

Wages of persons with disabilities 2018

Results report

Madrid, September 2020

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1 Summary

1 Summary

The group 'persons with disabilities' is considered a priority line of action for social policies, and one of their essential purposes is the integration of these persons within the workplace.

Among the available statistical sources that the INE has on disability, is the Disability, Independence and Dependency Situations Survey 2008 (EDAD 2008) and the 2002 and 2011 ad hoc modules for the Economically Active Population Survey (EAPS), regarding Persons with disabilities and their relationship with employment and regarding Health Problems and their relationship with employment, respectively. Starting with the reference year 2022 and on a biennial basis, the Labour Force Survey will include questions related to health contained in the Minimum European Health Module (MEHM)¹. These surveys provide a wealth of information regarding the group of persons with disabilities, but due to its periodicity it is not possible to ascertain the short-term impact of social policies directed at this population group.

For this reason, in 2009, the CERMI, ONCE Foundation, IMSERSO and the INE signed a partnership agreement to create a working group, whose purpose was to obtain information regarding disabilities and the employment market through the integration of administrative records and existing surveys.

Thanks to this agreement, in 2010, the annual statistics "Employment of Persons with Disabilities (EPD)", with data relating to 2008, was published for the first time. It provides up-to-date and comparable information of the time regarding the employment situation of persons with disabilities through the integration of data from the Economically Active Population Survey (EAPS) and that of the State Database of Persons with Disabilities (SDPD), provided by the IMSERSO.

Given the importance of maintaining and broadening these studies, in order that efforts are combined, and work, knowledge and experience are shared on an ongoing basis, the four institutions, to which the Directorate General for Policies on Disability Support (part of the Ministry of Health, Social Policy and Equality) was incorporated, renewed the partnership agreement and broadened their analysis objectives, proposing a new study to determine the feasibility of obtaining wage data relating to the group of persons with disabilities, by means of the joint development of the SDPD and the Wage Structure Surveys (WSS) conducted by the INE.

Thanks to the signing of this agreement, said work has resulted in the realisation of a new statistical operation named "Wages of Persons with Disabilities (WPD)".

The WPD is contemplated in the National Statistical Plan and in the Annual Programmes. It is created from information provided by IMSERSO and Social Security -which the INE would like to thank for their collaboration- as well as the Ministry of Health, Consumption and Welfare, who are co-signatories to a collaboration agreement for the preparation of these statistics. The collaboration

¹ Questions are asked about the self-perception of health and limitations on usual activities.

of the Spanish Committee for Representatives of Persons with Disabilities (CERMI) and the ONCE Foundation, which contributed to the creation of this statistic from the outset, is also much appreciated.

Technically, the operation is based on the crossing of information from the Annual Wage Structure Survey 2018 (AWSS-2018) and that contained in the State Database of Persons with Disabilities (SDPD). It investigates the earnings of workers with disabilities, as and those of workers without disabilities in comparative terms.

The main advantage of this operation is the use of administrative records, since it avoids the statistical overload that carrying out a specific survey would entail.

Wages of persons with disabilities appears in the 2017-2020 National Statistical Plan under number 7412. It is an annual operation whose results are adapted to the data available from the Wages Structure Surveys in each year (the four-yearly Wage Structure Survey and the Annual Wage Structure Survey in the years when it is not carried out).

Annual wage data is provided, referring to the whole of the year, and in those where the Wage Structure Survey is used, monthly wage data referring to the month of October of the year being studied.

The **target population of study** is formed of wage earners employed by others who make Social Security contributions and have been registered for at least 2 months during the reference year, one of which being the month of October. The economy as a whole is considered, excluding Agriculture, Livestock and Fishing, Households that employ domestic staff and Extra-territorial organisations.

Initially, the study population was made up of people with a degree of disability equal to or greater than 33%. That is, those persons **certified as disabled or legally recognised as disabled**.

The consideration of persons legally recognised as disabled has been extended, since 2014, under the Royal Legislative Decree 1/2013, of 29 November, published on 3 December 2013, which approves the revised text of the "General Law of rights of persons with disabilities and their social inclusion".

According to this Royal Decree, persons officially recognised as disabled are considered those with a degree of disability greater than or equal to 33%. In addition, it establishes that social security pensioners who have a recognised permanent disability pension to the degree of total, long-term or severe disability will be considered as having a degree of disability greater than or equal to 33%, and state pensioners who have a retirement pension or retirement due to permanent incapacity or unfitness for work.

As a result of this Royal Decree, the population scope of Wages for people with Disabilities extended to include the aforementioned group². 2014 was the first year to experience this change.

² Its minor importance, in regards to the number of wage earners, does not affect the homogeneity of the series.

In Spain, less than 6% of the population of a working age is certified as disabled (6.3% in 2018) and in relation to the employment market, the most noteworthy aspect of this group is its low participation therein, with an activity rate of almost 43 points below the population without disabilities (34.5%). In this context, the **results of the statistics “Wages of Persons with Disabilities” (SPD) for the year 2018 show the following:**

- Average annual gross wage for the wage earners with disabilities was 19,946.2 euros per worker in the year 2018, 1.1% higher than the previous year. That is, 17.3% less than that of persons without disabilities (24,132.5 euros).

The average gross annual salary for employees with disabilities was 17.3% lower than that of people without disabilities. However, in net monthly terms (discounting tax deductions and Social Security contributions paid by the worker) this difference is reduced to 11.3%.

The differences between both groups were greater for men (with a salary 20.7 points lower in the case of people with disabilities) than for women (14.9% lower). Wage differences between men and women with disabilities were lower (15.9% lower for women) than in the case of the population without disabilities (23.1%).

Within the group of people with disabilities, disability degree and type of determines salary differences. Thus, the highest earnings in 2018 corresponded to persons with sensory disabilities, followed by persons with physical disabilities and others, with salaries that exceeded the average salary of persons with disabilities by 11.4% and 5.2%, respectively. At the other end of the spectrum, workers with intellectual and mental disabilities received the lowest salaries (11,563.0 and 16,409.7 euros per year, respectively). This was below the average for the overall group with disabilities, by 42.0% and 17.7%, respectively. In net terms, it was these groups that showed the greatest differences compared to the average salary for the group without disabilities.

In no employment or study group did people with disabilities exceed the average gross annual salary of the population without disabilities.

2 Results report 2018

2.0 Introduction

Labour market participation has significant effects on the level and quality of life of the population in general, and in particular, on that of the group of persons with disabilities.

Disability is an atypical phenomenon that affects a small percentage of the population, 6.3% of the working age population in 2018, and which has significant effects on the labour market involvement of the persons it affects, with an activity rate that, according to the “Employment of Persons with Disabilities (EPD)” statistics, was 34.5% in 2018, more than 43 points below that of the population without disabilities.

An analysis of the wage situation for persons with disabilities is laid out, comparing it with that of the remaining wage earners, based on the results of the WPD referring to the year 2018, to the extent permitted by the operation sample size. Given that a detailed operation is not possible at certain levels of disaggregation, the values of certain variables (regions, age, activity) have been grouped together to provide relevant information.

The labour environment during the reference year appears in the first section, putting a special emphasis on the situation of the persons with disabilities group.

Secondly, there is an exploratory analysis of the data provided by the “Wages of Persons with Disabilities” statistics, for the purpose of describing wages, based on given personal and labour components.

2.1 Labour situation of the population with legally recognised disabilities in 2018

In order to contextualise the situation of the persons with disabilities group, the following summarises the main aspects deduced from the “Employment of Persons with Disabilities (EPD)” statistics for the year 2018.

In 2018, there was a total of 1.899.800 working age (from 16 to 64 years) persons with certified disabilities, accounting for 6.3% of the total working age population.

During this year, the group of persons with disabilities registered high unemployment rates, and elevated economic inactivity indices, in particular for women and young persons, and for some types of disabilities with special labour market insertion difficulties.

According to the EPD, the economic activity rate of persons with disabilities in 2018 was 34.5%, more than 43 points lower than that of the population without disabilities, the employment rate was 25.8%, less than half that of those without disabilities, and the unemployment rate was 25.2%, that is, more than 10 points higher than that of the population without disabilities.

Women with disabilities presented lower economic activity, employment and unemployment rates than men (33.6%, 25.2% y 25.0%, compared to 35.1%, 26.2% y 25.4%, respectively).

The most significant differences among the groups of person with and without disabilities were observed in the economic activity of the male population, with an economic activity rate for men with disabilities of almost 48 points less than that of men without disabilities.

In terms of employment, the main differences occurred in the men group as well, with an employment rate for male population with disabilities of 46.2 points less than that of those without disabilities.

In terms of unemployment, the least fortunate group corresponded to young persons and the 25 to 44 age group with disabilities, with unemployment rates exceeding that of young persons without disabilities by more than 14 points.

Activity, employment and unemployment. Year 2018

Units: percentages

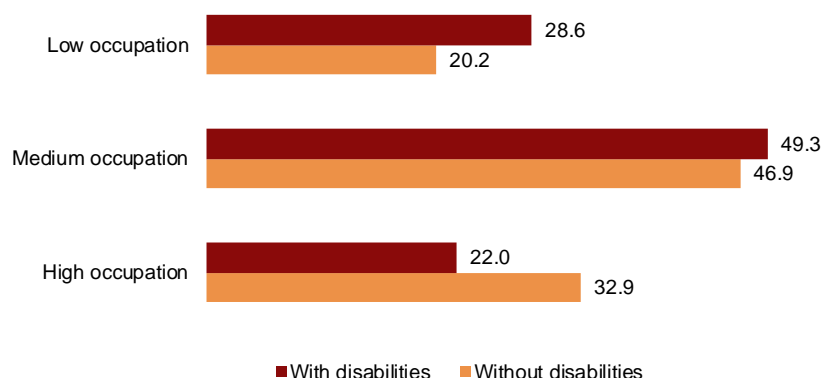
	Activity rates		Employment rates		Unemployment rates	
	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities
Total	77.6	34.5	65.9	25.8	15.1	25.2
Sex						
Men	83.6	35.1	72.4	26.2	13.4	25.4
Women	71.7	33.6	59.6	25.2	16.9	25.0
Age groups						
16 to 29 years	36.9	23.9	24.4	10.0	34.0	58.1
30 to 44 years	89.7	49.5	76.9	35.1	14.2	29.1
45 to 64 years	78.8	30.1	68.5	23.7	13.1	21.1

According to the type of disability, that associated with *sensory impairments* presented the highest economic activity rates (50.0% in 2018), as compared with that associated with *intellectual* disabilities which had the lowest (29.1%). In turn, the economic activity rate for the group of persons with the lowest degree of disability (less than 45%) stood at 55.7%, and decreased to 10.7% for the group of persons with the highest degree of disability (greater than or equal to 75%).

