

14 November 2014

**Wage decile of the main job.  
Economically Active Population Survey (EAPS).  
Year 2013**

**Main results**

30% of Spanish wage earners in 2013 received a gross monthly wage greater than 2,159.4€, whilst another 30% earned less than 1,217.4€. The remaining 40% received a gross monthly wage between 1,217.4€ and 2,159.4€

The highest wages corresponded to *Financial and insurance activities* and to the *Supply of electrical energy, gas, steam and air conditioning*. The lowest wages concentrated in the *Activities of households employing domestic staff* and in the primary sector (*Agriculture, livestock breeding, forestry and fishing*).

The greatest concentration of the highest wages was observed in the Autonomous Communities of País Vasco (with 42.4% of wage earners with wages above 2,159.4€ monthly), Comunidad Foral de Navarra (40.2%) and Comunidad de Madrid (39.5%).

**European regulations regarding labour force surveys (LFSs) in European Union countries (European Parliament and Council Regulation EC no. 1372/2007 and Commission Regulation EC no. 377/2008) state that, as of 2009, said surveys (the EAPS in Spain) must include the wage of the main job expressed in deciles.**

One of the fundamental advantages of the information regarding wages in the Economically Active Population Survey, as compared with other sources of wage information, was that **the scope of reference of the EAPS was complete**, in other words, it included all wage earners resident in Spain, in particular those from the agrarian sector, household employees and all public sector employees. On the other hand, the sample of wage earners was much smaller, for example, than in Wage Structure Surveys in Spain.

In order to calculate the wage deciles, the following steps are taken: all wage earners are sorted, according to the amount of the monthly wage<sup>1</sup> received, and are then divided into 10 equal groups, in other words, with 10% of the workers in each group. The first wage decile corresponds to the first group of workers, or rather, to the 10% with the lowest wages; the second, to the following 10%, and thus successively up to the tenth decile, corresponding to the 10% of workers with the greatest income. Each decile has been defined by its average (average wage for the group) and by the lower and upper wages delimiting it. In 2013, the wage-earning population accounted for 14,142,600 persons. Therefore, there were somewhat more than 1.4 million wage earners in each decile.

**For the purpose of enabling the analysis of the wage distribution, three groups were delimited** which most of the graphs refer to:

<sup>1</sup> The monthly wage is calculated by dividing the total amount received that year by twelve. In this process, the wage payments –among these, bonuses– that are not monthly, are apportioned.

- The first one comprised 30% of the wage earners in 2013 who were in the low wage area made up of the group of the first three deciles. These were 4,242,780 persons, and they earned less than 1,217.4€ per month in 2013.
- A second group comprised the 30% of wage earners who were in the high wage area, made up of the grouping of the last three deciles. These were 4,242,780 persons, and they earned a monthly salary greater than 2,159.4€ in 2013.
- Lastly, the intermediate group, including the remaining 40% of wage earners in the intermediate deciles (5,657,040 persons), had a gross monthly wage between 1,217.4€ and 2,159.4€

These reference limits, in 2013, will be repeated frequently in the comments. In any case, the tables provide the complete information for the 10 decile categories.

On carrying out the analysis of the wages associated with the modalities of a given characteristic (for example, the earnings of men and women), it must be considered that said wages, in turn, may be determined by other underlying variables, such as the seniority in the job, the type of working day, the educational level, etc., not present in the same way in the groups analysed.

It is also important to bear in mind the concept of median wage (that which divides the total workers into two equal parts: those with higher wages and those with lower wages), which is the equivalent of the upper limit of the fifth decile.

This year, for the first time, the INE publishes the monthly average wages for the characteristics analysed in this press release, as well as the results in deciles, thus responding to the users' demand. This information can be checked in detail on INEbase.

The following table shows the average and median wages for each year from 2006 to 2013, which were 1,869.1€ and 1,600.2€ respectively this year, slightly higher than in the previous year (by 18.8€ and 21.2€).

**Main employment monthly wages (euros)  
Average and median values. 2006-2013**

years	average wage	median wage
2006	1,572.6	1,338.4
2007	1,643.5	1,409.7
2008	1,774.3	1,491.4
2009	1,815.2	1,530.0
2010	1,838.8	1,566.8
2011	1,841.8	1,577.1
2012	1,850.3	1,579.0
2013	1,869.1	1,600.2

Note: Results updated with the new 2011 Population Base.

### Wage distribution by type of working day

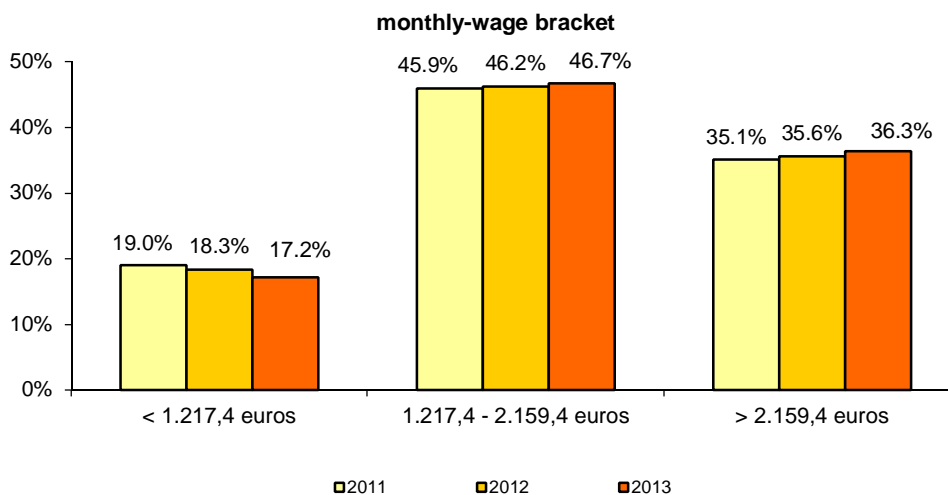
The most important factor in determining wages is, without a doubt, the working time. Working less than the regular working day implies a greater probability of being registered in lower wage brackets.

36.3% of full-time wage earners earned more than 2,159.4€ in 2013, while 17.2% received less than 1,217.4€. The wage distribution of these workers was very stable throughout the three last years analysed.

