

**6 November 2015**

**Wage decile of the main job.  
Economically Active Population Survey (EAPS).  
Year 2014**

**Main results**

In 2014, average monthly wage (in gross terms) was 1,881.3€, 0.65% greater than that of 2013.

30% of Spanish wage earners in 2014 received a gross monthly wage greater than 2,173.5€, whilst another 30% earned less than 1,221.1€. The remaining 40% received a gross monthly wage between 1,221.1€ and 2,173.5€

The highest wages over 2,173.5€ corresponded to *Financial and insurance activities*, to *Education* 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 43.3% of wage earners with wages above 2,179.5€ monthly), Comunidad de Madrid (41.2%) and Comunidad Foral de Navarra (36.6%). Extremadura (21.2%), Canarias (21.7%) and Illes Balears (22.7%) were the less represented in this bracket of wages.

**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 14,232,800 persons. Therefore, there were somewhat more than 1.4 million wage earners in each decile.

<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.

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

- The first one comprised 30% of the wage earners in 2014 who were in the low wage area made up of the group of the first three deciles. These were 4,269,840 persons, and they earned less than 1,221.1€ gross per month in 2014.
- 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 4,269,840 persons, and they earned a monthly gross wage greater than 2,173.5€ in 2014.
- Lastly, the intermediate group, including the remaining 40% of wage earners in the intermediate deciles (5,693,120 persons), had a gross monthly wage between 1,221.1€ and 2,173.5€.

These reference limits, in 2014, will be repeated frequently in the comments. In any case, the tables provide the complete information for the 10 decile categories.

Apart from the distribution of wages by deciles, gross monthly average wages are published in INEbase. The corresponding to the features analysed are commented here.

In turn, when 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.

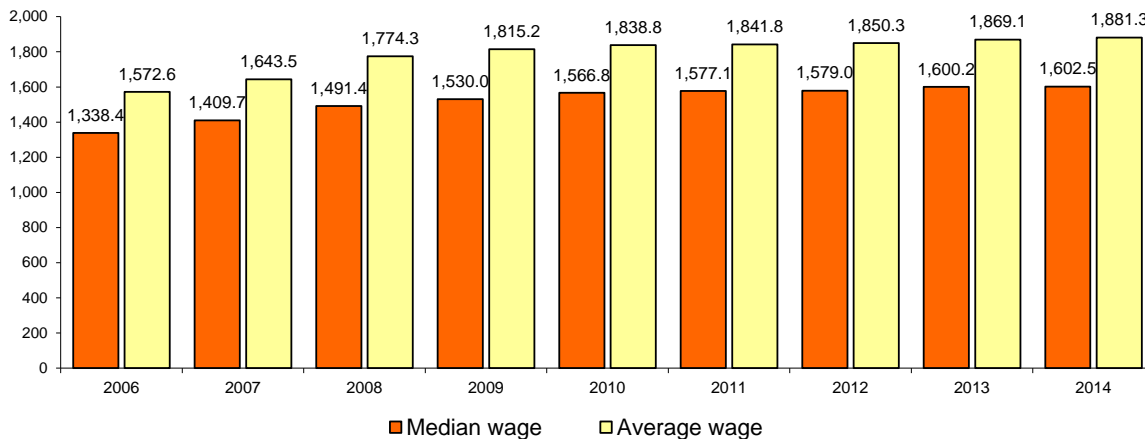
The following table shows the average and median wages for each year from 2006 to 2014, which were 1,881.3€ and 1,602.5€ respectively this year, slightly higher than in the previous year (by 12.2€ and 2.3€).

#### **Monthly gross salary from the main job. Mean and medium values. 2006-2014**

Unit: euros	2006	2007	2008	2009	2010	2011	2012	2013	2014
Average wage	1,572.6	1,643.5	1,774.3	1,815.2	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Median wage	1,338.4	1,409.7	1,491.4	1,530.0	1,566.8	1,577.1	1,579.0	1,600.2	1,602.5

Note: updated results with the new population-based of 2011. The median wage (which divides the total of workers in two equal parts, those with a higher salary and those with a lower salary) corresponds to the upper limit of the decile five.

**Evolution of gross monthly wage from main job**  
Unit: Euros



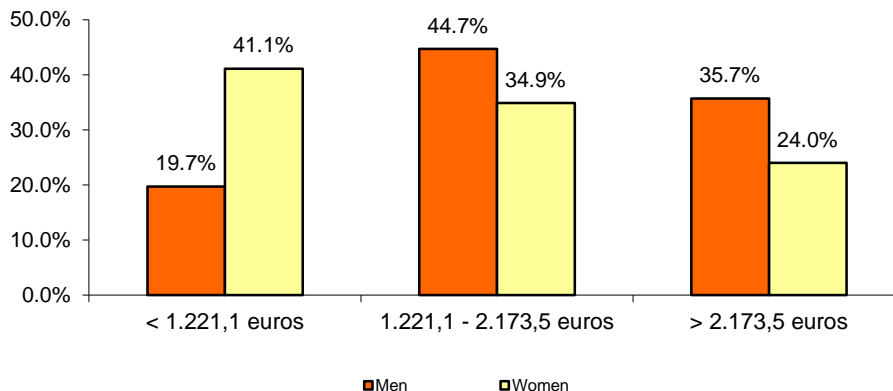
**Wage distribution by sex**

Men had a greater relative concentration in the higher wages than women. Thus, 35.7% of men earned more than 2,173.5€ in 2014 versus 24.0% of women. The contrary occurred in the lower wages: 41.1% of women had a wage lower than 1,221.1€, while 19.7% of men were in this situation.

**Wage earners by sex and Decile. Percentages of the total of each sex**

	Tottol	Men	Women
Total	100	100	100
Decil 1 Less than 655,1 euros	10	4.9	15.5
Decil 2 From 655,1 to < 972,8 euros	10	7.0	13.2
Decil 3 From 972,8 to < 1.221,1 euros	10	7.8	12.4
Decil 4 From 1.221,1 to < 1.405,3 euros	10	9.6	10.4
Decil 5 From 1.405,3 to < 1.602,5 euros	10	11.6	8.2
Decil 6 From 1.602,5 to < 1.837,5 euros	10	11.8	8.1
Decil 7 From 1.837,5 to < 2.173,5 euros	10	11.7	8.2
Decil 8 From 2.173,5 to < 2.625,0 euros	10	10.7	9.3
Decil 9 From 2.625,0 to < 3.353,8 euros	10	11.9	8.0
Decil 10 3.353,8 or more euros	10	13.1	6.7

Distribution of wage earners by sex and monthly wage stretch



Women's **average wage** in 2014 was 1,618.1€ per month, while that of men reached 2,125.9€

**Gross monthly average wages by sex.**

Unidades: euros

	2010	2011	2012	2013	2014
<b>Total</b>					
Monthly average wage	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Usual average hours per week	37.4	37.0	36.9	36.5	36.7
Average wage per hour	11.3	11.5	11.6	11.8	11.8
<b>Men</b>					
Monthly average wage	2,049.8	2,058.0	2,083.7	2,102.1	2,125.9
Usual average hours per week	40.0	39.6	39.5	39.2	39.3
Average wage per hour	11.8	12.0	12.2	12.4	12.5
<b>Women</b>					
Monthly average wage	1,595.8	1,601.1	1,595.5	1,621.6	1,618.1
Usual average hours per week	34.5	34.2	34.1	33.7	33.8
Average wage per hour	10.7	10.8	10.8	11.1	11.0

One of the main reasons for this inequality in average wages and wage distribution between men and women 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.

