

08 November 2018

**Wage decile of the main job.  
Economically Active Population Survey (EAPS)  
Year 2017**

**Main results**

- The average monthly wage (in gross terms) was 1,889.0 euros in 2017, an increase of 0.6% over 2016.
- 40% of employees earned between 1,230.9 and 2,136.3 euros in 2017. 30% earned 2,136.3 euros or more and the remaining 30% less than 1,230.9 euros.
- The branches of activity with the highest proportion of high wages (located in the three highest deciles) were *Financial and insurance activities, Education and public administration, defence and compulsory social security*. The branches with the lowest remuneration corresponded to *Activities of households as employers of domestic personnel* and to *Agriculture, livestock, forestry and fishing*.
- By Autonomous Community, the highest concentration of high wages was observed in País Vasco (44.4% of employees with earnings of at least 2,136.3 euros per month), Comunidad Foral de Navarra (41.4%) and Comunidad de Madrid (39.1%). In this high-wage bracket, the Autonomous Communities least represented were Canarias (18.7%), Región de Murcia (21.3%) and Extremadura (22.3%).

In order to calculate the wage deciles, we proceed as follows: all employees are ordered according to the amount of the monthly wage<sup>1</sup> received and then divided into 10 equal groups, that is, with 10% of the workers in each group. The first wage decile corresponds to the first group of employees, i.e. the 10% with the lowest wages; the second, the following 10%, and so on until the tenth decile corresponding to the 10% of employees with the highest income. Each decile is defined by its average (average wage of the group) and by the lower and upper wages that delimit it. The employed population in 2017 was 15,682,300 people. In each decile there are, therefore, some 1.57 million employees.

In order to facilitate the analysis of wage distribution, three groups have been defined to which the vast majority of graphical information will refer:

The largest group, made up of 40% of employees in the intermediate deciles (6,272,900 persons), had a gross monthly wage between 1,230.9 and 2,136.3 euros.

A second group consists of 30% of employees who are in the high remuneration bracket (last three deciles). These are about 4,704,700 employees, with a gross monthly wage of at least 2,136.3 euros.

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<sup>1</sup> The monthly wage is calculated by dividing by twelve the total wage received in the year, prorating wage payments that are not monthly (among others, extraordinary payments).

Finally, the remaining 30% of employees are in the low-wage zone (first three deciles). These are approximately 4,704,700 people and earned less than 1,230.9 euros gross per month in 2017.

In addition to the distribution of wages by deciles, the average gross monthly wages are also published in INEbase, whose characteristics are also discussed in this note.

On the other hand, when analysing the wages associated with the modalities of a given characteristic (for example, the earnings of men and women), it should be borne in mind that these wages may also be determined by other underlying variables, such as seniority in employment, type of working day, level of training, etc., which are not equally distributed in each group analysed.

### Average and median wage

The average wage was 1,889.0 euros gross per month in 2017, an increase of 10.9 euros over 2016. On the other hand, the median wage stood at 1,590.3 euros, with a decrease of 4.2 euros with respect to the previous year.

The following table shows the evolution of the average and median wages for the period between 2012 and 2017.

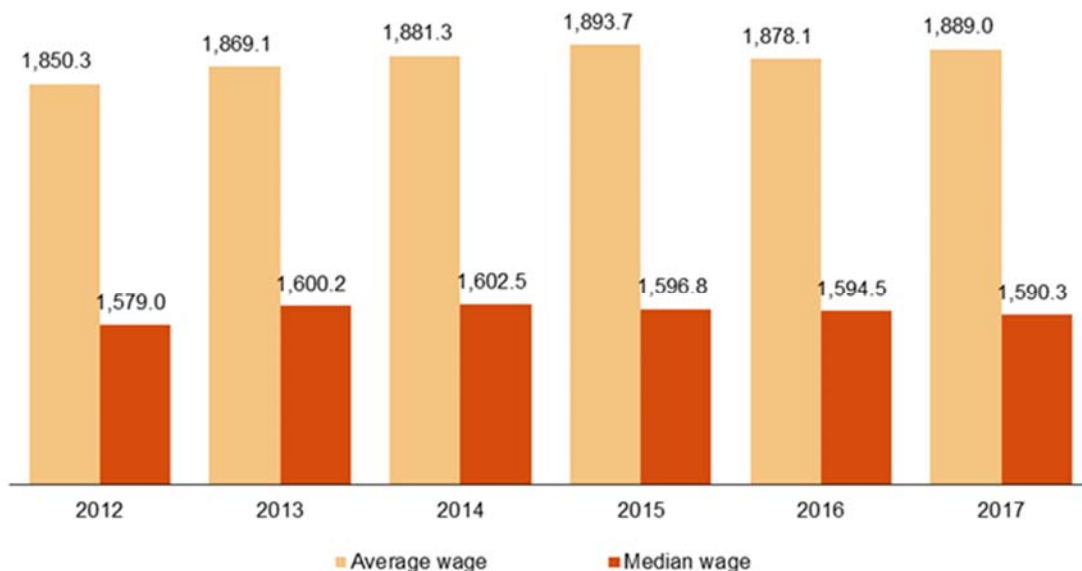
#### Gross monthly wage of the main job. Average and median values.

Euros

	2012	2013	2014	2015	2016	2017
Salario medio	1.850,3	1.869,1	1.881,3	1.893,7	1.878,1	1.889,0
Salario mediano	1.579,0	1.600,2	1.602,5	1.596,8	1.594,5	1.590,3

Note: Results updated with the new population base of 2011. The median wage (which divides the total number of employees into two equal parts, those with a higher wage and those with a lower wage) is equal to the upper limit of decile 5.

#### Evolution of the gross monthly wage of the main job. Years 2012-2017 Euros



## Wage distribution by sex

Men had a higher relative concentration in high wages than women. Thus, 34.7% of men received 2,136.3 euros or more in 2017, as compared with 24.9% of women.

The opposite happened in low wages. 40.3% of women had a wage of less than 1,230.9 euros, as compared with 20.6% of men.

