

5 June 2013

Wages of Persons with Disabilities ¹

Use of the Wage Structure Survey and of the State Database of Persons with Disabilities.
Year 2010

Main results

- Average annual gross wages for workers employed by others with disabilities are 20,553.3 euros per worker in the year 2010, that is, 10% less than for persons without disabilities.
- In net terms (after making tax and Social Security contribution deductions from the worker) the wage differences between wage earners with and without disabilities decreases to 5.1%.
- The differences between the two groups are greatest for men, with wages 16.8% lower in the case of persons with disabilities, than for women, with 2% less.
- The wage differences between women and men with disabilities are lower (9.1% lower for women) than is the case of the population without disabilities (22.9%).
- Wage earners with disabilities and with a university education receive gross annual wages 4.1% higher than for graduates without disabilities.
- In mid-level positions (employees, craftspersons and skilled workers), wage earners with disabilities exceed wages of the remainder of workers employed by others by 2.8%. In senior positions (directors; managers; scientific, intellectual and support professionals and technicians), the two groups receive equal wages.

Wages of Persons with Disabilities used information deriving from integration of the statistical data supplied by the Wage Structure Survey (WSS) with the administrative data registered in State Database of Persons with Disabilities (BEPD). Moreover, it incorporated data regarding measures for encouraging employment taken from the Social Security General System (TGSS).

All results refer to wage earners who made Social Security contributions for the whole of the economy, excluding Agriculture, Livestock and Fishing, households that employ domestic staff and Extra-territorial organisations, meaning the exclusion of 8% of the total number of employed persons, and 4.8% of employed persons with disabilities.

¹ These are persons with a degree of disability greater than or equal to 33%, according to the procedure for recognising, declaring and classifying the degree of disability established by RD 1971/1999 of 23 December.

Wages and disability

There were wage differences between persons with and without disabilities, although these should be considered in terms of other employment and personal variables, whose combining had a significant impact (type of contract, working day, occupation, seniority, educational level etc.)

In global terms, and from an employment point of view, what was most relevant for the group of persons legally recognised as disabled was their low participation in the employment market. Thus, in the year 2010 they recorded an economic activity rate of 36.2%, almost 40 points lower than for the population without disabilities, an employment rate of 27.7%, less than half that of those without disabilities, and an unemployment rate of 23.3%, more than 3.2 points higher than for the population without disabilities².

In this context, gross annual average wages of wage earners with disabilities was 20,553.3 euros per worker in the year 2010, that is, 10% less than for persons without disabilities, who received 22,842.6 euros on average. In other words, the wage ratio between workers with and without disabilities, in percentage terms, was 90%.

The average gross monthly wage, excluding extraordinary payments³, was 1,534.8 euros per worker with disabilities, also 10% lower than for those without disabilities. After making Social Security contribution deductions from the worker or Income Tax withholdings, the net monthly wage was obtained. This was 1,278.3 euros for workers with disabilities, 5.1% lower than the net wage of persons without disabilities. The decrease occurring in wage differences between the group of persons with and without disabilities when wages are assessed in net terms is largely due to tax breaks established for persons with disabilities (including reductions on net income and an increase in the personal and family minimum allowance).

Wages per hour for persons with disabilities stood at 13.1 euros in the annual calculation, and at 10 euros in the monthly calculation, the latter considering ordinary payments. In both there was a difference of more than 9%, as compared with hourly wages of persons without

Average earnings

		Total	Persons without disabilities	Persons with disabilities	Wage differences ¹ (%)
Annual wages					
Per worker	Gross	22,790.2	22,842.6	20,553.3	-10.0
Per hour	Gross	14.5	14.6	13.1	-9.8
Monthly wages					
Per worker	Gross	1,701.6	1,705.5	1,534.8	-10.0
	Net	1,345.4	1,347.0	1,278.3	-5.1
Per hour	Gross	11.1	11.1	10.0	-9.4

¹ Wage differences = difference between the earnings of persons with disabilities and without disabilities, as a percentage.

disabilities.