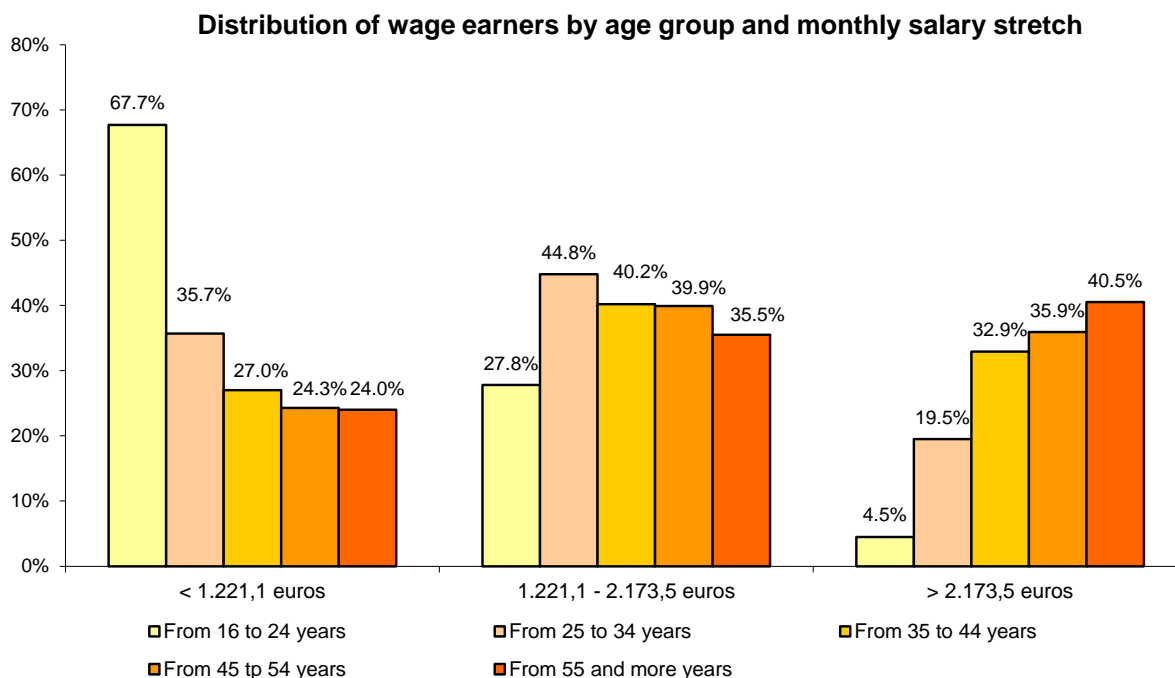
The greater proportion of permanent contracts, seniority, and labour experience, determined the higher wage level amongst the oldest workers. Likewise, the greater proportion of part-time work and temporary contracts and less seniority explained the lower wage level among the youngest groups.

Thus, 67.7% of wage earners under 25 years of age received a monthly wage of less than 1,221.1€ in 2014. The percentage of those who had a wage greater than 2,173.5€ was of 4.5%.

Among the wage earners aged 55 years old and over, 24.0% were in the lowest monthly wage bracket (less than 1,221.1€), whereas 40.5% were in the highest bracket (more than 2,173.5€).

### Wage earners by age and Decile. Percentages of the total in each age

	Total	From 16 to 24	From 25 to 34	From 35 to 44	From 45 to 54	From 55 to 64	and more
Total	100	100	100	100	100	100	100
Decil 1 Less than 655,1 euros	10	26.8	11.0	8.7	8.4	7.9	19.2
Decil 2 From 655,1 to < 972,8 euros	10	26.1	12.0	8.9	7.5	7.9	13.1
Decil 3 From 972,8 to < 1.221,1 euros	10	14.8	12.7	9.4	8.4	7.3	16.9
Decil 4 From 1.221,1 to < 1.405,3 euros	10	11.2	13.2	9.8	8.9	6.1	8.5
Decil 5 From 1.405,3 to < 1.602,5 euros	10	7.4	11.4	10.1	10.0	8.3	1.6
Decil 6 From 1.602,5 to < 1.837,5 euros	10	5.3	10.2	9.9	10.7	10.5	6.0
Decil 7 From 1.837,5 to < 2.173,5 euros	10	3.9	10.0	10.4	10.3	11.2	5.0
Decil 8 From 2.173,5 to < 2.625,0 euros	10	2.9	9.6	11.2	10.0	10.5	7.7
Decil 9 From 2.625,0 to < 3.353,8 euros	10	1.0	6.2	11.0	12.2	13.9	7.2
Decil 10 3.353,8 or more euros	10	0.6	3.7	10.7	13.7	16.4	14.7



The **average wage** increased with age, going from 1,030.6€ that youth aged 16-24 years old received on average, to 2,198.3€ among wage-earners aged 55 years old and more.

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

Units: euros

	2010	2011	2012	2013	2014
<b>Total</b>					
Monthly average wage	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Usual average hours per week	37.4	37.0	36.9	36.5	36.7
Average wage per hour	11.3	11.5	11.6	11.8	11.8
<b>From 16 to 24 years old</b>					
Monthly average wage	1,181.9	1,118.7	1,040.3	1,032.5	1,030.6
Usual average hours per week	33.9	32.9	30.2	30.7	30.5
Average wage per hour	8.1	7.8	8.0	7.8	7.8
<b>From 26 to 34 years old</b>					
Monthly average wage	1,653.8	1,644.5	1,589.4	1,581.7	1,575.9
Usual average hours per week	38.1	37.3	37.1	36.6	36.4
Average wage per hour	10.0	10.2	9.9	10.0	10.0
<b>From 35 to 44 years old</b>					
Monthly average wage	1,868.0	1,889.1	1,922.0	1,938.7	1,951.5
Usual average hours per week	37.7	37.4	37.4	37.1	37.1
Average wage per hour	11.4	11.7	11.8	12.1	12.1
<b>From 45 to 54 years old</b>					
Monthly average wage	2,085.4	2,067.4	2,065.1	2,104.9	2,084.1
Usual average hours per week	37.4	37.4	37.3	36.9	37.4
Average wage per hour	12.9	12.8	12.8	13.2	12.9
<b>55 years old and over</b>					
Monthly average wage	2,181.4	2,136.9	2,167.5	2,134.7	2,198.3
Usual average hours per week	37.3	36.7	37.1	36.7	36.9
Average wage per hour	13.5	13.4	13.5	13.4	13.8

**Wage distribution by educational level**

In general, the higher the educational level, the higher the wage. 42.0% of persons with a low educational level (at most having completed compulsory education) had a wage under 1,221.1€ in 2014. In the case of persons with second-stage secondary education or the equivalent training, the percentage with low wages was 35.5%, while among those with higher education, this percentage was 18.4%.

49.4% wage earners with a higher qualification earned more than 2,173.5€ per month in 2014. Conversely, 19.7% of those with intermediate studies, and 10.8% of those with low studies exceeded this wage level.

