

21 June 2019

Annual Wage Structure Survey Year 2017

Main results

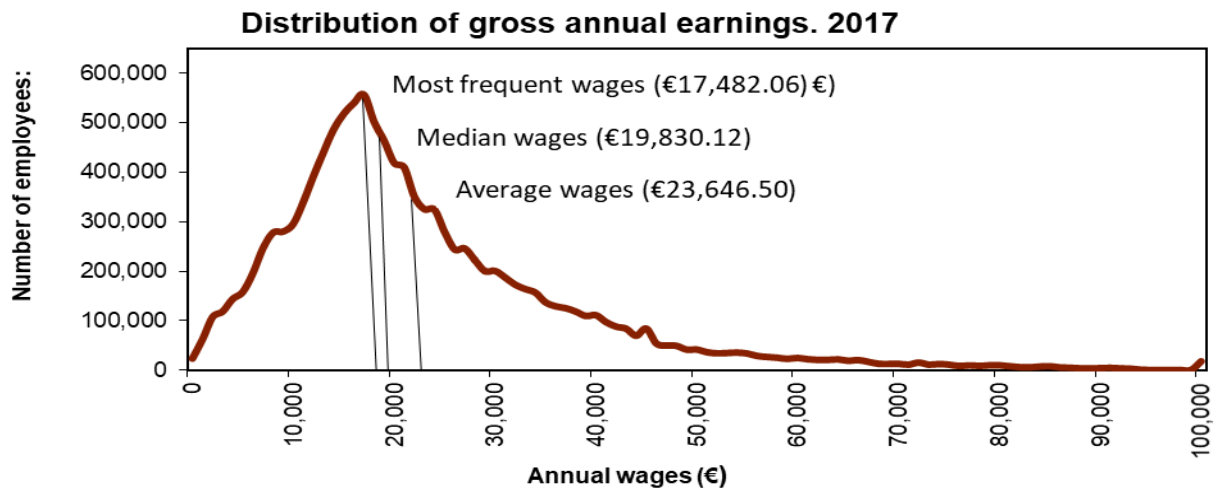
- Average annual earnings per worker were 23,646.50 euros in 2017, an increase of 2.1% as compared with the previous year.
- Men's average earnings were 26,391.84 euros and 20,607.85 euros for women. - The average annual female wage accounts for 78.1% of the male wage. This difference between the remuneration 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 52,014.79 euros). In turn, wage-earners in *Accommodation* (14,540.14 euros) had the lowest average remuneration.
- *Directors and managers* (51,010.54 euros) was the occupational group with the highest average annual earnings. In turn, *Unskilled service workers (except transport)* were the lowest-paying, with 12,954.64 euros.
- By type of working day, the average earnings per hour for full-time work was 15.83 euros, while earnings per hour for part-time work was 10.81 euros.
- Workers with a permanent contract had an average annual wage of 25,084.76 euros. Meanwhile those with a fixed-term contract, had an average annual wage of 17,033.77 euros.
- The higher the workers' age, the higher the wage. Wage differences by sex were generally greater the older the workers were.
- The Autonomous Communities with the greatest average annual wages per person were País Vasco (28,204.49 euros per worker), Comunidad de Madrid (27,089.12) and Comunidad Foral de Navarra (26,329.79). On the other side, Extremadura (19,672.40 euros), Canarias (20,185.33) and Castilla-La Mancha (21,033.33) registered the lowest ones.