Activity and employment rates according to type and degree of disability. Year 2018

Units: percentages

In regards to the composition of the employed population, in the case of persons with disabilities, there were more persons in low occupation posts, and fewer in high occupation posts, than among workers without disabilities, while there was a lower percentage of persons with disabilities with higher education levels, and a higher percentage of those who had primary studies or with no studies.

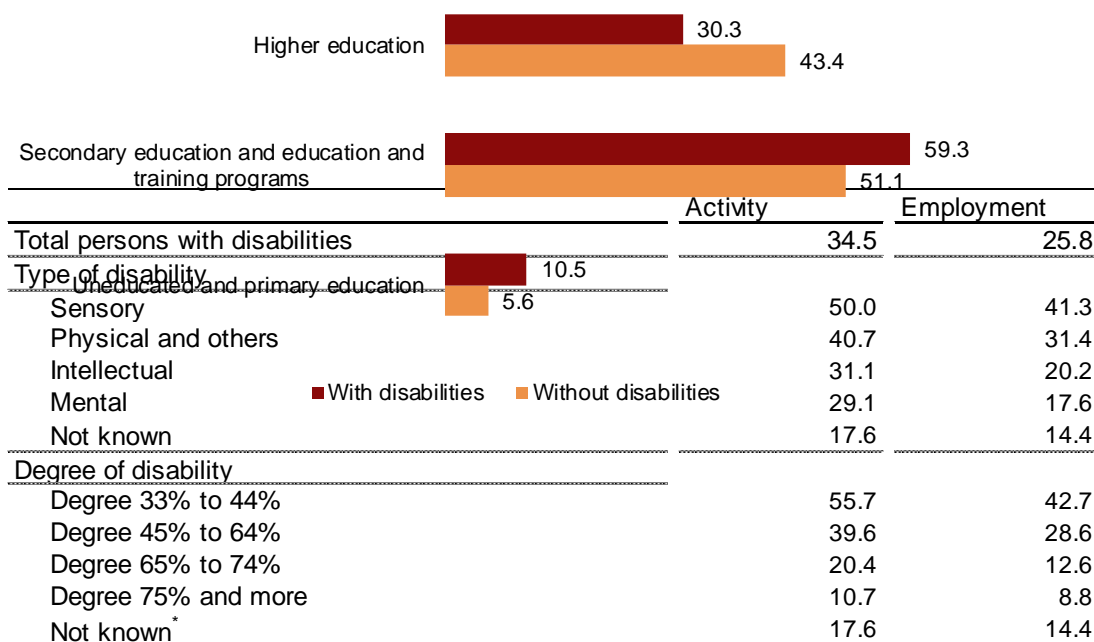


Employed persons by occupation group. Year 2018

Units: percentages

Employed persons by educational level. Year 2018

Units: percentages



The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

2.2 Wages and disability: exploratory analysis

A detailed analysis of wages is performed, in comparative terms, for the populations with and without disabilities, in order to assess how the characteristics of the worker (sex, age, occupation, type of contract, etc.), the disability (according to type and intensity) and the characteristics of the company (activity, size, public or private sphere and geographical location) affect the wage level.

2.2.1 WAGES AND DISABILITIES, GENERAL CASE

Having disabilities influences the average wages of workers.

The **average gross annual wages** of persons with disabilities was 19,946.2 euros per worker in the year 2018, 17.3% less than that of persons without disabilities, who received 24,132.5 euros on average. Hence, the wage ratio³ between persons with and without disabilities, in average terms, was 82.7%.

Average earnings Year 2016

Units: euros

		Total	Persons without disabilities	Persons with disabilities	Wage differences ¹ (%)
Annual wage					
Per worker	Gross	24,009.1	24,132.5	19,946.2	-17.3
Per hour	Gross	15.5	15.6	13.2	-15.4
Monthly wage					
Per worker	Gross	1,808.9	1,817.8	1,515.4	-16.6
	Net	1,430.8	1,435.5	1,273.8	-11.3
Per hour	Gross	12.0	12.0	10.2	-15.0

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

The **average gross monthly salary**⁴ was 1,515.4 euros per disabled worker, or 16.6% lower than for workers without disabilities.

After deducting the Social Security contributions paid by the worker and withholdings from personal income tax (IRPF), the **net monthly salary** is obtained, which was 1,273.8 euros for workers with disabilities, or 11.3% below that of persons without disabilities.

Wages per hour, for persons with disabilities stood at 13.2 euros in the annual calculation and 10.2 euros in the monthly calculation. In both cases it was more than 14.8% different from the hourly wages of persons without disabilities.

Considering the salary distribution derived from the annual data provided by the statistics, in the populations both with and without disabilities, there are a large number of persons with low wages and the number of workers decreases as salary increases. In general, although the differences between the wage levels of people with and without disabilities are significant, they decrease as the wage level increases.

In average terms, the annual salary of people with disabilities was 17.3% below the average salary of people without disabilities. However, the differences with the **median wage** (the wage for which there are as many workers with higher wages as workers with lower wages) stood at 17.8%.

³ Wage Ratio: the earnings of persons with disabilities over the earnings of persons without disabilities, as a percentage. A value of 100 indicates wage equality between both groups. The further away from 100, the greater the inequality between them.

⁴ The monthly data used in this survey was from October, a month that generally does not include extraordinary payments.

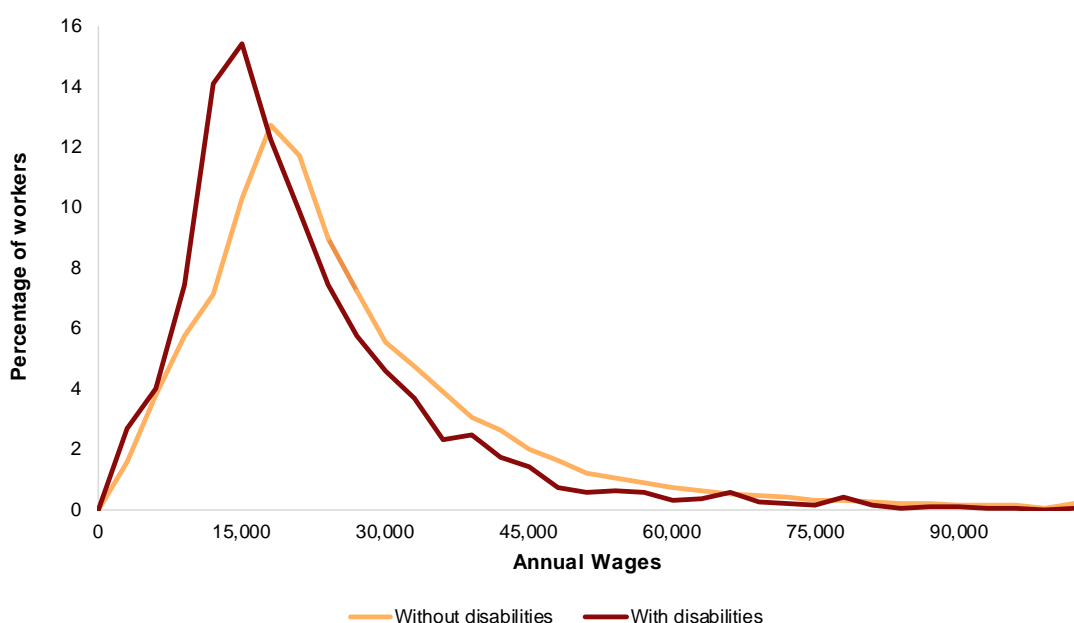
Wage distribution of persons with and without disabilities. Year 2018

Units: euros

	Average annual wage	Median annual wage
Persons without disabilities	24,132.5	20,174.5
Persons with disabilities	19,946.2	16,588.0
Wage differences (%)	-17.3	-17.8

The fact that the average wages exceeded the median wage implies that, in the two populations, there were few workers with very high wages, but that they significantly influenced the average wages.

Gross annual wage distribution. Year 2018



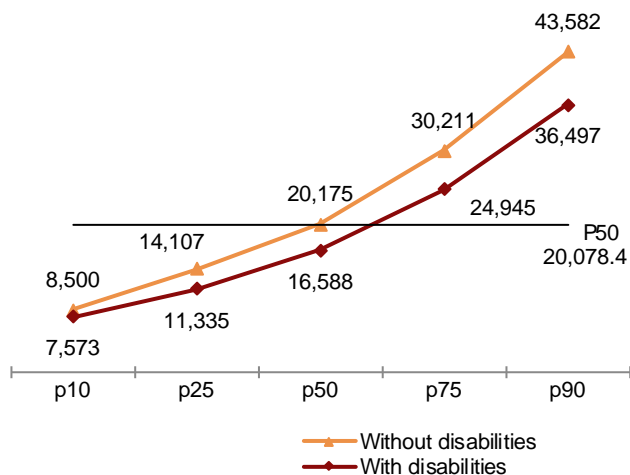
Units: euros

The salary brackets delimited by the general population percentiles make it possible to compare the volume of people with and without disabilities in each percentile.

There was a greater volume of people with disabilities with wages below that delimited by each percentile than in the case of people without disabilities.

Percentiles for populations with and without disabilities. Year 2018

Units: euros

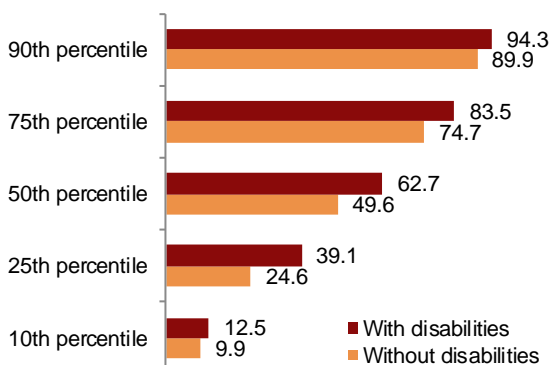


Thus, for example, 50% of all wage earners received a salary less than or equal to 20,078.4 euros per year (median salary for the general case). In the case of people without disabilities, the percentage of those who were below this median salary remained at half the population (49.6%); however, for the group of people with disabilities, the volume of people who did not exceed this salary bracket increased to 62.7%.