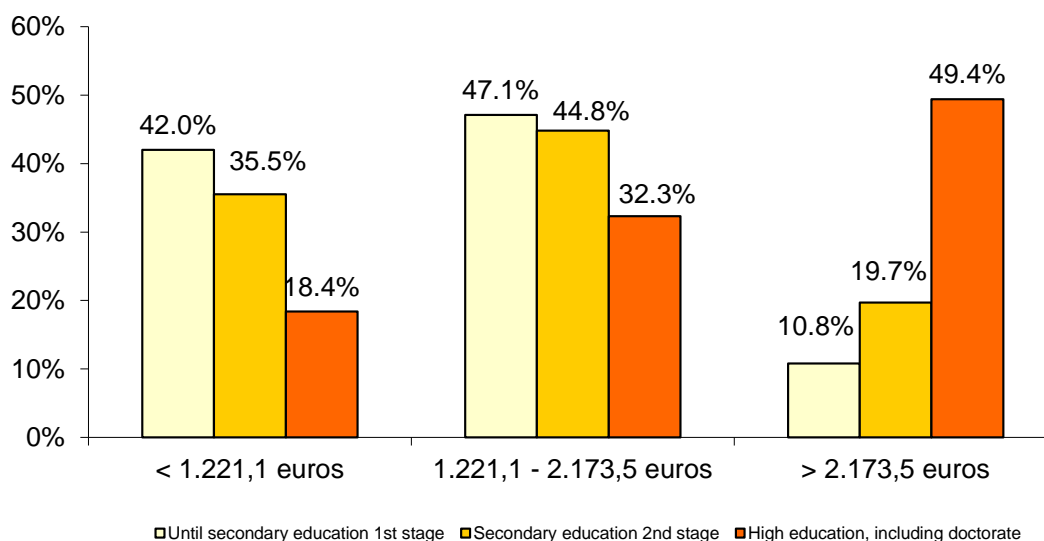
## Wage earners by level of education attained and Decile.

### Percentages of the total for each level of education attained

	Total	education 1st stage	educarion 2nd stage (1)	education, including doctorate
Total	100	100	100	100
Decil 1 Less than 655,1 euros	10	14.6	12.0	5.6
Decil 2 From 655,1 to < 972,8 euros	10	13.8	11.8	6.3
Decil 3 From 972,8 to < 1.221,1 euros	10	13.6	11.7	6.5
Decil 4 From 1.221,1 to < 1.405,3 eurc	10	14.0	11.2	6.5
Decil 5 From 1.405,3 to < 1.602,5 eurc	10	13.4	11.3	6.8
Decil 6 From 1.602,5 to < 1.837,5 eurc	10	11.2	11.0	8.6
Decil 7 From 1.837,5 to < 2.173,5 eurc	10	8.5	11.3	10.4
Decil 8 From 2.173,5 to < 2.625,0 eurc	10	5.8	8.6	13.8
Decil 9 From 2.625,0 to < 3.353,8 eurc	10	3.4	6.7	16.5
Decil 10 3.353,8 or more euros	10	1.6	4.4	19.1

(1)It includes lessons for training and labour integration

### Distribution of wage earners by education level and monthly salary stretch



The **average wage** received by wage-earners with only primary-stage education was 1,369.9, while those with a higher level of education had an average wage of 2,403.4 .

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

Units: euros

	2010	2011	2012	2013	2014
Total	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Up to the first stage of secondary educat	1,393.9	1,383.7	1,368.2	1,345.6	1,369.9
2nd stage of secondary education (1)	1,637.6	1,603.1	1,609.5	1,623.9	1,594.5
Higher education, including doctorates	2,395.0	2,384.8	2,375.8	2,402.1	2,403.4

(1) Includes programmes for training and labour integration

### Wage distribution by type of working day

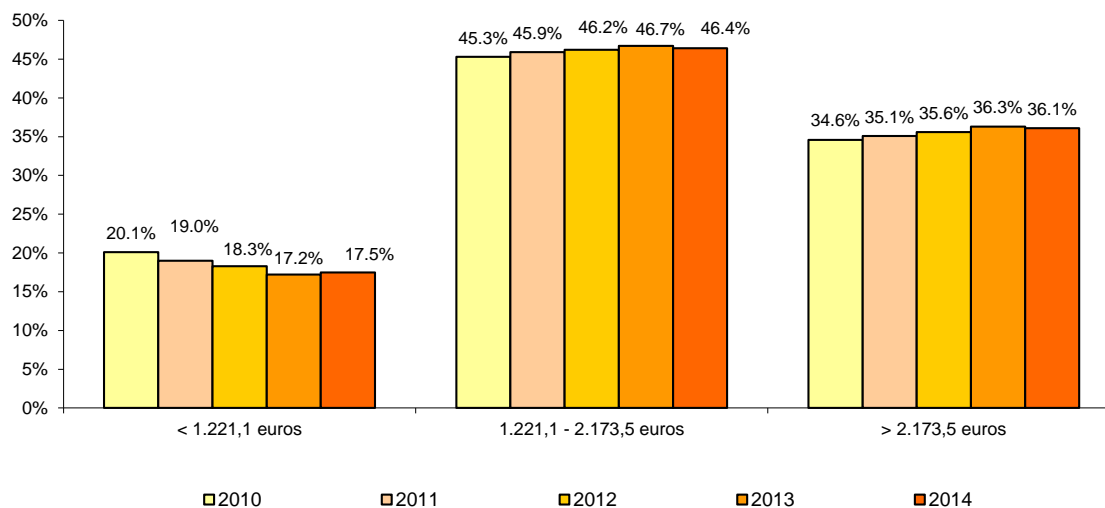
The most important factor in determining wages is, without a doubt, the working time. Working less than the regular working day implies a greater probability of being registered in lower wage brackets.

36.1% of full-time wage earners earned more than 2,173.5€ monthly in 2014, while 17.5% received less than 1,221.1€

**Full-time wage earners by Decile. Percentages**

		2010	2011	2012	2013	2014
Total		100	100	100	100	100
Decil 1	Less than 655,1 euros	1.5	1.2	1.0	1.0	0.7
Decil 2	From 655,1 to < 972,8 euros	8.1	7.3	6.9	6.1	6.6
Decil 3	From 972,8 to < 1.221,1 euros	10.5	10.5	10.4	10.1	10.2
Decil 4	From 1.221,1 to < 1.405,3 eurc	11.1	11.1	11.3	11.2	10.9
Decil 5	From 1.405,3 to < 1.602,5 eurc	11.4	11.5	11.5	11.7	11.8
Decil 6	From 1.602,5 to < 1.837,5 eurc	11.4	11.7	11.7	11.9	11.8
Decil 7	From 1.837,5 to < 2.173,5 eurc	11.4	11.6	11.7	11.9	11.9
Decil 8	From 2.173,5 to < 2.625,0 eurc	11.5	11.6	11.8	12.0	12.0
Decil 9	From 2.625,0 to < 3.353,8 eurc	11.5	11.7	11.9	12.1	12.0
Decil 10	3.353,8 or more euros	11.6	11.8	11.9	12.2	12.1

**2012-2014 Evolution of the distribution of full-time wage earners by monthly salary stretch**



Conversely, 88.6% of part-time wage earners (who represented 15.5% of the total wage earners in 2014) earned less than 1,221.1€ per month, and 1.2% received more than 2,173.5€



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

	2010	2011	2012	2013	2014
Total	100	100	100	100	100
Decil 1 Less than 655,1 euros	62.6	58.9	57.4	52.0	53.6
Decil 2 From 655,1 to < 972,8 euros	21.6	24.9	26.5	28.2	26.0
Decil 3 From 972,8 to < 1.221,1 euros	7.0	7.1	8.1	9.3	9.0
Decil 4 From 1.221,1 to < 1.405,3 eurc	3.3	4.0	3.0	4.5	5.7
Decil 5 From 1.405,3 to < 1.602,5 eurc	1.2	1.7	2.2	2.2	1.7
Decil 6 From 1.602,5 to < 1.837,5 eurc	1.5	0.7	0.9	1.5	1.7
Decil 7 From 1.837,5 to < 2.173,5 eurc	1.3	1.3	1.0	1.4	1.0
Decil 8 From 2.173,5 to < 2.625,0 eurc	0.5	1.0	0.7	0.7	0.5
Decil 9 From 2.625,0 to < 3.353,8 eurc	0.9	0.3	0.2	0.3	0.7
Decil 10 3.353,8 or more euros	0.0	0.0	0.0	0.0	0.0

The **monthly gross average wage** of full-time wage-earners was 2,132.2€ in 2014, while that of part-time wage-earners was 698.2 euros. When taking stock of these differences, it is necessary to bear in mind that the average amount of week hours usually worked in 2014 was 19 hours in the case of part-time wage-earners, as opposed to an average of more than 40 hours in the case of those working full-time.