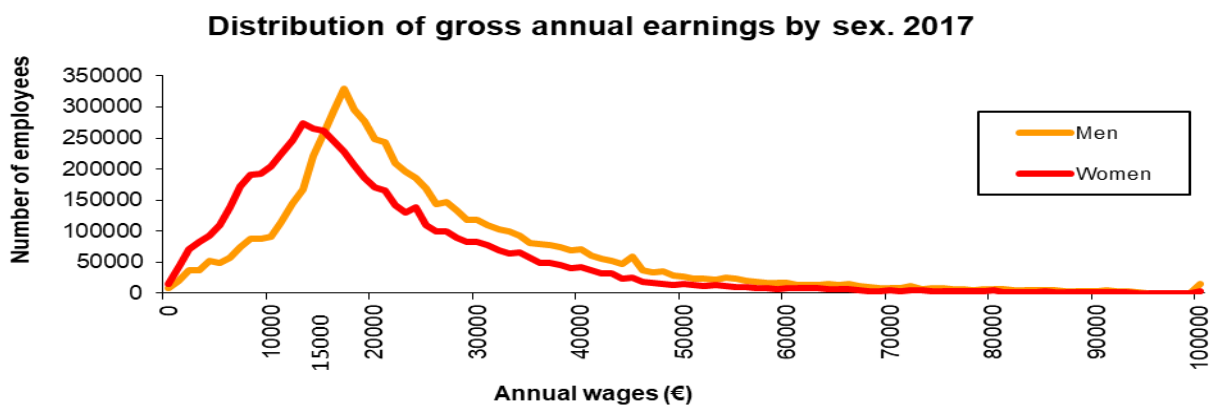
Gross annual earnings

Average annual earnings per worker were 23,646.50 euros in 2017, which is 2.1% 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 19,830.12 euros in 2017. The most frequent wages stood at around 17,482 euros.



By sex, the average annual earnings were 26,391.84 euros for men and 20,607.85 euros for women. Therefore, the female average annual earnings represented 78.1% 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, 18.8% of women had wages lower than or equal to the Minimum Wage (SMI) in 2017, as compared with 7.8% of men. Considering the highest wages, 8.0% of men received income five or more times higher than the SMI, compared to 4.2% of women.



The description of wage inequality is completed with the proportion of workers with low earnings (wage earners whose earnings per hour are below 2/3 of median earnings), which was 16.2% in 2017. Among these workers, 63.9% 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	13.06	18.84	7.83
1 to 2 IMW	36.90	40.37	33.76
2 to 3 IMW	25.19	21.54	28.49
3 to 4 IMW	12.46	10.51	14.22
4 to 5 IMW	6.22	4.56	7.71
5 to 6 IMW	2.68	1.92	3.37
6 to 7 IMW	1.64	1.16	2.08
7 to 8 IMW	0.94	0.61	1.24
More than 8 IMW	0.91	0.49	1.29

*IMW en 2017: 9,907.80 euros

Wages by economic activity section

The economic activity with the highest average annual wage in 2017 was *Electric energy, gas, steam and air conditioning supply*, with 52,014.79 euros per worker on average. This figure was 120.0% higher than the national average.

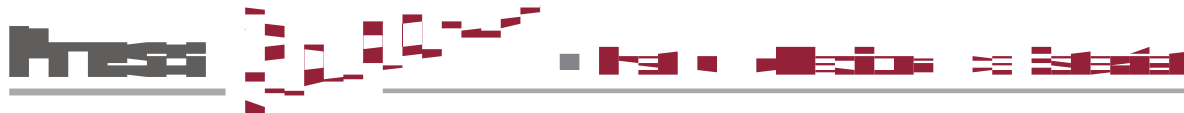
The next activity with the highest wage corresponded to *Financial and insurance activities*, with 43,773.58 euros.

Conversely, *Accommodation* and *Other services* received the lowest average annual wages, with 14,540.14 and 16,202.92 euros, respectively. These figures were 38.5% and 31.5% 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. Women earned lower wages than men in almost all economic activities.