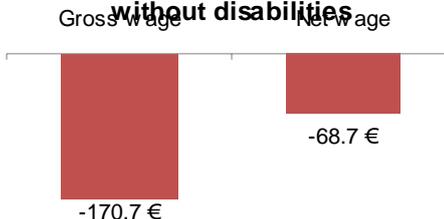
² Data from the statistics 'Employment of Persons with Disabilities 2010'.

³ Monthly data considered in this survey was for October, the month which generally did not include extraordinary payments.

Wage ratio between workers with and without disabilities

	Wage ratio ² (%)
Gross annual wage	90.0
Gross monthly wage	90.0
Net monthly wage	94.9

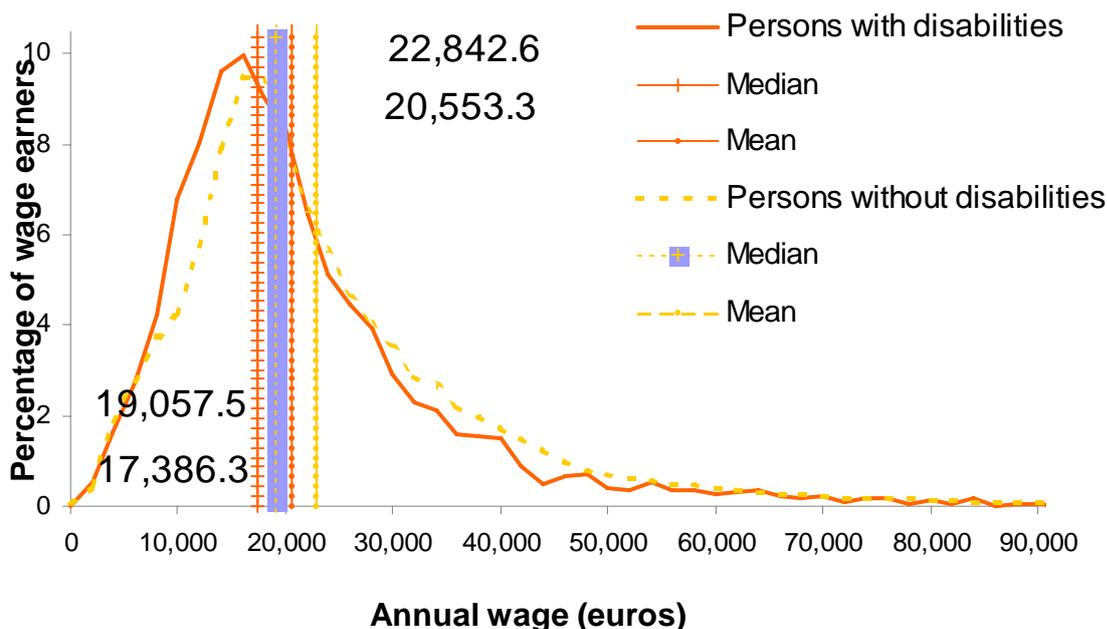
Monthly wage differences between people with and without disabilities



² Wage ratio = Earnings of persons with disabilities between that of persons without disabilities, as a percentage. The value 100 indicates wage equality between both groups. The further away from 100, the greater the inequality between them.

By wage distribution provided by the statistics, whereas in average terms wages of persons with disabilities stood at 10% below average wages of persons without disabilities, the most common wage in each case (mode wage) registered a difference of 16.2% between the two groups. Nevertheless, the differences in median wages (for which there were as many workers with the highest salaries as those with the lowest salaries) stood at 8.8%. This means that in the two groups there were few workers with very high wages, but these had a notable influence on average wages.

Gross annual wage distribution



Generally speaking, although the differences between the wage levels of persons with and without disabilities were significant in the year 2010, the latter decreased as the wage level increased.

Wages and disability according to the characteristics of the worker and the characteristics of the work unit⁴

There were significant wage differences depending on the characteristics of the worker, which are were not only determined by the presence or absence of disabilities but, as already mentioned, depended on other factors (including seniority, educational level and occupation) whose combining had a significant impact on wages.

By sex, the situation was more unfavourable for women with disabilities (with 19,355.5 euros on average per worker per year in 2010) than for men (21,302.1 euros). Wages of women were 9.1% lower than those of men, although the difference was less than in the case of the population without disabilities (22.9% lower).