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

Units:euros

	2010	2011	2012	2013	2014
Total					
Monthly average wage	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Usual average hours per week	37.4	37.0	36.9	36.5	36.7
Average wage per hour	11.3	11.5	11.6	11.8	11.8
Full-time					
Monthly average wage	2,022.2	2,046.8	2,076.3	2,121.3	2,132.2
Usual average hours per week	40.4	40.2	40.4	40.4	40.4
Average wage per hour	11.6	11.7	11.9	12.1	12.2
Part-time					
Monthly average wage	698.6	697.2	664.9	697.0	698.2
Usual average hours per week	19.0	19.1	18.7	18.7	19.0
Average wage per hour	8.5	8.4	8.2	8.6	8.5

**Wage distribution by type of contract**

Workers with a temporary contract had lower wages than those with permanent contracts. 50.4% of wage-earners with a temporary contract received a wage lower than 1,221.1€, while the percentage for those with permanent contracts was 23.4%.

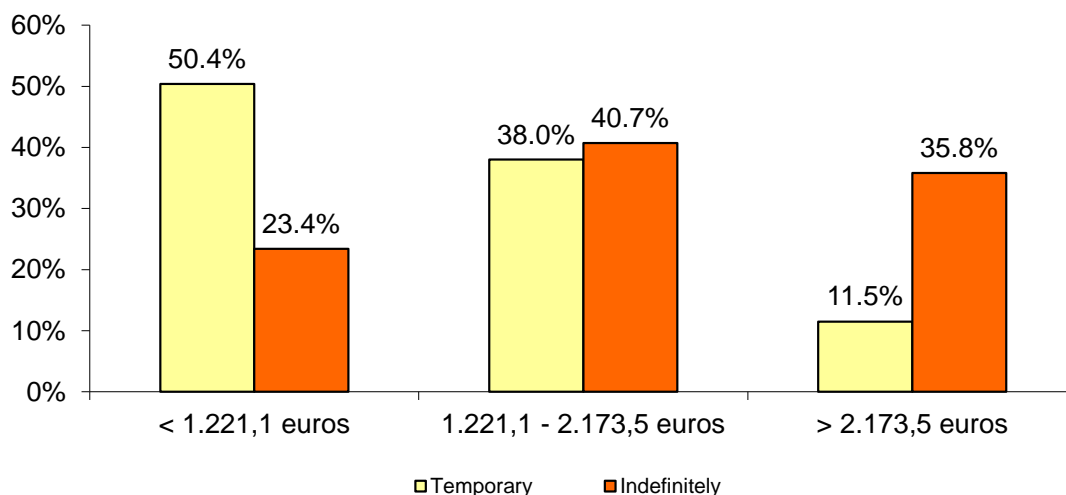
The percentage of wage-earners with a permanent contract that receives a wage higher than 2,173.5€ is 35.8%, while 11.5% is the percentage for those working with a temporary contract.

**Wage earners by type of contract and Decile.**

**Percentages of the total of each type of contract**

	Total	Indefinite	Temporary
Total	100	100	100
Decil 1 Less than 655,1 euros	10	7.1	19.0
Decil 2 From 655,1 to < 972,8 euros	10	7.5	17.8
Decil 3 From 972,8 to < 1.221,1 euros	10	8.8	13.6
Decil 4 From 1.221,1 to < 1.405,3 eurc	10	9.4	11.8
Decil 5 From 1.405,3 to < 1.602,5 eurc	10	9.8	10.7
Decil 6 From 1.602,5 to < 1.837,5 eurc	10	10.2	9.5
Decil 7 From 1.837,5 to < 2.173,5 eurc	10	11.3	6.0
Decil 8 From 2.173,5 to < 2.625,0 eurc	10	11.4	5.5
Decil 9 From 2.625,0 to < 3.353,8 eurc	10	12.0	3.6
Decil 10 3.353,8 or more euros	10	12.4	2.4

**Distribution of wage earners by type of contract and monthly salary stretch**



Wage-earners with a permanent contract received a monthly gross **average wage** of 2,061.4 euros in 2014. Those working with a temporary contract received 1,313.8 euros.

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

Units: euros	2010	2011	2012	2013	2014
<b>Total</b>					
Monthly average wage	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Usual average hours per week	37.4	37.0	36.9	36.5	36.7
Average wage per hour	11.3	11.5	11.6	11.8	11.8
<b>Permanent</b>					
Monthly average wage	1,988.8	2,012.5	2,019.5	2,048.0	2,061.4
Usual average hours per week	38.2	38.0	38.0	37.8	37.7
Average wage per hour	12.0	12.2	12.3	12.5	12.6
<b>Temporary</b>					
Monthly average wage	1,375.9	1,334.6	1,309.5	1,282.1	1,313.8
Usual average hours per week	35.1	34.0	33.1	32.5	33.2
Average wage per hour	9.0	9.1	9.1	9.1	9.1

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 of workers by time in the company

Highest wages were concentrated in workers with more seniority in the company, while workers that have been there less have a greater relative weight in the lowest wages.

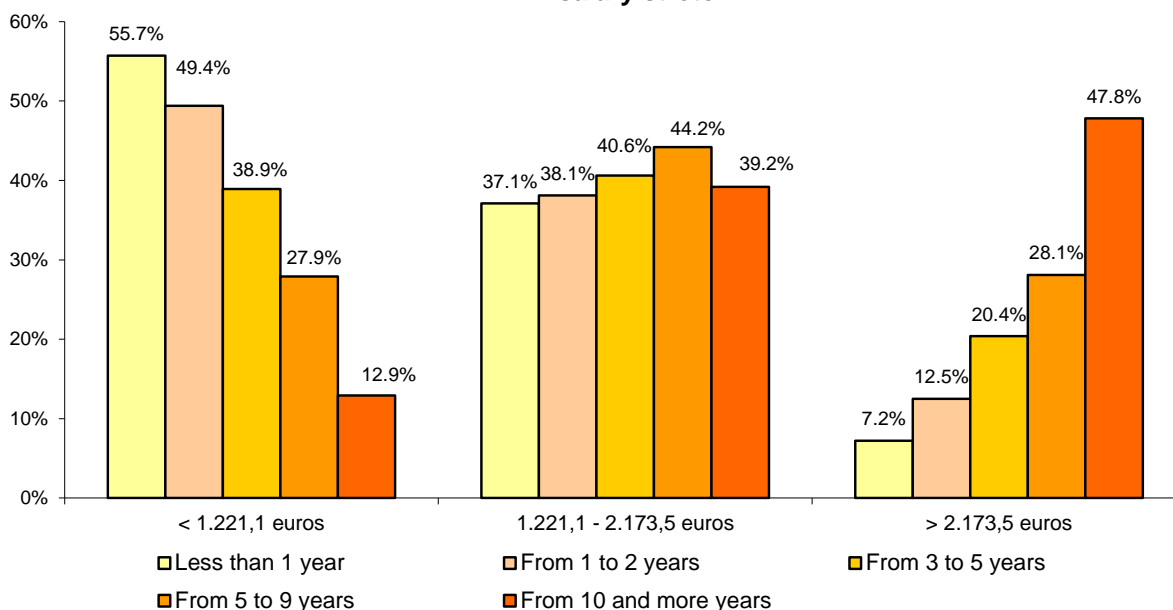
The percentage of wage earners with 10 and more years received wages over gross 2,173.5€ was 47.8%, while 12.9% was in the lowest bracket (less than 1,221.1€).