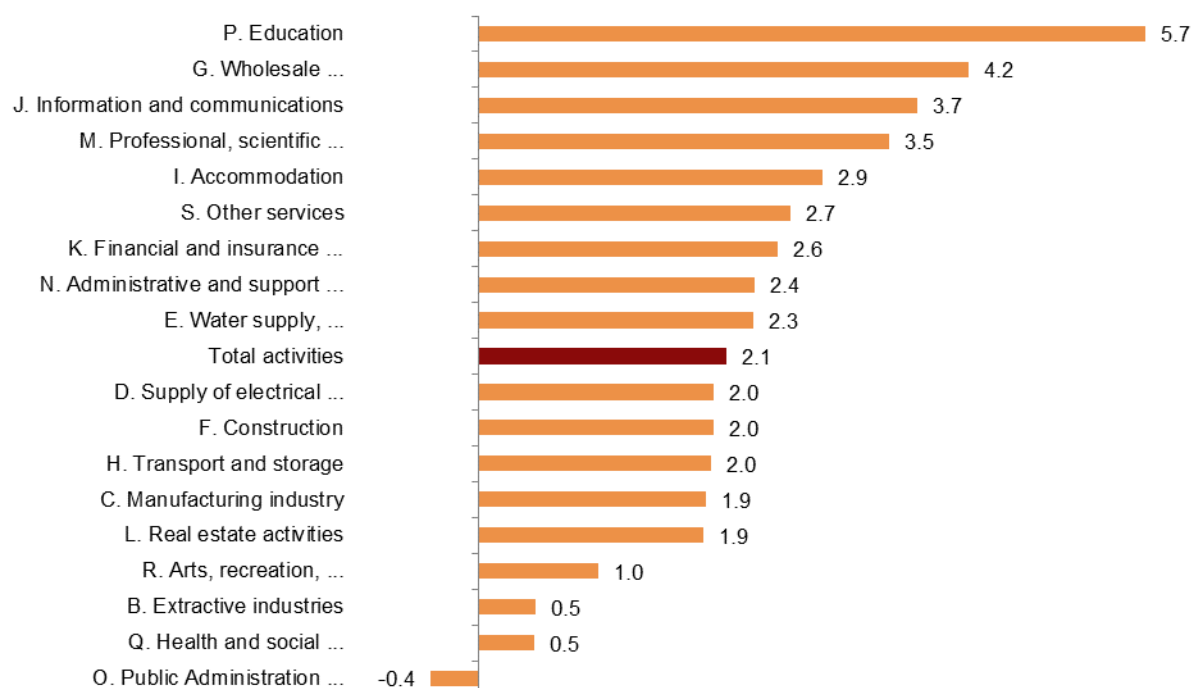
In terms of annual variation, the growth in annual earnings was greater in the activity sectors of *Education, Wholesale and retail trade; Repair of motor vehicles and motorcycles* and *Information and communications*.

Conversely, *Human health and social work and Extractive industries* presented the smallest increases. In *Public Administration and defence; Compulsory Social Security* The average annual earnings decreased by 0.4%.



Annual average earnings per worker by activity sections. 2017

Interannual variations



Annual average earnings per worker by activity sections. 2017

	Total	Mujeres	Hombres
D. Supply of electrical ...	52,014.79	*44,656.93	54,199.45
K. Financial and insurance ...	43,773.58	38,521.06	50,049.17
J. Information and communications	33,664.26	30,015.53	35,768.78
B. Extractive industries	32,555.75	*32,259.06	32,127.49
O. Public Administration ...	29,015.05	27,391.38	30,581.96
M. Professional, scientific ...	27,450.26	22,708.98	33,020.51
C. Manufacturing industry	27,214.30	22,857.78	28,741.18
E. Water supply, ...	26,937.32	24,010.74	27,628.19
Q. Health and social ...	26,076.47	23,839.44	33,735.05
H. Transport and storage	24,079.84	22,210.81	24,618.80
Total activities	23,646.50	20,607.85	26,391.84
P. Education	23,559.77	22,784.01	25,093.05
F. Construction	22,607.96	20,588.67	22,927.30
L. Real estate activities	21,299.08	18,488.32	25,392.77
G. Wholesale ...	20,608.77	17,377.72	23,829.70
R. Arts, recreation, ...	17,703.25	15,526.43	19,406.65
N. Administrative and support ...	16,519.76	13,604.08	20,174.91
S. Other services	16,202.92	14,000.99	20,752.34
I. Accommodation	14,540.14	13,161.33	16,138.88

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 occupation

Occupation was one of the variables that most influenced the wage level. In 2017, the difference between the average wage of *Executives and managers* and the average wage of other occupations was noticeable, with the former earning 115.7% more on average than the latter.

