

24 June 2010

Annual Wage Structure Survey
Year 2008

Main results

- The average annual earnings per worker are 21,883.42 euros in 2008. Average annual female earnings (18,910.62 euros) represent 78.1% of the corresponding male earnings (24,203.33 euros). These differences are reduced when considering similar situations with regard to variables such as occupation, type of working day or contract, among others.
- País Vasco, with 25,547.18 euros per worker per year, is the Autonomous Community with the highest average annual salary. Extremadura, with 18,264.90 euros, has the lowest.
- The economic activity with the highest wages is Supply of electrical energy, gas, steam and air conditioning (48,578.65 euros). Wage earners in Accommodation earn the lowest salary (13,957.49).
- Managers of companies with more than 10 workers constitute the occupational group with the highest wages (60,453.18 euros), almost three times the average wages.
- Workers with a determined duration contract have average annual earnings of 16,204.29 euros, 31.1% lower than those of those employees with permanent contracts.
- In the Annual Wage Structure Survey for the year 2008, there are two important new features: the implementing in the survey of the new 2009 National Classification of Economic Activities 2009, and the inclusion of workers belonging to the General Social Security Regime in activity section O: Public Administration and Defence; Compulsory Social Security. Therefore, the results are not comparable with those from the previous year.

Gross annual earnings

According to the Annual Wage Structure Survey, **the average annual earnings per worker were 21,883.42 euros in 2008.**

One feature of the functions of wage distribution is that many more workers are registered in the lowest values than in the highest wages. This fact causes the average wages to be higher than both the median wages and the most frequent wages.

Thus, the median wages (that is, the wage figure that divides the number of workers into two equal parts, those whose wages are higher and those whose wages are lower) presented a value of 18,244.40 euros. The most frequent wages stood at around 15,500 euros.

By sex, the average annual earnings were 24,203.33 euros for men and 18,910.62 euros for women. Therefore, **the female average annual earnings represented 78.1% of males' earnings.** These differences were reduced when considering similar situations with regard to variables such as type of contract, of working day, occupation, seniority, etc.

Nevertheless, wage distribution inequality between sexes was significant. Thus, in the year 2008, 8.1% of women had wages lower than or equal to the Interprofessional Minimum Wage (IMW), as compared with 2.9% of men.

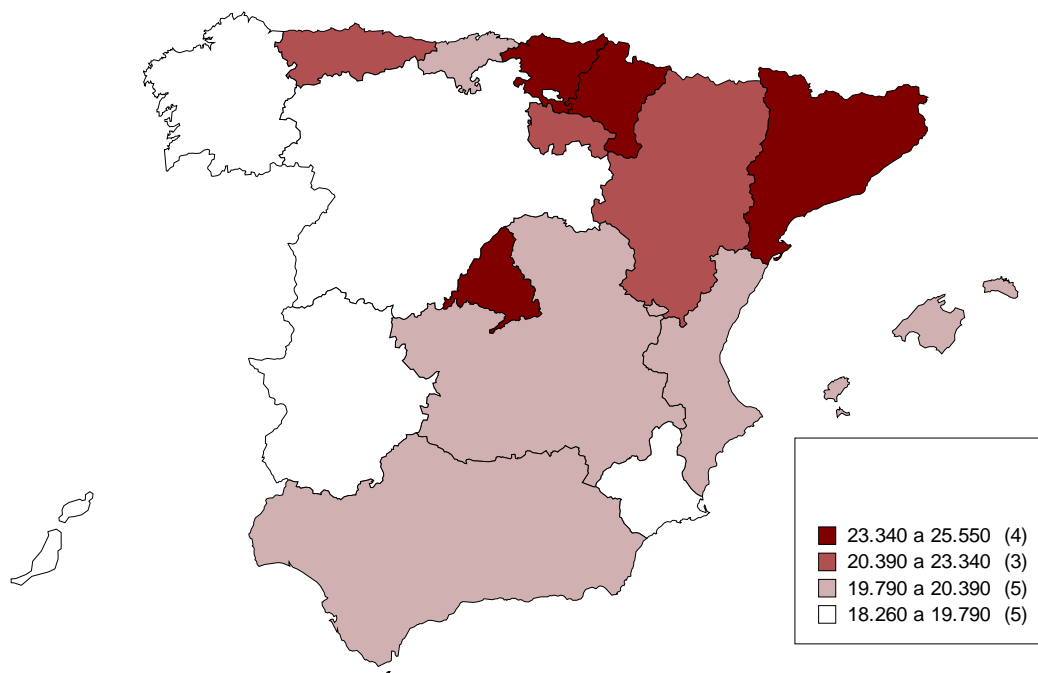
Bearing in mind higher wages, 20.6% of men received income five times higher than the IMW, as compared with 12.1% of women.

