same wages. The Gini index ranges between 0 and 100, where value 0 represents the perfect distribution, in which all persons have the same wages.

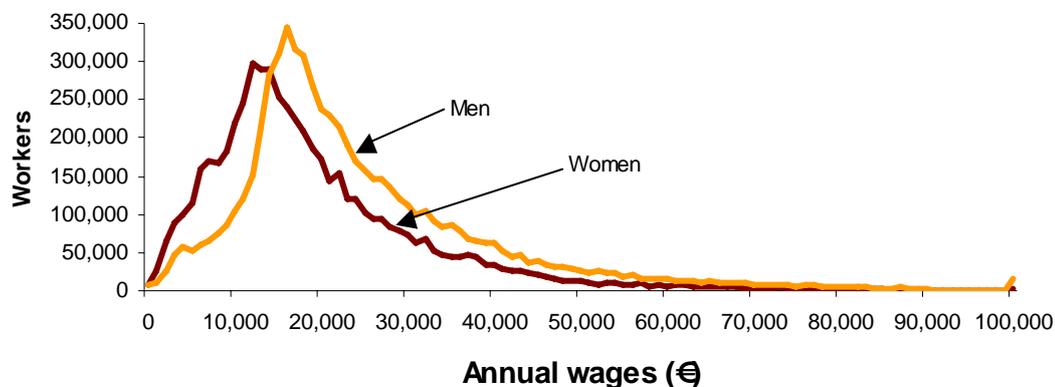
Analysing this curve for the whole of the population shows that the 8% of the wage-earners with the highest wages account for over 20% of the payroll, whilst the 20% of the workers with the lowest salaries only of it. The Gini Index is 33.4.

Graph 2. Lorenz curve of gross annual wages



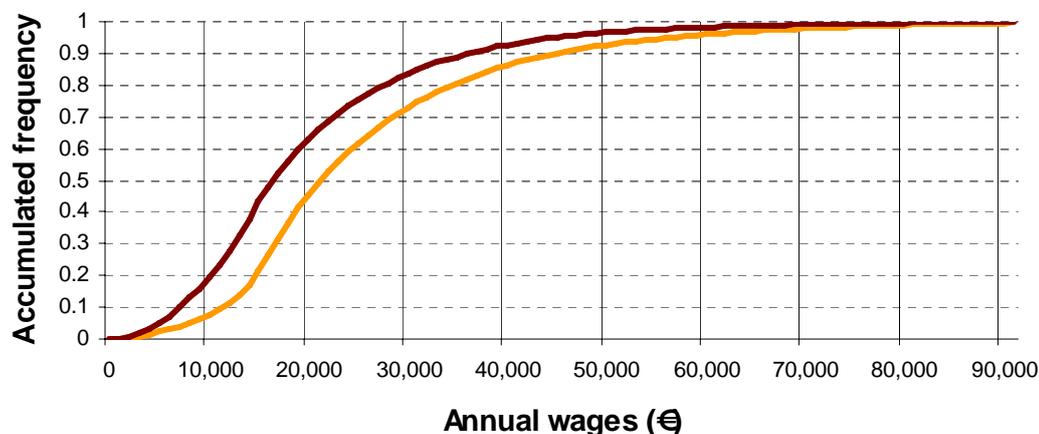
Graph 3 shows the wage distribution by sex. Wage distribution of women is more to the left than that of men at all wage levels. The number of women who earn up to 14,000 euros is greater than that of men with the same salary level. From this figure, the number of women at each wage level is always lower than the number of men who receive the same wages. Moreover, there are hardly any women who earn over 55,000 euros a year, whilst the number of men is still significant.

Graph 3. Distribution of gross annual wages by sex



Graph 4 shows the same data, but in an accumulated manner. The outer, lower left of the graph shows that almost 20% of women earned, in 2010, less than 10,000 euros a year (exactly 19.3% of women), whereas only 7.6% of men earned an amount lower than that. This difference can be explained, essentially, by the fact that most of the part-time workers considered in the scope of this survey are women. The upper end shows that 25% of the men earned over 30,000 euros, which only occurred in slightly over 16% of women.

Graph 4. Accumulated distribution of gross annual wages



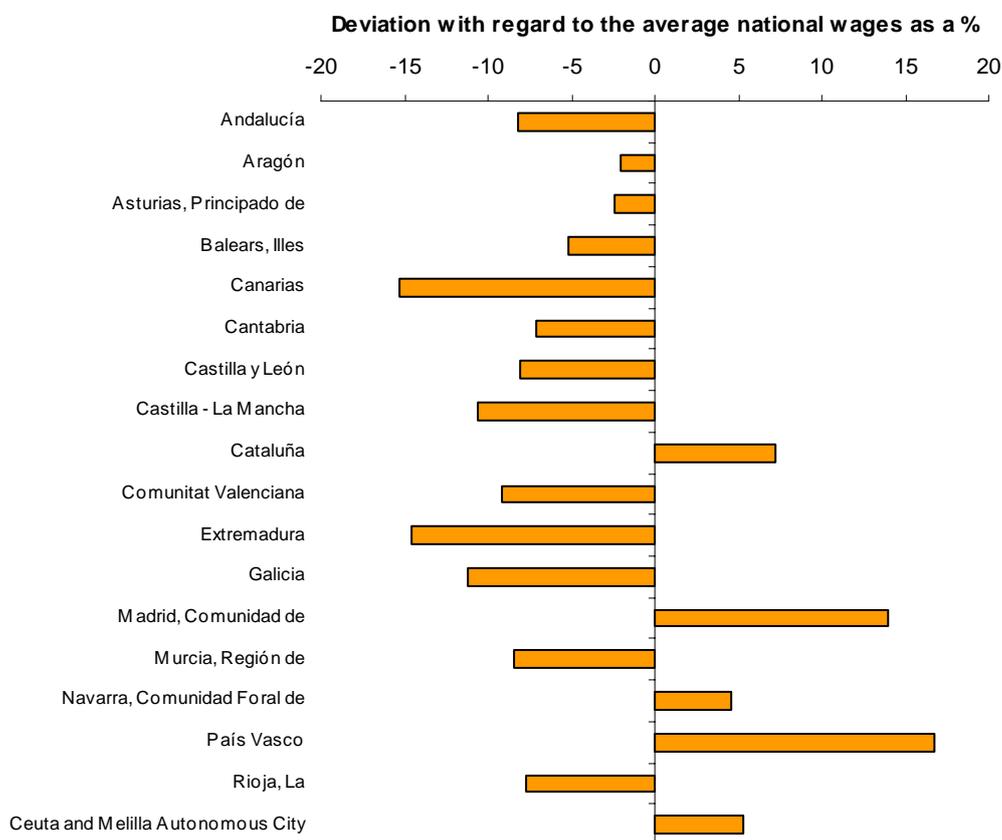
2 Territorial analysis

The highest wages in year 2010 correspond to País Vasco (26,593.70 euros per year per worker) and Comunidad de Madrid (25,988.95 euros) and Cataluña (24,449.19 euros).

In turn, Canarias (19,351.56 euros), Extremadura (19,480.55 euros) and Galicia (20,241.99 euros) show the lowest wages.

Graph 5 shows the differences regarding average earnings in each Community compared to the national group. In addition to the communities with the highest salary aforementioned, the autonomous cities of Ceuta and Melilla and the Comunidad Foral de Navarra showed average annual earnings higher than the national average.

Graph 5. Comparison of the average wages by Autonomous Community



The differences between sexes are not equal in all regions, as shown in Chart 1. This disparity is not always based on a greater wage discrimination in one region or another, but rather on the different employment structure in each region. There are a host of factors influencing wage differences between men and women: type of contract, type of working day, level of studies, different occupations, among others. The variable used in the graph to describe these differences is the woman/man ratio, that is, the percentage of the female average wages compared with the corresponding male wages.

Thus, Extremadura show the smallest deviation, followed by Illes Balears and Canarias, and that which shows the greatest divergence is Comunidad Foral de Navarra, followed by Aragón and Principado de Asturias. The results for Ceuta and Melilla for this survey should, however, be considered cautiously, given that the sample sizes are small, which leads to higher sampling errors. As a general rule, in almost all of the Autonomous Communities, the average female wages are between 20% and 30% lower than the average male wages.