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

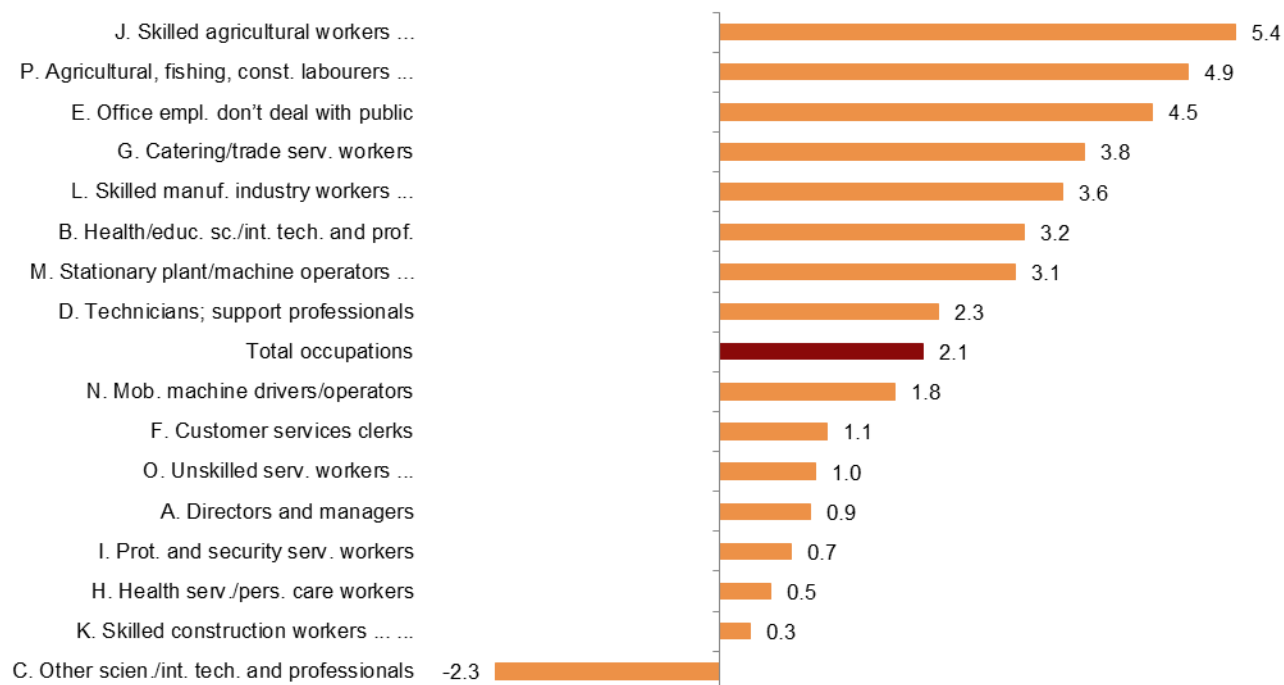
By sex, the occupations with the highest remuneration were the same for men and women, and in the same order. The main groups with the lowest remunerations also coincided in men and in women.

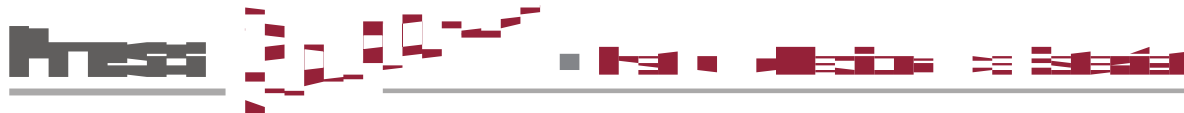
In almost all occupations, women had a wage below that of men. The only group for which women's salaries were higher than that of men was *Skilled workers in the agricultural, livestock, forestry and fisheries sector*.

The greatest difference by sex was seen in the group of *Skilled workers in manufacturing industries, except installation and machinery operators*.

