

29 November 2021

**Wage decile of the main job. Economically  
Active Population Survey (EAPS)  
Year 2021**

**Main results**

- The average monthly wage (in gross terms) measured by the EAPS was 2,086.8 euros in 2021, an increase of 2.4% over 2020.
- A total of 40% of employees earned between 1,366.5 and less than 2,342.2 euros in 2021. 30% earned 2,342.2 euros or more and the remaining 30% received less than 1,366.5 euros.
- The economic activity with the highest proportion of high wages (located in the three highest deciles) was *Financial and insurance activities*. On the opposite side, the branch with the lowest remuneration (those of the three lowest deciles) corresponded to *Activities of households as employers of domestic personnel*.
- The Autonomous Communities with the highest concentration of high salaries were País Vasco (46.0% of employees with earnings of at least 2,342.2 euros per month), Comunidad de Madrid (38.6%) and Comunidad Foral de Navarra (37.6%). In this high-wage bracket, the Autonomous Communities least represented were Extremadura (14.6%), Región de Murcia (22.9%) and Andalucía (23.3%).

Wage deciles are calculated 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 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 2021 was 16,601,500 people. In each decile there are, therefore, some 1.66 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 (6,640,600 persons), had a gross monthly wage between 1,366.5 and less than 2,342.2 euros.

A second group consists of 30% of employees who are in the highest remuneration bracket, formed by the grouping of the last three deciles. This consisted of 4,980,450 employees with a gross monthly wage of at least 2,342.2 euros in 2021.

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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, formed by the first three deciles. This consisted of approximately 4,980,450 individuals who earned less than 1,366.5 euros gross per month in 2021.

In addition to the distribution of salaries by decile, average gross monthly salaries and their characteristics are also published.

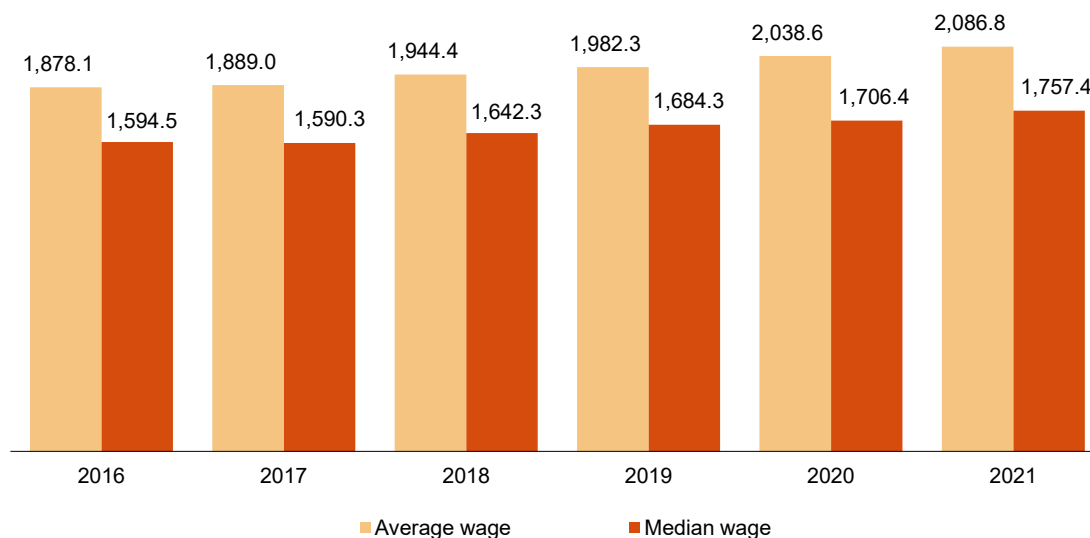
When analysing the wages associated with the modalities of a given characteristic (for example, the earnings of men and women), it should be borne in mind that these wages may also be determined by other underlying variables, such as seniority in employment, type of working day, level of training, etc.,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

## Average and median wage

The average wage was 2,086.8 euros gross per month in 2021, an increase of 48.2 euros (2.4%) over 2020.

On the other hand, the median wage<sup>2</sup> stood at 1,757.4 euros, with an increase of 51.0 euros (3.0%) with respect to the previous year.

### Evolution of the gross monthly wage of the main job. Euros



## Wage distribution by sex

Men had a higher relative concentration in high wages than women. Thus, 33.6% of men received 2,342.2 euros or more in 2021, as compared with 26.3% of women.

