

24 September 2020

Annual Wage Structure Survey 2018

Definitive Results

Main results

- The average annual salary was 24,009.12 euros per worker in 2018, 1.5% higher than that of the previous year¹.
- The average annual salary of women increased by 2.0% compared to 2017, reaching 21,011.89 euros, while that of men was 26,738.19 euros, 1.3% higher than in the previous year. The indicator “Wage gap between women and men”², which uses the ordinary earnings per hour worked as a basis of comparison, showed a difference in wages of 11.3%.
- País Vasco registered the highest average annual salary, with 28,470.94 euros per year per worker, while Extremadura had the lowest, with 19,947.80 euros. In terms of annual growth, Comunitat Valenciana presented the highest increase (3.6%) and Comunidad de Madrid the only decrease (–0.3%).
- The economic activity *Supply of electrical energy, gas, steam and air conditioning* recorded the highest annual salary, at 51,237.33 euros. By contrast, *Hospitality* had the lowest, at 14,345.30 euros.
- The annual salary of *Directors and managers* (54,341.32 euros) was 126.3% higher than the average salary. That of *Unskilled service workers (except transport)* was 13,065.90 euros, 45.6% lower than the average wage.
- Full-time workers had an average salary of 28,070.00 euros, 2.6% higher than the previous year. Meanwhile, the salary of part-time workers increased by 4.6%, to 11,171.49 euros.
- The average salary of workers with a permanent contract was 25,775.61 euros in 2018, 7.4% higher than the average. For people with fixed term contracts, the annual salary was 18,056.18 euros, 24.8% lower than the average salary.
- University graduates received an annual salary of 37,869.24 euros, 57.7% higher than the average salary. On the other hand, the salary of workers with less than primary level qualifications was 15,190.30 euros, 36.7% lower than the average.

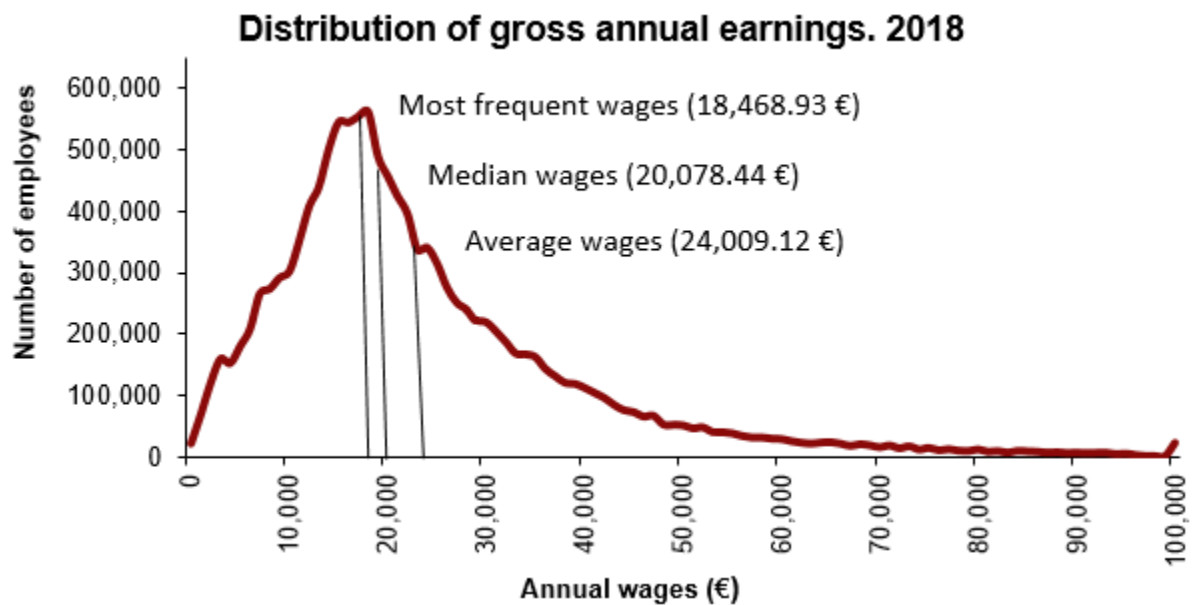
¹ The comparison of 2018 data with that of 2017 is influenced by the selection with negative coordination between both samples (please see *Methodology* at the end of this press release).

² The indicator “Wage gap between women and men,” defined by the Statistical Office of the European Union (Eurostat), represents the difference between the hourly earnings of male and female employees, as a percentage of men’s hourly earnings. Eurostat calculates this indicator only for employees working in units of 10 and more workers, and in hourly earnings it includes the overtime pay but excludes extraordinary bonuses (more information at: <http://ec.europa.eu/eurostat/web/labour-market/earnings>).

Wage distribution

The average annual gross salary in Spain was 24,009.12 euros per worker in the year 2018, 1.5% higher than the previous year. The difference between this average salary and the most frequent or modal salary (18,468.93 euros) was more than 5,500 euros. This means that there were few workers with very high earnings, but that they had a significant influence on the average.

On the other hand, the median wages (that is, the wage figure that divides the number of workers into two equal parts, those whose wages are higher and those whose wages are lower) registered a value of 20,078.44 euros.



The average earnings of males grew 1.3%, to 26,738.19 euros, while that of females increased 2.0%, to 21,011.89 euros. The average annual female salary was thus 78.6% of the average male salary. However, this difference must be qualified according to other labour variables (type of contract, working hours, occupation, seniority, etc.) that have a significant impact on wages.

