

**Annual Wage Structure Survey**  
Year 2015

**Main results**

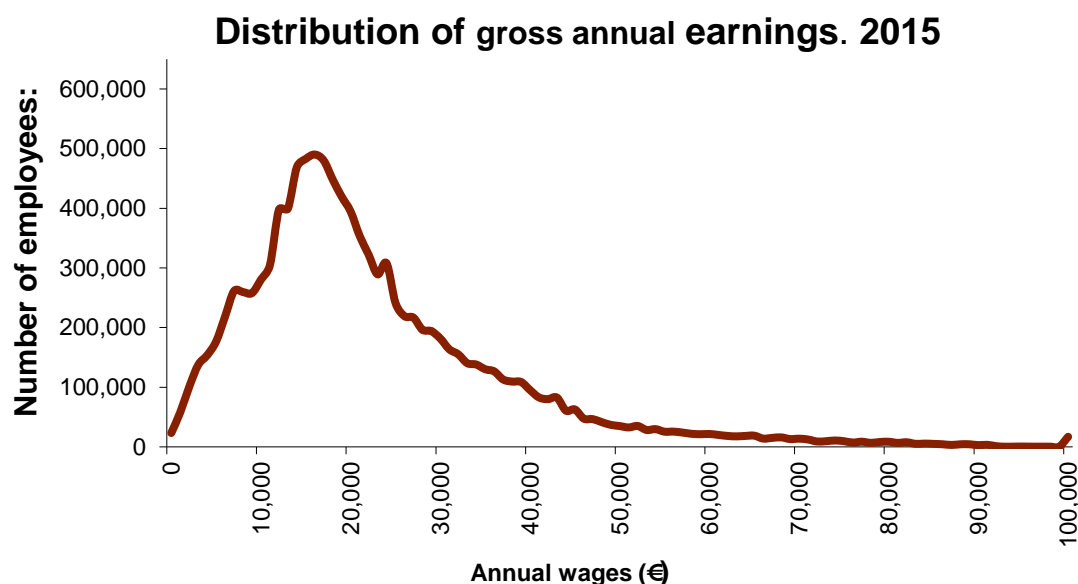
- Average annual earnings per worker were 23,106.30 euros in 2015, for a 1.1% increase as compared with the previous year.
- Average annual female wage was 20,051.58 euros, whereas that of men was 25,992.76 euros. - The average annual female wage accounts for 77.1% of the male wage. This difference between the remuneration for men and women decreases when considering similar situations with regard to variables such as occupation, and type of working day or contract, among others.
- The economic activity with the highest annual remuneration was *Electric energy, gas, steam and air conditioning supply* (with 51,919.72 euros). In turn, wage-earners in *Accommodation* (13,977.06 euros) had the lowest average remuneration.
- *Directors and managers* (51,645.86 euros) constituted the occupational group with the highest average annual earnings. In turn, *Unskilled service workers (except transport)* were the lowest-paying, with 12,700.70 euros.
- Regarding type of working day, the average annual wage for full-time was 27,039.01 euros, while average annual wage for part-time was 10,065.18 euros.
- Workers with a permanent contract had an average annual wage of 24,561.81 euros. While those with a fixed-term contract, had an average annual wage of 16,422.50 euros.
- By nationality, Spanish workers had the highest average wage, with 23,543.48 euros. In turn, that of workers of the Rest of the world (excluding Europe and Latin America) was the lowest, with 14,045.79 euros.
- País Vasco, with 27,571.31 euros per worker per year, Comunidad de Madrid (26,448.04) and Comunidad Foral de Navarra (24,863.98) were the Autonomous Communities with the highest average annual wages. On the other side, Extremadura (19,564.49 euros), Canarias (19,856.61) and Galicia (20,624.55) registered the lowest ones.

## Gross annual earnings

Average annual earnings per worker were 23,106.30 euros in 2015, which is 1.1% higher as compared with the previous year.