Among wage earners with less of a year of seniority, 7.2% was in the higher bracket of monthly wage (more than 2,173.5€). The percentage of those who had a wage lower than 1,221.1€ was 55.7%.

### Wage earners by time spent working in the company and Decile. Percentages of the total for each time interval

	Total	than 1 year	to 2 years	to 5 years	to 9 years	and more
Total	100	100	100	100	100	100
Decil 1 Less than 655,1 euros	10	21.6	18.7	12.4	8.5	3.0
Decil 2 From 655,1 to < 972,8 euros	10	19.8	15.7	13.1	9.0	4.2
Decil 3 From 972,8 to < 1.221,1 euros	10	14.3	15.0	13.4	10.4	5.7
Decil 4 From 1.221,1 to < 1.405,3 eurc	10	12.1	11.2	12.3	11.7	7.3
Decil 5 From 1.405,3 to < 1.602,5 eurc	10	10.5	10.7	11.2	11.4	8.5
Decil 6 From 1.602,5 to < 1.837,5 eurc	10	9.3	8.9	9.3	10.5	10.5
Decil 7 From 1.837,5 to < 2.173,5 eurc	10	5.2	7.3	7.8	10.6	12.9
Decil 8 From 2.173,5 to < 2.625,0 eurc	10	3.7	4.9	8.4	11.2	13.7
Decil 9 From 2.625,0 to < 3.353,8 eurc	10	1.8	3.6	6.4	8.9	16.7
Decil 10 3.353,8 or more euros	10	1.7	4.0	5.6	8.0	17.4

### Distribution of wage earners by time spent in the company and monthly salary stretch



The **average wage** increased during the time they were working in the current job, going from 1,206.1€ that received in average wage earners with less than a year of seniority, to 2,393.3€ among wage earners that have been working there for 10 or more years.

**Gross monthly average wages by time that the wage earner have been working in the company**

Units: euros

	2010	2011	2012	2013	2014
Total	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Less than 1 year	1,273.1	1,251.0	1,182.8	1,144.8	1,206.1
From 1 to 2 years	1,496.8	1,452.6	1,466.3	1,401.9	1,380.7
from 3 to 4 years	1,672.5	1,649.6	1,620.8	1,538.6	1,583.9
From 5 to 9 years	1,780.5	1,771.3	1,788.2	1,836.0	1,846.8
10 years and over	2,378.1	2,387.7	2,354.0	2,396.8	2,393.3

**Wage distribution by branch of economic activity**

In 2014, the lowest wages were concentrated in the *Activities of households employing domestic staff* (84.7% below 1,221.1€) and in the primary sector, *Agriculture, livestock breeding, forestry and fishing* (59.6%).

On the other hand, the highest salaries were found in *Financial and insurance activities* (71.6% received wages above 2,173.5€), in *Education* (58.0%) and in the *Supply of electrical energy, gas, steam and air conditioning* (56.1%).

The lowest **average wages** were also found in *Activities of households employing domestic staff* (745.6€ in 2014), *Hotel industry* (1,174.7€) and in the primary sector, *Agriculture, livestock breeding, forestry and fishing* (1,193.3 euros that year).

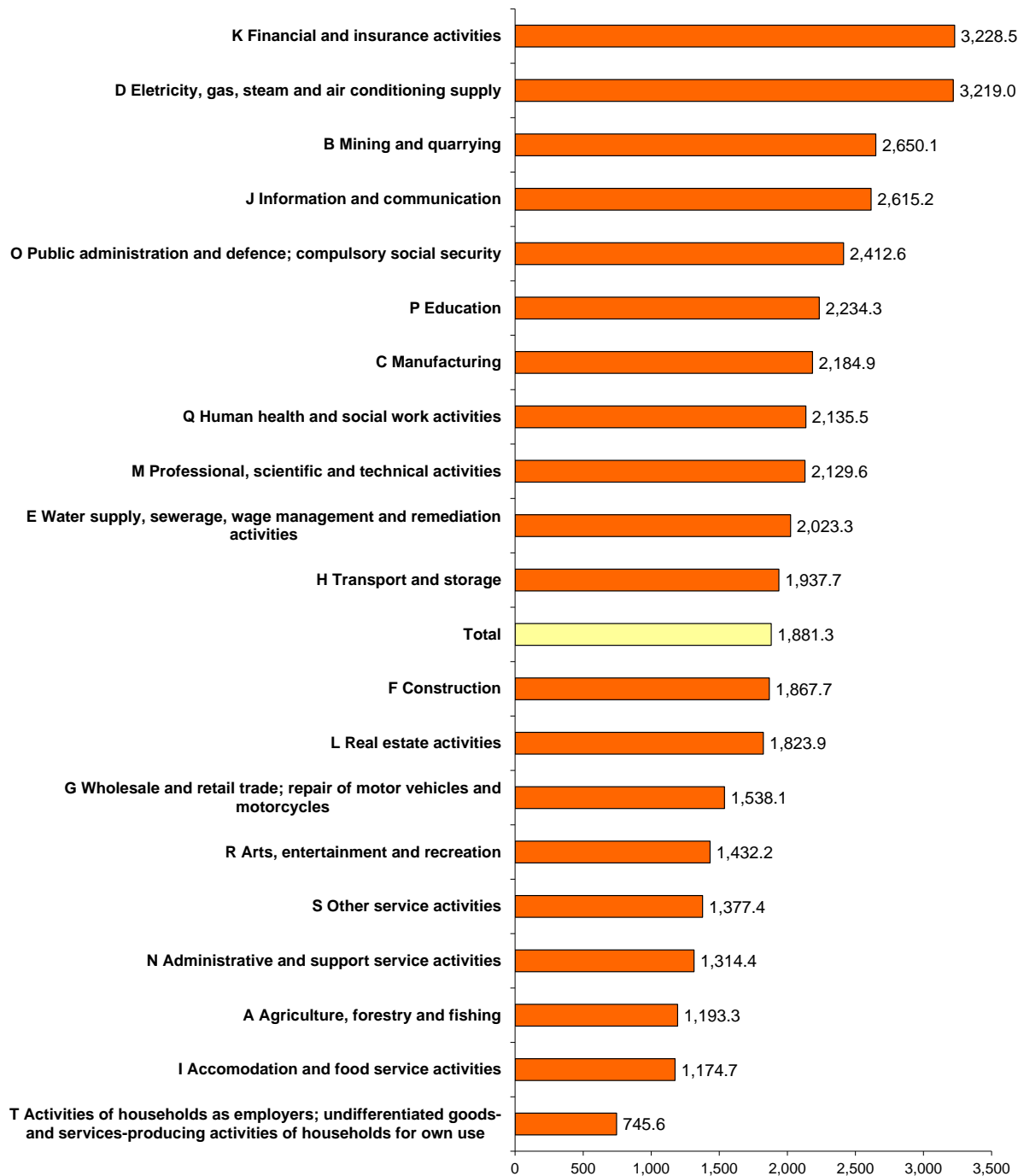
On the contrary, the highest average wages were found in *Financial and insurance activities* (3,228.5 euros) in *Supply of electrical energy, gas, steam and air conditioning* (3,219.0 euros), and in *Extractive manufacturing* (2,650.1 euros).