Annual average earnings per worker by main occupation Group. 2017

Interannual variations





Annual average earnings per worker by main occupation Group. 2017

	Total	Mujeres	Hombres
A. Directors and managers	51,010.54	42,901.26	55,477.96
C. Other scien./int. tech. and profes	36,181.36	32,746.95	39,229.34
B. Health/educ. sc./int. tech. and pr	31,627.90	30,166.12	34,790.05
D. Technicians; support profession	29,238.49	25,757.88	31,891.63
I. Prot. and security serv. w orkers	28,228.42	24,439.82	28,802.95
M. Stationary plant/machine operatc	24,194.83	18,831.97	25,930.90
Total occupations	23,646.50	20,607.85	26,391.84
L. Skilled manuf. industry w orkers .	23,474.69	17,247.66	24,122.82
E. Office empl. don't deal w ith publi	22,487.64	20,688.48	25,169.41
N. Mob. machine drivers/operators	20,374.52	18,549.15	20,452.19
K. Skilled construction w orkers	20,123.84	*14,939.05	20,303.27
J. Skilled agricultural w orkers ...	19,783.93	.	*19,743.03
F. Customer services clerks	18,367.51	17,090.99	22,049.89
P. Agricultural, fishing, const. labou	16,725.74	14,449.60	17,518.79
H. Health serv./pers. care w orkers	15,527.66	14,765.21	18,343.56
G. Catering/trade serv. w orkers	15,173.65	14,142.93	16,825.86
O. Unskilled serv. w orkers ...	12,954.64	11,657.11	16,268.21

(.) 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 highest wage increase in 2017 were *Skilled workers in the agricultural, livestock, forestry and fisheries sector and Unskilled agricultural, fishing, construction, manufacturing and transport workers.*

Conversely, *Other technicians and scientific and intellectual professionals* was the only group that presented a decrease in their wages.

Wages by type of working day

The type of working day was, unquestionably, the variable that determined the wage level. In 2017, the average annual wage for part-time work was 60.9% lower than the full-time annual wage (59.0% lower for women and 60.7% for men).

In 2017, the average annual earnings for full-time work increased by 1.8% and that of part-time work by 4.2%.

Average annual earnings by type of working day. 2017

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	23,646.50	2.1	20,607.85	2.4	26,391.84	1.8
Full-time	27,348.35	1.8	25,416.75	2.4	28,716.71	1.2
Part-time	10,684.27	4.2	10,409.96	3.9	11,279.92	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 32.0% lower.

On the other hand, the earnings per hour for men in full-time employment were 8.7% above the average, whereas that of women were 1.2% lower than the average.

Average earnings per hour by type of working day. 2017

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	15.13	1.7	13.93	2.4	16.10	1.1
Full-time	15.83	1.8	14.95	2.9	16.44	1.0
Part-time	10.81	1.3	10.29	1.2	12.05	1.9

The wage difference between men and women decreased when comparing earnings per hour. Whilst the average annual wages for women were 78.1% those of men, this difference decreased to 86.5% when considering wages per hour.

Compared to 2016, the earnings per hour for full-time work increased by 2.9% for women and 1.0% for men. Those for part-time work increased by 1.2% for women and 1.9% 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 32.1% lower than those of people with permanent contracts.

By sex, men with permanent contracts had wages that were 19.4% higher than average. While those with fixed-term contracts had wages that were 23.9% below the average. Among women, wages were below the average, regardless of the type of contract (8.6% lower for permanent contracts and 32.5% lower for fixed-term contracts).

Regarding the variation in annual earnings compared to the previous year, wages increased by 2.3% for permanent contracts and increased by 2.8% for fixed-term contracts.

By sex, the wages of men with permanent contracts increased by 2.0%, compared to 2.5% for women. For fixed-term contracts, men had a wage increase of 2.4% while women had an increase of 3.3%.



Average annual earnings by type of contract. 2017

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	23,646.50	2.1	20,607.85	2.4	26,391.84	1.8
Permanent	25,084.76	2.3	21,609.64	2.5	28,231.26	2.0
Fixed-term	17,033.77	2.8	15,972.35	3.3	17,983.21	2.4

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 22.5% lower.

In the case of permanent contracts, earnings per hour for men were 11.6% higher than the average. For women, this figure was 5.1% lower than average.

