

Wage Structure Survey 2006.
Final results

Main results

- The average annual gross wage is 19,680.88 euros per worker in 2006.
- The average annual female wage (16,245.17 euros in 2006) represents 73.7% of the male wage (22,051.08 euros).
- Comunidad de Madrid, with 23,622.11 euros annually per worker, recorded the highest average wage. Extremadura, with 15,570.35 euros, has the lowest.
- The annual wage of directors of companies with more than 10 workers is 206.6% higher than the average wage.
- Workers with a determined duration contract have 32.6% lower annual average earnings than those corresponding to indefinite contracts.
- University graduates receive an annual wage 64.2% above the average wage. For its part, the wage of workers who do not have any qualifications is 27.0% below the average salary.

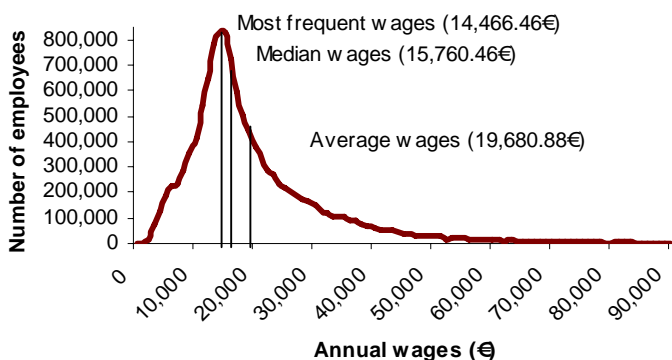
The 2006 Wage Structure Survey was carried out in a harmonised manner across the European Union, pursuant to the European Union Council Regulations (EU) No. 530/1999. In Spain, 27,000 workplaces participated, as did more than 235,000 employees. This was the second time this survey had been performed. The previous ones were carried out in 1995 and 2002.

Wage distribution

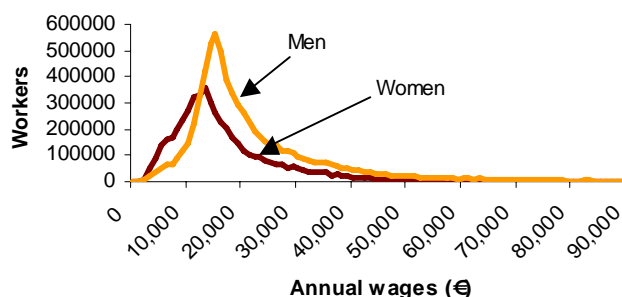
Average gross annual earnings were 19,680.88 euros per worker in 2006, with 22,051.08 euros corresponding to men and 16,245.17 euros to women. Average annual wage for women was, therefore, 73.7% of that for men, although this difference may be clarified depending on other labour variables (type of contract, working day, employment, seniority, company size, etc.) that have an important influence on wages.

Regarding wage distribution provided by the survey (Graph 1), the most frequent salary was below the average wage (the one for which there were as many workers with higher wages as workers with lower wages) which, in turn, was below the average wage. This means that there were few workers with very high wages, but who had a notable influence on the average wage.

Graph 1. Distribution of gross annual wages



Graph 2. Distribution of gross annual wages by sex



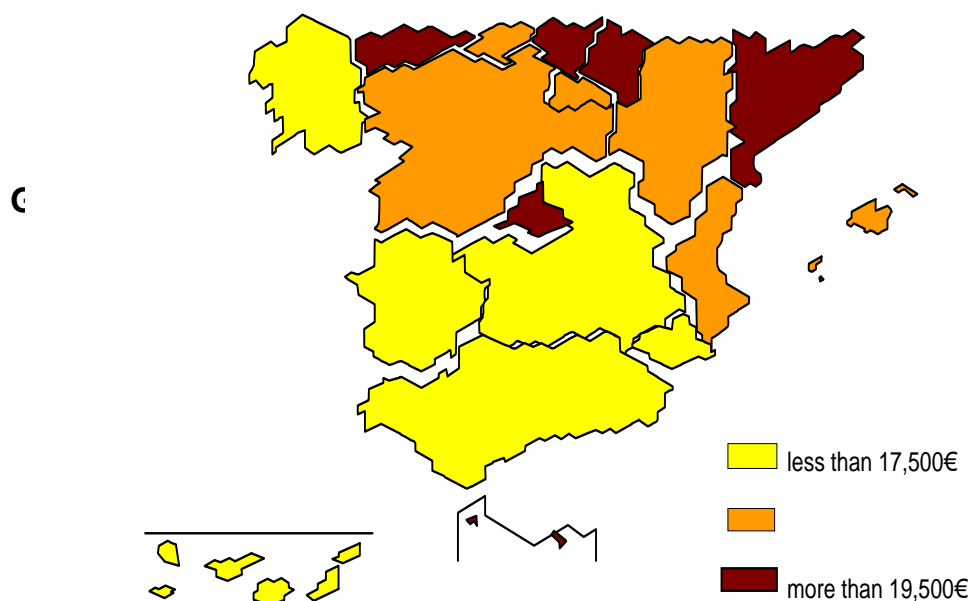
By sex (Graph 2) it was worth noting that the number of women earning less than 12,000 euros was greater than the number of men. Taking this figure, the number of women who received each wage level was always lower than the number of men who receive that same salary.