## Employees by sex and decile. Year 2017.

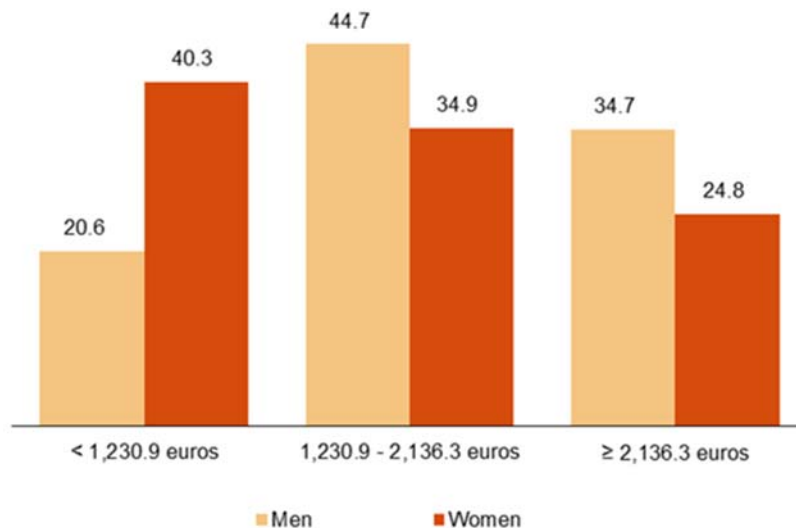
Percentages with respect to the total of each sex

Deciles limit in 2017		Total	Men	Women
Total		100	100	100
Decile 1	Less than 717.2 euros	10	5.3	15.1
Decile 2	From 717.2 to < 1,001.8 euros	10	7.3	13.0
Decile 3	From 1,001.8 to < 1,230.9 euros	10	8.0	12.2
Decile 4	From 1,230.9 to < 1,409.9 euros	10	9.7	10.3
Decile 5	From 1,409.9 to < 1,590.3 euros	10	11.5	8.3
Decile 6	From 1,590.3 to < 1,817.9 euros	10	11.8	8.0
Decile 7	From 1,817.9 to < 2,136.3 euros	10	11.6	8.3
Decile 8	From 2,136.3 to < 2,616.3 euros	10	11.2	8.7
Decile 9	From 2,616.3 to < 3,367.6 euros	10	11.0	8.9
Decile 10	3,367.6 or more euros	10	12.5	7.3

The average wage for women in 2017 was 1,668.7 euros per month, while that for men reached 2,090.6 euros.

## Distribution of employees by sex and monthly wage bracket. Year 2017.

Percentages



## Gross average wages by sex.

Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
Men	2,083.7	2,102.1	2,125.9	2,122.5	2,075.7	2,090.6
Women	1,595.5	1,621.6	1,618.1	1,643.8	1,661.0	1,668.7

One of the main reasons for these inequalities in average wages and wage distribution by sex is that more women than men work part-time, on temporary contracts and in less remunerated branches of activity.

## Wage distribution by age

Younger employees were concentrated in lower wages, while older workers had a greater relative weight in higher wages.

The highest wage level for older workers was determined by a higher proportion of permanent contracts, more seniority in the job and more work experience. Likewise, the lowest wage level among younger groups was explained by a higher proportion of part-time jobs and temporary contracts and by lower seniority.

Thus, 66.2% of employees under the age of 25 received a monthly wage below 1,230.9 euros in 2017. The percentage of those who had a wage greater than 2,136.3 euros was 5.1%.

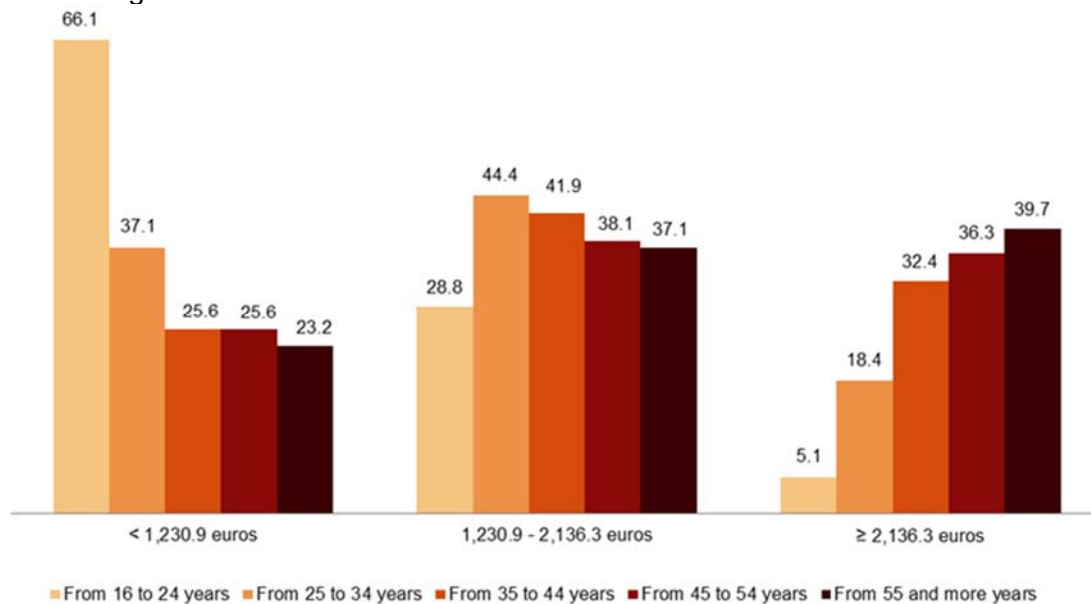
Among employees aged 55 and over, 23.2% were in the low monthly wage bracket (less than 1,230.9 euros), while 39.7% were in the high bracket (more than 2,136.3 euros).

## Employees by age and decile. Year 2017.

Percentages with respect to the total of each age

Deciles limit in 2017		Total	From 16 to 24	From 25 to 34	From 35 to 44	From 45 to 54	From 55 and more
Total		100	100	100	100	100	100
Decile 1	Less than 717.2 euros	10	28.1	11.3	7.9	8.4	8.6
Decile 2	From 717.2 to < 1,001.8 euros	10	24.0	13.4	8.4	7.8	7.2
Decile 3	From 1,001.8 to < 1,230.9 euros	10	14.1	12.5	9.4	9.3	7.4
Decile 4	From 1,230.9 to < 1,409.9 euros	10	11.2	12.4	10.0	8.8	8.1
Decile 5	From 1,409.9 to < 1,590.3 euros	10	8.2	12.4	10.1	8.9	9.0
Decile 6	From 1,590.3 to < 1,817.9 euros	10	5.6	10.3	10.7	10.1	9.7
Decile 7	From 1,817.9 to < 2,136.3 euros	10	3.8	9.3	11.2	10.3	10.3
Decile 8	From 2,136.3 to < 2,616.3 euros	10	2.8	9.4	11.2	10.2	10.7
Decile 9	From 2,616.3 to < 3,367.6 euros	10	1.5	5.6	11.5	12.0	12.8
Decile 10	3,367.6 or more euros	10	0.8	3.4	9.7	14.2	16.2

## Distribution of employees by age group and monthly wage bracket. Year 2017. Percentages



The average gross wage increased with age, going from 1,065.5 euros that young people under 25 received on average, to 2,169.2 euros for employees aged 55 and over.

### Average gross wages by age group.

Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
From 16 to 24 years	1,040.3	1,032.5	1,030.6	1,042.4	1,029.3	1,065.5
From 25 to 34 years	1,589.4	1,581.7	1,575.9	1,502.5	1,543.9	1,557.7
From 35 to 44 years	1,922.0	1,938.7	1,951.5	1,961.0	1,915.8	1,953.5
From 45 to 54 years	2,065.1	2,104.9	2,084.1	2,118.3	2,083.4	2,097.8
From 55 and more years	2,167.5	2,134.7	2,198.3	2,260.3	2,228.1	2,169.2

### Wage distribution by level of education

In general, the higher the level of education, the higher the wage. In 2017, 41.3% of people with a low level of education (at most they had completed compulsory education) had a wage of less than 1,230.9 euros. In the case of people with second stage secondary education or equivalent, the percentage of those who received low salaries was 35.8%, while in those with higher education that percentage reached 18.9%.