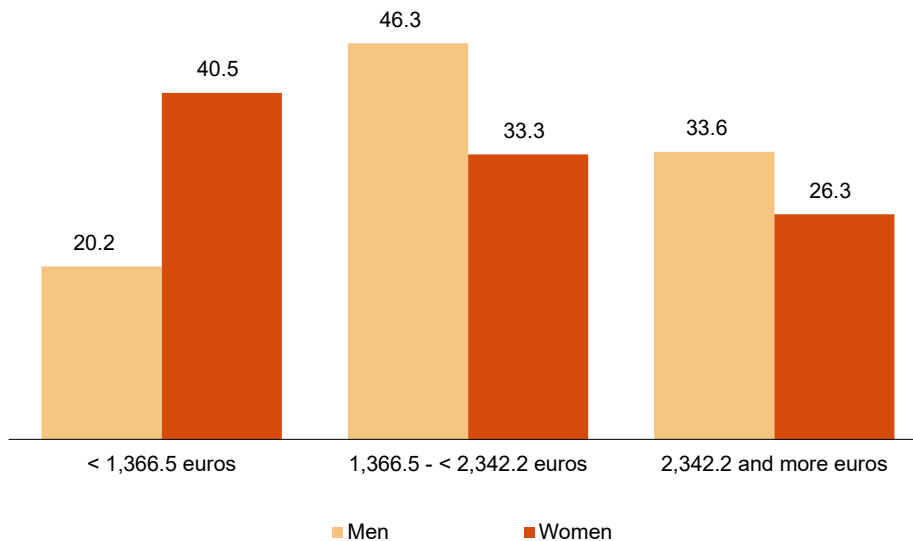
The opposite happened in low wages. 40.5% of women had a wage of less than 1,366.5 euros, as compared with 20.2% of men.

The **average wage** for women in 2021 was 1,883.4 euros per month, while that for men reached 2,276.9 euros.

<sup>2</sup> The median salary is the value which, when ordering all individuals from the lowest to the highest salary, leaves half of them below said value and the other half above it.

**Distribution of employees by sex and monthly wage bracket. Year 2021**

Percentages



**Gross average wages by sex.**

Euros

	2016	2017	2018	2019	2020	2021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
Men	2,075.7	2,090.6	2,161.3	2,173.6	2,210.3	2,276.9
Women	1,661.0	1,668.7	1,708.4	1,773.3	1,852.0	1,883.4

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**

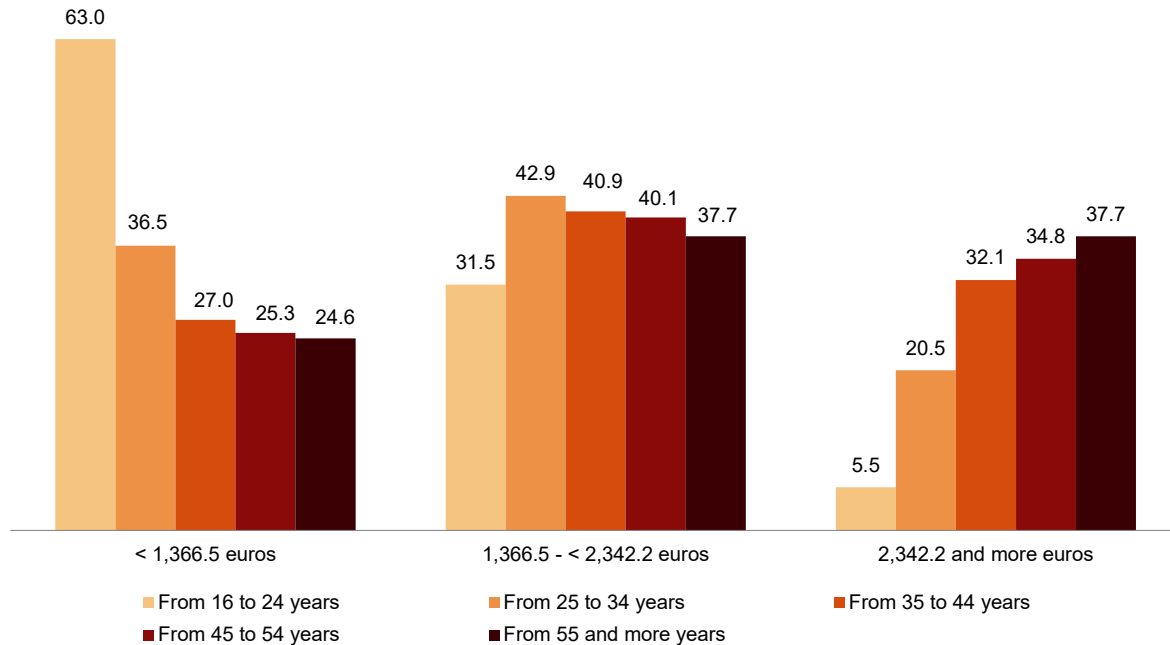
Younger employees were concentrated in lower wages, while older workers had a greater relative weight in higher wages.

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, 63.0% of employees under the age of 25 received a monthly wage below 1,366.5 euros in 2021. The percentage of those who had a salary of 2,342.2 euros and more in that age group was 5.5%.