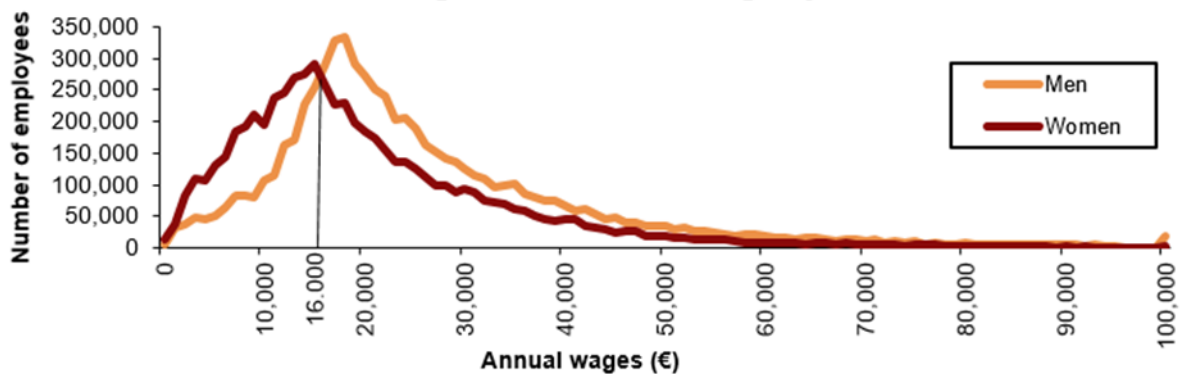
Thus, considering the community definition of the structural indicator “Salary gap between women and men”³, which uses ordinary earnings per hour worked as the basis for comparison, the difference in wages by sex was 11.3%.

Salary gap between women and men (%)

2010	2014	2018
15.3	14.0	11.3

³ See note 2 on the previous page.

Distribution of gross annual earnings by sex. 2018



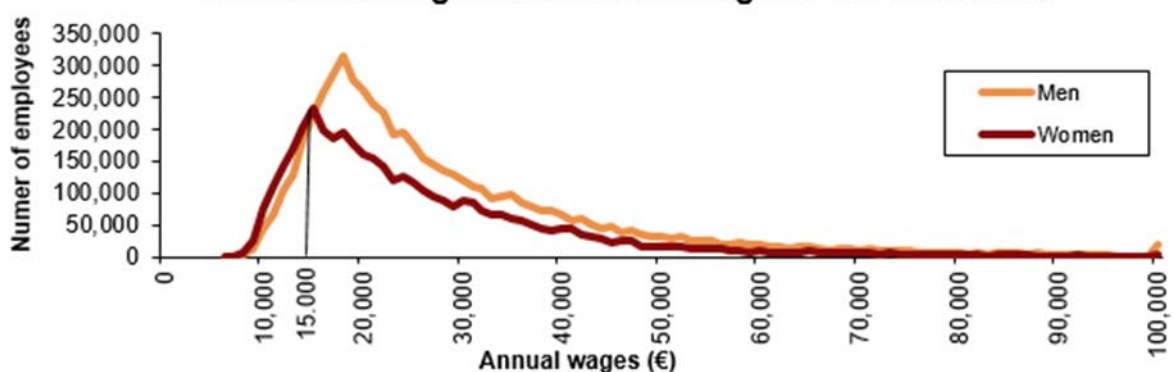
It should be noted that the number of women who earned less than 16,000 euros was greater than the number of men. Based on this figure, the number of women who received each salary level was always lower than that of men with the same salary.

Another indicator for the wage distribution is the proportion of workers with low earnings (*low pay rate*). This measures the proportion of wage earners whose hourly earnings were less than two-thirds of the median. In 2018, 13.1% of wage earners received hourly earnings below these two thirds. Of this total, 62.2% were women.

By type of working day, the average annual salary of full-time workers was 28,070.00 euros, 2.6% higher than the previous year. Meanwhile, the salary of part-time workers increased, by 4.6%, to 11,171.49 euros.

Regarding the distribution of wages by type of working day, the differences between men and women were notable. The number of men and women employed full time was thus similar for salaries below 15,000 euros. Above this salary level, the number of men was always higher than that of women.

Distribution of gross annual earnings for full-time. 2018



For part-time employees, the distribution was different. In this case, the number of women was higher than that of men at practically all salary levels, especially for levels below 25,000 euros.



Salary Composition

To analyse the salary composition according to remuneration items, we use the average monthly salary as base, which, in gross figures, was 1,808.93 euros (1,995.87 for men and 1,603.60 for women).

Base salary was the main component (68.6%), followed by salary supplements (29.0%). Overtime and extra pay were less important, representing 2.1% and 0.4%, respectively.

After deducting the Social Security contributions paid by the worker and withholdings from Personal Income Tax (IRPF), the monthly net salary is obtained, which was 1,430.75 euros (1,562.12 in the case of men and 1,286.45 for women).

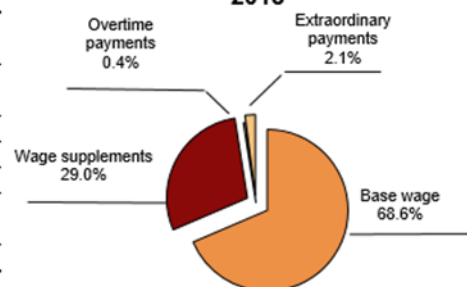
Composition of monthly growth wage (euros)¹

	2014	2018	TC 14-18
Base wage	1,177.15	1,240.27	5.4
+ Wage supplements	523.83	523.69	0.0
+ Overtime payments	5.65	7.48	32.4
Ordinary wage	1,706.63	1,771.44	3.8
+ Extraordinary payments	29.53	37.49	27.0
Gross wage	1,736.16	1,808.93	4.2
- Social Security contributions *	110.88	115.98	4.6
- Income tax withholdings	268.40	262.20	-2.3
Net wage	1,356.88	1,430.75	5.4

* By the employee

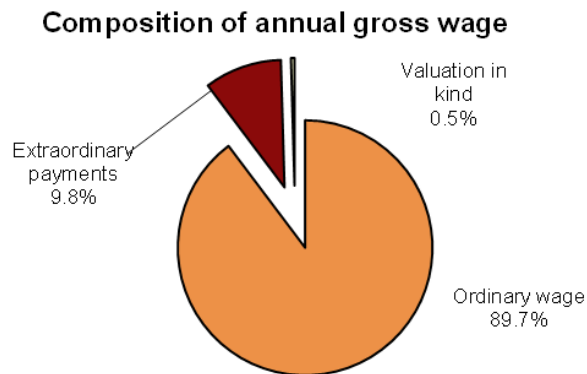
¹ Referred to October

Composition of monthly gross wage 2018



When the variation is analysed compared to the previous four-year survey, the gross salary grew by 4.2% compared to 2014. There were increases in all components of the monthly salary, except for supplements, which remained stable. On the other hand, the net salary grew by 5.4%, due to a 4.6% increase in Social Security contributions and the 2.3% decrease in personal income tax withholdings.