Territorial analysis

The average earnings data by Autonomous Community confirm the results obtained by the traditional cost surveys. Thus, **the highest wages corresponded in 2006 to Comunidad de Madrid (23,622.11 euros each year per worker), País Vasco (22,929.98 euros), Comunidad Foral de Navarra (21,660.50 euros) and Cataluña (21,210.04 euros)**. These four Communities, together with Principado de Asturias and the Autonomous cities of Ceuta and Melilla, showed average annual earnings above the national average.

The remaining Autonomous Communities recorded average wages below the national average. Extremadura (15,570.35 euros), Canarias (16,431.12) and Región de Murcia (16,585.78 euros) showed the lowest salaries.

Graph 3. Comparison of average wages by Autonomous Community



The wage difference between men and women varied among Autonomous Communities. The different employment structure in each of them was the fundamental factor explaining such variability.

In almost all Autonomous Communities, the average female wage was between 20% and 30% below the average wage for men.

The greatest discrepancies in earnings between men and women were in Principado de Asturias and in Aragón.

Chart 1. Main results by Autonomous Community

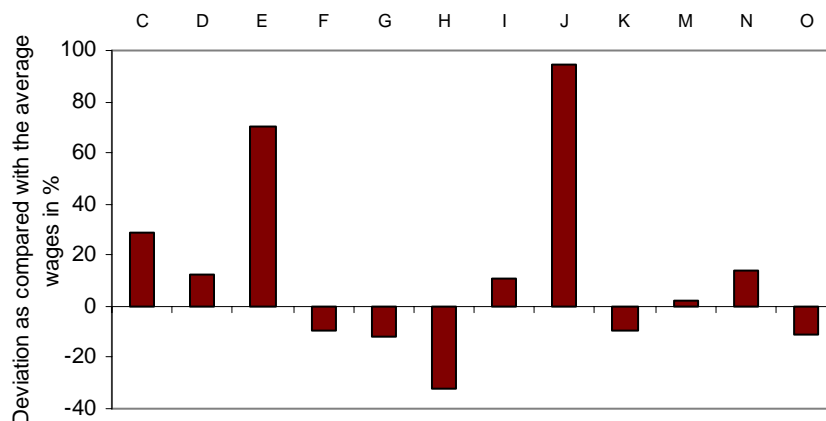
	Gross annual wages			Man/Woman ratio
	Total	Men	Women	
NATIONAL TOTAL	19,680.88	22,051.08	16,245.17	73.67
Andalucía	17,372.42	19,253.11	14,137.55	73.43
Aragón	19,134.82	22,030.14	14,894.41	67.61
Asturias (Principado de)	19,758.43	22,781.54	15,356.82	67.41
Balears (Illes)	18,095.93	20,018.29	15,750.00	78.68
Canarias	16,431.12	17,535.20	14,840.03	84.63
Cantabria	17,999.21	20,536.86	14,419.18	70.21
Castilla y León	17,694.98	19,873.44	14,250.15	71.70
Castilla-La Mancha	17,157.76	18,509.00	14,853.40	80.25
Cataluña	21,210.04	24,287.00	17,177.60	70.73
Comunitat Valenciana	18,064.77	20,067.22	14,824.63	73.87
Extremadura	15,570.35	16,646.19	13,806.01	82.94
Galicia	17,010.95	19,021.50	14,243.82	74.88
Madrid (Comunidad de)	23,622.11	27,041.88	19,240.29	71.15
Murcia (Región de)	16,585.78	18,206.44	13,924.25	76.48
Navarra (Comunidad Foral de)	21,660.50	24,459.80	17,750.37	72.57
País Vasco	22,929.98	25,947.03	18,581.12	71.61
Rioja (La)	17,901.70	20,271.24	14,706.77	72.55
Ceuta and Melilla	20,265.67	20,785.92	19,238.69	92.56