**Full-time wage earners, by decile. Percentages.**

	2011	2012	2013
Total	100	100	100
Decile 1 Less than 638.1 euros	1.2	1.0	1.0
Decile 2 From 638.1 to < 983.3 euros	7.3	6.9	6.1
Decile 3 From 983.3 to < 1,217.4 euros	10.5	10.4	10.1
Decile 4 From 1,217.4 to < 1,411.8 euro	11.1	11.3	11.2
Decile 5 From 1,411.8 to < 1,600.2 euro	11.5	11.5	11.7
Decile 6 From 1,600.2 to < 1,819.6 euro	11.7	11.7	11.9
Decile 7 From 1,819.6 to < 2,159.4 euro	11.6	11.7	11.9
Decile 8 From 2,159.4 to < 2,582.4 euro	11.6	11.8	12.0
Decile 9 From 2,582.4 to < 3,350.9 euros	11.7	11.9	12.1
Decile 10 3,350.9 euros or more	11.8	11.9	12.2

**2011-2013 performance of the distribution of full-time wage earners, by**



Conversely, 89.5% of **part-time wage earners** (who represented 15.8% of the total wage earners in 2013) earned less than 1,217.4 euros per month, and 10% received more than 2,159.4 euros.

**Part-time wage earners, by decile. Percentages.**

	<b>2011</b>	<b>2012</b>	<b>2013</b>
Total	100	100	100
Decile 1 Less than 638.1 euros	58.9	57.4	52.0
Decile 2 From 638.1 to < 983.3 euros	24.9	26.5	28.2
Decile 3 From 983.3 to < 1,217.4 euros	7.1	8.1	9.3
Decile 4 From 1,217.4 to < 1,411.8 eurc	4.0	3.0	4.5
Decile 5 From 1,411.8 to < 1,600.2 euro:	1.7	2.2	2.2
Decile 6 From 1,600.2 to < 1,819.6 eurc	0.7	0.9	1.5
Decile 7 From 1,819.6 to < 2,159.4 eurc	1.3	1.0	1.4
Decile 8 From 2,159.4 to < 2,582.4 eurc	1.0	0.7	0.7
Decile 9 From 2,82.4 to < 3,350.9 euros	0.3	0.2	0.3
Decile 10 3,350.9 euros or more	0.0	0.0	0.0

The **monthly gross average wage** of full-time wage-earners was 2,121.3 in 2013, while that of part-time wage-earners was 697.0 euros. When taking stock of these differences, it is necessary to bear in mind that the average amount of week hours usually worked in 2013 was less than 19 hours in the case of part-time wage-earners, as opposed to an average 40 hours in the case of those working full-time.

**Gross monthly average wages of the main employment by type of working day.**

Uniteuros	<b>2011</b>	<b>2012</b>	<b>2013</b>
Total	1,841.8	1,850.3	1,869.1
Full-time	2,046.8	2,076.3	2,121.3
Part-time	697.2	664.9	697.0

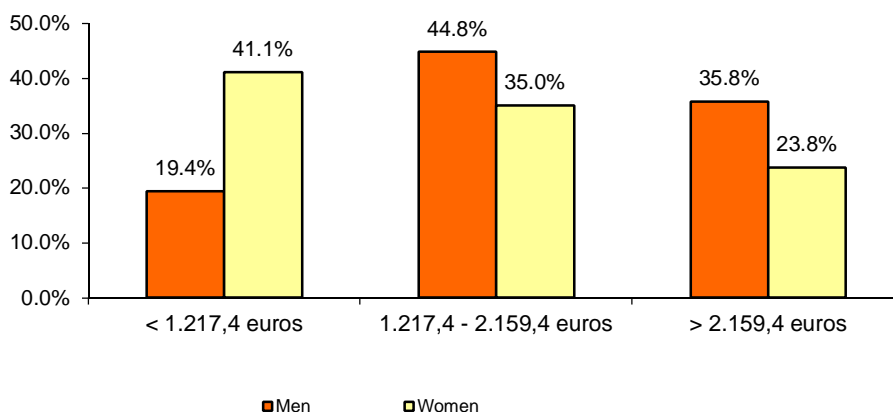
**Wage distribution by sex**

Men had a greater relative concentration in the higher wages than women. Thus, 35.8% of men earned more than 2,159.4€ in 2013 versus 23.8% of women. The contrary occurred in the lower wages: 41.1% of women had a wage lower than 1,217.4€, while 19.4% of men were in this situation.

**Wage earners by sex and decile. Percentages as compared with the total for each sex.**

	Total	Men	Women
Total	100	100	100
Decile 1 Less than 638.1 euros	10	4.9	15.4
Decile 2 From 638.1 to < 983.3 euros	10	6.9	13.2
Decile 3 From 983.3 to < 1.217.4 euros	10	7.6	12.5
Decile 4 From 1,217.4 to < 1,411.8 euros	10	9.7	10.3
Decile 5 From 1,411.8 to < 1,600.2 euros	10	11.4	8.5
Decile 6 From 1,600.2 to < 1,819.6 euros	10	11.8	8.2
Decile 7 From 1,819.6 to < 2,159.4 euros	10	11.9	8.0
Decile 8 From 2,159.4 to < 2,582.4 euros	10	11.4	8.5
Decile 9 From 2,582.4 to < 3,350.9 euros	10	11.4	8.5
Decile 10 3,350.9 euros or more	10	13.0	6.8

**Distribution of wage earners by sex and monthly wage bracket**



Women's **average wage** in 2013 was 1,621.6 euros per month, while that of men reached 2,102.1 euros.

**Gross monthly average wages by sex.**

Unit: euros			
	2011	2012	2013
Total	1,841.8	1,850.3	1,869.1
Men	2,058.0	2,083.7	2,102.1
Women	1,601.1	1,595.5	1,621.6

One of the main reasons for this inequality was that a much greater proportion of women worked part time, with temporary contracts, and in less-well-paid branches of activity than men.

### Wage distribution by age

The youngest workers tended to be concentrated in the lowest wages, whereas the oldest workers carried a greater relative weight in the highest wages.

The greater proportion of permanent contracts, seniority, and, if pertinent, labour experience, determined the higher wage level amongst the oldest workers. Likewise, the greater proportion of part-time work and temporary contracts, less seniority and less experience explained the lower wage level among the youngest groups.