On the other hand, 49.8% of employees with a higher degree earned at least 2,136.3 euros per month. 20.0% of those with intermediate studies and 9.9% with low educational levels were in this income bracket.

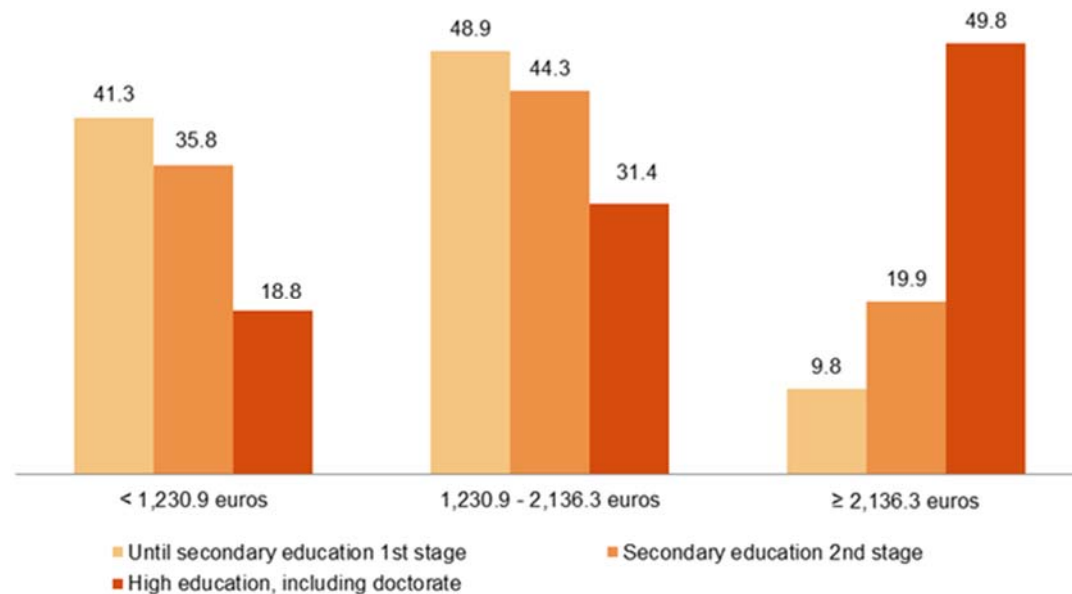
## Employees by level of education attained and decile. Year 2017.

Percentages with respect to the total of each level of education attained

Deciles limit in 2017		Total	Until secondary education 1st stage	Secondary education 2nd stage (1)	Higher education, including doctorate
Total		100	100	100	100
Decile 1	Less than 717.2 euros	10	14.2	12.1	5.9
Decile 2	From 717.2 to < 1,001.8 euros	10	13.2	12.0	6.7
Decile 3	From 1,001.8 to < 1,230.9 euros	10	13.9	11.7	6.3
Decile 4	From 1,230.9 to < 1,409.9 euros	10	14.1	11.1	6.5
Decile 5	From 1,409.9 to < 1,590.3 euros	10	14.2	10.9	6.6
Decile 6	From 1,590.3 to < 1,817.9 euros	10	11.7	11.5	8.0
Decile 7	From 1,817.9 to < 2,136.3 euros	10	8.9	10.9	10.3
Decile 8	From 2,136.3 to < 2,616.3 euros	10	5.5	8.9	13.8
Decile 9	From 2,616.3 to < 3,367.6 euros	10	3.1	6.9	16.6
Decile 10	3,367.6 or more euros	10	1.3	4.2	19.4

(1) Includes education for job training and labour insertion.

## Distribution of employees by level of education and monthly wage bracket. Year 2017. Percentages



The average wage received by employees who had at most first stage secondary education was 1,377.3 euros, while that of those with higher education was 2,408.7 euros.

## Average gross monthly wages by level of education attained.

Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
Until secondary education 1st stage	1,368.2	1,345.6	1,369.9	1,365.4	1,383.7	1,377.3
Secondary education 2nd stage (1)	1,609.5	1,623.9	1,594.5	1,639.3	1,605.7	1,601.8
High education, including doctorate	2,375.8	2,402.1	2,403.4	2,408.2	2,380.4	2,408.7

(1) Includes education for job training and labour insertion

## Wage distribution by type of working day

One of the most important factors in wage determination is working time. Working less than the usual working day implies a higher probability of being in lower wage brackets.

35.8% of full-time employees earned at least 2,136.3 euros per month in 2017, while 18.1% received less than 1,230.9 euros.

## Employees by type of working day and decile. Year 2017.

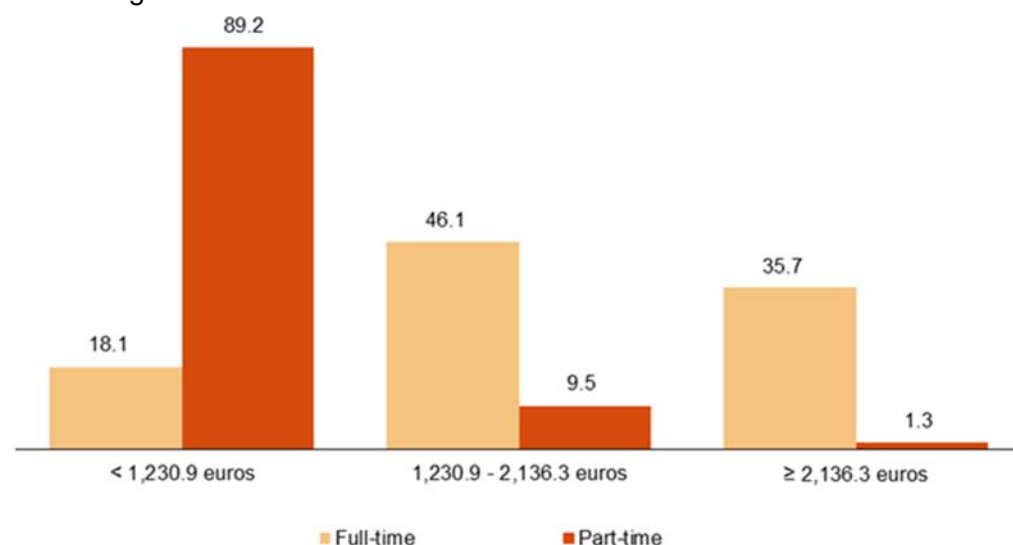
Percentages

	Deciles limit in 2017	Total	Jornada completa	Jornada parcial
Total		100	100	100
Decile 1	Less than 717.2 euros	10.0	0.9	55.5
Decile 2	From 717.2 to < 1,001.8 euros	10.0	7.0	24.8
Decile 3	From 1,001.8 to < 1,230.9 euros	10.0	10.2	8.9
Decile 4	From 1,230.9 to < 1,409.9 euros	10.0	11.0	4.9
Decile 5	From 1,409.9 to < 1,590.3 euros	10.0	11.5	2.4
Decile 6	From 1,590.3 to < 1,817.9 euros	10.0	11.8	1.2
Decile 7	From 1,817.9 to < 2,136.3 euros	10.0	11.8	1.0
Decile 8	From 2,136.3 to < 2,616.3 euros	10.0	11.9	0.6
Decile 9	From 2,616.3 to < 3,367.6 euros	10.0	11.9	0.7
Decile 10	3,367.6 or more euros	10.0	12.0	

(..) there is no sample in this category

## Distribution of employees by type of working day and monthly wage bracket. Year 2017.

Percentages



On the contrary, 89.2% of part-time employees earned less than 1,230.9 euros per month. And 1.3% received 2,136.3 euros or more.