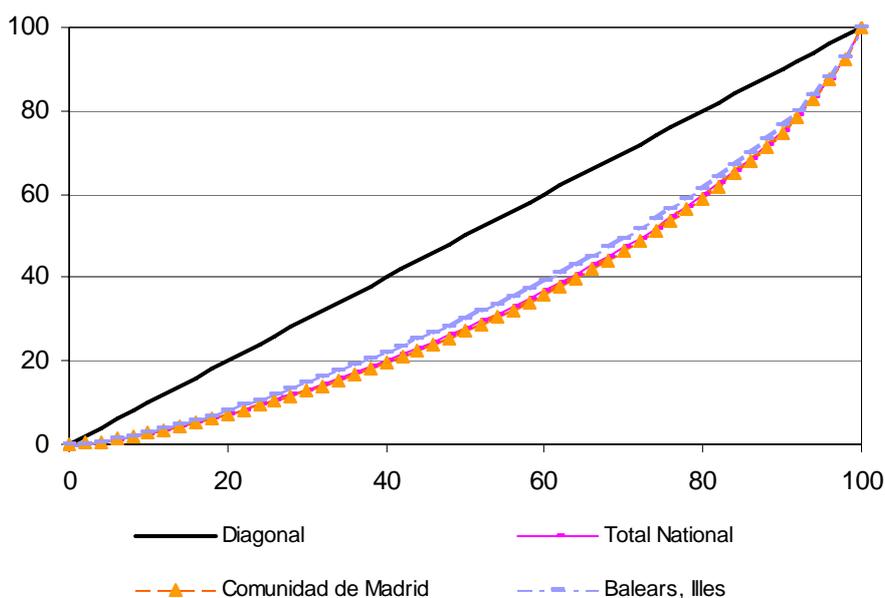
Likewise, interregional inequality can be analysed using Lorenz curves for the annual wages, and the corresponding Gini indices (Chart 1) for each Autonomous Community. Graph 6 shows the Lorenz curves for the extreme

Autonomous Communities: Comunidad Foral de Navarra, with an index of 31.4 and Comunidad de Madrid, with a value of 35.4.

Chart 1. Main results by Autonomous Community

	Gross annual wages			Man/Woman ratio	Gini index
	Total	Men	Women		
TOTAL NATIONAL	22,790.20	25,479.74	19,735.22	77.45	33.4
Andalucía	20,913.38	23,421.28	17,870.90	76.30	35.0
Aragón	22,316.69	25,263.29	18,843.25	74.59	32.6
Asturias, Principado de	22,241.39	25,170.79	18,786.13	74.63	32.8
Balears, Illes	21,613.60	23,213.04	19,812.19	85.35	31.4
Canarias	19,315.56	20,986.94	17,601.79	83.87	34.1
Cantabria	21,156.79	23,924.51	17,887.59	74.77	33.3
Castilla y León	20,960.87	23,640.67	17,683.88	74.80	34.3
Castilla-La Mancha	20,363.01	22,292.84	17,913.00	80.35	31.7
Cataluña	24,449.19	27,601.02	21,042.14	76.24	34.1
Comunitat Valenciana	20,707.24	23,331.71	17,776.59	76.19	33.5
Extremadura	19,480.55	20,787.03	17,876.85	86.00	33.4
Galicia	20,241.99	22,626.21	17,691.11	78.19	32.1
Madrid, Comunidad de	25,988.95	29,016.28	22,721.17	78.30	35.4
Murcia, Región de	20,863.37	23,482.48	17,838.28	75.96	34.9
Navarra, Comunidad Foral de	23,824.88	26,982.49	19,927.15	73.85	31.4
País Vasco	26,593.70	29,708.66	22,706.10	76.43	32.2
Rioja, La	21,035.86	23,641.44	18,131.05	76.69	32.3
Ciudades de Ceuta y Melilla	24,010.60	25,791.37	21,331.43	82.71	34.4

Graph 6. Lorenz curve of gross annual wages

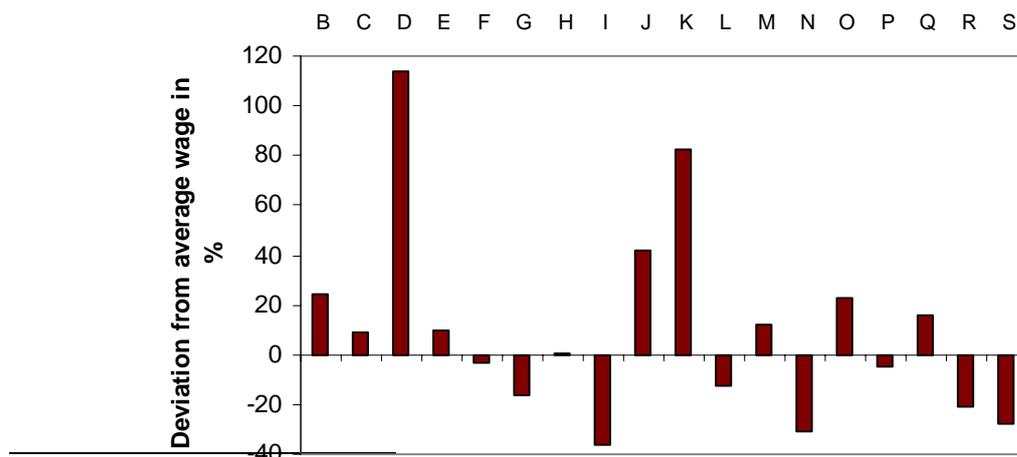


3 Wages by branch of activity ¹

There are major wage differences by economic activity. Graph 7 shows that the economic activity obtaining the greatest average annual wages is Section D of CNAE-09, , Supply of electrical energy, gas, steam and air conditioning, with 48,803.35 euros per worker per year on average, i.e. 114.1% higher than the national average. It is followed by Section K, Financial intermediation and insurances, with 41,638.70 euros (82,7%% greater than the average wages). Conversely, Section I, Accommodation, receives average annual wages less than 14.629,55 euros, 35,8%% lower than the national average.

Construction, trade, accommodation, real estate activities, administrative activities and services activities, education, arts, recreation and entertainment activities and other services has an annual salary below the national average. The remaining activities are higher to the average.

Graph 7. Comparison of average annual wages by CNAE-09 Section



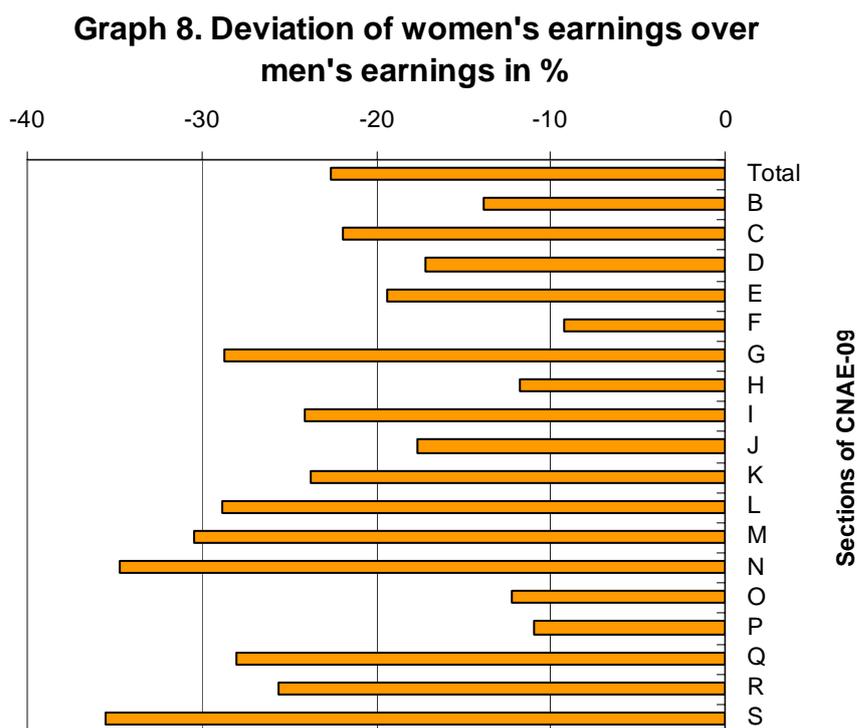
¹ Description of the Activity Sections of National Classification of Economic Activities 2009 (CNAE-09):

- B. Mining and quarrying industries
- C. Manufacturing industry
- D. Supply of electrical energy, gas, steam and air conditioning
- E. Water supply, waste management and decontamination activities
- F. Construction
- G. Wholesale and retail trade; repair of motor vehicles and motorcycles
- H. Transport and storage
- I. Accommodation
- J. Information and communications
- K. Financial and insurance activities
- L. Real estate activities
- M. Professional, scientific and technical activities
- N. Administrative and support services activities
- O. Public Administration and defence; Compulsory Social Security
- P. Education
- Q. Health and social services activities
- R. Arts, recreation and entertainment activities
- S. Other services

As regards wage differences by sex and economic activity, we should take note that the ranking of activities in each sex is maintained with slight modifications. Thus, the Supply of electrical energy, gas, steam and air conditioning is the activity that receives the highest wages, for both men and women, and Accommodation receives the lowest wages.