In the interval defined below the 10th percentile, which corresponds to the lowest salaries, the differences between the volume of people with and without disabilities was 2.5 points. This increased to around 10 points for the intermediate percentiles (25, 50 and 75), and slightly more than 4 points for the 90th percentile marking the highest salaries.

When the percentiles are calculated separately for the populations with and without disabilities, in the case of the latter (without), the limits of each percentile are always higher than those of the former (with).

Population percentage of people with and without disabilities who have a salary lower than that delimited by the general population percentiles. Year 2018



Units: percentage

2.2.2 WAGES AND DISABILITIES, BY SEX

The wage differences between men and women were lower in the case of persons with disabilities

In 2018, though women with disabilities received wages that were lower than those of men with disabilities (17,949.2 euros per year, on average, as compared with 21,338.8 euros), fewer wage inequalities were detected between men and women without disabilities

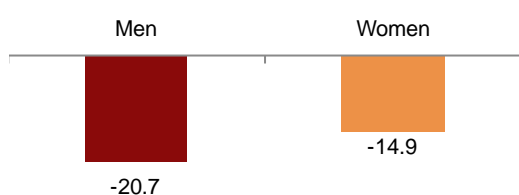
On the one hand, the wage differences for the groups of persons with and without disabilities mainly affected the male population, as while men with disabilities received annual wages 20.7% lower than those of men without disabilities (21,338.8 euros, as compared with 26,923.4 euros), the annual wages of women with disabilities were 14.9% lower than those without disabilities (17,949.2 euros, as compared with 21,091.7 euros).

In this way, though the ratio of persons with and without disabilities stood at 82.7%, it was broader in the case of men (with 79.3%) than in the case of women (85.1%).

	Total	Men	Women
Total	24,009.1	26,735.1	21,011.9
Persons without disabilities	24,132.5	26,923.4	21,091.7
Persons with disabilities	19,946.2	21,338.8	17,949.2

Annual wage by sex. Year 2018

Units: euros



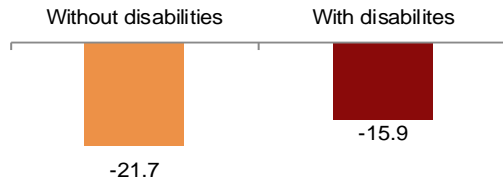
Differences between persons with or without disabilities in Gross annual wage. Year 2018

Units: Percentages

On the other hand, the salary differences between men and women were less marked in the case of people with disabilities than in the case of their non-disabled counterparts. Compared to men, the gross annual salary was 15.9% lower for women with disabilities, while it was 21.7% lower in the case of women without disabilities.

Differences between women and men. Gross annual wage. Year 2018

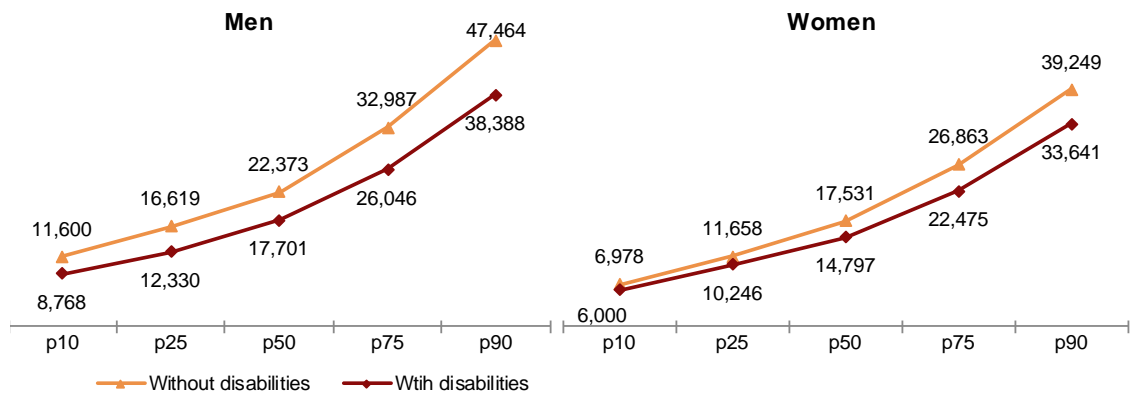
Units: Percentage



Through the wage percentiles by sex, it was also observed how the wage difference between the two groups was smaller in all percentiles in the case of women. The wage gap between persons with and without disabilities, for both men and women, increased, as did the wage level.

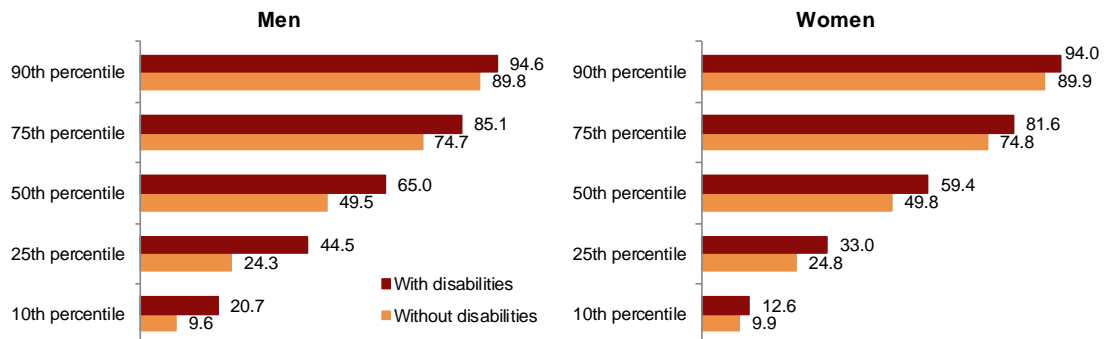
Percentiles for populations with and without disabilities by sex. Year 2018

Units: euros per worker and year



Population percentage of persons with and without disabilities who have wages under than that delimited by the selected percentiles of the general population by sex. Year 2018

Units: Percentage



2.2.3 WAGES AND DISABILITIES, BY TYPE OF DISABILITY

The type and intensity of the disability significantly affected the wage level

The greatest discrepancies are due to the type of disability. The highest earnings corresponded to persons with sensory disabilities, followed by persons with physical disabilities, with wages exceeding the average wages of persons with disabilities by more than 11.4% and 5.2%, (22,217.1 and 20,977.7 euros per year, respectively).

At the other end of the spectrum, workers with intellectual and mental disabilities received the lowest salaries (11,563.0 and 16,409.7 euros per year, respectively), with annual wages below the average for the group with disabilities, at 42.0% and 17.7%, respectively.

Total	19,946.2
Type of disability	
Sensory	22,217.1
Physical and others	20,977.7
Not known*	19,529.9
Mental	16,409.7
Intellectual	11,563.0
Degree of disability	
Degree 33% to 44%	20,571.7
Degree 45% to 64%	18,993.7
Degree 65% and more	18,187.2
Not known	19,529.9

(*) The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Wage by worker disabilities according to type and degree of disability. Year 2018.

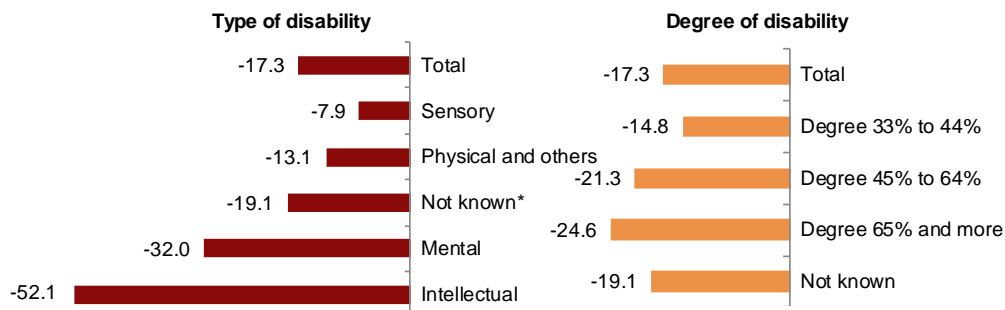
Units: euros

According to **the degree of disability**, wage differences were also observed, albeit not as pronounced as in the case of type of disability.

Those with the lowest degree of disability (between 33% and 44%) received the highest wages. The lowest were for those with a higher degree of disability (65% or more).

Wage differences as compared to workers without disabilities. Year 2018

Units: Percentage



The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

In general, it could be stated that, in the case of disabilities, the lowest wages corresponded to persons with particular integration difficulties (intellectual disabilities and severe disability), whereas the wages corresponded to persons with physical or sensory impairments and a mild degree of disability.

2.2.4 WAGES AND DISABILITIES, ACCORDING TO THE CHARACTERISTICS OF THE WORKER

The age and seniority of the worker, the type of contract, the type of working day, the educational level, and the different occupations are variables that generally influenced the average wage level of any worker.

Thus, the following is an analysis of the effect of the variables, together with disabilities, on average wages.

Gross annual wage per worker according to worker characteristics and disability. Year 2018

Units: euros

	Without disabilities	With disabilities
Age groups		
16 to 29 years	15,994.6	12,470.8
30 to 44 years	23,524.9	18,376.1
45 years and over	26,971.1	21,304.1
Seniority		
Less than 1 year	16,541.3	13,082.1
1 to 3 years	19,454.6	15,520.7
4 to 10 years	23,962.0	18,984.4
11 to 20 years	28,231.3	21,761.3
More than 20 years	35,607.1	30,927.1
Type of working day		
Full-time	28,197.3	23,678.7
Part-time	11,210.9	10,036.0
Type of contract		
Indefinite duration	25,895.3	21,650.4
Fixed-term	18,157.7	15,150.9
Studies completed		
Uneducated and primary education	17,245.4	16,571.1
Secondary education and training programs	21,177.0	18,025.0
Higher education	34,589.0	34,328.0
Occupation group		
High: directors and managers; scientific technicians and profes	33,962.9	32,221.1
Medium: skilled employees, craftspersons and workers	19,684.4	18,716.2
Low: unskilled operators and workers	18,177.7	14,456.6

In general, **the age and seniority of the worker** significantly influenced wage retribution, given that, as it increased, so did experience, and earnings increased as well.

In the case of people with disabilities, increases in worker age and seniority had the same level of influence as for the general population.