Since there are payments with a maturity period of greater than one month, annual salary is used to check salary levels.



In 2018, the weight of the ordinary salary over the annual gross salary was 89.7%, and that of extraordinary bonuses, 9.8%. For their part, in-kind contributions were of little importance (0.5%).

By sex, extraordinary and in-kind payments weighed more heavily on men than on women (10.1% and 0.5%, compared to 9.4% and 0.4%). As a consequence, the ordinary salary was more important for women (90.2%) than for men (89.4%).

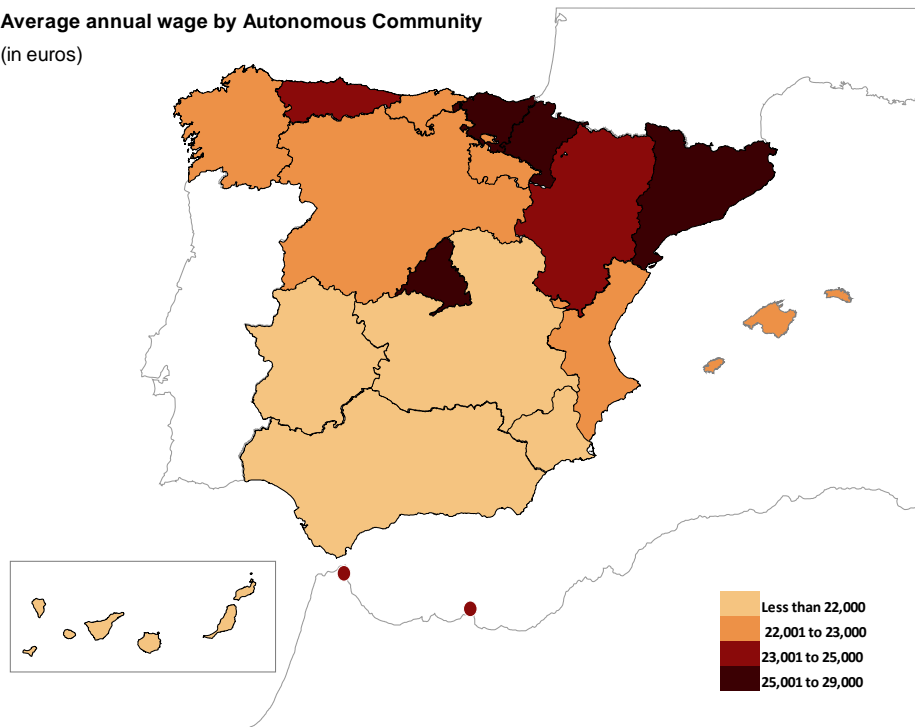
Territorial analysis

The highest wages in 2018 corresponded to País Vasco (28,470.94 euros per worker per year), Comunidad de Madrid (27,010.93 euros) and Comunidad Foral de Navarra (26,364.75 euros).

These three territories, together with Cataluña and the autonomous cities of Ceuta and Melilla, recorded average annual earnings above the national average.

On the other hand, Extremadura (19,947.80 euros), Canarias (20,763.48 euros) and Región de Murcia (21,510.59 euros) recorded the lowest salaries.

Average annual wage by Autonomous Community
(in euros)



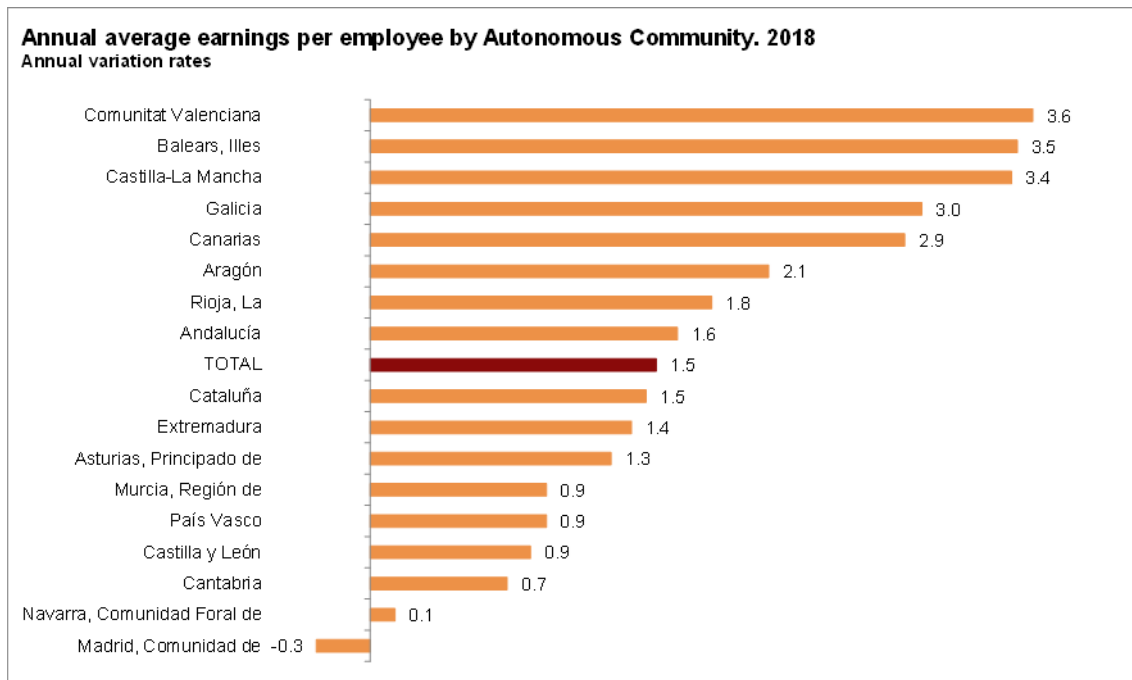
The differences between the sexes were not the same in all regions. The different structure of employment in each region was the fundamental factor explaining this variability. There are many factors influencing the salary differences between men and women: contract type, the type of working day, level of studies, and occupation type, among others.