Among wage earners aged 55 and over, 24.6% were in the lower monthly salary bracket (less than 1,366.5 euros), while 37.7% were in the upper bracket (2,342.2 and more euros).

## Distribution of employees by age group and monthly wage bracket. Year 2021. Percentages



In 2021, the **average gross salary** increased with age, going from the 1,234.9 euros that was received on average by young people under 25 years of age, to 2,348.5 euros for employees aged 55 and over.

### Average gross wages by age group.

Euros

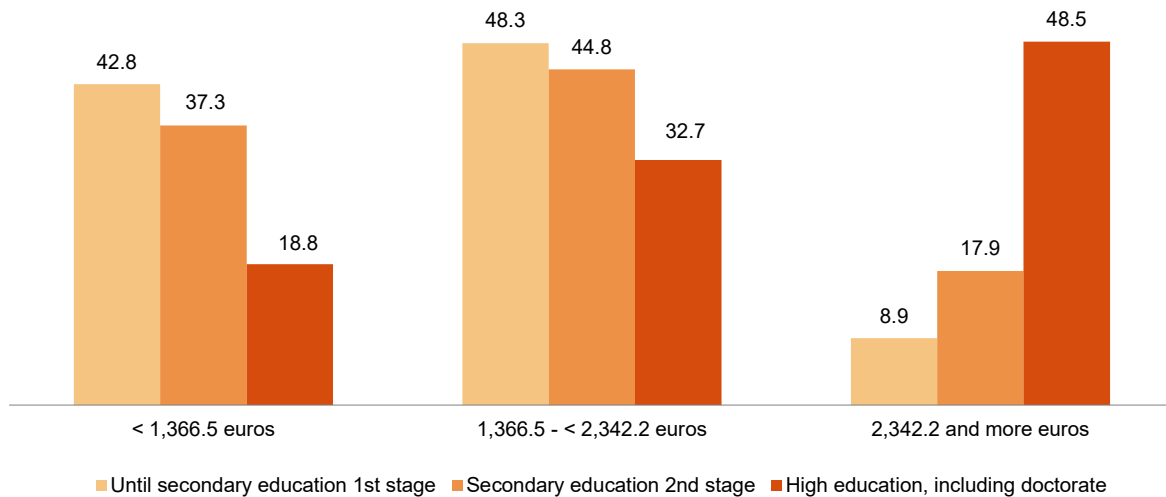
	2016	2017	2018	2019	2020	2021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
From 16 to 24 years	1,029.3	1,065.5	1,091.7	1,184.7	1,207.1	1,234.9
From 25 to 34 years	1,543.9	1,557.7	1,615.2	1,671.5	1,723.7	1,767.7
From 35 to 44 years	1,915.8	1,953.5	2,020.6	2,015.8	2,048.5	2,132.8
From 45 to 54 years	2,083.4	2,097.8	2,140.7	2,157.1	2,199.4	2,273.3
From 55 and more years	2,228.1	2,169.2	2,205.6	2,306.3	2,361.2	2,348.5

### Wage distribution by level of education

In general, the higher the level of education, the higher the wage. In 2021, 42.8% of people with a low level of education (at most they had completed compulsory education) had a wage of less than 1,366.5 euros. In the case of people with second stage secondary education or equivalent, the percentage of those who received low salaries was 37.3%, while in those with higher education that percentage reached 18.8%.

A total of 48.5% of wage earners with a upper level degree had salaries in the higher bracket (earned 2,342.2 or more euros per month). On the other hand, 17.9% of those with intermediate studies and 8.9% of those with low educational level exceeded that salary level.

**Distribution of employees by level of education and monthly wage bracket.**  
Year 2021. Percentages



The **average wage** received by employees who had at most first stage secondary education was 1,353.8 euros, while that of those with higher education was 2,606.3 euros.

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

Euros

	2016	2017	2018	2019	2020	2021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
Until secondary education 1st stage	1,242.3	1,248.1	1,276.3	1,333.3	1,337.8	1,353.8
Secondary education 2nd stage (1)	1,506.9	1,500.2	1,550.7	1,593.1	1,588.0	1,634.9
High education, including doctorate	2,380.4	2,408.7	2,455.3	2,493.5	2,553.2	2,606.3