On analysing the wage differences between men and women in each economic activity (Graph 8), we confirm that women have lower wages than men in all economic activities. This is partly due to the differences in occupation, type of contract and type of working day.

Section F, Building, stands out as the least discriminatory activity. S Other social activities and services;, shows a greater divergence of women's wages as compared with men's wages.



4 Wages and occupation ²

Occupation is one of the variables that most influence the wage level. Worth noting is the large difference in wages Large group 1, Directors and managers, and the wages of the others group of occupations (the former are 148.4% higher than the average wages).

Regarding the other occupations, the wages in Large groups 2 (Scientific and intellectual technicians and professionals) and 3 (Technicians; support professionals) are above the average. The remaining occupations have average wages that are below the national average, with the lowest paid corresponding to Elementary occupations (Large group 9), followed by Workers in catering, personal, and protection services and salespersons (Large group 5) and Skilled agricultural, livestock, forestry and fishing sector workers (Large group 6).

The tables in the publication that present not only the average wages, but also some percentiles for the occupations, provide a high degree of detail on the wage differences. As regards Large group 1 of the occupations, Directors and managers, the average wages amount to 56,602.81 euros, yet 10% of them receive over 84,497,52 euros; conversely, the average wages of workers in elementary occupations, Large group 9, only reaches 13,839,75euros, and of these, the most favoured 10%, exceed 21,650,53 euros.

Distinguishing by occupation and sex, the previous pattern repeats itself. The occupations with the highest remunerations are the same for both men and women (Large groups 1, 2 and 3), and in the same order. The groups with the lowest remunerations also coincide in men and women (Large groups 5, 6 and 9), but the order differs from that observed in the overall results.

As with the different economic activities, in all of the occupations, women have lower wages than men, with the lowest difference occurring in Large Group 2, technicians and scientific professionals and intellectuals, and Main Group B, Management of companies with fewer than 10 employees.

The Main occupation groups continue to be very varied internally, and therefore, for a better study of wage discrimination, it is necessary to go into greater depth in the classification of occupations, and add other variables to the study, such as type of working day and type of contract.

² Description of Main Groups of National Classification of Occupations 2011 (NCO-11)

1 Directors and managers

2 Scientific and intellectual technicians and professionals

3 Technicians; support professionals

4 Accountancy, administrative and other office employees

5 Workers in catering, personal, and protection services and salespersons

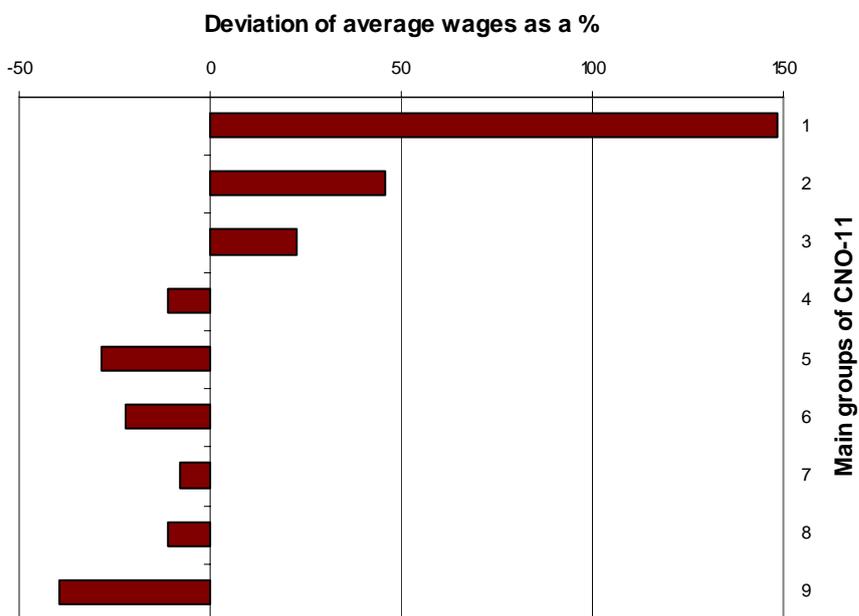
6 Skilled agricultural, livestock, forestry and fishing sector workers

7 Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)

8 Machinery and installations operators; mounting and assembly personnel

9 Elementary occupations

Graph 9. Comparison of average annual wages by



A very important feature linked to occupation is to ascertain whether the worker has responsibility over other workers or perform supervisory tasks, and how these tasks affect wages. Graph 10 shows how, in each occupation, having responsibility gives rise to a wage increase with regard to the average wages of the aforementioned occupation.

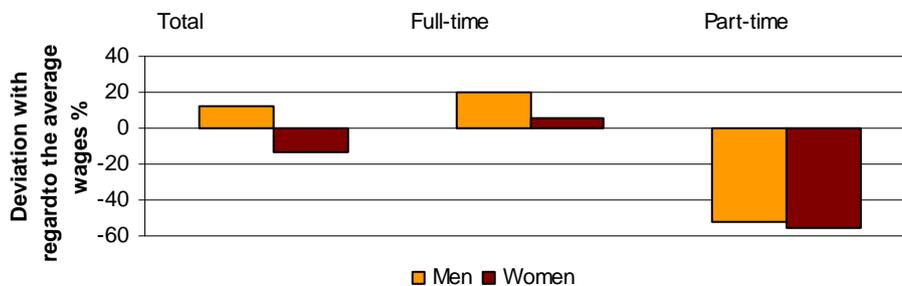
Graph 10. Comparison of average annual wages by occupation, with and without supervising responsibility



5 Wages and type of working day

The type of working day is, unquestionably, the variable determining the wage level. Actually, in the figures in graph 11 that include annual wages for workers in terms of their working day, shows that the average annual wage level for a part-time working day is lower than 50% of the of the total average salary, for both to men and to women. Nevertheless, this comparison, which is valid considering worker's earnings, is deceptive on comparing wages as "cost of workforce", since full-time wages imply more working hours than part-time. For this reason, earnings per hour become the relevant variable.

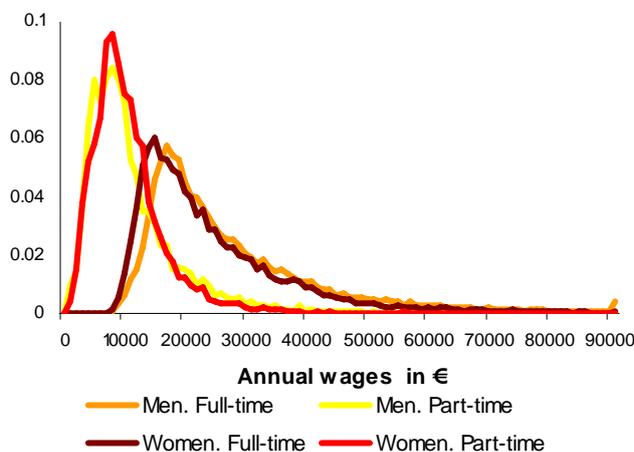
Graph 11. Comparison of average annual of working day and sex



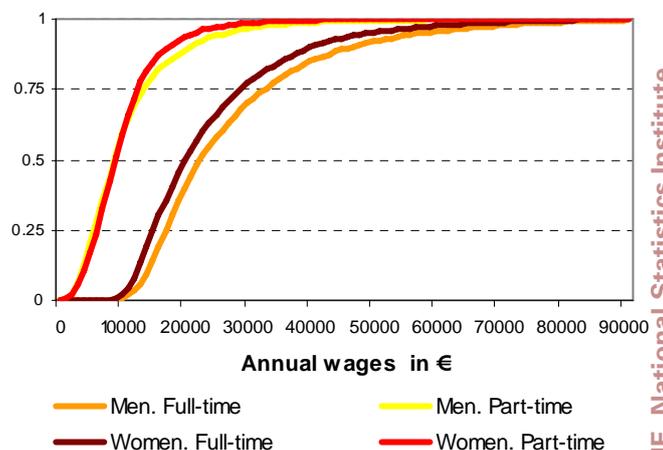
Before continuing to describe the results obtained by type of working day, we must point out that, within the scope studied, 20.3% of the workers have a part-time working day, corresponding to 6.1% of men and 14.2% of women.