One feature of the functions of wage distribution is that many more workers were registered in the lowest values than in the highest salaries. This fact causes the wages to be higher than both the median wages and the most frequent wages.

Thus, the median wages (that is, the wage figure that divides the number of workers into two equal parts, those whose wages are higher and those whose wages are lower) registered a value of 19,466.49 euros in 2015. The most frequent wages stood at around 16,500 euros.



By sex, the average annual earnings were 25,992.76 euros for men and 20,051.58 euros for women. Therefore, the female average annual earnings represented 77.1% of male earnings. The difference in pay between men and women decreases when considering similar situations with regard to variables such as occupation, and type of working day or contract, among others.

Regarding the wage distribution, gender inequality was significant. Thus, in the year 2015, a total of 18.2% of women had wages lower than or equal to the Interprofessional Minimum Wage (IMW), as compared with 7.4% of men. Bearing in mind the highest wages, 9.8% of men received income five times higher or more than the IMW, as compared with 5.0% of women.

The inequality becomes also evident after analysing the proportion of workers with low earnings (wage earners whose earnings per hour are below 2/3 of the median wages), which was 16.7% in 2015. Among these workers, 65.5% were women.

### Percentage of workers according to their earnings with respect to the IMW

	Both sexes	Women	Men
Total of workers %	100.00	100.00	100.00
0 to 1 IMW	12.62	18.19	7.36
1 to 2 IMW	32.34	36.86	28.07
2 to 3 IMW	26.54	22.78	30.09
3 to 4 IMW	13.45	11.45	15.33
4 to 5 IMW	7.57	5.70	9.33
5 to 6 IMW	3.15	2.23	4.03
6 to 7 IMW	1.82	1.26	2.34
7 to 8 IMW	1.22	0.79	1.62
More than 8 IMW	1.30	0.74	1.83

### Wages by economic activity section

The economic activity with the highest average annual wage in 2015 was *Electric energy, gas, steam and air conditioning supply*, with 51,919.72 euros per worker on average. This figure was 124.7% higher than the national average.

The next activity with the highest wage corresponded to *Financial and insurance activities*, with 41,547.07 euros.

Conversely, *Accommodation* and *Administrative and support services activities* received the lowest average annual wages, with 13,977.06 and 15,948.63 euros, respectively. These figures were 39.5% and 31.0% below the average.

As regards wage differences by sex and economic activity, it should be noted that the ranking of activities in each sex was maintained with slight modifications.

Thus, *Electric energy, gas, steam and air conditioning supply* received the highest wages, both for men and for women. And *Accommodation* was the one that received the lowest wages for both sexes.

In almost all economic activities, women earned lower wages than men. This was partly due to the differences in type of working day and contract .

**Annual average earnings per worker by activity sections. 2015**

	Total	Women	Men	Interannual variations
D. Supply of electrical ...	51,919.72	*43,674.19	54,024.87	4.0
K. Financial and insurance ...	41,547.07	36,455.79	47,533.67	3.6
J. Information and communications	33,046.23	28,935.74	35,417.86	3.5
B. Extractive industries	32,494.07	*36,885.69	31,770.89	2.7
O. Public Administration ...	28,559.79	27,305.84	29,827.97	2.5
C. Manufacturing industry	26,543.77	22,001.02	28,129.88	2.1
M. Professional, scientific ...	26,347.37	21,980.57	31,586.27	1.7
E. Water supply, ...	26,340.27	22,616.21	27,340.59	1.5
Q. Health and social ...	25,823.88	23,889.48	32,830.89	1.4
H. Transport and storage	23,937.81	22,039.75	24,497.46	1.2
<b>Total activities</b>	<b>23,106.30</b>	<b>20,051.58</b>	<b>25,992.76</b>	<b>1.1</b>
F. Construction	22,660.82	20,060.54	23,113.93	0.9
P. Education	21,667.33	20,981.61	23,143.33	0.3
L. Real estate activities	20,540.02	17,330.11	25,763.32	0.3
G. Wholesale ...	19,651.05	16,481.34	22,903.70	0.2
R. Arts, recreation, ...	17,375.02	14,741.49	19,571.39	-0.4
S. Other services	16,033.97	13,772.86	20,781.89	-0.6
N. Administrative and support ...	15,948.63	13,085.14	19,823.51	-1.2
I. Accommodation	13,977.06	12,563.08	15,751.27	-1.4