(1) Includes education for job training and labour insertion

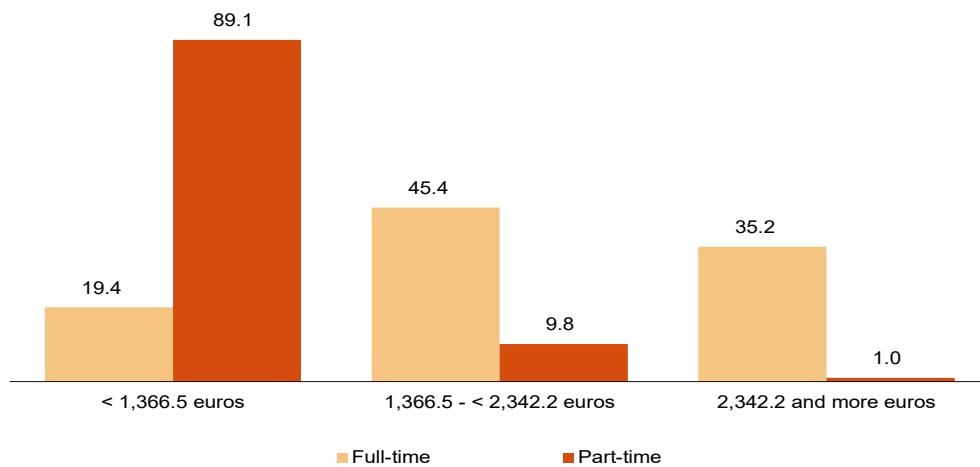
**Wage distribution by type of working day**

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.

35.2% of full-time employees earned at least 2,342.2 euros per month in 2021, while 19.4% received less than 1,366.5 euros.

On the contrary, 89.1% of part-time employees earned less than 1,366.5 euros per month. And 1.0% received 2,342.2 euros or more.

**Distribution of employees by type of working day and monthly wage bracket. Year 2021. Percentages**



The **average gross monthly wage** of full-time employees was 2,313.1 euros in 2021, while that of part-time employees was 830.4 euros.

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

Euros

	2016	2017	2018	2019	2020	2021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
Full-time job	2,106.7	2,120.8	2,177.1	2,207.3	2,258.3	2,313.1
Part-time job	734.2	731.4	746.1	806.2	800.3	830.4

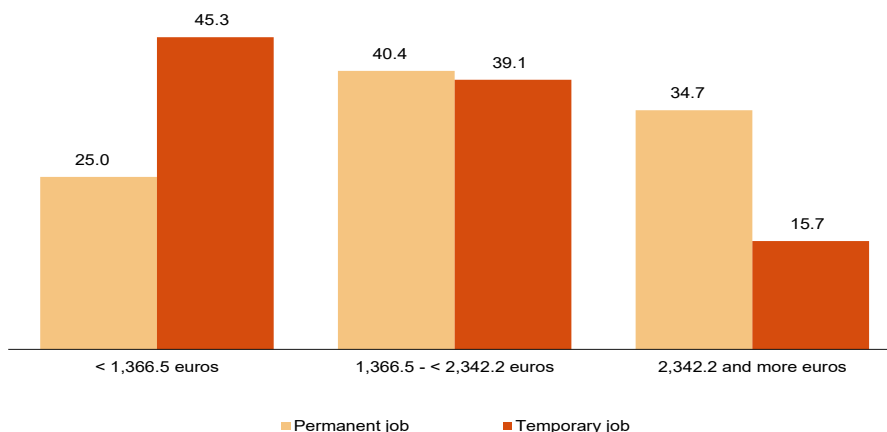
**Wage distribution by contract type**

Temporary employees have lower salaries than permanent employees. 45.3% of employees with a temporary contract received a wage of less than 1,366.5 euros in 2021, as compared with 25.0% of permanent employees.

In turn, the percentage of employees with a permanent contract who received 2,342.2 euros or more was 34.7%, as compared with 15.7% of temporary employees.

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

Year 2021. Percentages



Employees with permanent contracts received an average gross monthly wage of 2,251.8 euros in 2021. On the other hand, those with temporary contracts received 1,586.2 euros.

## Average gross wages by type of contract or employment relationship.

Euros

	2016	2017	2018	2019	2020	2021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
Permanent job	2,079.8	2,086.7	2,142.2	2,162.5	2,187.8	2,251.8
Temporary job	1,312.4	1,343.4	1,389.7	1,479.4	1,557.8	1,586.2

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.