**Gross monthly average wages by activity**

Units: euros

	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Total	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
A Agriculture, forestry and fishing	1,152.3	1,211.9	1,168.0	1,175.0	1,193.3
B Mining and quarrying	2,436.5	2,765.5	2,528.6	2,224.3	2,650.1
C Manufacturing	2,033.4	2,112.8	2,147.7	2,192.7	2,184.9
D Electricity, gas, steam and air conditioning supply	2,944.2	3,357.1	3,497.5	3,391.1	3,219.0
E Water supply, sewerage, waste management and remediation activities	2,105.6	2,119.4	2,063.1	2,098.7	2,023.3
F Construction	1,683.5	1,748.8	1,823.0	1,897.1	1,867.7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1,475.9	1,489.6	1,497.1	1,497.5	1,538.1
H Transport and storage	1,854.0	1,863.3	1,863.6	1,844.5	1,937.7
I Accommodation and food service activities	1,183.8	1,222.3	1,200.5	1,180.6	1,174.7
J Information and communication	2,484.4	2,445.5	2,476.8	2,602.8	2,615.2
K Financial and insurance activities	3,044.3	3,127.5	3,122.4	3,209.3	3,228.5
L Real estate activities	1,779.7	2,004.0	1,708.1	1,645.9	1,823.9
M Professional, scientific and technical activities	1,994.5	1,972.8	2,096.2	2,039.5	2,129.6
N Administrative and support service activities	1,272.2	1,260.3	1,278.8	1,292.5	1,314.4
O Public administration and defence; compulsory social security	2,363.7	2,304.0	2,286.3	2,420.1	2,412.6
P Education	2,378.8	2,328.6	2,219.4	2,256.9	2,234.3
Q Human health and social work activities	2,124.6	2,113.6	2,129.9	2,115.2	2,135.5
R Arts, entertainment and recreation	1,468.1	1,501.5	1,457.2	1,470.9	1,432.2
S Other service activities	1,336.8	1,320.2	1,289.2	1,280.6	1,377.4
T Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	900.4	773.4	781.8	709.0	745.6

**Gross monthly average wages by branche of activity**



## Wage distribution by occupation

Occupation is other of the most important factors when determining wage level. *Directors and managers* and *Scientific and intellectual technicians and professionals* had a greater representation in the high wages (over 2,173.5 euros), whereas workers in *Elementary occupations* had a greater concentration in the low salaries (below 1,221.1 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 (3,962.0 and 2,856.5 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* (1,313.9 and 1,018.3 euros, respectively).

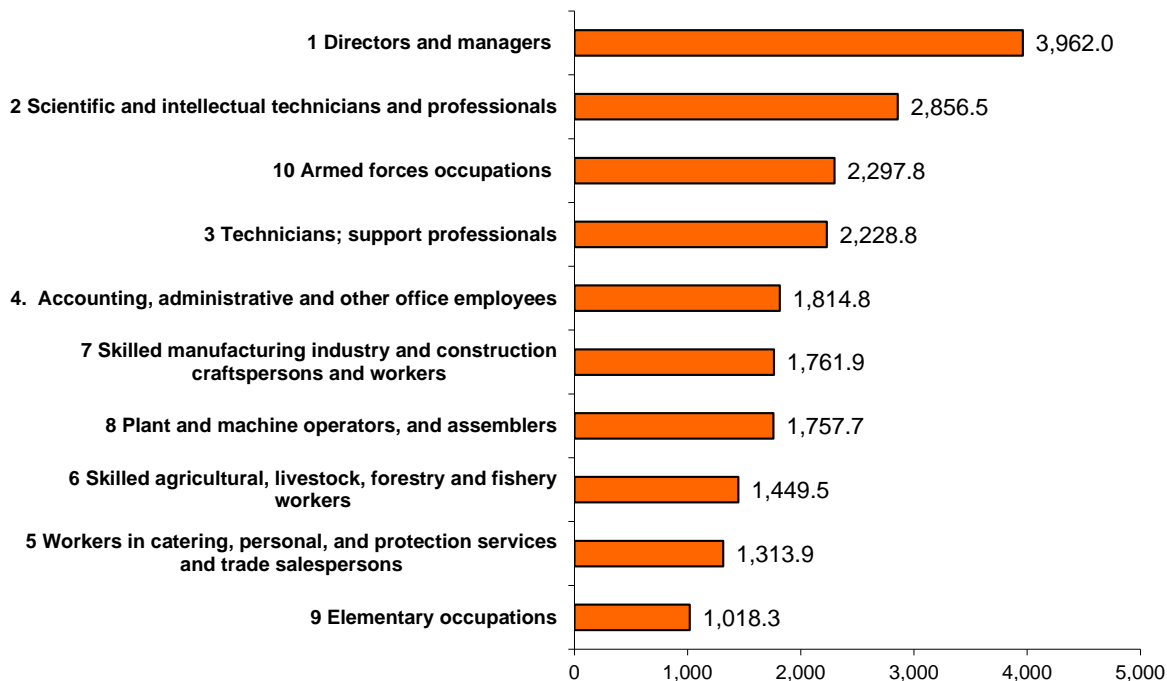
### Gross monthly average wages by occupation

Units: euros

	2010(*)	2011	2012	2013	2014
Total	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
1 Directors and managers	3,888.7	4,031.5	3,898.7	3,954.6	3,962.0
2 Scientific and intellectual technicians and professionals	2,953.0	2,798.2	2,798.4	2,807.0	2,856.5
3 Technicians; support professionals	2,076.2	2,236.8	2,209.4	2,253.5	2,228.8
4 Accounting, administrative and other office employees	1,715.3	1,771.7	1,778.5	1,786.3	1,814.8
5 Workers in catering, personal, and protection services and trade salespersons	1,342.4	1,309.7	1,309.9	1,308.9	1,313.9
6 Skilled agricultural, livestock, forestry and fishery workers	1,365.6	1,378.3	1,347.9	1,397.6	1,449.5
7 Skilled manufacturing industry and construction craftspersons and workers (except installation and machinery operators)	1,703.6	1,676.1	1,703.6	1,805.5	1,761.9
8 Plant and machine operators, and assemblers	1,759.9	1,727.8	1,706.9	1,678.9	1,757.7
9 Elementary occupations	1,099.5	1,046.3	1,046.2	1,014.6	1,018.3
0 Armed forces occupations	2,156.6	2,080.0	1,878.6	2,157.9	2,297.8

(\*) Data from 2010 are calculated with the National Classification of Occupations 1994, data are thus not totally comparable to those of following years.

### 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 2014. Whilst 53.0% of wage earners working in establishments with up to 10 workers had a wage below 1,221.1€, the corresponding percentage in companies with 250 or more workers was 9.2%.