There is a notable concentration of wages of part-time workers. Graphs 12 and 13 show this circumstance. Graph 12 shows that part-time wages are concentrated around the modal value, the peak of the curve, and that, furthermore, this value is similar for both sexes.

Graph 12. Density functions of annual wage by type of working day and sex



Graph 13. Distribution of annual wages by type of working day and sex



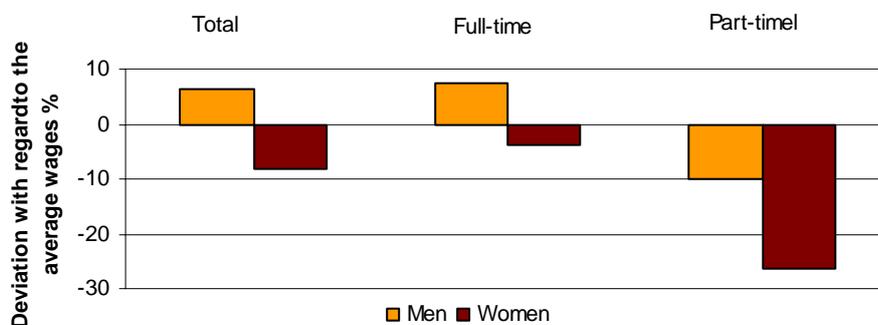
Approximately 75% of the part-time workers, whether men or women, had income in 2010 less than 14,000 euros (graph 13). Furthermore, 50% of men and women with lower wages show a similar wage distribution (the figures overlap).

Regarding full-time workers the wage distribution for women is to the left of the wage distribution for men, at all wage levels.

With regard to earnings per hour, firstly, we must remember that this has been calculated as the monthly earnings divided by the hours worked (normal and overtime) in the reference month. As the reference month used is October 2010, which is not characterised by payments of an extraordinary nature, the resulting earnings/hour are less than those that would be obtained using the annual data. This method is used to estimate the number of hours worked in the reference month, since it is more precise than annual hours worked (see the working hours section in the methodological note).

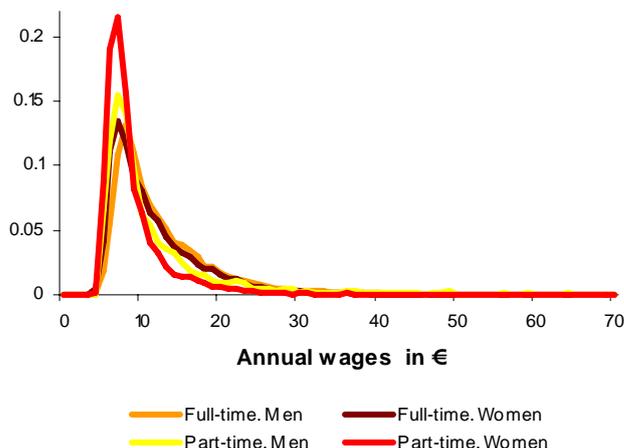
The earnings per hour for part-time workers are lower than the average earnings per hour, regardless of sex, with those of women being 26.3% lower. However, while the earnings/hour of full-time male workers are 7.5% higher than the average earnings, those of full-time female workers are 3.7% lower.

Graph 14. Comparison of the hourly wage by type of day and sex.

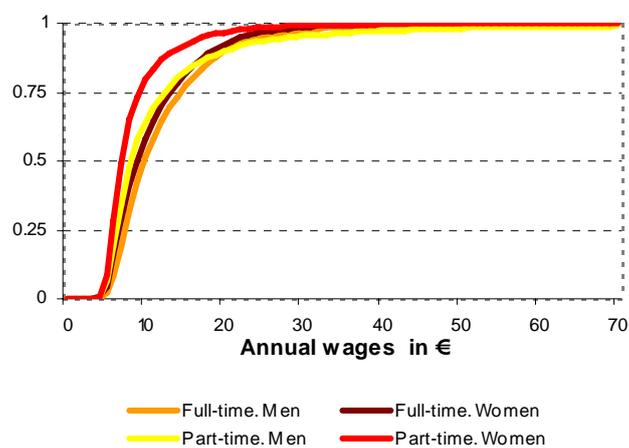


On comparing graphs 12 and 15, we observe that the peaks of the curves of earnings per hour per worker are much closer, such full-time as part-time, than for the annual earnings. That is, in terms of the cost of the workforce, the difference is not as great as it might seem when comparing the figures considering annual income.

Graph 15. Density functions of hourly wages per worker by type of working day and sex



Graph 16. Distribution of hourly wages per worker by type of working day and sex



In fact, whereas the average wages for women are, as commented previously, 77.5% of the wages men receive, this difference decreases to 86.2% when considering wages per hour.

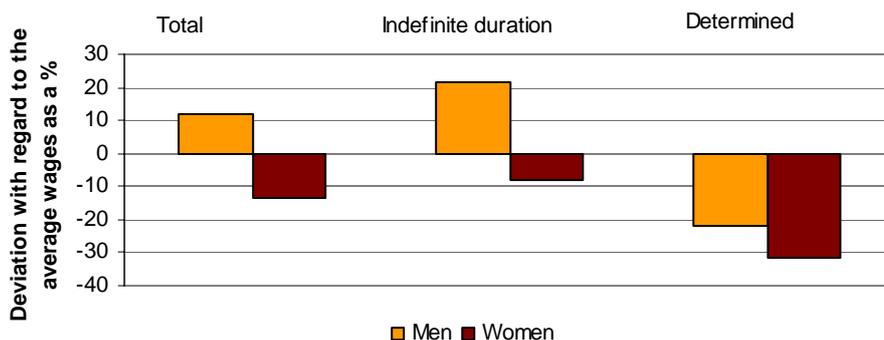
Graph 16 reflects that 75% of part-time female workers had earnings per hour of less than 9 euros, while for this same percentage, women working full-time and men working part-time had earnings of less than 13 euros, with men working full-time earning 15 euros.

Another noteworthy fact is that the distribution for men working part-time is separated from the women's part-time approaching and even crossing the wage distribution of full-time workers (men and women)..

6 Wages and type of contract

For the purposes of the survey, two types of contract have been considered: contracts with an indefinite duration and those with a determined duration.

Graph 17. Comparison of average annual wages by type of contract and sex

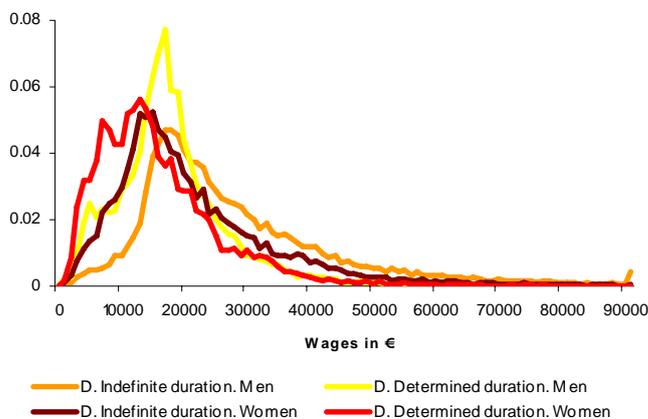


In order to establish comparisons between workers with an indefinite duration contract and those with a determined duration contract, we have adjusted the wages of those workers who did not remain in the work centre for the entire year. For this purpose, they are assigned equivalent annual wages that they would have been paid, had they worked for the entire year under the same conditions.

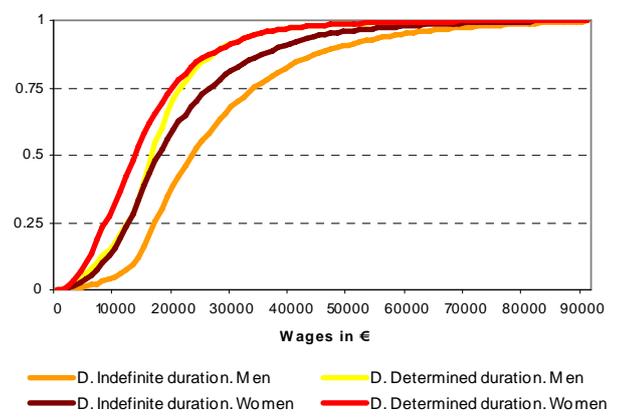
In general, workers with a determined duration contract have average annual wages that are 32% lower than those of workers with indefinite contracts. By sex, while men have wages greater than 21.4% or less than 22.2% of the average annual wages, depending on whether their contracts are of an indefinite or determined duration, for women, the wages are lower than the average wages irregardless of the type of contract, with the difference being 7.9% for indefinite contracts and 31.8% for determined duration contracts.

