

29 May 2018

Annual Wage Structure Survey Year 2016

Main results

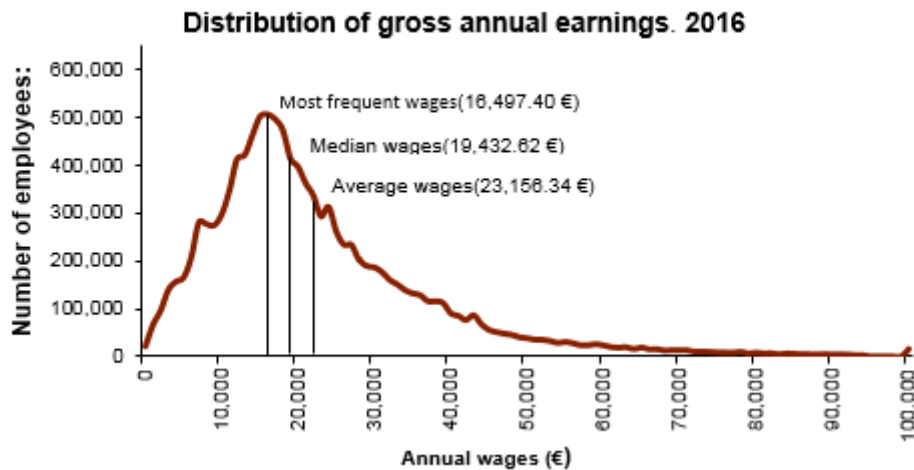
- Average annual earnings per worker were 23,156.34 euros in 2016, for a 0.2% increase as compared with the previous year.
- Average annual female wage was 20,131.41 euros, whereas that of men was 25,924.43 euros. - The average annual female wage accounts for 77.7% of the male wage. This difference between the remuneration for men and women decreases when considering similar jobs (same occupation, and type of working day or contract, etc.).
- The economic activity with the highest annual remuneration was *Electric energy, gas, steam and air conditioning supply* (with 50,992.09 euros). In turn, wage-earners in *Accommodation* (14,125.34 euros) had the lowest average remuneration.
- *Directors and managers* (50,530.80 euros) constituted the occupational group with the highest average annual earnings. In turn, *Unskilled service workers (except transport)* were the lowest-paying, with 12,826.40 euros.
- Regarding type of working day, the average earnings per hour for full-time was 15.55 euros, while the earnings per hour for part-time was 10.67 euros.
- Workers with permanent contracts had an average annual salary of 24,516.42 euros and for fixed term contracts the average annual salary was 16,567.85 euros.
- By nationality, Spanish workers had the highest average wage, with 23,605.82 euros. In turn, that of workers of the Rest of the world (excluding Europe and Latin America) was the lowest, with 13,970.91 euros.
- País Vasco, with 27,480.71 euros per worker per year, Comunidad de Madrid (26,330.14) and Comunidad Foral de Navarra (25,468.38) were the Autonomous Communities with the highest average annual wages. On the other side, Extremadura (19,475.20 euros), Canarias (19,749.03) and Castilla-La Mancha (20,825.87) registered the lowest ones.

Gross annual earnings

Average annual earnings per worker were 23,156.34 euros in 2016, which is 0.2% 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 19,432.62 euros in 2016. The most frequent wages stood at around 16,497.40 euros.



By sex, the average annual earnings were 25,924.43 euros for men and 20,131.41 euros for women. Therefore, the female average annual earnings represented 77.7% of male earnings. This difference between the remuneration for men and women decreases when considering similar jobs (same occupation, and type of working day or contract, etc.).

With regard to salary distribution, in the year 2016, a total of 17.8% of women had wages lower than or equal to the Interprofessional Minimum Wage (IMW), as compared with 7.8% 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 4.9% of women.