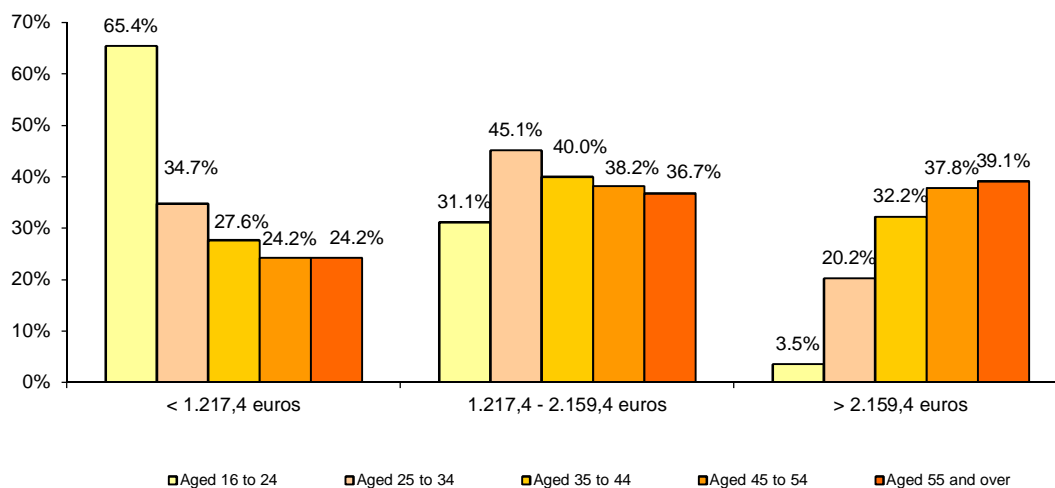
Thus, 65.4% of wage earners under 25 years of age received a monthly wage of less than 1,217.4€ in 2013. At the other end of the spectrum, 3.5% received a wage greater than 2,159.4€.

Among the wage earners aged 55 years old and over, 24.2% were in the lowest monthly wage bracket (<1,217.4€), whereas 39.1% were in the highest bracket (>2,159.4€).

### Wage earners by age and decile. Percentages as compared with the total for each age.

	Total	aged 16 to 24	aged 25 to 34	aged 35 to 44	aged 45 to 54	aged 55 to 64	aged 65 and over
Total	100	100	100	100	100	100	100
Decile 1 Less than 638.1 euros	10	28.3	9.9	8.4	9.1	8.1	25.3
Decile 2 From 638.1 to < 983.3 euros	10	22.3	12.4	9.3	7.0	7.8	17.8
Decile 3 From 983.3 to < 1,217.4 euros	10	14.8	12.4	9.9	8.1	7.0	9.7
Decile 4 From 1,217.4 to < 1,411.8 euros	10	11.7	13.1	9.8	8.2	7.2	7.2
Decile 5 From 1,411.8 to < 1,600.2 euros	10	9.6	11.5	9.8	9.2	9.0	7.5
Decile 6 From 1,600.2 to < 1,819.6 euros	10	5.1	10.5	10.1	10.7	9.6	5.6
Decile 7 From 1,819.6 to < 2,159.4 euros	10	4.7	10.0	10.3	10.1	11.5	2.7
Decile 8 From 2,159.4 to < 2,582.4 euros	10	1.9	10.0	11.1	10.4	9.6	3.0
Decile 9 From 2,582.4 to < 3,350.9 euros	10	1.2	6.5	10.5	12.9	13.6	10.5
Decile 10 3,350.9 euros or more	10	0.4	3.7	10.6	14.5	16.6	10.7

### Distribution of wage earners, by age group and monthly wage bracket



The **average wage** increased with age, going from 1,032.5€ that youth aged 16-24 years old received on average, to 2,134.7€ among wage-earners aged 55 years old and more.

**Gross monthly average wages by age group.**

Uniteuros			
	2011	2012	2013
Total	1,841.8	1,850.3	1,869.1
From 16 to 24 years old	1,118.7	1,040.3	1,032.5
From 25 to 34 years old	1,644.5	1,589.4	1,581.7
From 35 to 44 years old	1,889.1	1,922.0	1,938.7
From 45 to 54 years old	2,067.4	2,065.1	2,104.9
55 years old and over	2,136.9	2,167.5	2,134.7

**Wage distribution by educational level**

In general, the higher the educational level, the higher the wage. 43.9% of persons with a low educational level (at most having completed compulsory education) had a wage under 1,217.4€ in 2013. In the case of persons with second-stage secondary education or the equivalent training, the percentage with low wages was 33.9%, while among those with higher education, this percentage was 17.3%.

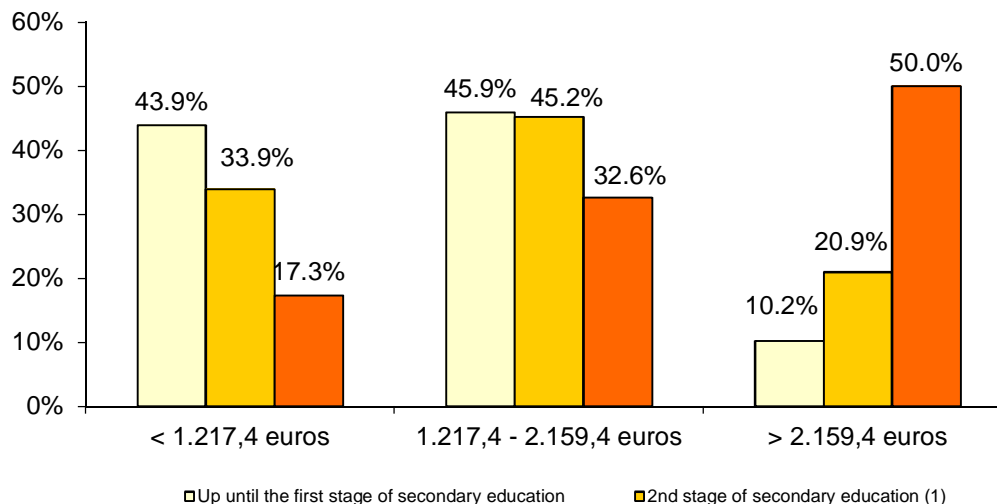
Half of wage earners with a higher qualification earned more than 2,159.4€ per month in 2013. Conversely, 20.9% of those with intermediate studies, and 10.2% of those with low studies exceeded this wage level.