One characteristics to note is that the proportion of men and women by type of contract is similar, with the percentage of full-time contracts accounting higher than 77 in both cases.

Graph 18. Density functions of annual wages bypor type of contract and sex



Graph 19. Distribution of annual wages by type of contract and sex



Graph 18 shows how the wages of the workers with determined duration contracts are much more concentrated around the modal value than those workers with indefinite duration contracts. The lowest annual wages correspond to women with determined duration contracts.

This fact is reflected more clearly in graph 19: The curve farthest to the left (less earnings) is that of women with a determined duration contract, whereas that which is found the farthest to the right corresponds to men with an indefinite contract.

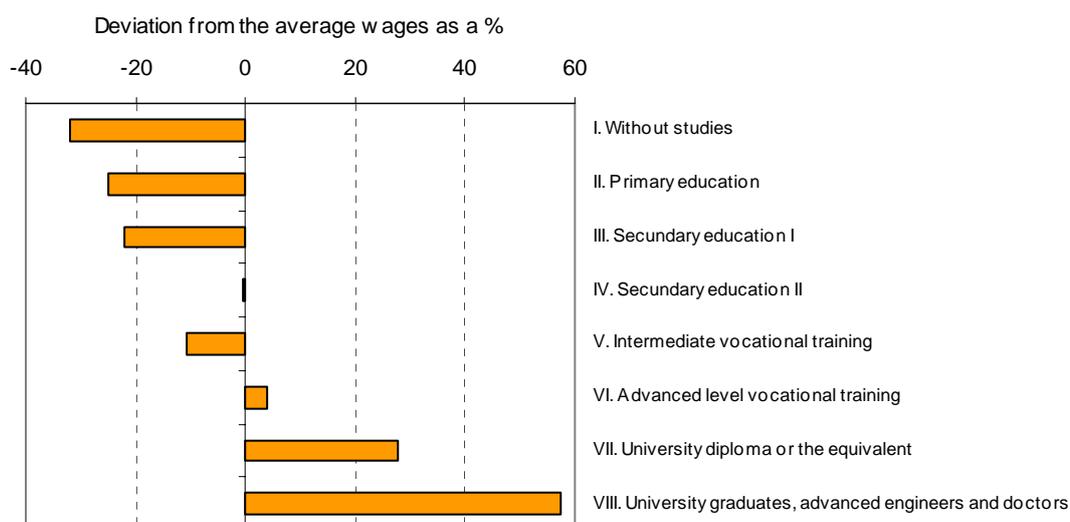
We also observe that, the 50% of workers with the least annual remuneration, the men with a determined duration contract have similar annual wages than the women with an indefinite contract. Among the highest wages, while 25% of men with an indefinite contract have annual wages greater than 34,000 euros, this

percentage is 13.9% for women with this type of contract, and 5.5% for men and 5.3% for women with a determined duration contract.

7 Wages and level of studies

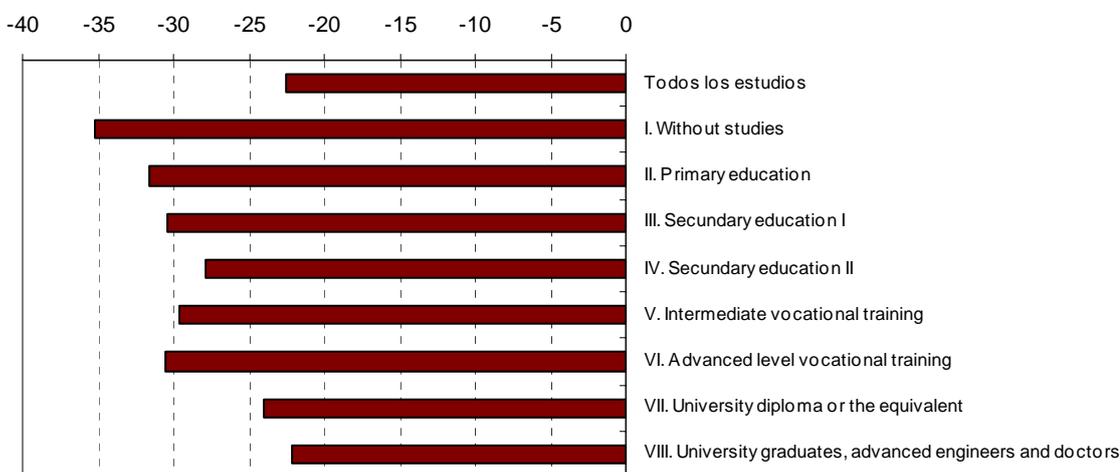
The wage differences between workers with different official qualifications are logically very notable. Annual wages grow as education level increases. Workers without studies or who have not completed Primary Education have a remuneration 25.1% lower than the average wages, while university graduates receive annual wages that are 57.4% higher. As of the advanced vocational training, the remuneration exceeds the average wages. However, the completed primary education and the first cycle of secondary education barely differs in wage level.

Graph 20. Comparison of average annual wages by level of studies

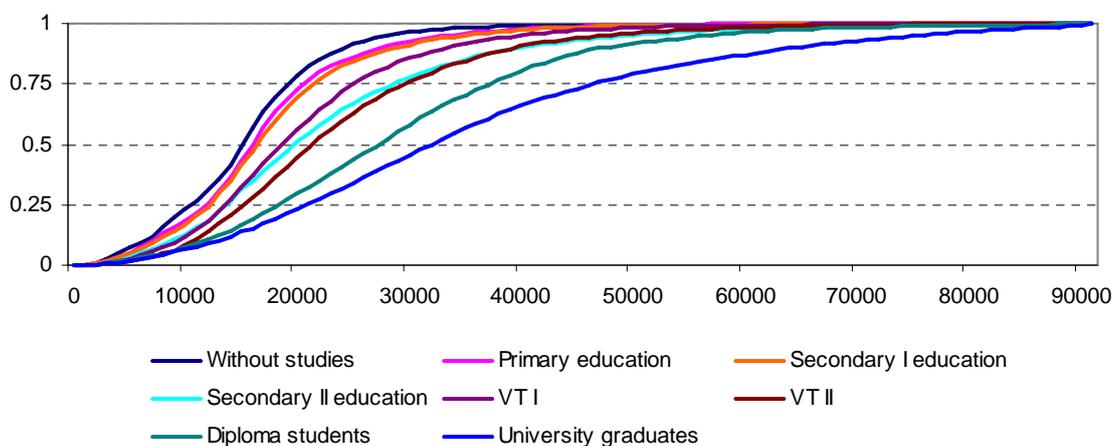


The difference between men and women is quite noticeable, as in all previous cases, when comparing workers with homogenous qualifications in graph 21. In general, the average wages women receive are more than 20% lower than those of men at each level of studies.

Graph 21. Deviation of women's earnings over earnings as a %

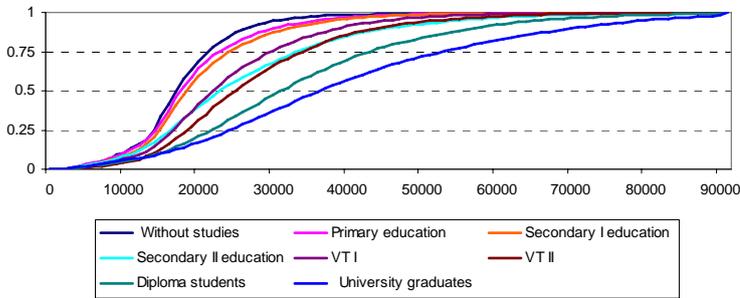


Graph 22. Distribution of gross annual wages by level of studies

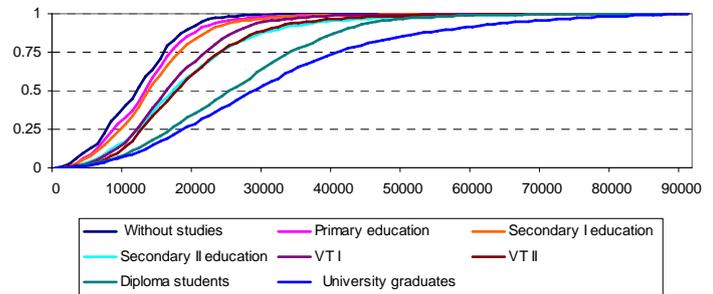


Graphs 22 to 24 show the wage distribution according to the level of studies attained. They show the major difference between low and high levels of studies. In the case of men, graph 23 shows how more than 50% of those with advanced qualifications exceeded 35,000 euros gross wages in 2010. Only approximately 5.9% of the workers with low qualification levels earned more than this amount. In the case of women, 50% of university graduates exceeded 25,000 gross annual euros, whereas barely 1.8% of the female workers without studies managed to exceed this income.