The description of inequality is completed with the proportion of workers with low earnings (wage earners whose earnings per hour are below 2/3 of the median wages), which was 16.8% in 2016. Among these workers, 64.3% 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	12.56	17.79	7.78
1 to 2 IMW	33.15	37.70	29.00
2 to 3 IMW	26.30	22.57	29.72
3 to 4 IMW	13.28	11.54	14.87
4 to 5 IMW	7.24	5.52	8.80
5 to 6 IMW	3.14	2.22	3.99
6 to 7 IMW	1.87	1.26	2.43
7 to 8 IMW	1.13	0.68	1.54
More than 8 IMW	1.33	0.73	1.87

*IMW in 2016: 9,172.80€

Wages by economic activity section

The economic activity with the highest average annual wage in 2016 was *Electric energy, gas, steam and air conditioning supply*, with 50,992.09 euros per worker on average. This figure was 120.2% higher than the national average.

The next activity with the highest wage corresponded to *Financial and insurance activities*, with 42,684.65 euros.

Conversely, *Accommodation* and *Other services* received the lowest average annual wages, with 14,125.34 and 15,782.15 euros, respectively. These figures were 39.0% and 31.8% below the average.

By gender, *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.

Annual average earnings per worker by activity sections. 2016

	Total	Women	Men	Interannual variations
D. Supply of electrical ...	50,992.09	* 44,147.19	52,959.98	2.9
K. Financial and insurance ...	42,684.65	36,939.55	49,257.63	2.7
J. Information and communications	32,448.31	28,834.47	34,475.06	2.0
B. Extractive industries	32,400.69	* 35,133.36	31,968.68	1.7
O. Public Administration ...	29,134.91	27,547.36	30,712.29	1.2
C. Manufacturing industry	26,698.42	22,261.93	28,256.20	1.1
M. Professional, scientific ...	26,520.32	21,942.88	31,967.20	0.9
E. Water supply, ...	26,319.91	23,184.64	27,154.16	0.7
Q. Health and social ...	25,955.32	23,655.12	33,723.10	0.7
H. Transport and storage	23,611.32	22,176.39	24,010.10	0.8
Total activities	23,156.34	20,131.41	25,924.43	0.5
F. Construction	22,289.73	21,622.53	23,662.96	0.2
P. Education	22,163.46	20,361.67	22,460.86	-0.1
L. Real estate activities	20,899.35	17,809.07	25,172.74	-0.3
G. Wholesale ...	19,781.40	16,726.51	22,826.01	-1.4
R. Arts, recreation, ...	17,525.18	15,209.43	19,367.34	-1.6
S. Other services	16,139.11	13,309.47	19,749.55	-1.8
N. Administrative and support ...	15,782.15	13,687.57	20,195.94	-1.8
I. Accommodation	14,125.34	12,608.92	15,907.90	-2.2

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 2015 by activity sections, the growth of the annual earnings was higher in *Education, Financial and insurance activities and Public Administration and Defence, Compulsory Social Security.*

Conversely, *Construction, Information and communications and Electric energy, gas, steam and air conditioning supply* recorded the greatest decreases.

Wages by occupation

Occupation was one of the variables that most influenced the wage level. Worth noting is the difference in the average wage of the group *Executives and managers* with the rest of the occupations. The wage of the said group was 118.2% 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.

Women had a wage below that of men in all occupations. The lowest difference was seen in *Protective and security services workers.* The greatest difference was seen in the group of *Skilled workers in manufacturing, except installation and machines operators.*

Annual average earnings per worker by main occupation Group. 2016

	Total	Mujeres	Hombres	Interannual variations
A. Directors and managers	50,530.80	43,718.01	54,142.69	3.3
C. Other scien./int. tech. and profession	37,049.91	33,419.81	40,077.02	2.2
B. Health/educ. sc./int. tech. and prof.	30,653.34	29,084.27	34,293.42	2.1
D. Technicians; support professionals	28,585.99	25,160.98	31,206.15	1.8
I. Prot. and security serv. workers	28,018.41	24,404.20	28,589.60	1.3
M. Stationary plant/machine operators ...	23,470.74	18,149.90	25,395.99	1.0
Total occupations	23,156.34	20,131.41	25,924.43	0.9
L. Skilled manuf. industry workers ...	22,664.36	16,611.88	23,476.74	0.9
E. Office empl. don't deal with public	21,517.90	19,628.23	24,711.85	0.2
K. Skilled construction workers ...	20,061.31	*16,069.47	20,191.67	-0.2
N. Mob. machine drivers/operators	20,009.83	16,894.43	20,161.12	-0.3
J. Skilled agricultural workers ...	18,773.13		18,996.56	-0.3
F. Customer services clerks	18,163.65	16,928.51	21,272.65	-0.6
P. Agricultural, fishing, const. labourers	15,946.65	13,463.67	16,754.26	-1.2
H. Health serv./pers. care workers	15,445.45	14,558.05	18,877.78	-1.2
G. Catering/trade serv. workers	14,617.52	13,613.26	16,260.68	-1.6
O. Unskilled serv. workers ...	12,826.40	11,517.33	16,028.07	-2.2