However, the divergences were not eliminated: in no case did the wage ratio between the two groups exceed 87%. It should be noted that in the group of people with disabilities with the most seniority, the salary ratio was reduced compared to the rest of the workers.

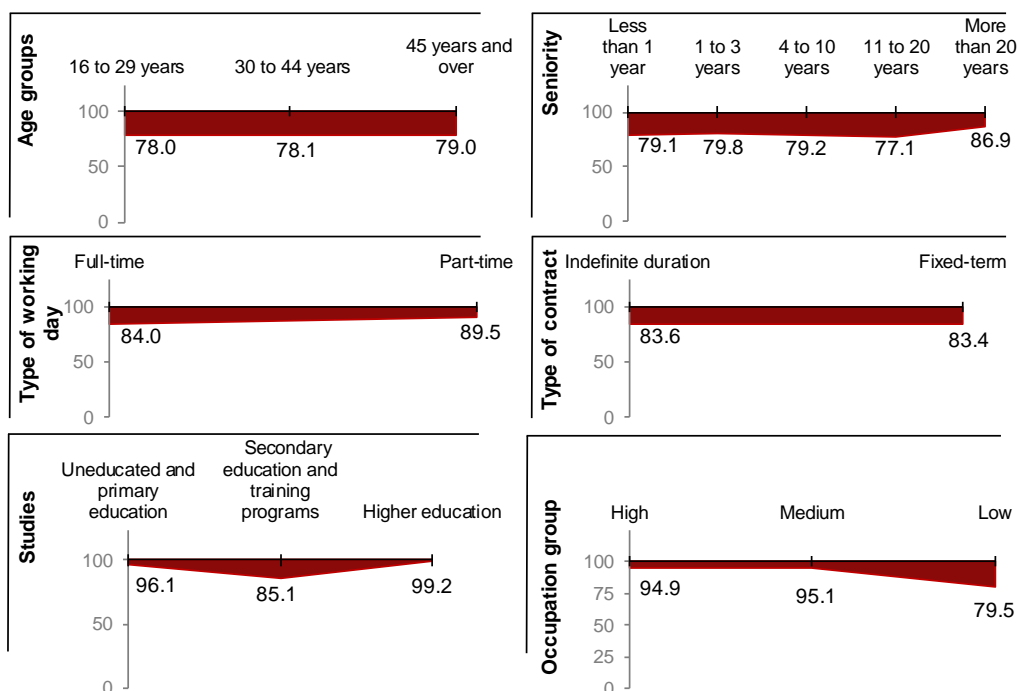
In bearing in mind **type of contract and working day, fewer wage differences are observed between persons with and without disabilities under the part-time hiring modality**, for those who in 2018 the wage ratio stood at 89.5%, while the duration of the contract did not significantly affect these differences, since similar ratios are found in both types of contracts (83.6 in fixed term (temporary) contracts and 83.4 in permanent contracts).

However, the variable marking the main differences in average wage levels was **educational level and occupation**. There is a marked positive correlation between the two, since generally the groups with the highest qualifications correspond to people with advanced levels of studies.

Wages increased as did the educational level and occupation group in the general population, and also in the case of persons with disabilities. The wage differences between persons with and without disabilities continued at all levels.

Wage ratio between workers with and without disabilities according to worker characteristics. Year 2018

Units: Percentage



In the case of people with disabilities, training takes on particular relevance because it enhances the group’s labour integration. Thus, in 2018 workers with higher education had a salary closer to that of their non-disabled counterparts, with ratios close to 100%. In no case did workers with disabilities exceed the wages of other workers with the same level of education.

2.2.5 WAGES AND DISABILITIES, ACCORDING TO THE CHARACTERISTICS OF THE WORKING UNIT⁵

When considering the characteristics of the working unit of the company, it was noted that the wages of persons with disabilities, and of those without a disability, increased as did the size of the unit, that people with disabilities received higher wages in companies or public sector bodies⁶ and that, by economic activity, salaries were higher in industry and construction than in the services sector.

⁵ The “working unit” is the Social Security Contribution Account. This is an administrative concept traditionally used in wage and labour cost surveys. It comprises a group of workers employed by others, who carry out their employment activity in one or more workplaces at the same company, within the same province, and in general, but not necessarily, as part of the same main activity and with uniform features in terms of Social Security contributions.

⁶ Public sector workers assigned to the Special Civil Service System are not included in this statistic.

Gross annual wage per worker according to the characteristics of the working unit. Year 2018.

Units: euros

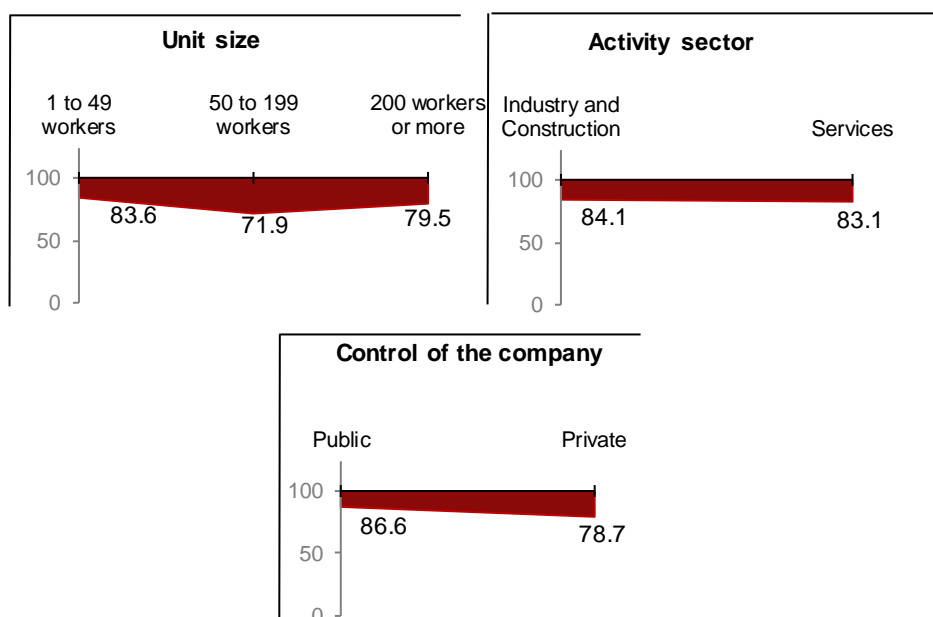
	Without disabilities	With disabilities	Wage ratio (%)
Unit size¹			
1 to 49 workers	19,752.2	16,514.1	83.6
50 to 199 workers	25,173.0	18,101.4	71.9
200 workers or more	30,013.5	23,850.4	79.5
Activity sector			
Industry and Construction	26,717.4	22,458.0	84.1
Services	23,450.2	19,487.9	83.1
Control of the company			
Public	32,585.2	28,208.8	86.6
Private	22,327.2	17,569.1	78.7

¹ The "working unit" is the Social Security Contribution Account

Although in all cases, the wages of persons with disabilities were lower than for persons without disabilities, the greatest wage differences between the two groups were recorded in medium-sized contribution centres (with 50 to 199 workers), with wage levels for persons with disabilities that were 28.1% lower than those of persons without disabilities.

On the other hand, the smallest salary differences with respect to the group without disabilities were registered in public control bodies and in industry and construction, with differences that did not reach 16%.

Wage ratio between workers with and without disabilities by characteristics of the working unit. Year 2018



Units: Percentage

2.2.6 WAGES AND DISABILITIES, ACCORDING TO REGION (NUTS1⁷)

Within the group of persons with disabilities, workers in the north east (País Vasco, Comunidad Foral de Navarra, La Rioja and Aragón) had the highest average annual wages (22,373.2 euros per worker per year on average), followed by those in the south (Andalucía, Región de Murcia, Ciudad Autónoma de Ceuta y Ciudad Autónoma de Melilla), with an average annual wages of 20,901.9 euros. The region where the lowest average annual wages were received was the Central zone (Castilla y León, Castilla-La Mancha and Extremadura) with 17,635.8 euros per year on average.

Gross annual wage according disabilities and geographical area. Year 2018.

Units: euros

	Without disabilities	With disabilities	Wage ratio (%)
National total	24.132,5	19.946,2	82.7
North-west	22.757,3	20.398,2	89.6
North-east	26.466,6	22.373,2	84.5
Comunidad de Madrid	27.176,1	20.539,3	75.6
Centre	21.744,0	17.635,8	81.1
East	24.396,3	19.314,0	79.2
South	21.788,8	20.901,9	95.9
Canarias	20.811,5	18.605,4	89.4

The greatest wage differences between persons with and without disabilities were recorded in Comunidad de Madrid, where the average annual wages per worker with disabilities were 24.4% lower than workers without disabilities. The lowest differences were recorded in the south, where workers with disabilities earned 4.1% less per year on average, than persons without disabilities.

It should be noted that these differences are not only caused by the presence of disabilities, but also by the population composition and distribution, as well as by the occupational and sectoral diversity of the labour market in each region.

⁷ Regional grouping according to the European standard:

North west: Galicia, Principado de Asturias and Cantabria
North east: País Vasco, Comunidad Foral de Navarra, La Rioja and Aragón
Comunidad de Madrid
Centre: Castilla y León, Castilla-La Mancha and Extremadura
East: Cataluña, Comunidad Valenciana and Islas Baleares
South: Andalucía, Región de Murcia, Ceuta and Melilla
Canariass

2.2.7 WAGES DISABILITIES AND SOCIAL PROTECTION AND EMPLOYMENT PROMOTION MEASURES

The group of persons with disabilities has a series of support and social protection policies. Among them, and in regards to the labour market, are measures to promote employment and tax deductions.

The first ones aim to include this population group in regular employment, encouraging recruitment and permanence in the workplace and improving the quality of their employment. In order to achieve this, the labour normative includes **reductions and discounts in the contribution quotas** that businesspersons must pay to the Social Security for their workers. In addition, there is a **specific contract modality for workers with disabilities**, which, in addition to the aforementioned discounts, also considers given subsidies.

These measures to encourage the employment of workers with disabilities reduce the labour cost taken on by the employer.

If differentiating the group of persons with disabilities according to the measures of encouraging employment received during 2018, it was noted, in general, that the persons benefiting from these were, in turn, those with the lowest earnings (16,227.9 and 18,739.0 euros per annum for persons with reductions and with a specific contract, respectively).