Nevertheless, fewer wage inequalities were detected among the female population with and without disabilities (wages of the former were 2% lower than those of the latter) than in the case of men (whose wages were 16.8% lower where disabilities were present).

It was worth highlighting that, with increasing age, experience and seniority of workers reduced the wage ratio between populations with and without disabilities, although in no age or seniority group did the wage ratio exceed 91%. That is, in no case did wages of persons with disabilities show a difference of less than 9% from that of persons without disabilities.

Annual earnings, according to the demographic characteristics of the worker

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Total	22,842.6	20,553.3	90.0
Sex			
Men	25,593.4	21,302.1	83.2
Women	19,742.5	19,355.5	98.0
Age groups			
16 to 29 years old	16,265.5	14,208.1	87.4
30 to 44 years old	22,961.3	18,158.8	79.1
45 years old and over	26,043.2	23,132.5	88.8
Educational level			
Without studies and primary education programmes	16,780.8	17,190.3	102.4
Higher education	20,115.9	18,527.5	92.1
	33,049.2	34,403.1	104.1

⁴ The work unit was the Social Security Contribution Account, an administrative concept traditionally used in wage and labour cost surveys

One of the variables marking the most significant differences for the group of persons with disabilities in the year 2010 was educational level. Workers with disabilities and with a low educational level (uneducated or with a primary education) or higher exceeded wages of the their counterparts without disabilities, with wage ratios standing at 102.4% and 104.1%, respectively.

As regards employment characteristics, fewer wage differences were observed between persons with and without disabilities in part-time and in permanent contracts, in which the wage ratio stood at 93% and at 90.3%, respectively.

The occupation of workers was the variable which, together with the level of studies mentioned earlier, was more illustrative of the employment status of persons with disabilities. In senior positions (directors; managers; scientific, intellectual and support technicians and professionals) workers with and without disabilities received equal wages in the year 2010, since the wage ratio stood at 100.2%. In mid-level positions (employees, craftspersons and skilled workers) persons with disabilities exceeded gross wages of the population without disabilities, with a wage ratio of 102.8%.

Annual earnings, according to the labour characteristics of the worker

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Type of working day			
Full time	26,015.6	22,992.2	88.4
Part time	10,394.5	9,661.8	93.0
Type of contract			
Permanent	24,619.4	22,223.7	90.3
Temporary	16,736.5	14,884.0	88.9
Occupation level			
High: directors and managers; scientific technicians and professionals, intellectual and support technicians	32,472.0	32,540.4	100.2
Medium: employees, craftspersons and skilled workers	18,605.5	19,119.0	102.8
Low: unskilled operators and workers	16,588.8	14,364.9	86.6
Seniority			
Less than 1 year	15,414.0	13,322.5	86.4
1 to 3 years	19,108.3	15,882.4	83.1
4 to 10 years	22,743.1	19,029.3	83.7
11 to 20 years	28,688.0	24,164.3	84.2
More than 20 years	33,932.8	30,757.8	90.6

According to the characteristics of the work unit and of the company, it was observed that the wages of persons with disabilities increased along with the size of the contribution centre. Nor were there large wage differences by economic activity, although wages were higher in *Industry* and *Construction* than in the *Services* sector ⁵.

⁵ For reasons pertaining to representativeness of the sample, it was not possible to break down the economic activity of the work unit further.

Annual earnings, according to the characteristics of the work unit

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Size of the unit¹			
1 to 49 workers	18,912.0	16,774.5	88.7
50 to 199 workers	24,057.8	18,521.8	77.0
200 workers or more	28,537.4	24,731.8	86.7
Activity sector			
Industry and Construction	24,270.0	20,804.6	85.7
Services	22,378.0	20,493.5	91.6

¹ The work unit is the Social Security Contribution Account.

Although in all cases wages of persons with disabilities were lower than for persons without disabilities, the greatest differences between the two groups were recorded in medium-sized contribution centres (50 to 199 workers), with wage levels for persons with disabilities 23% lower than those with disabilities.