**Wage earners by educational level attained and decile. Percentage as compared to the total for each educational level attained and Decilee.**

	Total	Up until the first stage of secondary education	2nd stage of secondary education (1)	Higher education, including doctorates
Total	100	100	100	100
Decile 1 Less than 638.1 euros	10	15.0	11.5	5.3
Decile 2 From 638.1 to < 983.3 euros	10	14.4	11.1	6.1
Decile 3 From 983.3 to < 1,217.4 euros	10	14.5	11.3	5.9
Decile 4 From 1,217.4 to < 1,411.8 euros	10	14.1	11.3	6.2
Decile 5 From 1,411.8 to < 1,600.2 euros	10	12.5	11.6	7.1
Decile 6 From 1,600.2 to < 1,819.6 euros	10	10.5	11.6	8.8
Decile 7 From 1,819.6 to < 2,159.4 euros	10	8.8	10.7	10.5
Decile 8 From 2,159.4 to < 2,582.4 euros	10	5.5	9.1	13.9
Decile 9 From 2,582.4 to < 3,350.9 euros	10	3.3	6.8	16.8
Decile 10 3,350.9 euros or more	10	1.4	5.0	19.3

(1) It includes education for training and labour market insertion

**Distribution of wage earners, by educational level and monthly wage bracket**



The average wage received by wage-earners with only primary-stage education was 1,345.6 euros, while those with a higher level of education had an average wage of 2,402.1 euros.

**Gross monthly average wages by educational level attained.**

Unit: euros

	2011	2012	2013
Total	1,841.8	1,850.3	1,869.1
Up to the first stage of secondary education	1,383.7	1,368.2	1,345.6
2nd stage of secondary education (1)	1,603.1	1,609.5	1,623.9
Higher education, including doctorates	2,384.8	2,375.8	2,402.1

(1) It includes education for training and labour market insertion

**Wage distribution by type of contract**

Workers with a temporary contract had lower wages than those with permanent contracts. 51.9% of wage-earners with a temporary contract received a wage lower than 1,207.4 euros, while the percentage for those with permanent contracts was 23.3%.

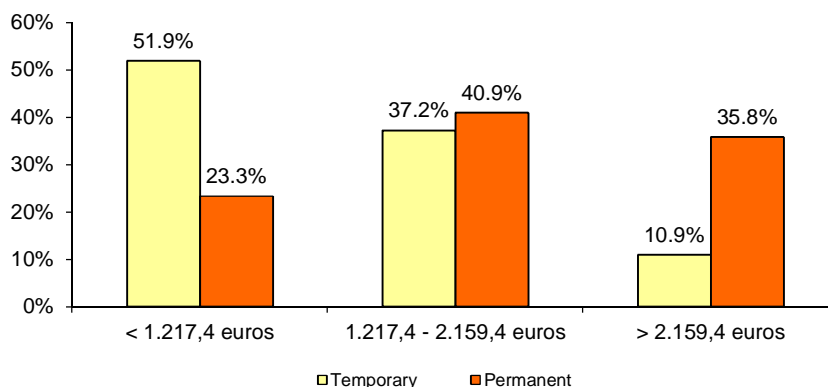
The percentage of wage-earners with a permanent contract that receives a wage higher than 2,159.4 euros is 35.8%, while 10.9% is the percentage for those working with a temporary contract.



**Wage earners by type of contract and decile. Percentages as compared with the total for each type of contract.**

	Total	Permanent	Temporary
Total	100	100	100
Decile 1 Less than 638.1 euros	10	6.7	20.8
Decile 2 From 638.1 to < 983.3 euros	10	7.7	17.5
Decile 3 From 983.3 to < 1,217.4 euros	10	8.9	13.6
Decile 4 From 1,217.4 to < 1,411.8 euros	10	9.6	11.2
Decile 5 From 1,411.8 to < 1,600.2 euros	10	9.7	11.0
Decile 6 From 1,600.2 to < 1,819.6 euros	10	10.4	8.9
Decile 7 From 1,819.6 to < 2,159.4 euros	10	11.2	6.1
Decile 8 From 2,159.4 to < 2,582.4 euros	10	11.5	5.1
Decile 9 From 2,582.4 to < 3,350.9 euros	10	12.0	3.4
Decile 10 3,350.9 euros or more	10	12.3	2.4

**Distribution of wage earners by type of contract and monthly wage bracket**



Wage-earners with a permanent contract received a monthly **average wage** of 2,048 euros in 2013. Those working with a temporary contract received 1,282.1 euros.

**Gross monthly average wages by type of contract or work relationship.**

Unit: euros

	2011	2012	2013
Total	1,841.8	1,850.3	1,869.1
Permanent	2,012.5	2,019.5	2,048.0
Temporary	1,334.6	1,309.5	1,282.1

Among the factors that explain this inequality, it is worth mentioning the higher educational level of those with a permanent contract and the bigger amount of temporary contracts in branches of activity with a strong seasonal character and a lower salary.

### Wage distribution by branch of economic activity

In 2013, the lowest wages were concentrated in the *Activities of households employing domestic staff* (88.9% below 1,217.4€) and in the primary sector, *Agriculture, livestock breeding, forestry and fishing* (63.3%).

On the other hand, the highest salaries were found in *Financial and insurance activities* (69.9% received wages above 2,159.4€), in the *Supply of electrical energy, gas, steam and air conditioning* (64.0%) and in *Education* (60.6%).

The lowest **average wages** were also found in *Activities of households employing domestic staff* (709 euros in 2013) and in the primary sector, *Agriculture, livestock breeding, forestry and fishing* (1,175 euros that year).

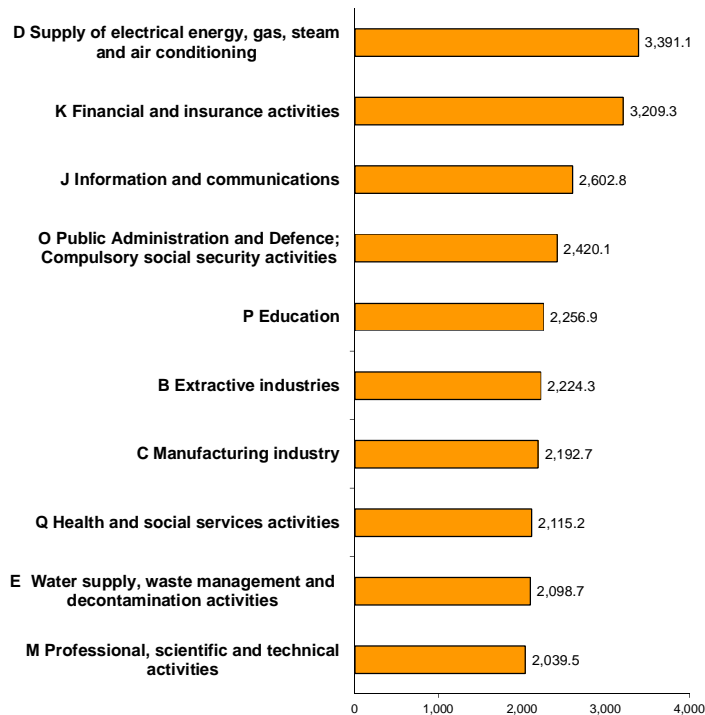
On the contrary, the highest average wages were found in *Supply of electrical energy, gas, steam and air conditioning* (3,391.1 euros), in *Financial and insurance activities* (3,209.3 euros), and in *Information and communications* (2,602.8 euros).