The average gross monthly wage of full-time employees in 2017 was 2,120.8 euros, while that of part-time employees was 731.4 euros.

## Average gross wages of the main job by type of working day

Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
Full-time job	2,076.3	2,121.3	2,132.2	2,142.0	2,106.7	2,120.8
Part-time job	664.9	697.0	698.2	697.2	734.2	731.4

## Wage distribution by type of contract

Temporary employees have lower salaries than permanent employees. 48.0% of employees with a temporary contract received a wage of less than 1,230.9 euros in 2017, as compared with 23.4% of permanent employees.

In turn, the percentage of employees with a permanent contract who received 2,136.3 euros or more was 36.6%, as compared with 11.9% of temporary employees.

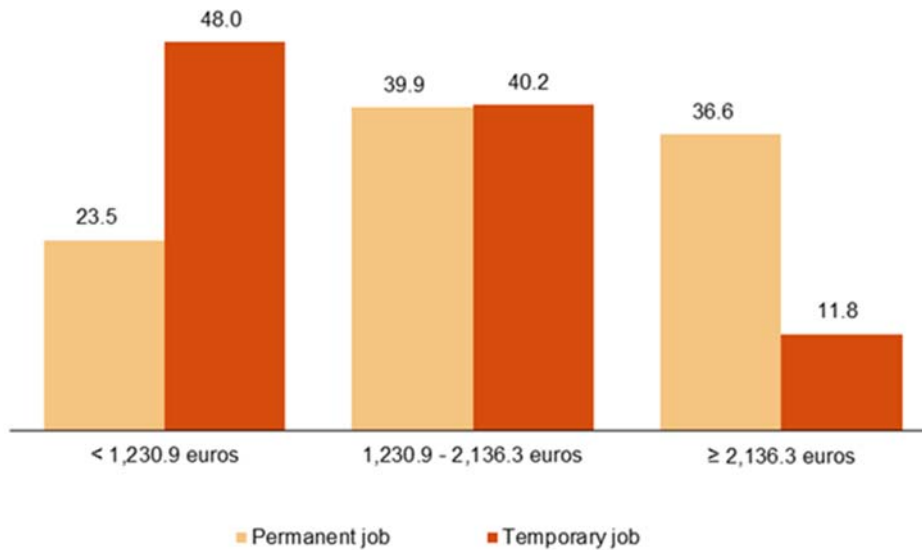
## Employees by type of contract and decile. Year 2017.

Percentages with respect to the total of each type of contract

Deciles limit in 2017		Total	Permanent job	Temporary job
Total		100	100	100
Decile 1	Less than 717.2 euros	10	6.8	18.7
Decile 2	From 717.2 to < 1,001.8 euros	10	7.8	16.0
Decile 3	From 1,001.8 to < 1,230.9 euros	10	8.8	13.3
Decile 4	From 1,230.9 to < 1,409.9 euros	10	9.1	12.6
Decile 5	From 1,409.9 to < 1,590.3 euros	10	9.5	11.3
Decile 6	From 1,590.3 to < 1,817.9 euros	10	10.1	9.8
Decile 7	From 1,817.9 to < 2,136.3 euros	10	11.3	6.5
Decile 8	From 2,136.3 to < 2,616.3 euros	10	11.6	5.7
Decile 9	From 2,616.3 to < 3,367.6 euros	10	12.1	4.3
Decile 10	3,367.6 or more euros	10	12.9	1.9



**Distribution of employees by type of contract and monthly wage bracket.**  
Year 2017. Percentages



Employees with permanent contracts received an average gross monthly wage of 2,086.7 euros in 2017. On the other hand, those with temporary contracts earned 1,343.4 euros.

**Average gross wages by type of contract or employment relationship.**  
Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
Permanent job	2,019.5	2,048.0	2,061.4	2,090.2	2,079.8	2,086.7
Temporary job	1,309.5	1,282.1	1,313.8	1,314.5	1,312.4	1,343.4

Among the many factors that explain this inequality is the higher educational level of those hired on a permanent basis and the greater weight of temporary contracts in branches of activity with a marked seasonal character and with lower remuneration.

**Wage distribution of employees by length of time they have been in the company**

Employees with more seniority in the company are concentrated in the highest wages, while those with less time have a greater relative weight in the lowest wages.

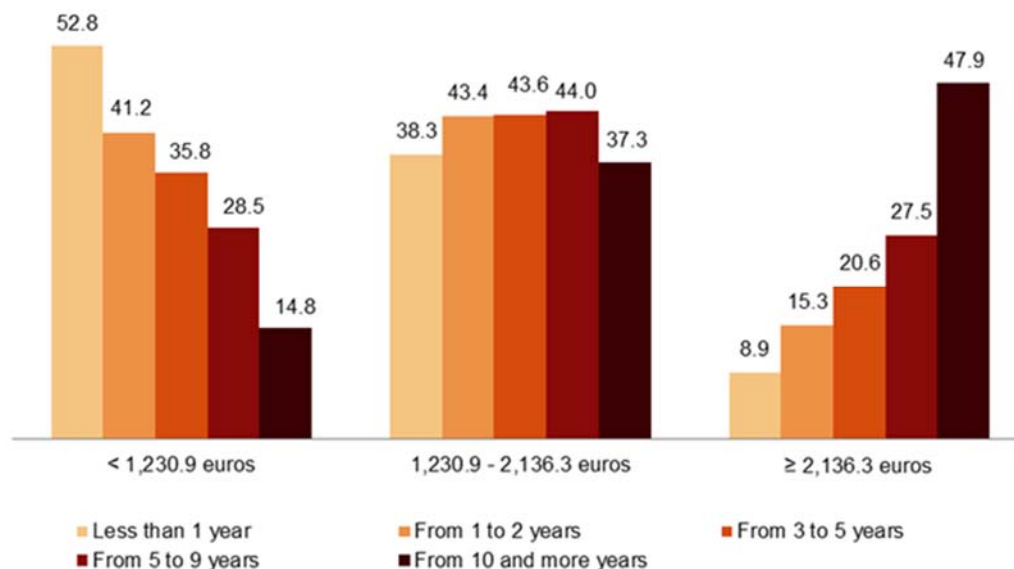
The percentage of employees with 10 years or more of seniority who received wages of at least 2,136.3 euros gross was 47.9%, while 14.8% were in the lower bracket (less than 1,230.9 euros).