Main results by Autonomous Community. 2018

	Boths sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	24,009.12	1.5	21,011.89	2.0	26,738.19	1.3
Andalucía	21,756.78	1.6	18,599.48	1.7	24,693.24	2.1
Aragón	23,531.83	2.1	20,074.25	2.0	26,640.59	2.9
Asturias, Principado de	23,914.61	1.3	19,744.94	1.6	27,912.91	0.2
Balears, Illes	22,800.87	3.5	21,085.74	3.0	24,437.58	3.8
Canarias	20,763.48	2.9	19,051.01	0.7	22,333.63	4.9
Cantabria	22,554.83	0.7	19,630.01	3.2	25,349.01	0.4
Castilla y León	22,034.53	0.9	19,056.53	1.4	24,714.04	-0.3
Castilla-La Mancha	21,756.38	3.4	19,088.87	4.2	23,960.10	3.5
Cataluña	25,552.84	1.5	22,289.90	2.2	28,640.23	1.1
Comunitat Valenciana	22,121.05	3.6	19,235.72	3.8	24,537.07	2.8
Extremadura	19,947.80	1.4	17,972.63	1.4	21,794.57	1.0
Galicia	22,244.59	3.0	19,543.17	3.8	24,826.91	2.1
Madrid, Comunidad de	27,010.93	-0.3	23,925.99	-0.4	29,816.34	-0.3
Murcia, Región de	21,510.59	0.9	18,598.64	3.0	23,670.24	-1.4
Navarra, Comunidad Foral de	26,364.75	0.1	22,697.59	3.6	29,546.12	-0.5
País Vasco	28,470.94	0.9	24,757.18	2.4	31,970.30	1.1
Rioja, La	22,641.17	1.8	19,770.93	2.2	25,593.27	3.1

Considering the average growth of average earnings, Comunitat Valenciana, Illes Balears and Castilla-La Mancha presented the highest rates, with increases of 3.6%, 3.5% and 3.4% respectively.

On the other hand, Comunidad de Madrid, Comunidad Foral de Navarra and Cantabria registered the lowest rates, at -0.3%, 0.1% and 0.7%.



Results by economic activity

The economic activity with the highest wage in 2018 was *Electric energy, gas, steam and air conditioning supply*, with 51,237.33 euros per worker. This figure was 113.4% higher than the national average. The next activity with the highest wage corresponded to *Financial and insurance activities*, with 45,034.53 euros.

On the contrary, *Hospitality* and *Other services* had the lowest average annual salaries, with 14,345.30 and 16,374.23 euros, respectively. These figures were 40.3% and 31.8% below the average.

The greatest growth in annual profit was in *Artistic, recreational and entertainment activities* (4.6%) and in *Extractive industries* (4.4%).

In the opposite direction, *Information and communications activities* and *Electricity, gas, steam and air conditioning supply* recorded the greatest decreases, of 1.6% and 1.5%, respectively.

As regards wage differences by sex and economic activity, it should be noted that the ranking of activities in each sex was maintained with slight modifications. The *Supply of electricity, gas, steam and air conditioning* was thus the activity with the highest salary for both sexes, while the *Hospitality industry* presented the lowest salaries for men and women.

Annual average earnings per employee by activity sections. 2018

	Total	Desv. in %	Women	Men	Annual variation rates (%)
D. Electricity gas steam ...	51,237.33	113.41	44,395.92	53,379.93	4.6 R.
K. Financial and insurance activities	45,034.53	87.57	39,662.45	51,843.11	4.4 B.
B. Mining and quarrying	33,990.57	41.57	38,900.71	33,095.45	4.0 N.
J. Information and communication	33,117.64	37.94	29,099.47	35,411.23	3.0 Q.
O. Public administration and defence	29,824.04	24.22	28,095.08	31,469.33	2.9 K.
M. Professional, scientific and technical	28,058.48	16.87	23,409.52	33,778.27	2.8 O.
C. Manufacturing	27,640.12	15.12	23,091.83	29,288.25	2.4 H.
E. Water supply; ...	27,289.63	13.66	24,302.84	28,074.77	2.2 M.
Q. Human health and social work activities	26,851.10	11.84	24,599.63	34,173.79	1.9 G.
H. Transportation and storage	24,653.86	2.69	22,595.67	25,274.90	1.6 F.
Total activities	24,009.12	0.00	21,011.89	26,738.19	1.6 C.
P. Education	23,679.17	-1.37	23,225.84	24,532.37	1.5 Total
F. Construction	22,971.05	-4.32	21,919.00	23,118.32	1.3 E.
L. Real estate activities	21,249.15	-11.50	18,744.33	25,083.49	1.1 S.
G. Wholesale and retail trade; ...	21,006.17	-12.51	17,741.19	24,277.23	0.5 P.
R. Arts, entertainment and recreation	18,517.55	-22.87	16,365.60	20,139.56	-0.2 L.
N. Administrative and support services	17,176.75	-28.46	14,101.23	20,793.89	-1.3 I.
S. Other service activities	16,374.23	-31.80	14,266.89	20,798.04	-1.5 D.
I. Accommodation and food service activities	14,345.30	-40.25	12,808.88	16,271.82	-1.6 J.

Wages and Occupation

Occupation was one of the variables that most influenced the wage level. The large difference between the salary of *Directors and managers* compared with the rest of occupations stands out. Specifically, the earnings of said group were 126.3% higher than the average wage. *Technicians and scientific and intellectual professionals* and *Technicians; Support professionals* also recorded higher than average salaries, at 43.7% and 21.9%, respectively.

The other occupations had average wages below the national average. The lowest paid were *Basic occupations* (-36.8%) and *Workers in catering, personal, protection and sales services* (-29.0%).

If distinguished by occupation and sex, women had a lower salary than men in all occupations. The greatest difference was in the group of *Basic occupations* and the smallest in that of *Technicians and scientific and intellectual professionals*.

The pattern of occupation groups above and below the mean was repeated in men and women. The highest paid occupations were the same and in the same order for both sexes. The groups with the lowest salaries also coincided in men and women, but the order differs from the global results.

As for variation compared to 2017, the largest salary increases occurred in *Accounting, administrative and other office employees* and *Directors and managers*, with increases of 6.7% and 6.5%, respectively.