#### Gross monthly average wages by economic activity.

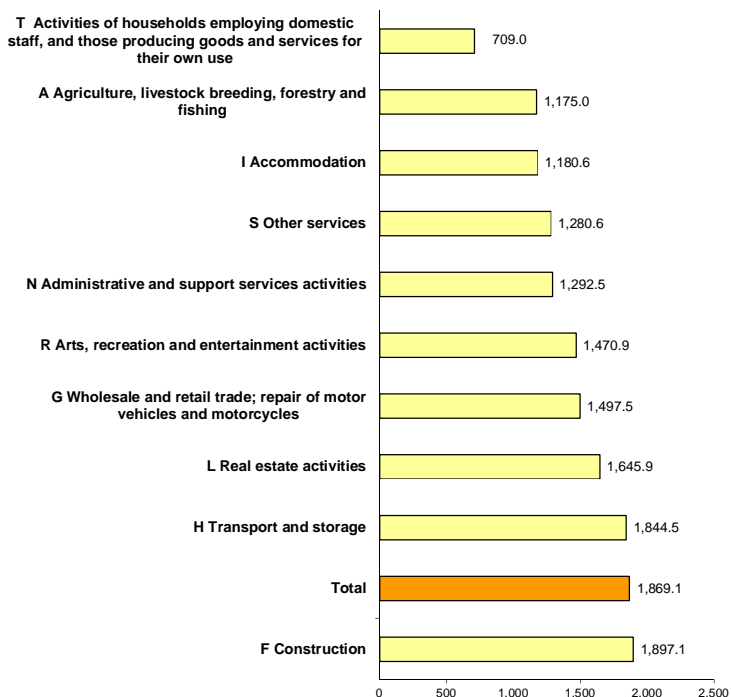
Unit: euros

	2011	2012	2013
Total	1,841.8	1,850.3	1,869.1
A Agriculture, livestock breeding, forestry and fishing	1,211.9	1,168.0	1,175.0
B Extractive industries	2,765.5	2,528.6	2,224.3
C Manufacturing industry	2,112.8	2,147.7	2,192.7
D Supply of electrical energy, gas, steam and air conditioning	3,357.1	3,497.5	3,391.1
E Water supply, waste management and decontamination activities	2,119.4	2,063.1	2,098.7
F Construction	1,748.8	1,823.0	1,897.1
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1,489.6	1,497.1	1,497.5
H Transport and storage	1,863.3	1,863.6	1,844.5
I Accommodation	1,222.3	1,200.5	1,180.6
J Information and communications	2,445.5	2,476.8	2,602.8
K Financial and insurance activities	3,127.5	3,122.4	3,209.3
L Real estate activities	2,004.0	1,708.1	1,645.9
M Professional, scientific and technical activities	1,972.8	2,096.2	2,039.5
N Administrative and support services activities	1,260.3	1,278.8	1,292.5
O Public Administration and Defence; Compulsory social security activities	2,304.0	2,286.3	2,420.1
P Education	2,328.6	2,219.4	2,256.9
Q Health and social services activities	2,113.6	2,129.9	2,115.2
R Arts, recreation and entertainment activities	1,501.5	1,457.2	1,470.9
S Other services	1,320.2	1,289.2	1,280.6
T Activities of households employing domestic staff, and those producing goods and services for their own use	773.4	781.8	709.0

**The 10 branches of activity with the greatest gross monthly average wages**



**The 10 branches of activity with the lowest gross monthly average wages**



## Wage distribution by occupation

*Directors and managers and Scientific and intellectual technicians and professionals* had a greater representation in the high wages (over 2,159.4 euros), whereas workers in *Elementary occupations* had a greater concentration in the low salaries (below 1,217.4 euros).

As for the **average wage**, *Directors and managers and Scientific and intellectual professionals and technicians* also had higher monthly wages than those of other occupations (4,031.5 and 2,798.2 euros, respectively). In turn, the lowest average monthly wages were found in *Workers in catering, personal, and protection services and salespersons* and in *Elementary occupations* (1,309.7 and 1,046.3 euros, respectively).

### Gross monthly average wages by occupation.

Unit: euros

	<u>2,011</u>	<u>2,012</u>	<u>2,013</u>
Total	1,841.8	1,850.3	1,869.1
1 Directors and managers	4,031.5	3,898.7	3,954.6
2 Scientific and intellectual professionals and technicians	2,798.2	2,798.4	2,807.0
3 Technicians; support professionals	2,236.8	2,209.4	2,253.5
4 Accountancy, administrative and other office employees	1,771.7	1,778.5	1,786.3
5 Workers in catering, personal and protection services and salespersons	1,309.7	1,309.9	1,308.9
6 Skilled agricultural, livestock, forestry and fishing sector workers	1,378.3	1,347.9	1,397.6
7 Artisans and qualified manufacturing and construction industry workers (except installation and machinery operators and assemblers)	1,676.1	1,703.6	1,805.5
8 Installaciont and machinery operators and assemblers	1,727.8	1,706.9	1,678.9
9 Elementary occupations	1,046.3	1,046.2	1,014.6
10 Military occupations	2,080.0	1,878.6	2,157.9

**Gross monthly average wages by occupation.**



**Wage distribution by workplace size**

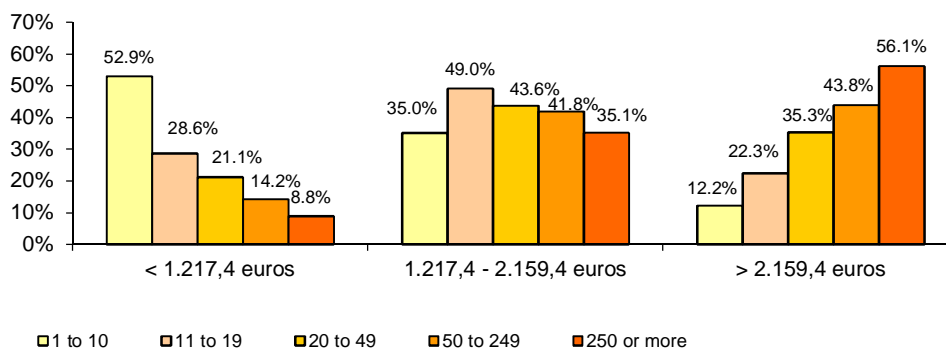
The largest workplaces (measured by number of employees) accounted for most of the workers with higher wages in 2013. Whilst 52.9% of wage earners working in establishments with up to 10 workers had a wage below 1,217.4€, the corresponding percentage in companies with 250 or more workers was 8.8%.