Wages by economic activity

There were major wage differences by economic activity. As can be observed in Graph 4, **the economic activity with the highest average annual salary was Financial intermediation** (Section J of the NCEA-93), **with 38,351.2 euros** per worker per year on average, a figure 94.9% above the national average. It was followed by Production and distribution of electrical energy, gas and water supply (Section E) with 33,488.2 euros, 70.2% more than the average wage.

Conversely, Accommodation (Section H) and Trade and Repairs (Section G) had the lowest average annual wage, with 13,394.6 and 17,333.7 euros, respectively. These figures were 31.9% and 11.9% below the average.

Graph 4. Comparison of average annual wages by NACE-93 Section



* The name of the NCEA-93 sections is shown in the Methodological Annex of this Press Release

As regards wage differences by sex and economic activity, the ranking of activities in each sex was maintained with slight modifications. Thus, financial intermediation was the activity that received the highest wage, both for men and women, and Hotel and Catering received the lowest wages.

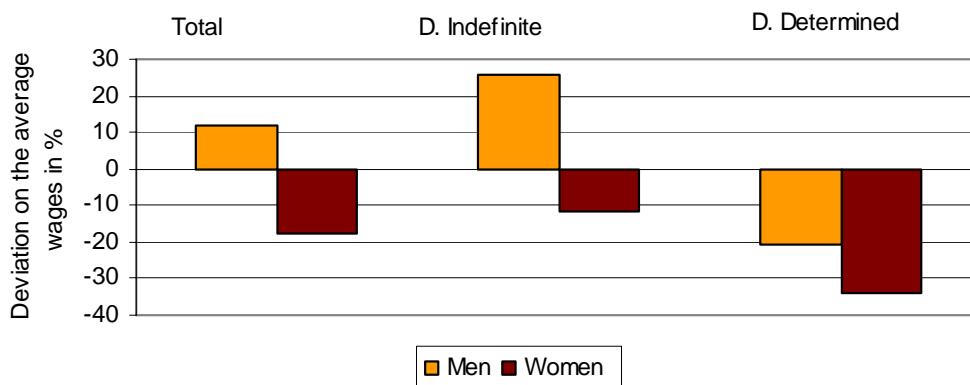
Analysing the wage differences between the sexes for each economic activity, we verified that in 2005, women had lower wages than men in all activities.

Education (Section M), was the least discriminatory activity. In Professional Services (Section K) there was a greater discrepancy between the wages of women and men.

Wages by type of contract

So as to be able compare workers with indefinite duration contracts and workers with determined duration contracts, adjustments have been made as regards the wages paid to workers who did not stay all year in the workplace. For this purpose, they are assigned an equivalent annual wage that they would have been paid had they worked for the entire year under the same conditions. In this way, it may be concluded that workers who had a determined duration contract received annual average wages 32.6% lower than those who had a permanent contract in 2006.

Graph 5. Comparison of average annual wages by type of contract and sex



By sex, men had a salary 25.9% above or 20.6% below the annual average, depending on whether their contract was an indefinite or a determined duration contract. Among women, wages were below the average, regardless of the type of contract, with a difference of 11.5% for indefinite duration contracts and 33.9% for determined duration contracts.