Wages by Autonomous Community

The average earnings data by Autonomous Community confirm the results obtained by the traditional cost surveys. Thus, **in 2008 the highest salaries corresponded to País Vasco** (25,547.18 euros annually per worker), **Comunidad de Madrid** (25,269.61 euros) **and Cataluña** (23,375.54 euros). These three communities, together with Comunidad Foral de Navarra, showed average annual earnings above the national average.

The remaining Autonomous Communities recorded average wages below the national average. Extremadura (18,264.90 euros), Canarias (18,466.99) and Región de Murcia (18,911.75 euros) showed the lowest salaries.

Comparison of the average salary by Autonomous Community



The wage difference between men and women varied between some Autonomous Communities. The different employment structure and occupation in each of them was the fundamental factor explaining such variability. Despite this, **the average salary for women was lower than for men in all Autonomous Communities.**

The greatest discrepancies in earnings between men and women were in Comunidad Foral de Navarra and Aragón. In turn, Canarias and Extremadura showed the lowest wage gap.

Main results by Autonomous Community

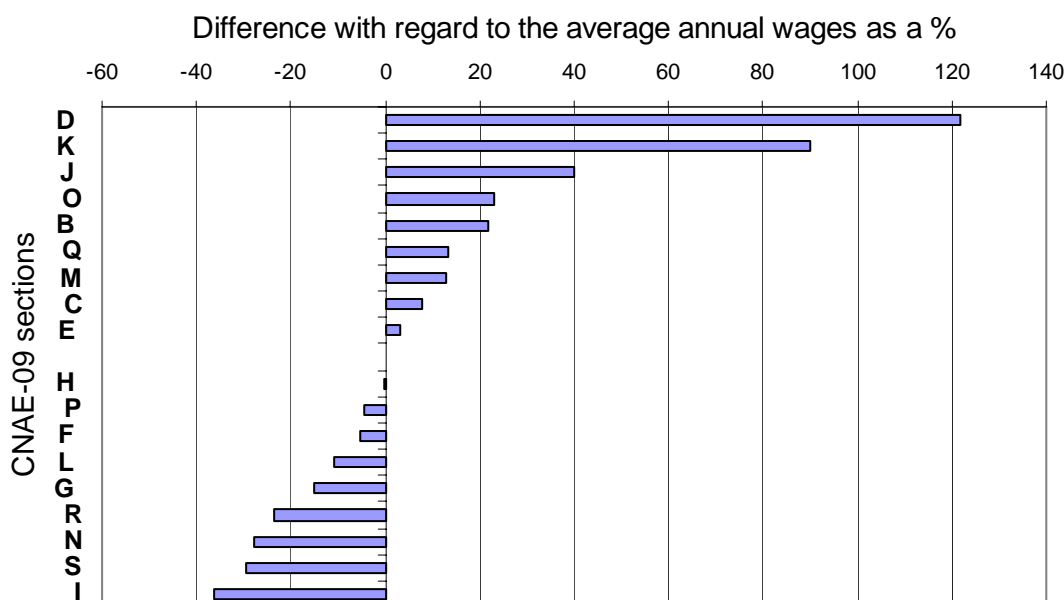
| | Gross annual wages | | | Woman/Man Ratio |
|------------------------------|--------------------|-----------|-----------|-----------------|
| | Total | Men | Women | |
| NATIONAL TOTAL | 21.883,42 | 24.203,33 | 18.910,62 | 78,1 |
| Andalucía | 20.138,56 | 22.108,57 | 17.298,33 | 78,2 |
| Aragón | 21.594,47 | 24.272,36 | 17.843,46 | 73,5 |
| Asturias (Principado de) | 21.805,67 | 24.306,27 | 18.452,09 | 75,9 |
| Balears (Illes) | 20.388,09 | 22.253,73 | 18.159,78 | 81,6 |
| Canarias | 18.466,99 | 19.516,93 | 17.131,85 | 87,8 |
| Cantabria | 20.377,68 | 22.539,72 | 17.460,14 | 77,5 |
| Castilla y León | 20.218,21 | 22.117,28 | 17.573,56 | 79,5 |
| Castilla-La Mancha | 19.736,37 | 21.141,95 | 17.562,94 | 83,1 |
| Cataluña | 23.375,54 | 26.353,89 | 19.928,48 | 75,6 |
| Comunitat Valenciana | 19.793,62 | 22.039,14 | 16.929,69 | 76,8 |
| Extremadura | 18.264,90 | 19.390,41 | 16.623,40 | 85,7 |
| Galicia | 19.156,41 | 21.105,60 | 16.646,42 | 78,9 |
| Madrid (Comunidad de) | 25.269,61 | 28.228,42 | 21.787,75 | 77,2 |
| Murcia (Región de) | 18.911,75 | 21.174,93 | 16.020,20 | 75,7 |
| Navarra (Comunidad Foral de) | 23.342,74 | 26.635,75 | 19.212,76 | 72,1 |
| País Vasco | 25.547,13 | 28.264,00 | 21.766,07 | 77,0 |
| Rioja (La) | 20.674,16 | 22.549,68 | 18.364,20 | 81,4 |

