

Wage decile of the main job. Economically Active Population Survey (EAPS) Year 2022

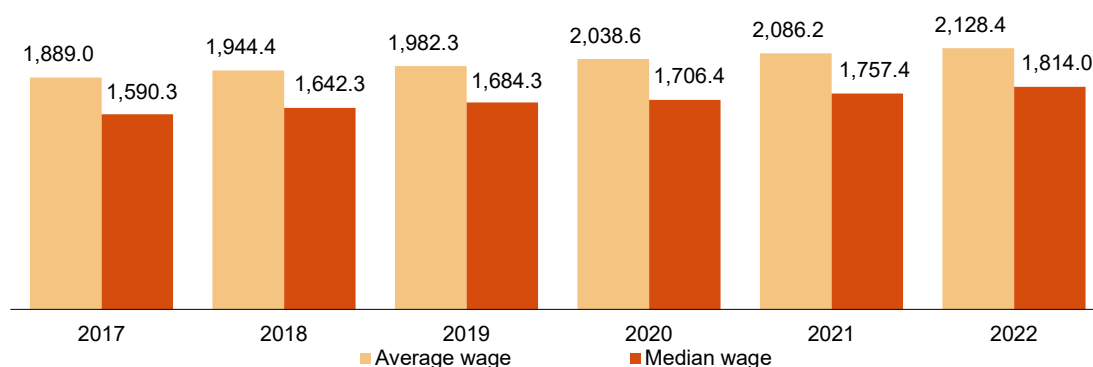
Main results

- The average monthly wage¹ (in gross terms) measured by the EAPS was 2,128.4 euros in 2022, an increase of 2.0% over 2021.
- A total of 40% of employees earned between 1,440.1 and less than 2,373.7 euros in 2022. 30% earned 2,373.7 euros or more and the remaining 30% received less than 1,440.1 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 (44.4% of employees with earnings of 2,373.7 euros or more per month), Comunidad Foral de Navarra (39.6%) and Comunidad de Madrid (37.0%).

The average wage was 2,128.4 euros gross per month in 2022, an increase of 42.2 euros (2.0%) over 2021.

On the other hand, the median wage² stood at 1,814.0 euros, with an increase of 56.6 euros (3.2%) with respect to the previous year.

Evolution of the gross monthly wage of the main job. Years 2017-2022. Euros



¹ The monthly salary is calculated by dividing the total yearly salary received by 12, which pro rata the salary payments that are not paid monthly (e.g. special payments).

² 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.

Salary distribution by sex

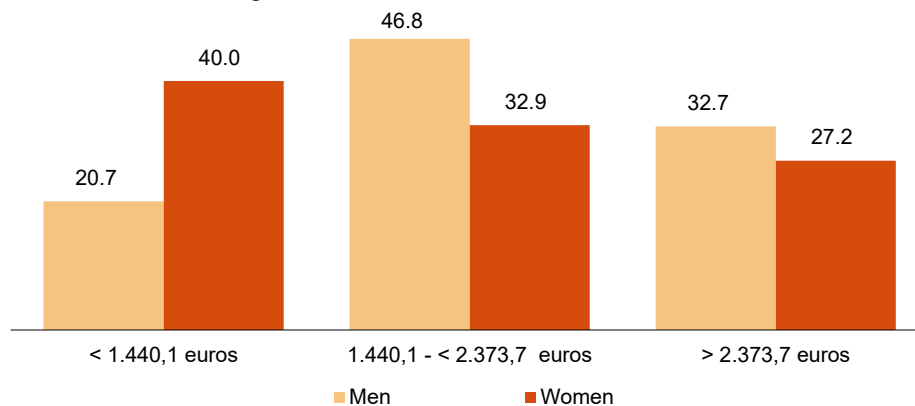
Men had a higher relative concentration in high wages than women. Thus, a total of 32.7% received 2,373.7 euros or more in 2022, as compared with 27.2% of women.

The opposite is true for low wages. A total of 40.0% of women had a salary lower than 1,440.1 euros, compared with 20.7% of men.

The **average wage** for women was 1,941.7 euros per month, while that for men reached 2,303.5 euros.

Distribution of employees by sex and monthly wage bracket.

Year 2022. Percentages



Gross average wages by sex. Euros

	2017	2018	2019	2020	2021	2022
Total	1,889.0	1,944.4	1,982.3	2,038.6	2,086.2	2,128.4
Men	2,090.6	2,161.3	2,173.6	2,210.3	2,269.6	2,303.5
Women	1,668.7	1,708.4	1,773.3	1,852.0	1,889.9	1,941.7

Salary 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.