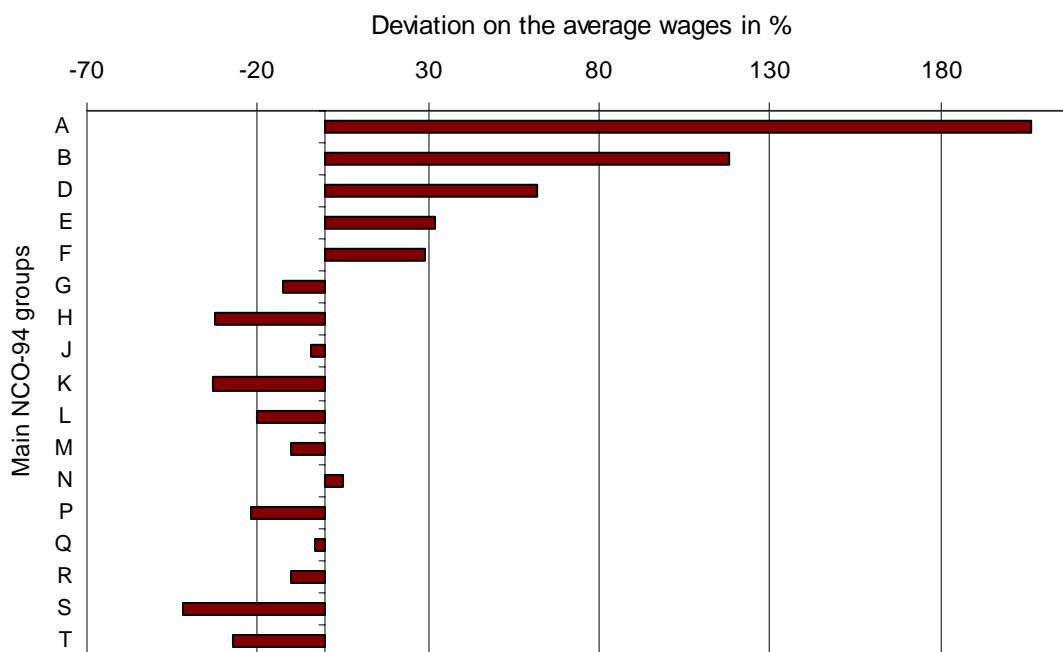
Wages by occupation

Occupation is one of the variables that most influence the wage level. In 2006, the amount of earnings recorded in the groups relating to administration and management of companies (groups A and B) was of note, since the average wage in these groups was 206.6% and 118.0% above the economic average, respectively.

Regarding the remainder of occupations, those associated with the different university qualifications stood way above the average. The wages of support technicians (Group F) were also above the average, and the same occurred, though to a lesser extent, with the wages of skilled workers in the fields of extractive industries, metallurgy and construction of machinery.

The remaining occupations had average wages below the national average, with the lowest paid ones being those corresponding to unskilled workers in services (except transport).

Graph 6. Comparison of average annual wages by occupation



* The name of the NCEA-93 Occupations is shown in the Methodological Annex of this Press Release

Even distinguishing by occupation and sex, the previous pattern repeats itself. **The occupations with the highest and lowest pay were the same for men and women, and in the same order.**

As was the case with the different economic activities, in all occupations women received a lower wage than men.