To a large extent, this is due to the fact that the measures for encouraging employment mainly target the least fortunate groups, which in general, correspond to less-qualified labour profiles (among others, persons with congenital disabilities, with less accessibility to the educational system and labour market).

	Gross annual wage
Total persons with disabilities	19,946.2
According to whether or not they have reductions on contributions	
Without bonuses/reductions	22,579.1
With bonuses/reductions	16,227.9
According to whether or not they have specific disability contract	
Other contracts	20,338.4
Specific disability contract	18,739.0

Gross annual wage of persons with disabilities by measures to promote.

Year 2018

Units: euros

Regarding tax regulations, **tax reductions** are made on the work income of people with disabilities. These are deducted from the personal income tax withholding (IRPF), meaning that the net salary actually received by workers with disabilities is higher than that received by a non-disabled person under the same working conditions.

After deducting the Social Security contributions paid by the worker and the personal income tax withholdings (IRPF), the monthly net salary is obtained.

Tax deductions and Social Security contributions reduce the salary differences

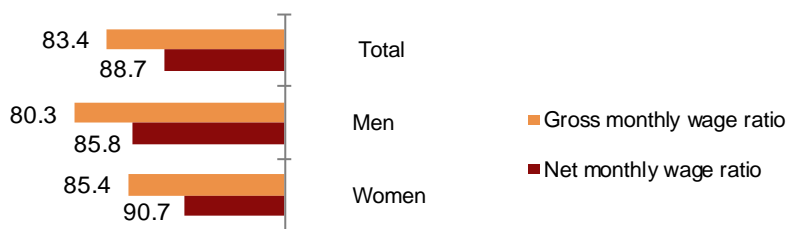
	Gross wage		Net wage	
	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities
Total	1,817.8	1,515.4	1,435.5	1,273.8
Sex				
Men	2,009.0	1,613.9	1,569.5	1,346.7
Women	1,609.6	1,374.2	1,289.5	1,169.4

between groups of people with and without disabilities. During 2018, in net terms the wage differences between wage earners with and without disabilities fell from 16.6% to 11.3%.

Gross and net profit per worker and month (October) by sex. Year 2018

Units: euros

After applying these deductions, the salary differences for women with disabilities



compared to the rest of workers fell to 9.3%, while the salary level of men was at 14.2% compared to their counterparts without disabilities. The reductions were greater for men than for women (a salary ratio reduction of 5.5 points, compared to a 5.3 point reduction in the case of women).

Wage ratio between people with and without disabilities, by sex. Year 2018

Units: percentage

If the effects of tax deductions are analysed based on worker characteristics, it appears that the deductions applied during 2018 had a greater effect on workers with permanent full-time contracts, for those in the age group 30 and over, and with a seniority in the company of more than 20 years.

For people belonging to the low employment group, in net terms the salary level of the group with disabilities exceeded the group without disabilities by 1.1%.

For people with disabilities with higher education levels (including doctorates), the net salary was also 5.5% higher in the group with disabilities.

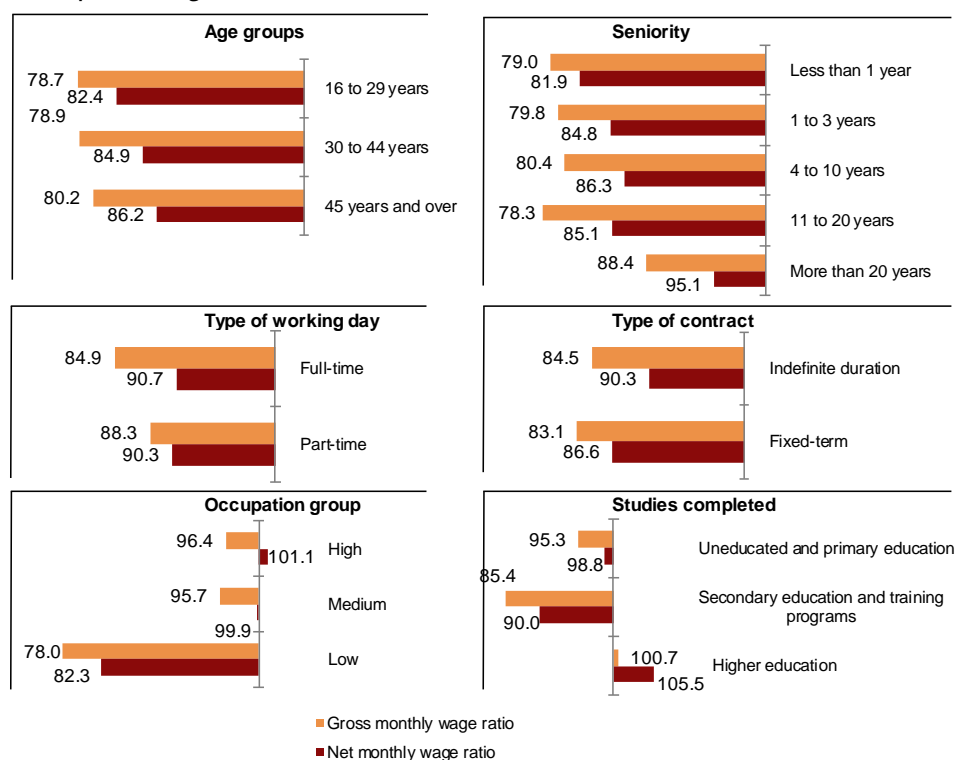
Gross and net profit per worker and month (October) according to worker characteristics. Year 2018

Units: euros

	Gross wage		Net wage	
	Persons without disabilities	Persons with disabilities	Persons without disabilities	Persons with disabilities
Age groups				
16 to 29 years	1,254.3	987.5	1,061.0	874.4
30 to 44 years	1,783.7	1,407.0	1,421.5	1,206.6
45 years and over	2,007.0	1,610.2	1,553.1	1,338.7
Seniority				
Less than 1 year	1,289.6	1,019.2	1,106.6	906.2
1 to 3 years	1,517.0	1,209.9	1,235.8	1,048.3
4 to 10 years	1,805.1	1,452.0	1,425.2	1,229.6
11 to 20 years	2,091.5	1,638.1	1,615.7	1,374.7
More than 20 years	2,598.0	2,296.5	1,928.0	1,832.7
Type of working day				
Full-time	2,118.0	1,799.1	1,650.5	1,497.7
Part-time	863.6	762.4	752.2	679.5
Type of contract				
Indefinite duration	1,942.7	1,642.2	1,519.4	1,372.1
Fixed-term	1,394.5	1,158.8	1,151.4	997.3
Occupation group				
High	2,512.3	2,420.8	1,875.9	1,896.7
Medium	1,504.0	1,439.0	1,238.5	1,237.2
Low	1,396.2	1,089.7	1,163.5	957.7
Studies completed				
Uneducated and primary education	1,331.0	1,268.2	1,119.0	1,106.1
Secondary education and training programs	1,604.5	1,370.9	1,302.1	1,171.3
Higher education	2,565.8	2,584.1	1,911.2	2,016.8

Wage ratio between people with and without disabilities by worker characteristics. Year 2018

Units: percentage



Considering disability type, it should be noted that tax deductions had a greater effect on groups with special difficulties.

Thus, for the group of people with intellectual disabilities, the salary ratio (with respect to people without disabilities) in net terms increased by almost 7 points compared to that obtained in gross terms.

In the case of people with a higher degree of disability (greater than 65%), the salary ratio evaluated in net terms increased by 8.8 points compared to that obtained by comparing the gross salaries of this group with the group of workers without disabilities (85.1% net salary ratio versus 76.3 gross salary ratio).

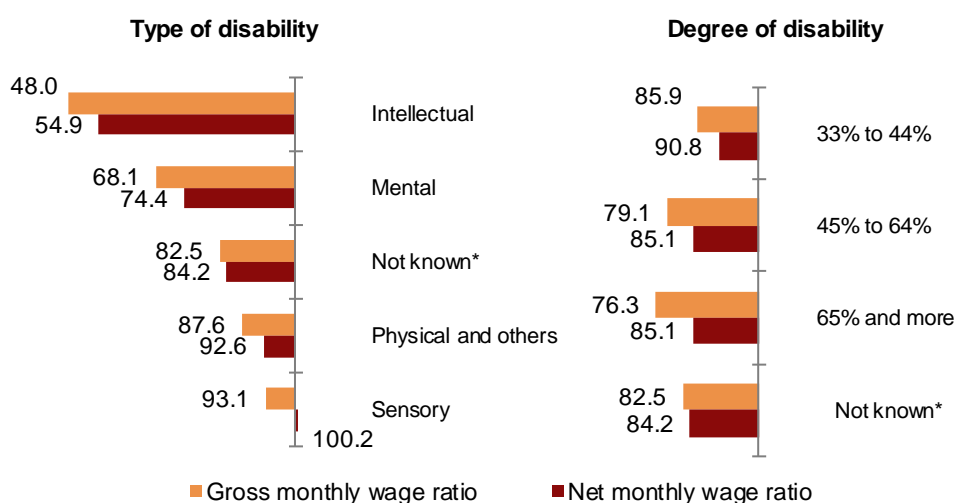
Gross and net earnings per worker and month (October) according to disability type. Year 2018

	Gross wage	Net wage
Total	1,515.4	1,208.0
Type of disability (by impairment)		
Intellectual	872.4	787.4
Mental	1,237.2	1,068.5
Not known*	1,499.5	1,209.1
Physical and others	1,593.2	1,328.7
Sensory	1,692.9	1,438.9
Degree of disability		
Degree 33% to 44%	1,561.6	1,302.9
Degree 45% to 64%	1,437.5	1,221.6
Degree 65% and more	1,387.8	1,222.0
Not known*	1,499.5	1,209.1

(*)The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Units: euros

Wage ratio between people with and without disabilities according to disability type. Year 2018



(*)The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Units: percentage

3 Annexes

Annex I

Methodology

Methodological note

The Wages of Persons with Disabilities (SPD) statistics examine the wage distribution of workers certified as disabled (they have a recognized degree of disability equal to or greater than 33%), depending on a wide variety of variables, such as sex, occupation, seniority, type and degree of disability or measures for promoting employment.