Average earnings per hour by type of contract. 2017

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	15.13	1.7	13.93	2.4	16.10	1.1
Permanent	15.75	2.0	14.36	2.8	16.88	1.4
Fixed-term	11.93	1.1	11.72	1.4	12.10	0.8

The earnings per hour increased with respect to the previous year, both for total of wage-earners and for each sex and contract type. Women experienced the greatest increase.

Wages by nationality

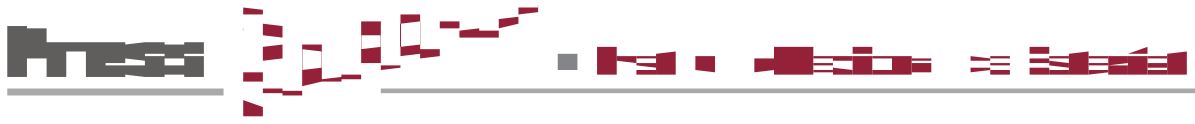
Spanish workers were the only ones to have above-average wages in 2017.

For the remainder of workers from the European Union, wages were 15.5% lower than average. And for other nationalities they were, at least, 30.8% lower.

Average annual earnings by nationality. 2017

	Both sexes	Women	Men
TOTAL	23,646.50	20,607.85	26,391.84
Spain	24,116.92	20,929.88	27,059.95
EU without Spain (27)	19,973.95	17,604.55	21,831.83
Rest of Europe	16,356.07	* 14,034.66	* 19,043.51
Latin America	15,035.12	13,556.82	16,205.05
Rest of the world	14,579.96	11,993.28	15,507.26

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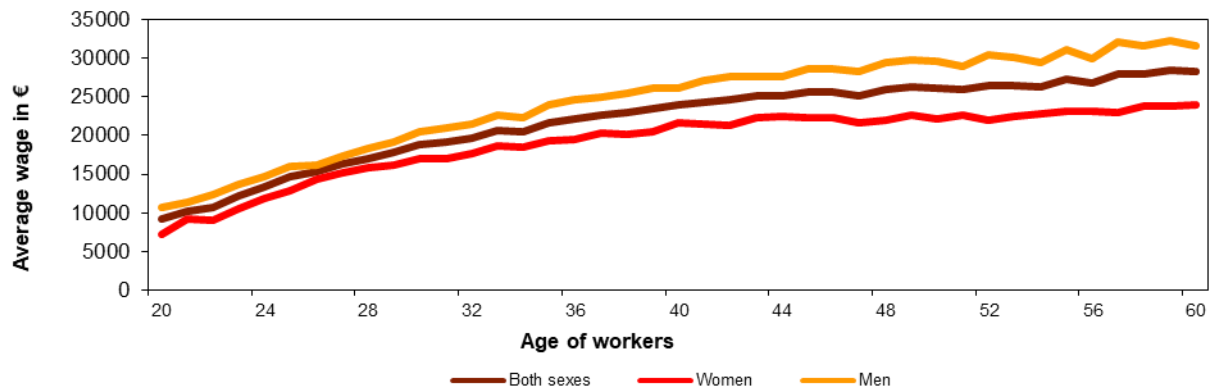


Wages by age

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. 2017



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.

Regarding wage growth, the largest increase occurred among young people, while the smallest increases occurred in the groups aged between 40 and 60.



Average annual wage by age groups. 2017

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	23,646.50	2.1	20,607.85	2.4	26,391.84	1.8	78.1
Under 20 years old	*7,868.32	9.5	*6,066.79	5.8	*8,821.30	5.4	--
20 to 24 years old	11,775.39	4.1	10,171.93	4.4	13,199.81	4.4	77.1
25 to 29 years old	16,440.55	3.6	15,129.41	2.3	17,615.64	4.2	85.9
30 to 34 years old	19,847.27	2.6	17,882.67	2.8	21,669.71	2.3	82.5
35 to 39 years old	22,616.45	1.8	19,946.55	1.4	25,051.45	2.0	79.6
40 to 44 years old	24,631.01	1.3	21,792.70	1.7	27,259.18	1.1	79.9
45 to 49 years old	25,674.74	2.2	22,156.46	2.5	28,912.87	2.2	76.6
50 to 54 years old	26,256.18	1.3	22,367.70	1.4	29,711.02	0.9	75.3
55 to 59 years old	27,631.35	1.3	23,360.75	2.4	31,399.15	0.6	74.4
60 to 64 years old	25,334.93	2.9	22,241.99	4.7	27,913.67	0.8	79.7
65 years old and over	23,190.74	2.3	15,166.79	0.5	31,850.67	4.7	47.62