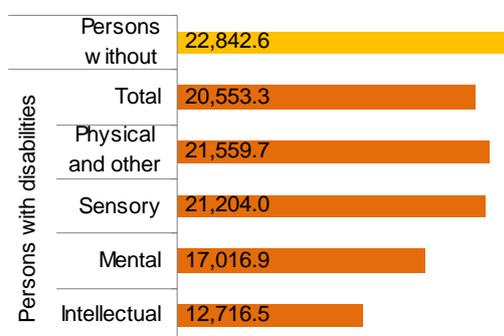
Wages by type and intensity of the disability

Although wages of persons with disabilities were, in average terms, lower than those of persons without disabilities in the year 2010, the type and intensity of the disability had a considerable impact on the wage level.

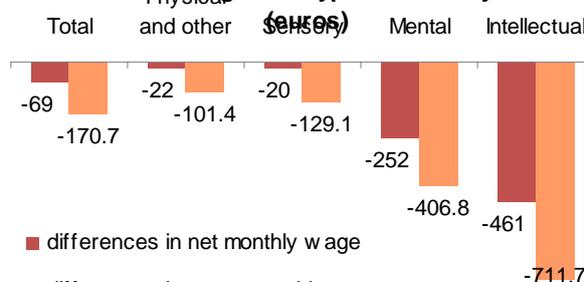
The greatest wage discrepancies were due to the type of disability. Thus, the highest earnings corresponded to persons with physical and other disabilities, followed by persons with sensory impairment, with wages more than 3% above the average wage of persons with disabilities (21,559.7 and 21,204.0 euros per annum, respectively), and which in net terms virtually equalled average wages of persons without disabilities.

At the other end of the spectrum, workers with intellectual and mental disabilities received the lowest salaries (12,716.5 and 17,016.9 euros per annum, respectively), with wages below the annual average for the group with disabilities at 38.1% and 17.2%, respectively.

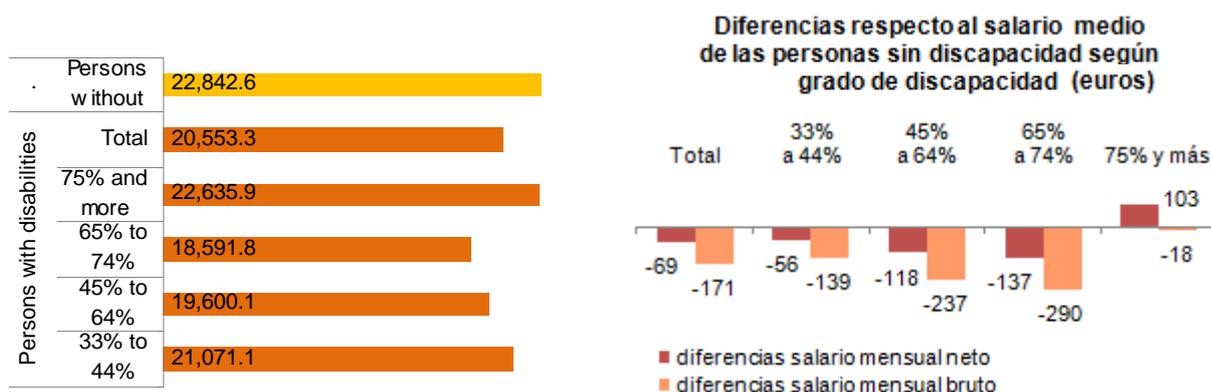
Annual wages according to type of disability



Differences with regard to the average wages of persons without disabilities, according to the type of disability



According to the intensity of the disability, differences were also observed, albeit not as pronounced as in the case of type of disability. They fluctuated from an annual wage of 22,635.9 euros (0.9% lower than for persons without disabilities) to 18,591.8 euros in the case of persons with a degree of disability within a range of 65% to 74% (18.6% less than persons without disabilities). In **net terms**, wages of persons with the most severe degree of disability exceeded average wages of the group without disabilities by 7.7%.



Wages and measures for encouraging employment

The group of persons with disabilities relied on a series of measures for encouraging employment, the aim of which was their inclusion in ordinary employment, favouring hiring, particularly as permanent staff, and improving the quality of their employment. Notable among these advantages were reductions and discounts in contribution quotas and the modality of specific disability contract.