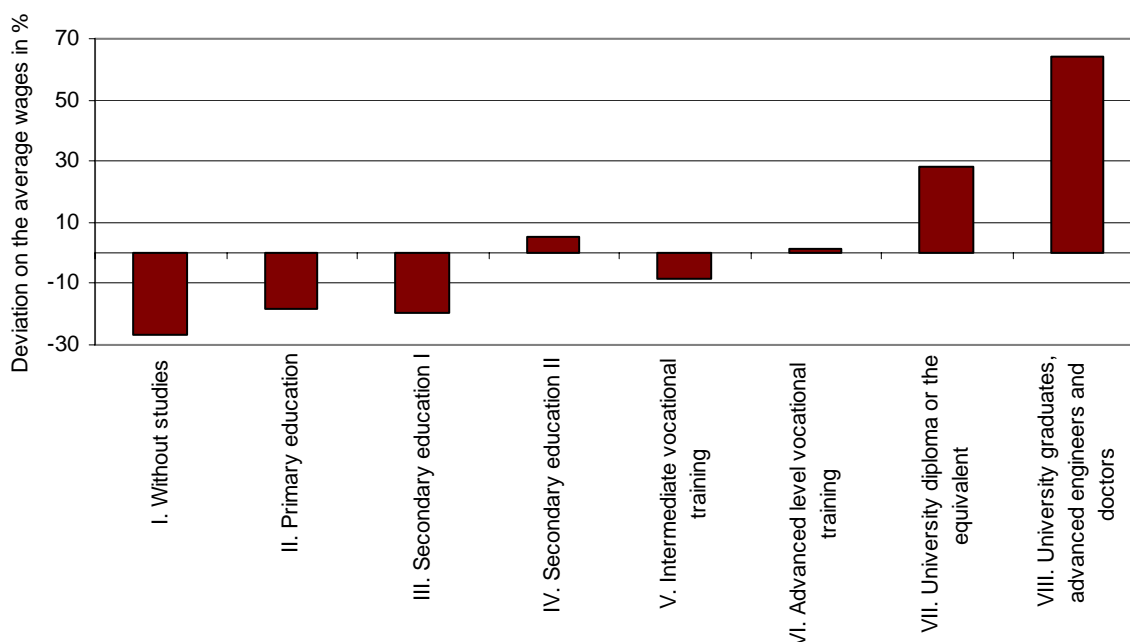
Salaries by degree

Together with the preceding variable, education was another of the most relevant features when studying the earnings of a worker. The wage differences between different official degrees were of note, and the annual wage increases in tandem with the aforementioned level.

In 2006, unqualified workers, or those who had not finished Primary Education received pay 27.0% below the average wage, whereas university graduates received an annual wage 64.2% above it.

As from the second cycle of secondary education or of vocational training, wages exceeded the average salary. Nevertheless, having completed primary schooling or the first year of secondary education hardly results in major differences as regards wage levels.

Graph 7. Comparison of annual wages by level of studies



The difference between males and females is quite noticeable, when comparing workers with homogeneous qualifications. In general, **the average wage of women was more than 30% below that of men at every level of studies.**

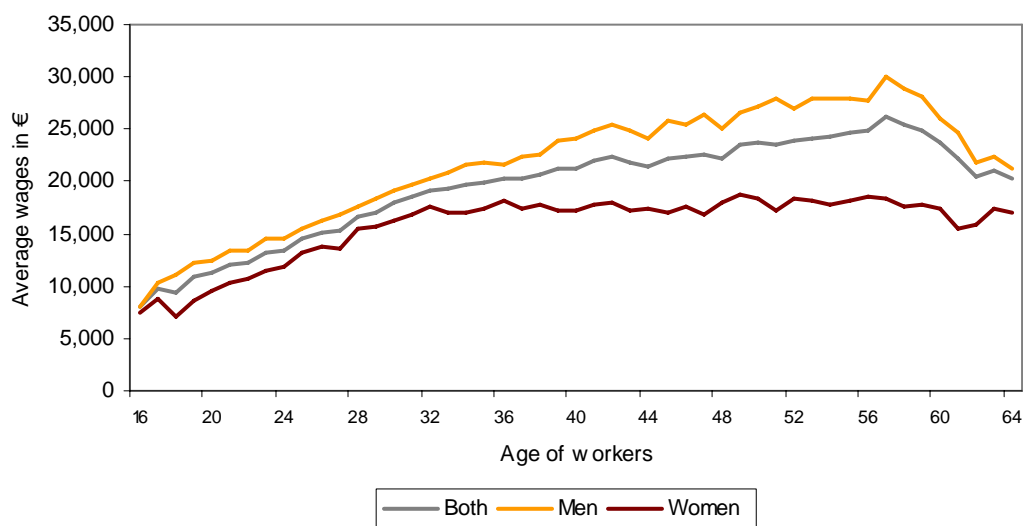
Nevertheless, it is striking to see that in the general total, i.e. not considering the level of studies, the difference between sexes is slightly lower (26.5%). This is due to the fact that the number of women with a high level of studies, and thus with the highest salaries, is greater than the number of men. For example, the percentage of working women with having completed university studies was 26.8% as compared with 17.2% men.

Wages by age

There was a positive relation between the age of the workers and their wage level, which reflects the fact that older workers are generally likely to be those with greater seniority and more experience in the workplace.

It is worth noting that the wage differences by sex were greater, according to the age of the workers. This was largely explained due to being better qualified (occupation, studies, ...) of younger women as compared with older women.