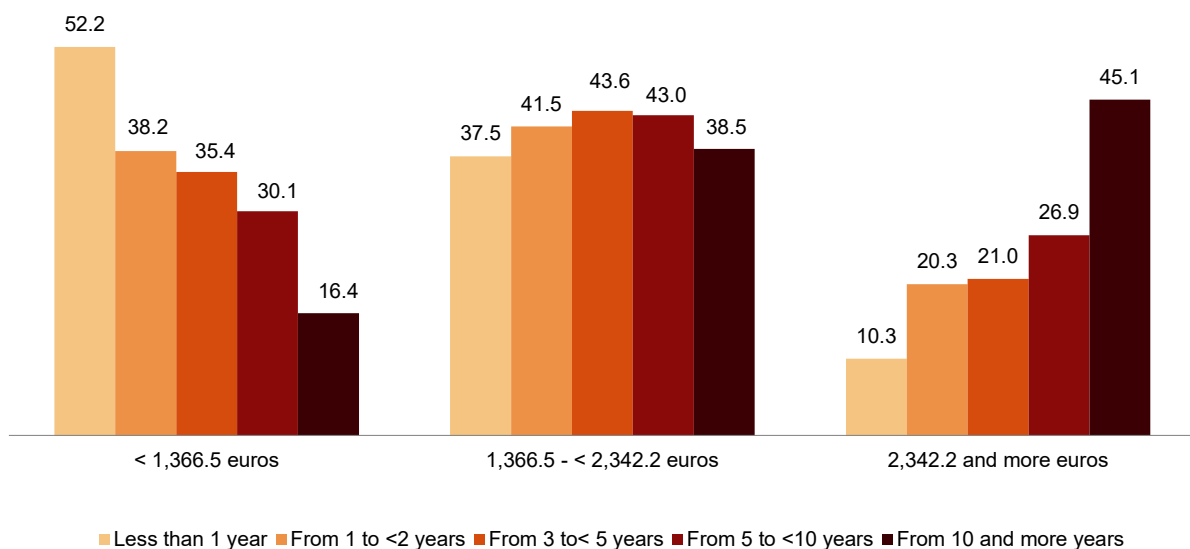
## Wage distribution of employees by length of time they have been in the company

The workers with the longest seniority in the company are concentrated in the highest wages. Those who have worked for the least time have a greater relative weight in the lowest salaries.

The percentage of employees with 10 years or more of seniority who received wages of at least 2,342.2 euros gross was 45.1%, while 16.4% were in the lower bracket (less than 1,366.5 euros).

Among employees with less than one year's seniority, 10.3% were in the high monthly wage bracket (2,342.2 euros or more). On the other hand, the percentage of those who had a wage of less than 1,366.5 euros was 52.2%.

## Distribution of employees by time they have been working in the company and monthly wage bracket. Year 2021. Percentages



The average wage also increased according to how long they have been working in their current job.

Thus, it went from 1,456.2 euros which, on average, were earned by employees with less than one year's seniority, to 2,555.6 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**

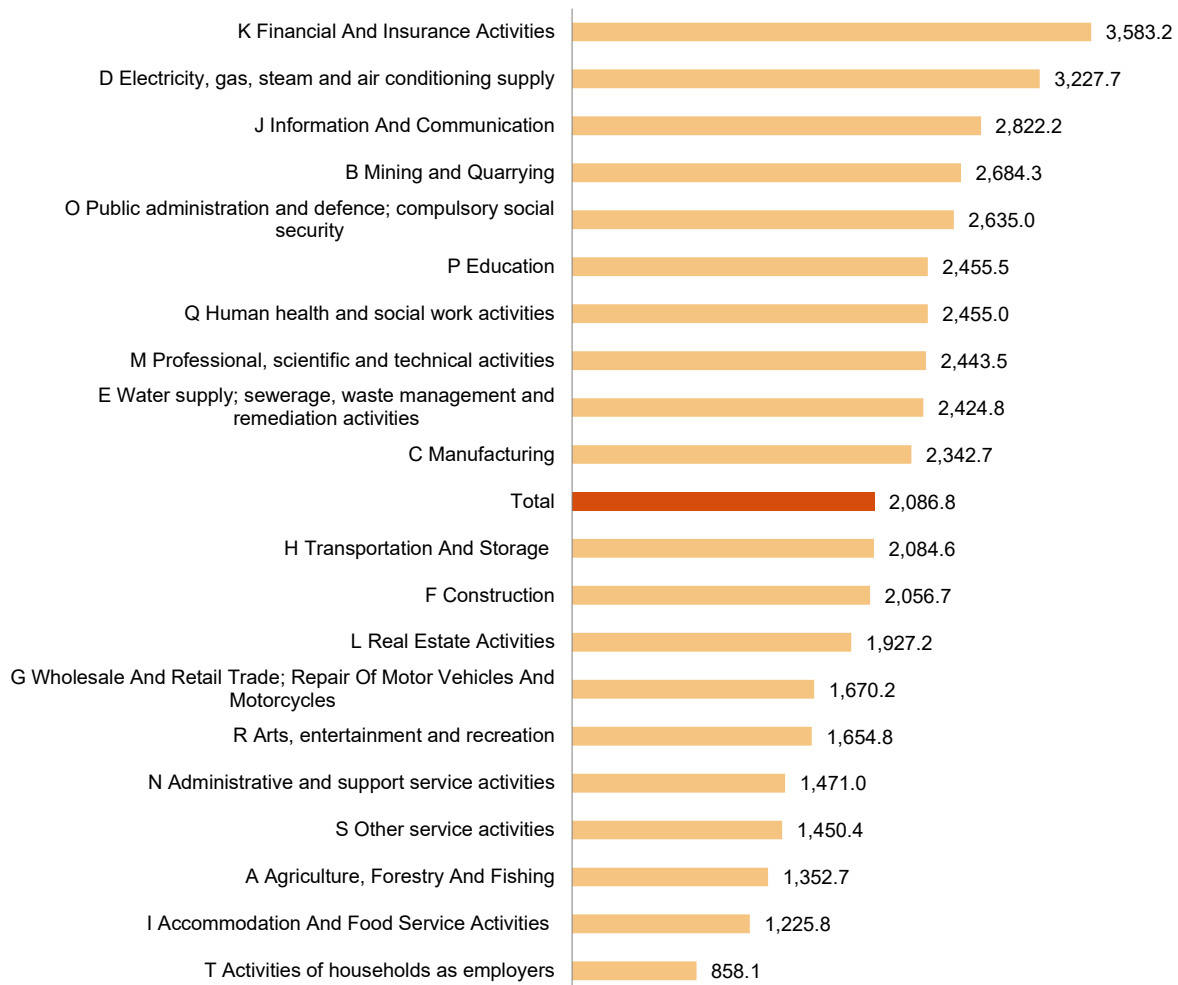
	2016	2017	2018	2019	2020	2,021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
Less than 1 year	1,232.3	1,271.9	1,343.7	1,404.8	1,409.1	1,456.2
From 1 to <2 years	1,438.1	1,509.0	1,539.5	1,592.4	1,638.1	1,766.5
From 3 to< 5 years	1,538.5	1,661.9	1,686.5	1,818.7	1,775.2	1,842.4
From 5 to <10 years	1,788.2	1,836.0	1,846.8	1,829.6	1,817.3	2,003.5
From 10 and more years	2,397.3	2,382.5	2,448.4	2,475.4	2,515.6	2,555.6