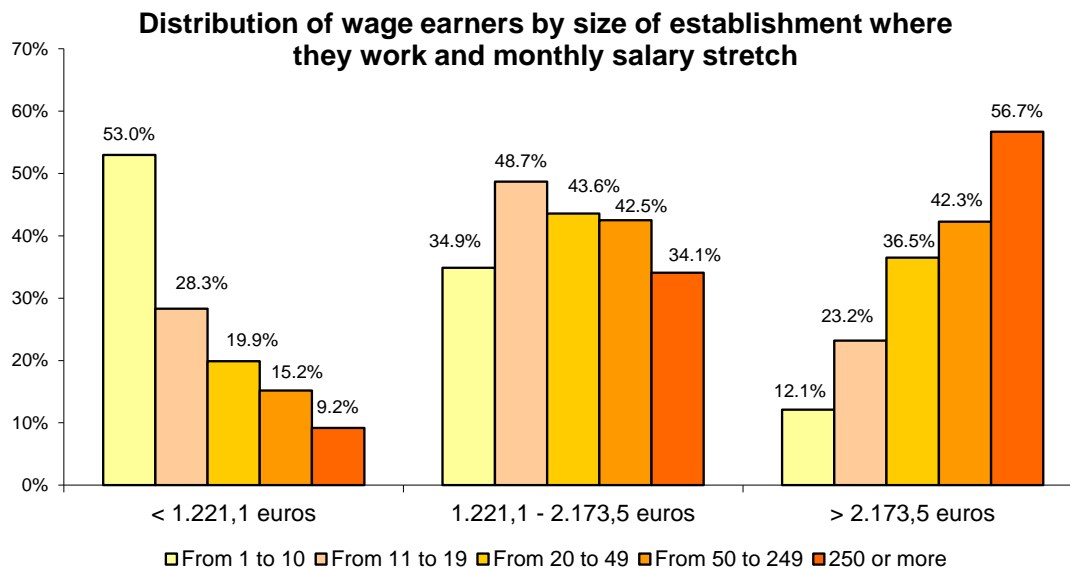
In contrast, 56.7% of wage earners in establishments with 250 workers or more had a monthly wage of over 2,173.5€. This percentage decreased to 12.1% of workers in establishments with 1-10 employees.

#### Wage earners by size of establishment and Decile.

##### Percentages of the total for each size of establishment

	Total	From 1 to 10	From 11 to 19	From 20 to 49	From 50 to 249	250 or more
Total	100	100	100	100	100	100
Decil 1 Less than 655,1 euros	10	21.4	7.5	4.4	2.9	1.2
Decil 2 From 655,1 to < 972,8 euros	10	16.6	10.3	6.7	5.8	3.7
Decil 3 From 972,8 to < 1.221,1 euros	10	15.0	10.5	8.8	6.5	4.3
Decil 4 From 1.221,1 to < 1.405,3 eurc	10	11.0	14.6	9.7	8.2	5.3
Decil 5 From 1.405,3 to < 1.602,5 eurc	10	10.3	11.1	10.8	10.1	6.2
Decil 6 From 1.602,5 to < 1.837,5 eurc	10	7.6	12.1	11.3	11.2	9.2
Decil 7 From 1.837,5 to < 2.173,5 eurc	10	6.0	10.9	11.8	13.0	13.4
Decil 8 From 2.173,5 to < 2.625,0 eurc	10	4.8	9.8	14.3	13.2	14.5
Decil 9 From 2.625,0 to < 3.353,8 eurc	10	3.5	7.1	12.5	15.8	18.3
Decil 10 3.353,8 or more euros	10	3.8	6.3	9.7	13.3	23.9





The wage increased with the size of the company. Thus, in 2014, the **average wage** in big companies (250 employees and more) was 2,706.3 euros as opposed to the 1,324.9 euros of the companies with 10 workers or less.

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

Units: euros

	2010	2011	2012	2013	2014
Total	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
From 1 to 10	1,350.3	1,355.9	1,331.8	1,329.6	1,324.9
From 11 to 19	1,672.8	1,808.5	1,742.5	1,716.5	1,738.9
From 20 to 49	1,981.2	1,974.7	1,938.4	2,004.8	2,041.7
From 50 to 249	2,192.6	2,177.8	2,194.0	2,256.4	2,219.6
250 or more	2,556.9	2,563.1	2,613.7	2,667.6	2,706.3

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

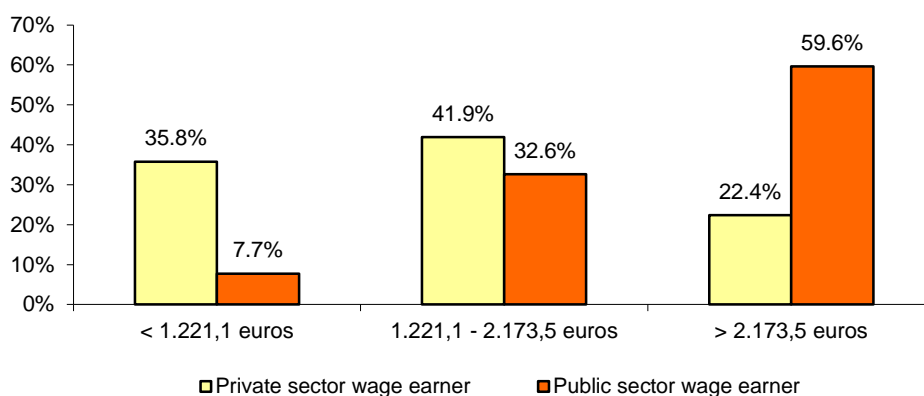
59.6% (1.7 million persons) of wage earners from the public sector (including all types of Public Administrations and public companies, and both workers attached to Mutual provident societies and those contributing to Social Security) had a gross monthly wage over 2,173.5€ in 2014. The corresponding percentage in the private sector was 22.4% (2.5 million persons).

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

**Wage earners in the public and private sector by Decile.  
Percentages of the total of each sector**

		2010	2011	2012	2013	2014
<b>Private sector</b>						
Total		100	100	100	100	100
Decil 1	Less than 655,1 euros	12.0	12.0	12.1	12.2	12.1
Decil 2	From 655,1 to < 972,8 euros	11.6	11.6	11.7	11.9	11.8
Decil 3	From 972,8 to < 1.221,1 euros	11.8	11.9	11.8	12.0	11.9
Decil 4	From 1.221,1 to < 1.405,3 euro	11.8	11.7	11.7	11.8	11.7
Decil 5	From 1.405,3 to < 1.602,5 euro	11.1	11.1	10.8	10.9	10.9
Decil 6	From 1.602,5 to < 1.837,5 euro	10.2	10.3	9.8	10.1	9.9
Decil 7	From 1.837,5 to < 2.173,5 euro	9.5	9.5	9.5	9.4	9.4
Decil 8	From 2.173,5 to < 2.625,0 euro	8.3	7.9	7.7	7.5	7.8
Decil 9	From 2.625,0 to < 3.353,8 euro	6.5	6.4	6.7	6.4	6.6
Decil 10	3.353,8 or more euros	7.2	7.6	8.2	7.9	8.0
<b>Public sector</b>						
Total		100	100	100	100	100
Decil 1	Less than 655,1 euros	2.3	2.7	2.5	1.9	1.9
Decil 2	From 655,1 to < 972,8 euros	4.0	4.0	3.8	2.8	3.2
Decil 3	From 972,8 to < 1.221,1 euros	3.1	3.1	3.4	2.7	2.6
Decil 4	From 1.221,1 to < 1.405,3 euro	3.3	3.7	3.9	3.5	3.5
Decil 5	From 1.405,3 to < 1.602,5 euro	5.9	6.0	7.0	6.7	6.5
Decil 6	From 1.602,5 to < 1.837,5 euro	9.2	8.8	10.7	9.6	10.4
Decil 7	From 1.837,5 to < 2.173,5 euro	12.0	11.8	11.8	12.3	12.2
Decil 8	From 2.173,5 to < 2.625,0 euro	16.4	17.7	18.2	19.2	18.7
Decil 9	From 2.625,0 to < 3.353,8 euro	23.2	23.1	22.0	23.4	23.0
Decil 10	3.353,8 or more euros	20.6	19.0	16.7	17.9	17.9

**Distribution of wage earners in the private sector and the public sector by salary stretch**



The gross **average wage** in the public sector reached 2,544.4 euros in 2014, while it stood below 1,710.5 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 to public workers in 2012.