Wages, by economic activity section

The Survey estimates visible wage differences by economic activity. **The economic activity with the highest wages was *Supply of electrical energy, gas, steam and air conditioning* (Section D of the CNAE-09) with 48,578.65 euros per worker per year on average. This figure was 121.9% higher than the national average. The following activity that received the highest wages was *Financial and insurance activities* (Section K) with 41,619.07 euros.**

Conversely, *Accommodation* (Section I) and *Other Services* (Section S) received the average annual wages, with 13,957.49 and 15,4123.44 euros, respectively. These figures were 36.2% and 29.5% below the average.

Comparison of average annual wages by CNAE-09 Section



* The name of the CNAE-09 Sections is shown in the Methodological Annex of this Press Release

As regards wage inequalities by sex and economic activity, it must be stated that the ranking of activities in each sex was maintained with slight differences. Thus, *Supply of electrical energy, gas, steam and air conditioning* was the activity that received the highest wages, both for men and for women, and *Accommodation* received the lowest.

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 P) was the activity with the least significant differences. *Professional, scientific and technical activities* (Section M) experienced the greatest wage discrepancy between women and men.

Wages by occupation

Occupation is one of the variables that most influence the wage level. In 2008, worth noting was the large wage difference registered in Group A of the National Classification of Occupations (*Management of companies with more than 10 employees*) as compared with the remaining occupations. Specifically, it exceeded the average salary by 176.3%. Group B (*Management of companies with fewer than 10 employees*) registered wages 76.7% above the average.

As compared with the remaining occupations, those connected to university degrees and those of technical support technicians and professionals (Groups D, E and F) were far above average. *Workers skilled in the fields of extractive industries, metallurgy and the construction of machinery* (Group N) and *Protection and security service workers* (Group J) also received above-average wages, though to a lesser extent.

The other occupations received average earnings below the national average, with the least paid corresponding to *Unskilled employees in services, except transport* (Group S).

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

The occupations with the lowest earnings were also very similar. However, in the case of men, the lowest annual wages were for *Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers*, while the women with the lowest pay were those working in unskilled occupations in services.

As in the case of the different economic activities, women also earned wages lower than those of men in all occupations. Furthermore, there are occupations in which women were scarcely represented, such as wage earners with management duties (Groups A and B), *Protection and security service workers* (Group J), *Skilled workers in general* (Groups L, M, and N) and *Mobile machinery drivers and operators* (Group R).