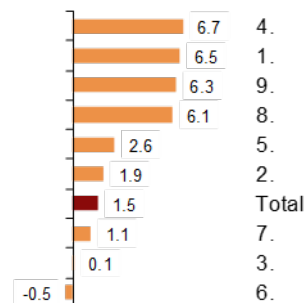
On the other hand, *Skilled agricultural, livestock, forestry and fishing sector workers* suffered a decrease of 0.5% in annual profit.

Annual average earnings per employee by occupation (euros). 2018

	Total	Desv. in %	Women	Men
1. Directors and managers	54,341.32	126.3	46,657.12	58,850.23
2. Scientific and intellectual...	34,505.80	43.7	31,997.14	38,030.55
3. Technicians and support...	29,261.35	21.9	25,618.99	31,979.93
All occupations	24,009.12	0.0	21,011.89	26,738.19
8. Installation and machinery...	23,184.12	-3.4	19,711.13	23,559.44
7. Craftspersons and skilled...	22,617.64	-5.8	17,469.06	23,289.79
4. Accountancy, administrative...	21,730.58	-9.5	20,038.91	25,164.77
6. Skilled agricultural, livestock...	19,690.87	-18.0	.	19,899.19
5. Workers in catering,...	17,047.80	-29.0	14,586.50	20,856.00
9. Elementary occupations	15,163.76	-36.8	12,323.45	18,170.91

*The corresponding data is not provided because the number of sampling observations is less than 100

Annual variation rates (%)



Wages and type of working day

The type of working day was, unquestionably, the variable that determined the wage level. In 2018, the average annual salary was 28,070.00 euros for full-time work and 11,171.49 for part-time.

This means that part-time remuneration was on whole 53.5% lower than the average salary. The percentage was 55.9% for women and 48.6% for men.

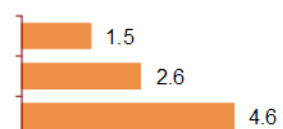
The salary variation compared to 2017 was 2.6% for full-time workers and 4.6% for part-time workers.

Compared to the previous four-year survey (2014), the salary of part-time workers increased more (14.1%) than that of full-time workers (4.1%).

Annual average earnings per employee by type of working day (euros). 2018

	Total	Variation rate 18-14	Women	Men
Total	24,009.12	5.0	21,011.89	26,738.19
Full-time	28,070.00	4.1	26,274.06	29,354.53
Part-time	11,171.49	14.1	10,580.42	12,344.73

Annual variation rates (%)



This comparison, which is valid from the workers' point of view, is not relevant if we compare wages as the "price of labour"; full-time wages correspond to more hours of work than those of part time workers. As such, hourly earnings are the relevant variable.

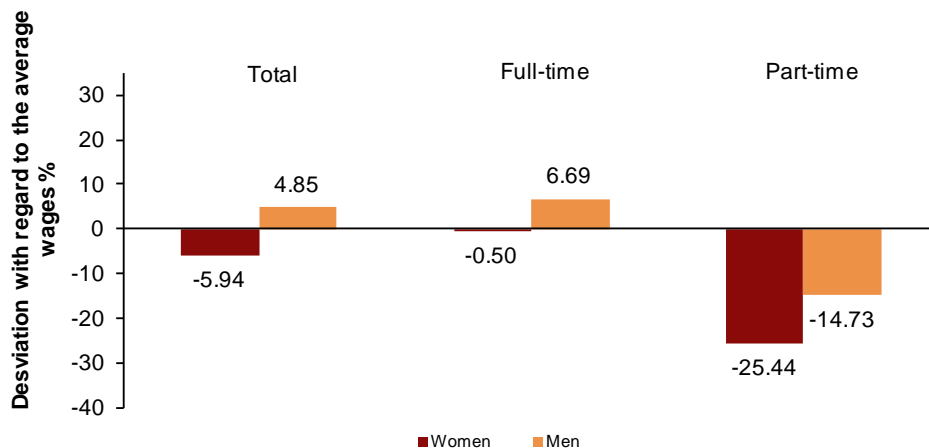
Average per hour earnings in 2018 thus stood at 11.95 euros. For full-time workers, the amount was 12.40 euros, while for part-time workers it was 9.34 euros. This means that hourly earnings were 21.8% lower than the average for part-time employees, and 3.8% higher for full-time employees.

Average hourly wage by type of day (euros). 2018

	Total	Variation rate 18-14	Women	Men
Total	11.95	3.8	11.24	12.53
Full-time	12.40	3.2	11.89	12.75
Part-time	9.34	9.5	8.91	10.19

By sex, the earnings-hour of full-time men was 6.7% above the average earnings-hour. That of women was 0.5% lower.

Comparison of the hourly wage by type of day and sex. 2018



The wage difference between men and women decreased when comparing earnings-hour. While the average annual female wage was, as already mentioned, 78.6%, this difference drops to 89.7% if hourly wage is considered.

Wages and Contract Type

For the purposes of the survey, two types of contract have been considered: permanent contracts and fixed-term (temporary) contracts.

In order to compare workers with each contract type, salary was adjusted for workers who did not stay at the workplace the entire year. To this end, they were assigned equivalent annual wages to those they would have been paid, had they worked for the entire year under the same conditions.

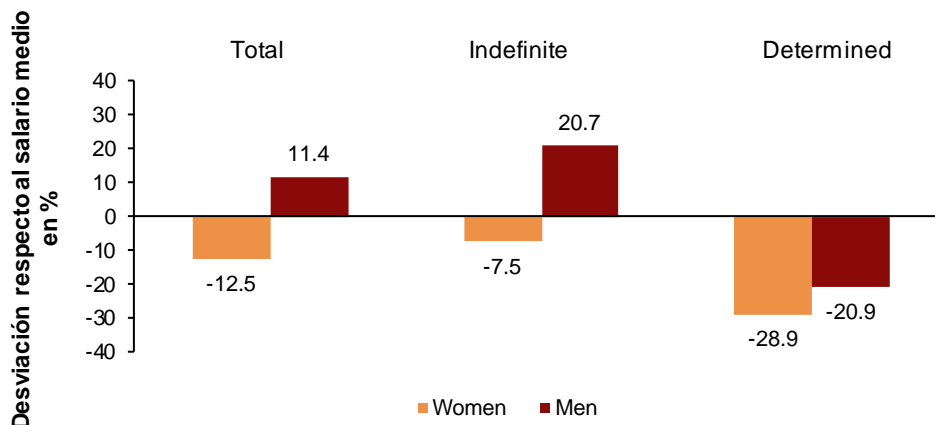
Annual average earnings per employee by type of contract (Euros). 2018

	Total	Variation rate 18-14	Women	Men	Annual variation rates (%)
Total	24,009.12	5.0	21,011.89	26,738.19	1.5
Indefinite	25,775.61	4.2	22,210.24	28,987.90	2.7
Determined	18,056.18	15.2	17,069.20	18,987.35	6.0

Workers with a permanent contract had an annual salary of 25,775.61 euros, 7.4% higher than the average salary. In temporary contracts, the annual salary was 24.8% lower than the average salary. The variation compared to 2017 was 2.7% and 6.0%, respectively.