Among employees with less than one year's seniority, 9.0% were in the high monthly wage bracket (2,136.3 euros or more). On the other hand, the percentage of those who had a wage of less than 1,230.9 euros was 52.8%.

## Employees for time they have been working in the company and decile. Year 2017. Percentages with respect to the total of each time interval

Deciles limit in 2017		Total	Less than 1 year	From 1 to 2 years	From 3 to 5 years	From 5 to 9 years	From 10 and more
Total		100	100	100	100	100	100
Decile 1	Less than 717.2 euros	10	20.8	13.6	12.0	8.3	3.9
Decile 2	From 717.2 to < 1,001.8 euros	10	17.8	14.3	11.2	8.7	5.1
Decile 3	From 1,001.8 to < 1,230.9 euros	10	14.2	13.3	12.6	11.4	5.8
Decile 4	From 1,230.9 to < 1,409.9 euros	10	12.0	13.2	10.5	10.5	7.6
Decile 5	From 1,409.9 to < 1,590.3 euros	10	11.1	12.2	12.2	11.2	7.8
Decile 6	From 1,590.3 to < 1,817.9 euros	10	9.2	10.5	11.2	11.0	9.6
Decile 7	From 1,817.9 to < 2,136.3 euros	10	5.9	7.6	9.8	11.4	12.3
Decile 8	From 2,136.3 to < 2,616.3 euros	10	4.4	6.7	8.3	11.5	13.5
Decile 9	From 2,616.3 to < 3,367.6 euros	10	2.8	4.8	7.2	8.7	16.3
Decile 10	3,367.6 or more euros	10	1.8	3.8	5.1	7.2	18.1

## Distribution of employees by time they have been working in the company and monthly wage bracket. Year 2017. Percentages



The average wage also increased according to how long they have been working in their current job. Thus, it went from 1,271.9 euros which, on average, were earned by employees with less than one year's seniority, to 2,382.5 euros among those who have been working for 10 or more years.

## Average gross monthly wages for time that the employee has been working in the company. Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
Less than 1 year	1,182.8	1,144.8	1,206.1	1,251.7	1,232.3	1,271.9
From 1 to 2 years	1,466.3	1,401.9	1,380.7	1,390.9	1,438.1	1,509.0
From 3 to 5 years	1,620.8	1,538.6	1,583.9	1,576.6	1,538.5	1,661.9
From 5 to 9 years	1,788.2	1,836.0	1,846.8	1,829.6	1,817.3	1,820.6
From 10 and more years	2,354.0	2,396.8	2,393.3	2,425.1	2,397.3	2,382.5

## Wage distribution by branch of activity

The lowest wages (below 1,230.9 euros) were concentrated in 2017 in *Activities of households as employers of domestic personnel* (83.7%) and in *Agriculture, livestock, forestry and fishing* (62.8%).

The highest proportion of part-time jobs in the first sector and of temporary jobs in the second partly explain this situation.

In turn, the branches of activity with the greatest relative weight in wages of 2,136.3 euros or more were *Financial and insurance activities* (69.7%), *Education* (62.2%) and *Public administration, defence and compulsory social security* (58.7%).

The lowest average wages in 2017 corresponded to *Activities of households as employers of domestic personnel* (776.3 euros), *Agriculture, livestock, forestry and fishing* (1,205.9 euros) and *Accommodation* (1,211.1 euros).

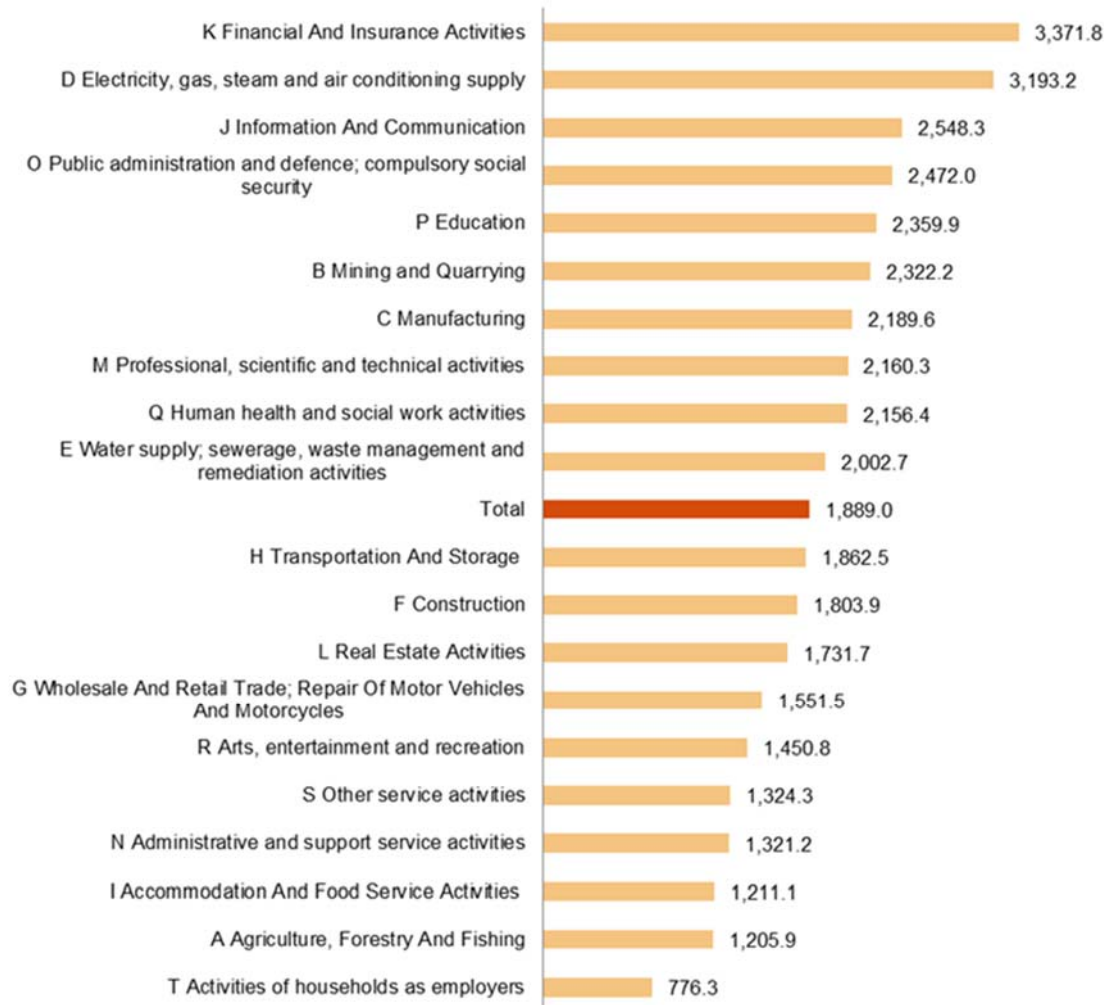
On the contrary, the highest average wages were in *Financial and insurance activities* (3,371.8 euros), *Electricity, gas, steam and air conditioning supply* (3,193.2 euros) and in the *Information and communications* sector (2,548.3 euros).