**Wage distribution by branch of activity**

The lowest **average wages** in 2021 corresponded to *Activities of households as employers of domestic personnel* (858.1 euros), *Accommodation and food service activities* (1,225.8 euros) and *Agriculture, forestry and fishing* (1,352.7 euros).

On the contrary, the highest average wages were in *Financial and insurance activities* (3,583.2 euros), *Electricity, gas, steam and air conditioning supply* (3,227.7 euros) and in the Information and communications sector (2,822.2 euros).

**Average gross monthly wages by branch of activity. Year 2021. Euros**





The lowest wages (below 1,366.5 euros) were concentrated in 2021 in *Activities of households as employers of domestic personnel* (88.7%) and in the sector of *Agriculture, livestock, forestry and fishing* (65.2%).

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

For their part, the branches of activity with the greatest relative weight in the highest salary deciles (salaries of 2,342.2 euros and more) were *Financial and insurance activities* (72.3%), *Education* (61.2%) and *Electricity, gas, steam and air conditioning supply* (59.5%).

## Wage distribution by occupation

Occupation is another of the important factors in determining the wage level. The groups of *Directors and managers* and *Scientific and intellectual technicians and professionals* were more represented in high salaries (2,342.2 euros or more), while workers in *Basic occupations* presented a greater concentration in low salaries (less than 1,366.5 euros).

The **average monthly wage** of those employed in the group of *Directors and managers* was also the highest (4,418.4 euros), together with that of *Scientific and intellectual technicians and professionals* (3,141.1 euros). On the contrary, the lowest average monthly wages were in *Basic Occupations* and in the group of *Workers in catering, personal, and protection services and trade salespersons* (1,203.5 and 1,470.4 euros, respectively).