CELL SAMPLE SIZE: When the box is marked with an asterisk (\*), this indicates that the number of sample observations is between 100 and 500, therefore the figure is subject to great variability.

Regarding the variation as compared with 2014 by activity sections, the growth of the annual earnings was higher in *Health and social services activities, Public Administration and Defence, Compulsory Social Security* and in *Education*.

In turn, *Extractive industries, Other services, and Wholesale and retail trade; repair of motor vehicles and motorcycles* registered the greatest decreases.

**Wages by occupation**

Occupation was one of the variables that most influenced the wage level. Worth noting is the large difference in the average wage of the group *Executives and managers* with the rest of the occupations. The wage of the said group was 123.5% higher than the average wage.

The occupations in the following groups were also above the average wage: *Scientific and intellectual technicians and professionals, Technicians; support professionals, Protective and security services workers* and *Plant and machine operators, and assemblers*.

The remaining occupations had average wages that were below the national average, with the least paid corresponding to *Unskilled service workers (except transport), Catering and trade services workers, and Health services and personal care workers*.

By sex, the occupations with the highest remuneration were the same for men and women, and in the same order. The main groups with the lowest remunerations also coincided in men and in women, but in a different order.

Women had a wage below that of men in all occupations. The wage difference between men and women was lowest in the group *Skilled construction workers, except machine operators*. In turn, the greatest difference occurred in the group *Unskilled service workers (except transport)*.

## Annual average earnings per worker by main occupation Group. 2015

	Total	Women	Men	Interannual variations
A. Directors and managers	51,645.86	44,921.93	55,327.33	6.6
C. Other scien./int. tech. and profession...	36,287.87	32,526.81	39,476.36	4.1
B. Health/educ. sc./int. tech. and prof.	29,669.62	28,540.05	32,451.97	4.0
D. Technicians; support professionals	28,943.22	25,475.37	31,548.13	3.5
I. Prot. and security serv. w orkers	27,421.15	21,508.21	28,369.04	2.9
M. Stationary plant/machine operators ...	23,108.95	17,558.23	25,245.39	2.8
<b>Total occupations</b>	<b>23,106.30</b>	<b>20,051.58</b>	<b>25,992.76</b>	2.5
L. Skilled manuf. industry w orkers ...	22,384.48	16,675.00	23,217.62	2.3
E. Office empl. don't deal with public	21,331.32	19,543.87	24,467.54	1.8
K. Skilled construction w orkers ...	20,114.27	*18,580.45	20,150.02	1.4
N. Mob. machine drivers/operators	20,048.37	18,010.87	20,148.64	1.1
J. Skilled agricultural w orkers ...	18,600.98	.	18,787.55	-0.4
F. Customer services clerks	18,390.82	17,171.28	21,464.84	-0.7
P. Agricultural, fishing, const. labourers	16,209.08	13,388.34	17,191.57	-1.3
H. Health serv./pers. care w orkers	15,494.52	14,575.41	19,159.60	-1.4
G. Catering/trade serv. w orkers	14,698.91	13,452.44	16,782.40	-1.7
O. Unskilled serv. w orkers ...	12,700.70	11,319.84	16,539.73	-2.2

(.) !.= The corresponding data is not provided because the number of sampling observations is less than 100.

CELL SAMPLE SIZE: When the box is marked with an asterisk (\*), this indicates that the number of sample observations is between 100 and 500, therefore the figure is subject to great variability.