(.) In case of sample observations less than 100, data is not provided.

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 2016 were *Health and education scientific and intellectual technicians and professionals, Protective and security services workers and Other scientific and intellectual technicians and professionals.*

Conversely, *Executives and managers, Agriculture, fishing, construction, manufacturing industries and transport labourer and Customer services clerks* presented the most significant wage decreases.

Wages by type of working day

The type of working day was, unquestionably, the variable that determined the wage level. In 2016, the average annual wage for part-time work was 61.8% lower than the full-time annual wage (59.6% lower for women and 62.1% for men).

In 2016, the average annual earnings for full-time work increased by 0.6% and that of part-time work did so by 1.9%.

Average earnings by type of working day. 2016

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	23,156.34	0.2	20,131.41	0.4	25,924.43	-0.3
Full-time	26,870.45	-0.6	24,813.73	-0.9	28,363.24	-0.5
Part-time	10,254.44	1.9	10,023.72	1.7	10,737.52	1.9

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 31.7% lower.

On the other hand, the earnings per hour for men in full-time employment were 9.4% above the average, whereas that of women were 2.4% lower than the average.

Average earnings per hour by type of working day. 2016

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	14.88	-0.9	13.60	-1.4	15.94	-0.6
Full-time	15.55	-1.2	14.52	-2.0	16.28	-0.8
Part-time	10.67	0.5	10.16	-0.1	11.83	1.3

The wage difference between men and women decreased when comparing earnings per hour. Whereas the average annual wages for women were 77.7% those of men, this difference reached 85.4% when considering wages per hour.

Compared to 2015, the earnings per hour for full-time work decreased by 2.0% for men and 0.8% for women. Those for part-time work decreased 0.1% for women and increased by 1.3% for men.

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 32.4% lower than those of persons with permanent contracts.

By sex, men with a permanent contract had wages 19.5% higher than the average, whilst the wages of those with a fixed-term contract were 24.1% lower than the average. Among women, wages were below the average, regardless of the type of contract (8.9% lower for permanent contracts and 33.2% lower for fixed-term contracts).

Regarding the variation of annual earnings compared with the previous year, wages decreased in 2016 by 0.2% for permanent contracts and increased by 0.9% for fixed-term contracts.

By gender, men with a permanent contract had a wage decrease of 0.6% while for women the earnings increased 0.1% compared to the previous year. In turn, in fixed-term contracts men had an increase of 1.7% while for women there was a decrease of 0.7%.

Average annual earnings by type of contract. 2016

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	23,156.34	0.2	20,131.41	0.4	25,924.43	-0.3
Permanent	24,516.42	-0.2	21,086.26	0.1	27,665.19	-0.6
Fixed-term	16,567.85	0.9	15,461.31	-0.7	17,565.17	1.7

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 22.3% lower.

In the case of permanent contracts, earnings per hour for men were 12.0% higher than the average, while those of women were 6.1% lower than the average.

Average earnings per hour by type of contract. 2016

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	14.88	-0.9	13.60	-1.4	15.94	-0.6
Permanent	15.44	-1.0	13.97	-1.4	16.66	-0.7
Fixed-term	11.80	-1.4	11.55	-3.1	12.00	-0.1

The earnings per hour decreased with respect to the previous year, both for the total of wage-earners and for each gender and contract type. The greatest reduction was observed for women.

Wages by nationality

Spanish workers were the only ones to have above-average wages in 2016.

For the remainder of workers from the European Union, wages were 18.5% lower than average. And for other nationalities they were, at least, 35.2% lower.