Graph 8. Average annual wages by age in years, by sex

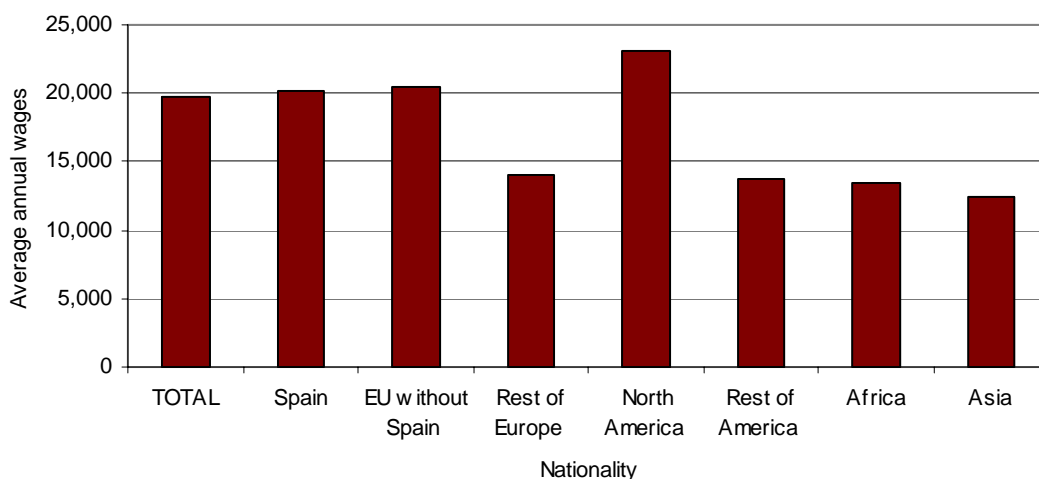


Wages by nationality

This year the Survey saw the introduction of the worker's nationality variable. Although, since only 6.3% of the sample is of foreign nationality, the results must be handled with caution, particularly regarding workers from North America and Asia.

According to these results, **in 2006, workers from North America and the European Union had a higher than average wage**, whereas workers of other nationalities had wages between 25% and 35% below the aforementioned average.

Graph 9. Average annual wages by nationality



Wage composition

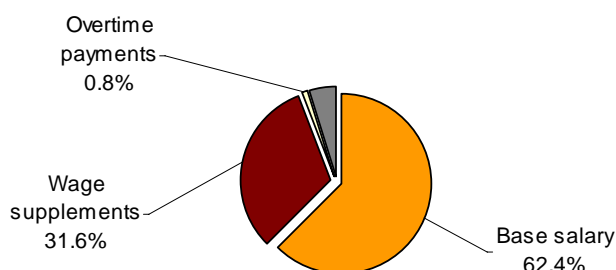
Besides the wage differences by worker characteristic, it is also interesting to ascertain the composition of the wage received by workers. For wage per month, four payment categories have been established: the fixed part of the monthly payment: the base wage; wage supplements; payments for overtime and extraordinary payments received in October.

Another item of data which this survey includes is the monthly net wage (i.e. after deducting Social Security payments corresponding to the worker and income tax deductions). The goal is to ascertain the part of the wage the worker is left with during a normal month.

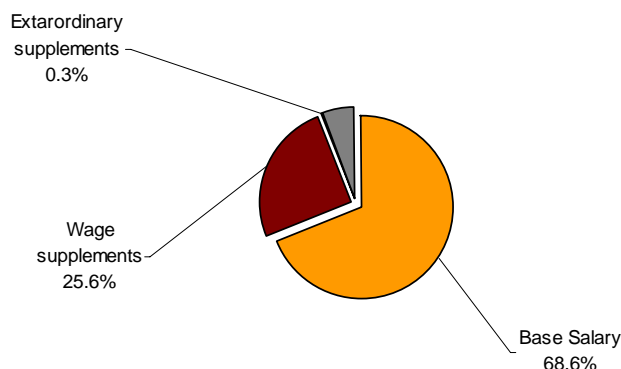
In 2006 the base salary was the main component of the total salary (62.4% for men and 68.6% for women). This difference is related to the wage differences between men and women. In fact, the salary composition generally varies in terms of the wage level: the greater the wage, the greater the wage supplements.

Differences in terms of the percentage of net salary compared to the gross salary between men and women are justified by the different average wages for both groups, and the logical effect of the progressive income tax rate on the wage.