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Wages by Autonomous Community

The highest wages in 2017 corresponded to País Vasco (28,204.49 euros per worker per year), Comunidad de Madrid (27,089.12 euros) and Comunidad Foral de Navarra (26,329.79 euros). These three Autonomous Communities, together with Cataluña, showed average annual earnings above the national average.

On the other hand, Extremadura (19,672.40 euros), Canarias (20,185.33 euros) and Castilla-La Mancha (21,033.33 euros) recorded the lowest wages.

Regarding the annual growth in earnings, Aragón, Comunidad Foral de Navarra and Cataluña recorded the greatest increases. Conversely, Región de Murcia, Andalucía and Comunitat Valenciana had the lowest increases.

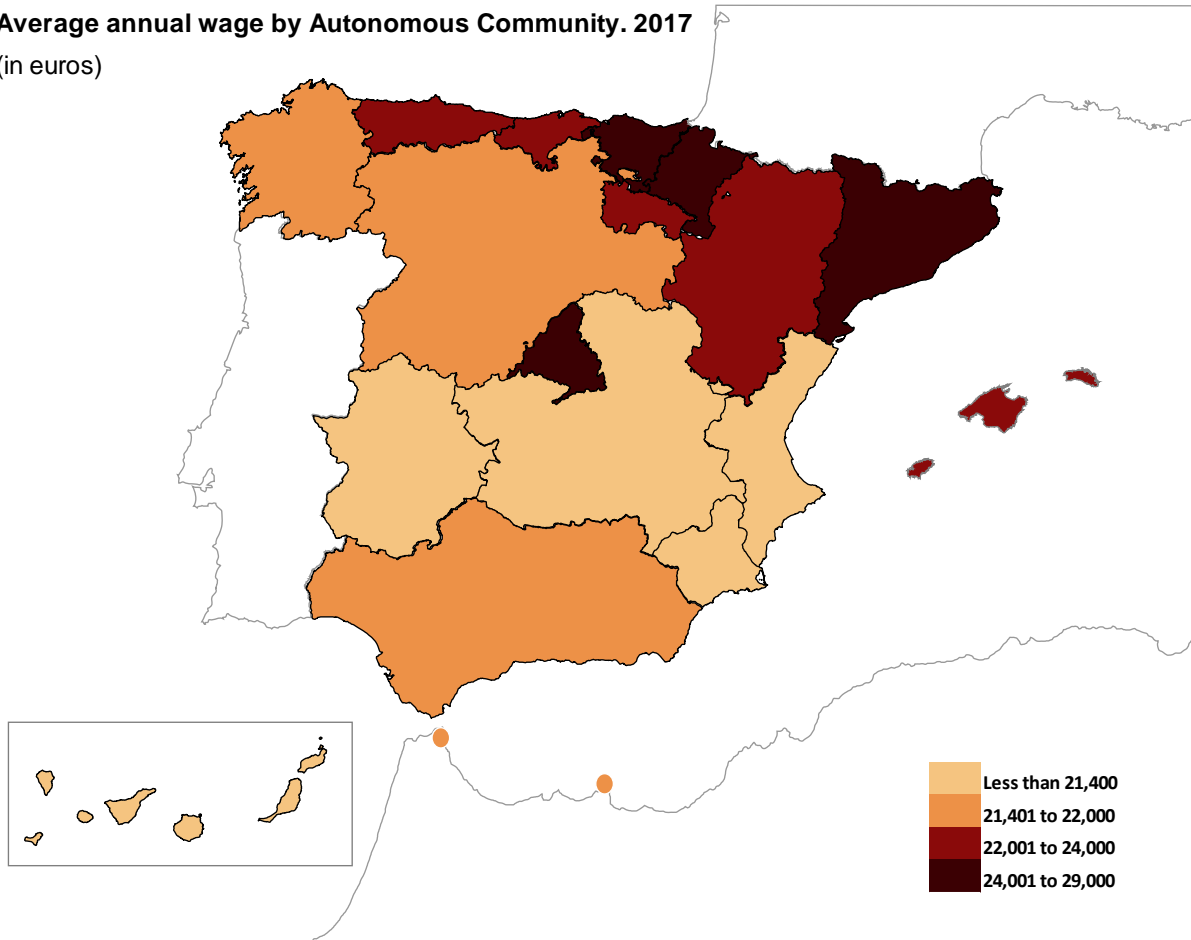
The average wage for women was lower than that of men in all Autonomous Communities, although the difference varies from one to another. The different employment structure and occupation in each Autonomous Community is one of the factors explaining such variability.