## Average gross monthly wages by branch of activity.

Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
A Agriculture, Forestry And Fishing	1,168.0	1,175.0	1,193.3	1,200.5	1,159.5	1,205.9
B Mining and Quarrying	2,528.6	2,224.3	2,650.1	2,222.6	2,612.7	2,322.2
C Manufacturing	2,147.7	2,192.7	2,184.9	2,199.4	2,144.7	2,189.6
D Electricity, gas, steam and air conditioning supply	3,497.5	3,391.1	3,219.0	3,461.4	3,070.1	3,193.2
E Water supply, sewerage, waste management and remediation activities	2,063.1	2,098.7	2,023.3	2,023.7	2,109.1	2,002.7
F Construction	1,823.0	1,897.1	1,867.7	1,840.3	1,829.0	1,803.9
G Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	1,497.1	1,497.5	1,538.1	1,480.4	1,488.0	1,551.5
H Transportation And Storage	1,863.6	1,844.5	1,937.7	1,923.1	1,877.3	1,862.5
I Accommodation And Food Service Activities	1,200.5	1,180.6	1,174.7	1,168.0	1,172.1	1,211.1
J Information And Communication	2,476.8	2,602.8	2,615.2	2,815.9	2,655.7	2,548.3
K Financial And Insurance Activities	3,122.4	3,209.3	3,228.5	3,479.7	3,126.8	3,371.8
L Real Estate Activities	1,708.1	1,645.9	1,823.9	1,525.5	1,763.4	1,731.7
M Professional, scientific and technical activities	2,096.2	2,039.5	2,129.6	2,092.2	2,176.8	2,160.3
N Administrative and support service activities	1,278.8	1,292.5	1,314.4	1,314.2	1,311.0	1,321.2
O Public administration and defence; compulsory social security	2,286.3	2,420.1	2,412.6	2,407.7	2,477.8	2,472.0
P Education	2,219.4	2,256.9	2,234.3	2,307.4	2,378.5	2,359.9
Q Human health and social work activities	2,129.9	2,115.2	2,135.5	2,172.3	2,142.1	2,156.4
R Arts, entertainment and recreation	1,457.2	1,470.9	1,432.2	1,519.4	1,421.3	1,450.8
S Other service activities	1,289.2	1,280.6	1,377.4	1,289.8	1,353.4	1,324.3
T Activities of households as employers	781.8	709.0	745.6	746.0	823.2	776.3

**Average gross monthly wages by branch of activity. Year 2017. Euros**



**Wage distribution by occupation**

Occupation is another of the most important factors in determining the wage level. *Directors and managers* and *Scientific and intellectual technicians and professionals* were more represented in high salaries (2,136.3 euros or more), while workers in *Basic occupations* presented a greater concentration in low salaries (less than 1,230.9 euros).

The average monthly wage of those employed in the group of *Directors and managers* was also the highest (4,155.2 euros), together with that of *Scientific and intellectual technicians and professionals* (2,854.9 euros). On the contrary, the lowest average monthly wages were in *Basic Occupations* and among *Workers in catering, personal, and protection services and trade salespersons* (1,083.2 and 1,350.6 euros, respectively).

## Average gross monthly wages per occupation. Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
1 Directors and managers	3,898.7	3,954.6	3,962.0	4,134.2	4,052.7	4,155.2
2 Scientific and intellectual technicians and professionals	2,798.4	2,807.0	2,856.5	2,889.3	2,855.4	2,854.9
3 Technicians; support professionals	2,209.4	2,253.5	2,228.8	2,298.0	2,270.3	2,276.8
4 Accounting, administrative and other office employees	1,778.5	1,786.3	1,814.8	1,787.1	1,769.9	1,801.5
5 Workers in catering, personal, and protection services and salespersons	1,309.9	1,308.9	1,313.9	1,330.1	1,344.9	1,350.6
6 Skilled agricultural, livestock, forestry and fishing sector workers	1,347.9	1,397.6	1,449.5	1,329.3	1,440.1	1,352.1
7 Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)	1,703.6	1,805.5	1,761.9	1,724.1	1,735.3	1,758.1
8 Installation and machinery operators and assemblers	1,706.9	1,678.9	1,757.7	1,801.8	1,761.7	1,747.7
9 Basic occupations	1,046.2	1,014.6	1,018.3	1,038.4	1,089.2	1,083.2
0 Military occupations	1,878.6	2,157.9	2,230.9	2,107.3	2,216.2	2,226.1

## Average gross monthly wages per occupation. Year 2017. Euros



## Wage distribution by size of the work centre

In 2017, the lowest wages were concentrated in establishments with up to 10 workers (51.5% of these employees received a wage of less than 1,230.9 euros), while the equivalent percentage in centres with 250 or more workers was 10.9%.

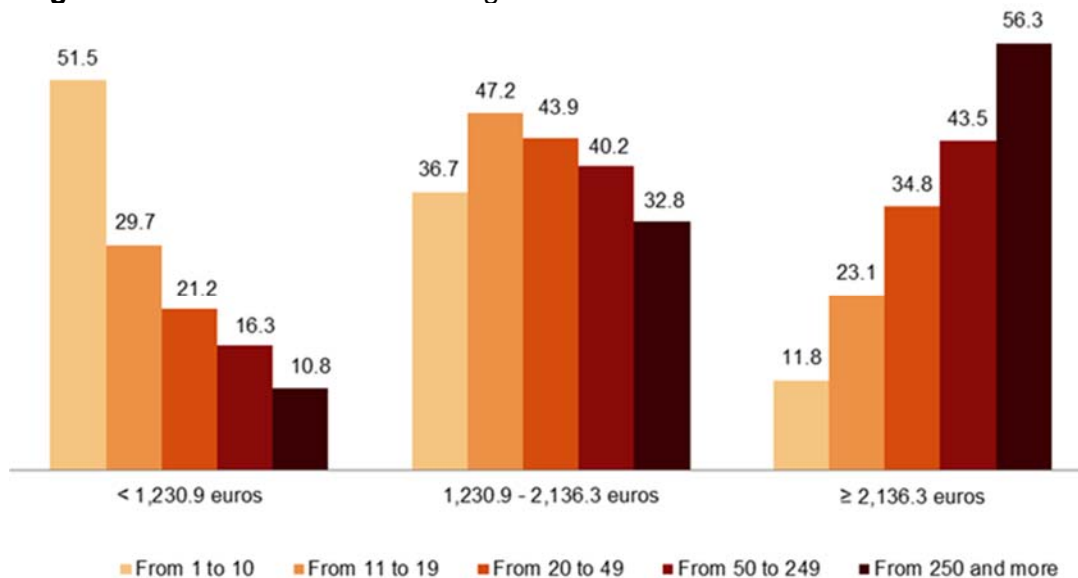
Conversely, 56.3% of employees in establishments with 250 or more workers had a high monthly salary (2,136.3 euros or more). The equivalent percentage was 11.8% of employees in establishments with up to 10 employees.