In 2022, the average gross salary increased with age, going from the 1,315.4 euros that was received on average by those under 25 years of age, to 2,381.2 euros for employees aged 55 and over.

Average gross wages by age group. Euros

	2017	2018	2019	2020	2021	2022
Total	1,889.0	1,944.4	1,982.3	2,038.6	2,086.2	2,128.4
From 16 to 24 years	1,065.5	1,091.7	1,184.7	1,207.1	1,240.5	1,315.4
From 25 to 34 years	1,557.7	1,615.2	1,671.5	1,723.7	1,771.9	1,850.5
From 35 to 44 years	1,953.5	2,020.6	2,015.8	2,048.5	2,130.9	2,179.2
From 45 to 54 years	2,097.8	2,140.7	2,157.1	2,199.4	2,271.6	2,292.5
From 55 and more years	2,169.2	2,205.6	2,306.3	2,361.2	2,344.2	2,381.2

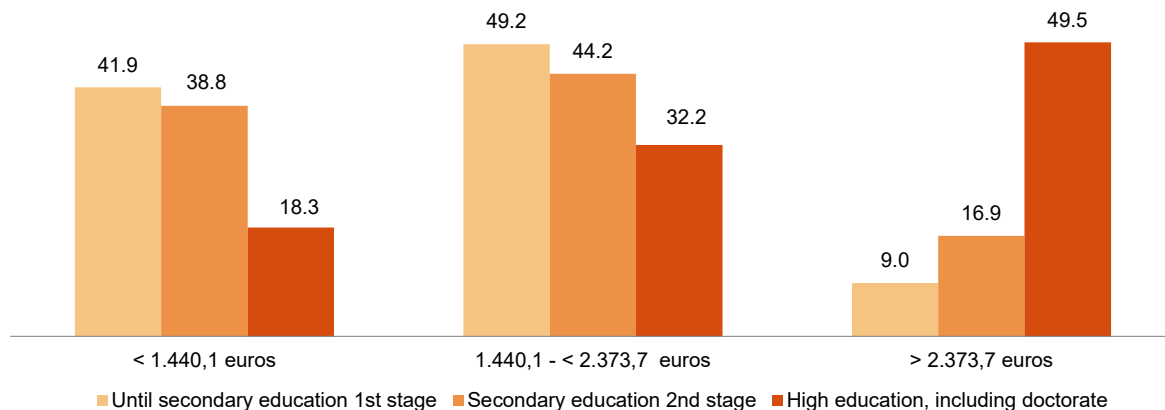
Wage distribution by educational level

In general, the higher the level of education, the higher the salary. In 2022, 41.9% of people with a low level of education (at most they had completed compulsory education) had an income of less than 1,440.1 euros. In the case of people with second stage secondary education or equivalent, the percentage of those who received low salaries was 38.8%, while in those with higher education reached 18.3%.

A total of 49.5% of wage earners with an upper level degree had salaries in the higher bracket (earned 2,373.7 or more euros per month). On the other hand, 16.9% of those with intermediate studies and 9.0% of those with low educational level exceeded that salary level.

Distribution of employees by level of education and monthly wage bracket.

Year 2022. Percentages



The **average wage** received by employees who had at most first stage secondary education was 1,465.5 euros, while that of those with higher education was 2,647.8 euros.

Average gross monthly wages by level of education attained. Euros

	2017	2018	2019	2020	2021	2022
Total	1,889.0	1,944.4	1,982.3	2,038.6	2,086.2	2,128.4
Until secondary education 1st stage	1,248.1	1,276.3	1,333.3	1,337.8	1,344.1	1,465.5
Secondary education 2nd stage (1)	1,500.2	1,550.7	1,593.1	1,588.0	1,641.3	1,680.0
High education, including doctorate	2,408.7	2,455.3	2,493.5	2,553.2	2,599.5	2,647.8