Compared to the previous four-year survey, from 2014, both types of contracts increased the average salary: 4.2% in the case of permanent contracts and 15.2% in temporary ones.

Comparison of average annual wages by type of contract and sex. 2018



In general, workers with a fixed-term or temporary contract had average annual wages that were almost 30% lower than those of persons with permanent contracts.

Differentiating by sex, men had a salary 20.7% higher than the average, if the duration was temporary, and 20.9% lower if the duration was permanent. In the case of women, the salary was lower than the total average salary regardless of contract type: the difference was 7.5% for permanent contracts and 28.9% for temporary ones.

Wages and Level of Studies

The educational level of the worker is another significant characteristic when looking at wages. There are marked differences between different official degrees.

Workers *Without studies* or those who have not completed *Primary education* had a remuneration 36.7% lower than the average salary in 2018, while *University graduates and similar* and *Holders of a doctorate degree doctors* received an annual salary 57.7% higher.

College graduates and similar and workers with *Upper level vocational training and similar* also had above-average salaries.

On the other hand, all levels below those mentioned had a lower annual salary. It should be noted that the average gain decreased as the educational level decreased.

Average annual wages by level of studies (euros). 2018

Average annual by employee				Desviation fromm the average wages as a %	
	Total	Women	Men		
VII. University graduates,...	37,869.24	33,846.77	42,520.24	57.7	VII.
VI. Univestity diploma...	29,895.43	27,289.91	34,091.51	24.5	VI.
V. Intermediate-level...	25,751.09	20,322.55	29,847.99	7.3	V.
All studies	24,009.12	21,011.89	26,738.19	0.0	Total
IV. Secondary education II	22,246.72	18,393.62	26,125.67	-7.3	IV.
III. Secondary education I	18,554.04	15,104.03	21,149.49	-22.7	III.
II. Primary education	17,318.04	13,144.95	20,075.79	-27.9	II.
I. Without studies	15,190.30	11,705.34	17,669.92	-36.7	I.

Looking at differences by sex, at all levels of studies the salary of men was higher than that of women. The smallest difference was in the *University graduates and similar* group, while the largest was in the *Primary education* group.

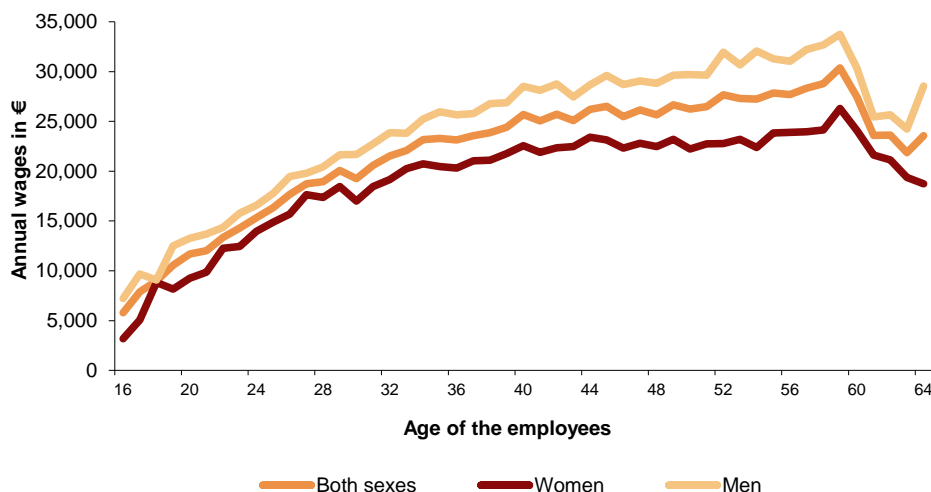
Wages by Age

There is a positive relationship between worker age and salary level. This reflects the fact that the oldest workers were, in general, those with the longest tenure and experience on the job.

Thus, for example, workers aged 55 to 59 received 27,948.41 euros on average, while those aged 20 to 24 earned 12,914.18 euros.

In the lower and upper ages, the curve's behaviour is somewhat erratic because the sample in these sections is small.

Average annual wages by age in complete years by sex. 2018



Salaries by Company Seniority

There is a tendency for salary to increase along with company seniority. This is because a seniority-based salary supplement is often received and, generally, with the experience gained in the company, one moves up within the scale of responsibilities and remuneration.

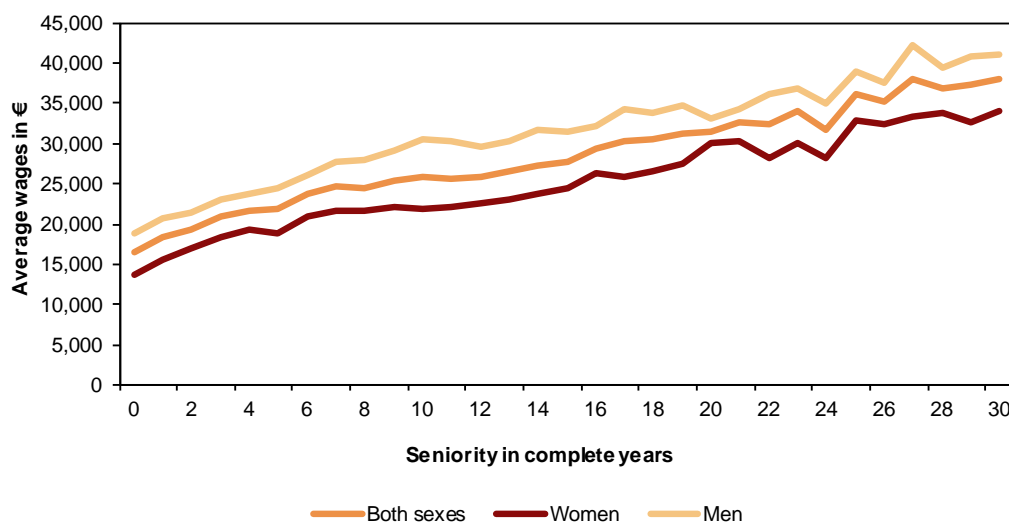
Workers who had been in their position for less than a year thus earned 16,452.04 euros on average, while those who had 30 or more years of seniority received 36,405.25 euros.