Graph 23. Distribution of gross annual wages by level of studies. Men



Graph 24. Distribution of gross annual wages by level of studies. Women



Worth noting is the similarity of the curves corresponding to primary education and the first cycle of secondary education, that practically overlap (graphs 23 and 24). Another noteworthy circumstance is that the advanced professional qualifications (VT II), are similar paid as the Second stage of secondary education.

8 Wages and age

The following graph shows, as expected, that there is a positive relation between the age of the workers and their wage level. Although workers do not receive supplements by age, they do receive them according to their seniority. Seniority is the target of study in the following point. However, it must be stated that these two variables interact, as the oldest workers will be, in general, those with the most seniority.

Graph 25. Average annual wages by age in complete years, by sex



Moreover, workers change their jobs over time, and in most cases, they do so improving their economic conditions, in view of the experience they have gained over the years.

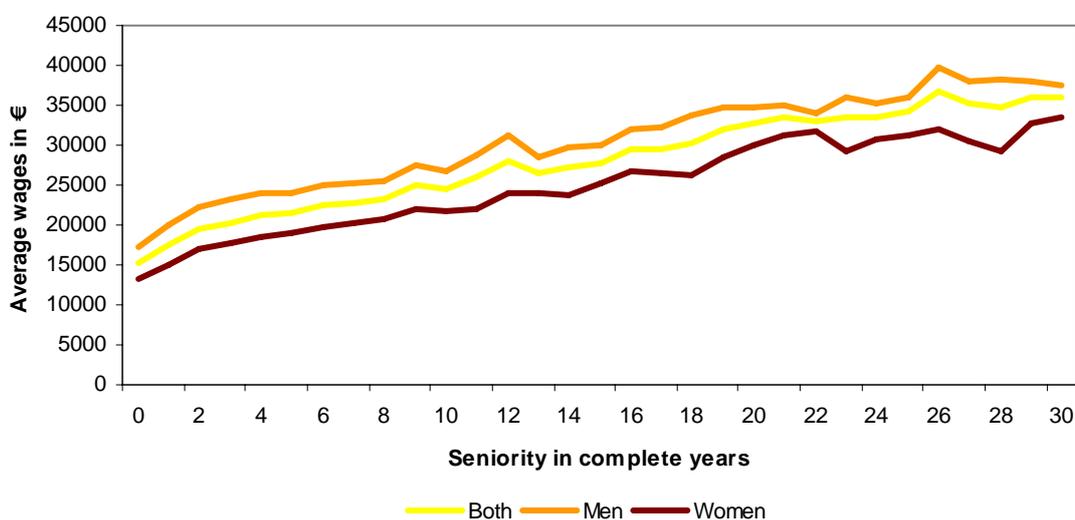
The graph shows how the lines for men and women move further apart when considering the age variable. The wage differences by sex are greater according to the age of the workers.

The curve behaves somewhat erratically when analysing the lowest and the highest ages. The sample is reduced and this leads to a reduction of the statistical reliability of the results.

9 Wages and seniority in the company

Based on the previous section, it makes sense to study the dependence of wages on seniority in the company, for when there is a wage supplement, specifically linked to seniority, and not only for this reason, but also because it is assumed that, with experience gained in the company, one moves up within the ladder of responsibilities and retributions. This is observed in graph 26.

Graph 26. Average annual wages by years of service in the company in complete years, by sex

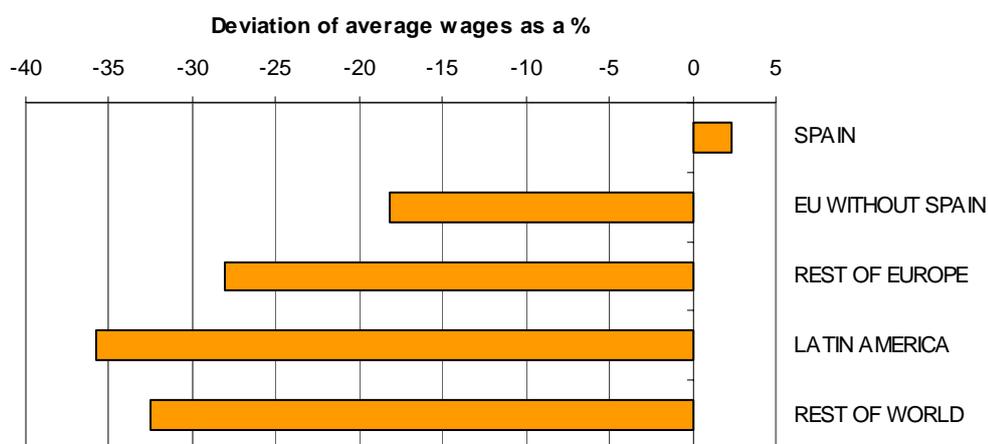


It must be noted that the sample is gradually reduced with the years of seniority, and therefore, the results of the end of the graph must be interpreted cautiously.

10 Wages and nationality

Only 6.1% of the sample has a foreign nationality, and therefore, the results must be considered cautiously, especially those referring to workers from Europe, not belonging to the European Union .

Graph 27. Comparison of average annual wages nationality



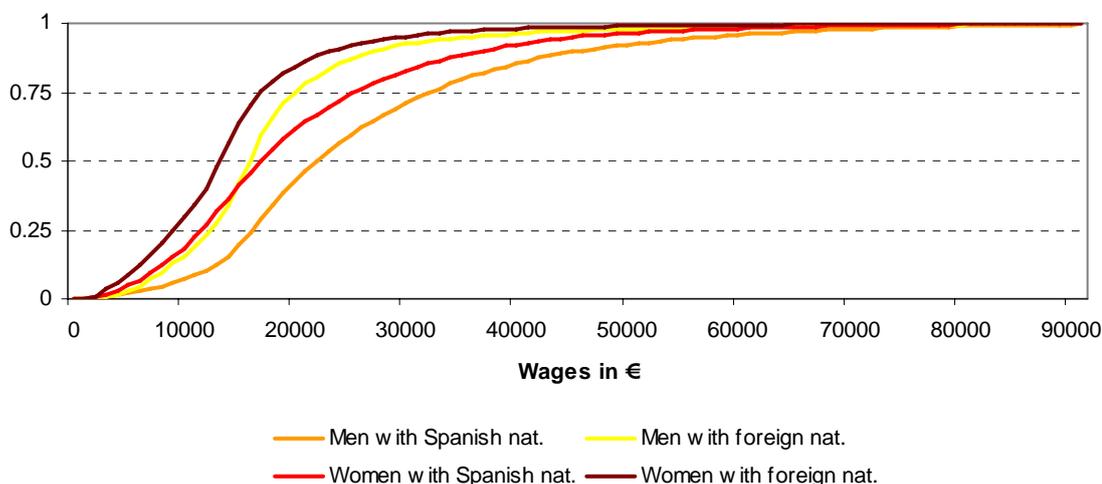
Only national workers, have wages above the average . The others workers of the European Union have wages 18.2% lower than the average, while those workers with other nationalities have wages that are 25% and 35% lower than the average.

The 28 graph shows the annual wage distribution by nationality and sex. One could say that the most favoured groups are the Spanish workers, both men and women, with foreign women receiving the lowest wages.

More than 50% of the Spanish workers earned more than 22,000 euros in the year 2010. This percentage is 33.0% for Spanish women, while only 19.3% of men and 11.7% of women with foreign nationalities exceeded said amount.

For the highest retributions, above 60,000 euros, while the percentage of Spanish men with annual retributions higher than this figure is significant (4.5%), it is practically null for foreign workers, and for women, be they Spaniards or foreign nationals.

Graph 28. Distribution of annual salary by nationality.



11 Composition of monthly wages

The accrued amount is usually received on a monthly basis. Nevertheless, the existence of payments whose expiry period is longer than one month (extraordinary payments) advises not to use this as a sole reference, in particular on comparing wage levels

In this publication, the monthly wages have been used to analyse the composition of said wages according to payment concepts (base salary, wage supplements). The analysis of the wage differences, according to the different variables, as shown in previous sections, has been performed using the annual wages.