Average annual earnings by nationality. 2016

	Both sexes	Women	Men
TOTAL	23,156.34	20,131.41	25,924.43
Spain	23,605.82	20,463.42	26,545.04
EU without Spain (27)	18,871.14	16,037.00	21,388.12
Rest of Europe	16,022.34	*13,458.83	*17,941.28
Latin America	14,627.77	12,200.35	16,221.29
Rest of the world	13,970.91	*10,810.27	15,070.43

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Wages by age

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

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. 2016



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 2016 and 2015, the highest decreases took place in the youngest ages, while it increased the most in the ages over 65 years.

Average annual wage by age groups. 2016

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	23,156.34	0.2	20,131.41	0.4	25,924.43	-0.3	77.7
Under 20 years old	*7,182.53	-4.6	*5,733.6	-1.4	*8,369.57	-2.5	--
20 to 24 years old	11,316.30	0.8	9,746.34	0.6	12,641.01	-0.5	77.1
25 to 29 years old	15,876.26	-1.1	14,793.84	-0.4	16,906.88	-2.1	87.5
30 to 34 years old	19,339.25	-1.3	17,398.35	-1.6	21,175.45	-1.4	82.2
35 to 39 years old	22,216.15	-0.8	19,667.87	-1.3	24,568.19	-0.8	80.1
40 to 44 years old	24,305.16	0.3	21,421.72	0.8	26,957.70	-0.3	79.5
45 to 49 years old	25,127.54	0.3	21,614.93	0.8	28,286.16	-0.4	76.4
50 to 54 years old	25,917.68	0.0	22,067.03	-0.2	29,435.74	-0.6	75.0
55 to 59 years old	27,282.41	-0.6	22,821.99	0.0	31,225.13	-1.2	73.1
60 to 64 years old	24,624.48	-0.4	21,246.54	0.1	27,685.28	-0.2	76.7
65 years old and over	22,661.04	1.7	*15,097.24	-0.7	30,412.35	3.0	--

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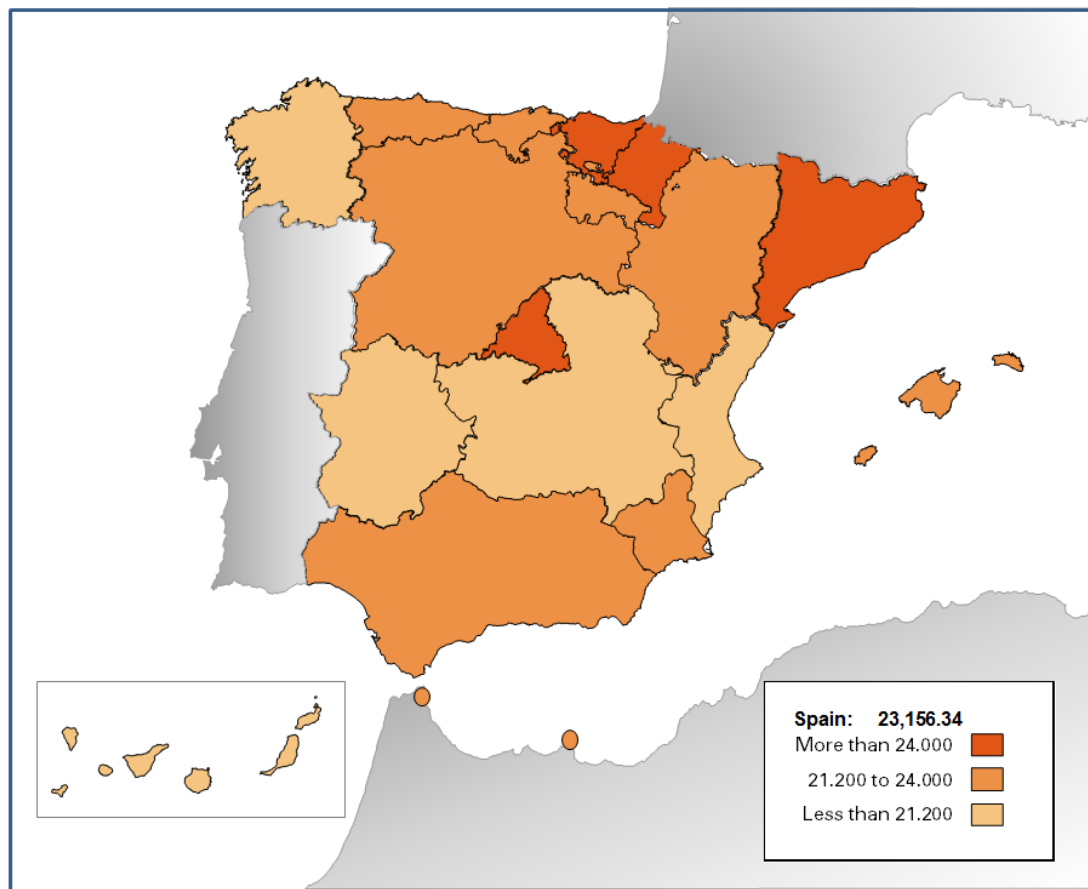
Wages by Autonomous Community