In contrast, 56.1% of wage earners in establishments with 250 workers or more had a monthly wage of over 2,159.4€. This percentage decreased to 12.2% of workers in establishments with 1-10 employees.

**Wage earners, by size of the establishment and decile. Percentages with regard to the total, for each size of the establishment and decile.**

	Total	1 to 10 employees	11 to 19 employees	20 to 49 employees	50 to 249 employees	250 employees or more	
						Total	Percentage
Total	100	100	100	100	100	100	100
Decile 1	Less than 638.1 euros	10	20.8	7.0	4.3	3.1	1.4
Decile 2	From 638.1 to < 983.3 euros	10	16.2	11.0	8.5	5.0	3.1
Decile 3	From 983.3 to < 1,217.4 euros	10	15.9	10.6	8.3	6.1	4.3
Decile 4	From 1,217.4 to < 1,411.8 euros	10	11.4	13.1	10.1	8.2	5.6
Decile 5	From 1,411.8 to < 1,600.2 euros	10	9.7	12.2	9.8	9.7	6.9
Decile 6	From 1,600.2 to < 1,819.6 euros	10	7.7	13.5	11.0	10.9	10.5
Decile 7	From 1,819.6 to < 2,159.4 euros	10	6.2	10.2	12.7	13.0	12.1
Decile 8	From 2,159.4 to < 2,582.4 euros	10	4.8	8.9	13.1	13.3	14.5
Decile 9	From 2,582.4 to < 3,350.9 euros	10	3.7	8.1	12.7	16.1	16.9
Decile 10	3,350.9 euros or more	10	3.7	5.3	9.5	14.4	24.7

**Distribution of wage earners, by size of the establishment where they work and monthly wage bracket**



The wage increased with the size of the company. Thus, in 2013, the average wage in big companies (250 employees and more) was 2,667.6 euros as opposed to the 1,329.6 euros of the companies with 10 workers or less.

**Gross monthly average wages by number of persons working in the establishment**

Unit: euros	2011	2012	2013
Total	1,841.8	1,850.3	1,869.1
From 1 to 10	1,355.9	1,331.8	1,329.6
From 11 to 19	1,808.5	1,742.5	1,716.5
From 20 to 49	1,974.7	1,938.4	2,004.8
From 50 to 249	2,177.8	2,194.0	2,256.4
250 or more	2,563.1	2,613.7	2,667.6

### Wage distribution by nature of the employer (private or public)

60.5% (1.8 million persons) of wage earners from the public sector (including all types of Public Administrations and public companies, and both workers attached to Mutual provident societies and those contributing to Social Security) had a gross monthly wage over 2,159.4€ in 2013. The corresponding percentage in the private sector was 21.8% (2.4 million persons).

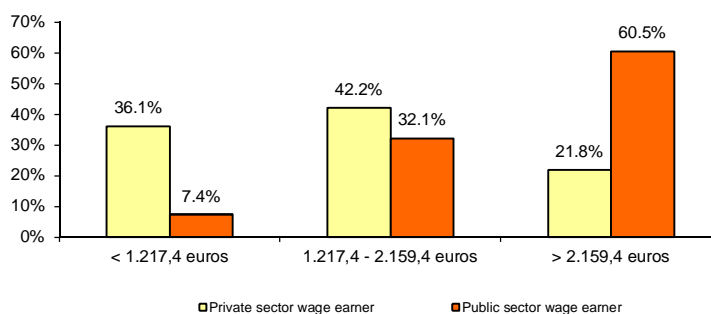
The higher percentage of wage earners in higher educational levels, the lower weight of part-time work and the higher seniority are factors that had an influence on their higher concentration among high wages.

The decrease in the representation of public wage earners in the last wage decile of the last years has been very pronounced, from 19.0% in 2011 to 17.9% in 2013.

**Wage earners from the public and private sectors, by decile.  
Percentages as compared with the total for each sector.**

	2011	2012	2013
<b>Private Sector</b>			
Total	100	100	100
Decile 1 Less than 638.1 euros	12.0	12.1	12.2
Decile 2 From 638.1 to < 983.3 euros	11.6	11.7	11.9
Decile 3 From 983.3 to < 1,217.4 euros	11.9	11.8	12.0
Decile 4 From 1,217.4 to < 1,411.8 euros	11.7	11.7	11.8
Decile 5 From 1,411.8 to < 1,600.2 euros	11.1	10.8	10.9
Decile 6 From 1,600.2 to < 1,819.6 euros	10.3	9.8	10.1
Decile 7 From 1,819.6 to < 2,159.4 euros	9.5	9.5	9.4
Decile 8 From 2,159.4 to < 2,582.4 euros	7.9	7.7	7.5
Decile 9 From 2,582.4 to < 3,350.9 euros	6.4	6.7	6.4
Decile 10 3,350.9 euros or more	7.6	8.2	7.9
<b>Public Sector</b>			
Total	100	100	100
Decile 1 Less than 638.1 euros	2.7	2.5	1.9
Decile 2 From 638.1 to < 983.3 euros	4.0	3.8	2.8
Decile 3 From 983.3 to < 1,217.4 euros	3.1	3.4	2.7
Decile 4 From 1,217.4 to < 1,411.8 euros	3.7	3.9	3.5
Decile 5 From 1,411.8 to < 1,600.2 euros	6.0	7.0	6.7
Decile 6 From 1,600.2 to < 1,819.6 euros	8.8	10.7	9.6
Decile 7 From 1,819.6 to < 2,159.4 euros	11.8	11.8	12.3
Decile 8 From 2,159.4 to < 2,582.4 euros	17.7	18.2	19.2
Decile 9 From 2,582.4 to < 3,350.9 euros	23.1	22.0	23.4
Decile 10 3,350.9 euros or more	19.0	16.7	17.9

**Distribution of wage earners from the private sector and the public sector, by monthly wage bracket**



The **average wage** in the public sector reached 2,530 euros in 2013, while it stood below 1,700 euros in the private sector. The evolution of the public sector wage in 2013 in relation to the previous years was influenced by the effect provoked by the temporary withholding of bonus payments given to public workers in 2012.