Main results by seniority in complete years . 2018

	Gross annual wages			Men/Women ratio
	Total	Women	Men	
ALL	24,009.12	21,011.89	26,738.19	78.6
Less than 1 year	16,452.04	13,596.00	18,813.20	72.3
1 to 3 years	19,346.54	16,634.10	21,506.00	77.3
4 to 10 years	23,815.63	20,898.61	26,807.89	78.0
11 to 20 years	28,033.26	24,555.46	31,815.77	77.2
21 to 29 years	34,812.20	31,220.74	37,822.17	82.5
30 years and over	36,405.25	32,705.56	38,984.59	83.9

By sex, women had a lower salary than men in all intervals. The smallest differences were observed among those with more years of seniority in the company.

Average annual wages by seniority in complete years and sex. 2018

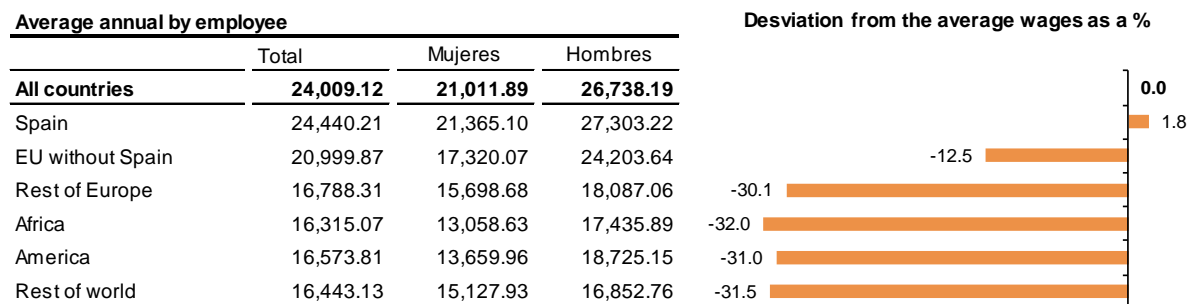


Wages and Nationality⁴

Only Spanish workers had a salary above the average in 2018, by 1.8%.

For the rest of the workers in the European Union, wages were 12.5% lower than the average, while for the rest of the nationalities, wages were in all cases lower than the average by more than 30%.

Average annual wages by nationality (euros). 2018



By sex, the salary of women was lower than that of men in all cases and was likewise always lower than the total average salary.

Wages According to Workplace Size

The average annual salary depends on workplace size: the higher the number of workers, the higher the salary.

Annual wages by employee						
	2014			2018		
	Total	Women	Men	Total	Women	Men
Total	22,858.17	19,744.82	25,727.24	24,009.12	21,011.89	26,738.19
1 to 49	18,830.77	15,581.00	21,520.04	19,685.05	16,231.19	22,441.72
50 to 199	24,367.80	20,706.37	27,516.52	24,906.46	21,301.75	27,974.69
more than 200	28,065.44	24,635.29	31,940.73	29,783.80	26,658.67	33,370.22

Women had a lower than average salary in 2018, except in the largest companies. In addition, the difference between the average salary for men and women was smaller when there was a larger number of workers.

⁴ Results may be influenced by the fact that foreign nationality workers represent only 5.6% of the total sample.

Variation rate 18-14 in %

	Total	Men	Women	Variation rate for TOTAL
All	5.0	6.4	3.9	5.0
1 to 49	4.5	4.2	4.3	4.5
50 to 199	2.2	2.9	1.7	2.2
more than 200	6.1	8.2	4.5	6.1

Average earnings grew between 2018 and 2014 in all cases, and likewise for men and women. The largest increase occurred in the largest companies, with this increase being more pronounced among men than women.

Wages According to Labour Relations Regulation Type

In the case of collective agreements, the highest average salaries appeared at workplaces with *Company agreements or workplaces* (29,664.78 euros). However, the average salary was the highest (30,798.98 euros) in *Another form of regulation* different from collective agreements..

By sex, the highest salaries for women occurred in workplaces with *Another form of regulation* (29,966.60 euros), while for men it was with *Collective agreements at the company or workplace level* (33,005.45 euros).

Annual wages per employee

	2014			2018		
	Total	Women	Men	Total	Women	Men
All	22,858.17	19,744.82	25,727.24	24,009.12	21,011.89	26,738.19
All agreements	22,264.69	18,712.24	25,367.65	23,176.31	19,641.95	26,236.50
└ State scope	22,898.52	19,670.61	26,076.57	23,300.35	20,332.90	26,297.10
└ Smaller than State scope	19,248.35	16,057.18	22,077.51	20,486.45	17,088.38	23,320.40
└ Company or workplace scope	28,674.21	24,364.29	31,693.29	29,664.78	25,101.41	33,005.45
Another form of regulation	27,458.72	26,145.04	29,296.00	30,798.98	29,966.60	31,942.80

Variation rate 18-14 in %

	Total	Women	Men	Variation rate for TOTAL
All	5.0	6.4	3.9	5.0
All agreements	4.1	5.0	3.4	4.1
└ State scope	1.8	3.4	0.8	1.8
└ Smaller than State scope	6.4	6.4	5.6	6.4
└ Company or workplace scope	3.5	3.0	4.1	3.5
Another form of regulation	12.2	14.6	9.0	12.2

Compared to the last four-year survey, in 2014, the average profit increased across the board for all regulation types. The highest growth occurred in *Another form of regulation* and the lowest in *State-level agreements*.