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

Units:euros

	2010	2011	2012	2013	2014
Total	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Wage earners of the public sector	2,500.2	2,469.9	2,430.8	2,530.0	2,544.4
Wage earners of the private sector	1,663.0	1,671.6	1,690.1	1,691.3	1,710.5

As already indicated for the deciles, the bigger amount of workers with a **high education** level (67.0% of wage-earners in the public sector has a high education degree, while the percentage in the private sector is 38.5), the different **occupational structure** the lesser proportion of **part-time employment** (6.7% as opposed to 20.3% in the private sector), and the longer **seniority** (only 15.5% of wage-earners in the public sector has been working in his/her post for less than 5 years, while 51.3% has completed a 15 year service or more; in the private sector the figures are 43.1% and 19.4%, respectively); these are **fundamental factors** that influence the differences in average wages in both sectors.

The Autonomous Community Administration was the most represented in the highest pay level, with 2,676.9 euros monthly in 2014. The Local Administration presented the lowest wages, with an average of 2,144.7€

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

Units:euros

	2010	2011	2012	2013	2014
Total wage earners of the public sector	2,500.2	2,469.9	2,430.8	2,530.0	2,544.4
Central Administration (including the Social Security Adm.)	2,494.6	2,409.4	2,376.6	2,535.6	2,566.1
Autonomous Community Administration	2,618.0	2,630.6	2,536.2	2,632.0	2,676.9
Local Administration	2,219.7	2,116.5	2,120.2	2,227.7	2,144.7
Public companies and public financial institutions	2,374.9	2,354.0	2,593.1	2,601.7	2,616.7

## Wage distribution by Autonomous Community

The existing productive structure in Autonomous Communities had a high influence on the wage level. In 2014, the Autonomous Communities with the lowest percentage of wage earners with salaries below 1,221.1€ were Comunidad Foral de Navarra (20.3% of its wage earners were in this bracket), País Vasco (22.3%) and Comunidad de Madrid (23.9%). Those with the greatest presence in the bracket of wages below 1,221.1€ were Región de Murcia (40.7%), Canarias (39.6%) and Extremadura (39.6%).

In contrast, the highest concentrations of high wages were observed in the Autonomous Communities of País Vasco, with 43.3% of wage earners with monthly wages above 2,173.5€, Comunidad de Madrid (41.2%) and Comunidad Foral de Navarra (36.6%). While Extremadura (21.2%), Canarias (21.7%) and Illes Balears (22.7%) were the least represented in that wage bracket.

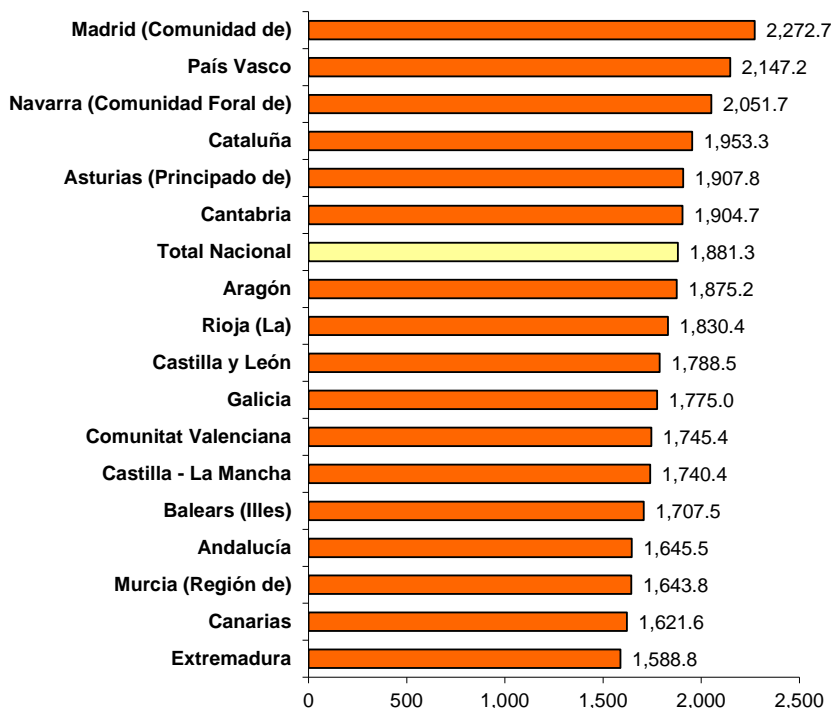
The Autonomous Communities with the highest **average wage** in main jobs were Comunidad de Madrid (2,272.7 euros), País Vasco (2,147.2 euros) and Comunidad Foral de Navarra (2,051.7 euros). The lowest average wages were found in Extremadura (1,588.8 euros), Canarias (1,621.6 euros) and Región de Murcia (1,643.8 euros).

**Gross monthly average wages by Autonomous Communities**

Units: euros

	2010	2011	2012	2013	2014
Total	1,838.8	1,841.8	1,850.3	1,869.1	1,881.3
Andalucía	1,658.8	1,677.0	1,639.0	1,645.4	1,645.5
Aragón	1,894.4	1,870.6	1,887.4	1,842.7	1,875.2
Asturias, Principado de	1,897.3	1,914.6	1,908.3	1,956.6	1,907.8
Balears, Illes	1,724.8	1,734.0	1,681.2	1,761.1	1,707.5
Canarias	1,629.3	1,627.9	1,620.3	1,617.3	1,621.6
Cantabria	1,875.0	1,885.8	1,861.3	1,873.0	1,904.7
Castilla y León	1,777.2	1,788.8	1,828.1	1,852.9	1,788.5
Castilla - La Mancha	1,756.7	1,790.1	1,706.7	1,768.5	1,740.4
Cataluña	1,908.4	1,912.8	1,926.0	1,928.0	1,953.3
Comunitat Valenciana	1,686.7	1,709.2	1,729.8	1,741.1	1,745.4
Extremadura	1,626.4	1,554.5	1,587.9	1,622.4	1,588.8
Galicia	1,722.5	1,786.9	1,758.0	1,728.7	1,775.0
Madrid, Comunidad de	2,099.4	2,053.6	2,119.1	2,198.7	2,272.7
Murcia, Región de	1,613.1	1,687.2	1,690.6	1,541.1	1,643.8
Navarra, Com. Foral de	2,099.2	2,038.5	2,082.4	2,126.4	2,051.7
País Vasco	2,097.7	2,114.7	2,131.2	2,162.0	2,147.2
Rioja, La	1,809.0	1,824.4	1,818.5	1,827.1	1,830.4
Ceuta	2,456.3	1,923.6	2,202.9	2,293.6	2,173.6
Melilla	1,909.2	2,543.7	2,105.9	1,999.8	2,384.2

**Gross monthly average wages by Autonomous Communities**



## 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 2014, 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 30,000 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](#)).