The highest wages in the year 2016 corresponded to País Vasco (27,480.71 euros per worker per year), Comunidad de Madrid (26,330.14 euros) and Comunidad Foral de Navarra (25,468.38 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 (19,475.20 euros), Canarias (19,749.03 euros) and Castilla-La Mancha (20,825.87 euros) recorded the lowest ones.

Annual average earnings per worker. 2016

(in euros)



Regarding the annual growth of earnings, Comunidad Foral de Navarra, Galicia and Región de Murcia recorded the greatest increases. Conversely, Aragón, Canarias and Extremadura recorded the largest decreases.

Main results by Autonomous Community. 2016

	Both sexes		Women		Men		Woman/Man Ratio
	Euro	Annual variation rate	Euro	Annual variation rate	Euro	Annual variation rate	
TOTAL	23,156.34	0.2	20,131.41	0.4	25,924.43	-0.3	77.7
Andalucía	21,268.41	-0.5	18,177.37	-0.9	24,026.82	-0.7	75.7
Aragón	22,248.76	-0.4	18,766.21	-1.0	25,326.91	-0.9	74.1
Asturias, Principado de	23,095.83	1.2	19,077.92	0.8	27,010.87	1.9	70.6
Balears, Illes	21,478.34	0.4	19,702.60	0.9	23,286.85	-0.5	84.6
Canarias	19,749.03	-0.5	18,211.44	-0.4	21,149.44	-0.9	86.1
Cantabria	22,063.02	0.9	18,216.84	1.5	25,210.05	-0.2	72.3
Castilla y León	21,551.57	1.2	18,662.42	0.7	24,445.65	1.3	76.3
Castilla-La Mancha	20,825.87	0.8	18,213.71	0.6	22,871.41	0.5	79.6
Cataluña	24,454.64	0.5	21,110.34	0.8	27,572.76	0.2	76.6
Comunitat Valenciana	21,168.81	1.1	18,349.52	3.0	23,672.18	-1.0	77.5
Extremadura	19,475.20	-0.5	17,360.28	0.3	21,554.75	-1.2	80.5
Galicia	21,082.12	2.2	18,294.47	1.1	23,774.21	2.5	77.0
Madrid, Comunidad de	26,330.14	-0.4	23,371.33	-0.4	29,111.20	-0.7	80.3
Murcia, Región de	21,242.50	1.5	18,033.05	2.8	23,947.99	0.7	75.3
Navarra, Comunidad Foral de	25,468.38	2.4	20,946.00	1.9	29,098.99	1.3	72.0
País Vasco	27,480.71	0.0	23,428.18	-0.5	31,001.21	-0.3	75.6
Rioja, La	21,999.02	1.1	19,047.20	1.5	24,653.37	0.5	77.3

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 one of the factors explaining such variability.

In 2016, Canarias registered the slightest deviation between the wages of men and women, followed by Illes Balears and Extremadura.

Conversely, Principado de Asturias had the greatest deviation, followed by Comunidad Foral de Navarra and Cantabria.

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 Securityⁱ. This includes all of the units (contribution accounts), regardless 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/ Twitter: [@es_ine](https://twitter.com/es_ine)

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