On analysing the group of persons with disabilities according to the measures for encouraging employment received during 2010, it was noted that the persons benefiting from these were, in turn, those with the lowest earnings (16,258.4 and 18,015.7 euros per annum for persons with reductions and with a specific contract, respectively).

Annual earnings of persons with disabilities, according to measures encouraging employment

	Gross annual earnings	Gross monthly earnings	Net monthly earnings
Total persons with disabilities...	20,553.3	1,534.8	1,278.3
... according to whether they have discounts in the contribution quotas			
Without discounts/reductions	23,095.0	1,702.0	1,383.6
With discounts/reductions	16,258.4	1,252.2	1,100.5
... according to whether they have a specific disability contract			
Other contracts	21,421.6	1,587.2	1,304.5
Specific disability contract	18,015.7	1,381.8	1,201.9

Methodological note

The statistics Wages of Persons with Disabilities (SPD) examines the wage distribution of workers certified as disabled, depending on a wide variety of variables, such as sex, occupation, seniority, type and degree of disability or measures for encouraging employment.

They were compiled from the Wage Structure Survey 2010 (WSS) by the INE, and from the State Database of Persons with Disabilities (BEPD) by the Institute for the Elderly and Social Services (IMSERSO). Its creation was made possible by the initiative of these two bodies and of the Directorate General for Disability Support Policies, of the Spanish Committee of Representatives of Persons with Disabilities (CERMI), and of the ONCE Foundation. It has been partially financed by the latter organisation within the framework of the Operational Programme for Fighting Discrimination 2007-2013, and the Talent Programme, jointly financed by the European Social Fund. Together with the statistics Employment of Persons with Disabilities (EPD), also compiled by the INE, it is constituted as an ongoing and integrated information system regarding disability and the employment market.

Moreover; this operation incorporates data provided by the Social Security General System regarding measures to encourage employment.

The BEPD is a registration system, with national scope, of proceedings for assessing persons with disabilities. It provides information regarding the features of citizens who have officially been recognised as persons with disabilities by the State administrative bodies with jurisdiction.

The WSS 2010 is a sampling survey aimed at 27,482 Social Security contribution accounts, and 232,366 workers with these accounts. It is carried out in all European Union countries with common methodology and content criteria (Regulations 530/1999 and 1738/2005 of the EU), in order to obtain results that are comparable regarding the wage structure in Member States, and regarding their distribution according to a wide variety of variables, such as sex, occupation, branch of activity, seniority or company size.