(1) Includes education for training and labour market integration

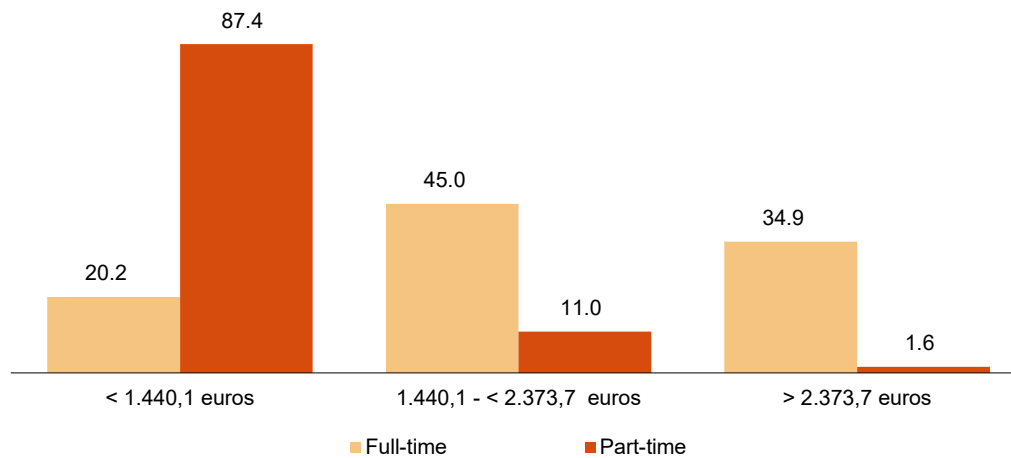
Wage distribution by type of working day and type of contract

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.

In 2022, 34.9% of full-time employees earned at least 2,373.7 euros per month, while 20.2% earned less than 1,440.1 euros.

On the contrary, 87.4% of part-time employees earned less than 1,440.1 euros per month. And 1.6% received 2,373.7 euros or more.

Distribution of employees by type of working day and monthly wage bracket. Year 2022. Percentages



In terms of type of contract, employees with permanent contracts received an **average** gross monthly **wage** of 2,247.3 euros in 2022. On the other hand, those with temporary contracts received 1,683.9 euros.

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

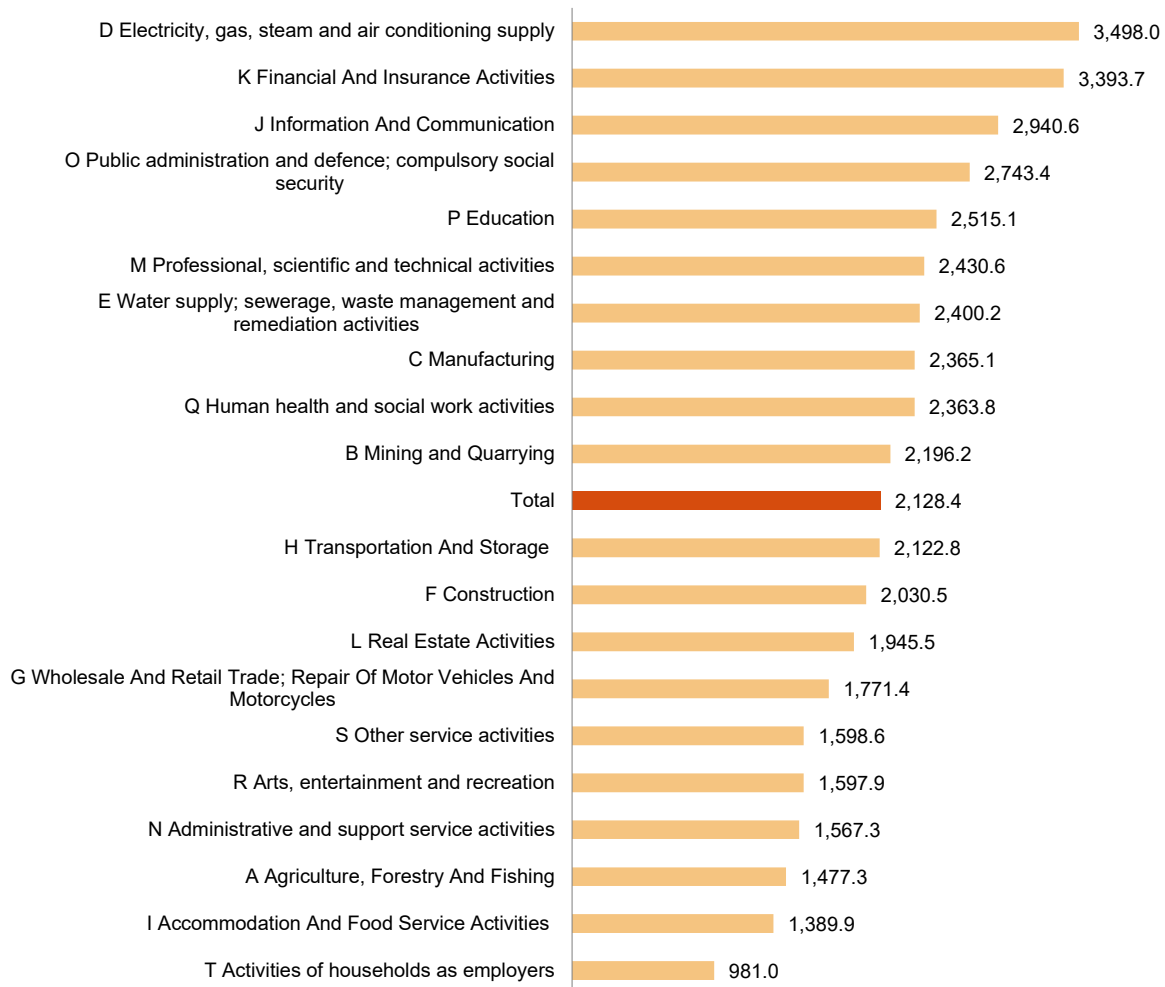
	2017	2018	2019	2020	2021	2022
Total	1,889.0	1,944.4	1,982.3	2,038.6	2,086.2	2,128.4
Permanent job	2,086.7	2,142.2	2,162.5	2,187.8	2,247.3	2,247.3
Temporary job	1,343.4	1,389.7	1,479.4	1,557.8	1,597.4	1,683.9