The WPD is contemplated in the National Statistical Plan and in the Annual Programs. It has been prepared based on information provided by the Institute of Social Services and the Elderly (IMSERSO) and Social Security, organizations that the INE thanks their collaboration, as well as the Ministry of Health, Consumption and Welfare, signatories to a collaboration agreement for the elaboration of these statistics. The collaboration of the Spanish Committee for Representatives of Persons with Disabilities (CERMI) and the ONCE Foundation, which contributed to the creation of this statistic from the outset, is also much appreciated

The sample of persons with disabilities is very sensitive to any improvement or change produced in the administrative sources, as well as to the composition of the sample of the Wage Structure Surveys (the sample selection in them is not carried out taking into account the group of persons with disabilities). These factors must be taken into account when comparing results from different years.

Type of operation: Continuous annual survey.

Population scope: Wage earners employed by others who contribute to Social Security, excluding Agriculture, Livestock and Fisheries, households that employ domestic staff, and offshore organizations.

Geographical scope: The entire national territory.

Reference period for the results: Annual.

Reference period for the information: Annual.

Source Data: integration of the statistical data provided by the Salary Structure Surveys with administrative data registered in the IMSERSO State Database of Persons with Disabilities, in the General Social Security Treasury, and in the INSS Registry of Public Benefits.

For more information, the methodology can found at:

<http://www.ine.es/metodologia/t22/t2230331a.pdf>

And the standardised methodological report at:

<http://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30320>

Annex II

Description of the Wage Structure Survey and of the State Database of Persons with Disabilities

Annual Wage Structure Survey

These include the Wage Structure Survey (WSS), four-yearly statistical operation (since 2002) conducted by the European Union with common methodology and content criteria (Council Regulation nº 530/1999 of 9 March 1999), in order to obtain comparable results on the structure and distribution of wages among its member states.

This survey was conducted for the reference years 1995, 2002, 2006, 2010, 2014 and 2018.

The Wage Structure Surveys, both four-yearly and annual, make it possible to establish relations between wages and some variables that contribute to determining their amount, such as the study level seniority, type of contract or occupation, among others.

Moreover, it relates the wage level with some other variables that collectively affect the workers of an establishment or company: the company product destination market, existence or not of collective agreements and their scope, when applicable, or whether the property is public or private.

Another contribution of the survey is that not only are average earnings values provided, but also wage distribution. Consequently, this provides a measurement of wage inequality.

Objectives

They can be summarised in two main ways:

- Ascertaining wage levels, not only average levels, but also their distribution.
- The determination of the wage structure, from both the point of view of the composition and the variables that have an influence on wages, and to what extent.

Survey units

The random unit selection procedure corresponds to a stratified two-stage sampling, in which:

- The first-stage units are the Social Security Contribution Accounts
- The second-stage units are those Workers associated with said Accounts.

The Social Security Contribution Account is an administrative concept traditionally used in wage and labour cost surveys. This comprises a group of workers employed by others, who carry out their employment activity in one or more workplaces for a single company, within a single province and generally under a single main activity, although not necessarily so, and with standard features as regards Social Security contribution.

The sample contains 28,500 contribution accounts, within which information is requested from 220,000 workers.

Geographical scope

The geographical scope comprises the whole national territory.

Population scope

The population scope includes all workers employed by others, who provide services in contribution centres, regardless of their size, and who have been registered with Social Security for at least 2 months during the reference year of the information, one of which is the month of October. It excludes all chairpersons, members of administrative boards and, in general, all personnel whose remuneration is not mainly in the form of wages, but rather commissions or benefits.

As per sectoral coverage, the survey studies those contribution centres whose economic activity is included in the three large sectors: Industry, Construction and Services. It excludes agricultural, livestock and fishing activities; in part, Public Administration, Defence and Compulsory Social Security (this includes public employees belonging to the General Social Security System, and it excludes civil servants attached to Mutual provident societies); domestic staff and extra-territorial organisations.

Reference period

There are two aspects to the four-yearly survey: Most of the variables refer to the month of October of the reference year. This month has the advantage of being considered "normal" in all EU countries, in the sense that it is little affected by seasonal variations or payments due more over the month, such as Christmas payments. Other data refers to the year as a whole. In this way, monthly and annual profits are obtained.

Main definitions

The main concept analysed is wage earnings, including total wages received in cash and remunerations in kind. The gross accrued income is used, that is, before making deductions from Social Security contributions by the worker or Personal Income Tax withholdings (PIT).

A more detailed specification of the salary items in the survey is presented in Annex II of this document.

Classifications

The main classifications used in the Survey refer to economic activity (CNAE-2009 classification) and occupation (NCO-11 classification).

Detailed information on the methodology used in the Structure Surveys can be found on the INE website:

http://www.ine.es/dyngs/INEbase/en/operacion.htm?c=Estadistica_C&cid=1254736177025&menu=ultiDatos&idp=1254735976596

State Database of Persons with Disabilities

The State Database of Persons with Disabilities began in 1992 with the data on those persons whose disabilities had been recognised as of the beginning of the 70s.

It contains the data on all those persons resident in Spain who have requested the assessment of the degree of disability, considering all those persons recognized to have a degree of disability greater than or equal to 33% (a requirement to access certain benefits, tax benefits, payments in social contributions, parking vouchers and others) to have disabilities⁸.

The information collected in the Base is a result of the evaluations performed by the Base Centres of the Territorial Directorates of the IMSERSO in Ceuta and Melilla, and by the bodies with jurisdiction regarding evaluation in the Autonomous Communities, pursuant to the procedure established in Royal Decree 1971/1999, of 23 December (amended by RD 1856/2009 of 4 December).

The purpose of the Royal Decree is to regulate recognition of the degree of disability, establishment of new applicable scales, determining the organisations with jurisdiction for performing said recognition, and the procedure to follow, all with the purpose of the assessment and classification of the degree of disability affecting the person being uniform throughout the State, thereby guaranteeing equal conditions for citizen access to benefits, economic rights and services granted by public bodies.

The assessment of disabilities is carried out in accordance with the scale established in annex 1.A of the aforementioned RD 1971/1999. The said annex establishes the guidelines for determining the limitations of an activity caused by permanent impairments, associated with a given health condition. The assessment considers all impairments suffered, including the 3 most important disability codes in the Base.

In their ruling, experts collect the medical, psychological or social reports necessary for determining the degree of disability, which may be subject to review in the two years following its recognition, so long as a reasonable improvement is validated, a diagnostic mistake is accredited or "substantial" changes occur in the circumstances that gave rise to recognition of the disability.

Assessment rules are not focused as much on the extent of the impairment, as on its effect on the ability to carry out everyday tasks. In this sense, illnesses that occur as outbreaks and interfere with the daily lives of persons suffering them are also subject to assessment. In order to apply for certification, it is necessary to visit the corresponding Department of Social Affairs, collect an application form and undergo a medical examination, under the terms established by law. Subsequently, the interested party awaits the outcome.

⁸ Exemption from taxes on acquiring a vehicle, help with purchasing a dwelling, subsidies for mobility for transport costs, health and pharmaceutical care, etc.

In turn, the Autonomous Community or local institutions may consider other individual aid for adapting the household or acquiring technical help, as well as reserved parking or priority in accessing employment.

For the purposes set out in the Royal Decree, disability situations are qualified in degrees, according to the scope of disability as relates to the scope of the activity limitations and participation restrictions.

The degree of disability is obtained by applying the pre-set scales and is corrected with an assessment of supplementary social factors (family situation, economic resources, employment situation, cultural level, social environment).

File structure: Content of the Database

The main variables collected in the SDPD are the following:

Variable	Observations
Numerical identifier	The foreign population is identified with the NIE (identification number for foreign nationals), passport number or residence card. The letters D or R that precede the ID number indicate the existence of a "legal representative". When the person acting as representative has one or two assessed representees with no ID, 1 or 2 is added.
Sex	"M/F" (male/female)
Given name	(available as of 2011 for SDPD2009, 2010, etc.)
Surname(s)	(available as of 2011 for SDPD2009, 2010, etc.)
Address	(available as of 2011 for SDPD2009, 2010, etc.)
Municipality	(available as of 2011 for SDPD2009, 2010, etc.)
Date of birth	"DDMMYYYY"
Date of evaluation	"DDMMYYYY"
Impairment	According to the Table of Impairments
Degree of disability	Greater than or equal to 33% and less than or equal to 100%

Updating of the Database

The degree of disability is subject to revision whenever a reasonable improvement in the circumstances causing its recognition is expected, and the deadline by which said revision should be carried out must be established.

In all other cases, revision of the degree due to worsening or improvement may not be commenced, until at least a minimum period of two years has elapsed since the date on which the resolution was handed down, except in cases in which there is sufficient evidence of a misdiagnosis or substantial changes have occurred, giving rise to the recognition of degree, whereby it will not be necessary to wait until a minimum period of time has elapsed.

The updated Base includes those persons who have requested an evaluation for the first time, and will likewise include the revisions of the degree of disability of those individuals already evaluated, so long as they are in the circumstances described in the paragraphs above.

Similarly, changes in residence, personal situation of the individual, etc., will be up-to-date so long as the interested party notifies them to the body with jurisdiction in this respect.

The Base is updated annually

Disability classification

The SDPD has its own system for classifying the typology of impairments and their causes. Although the concept of impairment is the same as that which the Classification of Impairments, Disabilities, and Handicaps of the WHO defines for first-level consequences of illness (“any loss of, or abnormality in, a psychological, physiological or anatomical function”), it has been necessary to adapt the structure of the WHO to the data contained in the decisions to reliably collect information recorded in proceedings for recognising the condition of persons with disabilities. Therefore, the classification has been simplified, categories have been grouped and they have also been adjusted to incoming applications for information at the IMSERSO.

Thus, the SDPD has 3 codes that are intended to sort pathological situations that may be suffered by those applying for recognition of the disability condition:

1 Impairment Code:

This records both structural and functional alterations which have given rise to the disability. It contains a total of 106 different impairments (identified by a numeric 4-digit code) which, in order to aid data processing, are grouped according to the altered structure or function, in accordance with the following classification:

a) Physical and other:

- Osteoarticular system
- Neuromuscular system
- Cardiovascular, immunological and respiratory systems
- Digestive, metabolic and endocrine systems
- Other

b) Intellectual

c) Mental

d) Sensory:

- Visual system
- Auditory system

2 Diagnosis Code:

This describes the pathologies giving rise to the anomaly in the organism structure or in its functions. It contains 684 diagnoses, encoded to 3 digits, which may be organised into 13 groups.

3 Aetiology Code

It covers the large aetiological groups, for the purpose of having access to data regarding the origin (congenital, traumatic, etc.) of the assessed disabilities. It covers 14 groups (encoded to 2 digits).