## Employees by size of establishment and decile. Year 2017.

Percentages with respect to the total of each size of establishment

Deciles limit in 2017		Total	From 1 to 10	From 11 to 19	From 20 to 49	From 50 to 249	From 250 and more
Total		100	100	100	100	100	100
Decile 1	Less than 717.2 euros	10	20.8	8.7	5.6	3.7	2.2
Decile 2	From 717.2 to < 1,001.8 euros	10	16.0	10.6	7.1	5.6	4.3
Decile 3	From 1,001.8 to < 1,230.9 euros	10	14.7	10.4	8.5	7.0	4.4
Decile 4	From 1,230.9 to < 1,409.9 euros	10	12.0	12.8	9.9	7.2	6.0
Decile 5	From 1,409.9 to < 1,590.3 euros	10	9.9	11.3	10.9	8.6	6.6
Decile 6	From 1,590.3 to < 1,817.9 euros	10	8.2	11.8	11.4	10.8	9.3
Decile 7	From 1,817.9 to < 2,136.3 euros	10	6.7	11.3	11.9	13.6	10.9
Decile 8	From 2,136.3 to < 2,616.3 euros	10	4.3	9.7	12.5	14.6	15.7
Decile 9	From 2,616.3 to < 3,367.6 euros	10	3.1	7.2	13.2	15.4	17.6
Decile 10	3,367.6 or more euros	10	4.4	6.3	9.1	13.5	23.0

## Distribution of employees by size of the establishment where they work and monthly wage bracket. Year 2017. Percentages



The wage increases with the size of the company. Thus, in 2017, the average gross wage in large companies (250 employees or more) was 2,640.8 euros, while in companies with up to 10 workers it stood at 1,363.4 euros.

## Average gross monthly wages per number of persons working in the establishment. Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
From 1 to 10	1,331.8	1,329.6	1,324.9	1,314.3	1,363.5	1,363.4
From 11 to 19	1,742.5	1,716.5	1,738.9	1,768.4	1,678.1	1,735.8
From 20 to 49	1,938.4	2,004.8	2,041.7	1,986.1	2,031.5	1,999.9
From 50 to 249	2,194.0	2,256.4	2,219.6	2,277.3	2,253.3	2,230.9
From 250 and more	2,613.7	2,667.6	2,706.3	2,716.4	2,640.8	2,640.8

## Wage distribution by type of employer (private or public)

22.3% of employees in the private sector and 62.3% of those in the public sector received at least 2,136.3 euros in 2017. The public sector includes all public administrations and companies, and both workers assigned to mutual societies and those who contribute to Social Security.

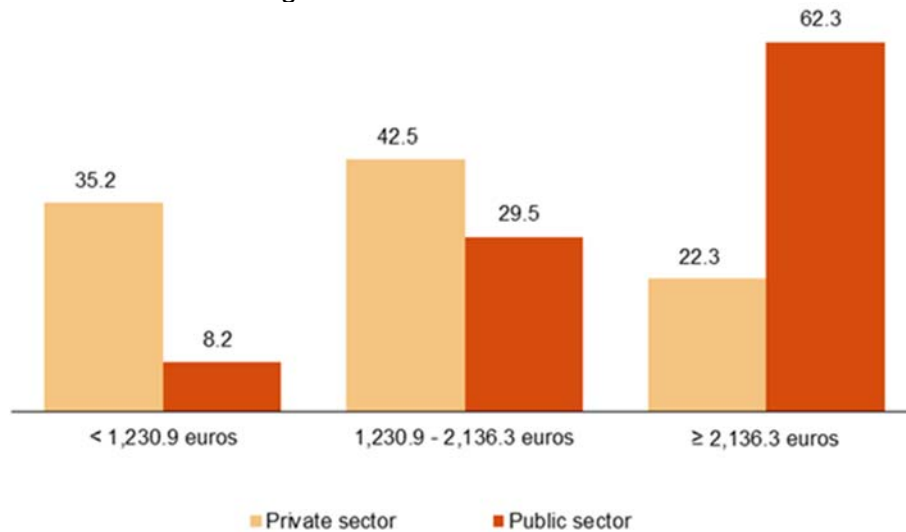
The greatest concentration of high wages in the public sector was determined by the higher percentage of employees with higher education, the type of occupation performed, the lower weight of part-time work and a greater seniority.

## Employees in the private or public sector by decile. Year 2017.

Percentages of total

Deciles limit in 2017		Total	Private sector	Public sector
Total		100	100	100
Decile 1	Less than 717.2 euros	10	11.8	2.2
Decile 2	From 717.2 to < 1,001.8 euros	10	11.5	3.7
Decile 3	From 1,001.8 to < 1,230.9 euros	10	11.8	2.3
Decile 4	From 1,230.9 to < 1,409.9 euros	10	11.6	3.3
Decile 5	From 1,409.9 to < 1,590.3 euros	10	11.1	5.3
Decile 6	From 1,590.3 to < 1,817.9 euros	10	10.3	8.7
Decile 7	From 1,817.9 to < 2,136.3 euros	10	9.5	12.1
Decile 8	From 2,136.3 to < 2,616.3 euros	10	8.1	17.9
Decile 9	From 2,616.3 to < 3,367.6 euros	10	6.4	25.2
Decile 10	3,367.6 or more euros	10	7.8	19.2

**Distribution of employees in the private and public sectors by monthly wage bracket. Year 2017. Percentages**



The average gross wage in the public sector reached 2,598.4 euros in 2017, while in the private sector it stood at 1,719.7 euros.

**Average gross monthly wages in the public and private sectors. Euros**

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
Public sector	2,430.8	2,530.0	2,544.4	2,586.2	2,623.5	2,598.4
Private sector	1,690.1	1,691.3	1,710.5	1,720.0	1,694.2	1,719.7

As already indicated, the differences in the average wage between the two sectors are explained by the different occupational structure, the greater weight of employees with higher education, the lower proportion of part-time employment and greater seniority.

**Wage distribution by Autonomous Community**

The productive structure of each Autonomous Community has a great influence on its wage level. In 2017, the Autonomous Communities with the highest concentration of high wages were País Vasco (44.4% of employees with wages above 2,136.3 euros per month), Comunidad Foral de Navarra (41.4%) and Comunidad de Madrid (39.1%).

On the opposite side, the Autonomous Communities that had the highest percentage of employees with wages below 1,230.9 euros were Canarias (38.9%), Extremadura (37.9%) and Andalucía (37.4%).