In 2017, 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 Región de Murcia.

Average annual wage by Autonomous Community. 2017

(in euros)



Main results by Autonomous Community. 2017

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	23,646.50	2.1	20,607.85	2.4	26,391.84	1.8	78.1
Andalucía	21,404.28	0.6	18,287.29	0.6	24,175.52	0.6	75.6
Aragón	23,039.94	3.6	19,677.22	4.9	25,878.46	2.2	76.0
Asturias, Principado de	23,609.67	2.2	19,426.48	1.8	27,849.00	3.1	69.8
Balears, Illes	22,036.46	2.6	20,465.58	3.9	23,538.43	1.1	86.9
Canarias	20,185.33	2.2	18,917.73	3.9	21,291.66	0.7	88.9
Cantabria	22,390.40	1.5	19,012.20	4.4	25,249.94	0.2	75.3
Castilla y León	21,846.88	1.4	18,796.93	0.7	24,782.80	1.4	75.8
Castilla-La Mancha	21,033.32	1.0	18,327.35	0.6	23,160.99	1.3	79.1
Cataluña	25,180.45	3.0	21,801.47	3.3	28,323.31	2.7	77.0
Comunitat Valenciana	21,362.39	0.9	18,523.81	0.9	23,867.74	0.8	77.6
Extremadura	19,672.40	1.0	17,722.29	2.1	21,585.18	0.1	82.1
Galicia	21,605.88	2.5	18,833.53	2.9	24,321.64	2.3	77.4
Madrid, Comunidad de	27,089.12	2.9	24,029.31	2.8	29,910.43	2.7	80.3
Murcia, Región de	21,309.22	0.3	18,048.37	0.1	24,009.22	0.3	75.2
Navarra, Comunidad Foral de	26,329.79	3.4	21,898.57	4.5	29,699.10	2.1	73.7
País Vasco	28,204.49	2.6	24,165.97	3.1	31,618.97	2.0	76.4
Rioja, La	22,234.21	1.1	19,353.55	1.6	24,820.49	0.7	78.0



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.

Type of operation: annual structural survey.

Population scope: Social Security contribution accounts. General Scheme: Sections B to S of CNAE-09 and Special Scheme for Seafarers: Sea Transport (Division 50 of CNAE-09).¹

Geographical scope: the entire national territory.

Reference period of the results: the calendar year.

Sample size: Approximately 28,500 establishments and 220,000 workers.

Type of sampling: Two-stage sampling. The first-stage statistical unit is the contribution accounts and a stratified random sample with optimal allocation is used. Comprehensive survey for establishments with more than 500 employees. The second stage is the workers of the contribution accounts. The number of workers selected in each account depends on the size of these.

Collection method: questionnaire filled in directly by the establishment and exploitation of administrative files.

For more information you can access the AWSS methodology and definitions at:

<https://www.ine.es/metodologia/t22/t223013310a.pdf>

And the standardised methodological report at:

<https://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30189>

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¹ Therefore, public sector workers covered by the Civil Service Pensions Regime are excluded.