Wages of persons with disabilities¹ Year 2010

Wages per worker

1. Earnings and disabilities, according to characteristics of the worker

	Gross annual wage			Gross monthly wage			Net monthly wage		
	Persons without disabilities	Persons with disabilities	Wage ratio ² (%)	Persons without disabilities	Persons with disabilities	Wage ratio ² (%)	Persons without disabilities	Persons with disabilities	Wage ratio ² (%)
Total	22,842.6	20,553.3	90.0	1,705.5	1,534.8	90.0	1,347.0	1,278.3	94.9
Sex									
Men	25,593.4	21,302.1	83.2	1,906.8	1,595.8	83.7	1,485.0	1,325.6	89.3
Women	19,742.5	19,355.5	98.0	1,478.7	1,437.2	97.2	1,191.5	1,202.6	100.9
Age groups									
16 to 29 years old	16,265.5	14,208.1	87.4	1,253.8	1,093.8	87.2	1,043.0	957.9	91.8
30 to 44 years old	22,961.3	18,158.8	79.1	1,713.4	1,363.7	79.6	1,357.5	1,165.0	85.8
45 years old and over	26,043.2	23,132.5	88.8	1,925.8	1,717.1	89.2	1,487.9	1,403.6	94.3
Type of working day									
Full time	26,015.6	22,992.2	88.4	1,936.8	1,717.2	88.7	1,512.5	1,420.6	93.9
Part time	10,394.5	9,661.8	93.0	798.1	720.2	90.2	697.9	642.8	92.1
Type of contract									
Permanent	24,619.4	22,223.7	90.3	1,827.1	1,657.1	90.7	1,427.0	1,371.1	96.1
Temporary	16,736.5	14,884.0	88.9	1,287.7	1,119.6	86.9	1,072.1	963.4	89.9
Occupation level³									
High	32,472.0	32,540.4	100.2	2,382.7	2,368.2	99.4	1,790.8	1,847.0	103.1
Medium	18,605.5	19,119.0	102.8	1,407.4	1,440.5	102.3	1,153.3	1,226.4	106.3
Low	16,588.8	14,364.9	86.6	1,266.0	1,096.0	86.6	1,055.4	958.8	90.8
Educational level									
primary education	16,780.8	17,190.3	102.4	1,279.3	1,315.7	102.8	1,065.1	1,128.5	105.9
Secondary education and labour training and insertion programmes	20,115.9	18,527.5	92.1	1,514.3	1,389.5	91.8	1,223.4	1,179.9	96.4
Higher education	33,049.2	34,403.1	104.1	2,422.1	2,486.3	102.7	1,814.6	1,925.3	106.1
Seniority									
Less than one year	15,414.0	13,322.5	86.4	1,214.9	1,026.2	84.5	1,043.9	903.9	86.6
1 to 3 years	19,108.3	15,882.4	83.1	1,448.5	1,228.5	84.8	1,167.4	1,062.1	91.0
4 to 10 years	22,743.1	19,029.3	83.7	1,691.2	1,431.4	84.6	1,335.7	1,216.6	91.1
11 to 20 years	28,688.0	24,164.3	84.2	2,100.0	1,770.9	84.3	1,608.7	1,451.3	90.2
Over 20 years	33,932.8	30,757.8	90.6	2,470.5	2,234.9	90.5	1,849.6	1,760.8	95.2

2. Earnings and disabilities, according to characteristics of the company

	Gross annual wage		Gross monthly wage		Net monthly wage	
	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities
Total	22,842.6	20,553.3	1,705.5	1,534.8	1,347.0	1,278.3
Size of the unit⁴						
1 to 49 workers	18,912.0	16,774.5	1,441.1	1,287.0	1,173.1	1,099.4
50 to 199 workers	24,057.8	18,521.8	1,776.6	1,381.9	1,394.8	1,170.5
200 workers or more	28,537.4	24,731.8	2,095.4	1,818.7	1,602.8	1,482.0
Control of the company						
Public	29,908.0	27,233.7	2,199.5	2,005.5	1,681.7	1,627.6
Private	21,295.0	17,656.4	1,597.3	1,330.7	1,273.7	1,126.8
Activity sector						
Industry and Construction	24,270.0	20,804.6	1,813.9	1,550.8	1,426.7	1,287.1
Services	22,378.0	20,493.5	1,670.3	1,531.0	1,321.1	1,276.2

1 These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1856/2009.

2 Wage ratio = Earnings of persons with disabilities over those of persons without disabilities, as a percentage. A value of 100 indicates wage equality between the two groups. The further the figure is from 100, the greater the inequality existing between them.

3 Occupation level: -High: directors and managers; scientific, intellectual and support technicians and professionals.
-Medium: employees, craftspersons and skilled workers.
-Low: unskilled operators and workers.

4 The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

Wages of persons with disabilities¹ Year 2010

Wages per worker

3. Earnings, according to type and degree of disability

	Gross annual wage	Gross monthly wage	Net monthly wage
Total	20,553.3	1,534.8	1,278.3
Type of disability ²			
Physical and other	21,559.7	1,604.2	1,325.2
Intellectual	12,716.5	993.8	885.7
Mental	17,016.9	1,298.7	1,094.8
Sensory	21,204.0	1,576.4	1,326.9
Degree of disability			
33% to 44%	21,071.1	1,566.2	1,291.4
45% to 64%	19,600.1	1,468.9	1,229.1
65% to 74%	18,591.8	1,415.1	1,210.1
75% and over	22,635.9	1,687.7	1,450.4

4. Earnings, according to measures to encourage employment

	Gross annual wage	Gross monthly wage	Net monthly wage
Total	20,553.3	1,534.8	1,278.3
Discounts in the contribution quotas			
Wage earners who contribute, without discounts or reductions in the contribution quotas	23,095.0	1,702.0	1,383.6
Wage earners who contribute and have discounts or reductions in the contribution quotas	16,258.4	1,252.2	1,100.5
Specific disability contract			
Wage earners with other contracts	21,421.6	1,587.2	1,304.5
Wage earners with a specific disability contract	18,015.7	1,381.8	1,201.9

1 These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1856/2009.

2 Type of disability: Physical and other: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, metabolic and endocrine systems and other systems.