Wage distribution by branch of activity

The lowest **average wages** in 2022 corresponded to *Activities of households as employers of domestic personnel* (981.0 euros), *Hospitality* (1,389.9 euros) and *Agriculture, livestock, forestry and fishing* (1,477.3 euros).

On the other hand, the highest were in *Electricity, gas, steam and air conditioning supply* (3,498.0 euros), *Financial and insurance activities* (3,393.7 euros) and *Information and communications* (2,940.6 euros).

Average gross monthly wages by branch of activity. Year 2022. Euros



In 2022, the lowest wages (below 1,440.1 euros) were concentrated in *Activities of households as employers of domestic personnel* (82.5%) and in the sector of *Agriculture, livestock, forestry and fishing* (61.4%).

On the other hand, the branches of activity with the greatest relative weight in the highest salary deciles (wages above 2,373.7 euros) were *Financial and insurance activities* (65.1%), *Education* (62.0%) and *Public Administration, Defence and Social Security and Information and communications* (56.4% each).

Salary distribution by occupation

Occupation is another of the most important factors in determining the wage level. In 2022, the groups of *Directors and managers* and *Scientific and intellectual technicians and professionals* were more represented in high salaries (2,373.7 euros or more), while workers in *Basic occupations* presented a greater concentration in low salaries (less than 1,440.1 euros).

The **average monthly wage** of those employed in the group of *Directors and managers* was also the highest (4,454.3 euros), followed by that of *Scientific and intellectual technicians and professionals* (3,128.4 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* (1,308.3 and 1,554.7 euros, respectively).

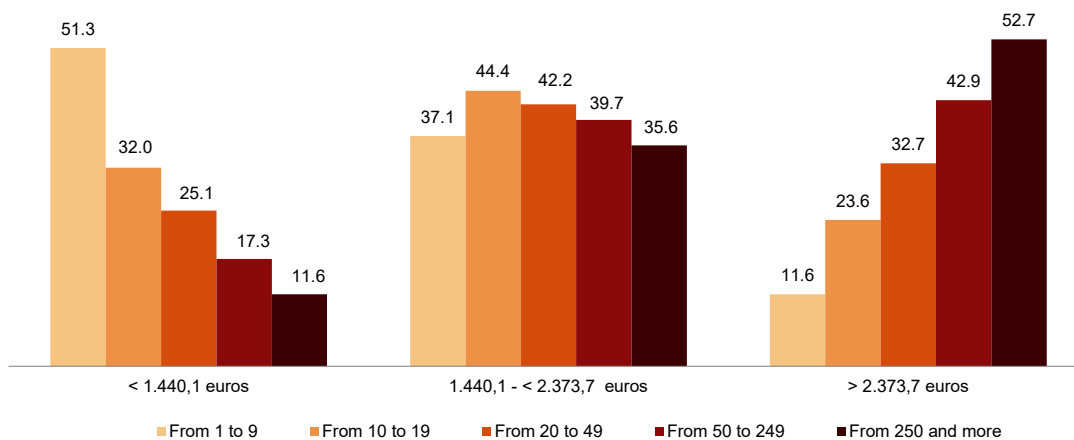
Average gross monthly wages per occupation. Year 2022. Euros



Wage distribution by size of the workplace

In 2022, the lowest wages were concentrated in establishments with up to nine employees (51.3% of these employees earned less than 1,440.1 euros). In contrast, 52.7% of employees in establishments with 250 or more workers had a monthly salary in the high bracket (2,373.7 euros or more).