Salaries According to Company Target Market

The target market for the company's production also has a positive relationship with salary, and the broader its scope, the higher the salary level.

Thus, if the company's production was destined for the *World market*, the average salary was almost 40% higher than the global average. On the other hand, if production was limited to the *Local or regional market*, the salary was 11.9% lower.

By sex, the average salary of women was higher than the total average salary only in the units whose production was destined for the *World market*. For their part, men's wages were lower than the total average salary only in units whose production was limited to the *Local or regional market*.

The smallest differences between sexes occurred in the *Local or regional market* with 16.3%, while in the *National market* and the *European Union*, these differences amounted to more than 22.5%.

Annual wages per employee

	2014			2018		
	Total	Women	Men	Total	Women	Men
All markets	22,858.17	19,744.82	25,727.24	24,009.12	21,011.89	26,738.19
Local or regional market	19,911.02	17,999.87	22,005.73	21,143.11	19,334.59	23,102.41
National market	24,411.10	20,950.46	27,296.04	25,399.31	21,839.90	28,316.83
European Union	25,976.04	21,837.39	28,584.10	27,260.99	23,136.76	29,899.90
World market	32,315.10	27,156.65	35,385.84	33,591.64	29,621.17	35,946.92

In terms of annual profit variation between 2018 and 2014, there was an increase in wages in all markets. Of particular note was the 6.2% increase in companies whose production destination was the *Local or regional market*.

Variation rate 18-14 in %

	Total	Women	Men	Variation rate for Total
All markets	5.0	6.4	3.9	5.0
Local or regional market	6.2	7.4	5.0	6.2
National market	4.0	4.2	3.7	4.0
European Union	4.9	6.0	4.6	4.9
World market	4.0	9.1	1.6	4.0

Wages According to Employer Type (type of company control)

Average annual salary in the *Public Sector*⁵ was 32,422.77 euros in 2018, while in the *Private Sector* it came to 22,194.89 euros. These differences were mainly due to the different economic activities and the different occupations of workers in each sector, as well as the large difference in the number of workers in each of these sectors (more than 80% of the workers were from the *Private sector*). There was greater wage dispersion in the *Private sector* than in the *Public sector*.

⁵ Officials assigned to the Special Civil Service System are not included. Employees of public companies are included.

By sex, women received a salary 9.8% lower than men in publicly controlled companies. This difference rose to 27.7% in the companies under private control.

Average annual wages per occupation by Company control

	2014		2018		TC 14-18	
	Public sector ¹	Private sector ²	Public sector ¹	Private sector ²	Public sector ¹	Private sector ²
All occupations	29,456.6	21,450.9	32,422.8	22,194.9	10.1	3.5
1. Directors and managers	45,929.7	53,450.6	53,485.9	54,464.9	16.5	1.9
2. Scientific and intellectual technicians and professionals	35,154.3	31,471.8	38,134.1	31,665.3	8.5	0.6
3. Technicians and support professionals	29,641.1	27,935.3	31,779.4	28,743.7	7.2	2.9
4. Accountancy, administrative and other office employees	24,081.1	19,292.0	25,205.1	20,982.9	4.7	8.8
5. Workers in catering, personal, and protection services and trade salespersons	26,020.9	14,225.6	28,614.7	15,262.1	10.0	7.3
6. Skilled agricultural, livestock, forestry and fishing sector workers	-	-	-	18,992.31		
7. Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)	25,328.9	21,389.9	26,503.2	22,422.6	4.6	4.8
8. Installation and machinery operators and assemblers	31,277.6	20,924.0	35,114.2	22,500.2	12.3	7.5
9. Elementary occupations	17,733.6	12,828.3	18,159.6	14,888.0	2.4	16.1

(1) Public sector workers covered by the Civil Service Pensions Regime are excluded.

(2) Presidents, members of boards of directors and, in general, all personnel whose remuneration is not mainly in the form of salary, but for concessions or benefits, are excluded.

(-) Non-representative data

Between 2018 and 2014, the annual salary increased by 10.1% in the *Public sector* and 3.5% in the *Private sector*.

There was an increase in wages in all occupation groups. In the public sector, the increases for *Directors and managers* (16.5%), *Plant and machinery operators, and assemblers* (12.3%) and *Workers in catering, personal, protection and sales services* (10.0%) were particularly notable.

On the other hand, the highest growth rates in the private sector occurred in *Basic occupations* (16.1%), *Accounting, administrative and other office employees* (8.8%) and *Plant and machinery operators and assemblers* (7.5%).

Methodological note

The four-year wage structure survey is a statistical operation that has been conducted since 1995 within the framework of the European Union. It uses common methodology and content in order to obtain comparable results on wage structure and distribution among EU Member States. The survey looks into wage distribution according to a wide variety of variables including as sex, occupation, branch of activity, seniority, and company size.

Type of survey: quadrennial structural survey.

Population scope: Social Security contribution accounts. General Scheme: Sections B to S of CNAE-09 and Special Scheme for Seafarers: Sea Transport (Division 50 of CNAE-09).⁶ Individual salaried workers are selected within each account.

Geographical scope: the entire national territory.

Reference period: the survey distinguishes two reference periods. Most of the questions 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.

Sample size: Approximately 28,500 establishments and 220,000 workers.

Type of sampling: Two-stage sampling. The first-stage statistical unit is the contribution accounts and a stratified random sample with optimal allocation is used. Comprehensive survey for establishments with more than 500 employees. The second stage is the workers of the contribution accounts. The number of workers selected in each account depends on the size of these.

The contribution account sample was selected by applying a negative coordination criterion. Whenever possible, care has been taken to ensure that the selected units are no longer collaborating in other INE surveys in order to decrease the response burden on informants.

Collection method: questionnaire filled in directly by the establishment.

For more information you can access the methodology at:

https://www.ine.es/metodologia/t22/meto_ees18.pdf

And the standardized methodological report in:

<https://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30133>

For further information see **INEbase:** www.ine.es/en/ Twitter: @es_ine

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⁶ Therefore, public sector workers covered by the Civil Service Pensions Regime are excluded.