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Wage decile of the main job. Economically Active Population Survey (EAPS) Year 2010

Main results

- **Women** have a **greater relative concentration in low wages** than men, both working full time and working part time.
- **The highest wages** are observed in *Supply of electrical energy, gas, steam and air conditioning* activities, in *Financial and insurance activities* and in *Information and communications*.
- In relative terms, the wage earners in the **public sector** have **higher wages** than those in the **private sector**.
- Workers with foreign nationalities are concentrated in the lowest wage levels.
- **Comunidad de Madrid and País Vasco** present relatively greater proportions in **wages in the highest bracket**, whereas the greatest concentration of wages corresponding to the lowest decile is recorded in Comunitat Valenciana, Región de Murcia and Andalucía.

The [results obtained](#) did not present a radically different panorama than that which was expected with the knowledge of income in general, and wage income in particular, acquired through other information sources (Labour Cost Surveys, Wage Structure Surveys, Living Conditions Survey, etc.). In this sense, the results had a strong coherence. The contribution of the Economically Active Population Survey is the possibility of performing a joint analysis of wage distribution and of the remainder of social and employment variables from the survey.

The information is presented as a percentage distribution of wage earners by decile, with decile 1 corresponding to the lowest wage bracket and decile 10 to the highest wage bracket. The limits of each decile, in euros, were as follows:

Limits of each decile		(Euros per month)
	2009	2010
Decile	Lower limit	Lower limit
1	-	-
2	707.40	717.64
3	1,008.18	1,034.59
4	1,204.99	1,227.93
5	1,360.56	1,388.10
6	1,528.21	1,561.49
7	1,735.11	1,770.47
8	2,016.31	2,066.35
9	2,489.59	2,516.58
10	3,222.65	3,256.94

Results by demographic and geographic characteristics

By sex, women had a greater relative concentration in low wages than men, both working full time and working part time. In this sense, worth noting was that the greater concentration of women in more poorly paid activities, the greater proportion of temporary contracts, etc., explained, to a large extent, their lower wage level.

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

Considering nationality, foreign nationals were concentrated in the lowest wage levels, a feature also shared by Spaniards with dual nationality (although this group, due to its more limited magnitude, may present more volatile behaviour).

By Autonomous Community, Comunidad de Madrid and País Vasco were noteworthy in that they presented relatively higher proportions of wages belonging to the highest decile.

Conversely, the greatest concentration of wages corresponding to the first decile (that is, the bracket with the lowest pay) was recorded in Comunitat Valenciana, Región de Murcia and Andalucía.

Results by educational level

The educational level attained also had a notable effect on wage differences. In general, the higher the educational level, the higher the wage level.

With regard to the sector of studies, those related to health and social services ensured a greater concentration in the high wages. Conversely, Services and Basic training programmes registered a greater presence among the low wages.

Results by type of working day, occupation, branch of activity, type of contract

Part-time wage earners comprised the vast majority of wage earners with lower wages. Specifically, 87.8% percent of wage earners in the lowest wage decile or bracket had part-time work.

Unskilled workers had a greater concentration in low wages, whereas *Executives of companies and public administration* and *Scientific and intellectual technicians and professionals* had a greater representation in the high wages.

By branch of activity, the highest remunerations were observed in the *Supply of electrical energy, gas, steam and air conditioning*, in *Financial and insurance activities* and in *Information and communications*.

In turn, the lowest wages were registered in *Activities of private households with employed housekeeping staff*, *Accommodation*, *Other services*, *Administrative and support service activities* and *Arts, recreation and entertainment activities*.

Temporary contracts had lower wages than permanent contract, and the fact of being in charge of staff ensured a higher relative wage level. Seniority in the post also guaranteed greater pay.

With regard to the size of the workplace, the largest establishments were where workers with the highest wages were concentrated.

It is worth noting that, in relative terms, public sector wage earners had higher salaries than those in the private sector. The greater relative weight of public sector wage earners with higher educational levels (Health, Education) explained their greater relative concentration in high wages, as compared with private sector wage earners.

Results in the 2009-2010 period

By type of working day, the percentage of full-time workers in the first wage decile (that is, the bracket with the least pay), increased from 1.3% in 2009 to 1.4% in 2010. In turn, the percentage in the tenth decile (in other words, the bracket with the highest wages) was stagnant, remaining at 11.7%.

Wage earners, by type of working day and decile. Percentages with regard to the total, for each type of working day

		Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Full-time	2009	100.0	1.3	8.2	10.4	11.3	11.4	11.4	11.4	11.5	11.6	11.7
	2010	100.0	1.4	8.1	10.5	11.1	11.4	11.4	11.4	11.6	11.5	11.7
Part-time	2009	100.0	62.5	21.0	7.9	2.1	1.3	1.7	1.8	1.1	0.6	0.0
	2010	100.0	62.0	21.8	7.1	3.3	1.6	1.4	1.3	0.6	0.9	0.0

Foreign wage earners accounted for 23.7% of the first wage decile in 2009. In 2010, this percentage increased, reaching 24.3%.

By **Autonomous Community**, in 2009, a total of 19.3% of wage earners from the lowest bracket resided in Andalucía. In 2010, the percentage reached 20.3%.