The groups with the greatest wage increase in 2015 were *Protective and security services workers, Unskilled service workers (except transport) and Skilled construction workers, except machine operators.*

In turn, *Other scientific and intellectual technicians and professionals, Directors and managers, and Customer services clerks* registered the most important wage decreases.

### Wages by type of working day

The type of working day was, unquestionably, the variable that determined the wage level. In 2015, the average annual wage for part-time work was 56.4% lower to the total average wage (50.9% lower for women and 59.5% for men).

In 2015, the average annual earnings for full-time work increased by 0.3% and that of part-time work did so by 2.8%.

### Average annual earnings by type of working day. 2015

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	23,106.30	1.1	20,051.58	1.6	25,992.76	1.0
Full-time	27,039.01	0.3	25,045.91	0.0	28,509.14	0.7
Part-time	10,065.18	2.8	9,851.64	1.7	10,538.84	5.1

Nevertheless, this comparison, which are valid considering workers' earnings, are not pertinent on comparing wages as "workforce costs", since full-time wages correspond to more working hours than part-time. Consequently, earnings per hour became a relevant variable.

The earnings per hour for part-time workers was lower than the average earnings per hour, both for total workers and for each sex. In the case of women, it was 32.2% lower.

On the other hand, the earnings per hour for men in full-time employment were 9.3% above the average, whereas that of women were 1.3% lower than the average.

### Average earnings per hour by type of working day. 2015

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	15.01	1.4	13.80	1.8	16.04	1.3
Full-time	15.74	1.3	14.82	1.8	16.41	1.1
Part-time	10.62	1.5	10.17	0.2	11.67	4.3

The wage difference between men and women decreased when comparing earnings per hour. Whereas the average annual wages for women were 77.1% those of men, this difference reached 86.1% when considering wages per hour.

The earnings per hour for full-time work increased by 1.1% for men and 1.8% for women. Those for part-time work increased 4.3% for men and 0.2% for women.

### Wages by type of contract

For the purposes of the survey, two types of contract have been considered: permanent contracts and fixed-term (temporary) contracts. So as to be able to compare workers with permanent contracts and workers with fixed-term contracts, adjustments were made as regards the wages paid to workers who did not stay the whole year at the workplace. To this end, they were assigned equivalent annual wages to those they would have been paid, had they worked for the entire year under the same conditions.

In general, workers with a fixed-term contract had average annual wages that were 33.1% lower than those of persons with permanent contracts.

By sex, men with a permanent contract had wages 20.4% higher than the average, whilst the wages of those with a fixed-term contract were 25.2% lower than the average. Among women, wages were below the average, regardless of the type of contract (8.8% lower for permanent contracts and 32.6% lower for fixed-term contracts).

Regarding the variation of annual earnings compared with the previous year, wages decreased in 2015 by 0.7% for permanent contracts and increased by 4.7% for fixed-term contracts.

By sex, men with a permanent contract had a higher wage decrease than women as compared with the previous year. In turn, in the case of fixed-term contracts the increase in the annual earnings was more prominent for women.

### Average annual earnings by type of contract. 2015

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	23,106.30	1.1	20,051.58	1.6	25,992.76	1.0
Permanent	24,561.81	-0.7	21,063.25	-0.4	27,825.63	-0.6
Fixed-term	16,422.50	4.7	15,571.82	6.2	17,274.93	3.5

The earnings per hour for part-time workers was lower than the average earnings per hour, both for total workers and for each sex. In the case of women, it was 20.6% lower.

In the case of permanent contracts, earnings per hour for men were 11.7% higher than the average, while those of women were 5.6% lower than the average.

### Average earnings per hour by type of contract. 2015

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	15.01	1.4	13.80	1.8	16.04	1.3
Permanent	15.59	0.2	14.17	0.8	16.77	0.0
Fixed-term	11.97	4.3	11.92	4.4	12.02	4.2

### Wages by nationality

Spanish workers were the only ones to have above-average wages in 2015.