Intellectual

Mental

Sensory: impairments of the visual and auditory systems

Wages of persons with disabilities¹

Year 2010

Hourly wages

5. Earnings and disabilities, according to characteristics of the worker

	Gross annual wage		Gross monthly wage	
	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities
Total	14.6	13.1	11.1	10.0
Sex				
Men	15.6	13.3	11.82	10.2
Women	13.3	12.8	10.2	9.8
Age groups				
16 to 29 years old	10.6	9.1	8.4	7.2
30 to 44 years old	14.4	11.5	11.0	8.9
45 years old and over	16.8	14.8	12.7	11.3
Type of working day				
Full time	15.1	13.4	11.4	10.2
Part time	11.0	10.9	8.6	8.3
Type of contract				
Permanent	15.3	13.7	11.6	10.4
Temporary	11.7	11.0	9.2	8.5
Occupation level ²				
High	20.6	21.2	15.4	15.8
Medium	11.8	12.0	9.1	9.2
Low	10.9	9.4	8.5	7.3
Educational level				
Without studies and primary education	10.9	10.8	8.5	8.5
Secondary education and labour training and insertion programmes	12.7	11.9	9.8	9.1
Higher education	21.2	22.5	15.8	16.7
Seniority				
Less than one year	10.4	8.9	8.4	7.1
1 to 3 years	12.4	10.3	9.6	8.1
4 to 10 years	14.1	11.9	10.7	9.1
11 to 20 years	17.7	15.2	13.2	11.4
Over 20 years	21.6	19.9	15.9	14.8

6. Earnings and disabilities, according to characteristics of the company

	Gross annual wage		Gross monthly wage	
	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities
Total	14.6	13.1	11.1	10.0
Size of the unit ³				
1 to 49 workers	12.0	10.7	9.4	8.5
50 to 199 workers	15.2	11.8	11.4	9.0
200 workers or more	18.3	15.8	13.6	11.9
Control of the company				
Public	19.4	17.2	14.4	13.0
Private	13.5	11.3	10.4	8.8
Activity sector				
Industry and Construction	14.5	12.9	11.0	9.8
Services	14.6	13.2	11.1	10.1

1 These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1856/2009.

2 Occupation level: -High: directors and managers; scientific, intellectual and support technicians and professionals.
 -Medium: employees, craftspersons and skilled workers.
 -Low: unskilled operators and workers.

3 The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

Wages of persons with disabilities¹ Year 2010

Hourly wages

7. Earnings, according to type and degree of disability

	Gross annual wage	Gross monthly wage
Total	13.1	10.0
Type of disability ²		
Physical and other	13.7	10.5
Intellectual	8.2	6.6
Mental	11.6	9.1
Sensory	13.3	10.1
Degree of disability		
33% to 44%	13.5	10.3
45% to 64%	12.4	9.5
65% to 74%	12.3	9.6
75% and over	13.6	10.5

8. Earnings, according to measures to encourage employment

	Gross annual wage	Gross monthly wage
Total	13.1	10.0
Discounts in the contribution quotas		
Wage earners who contribute, without discounts or reductions in the contribution quotas	15.2	11.4
Wage earners who contribute and have discounts or reductions in the contribution quotas	9.9	7.8
Specific disability contract		
Wage earners with other contracts	13.9	10.5
Wage earners with a specific disability contract	11.0	8.7

1 These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1856/2009.

2 Type of disability: Physical and other: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, metabolic and endocrine systems and other systems.

Intellectual

Mental

Sensory: impairments of the visual and auditory systems