## Average gross monthly wages per occupation. Year 2021. Euros

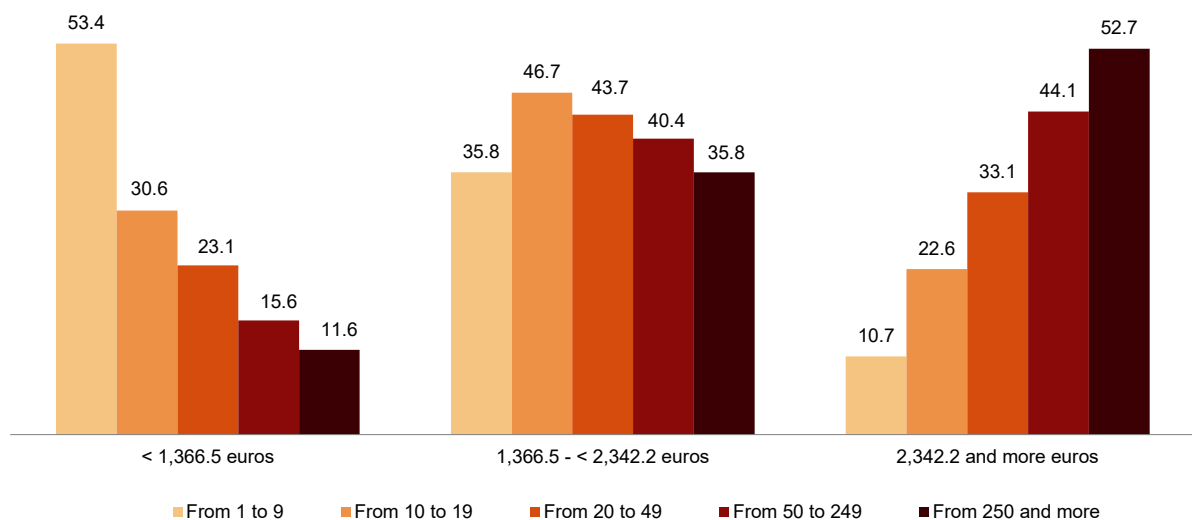


## Wage distribution by size of the work centre

In 2021, the lowest wages were concentrated in establishments with up to nine workers (53.4% of these employees received a wage of less than 1,366.5 euros), while the equivalent percentage in centres with 250 or more workers was 11.6%.

Conversely, 52.7% of employees in establishments with 250 or more workers had a high monthly salary (2,342.2 euros or more). The equivalent percentage was 10.7% of employees in establishments with up to 10 employees.

## Distribution of employees by size of the establishment where they work and monthly wage bracket. Year 2021. Percentages



The wage increases with the size of the company. Thus, in 2021, the **average gross wage** in large companies (250 employees or more) was 2,844.6 euros, while in smaller companies, with 10 workers or less, it stood at 1,476.0 euros.

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

	2016	2017	2018	2019	2020	2021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
From 1 to 9	1,363.5	1,363.4	1,388.9	1,458.5	1,486.4	1,476.0
From 10 to 19	1,678.1	1,735.8	1,787.3	1,848.0	1,880.0	1,900.9
From 20 to 49	2,031.5	1,999.9	2,062.3	2,148.2	2,060.6	2,168.0
From 50 to 249	2,253.3	2,230.9	2,269.1	2,355.5	2,394.4	2,462.5
From 250 and more	2,640.8	2,640.8	2,708.6	2,700.0	2,815.2	2,844.6

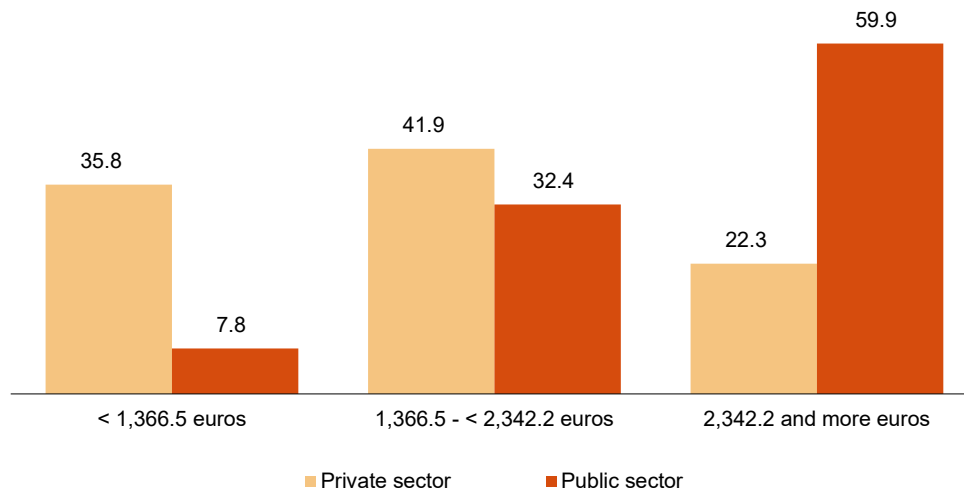
## Wage distribution by type of employer (private or public)

In the private sector, 22.3% of workers earned a salary of at least 2,342.2 euros in 2021, compared to 59.9% of workers in the public sector.

The public sector includes all Public Administrations, as well as public companies. Also included are workers affiliated with 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.

**Distribution of employees in the private and public sectors by monthly wage bracket. Year 2021. Percentages**



In the year 2021, the **average gross wage** in the public sector reached 2,807.1 euros, while in the private sector it stood at 1,901.7 euros.

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

	2016	2017	2018	2019	2020	2021
Total	1,878.1	1,889.0	1,944.4	1,982.3	2,038.6	2,086.8
Public sector	2,623.5	2,598.4	2,654.4	2,760.9	2,884.7	2,807.1
Private sector	1,694.2	1,719.7	1,772.0	1,796.9	1,818.6	1,901.7

As already indicated for the deciles, the fundamental factors influencing the differences in the average salary between the sectors were explained by the different occupational structure, the greater weight of workers with higher education, the lower weight of part-time employment, and the higher seniority levels.

**Wage distribution by Autonomous Community**

The productive structure in the Autonomous Communities has a large influence on wage levels.