**Gross monthly average wages of the public and private sectors.**

Unit: euros			
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Total	1,841.8	1,850.3	1,869.1
Wage earners of the public sector	2,469.9	2,430.8	2,530.0
Wage earners of the private sector	1,671.6	1,690.1	1,691.3

As already indicated for the deciles, the bigger amount of workers with a high education level (66.1% of wage-earners in the public sector has a high education degree, while the percentage in the private sector is 37.2), the lesser proportion of part-time employment (6.8% as opposed to 20.6% in the private sector), and the longer seniority (only 16.8% of wage-earners in the public sector has been working in his/her post for less than 5 years, while 49.4% has completed a 15 year service or more; in the private sector the figures are 43.1% and 19.3%, respectively); these are fundamental factors that influence the differences in average wages in both sectors.

Among public wage earners, there were wage differences depending on the type of administration. The Autonomous Community Administration was the most represented in the highest pay level (over 2,159.4€). In the middle bracket (from 1,217.4 to 2,159.4€), the Central Government Administration had the highest percentage of workers. The Local Administration was the most represented in the wage bracket below 1,217.4€.

Public companies have been the ones that registered the greatest increase in the proportion of workers in the highest decile in the 2010-2013 period.

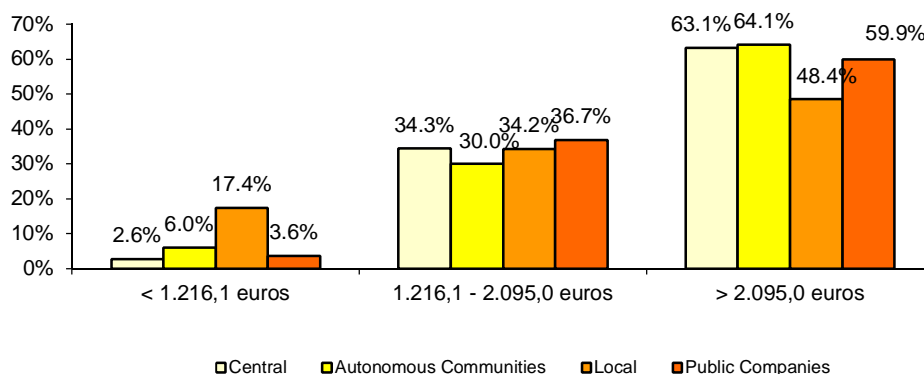
**Wage earners from the public sector, by type of administration and decile.**

**Percentages as compared with the total for each type of administration**

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
<b>Central Administration (including the Social Security Administration)</b>											
2011	100	0.6	2.6	2.5	4.0	7.9	10.0	12.7	22.9	21.2	15.8
2012	100	0.3	1.7	2.7	4.5	7.0	13.7	13.9	26.1	16.6	13.5
2013	100	0.2	1.0	1.4	3.8	7.3	10.1	13.1	28.5	17.8	16.8
<b>Autonomous Community Administration</b>											
2011	100	2.0	2.7	2.6	2.8	4.6	8.0	11.6	17.1	26.6	22.0
2012	100	2.3	3.5	2.9	3.6	6.0	10.1	11.2	16.6	24.9	19.0
2013	100	1.4	2.3	2.3	3.4	6.3	8.9	11.4	17.9	26.3	19.9
<b>Local Administration</b>											
2011	100	6.3	9.1	5.2	6.0	8.2	7.0	11.6	16.4	16.0	14.3
2012	100	6.0	7.5	6.2	4.5	7.8	9.0	13.4	15.7	18.8	11.2
2013	100	5.4	6.3	5.7	4.4	6.1	9.3	14.4	16.2	20.3	11.9
<b>Public companies and public financial institutions</b>											
2011	100	1.7	2.3	2.3	4.2	7.6	20.4	12.4	12.0	19.9	17.2
2012	100	0.6	1.2	1.0	3.1	15.6	12.1	6.8	17.0	20.5	22.1
2013	100	0.8	1.7	1.1	0.6	8.8	15.8	11.5	11.3	26.2	22.4



**Distribution of wage earners from the public sector, by type of administration and monthly wage bracket**



As for **average wages**, the Autonomous Community administration paid the highest wages, with 2,632 euros gross per month in 2013. At the other end of the spectrum, the Local Administration paid the lowest wages, with an average 2,227.7 euros.

**Gross monthly average wages of the public sector by type of administration**

Unit: euros

	2011	2012	2013
Total wage earners of the public sector	2,469.9	2,430.8	2,530.0
Central Administration (including the Social Security Adm.)	2,409.4	2,376.6	2,535.6
Autonomous Community Administration	2,630.6	2,536.2	2,632.0
Local Administration	2,116.5	2,120.2	2,227.7
Public companies and public financial institutions	2,354.0	2,593.1	2,601.7

**Wage distribution by Autonomous Community**

The existing productive structure in Autonomous Communities had a high influence on the wage level. In 2013, the Autonomous Communities with the lowest percentage of wage earners with salaries below 1,217.4€ were Comunidad Foral de Navarra (20.2% of its wage earners were in this bracket) and País Vasco (21.9%). Those with the greatest presence in the bracket of wages below 1,217.4€ were Región de Murcia (43.6%) and Canarias (39.2%).

In contrast, the highest concentrations of high wages were observed in the Autonomous Communities of País Vasco, with 42.4% of wage earners with monthly wages above 2,159.4€, Comunidad Foral de Navarra (40.2%) and Comunidad de Madrid (39.5%). Canarias (20.9%), Región de Murcia (21.0%) and Illes Balears (21.7%) were the least represented in that wage bracket.