Annex III

Analysis variables and their categories

This annex presents the categories considered for the study and classification variables, derived from those with such variables in the sources used to construct the “Wages of Persons with Disabilities” (WPD) statistics.

The following table features the complete list of WPD analysis variables, together with their categories:

VARIABLE	CATEGORIES
Workers	Total Persons without disabilities Persons with disabilities
Sex	Both sexes Men Women
Age Groups	All ages 16 to 29 years old 30 to 44 years old 45 years of age and older
Occupation Groups	All occupations Low-level occupations Mid-level occupations High-level occupations
Type of working day	Total Full-time Part-time
Type of contract	Total Permanent Fixed-term
Educational level	Total Without studies and primary Secondary and training and job placement programs Higher, including PhD
Seniority	Total Less than 1 year From 1 to 3 years From 4 to 10 years From 11 to 20 years More than 20 years
Size of the company	Total 1 to 49 workers 50 to 199 workers 200 workers and over
Control of the company	Total Control of the public company Control of the private company

VARIABLE	CATEGORIES
Groups of Autonomous Communities	National Total North west North east: Comunidad de Madrid Centre: East South: Canarias
Activity sectors:	All activity sectors Industry and construction Services
Type of Disability	Total Physical and other: Intellectual Mental Sensory: No evidence ¹
Degree of disability	Total 33% - 44% 45% - 64% 65% and over No evidence
Discounts or Reductions due to Disability	Total Wage earners, without discounts or reductions in the contribution quotas Wage earners, without discounts or reductions in the contribution quotas
Wage earners with discounts or reductions in the contribution quotas	Total Specific disability contract Other contracts

¹ The group "No evidence" consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD

Annex IV

Tabulation Plan

SPD results tables

The tabulation plan set out in this annex fulfils the project objectives:

- On the one hand, it aims to compare the wages of persons with disabilities with that of persons without disabilities
- On the other hand, it provides detailed information regarding the wage distribution of persons with disabilities analysed, depending on the main features of the disability.

In addition, it includes sampling errors for the main analysis variables, in order to have the reliability reference of the estimates.

Due to the nature of the operation - which uses a company survey as one of its sources - and the discrete sample size, it is not expected to provide microdata, since dissemination of this data would compromise statistical secrecy.

The complete publication can be consulted at the following link on the INE website:

- **General table index:**

- 1 Annual earnings: for wage earners, according to whether or not they have disabilities
- 2 Monthly earnings: para los trabajadores asalariados según tengan o no discapacidad
- 3 Wage distribution: for wage earners, according to whether or not they have disabilities
- 4 Population Percentages: by wage bracket, according to the overall wage distribution
- 5 Annual Wage Differences: wage ratio between persons with and without disabilities
- 6 Monthly wage differences: wage gap between people with and without disabilities
- 7 Sampling errors: variation coefficients for the annual earnings per worker variable calculation

- **Broken down table index:**

- 1 ANNUAL EARNINGS: for wage earners, according to whether or not they have disabilities
 - 1.1 Sex and age group
 - 1.2 Sex and type of working day
 - 1.3 Sex and type of contract
 - 1.4 Sex and occupation groups
 - 1.5 Sex and educational level
 - 1.6 Sex and seniority
 - 1.7 Sex and size of the unit
 - 1.8 Sex and control of the company (public or private)

- 1.9 Sex and activity sector
- 1.10 Annual earnings by groups of Autonomous Communities (NUTS1)
- 1.11 Sex and type of disability
- 1.12 Sex and discounts or reductions due to disability
- 1.13 Sex and specific disability contract

2 MONTHLY EARNING: for salaried workers, depending on whether or not they have disabilities

- 2.1 Sex and group of age
- 2.2 Sex and type of working day
- 2.3 Sex and type of contract
- 2.4 Sex and occupation Groups
- 2.5 Sex and educational level
- 2.6 Sex and seniority
- 2.7 Sex and unit size
- 2.8 Sex and control of the company (public or private)
- 2.9 Sex and activity sector
- 2.10 Groups of Autonomous Communities (NUTS1)
- 2.11 Sex and type of disability
- 2.12 Sex and degree of disability
- 2.13 Sex and discounts or tax reductions due to disability
- 2.14 Sex and specific disability contract

3 WAGE DISTRIBUTION: for wage earners, depending on whether or not they have disabilities

- 3.1 Sex
- 3.2 Age Groups
- 3.3 Type of working day
- 3.4 Type of contract
- 3.5 Employment Groups
- 3.6 Educational Level
- 3.7 Seniority
- 3.8 Disability Type
- 3.9 Degree of disability

4 POPULATION PERCENTAGES: by wage bracket, according to the general wage distribution

- 4.1 Population percentage of people with wages below the percentiles, by sex
- 4.2 Population percentage of people with wages below the percentiles, by age groups
- 4.3 Population percentage of people with wages below the percentiles, by type of working day
- 4.4 Population percentage of people with wages below the percentiles, by contract type
- 4.5 Population percentage of people with wages below the percentiles, by employment groups

- 4.6 Population percentage of people with wages below the percentiles, by educational level
- 4.7 Population percentage of people with wages below the percentiles, by seniority
- 4.8 Population percentage of people with wages below the percentiles, by disability type
- 4.9 Population percentage of people with wages below the percentiles, by degree of disability
- 5. ANNUAL WAGE DIFFERENCES: wage ratio between persons with and without disabilities
 - 5.1 Sex
 - 5.2 Age Groups
 - 5.3 Type of working day
 - 5.4 Type of contract
 - 5.5 Employment Groups
 - 5.6 Educational Level
 - 5.7 Seniority
- 6 MONTHLY WAGE DIFFERENCES: wage ratio between persons with and without disabilities
 - 6.1 Sex
 - 6.2 Age Groups
 - 6.3 Type of working day
 - 6.4 Type of contract
 - 6.5 Employment Groups
 - 6.6 Educational Level
 - 6.7 Seniority
- 7 SAMPLING ERRORS: variation coefficients for the annual earnings per worker variable calculation
 - 7.1 Sex
 - 7.2 Groups of age
 - 7.3 Type of working day
 - 7.4 Contract Type
 - 7.5 Employment Groups
 - 7.6 Activity sector
 - 7.7 Groups of Autonomous Communities (NUTS1)
 - 7.8 Type of disability
 - 7.9 Degree of disability

Annex V

Classifications used

TYPE OF DISABILITY ASSOCIATED WITH IMPAIRMENTS

In 1991, the IMSERSO implemented a new means of classification of impairments, adjusting to the information required and to the contents of the assessment reports. The objective is to record those alternations that have caused disabilities (impairment codes) in the SDPD.

It contains a total of 106 different impairments (identified by a numeric 4-digit code) which, in order to aid data processing, are grouped according to the altered structure or function, in accordance with the following classification:

- Physical and other:
 - Osteoarticular system
 - Neuromuscular system
 - Cardiovascular, immunological and respiratory systems
 - Digestive, metabolic and endocrine systems
 - Other
- Intellectual
- Mental
- Sensory:
 - Visual system
 - Auditory system

The following includes the classification of impairments, to a 4-digit level:

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
1	OSTEOARTICULAR	1101	ALTERATION IN ALINEATION, SPINAL COLUMN, WITHOUT FUNCTIONAL LIMITATIONS
		1102	ALTERATION IN ALINEATION, SPINAL COLUMN, WITH FUNCTIONAL LIMITATIONS
		1103	FUNCTIONAL LIMITATION OF THE SPINAL COLUMN
		1104	ABSENCE OF FINGERS OR PHALANGES
		1105	ABSENCE OF MSD OR ITS ESSENTIAL PARTS
		1106	ABSENCE OF MSI OR ITS ESSENTIAL PARTS
		1107	ABSENCE OF MMI OR ITS ESSENTIAL PARTS
		1108	FUNCTIONAL LIMITATION OF THE RIGHT HAND
		1109	FUNCTIONAL LIMITATION OF THE LEFT HAND
		1110	BIMANUAL FUNCTIONAL LIMITATION
		1111	FUNCTIONAL LIMITATION OF MSD
		1112	FUNCTIONAL LIMITATION OF MSI
		1113	FUNCTIONAL LIMITATION OF BOTH MS (UPPER LIMBS)
		1114	FUNCTIONAL LIMITATION OF A FOOT
		1115	BIPODAL FUNCTIONAL LIMITATION
		1116	FUNCTIONAL LIMITATION OF A LOWER LIMB

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
		1117	FUNCTIONAL LIMITATION OF BOTH LI (LOWER LIMBS)
		1118	FUNCTIONAL LIMITATION OF AN UPPER LIMB AND A LOWER LIMB
		1119	FUNCTIONAL LIMITATION OF BOTH UPPER LIMBS AND ONE LOWER LIMB
		1120	FUNCTIONAL LIMITATION OF BOTH LOWER LIMBS AND ONE UPPER LIMB
		1121	FUNCTIONAL LIMITATION OF FOUR EXTREMITIES
		1122	FUNCTIONAL LIMITATION OF EXTREMITIES AND CV
		1123	SHORT STATURE
		1124	MORPH-THORACIC ANOMALY
		1125	DISABILITY OF THE OSTEOARTICULAR SYSTEM
2	NEUROMUSCULAR	1201	PARALYSIS OF THE PERIPHERAL NERVE
		1202	PARESIS OF THE PERIPHERAL NERVE
		1203	PARALYSIS OF THE CRANIAL NERVE
		1204	PARESIS OF THE CRANIAL NERVE
		1205	MONOPLÉGIA OF THE RIGHT UPPER LIMB
		1206	MONOPARESIS OF THE RIGHT UPPER LIMB
		1207	MONOPLÉGIA OF THE LEFT UPPER LIMB
		1208	MONOPARESIS OF THE LEFT UPPER LIMB
		1209	MONOPLÉGIA OF A LOWER LIMB
		1210	MONOPARESIS OF A LOWER LIMB
		1211	DIPARESIS
		1212	DIPLEGIA
		1213	PARAPLEGIA
		1214	PARAPARESIS
		1215	RIGHT HEMIPLEGIA
		1216	LEFT HEMIPLEGIA
		1217	RIGHT HEMIPARESIS
		1218	LEFT HEMIPARESIS
		1219	TETRAPLEGIA
		1220	TETAPARESIS
		1221	GENERALISED SEIZURES
		1222	GENERALISED NON-SEIZURE CRISES
		1223	PARTIAL CRISES
		1224	COORDINATION DISORDER
		1225	BALANCE DISORDER
		1226	COORDINATION AND BALANCE DISORDER
		1227	VASOMOTOR DISORDER