For the remainder of workers from the European Union, wages were 17.4% lower than average. And for other nationalities they were, at least, 35.1% lower.

## Average annual earnings by nationality. 2015

	Both sexes	Women	Men
TOTAL	23,106.30	20,051.58	25,992.76
Spain	23,543.48	20,397.98	26,555.82
EU without Spain (27)	19,145.42	16,191.47	21,873.19
Rest of Europe	15,385.34	*12,944.83	*19,200.83
Latin America	14,339.43	12,715.34	15,735.67
Rest of the world	14,045.79	*10,941.98	15,381.60

CELL SAMPLE SIZE: When the box is marked with an asterisk (\*), this indicates that the number of sample observations is between 100 and 500, therefore the figure is subject to great variability.

## Wages by age

There was a positive relationship between the age of workers and their wage level, which reflected the fact that older workers were generally likely to be those with the greatest seniority and most experience in the workplace.

All age brackets below 40 years of age registered average wages below the average, as well as those over 65 years old. Age brackets between 40 and 65 years registered average wages above the average.

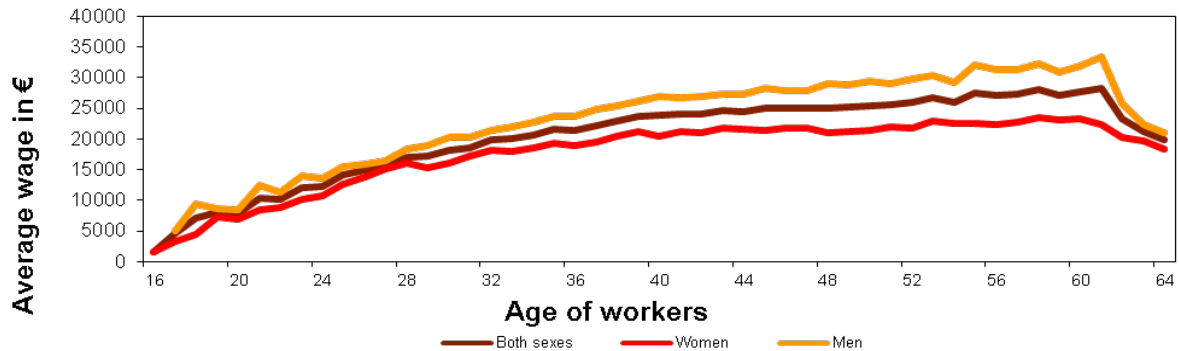
With respect to the wage growth between 2015 and 2014, the highest decreases took place in the youngest ages and in the ages over 65 years.

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	23,106.30	1.1	20,051.58	1.6	25,992.76	1.0	77.1
Under 20 years old	*7,526.91	-2.7	--	-11.5	*8,585.6	-5.2	--
20 to 24 years old	11,228.51	-5.1	9,690.75	-8.6	12,706.37	-2.8	76.3
25 to 29 years old	16,046.47	-1.6	14,853.58	-1.1	17,275.91	-2.0	86.0
30 to 34 years old	19,597.57	-3.0	17,679.61	-4.1	21,479.00	-2.0	82.3
35 to 39 years old	22,397.04	-2.3	19,924.75	-2.0	24,769.60	-2.5	80.4
40 to 44 years old	24,238.98	0.4	21,246.22	1.4	27,033.74	-0.1	78.6
45 to 49 years old	25,063.81	-0.1	21,453.15	1.7	28,391.07	-1.4	75.6
50 to 54 years old	25,928.89	0.4	22,115.50	1.5	29,600.11	1.0	74.7
55 to 59 years old	27,457.14	0.4	22,822.24	1.5	31,601.99	0.5	72.2
60 to 64 years old	24,716.04	2.6	21,218.54	3.7	27,748.31	4.1	76.5
65 years old and over	22,280.44	-6.6	*15,196.83	-3.6	29,526.67	-4.8	--

It is worth noting that the wage differences by sex were generally greater with the increase in the age of workers. This is explained by the better qualification (occupation, studies, etc.) of the younger women with respect to the older ones.