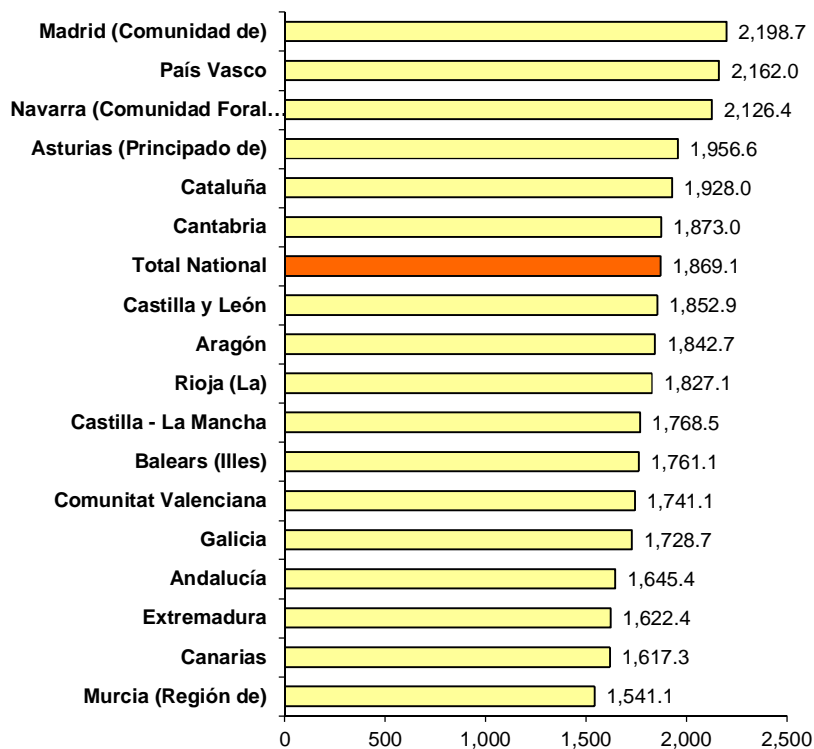
The Autonomous Communities with the highest **average wage** in main jobs were Comunidad de Madrid (2,198.7 euros), País Vasco (2,162 euros) and Comunidad Foral de Navarra (2,126.4 euros). The lowest average wages were found in Región de Murcia (1,541.1 euros), Canarias (1,617.3 euros) and Extremadura (1,622.4 euros).

## Gross monthly average wages by Autonomous Community.

Units: euros

	2011	2012	2013
Total	1,841.8	1,850.3	1,869.1
Andalucía	1,677.0	1,639.0	1,645.4
Aragón	1,870.6	1,887.4	1,842.7
Asturias, Principado de	1,914.6	1,908.3	1,956.6
Balears, Illes	1,734.0	1,681.2	1,761.1
Canarias	1,627.9	1,620.3	1,617.3
Cantabria	1,885.8	1,861.3	1,873.0
Castilla y León	1,788.8	1,828.1	1,852.9
Castilla - La Mancha	1,790.1	1,706.7	1,768.5
Cataluña	1,912.8	1,926.0	1,928.0
Comunitat Valenciana	1,709.2	1,729.8	1,741.1
Extremadura	1,554.5	1,587.9	1,622.4
Galicia	1,786.9	1,758.0	1,728.7
Madrid, Comunidad de	2,053.6	2,119.1	2,198.7
Murcia, Región de	1,687.2	1,690.6	1,541.1
Navarra, Com. Foral de	2,038.5	2,082.4	2,126.4
País Vasco	2,114.7	2,131.2	2,162.0
Rioja, La	1,824.4	1,818.5	1,827.1
Ceuta	1,923.6	2,202.9	2,293.6
Melilla	2,543.7	2,105.9	1,999.8

## Gross monthly average wages by Autonomous Community



## Methodological note

**European regulations regarding labour force surveys (LFSs) in European Union countries (European Parliament and Council Regulation EC no. 1372/2007 and Commission Regulation EC no. 377/2008<sup>2</sup>) established that, as of 2009, said surveys (the EAPS in Spain), must include the main employment wage expressed in deciles.**

The INE published this information for the first time in November 2010, disseminating the 2006-2009 series. From that moment onward, each year the data corresponding to the previous year is published, maintaining the same dissemination principles as for the remaining data from the survey, that is, analysing the most relevant variables from the EAPS questionnaire as regards the study target, in such a way that the information offered is precise and reliable. The data from this survey was collected throughout the year 2012, using the EAPS subsample in its sixth interview in each quarter, and therefore, there were a total of approximately 10,000 families per quarter, some 40,000 per year. The sample of wage earners reached 31,186 persons, about whom information was subsequently included regarding the wage decile estimated using administrative sources.

The concept of wage used was (pursuant to the abovementioned Commission Regulation EC no. 377/2008), that of 'monthly wage associated with the main job', the latter being the work performed by the person in the reference week in which he or she was interviewed. In case of having several jobs, the main one is the job providing the most significant income. In particular, where it involved temporary work lasting less than one month, the wage would be an estimate of that obtained for the entire month for a similar job. Conversely, if the work were part time, it should not be transformed to full-time equivalent. This last issue must be taken into account when comparing wage distributions for full-time and part-time workers.

The results of wage distribution by decile for the main job in the Economically Active Population Survey make it possible to carry out a joint analysis of wage distribution and of the remainder of social and employment variables from the survey.

The results, taking into account the differences in methodology, did not present a radically different panorama than that which was expected, in accordance with the knowledge of wage income (Labour Cost Surveys, Wage Structure Surveys, Living Conditions Survey, etc.). In this sense, **the results had a strong coherence.**

One of the fundamental advantages of the information regarding wages in the Economically Active Population Survey, as compared with other sources of wage information, was that **the scope of reference of the EAPS was complete**, in other words, it included all wage earners resident in Spain, in particular those from the agrarian sector, household employees and all public sector employees. On the other hand, the sample of wage earners was much smaller, for example, than in Wage Structure Surveys in Spain.

Wage data regarding deciles was **compiled from administrative records of the General Social Security Treasury (TGSS), the State Tax Administration Agency, the Tax Agency of Navarra<sup>3</sup>** and the Provincial Government of Bizkaia (see the link to the [METHODOLOGICAL NOTE IN INEbase](#) for more details on obtaining the variable).

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<sup>2</sup> See <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2007:315:0042:0043:EN:PDF> and <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2008:114:0057:0084:EN:PDF>, respectively.

<sup>3</sup> By means of the Statistics Institute of Navarra (IEN).

According to the requirements of the LFS regulations information is only presented as a percentage distribution of wage earners by decile ([LINK TO THE RESULTS TABLES](#)). In order to provide additional information to the interested user, limits are also published for each decile, in euros, as well as average wages per decile ([LINK TO AVERAGE WAGES PER DECILE](#)).

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For further information see **INEbase-[www.ine.es/en/](http://www.ine.es/en/)**

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