Graph 10. Composition of gross monthly wages. Men



Graph 11. Composition of gross monthly wages. Women



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Methodological Annex

Description of the Activity Sections of the NCEA-93

- C. Extractive industries
- D. Manufacturing industry
- E. Production and distribution of electrical energy, gas and water supply
- F. Construction
- G. Trade; repair of motor vehicles, motorcycles and mopeds and personal and household use articles
- H. Accommodation
- I. Transport, storage and communications
- J. Financial intermediation
- K. Real estate and rental activities; business services
- M. Education
- N. Health and veterinary activities, social services
- O. Other social activities and services provided to the community; personal services

Description of Main Groups of the National Classification of Occupations 1994 (NCO-94)

- A. Public administration management and management of companies with 10 or more wage earners
- B. Management of companies with less than 10 wage earners
- D. Professions associated with 2nd and 3rd cycle university degrees and the like
- E. Professions associated with a 1st cycle university degree and the like
- F. Technicians and support professionals
- G. Administrative type employees
- H. Catering services workers and personal services workers
- J. Protection and security service workers
- K. Retail workers and the like
- L. Workers skilled in agriculture and fishing
- M. Skilled construction workers, except machinery operators
- N. Skilled extractive industry workers, metallurgy, construction, machinery and related trades workers
- P. Skilled workers from the graphic arts, textile and preparation, elaboration of food, cabinet makers, craftspersons and other similar industries
- Q. Fixed machinery and industrial installation operators; fitters and assemblers
- R. Mobile machinery drivers and operators
- S. Unskilled service workers (except transport)
- T. Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers

Wage Structure Survey Year 2006

Statistical annex

Table 1. Average annual earnings by economic activity (euros)

	Both sexes	Men	Women
National total			
TOTAL	19680.9	22051.1	16245.2
C. Extractive industries	25300.2	25697.8	*21,312.04
D. Manufacturing industry	22186.8	23866.2	17271.9
E. Production and distribution of electrical energy, gas and water supply	33488.2	35064.5	26445.4
F. Construction	17848.2	18048.9	15635.7
G. Trade; repair of motor vehicles, motorcycles and mopeds and personal a	17333.8	20220.8	13944.5
H. Accommodation	13394.6	15220.7	11899.6
I. Transport, storage and communications	21884.9	22817.2	19153.1
J. Financial intermediation	38351.2	45127.3	29688.8
K. Real estate and rental activities; business services	17869.7	22149.2	14357.0
M. Education	20128.5	21220.5	19553.0
N. Health and veterinary activities, social services	22433.0	30310.0	19731.4
O. Other social activities and services provided to the community; personal s	17481.8	21946.0	13833.5

CELL SAMPLE SIZE: When the box is marked with an asterisk (*), this indicates that the number of sample observations is between 100 and 500, by which the figure is not very reliable and must be interpreted cautiously.

Wage Structure Survey

Year 2006

Statistical annex

Table 2. Average annual earnings by type of contract

	Both sexes	Men	Women
National total			
TOTAL	19680.9	22051.1	16245.2
Indefinite duration	21690.2	24777.7	17414.4
Determined duration	14624.7	15620.9	13002.0

Wage Structure Survey

Year 2006

Statistical annex

Table 3. Average annual earnings by main group of occupation (euros)