Comunidad de Madrid presented the greatest concentration of high wages. 14.4% of wage earners were in the highest wage bracket in 2009, this percentage rising to 15.8% in the year 2010. In País Vasco, 14.1% of wage earners were in the highest pay bracket in 2009. In 2010, this percentage dropped to 13.8%.

By educational level, those persons with higher education accounted for 81.5% of the wage earners in the tenth decile in 2009, this percentage dropping to 79.4% in 2010.

By study sector, in 2009, 16.5% of wage earners in the highest wage bracket did not have an educational specialisation (they only stated basic training or personal development). The percentage reached 17.8% in 2010.

Wage earners, by educational level attained and decile. Percentages with regard to the total, for each educational level attained.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Illiterate persons											
2009	100.0	16.7	16.8	14.9	23.4	5.6	12.4	6.5	3.8	0.0	0.0
2010	100.0	22.3	15.6	33.2	7.3	7.3	8.6	3.5	1.3	1.0	0.0
Primary education											
2009	100.0	15.5	15.0	13.1	13.9	13.7	10.5	7.8	5.9	3.2	1.3
2010	100.0	15.5	12.0	13.6	14.8	12.5	10.9	9.3	6.7	3.5	1.1
First stage of secondary education											
2009	100.0	12.8	12.2	13.7	13.5	13.5	11.5	9.3	7.1	4.6	1.9
2010	100.0	13.5	12.9	13.3	13.6	13.5	11.4	9.3	7.0	3.8	1.8
Second stage of secondary education											
2009	100.0	12.0	11.3	11.2	10.6	10.2	11.7	10.8	9.5	7.7	5.0
2010	100.0	11.4	11.1	11.5	10.4	11.4	10.5	10.7	9.2	7.6	6.0
Education for vocational training and labour insertion, requiring a secondary education leaving qualification											
2009	100.0	27.5	24.4	0.0	0.0	27.1	0.0	21.1	0.0	0.0	0.0
2010	100.0	0.0	0.0	8.4	35.7	0.0	31.0	24.9	0.0	0.0	0.0
Higher education											
2009	100.0	5.1	6.2	5.9	6.0	6.5	7.9	10.9	13.8	17.2	20.6
2010	100.0	5.1	6.8	5.5	6.0	6.1	8.6	10.4	13.7	17.7	20.1
Doctorate											
2009	100.0	0.9	0.7	0.2	0.5	0.5	2.3	5.6	10.0	22.2	57.1
2010	100.0	1.4	2.2	1.9	2.3	2.2	2.3	3.8	8.5	20.4	55.0

In 2009, the percentage of wage earners with a permanent contract in the highest decile was 12.6%, this figure decreasing to 12.5% in 2010.

Wage earners, by type of contract and decile. Percentages with regard to the total, for each type of contract.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Permanent											
2009	100.0	7.5	8.3	8.9	9.5	9.5	9.9	10.8	11.4	11.6	12.6
2010	100.0	7.3	8.5	8.9	9.4	9.3	10.2	10.8	11.3	11.8	12.5
Temporary											
2009	100.0	17.5	15.1	13.2	11.7	11.4	10.2	7.6	5.8	5.1	2.3
2010	100.0	18.4	14.5	13.5	11.9	12.2	9.4	7.4	6.1	4.4	2.3

Considering the number of workers in the establishment or workplace, those companies with more than 250 workers had a higher percentage of wage earners in the highest bracket, although a decrease was observed with regard to the previous year (from 23.1% in 2009 to 22.6% in 2010).

Worth noting was the fact that the percentage of wage earners in the public sector, who were in the highest wage bracket, decreased from 22.6% in 2009 to 20.8% in 2010.

Wage earners, by professional status and decile Percentages with regard to the total, for each professional status.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Public sector wage earner											
2009	100.0	2.8	3.2	3.0	3.0	5.2	9.1	11.3	15.7	24.2	22.6
2010	100.0	2.3	4.1	2.7	3.4	6.0	9.4	11.8	16.2	23.3	20.8
Private sector wage earner											
2009	100.0	11.7	11.7	11.7	11.7	11.2	10.2	9.7	8.6	6.6	6.9
2010	100.0	12.0	11.5	11.9	11.7	11.1	10.1	9.5	8.4	6.5	7.2

Methodological note

Today's publication of the series corresponding to the year 2010 is the second time that the INE has presented results regarding wage distribution linked to the Economically Active Population Survey (EAPS).

The information on wage distribution constitutes a fundamental complement of the survey, which had long been called for by analysts, experts and users in general, and which has added to the wealth of EAPS information already in existence.

European regulations referring to the workforce surveys in European Union countries have established that, since 2009, this variable has had to be added to said surveys (to the EAPS in Spain), referring to the main job, **expressed as deciles**. 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 received, and are then divided into ten 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.

The wage data has been compiled using administrative records from Social Security, the State Tax Office and the Treasury of Comunidad Foral de Navarra¹ (see [methodological note](#) for more details on obtaining the variable).

For further information see INEbase-www.ine.es/en/welcome_en.htm All press releases at: www.ine.es/en/prensa/prensa_en.htm

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¹ By means of the Statistics Institute of Navarra (IEN).