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
		1228	NEUROVEGETATIVE DISFUNCTION
		1229	DISABILITY OF THE NEUROMUSCULAR SYSTEM
3	CHRONIC ILLNESS	6001	DISEASE OF THE RESPIRATORY SYSTEM
		6002	DISEASE OF THE CIRCULATORY SYSTEM
		6003	DISEASE OF THE DIGESTIVE SYSTEM
		6004	DISEASE OF THE ENDOCRINE-METABOLIC SYSTEM
		6005	DISEASE OF THE BLOOD AND HAEMATOPOIETIC ORGANS
		6006	DISEASE OF THE GENITO-URINARY SYSTEM
		6007	SKIN DISEASE
		6008	IMMUNE SYSTEM DISORDER
		6009	TRANSPLANT PATIENT
		6010	TERMINAL PATIENT
		6011	CHRONIC ILLNESS
		6012	RARE ILLNESS
		8002	TOTAL SURGICAL LOSS OF AN ORGAN
		8003	PARTIAL SURGICAL LOSS OF AN ORGAN
4	INTELLECTUAL	2100	PROFOUND MENTAL RETARDATION
		2101	SEVERE MENTAL RETARDATION
		2102	MODERATE MENTAL RETARDATION
		2103	SLIGHT MENTAL RETARDATION
		2104	LIMITED INTELLIGENCE
		2105	DEVELOPMENTAL DELAY
5	MENTAL	2106	DEVELOPMENTAL DISORDER
		2107	COGNITIVE DISORDER
		2108	AFFECTION DISORDER
		2109	BEHAVIOURAL ALTERATION
		2300	MENTAL DISORDER
6	VISUAL	3101	SLIGHT LOSS OF BINOCULAR VISUAL ACUITY
		3102	MODERATE LOSS OF BINOCULAR VISUAL ACUITY
		3103	SEVERE LOSS OF BINOCULAR VISUAL ACUITY
		3104	SERIOUS LOSS OF BINOCULAR VISUAL ACUITY
		3105	BLINDNESS
		3106	LOSS OF SIGHT IN ONE EYE
		3107	DECREASE IN VISUAL EFFICIENCY
7	AUDITORY	3201	SLIGHT HEARING LOSS
		3202	MODERATE HEARING LOSS

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
		3203	SEVERE HEARING LOSS
		3204	PROFOUND HEARING LOSS
		3205	DEAFNESS
		3206	DEAF-MUTENESS
		3207	TOTAL LOSS OF HEARING IN ONE EAR
		3208	TINNITUS
		3209	DISABILITY OF THE AUDITORY SYSTEM
8	EXPRESSION	4101	APHASIA
		4102	DYSARTHRIA
		4103	DYSPHEMIA
		4104	DYSPHONIA
		4105	MUTENESS
		4106	LARYNGECTOMY
		4107	DISABILITY IN EXPRESSION
9	MIXED	5200	POLY-MALFORMATIVE SYNDROME
		5201	CONGENITAL MALFORMATIVE SYNDROME DUE TO THALIDOMIDE
		5202	CONGENITAL MALFORMATIVE SYNDROME CONSISTENT WITH THE THALIDOMIDE'S TERATOGENIC ACTION WITHOUT RULING OUT THAT IT IS DUE TO IT.
		8001	MULTIPLE DISABILITIES
10	OTHER	7000	UNKNOWN IMPAIRMENT
		8000	WITHOUT DISABILITIES
		9000	NON-ASSESSABLE ACUTE PROCESS

DEGREE OF DISABILITY

The population is divided into two categories, according to the percentage of the degree of disability

- Less than 33%
- 33% and over

For SPD, we have considered only the records of persons with a degree greater than or equal to 33% and similar according to Royal Legislative Decree 1/2013.

45% and 65% are the degrees of disability that establish limits regarding the receipt of pensions or the granting of early retirement.

For tabulation purposes, the following classification for the degree of disability variable shall be considered:

- 33% - 49%
- 50% - 64%
- 65% and over
- No evidence (consists of pensioners who have a recognised permanent disability pension and are not registered in the State Database of Persons with Disabilities).

OCCUPATION

The following groups based on classification NCO-11 are considered:

- High (groups 1-3 of NCO-11)
- Medium (groups 4-7 of NCO-11)
- Low (groups 8-9 of NCO-11)

NCO-11 National Classification of Occupations 2011¹	
Code	Description
1	Directors and managers
A	<i>Directors and managers</i>
2	Scientific and intellectual technicians and professionals
B	<i>Scientific and intellectual technicians and professionals in health and education</i>
C	<i>Other scientific and intellectual professionals and technicians</i>
3	Technicians; support professionals
D	<i>Technicians; support professionals</i>
4	Accounting, administrative and other office employees
E	<i>Office employees who do not deal with the public</i>
F	<i>Office employees who deal with the public</i>
5	Workers in catering, personal, and protection services and trade salespersons
G	<i>Workers in catering, personal, and protection services and trade salespersons</i>
H	<i>Health service and personal care workers</i>
I	<i>Health service and personal care workers</i>
6	Skilled agricultural, livestock, forestry and fishing sector workers
J	<i>Skilled agricultural, livestock, forestry and fishing sector workers</i>
7	Craftspersons and skilled workers in manufacturing industries and construction (except installation and machinery operators)
K	<i>Skilled construction workers, except machines operators</i>
L	<i>Skilled workers in manufacturing, except installation and machines operators</i>
8	Installation and machinery operators and assemblers
M	<i>Fixed installation and machinery operators and assemblers</i>
N	<i>Drivers and operators of mobile machinery</i>
9	Basic occupations
O	<i>Unqualified services workers (excluding transportation)</i>
P	<i>Agricultural, fishing, construction, manufacturing and transport industry labourers</i>
0	Military occupations
Q	<i>Military occupations</i>

¹ The complete classification can be found at: www.ine.es

ECONOMIC ACTIVITY

The following activity sectors based on CNAE-2009 are considered:

- Industry and construction (sections C-F of CNAE-2009)
- Services (sections G-S of CNAE-2009)

CNAE-2009: National Classification of Economic Activities¹	
Code	Description
A	Agriculture, livestock breeding, forestry and fishing
B	Extractive Industries
C	Manufacturing Industry
D	Electric energy, gas, steam and air conditioning supply
E	Water supply, sewerage, waste management and decontamination activities
F	Construction
G	Wholesale and retail business; repair of motor vehicles and motorcycles
H	Transport and storage
I	Accommodation
J	Information and communications
K	Financial and insurance activities
L	Real estate activities
M	Professional, scientific and technical activities
N	Administrative and support services activities
O	Public Administration and defence, compulsory Social Security
P	Education
Q	Health and social services activities
R	Artistic, recreational and entertainment activities
S	Other services
T	Private households with employed housekeeping staff; activities of households as producers of goods and services for their own use
U	Activities of extraterritorial organisations and bodies

¹ The complete classification can be found at: www.ine.es

EDUCATION (level of studies completed)

The following categories are considered:

- Without studies and primary (codes 01-10 of the CNED-14)
- Secondary, training programs and job placement (codes 21-52 CNED-14)
- Higher education and doctorate (codes 61-81 CNED-14)

Structure of the level of training achieved (CNED-2014)

0 Less than primary

01 Illiterate

02 Incomplete primary education

1 Primary education

10 Primary education

2 First stage of secondary education and the like

21 First stage of secondary education without graduate qualification in Compulsory Secondary Education and similar

22 First stage of secondary education with Compulsory Secondary Education graduate qualification and equivalent

23 Level 1 professional certificates and similar

24 Level 2 professional certificates and similar

3 Second stage of secondary education and the like

32 Baccalaureate and similar

33 Vocational training, visual arts and design and sports education of middle level and similar

34 Professional education in music and dance and similar

35 Certificates of official language schools, advanced level and similar

38 Basic vocational training

4 Non-higher post-secondary education

41 Level 3 Certificates of Professionalism; Short-term programmes requiring second stage of secondary education and similar

5 Vocational training, visual arts and design, and higher-level sports education and the equivalent; university degrees requiring a baccalaureate diploma, lasting two years or more.

- 51 Vocational training, visual arts and design and sports training of a high level and equivalent.
- 52 University own qualifications that require a baccalaureate of two years or more
- 6 University degrees of up to 240 ECTS credits, university graduates, own university expert or specialist qualifications and equivalent.**
- 61 University degrees of up to 240 ECTS credits and equivalent.
- 62 University diplomas and equivalent
- 63 Expert or specialist University qualifications, of less than 60 ECTS credits, with access requiring a university degree
- 7 University degrees of over 240 ECTS credits, university graduates, master and specialisation degrees in Health Sciences through the residency system and equivalent**
- 71 University degrees of over 240 ECTS credits and equivalent
- 72 Graduates and equivalent
- 73 Official University Master's Degree and equivalent
- 74 Specialities in Health Sciences for the residence system and similar
- 75 University own Master's qualifications, of 60 or more ECTS credits, with access requiring a university degree Whose access required to be university graduates
- 8 Doctoral training**
- 81 University PhD

Annex VI

Bibliography and documentation

Bibliography and documentation

- 1 Wage Structure Survey Methodology (INE): <http://www.ine.es/en/>
- 2 Methodology of the Employment of Persons with Disabilities Statistics (INE) <http://www.ine.es/en/>
- 3 Methodology of the Survey on Disabilities, Personal Autonomy and Dependency Situations (INE): <http://www.ine.es/en/>
- 4 Description of the State Database on Persons with Disabilities (IMSERSO)
- 5 Order of the Ministry of Labour and Social Security, of 8 March 1984.
- 6 Law 26/1990 of 20 December
- 7 Royal Decree 356/1991, of 15 March
- 8 Royal Decree 357/1991, of 15 March
- 9 RD 1971/1999, of 23 December, on the procedure for the recognition, statement and qualification of the degree of disability.
- 10 RD Royal Decree 1169/2003, of 12 March
- 11 Law 51/2003 of 2 December LIONDAU
- 12 Law 39/2006 of 14 December
- 13 Royal Decree 504/2007, of 20 April
- 14 Royal Legislative Decree 1/2013, of 29 November, which approves the revised text of the "General Law of rights of persons with disabilities and their social inclusion"