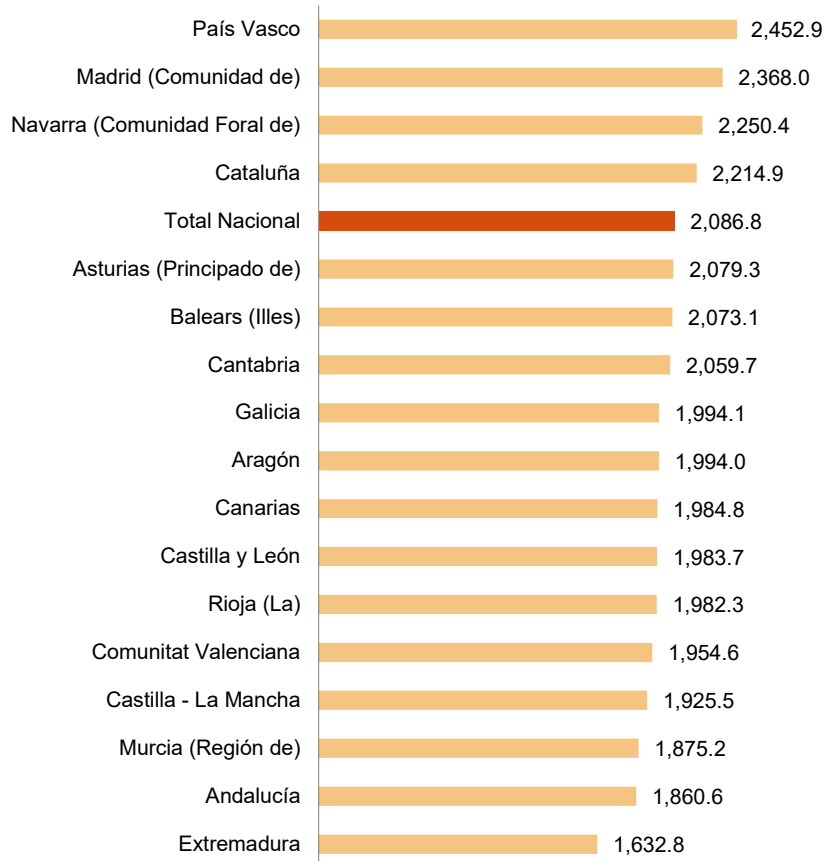
The regions with the highest concentration of high wages were País Vasco (46.0% of wage earners earned 2,342.2 euros per month or more), Comunidad de Madrid (38.6%) and Comunidad Foral de Navarra (37.6%).

On the opposite side, the Autonomous Communities that had the highest percentage of employees concentrated in low deciles (wages below 1,366.5 euros) were Extremadura (41.5%), Región de Murcia (38.9%) and Andalucía (37.5%).

The Autonomous Communities with the highest **average wage** in the main job were País Vasco (2,452.9 euros), Comunidad de Madrid (2,368.0 euros) and Comunidad Foral de Navarra (2,250.4 euros).

The lowest average wages were observed in Extremadura (1,632.8 euros), Andalucía (1,860.6 euros) and Región de Murcia (1,875.2 euros).

## Average gross monthly wages per Autonomous Community. Year 2021. Euros



## Data Review and Update

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

## Methodological note

INE statistics are produced in accordance with the Code of Good Practice for European Statistics, which is the basis for the institution's quality policy and strategy. For more information, see the section on [Quality in the INE and Code of Good Practices](#) on the INE's website.

**Type of operation** – Annual structural survey.

**Population scope** - Population of those 16 and over residing in family dwellings in Spain, who have been employed as wage earners.

**Geographical scope** – The entire national territory.

**Reference period for the results** – 2021. Information is collected throughout the reference year, based on the EAPS subsample in the sixth interview in each quarter.

**Information reference period** - 2021 for data from the Economically Active Population Survey (EAPS), data on Social Security affiliation and data on personal income tax declarations.

**Sample size** - About 10,000 families participate per quarter in the EAPS subsample, around 40,000 per year. The sample of wage earners is approximately 30,000 persons.

**Type of sampling** – Two-stage sampling with stratification in the first stage units. The first stage units are the census tracts and the second stage units are the inhabited family dwellings.

**Collection method** - Combination of the information collected in the EAPS with data on estimated earnings from administrative sources (General Treasury of Social Security, State Tax Administration Agency, Tax Office of Navarra<sup>3</sup>, Provincial Council of Bizkaia, Provincial Council of Gipuzkoa, and Provincial Council of Alava).

**Concept of wage** - The concept used is (according to Commission Regulation (EC) No. 377/2008) that of 'monthly wage associated with the main job'; with the main job being the one performed by the person during 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.

For more information regarding this variable, the methodology can be found at:

[http://www.ine.es/metodologia/t22/nota\\_epa\\_decil.pdf](http://www.ine.es/metodologia/t22/nota_epa_decil.pdf)

And the standardised methodological report at:

<https://ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30308>

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