**Average annual earnings by age in complete years, by sex. 2015**



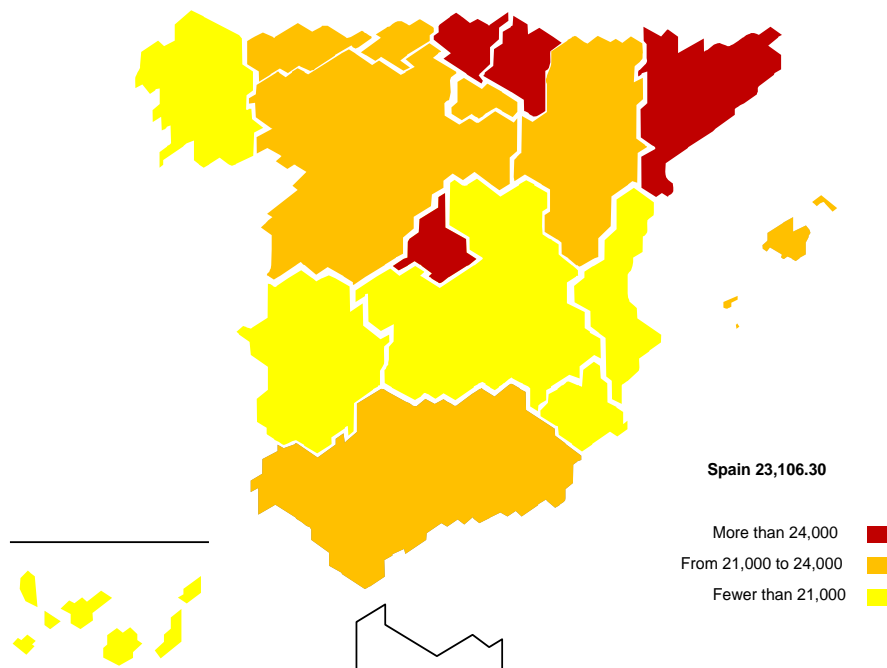
**Wages by Autonomous Community**

The highest wages in the year 2015 corresponded to País Vasco (27,571.31 euros per worker per year), Comunidad de Madrid (26,448.04 euros) and Comunidad Foral de Navarra (24,863.98 euros). These three Autonomous Communities, together with Cataluña, showed average annual earnings above the national average.

The remaining Autonomous Communities recorded average wages below the national average. Extremadura (19,564.49 euros), Canarias (19,856.61 euros) and Galicia (20,624.55 euros) recorded the lowest ones.

**Average annual earnings per worker. 2015**

(in euros)



Considering the annual growth of earnings, Castilla y León, Asturias and Cantabria registered the greatest increases. In turn, La Rioja, País Vasco and Comunidad de Madrid presented the greatest decreases.