The value and frequency of the so-called "extraordinary payments" vary from one worker to the next. The most common case consists of the receipt of two extra payments a year, the summer and Christmas payments; but it is known that in certain activity sectors, three, four or even six extraordinary bonuses are received during the year, and which may have different names (profits, agreement, results, etc.).

On the other hand, certain professions receive "irregular" wages, since the amount is not known beforehand. This refers to bonuses and commissions on sales, or supplements for working night shifts, weekends, shifts or overtime hours themselves.

The span of wage supplements, of wage payments in general, is enormous, and the survey cannot isolate all of them. Therefore, from a statistical point of view, and always aiming to enable the comparison of monthly wages, it has been considered sufficient to establish four payment categories:

- The fixed part of the monthly payment: base salary.
- Wage supplements, distinguishing the total supplements and bonuses for night shifts, shifts and working on holidays.

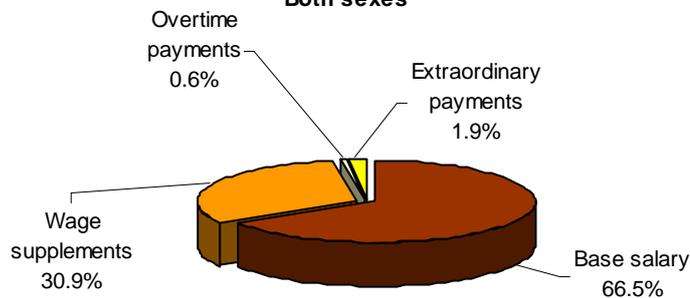
- Overtime payments.
- Extraordinary payments received in the month of October.

Graphs 29 to 31 show the composition of the average wages, for the total and by sex, in the month of October 2010. The base salary is the main component of the total wages. It amounts to 64.5% for men and 69.4% for women. This difference is related to the wage differences between men and women. In fact, the wage composition generally varies in terms of the wage level. The higher the wages, the greater the weight of the wage supplements.

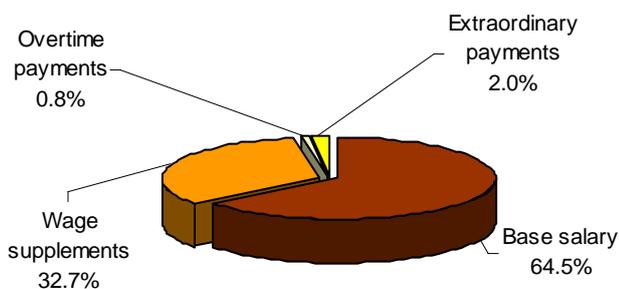
Extraordinary payments have a weight of 2.0% for men and 1.8% for women. Their scant importance is due to the selection of the month of October to obtain the monthly wages, which, as commented previously, is not characterised by payments or periods of absence of a seasonal nature, allowing for obtaining "normal or ordinary" monthly earnings. Nevertheless, major differences appear on analysing this variable by type of activity or occupation.

Overtime payments are the least important in the composition of the wages, accounting for no more than 3% in any economic activity, except in sea transport and security activities and research, or in any occupation, except in protection and security services workers.

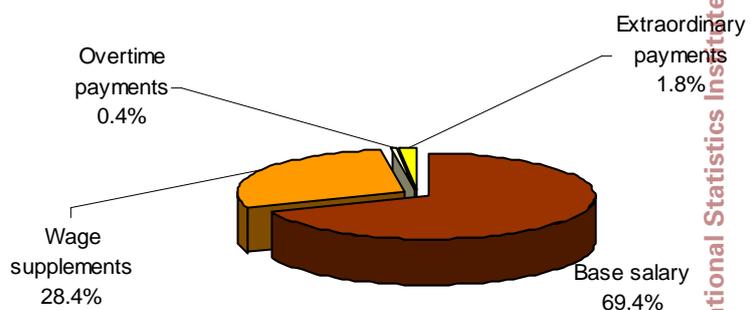
**Graph 29. Composition of gross monthly wages
Both sexes**



**Graph 30. Composition of gross monthly wages
Men**

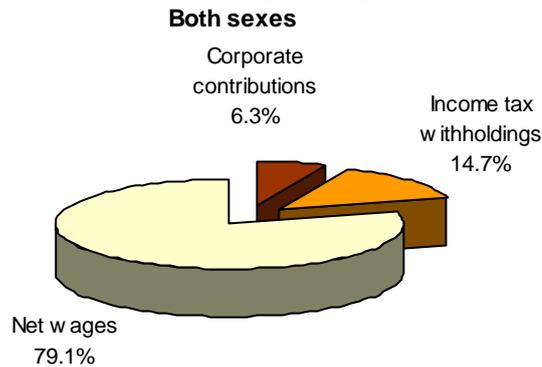


**Graph 31. Composition of gross monthly wages
Women**

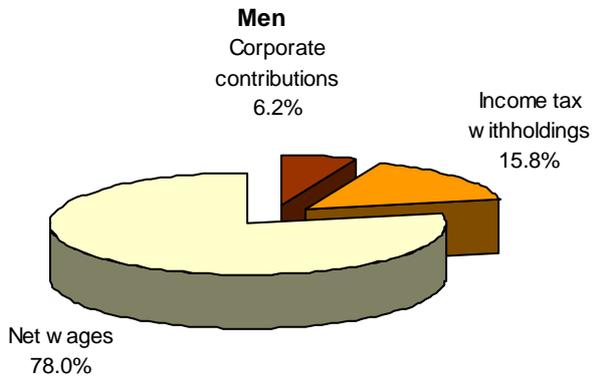


The differences in percentage implied by the net wages as compared with the gross wages between men and women are justified by the different average wages in both groups, and by the logical effect of income taxes, progressively with the wages.

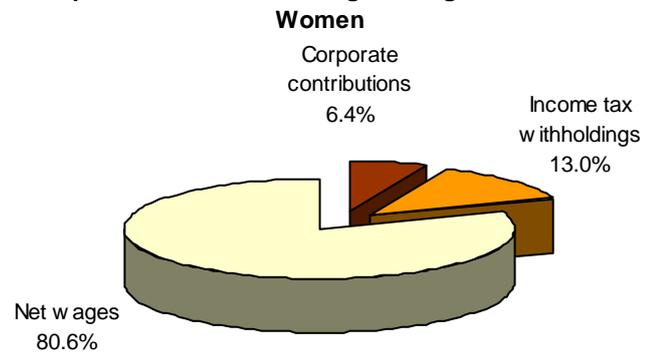
Graph 32. Breakdown of wages into gross and net.



Graph 33. Breakdown of wages into gross and net.



Graph 34. Breakdown of wages into gross and net.

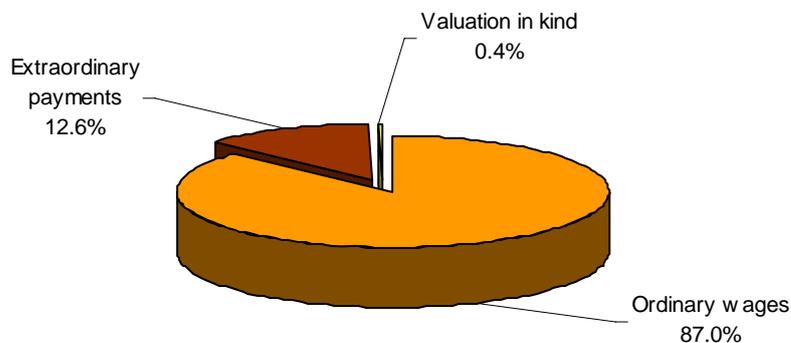


12 Composition of the annual wages

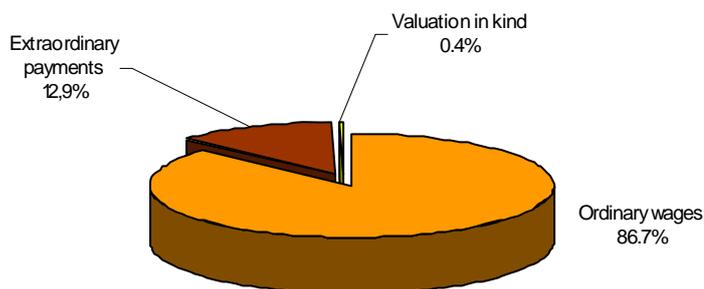
- The composition of annual wages has been studied from the perspective of the periodicity of the payments, distinguishing between monthly payments or ordinary wages, and payments with a periodicity longer than one month or extraordinary payments. Also has distinguished part in kind..