Distribution of employees by size of the establishment where they work and monthly wage bracket. Year 2022. Percentages



Wage distribution by Autonomous Communities

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

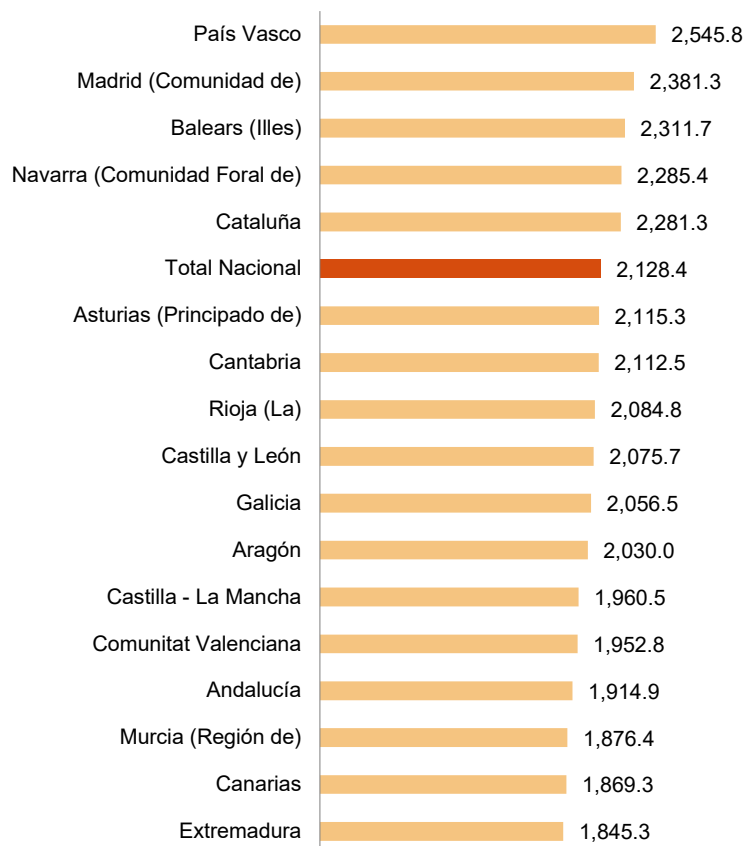
The regions with a higher concentration of high wages in 2022 were País Vasco (44.4% of employees earned 2,373.7 euros per month or more), Comunidad Foral de Navarra (39.6%) and Comunidad de Madrid (37.0%).

On the opposite side, the Autonomous Communities that had the highest percentage of employees concentrated in low deciles (wages below 1,440.1 euros) were Extremadura (39.4%), Canarias (38.5%) and Región de Murcia (37.2%).

The Autonomous Communities with the highest **average wage** in the main job were País Vasco (2,545.8 euros), Comunidad de Madrid (2,381.3 euros) and Illes Balears (2,311.7 euros).

The lowest average wages were observed in Extremadura (1,845.3 euros), Canarias (1,869.3 euros) and Región de Murcia (1,876.4 euros).

Average gross monthly wages per Autonomous Community. Year 2022. Euros



Wage definition and decile calculation

The concept of wage used is (according to Commission Regulation (EC) No. 377/2008) the '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 cases where there are several jobs, the main job is the one that provides the most significant income. In particular, if it is a casual job lasting less than one month, the wage will be an estimate of the wage that would be obtained for a full month's duration for similar work. On the other hand, if it is a part-time job, it is not converted into 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.

Wage deciles are calculated as follows: all employees are ordered according to the amount of the monthly wage 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 mean (average wage of the group) and by the lower and upper wages that delimit it. The wage-earning population in 2022 was 17,141,600. In each decile there are thus about 1.71 million wage earners.

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 (6,856,600 persons), had a gross monthly wage between 1,440.1 and less than 2,373.7 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 5,142,400 employees with a gross monthly wage of at least 2,373.7 euros in 2022.

Finally, the remaining 30% of employees are in the low-wage zone, formed by the first three deciles. This consisted of approximately 5,142,400 individuals who earned less than 1,440.1 euros gross per month in 2022.

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

Furthermore, 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.

Data reviews and updates

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

Methodological note

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 – 2022. The information is collected throughout the reference year, based on the EAPS sub-sample in the sixth interview in each quarter

Information reference period – 2022 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 sub-sample, 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 Navarra³, Provincial Council of Bizkaia and Provincial Council of Gipuzkoa

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

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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³ Through the Statistical Institute of Navarra.