### Main results by Autonomous Communities. 2015

	Both sexes		Women		Men		Woman/Man Ratio
	Euro	Annual variation rate	Euro	Annual variation rate	Euro	Annual variation rate	
TOTAL	23,106.30	1.1	20,051.58	1.6	25,992.76	1.0	77.1
Andalucía	21,381.03	2.9	18,340.96	4.9	24,200.20	2.9	75.8
Aragón	22,327.18	1.0	18,950.17	1.0	25,555.56	1.7	74.2
Asturias, Principado de	22,826.06	3.5	18,925.34	2.9	26,514.68	4.7	71.4
Balears, Illes	21,395.42	0.3	19,517.28	2.7	23,411.35	-1.5	83.4
Canarias	19,856.61	2.2	18,279.76	0.4	21,336.72	3.4	85.7
Cantabria	21,856.81	3.1	17,955.79	1.6	25,259.83	2.3	71.1
Castilla y León	21,296.10	3.8	18,523.74	4.8	24,135.64	5.4	76.7
Castilla-La Mancha	20,670.55	0.1	18,097.55	-0.3	22,765.56	0.2	79.5
Cataluña	24,321.57	1.6	20,946.56	3.1	27,514.06	0.2	76.1
Comunitat Valenciana	20,935.41	1.4	17,811.38	1.7	23,919.14	1.9	74.5
Extremadura	19,564.49	2.0	17,304.65	-0.6	21,813.81	4.7	79.3
Galicia	20,624.55	2.1	18,093.26	1.7	23,189.76	3.0	78.0
Madrid, Comunidad de	26,448.04	-0.5	23,470.06	0.6	29,314.09	-1.4	80.1
Murcia, Región de	20,928.98	1.0	17,540.27	0.2	23,773.09	1.5	73.8
Navarra	24,863.98	0.7	20,563.08	2.0	28,727.37	0.2	71.6
País Vasco	27,571.31	-0.8	23,537.06	-1.0	31,088.99	-0.6	75.7
Rioja, La	21,756.79	-0.9	18,762.15	-1.0	24,532.64	-1.1	76.5

The average wage for women was lower than that of men in all Autonomous Communities, although the difference varies from one to another. The different employment structure and occupation in each Autonomous Community is the fundamental factor explaining such variability.

In 2015, Canarias registered the slightest deviation between the wages of men and women, followed by Illes Balears and Comunidad de Madrid.

In turn, Cantabria had the greatest divergence, followed by Principado de Asturias and Comunidad Foral de Navarra.

## Methodological Annex

The main objective of the Annual Wage Structure Survey (AWSS) is to obtain estimates of the gross annual earnings per worker, classified by type of working day, sex, section of the National Classification of Economic Activities (CNAE-09) and occupation to one digit of the National Classification of Occupations (NCO-11).

The information is obtained through the combined processing of the Social Security General Affiliation File (SS) and Model 190 statements: Annual Summary of Withholdings and Advance Payments on Personal Income Taxes by the State Tax Administration Agency (AEAT) and the Regional Treasuries of Navarra, Bizkaia y Gipuzkoa, along with the occupation and work time variables provided by the survey attached to the INE Quarterly Labour Cost Survey (QLCS). The collaboration of the mentioned entities is fundamental for the elaboration of this statistical operation.

**The population scope of the AWSS** comprises all regular employees included in Social Security<sup>i</sup>. This includes all of the units (contribution accounts), irregardless of their size. It excludes all chairpersons, members of boards of directors and, in general, all personnel whose remuneration is not mainly in the form of wages, but rather commissions or benefits. **It covers the whole country.** The design allows for offering results by Autonomous Community for the main variables.

**The sectoral coverage** extends to industry, construction and services, except Domestic Service. It covers sections B to S of the National Classification of Economic Activities, CNAE-09.

**Wage concepts.** All wage concepts are collected as gross values, that is, before carrying out withholdings or advance payments on personal income taxes or contributions to Social Security on the part of the worker.

---

For further information see [INEbase-www.ine.es/en/](http://INEbase-www.ine.es/en/) All press releases at: [www.ine.es/en/prensa/prensa\\_en.htm](http://www.ine.es/en/prensa/prensa_en.htm)

**Press Office:** Telephone numbers: 91 583 93 63 / 94 08 – Fax: 91 583 90 87 - [gprensa@ine.es](mailto:gprensa@ine.es)

**Information Area:** Telephone number: 91 583 91 00 – Fax: 91 583 91 58 – [www.ine.es/infoine/?L=1](http://www.ine.es/infoine/?L=1)

---

<sup>i</sup> Therefore, public sector workers covered by the Civil Service Pensions Regime are excluded.