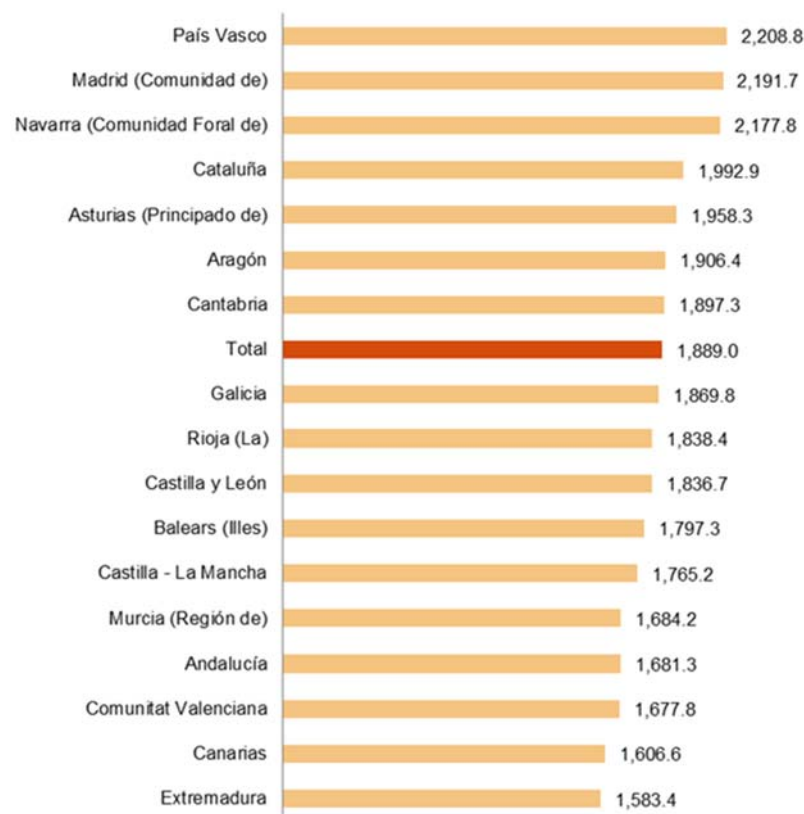
The Autonomous Communities with the highest average wage in the main job were País Vasco (2,208.8 euros), Comunidad de Madrid (2,191.7 euros) and Comunidad Foral de Navarra (2,177.8 euros). The lowest average wages were observed in Extremadura (1,583.4 euros), Canarias (1,606.6 euros) and Comunitat Valenciana (1,677.8 euros).



## Average gross monthly wages per Autonomous Community. Euros

	2012	2013	2014	2015	2016	2017
Total	1,850.3	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0
Andalucía	1,639.0	1,645.4	1,645.5	1,653.9	1,686.4	1,681.3
Aragón	1,887.4	1,842.7	1,875.2	1,938.6	1,824.6	1,906.4
Asturias, Principado de	1,908.3	1,956.6	1,907.8	1,957.3	1,957.3	1,958.3
Baleares, Illes	1,681.2	1,761.1	1,707.5	1,747.2	1,749.3	1,797.3
Canarias	1,620.3	1,617.3	1,621.6	1,574.0	1,631.8	1,606.6
Cantabria	1,861.3	1,873.0	1,904.7	1,855.4	1,910.4	1,897.3
Castilla y León	1,828.1	1,852.9	1,788.5	1,841.6	1,819.8	1,836.7
Castilla - La Mancha	1,706.7	1,768.5	1,740.4	1,788.1	1,787.4	1,765.2
Cataluña	1,926.0	1,928.0	1,953.3	2,003.8	1,952.0	1,992.9
Comunitat Valenciana	1,729.8	1,741.1	1,745.4	1,674.8	1,736.0	1,677.8
Extremadura	1,587.9	1,622.4	1,588.8	1,549.9	1,613.0	1,583.4
Galicia	1,758.0	1,728.7	1,775.0	1,780.9	1,787.3	1,869.8
Madrid, Comunidad de	2,119.1	2,198.7	2,272.7	2,265.8	2,165.8	2,191.7
Murcia, Región de	1,690.6	1,541.1	1,643.8	1,692.0	1,627.9	1,684.2
Navarra, Com. Foral de	2,082.4	2,126.4	2,051.7	2,056.3	2,085.2	2,177.8
País Vasco	2,131.2	2,162.0	2,147.2	2,250.2	2,235.2	2,208.8
Rioja, La	1,818.5	1,827.1	1,830.4	1,811.7	1,841.8	1,838.4
Ceuta	2,202.9	2,293.6	2,173.6	2,064.9	2,288.5	2,115.4
Melilla	2,105.9	1,999.8	2,384.2	2,147.4	2,138.7	2,475.8

## Average gross monthly wages per Autonomous Community. Year 2017. Euros



## Review and update of data

The data published today are final. All results are available on INEBase.

### Methodological note

The European regulations on labour force surveys (LFS) in EU countries—Regulation (EC) No 1372/2007 of the European Parliament and of the Council and Regulation (EC) No 377/2008 of the Commission<sup>2</sup>—establish that, as from 2009, these surveys (the EAPS in Spain) must include the wage for the main job expressed in deciles.

The INE first published this information in November 2010, disseminating the 2006-2009 series. From then on, the data corresponding to the previous year are published every year.

The information is collected throughout the reference year, from the EAPS subsample that is in the sixth interview in each quarter, with a total of around 10,000 families per quarter, around 40,000 per year. The sample of employees is approximately 30,000 people, to which information is then added on their estimated earnings from administrative sources (General Treasury of Social Security, Spanish Tax Agency, Tax Treasury of Navarra<sup>3</sup>, Provincial Council of Bizkaia and Provincial Council of Gipuzkoa (see link to methodological note in INEbase for more details on obtaining the variable).

The concept of wage used is (according to the aforementioned Commission Regulation (EC) No. 377/2008) that of 'monthly wage associated with the main job', the latter being the one developed by the person in the reference week of the interview. In case of having several jobs, the main one is the one that provides the most significant income. In particular, if it is a temporary job of less than one month's duration, the wage will be an estimate of the one that would be obtained for a whole month's duration for a similar job. On the other hand, if it is a part-time job, it is not converted to the full-time equivalent. The latter issue has to be taken into account when comparing the wage distributions of full-time and part-time workers.

The wage results in the Economically Active Population Survey make possible a joint analysis of the distribution of wages and the rest of the social and labour variables in the survey.

One of the fundamental advantages of the information on wages in the Economically Active Population Survey with respect to other sources of wage information is that the reference scope of the EAPS is comprehensive, that is, it includes all employees resident in Spain, particularly those in the agricultural sector, household employees and all employees in the public sector. On the other hand, the sample of employees is much smaller than, for example, in the Wage Structure Surveys.

In order to provide additional information to interested users, INEbase also publishes the limits for each decile, in euros, as well as the average wages per decile and categories of interest.

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For further information see **INEbase**: [www.ine.es/en/](http://www.ine.es/en/) Twitter: [@es\\_ine](https://twitter.com/es_ine)

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**Press office**: Telephone numbers: (+34) 91 583 93 63 /94 08 – [gprensa@ine.es](mailto:gprensa@ine.es)

**Information Area**: Telephone number: (+34) 91 583 91 00 – [www.ine.es/infoine/?L=1](http://www.ine.es/infoine/?L=1)

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

<sup>3</sup> Through the Statistical Institute of Navarra.