	Both sexes	Men	Women
National total			
TOTAL	19680.9	22051.1	16245.2
A. MANAGEMENT OF PUBLIC ADMINISTRATIONS AND OF COMPANIE	60,342.39	65,556.95	42,841.56
B. MANAGEMENT OF COMPANIES WITH FEWER THAN 10 EMPLOYEE	*42,894.55	*49,176.88	--
D. PROFESSIONS ASSOCIATED WITH 2ND AND 3RD CYCLE UNIVER	31,899.15	36,521.16	27,229.25
E. PROFESSIONS ASSOCIATED WITH A 1ST CYCLE UNIVERSITY DE	25,977.99	29,858.76	23,758.61
F. PROFESSIONAL SUPPORT TECHNICIANS	25,422.65	28,890.72	20,983.15
G. ADMINISTRATIVE TYPE EMPLOYEES	17,238.72	21,353.82	14,970.15
H. CATERING SERVICES WORKERS AND PERSONAL SERVICES WOF	13,259.78	15,492.57	12,150.87
J. PROTECTION AND SECURITY SERVICE WORKERS	18,867.80	19,261.99	*15,799.55
K. RETAIL WORKERS AND THE LIKE	13,150.32	15,460.61	12,047.91
L. WORKERS SKILLED IN AGRICULTURE AND FISHING	15,654.63	15,862.75	--
M. SKILLED CONSTRUCTION WORKERS, EXCEPT MACHINERY OPEF	17,614.56	17,662.67	15,119.41
N. SKILLED WORKERS IN THE FIELDS OF EXTRACTIVE INDUSTRIES,	20,653.32	20,750.79	17,948.99
P. SKILLED WORKERS FROM THE GRAPHIC ARTS, TEXTILE AND PRI	15,378.93	17,132.28	12,634.05
Q. FIXED MACHINERY AND INDUSTRIAL INSTALLATION OPERATORS	19,103.07	20,667.08	14,075.31
R. MOBILE MACHINERY DRIVERS AND OPERATORS	17,626.80	17,743.99	*13,671.69
S. UNSKILLED SERVICE WORKERS (EXCEPT TRANSPORT)	11,434.58	14,211.16	10,147.36
T. UNSKILLED AGRICULTURAL, FISHING, CONSTRUCTION, MANUFA	14,298.34	14,671.54	11,868.39

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Wage Structure Survey

Year 2006

Statistical annex

Table 4. Average annual earnings by level of studies (euros)

	Both sexes	Men	Women
National total			
TOTAL	19680.9	22051.1	16245.2
I. Without studies	14364.0	15996.6	11159.2
II. Primary education	16115.3	17971.8	11949.3
III. Secondary education I	15839.7	17718.7	12399.3
IV. Secondary education II	20732.5	24418.3	16530.5
V. Intermediate vocational train	18079.1	21436.5	14678.7
VI. Advanced level vocational t	19962.2	23313.8	15637.7
VII. University diploma or the e	25166.9	30474.8	21222.5
VIII. University graduates, adva	32307.4	38598.2	25441.1

Wage Structure Survey

Year 2006

Statistical annex

Table 5. Average annual earnings by age group (euros)

	Both sexes	Men	Women
National total			
TOTAL	19680.9	22051.1	16245.2
Under 20 years old	10150.3	11359.4	8141.2
20 to 24 years old	12646.2	13810.6	11146.6
25 to 29 years old	15804.4	16988.1	14410.3
30 to 34 years old	18885.0	20338.2	16976.3
35 to 39 years old	20456.1	22440.8	17595.6
40 to 44 years old	21772.2	24602.2	17502.8
45 to 49 years old	22586.7	25848.8	17628.6
50 to 54 years old	23883.1	27557.3	17975.3
55 to 59 years old	25187.6	28504.0	18154.2
60 years old and over	22331.2	24412.3	16416.8

Wage Structure Survey

Year 2006

Statistical annex

Table 6. Average annual earnings by nationality (euros)

	Both sexes	Men	Women
National total			
TOTAL	19680.9	22051.1	16245.2
Spain	20,123.44	22,720.86	16,499.05
EU without Spain	20,424.18	22,530.09	16,802.69
Rest of Europe	14,101.32	15,404.24	11,279.60
North America	*23,169.08	--	--
Rest of America	13,811.29	15,149.89	11,564.31
Africa	13,458.78	14,027.50	*10,345.97
Asia	12,476.04	*12,650.85	*11,659.38
Oceania	--	--	--

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Wage Structure Survey

Year 2006

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Table 7. Percentage structure of gross monthly wages (%)

	Both sexes	Men	Women
National total			
TOTAL	100.0	100.0	100.0
Base salary	64.6	62.5	68.6
Wage supplements	29.6	31.6	25.6
Wage supplements for night work, shift work c	1.4	1.5	1.4
Variable wage supplements	6.2	7.5	3.8
Overtime payments	0.6	0.8	0.3
Ordinary wages	94.8	94.9	94.6
Extraordinary payments	5.2	5.1	5.5
Gross salary	100.0	100.0	100.0
Social Security contributions by the company	6.2	6.1	6.4
Income tax withholdings	14.4	15.6	12.1
Net salary	79.4	78.3	81.4