As is shown in the following graphs, significant differences are not observed between the sexes as regards the percent composition of annual wages.

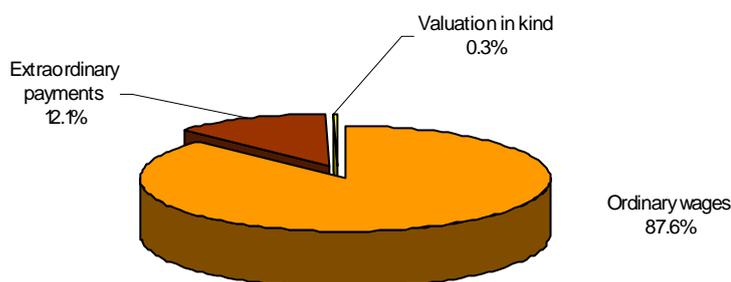
Graph 35. Composition of gross annual wages. Both sexes



Graph 36. Composition of gross annual wages. Men



Graph 37. Composition of gross annual wages. Women

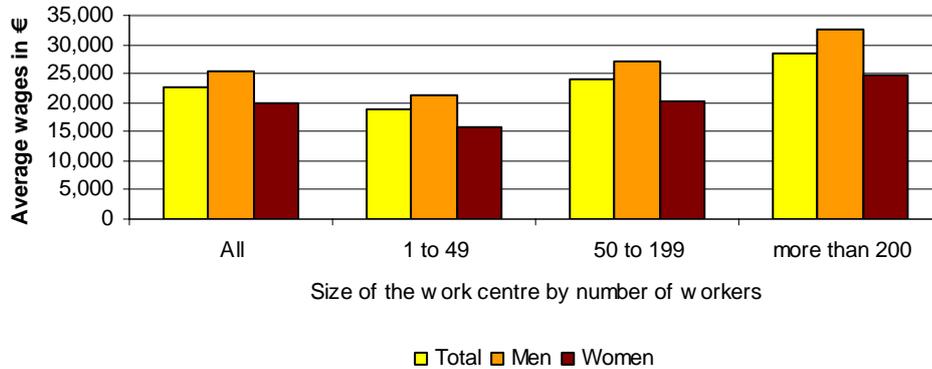


13 Other variables

Until this time, the variables studied have been those researched by the survey that characterise the worker. However, there are also other variables that affect wages, and that have to do with the company or the work centre in which the workers carry out their activity. The survey analyses four main variables:

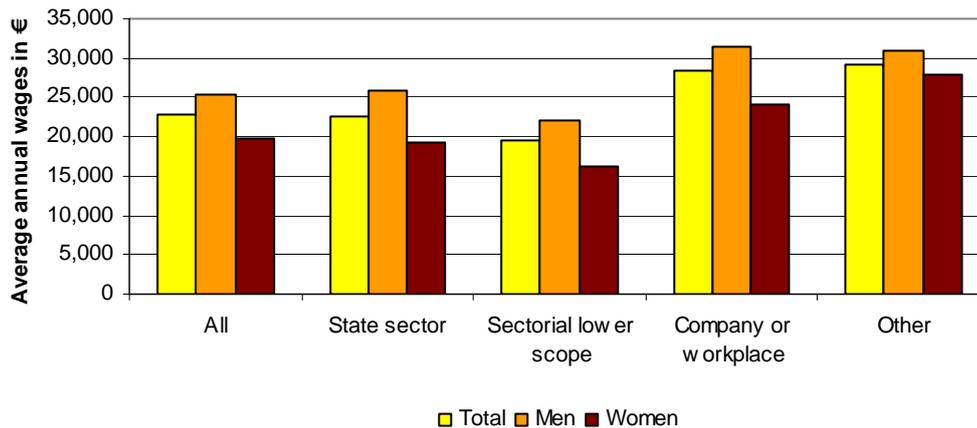
Regarding the **size of the work centre**, the resulting relation is evident: wages increase along with the size of the unit, and said increase is greater for men than for women.

Graph 38. Average annual wages by size of the work centre



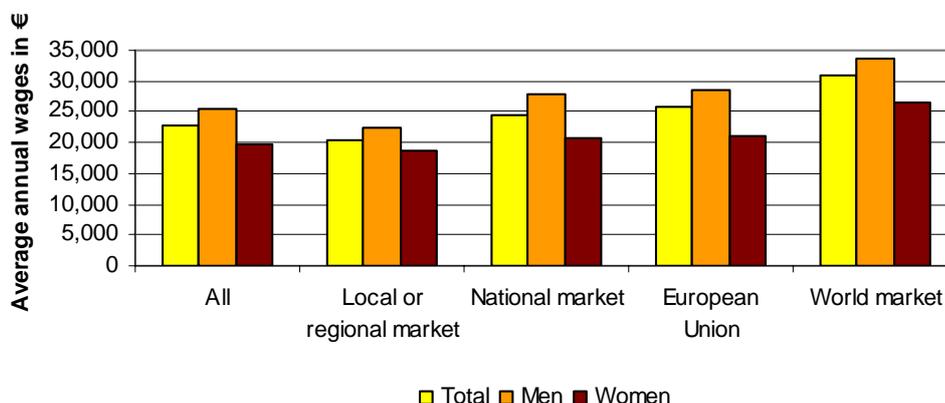
Scope of the collective agreement: group negotiation also affects workers' wages. Graph 39 shows that the highest wages appear in work centres that implement business agreements. Except in the case of women for which wages are higher in centers with another form of regulation. The most unfavourable agreements are included in the paragraph *Lower sectoral scope*, which encompasses inter-provincial, provincial and regional agreements, among others.

Graph 39. Comparison of average annual wages by scope of the collective agreement



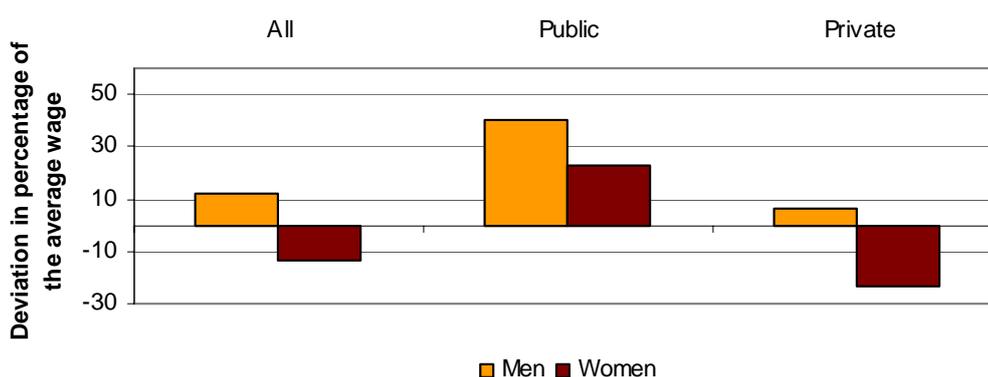
The target market of the production of the company also has a positive relationship with wages, in such a way that, the broader the scope, the higher the wage level. Thus, average wages are 40% greater than the overall average if the production of the company has a target of the entire world, whilst if it is limited to the local or regional market it is 16% lower.

Graph 40. Comparison of average annual wages by main market of the production



Lastly, bearing in mind **the property or control of the company (public or private)** we have observed that, if the control is public, the wage level is higher, and difference between the sexes is smaller. Women obtain wages 23% greater than the average if the control is public, and the difference with regard to men's wages is reduced to 12%. We must indicate, however, that these results must be interpreted cautiously, given that the sample of the group of workers from the public sector is small (16.9%).

Graph 41. Comparison of average annual wages by type of control



14 Comparison with results from the previous survey

Since the first publication of the Wage Structure Survey, the research scope of the survey has gradually been broadened. In the year 2010, Social Security General System contribution centres, whose economic activity is classified in Sections B to S of the CNAE-09, have been included, meaning the inclusion of public employees in section O of the CNAE-09, Public Administration and defence; Compulsory Social Security, included in said system.

In the year 2006 these workers were not included, therefore comparison of average salaries between both surveys is not direct.

Removing the 2010 survey from said workers, wage performance between the years 2006-2010 is reflected in the following table:

Chart 2: Comparison WSS 2006 and 2010

	Annual earnings per worker. Euros		
	2006	2010	Growth Rate
TOTAL	19,680.88	22,335.76	13.5
Men	22,051.08	25,131.37	14.0
Women	16,245.17	19,110.32	17.6