Average annual earnings by occupation (euros)

| Main NCO-94 group | Both sexes Euros | Women (1) Euros | Men (2) Euros | 0,50 % |
|-------------------|---------------------|--------------------|------------------|-------------|
| Total | 21.883,42 | 18.910,62 | 24.203,33 | 78,1 |
| A | 60.453,18 | 49.481,63 | 65.611,82 | 75,4 |
| B | *38,661.71 | -- | *42,325.98 | -- |
| D | 35.505,28 | 31.863,45 | 39.108,31 | 81,5 |
| E | 29.525,37 | 28.040,03 | 31.736,83 | 88,4 |
| F | 27.591,92 | 23.914,38 | 30.844,56 | 77,5 |
| G | 18.991,08 | 17.004,40 | 22.790,90 | 74,6 |
| H | 14.389,61 | 13.554,17 | 16.174,82 | 83,8 |
| J | 27.889,34 | *24,310.03 | 28.409,87 | -- |
| K | 14.425,88 | 13.293,08 | 17.261,14 | 77,0 |
| L | 18.052,66 | *18,541.07 | 17.997,10 | -- |
| M | 20.073,27 | 18.376,70 | 20.124,79 | 91,3 |
| N | 23.685,15 | 21.387,61 | 23.803,51 | 89,9 |
| P | 16.496,89 | 13.405,35 | 18.628,63 | 72,0 |
| Q | 21.437,06 | 15.985,56 | 23.185,39 | 68,9 |
| R | 19.677,69 | 15.129,51 | 19.885,81 | 76,1 |
| S | 13.573,18 | 11.939,04 | 16.545,78 | 72,2 |
| T | 15.328,05 | 12.893,16 | 15.914,17 | 81,0 |

CELL SAMPLE SIZE: in the table, there are boxes that are marked, and others in which the item of data has been omitted, substituted by "--". 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 fairly insignificant. If the number of sample observations is lower than 100, the corresponding item of data is not provided, substituted by "--".

Note: The name of the NCO-94 Occupations is shown in the Methodological Annex of this Press Release

Wages by type of working day

In 2008, the average annual wage level for full-time workers was more than twice that of the average annual earnings for part-time workers.

If we consider wage differences by type of working day, we observe that the inequality between men and women diminished noticeably when bearing in mind this variable.

Average annual earnings by type of working day (euros)

| | Both sexes Euros | Men Euros | Women Euros | Woman/Man ratio |
|--------------|---------------------|------------------|------------------|-----------------|
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 | 78,1 |
| Full-time | 24.052,81 | 25.415,12 | 21.936,20 | 86,3 |
| Part-time | 10.198,75 | 11.392,62 | 9.662,44 | 84,8 |

Wages by type of contract

In order to establish comparisons between workers with an indefinite contract and those with a determined duration contract, we have adjusted the wages of the workers who did not remain the entire year in the same workplace, and they have been assigned an annual wage

equivalent to that which they would have received had they worked in the same conditions for the entire year.

With this adjustment, in the year 2008, **workers with a determined duration contract had average annual wages that were 25.9% lower than average wages, whereas indefinite contracts were 7.6% higher than said wages.**

By sex, men with an indefinite duration contract had wages 20.3% higher than the average annual wages, whilst the wages of those with a determined duration contract were 22.1% lower than the average.

Among women, wages were always lower than the national average, highlighting the case of those with a determined duration contract, for whom the difference with regard to the average annual wages was 31.1%.

Average annual earnings by type of contract (euros)

| | Both sexes | Men | Women | Woman/Man |
|---------------------|------------------|------------------|------------------|-------------|
| | Euros | Euros | Euros | ratio |
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 | 78,1 |
| Indefinite duration | 23.544,24 | 26.329,00 | 20.008,48 | 76,0 |
| Determined duration | 16.204,29 | 17.062,62 | 15.069,12 | 88,3 |

Wages by nationality

Spanish workers and those workers who were citizens of European Union countries (excluding Spain) presented the highest average annual wages (21,883.42 euros for Spaniards and 16,823.99 euros for EU nationals) in the year 2008.

All of the groups of workers with nationalities other than Spanish had wages below the average, with the lowest wages corresponding to Latin American workers.

Average annual earnings by nationality (euros)

| | Both sexes | Men | Women |
|---------------------------------|------------------|------------------|------------------|
| All of the nationalities | 21.883,42 | 24.203,33 | 18.910,62 |
| Spain | 22.485,64 | 24.943,85 | 19.383,63 |
| The EU without Spain | 16.823,99 | 18.357,48 | 14.644,80 |
| The rest of Europe | 14.330,03 | *15,382.91 | *13,298.04 |
| Latin America | 13.861,91 | 15.610,82 | 11.841,91 |
| The rest of the world | 14.208,61 | 15.081,74 | 11.089,34 |

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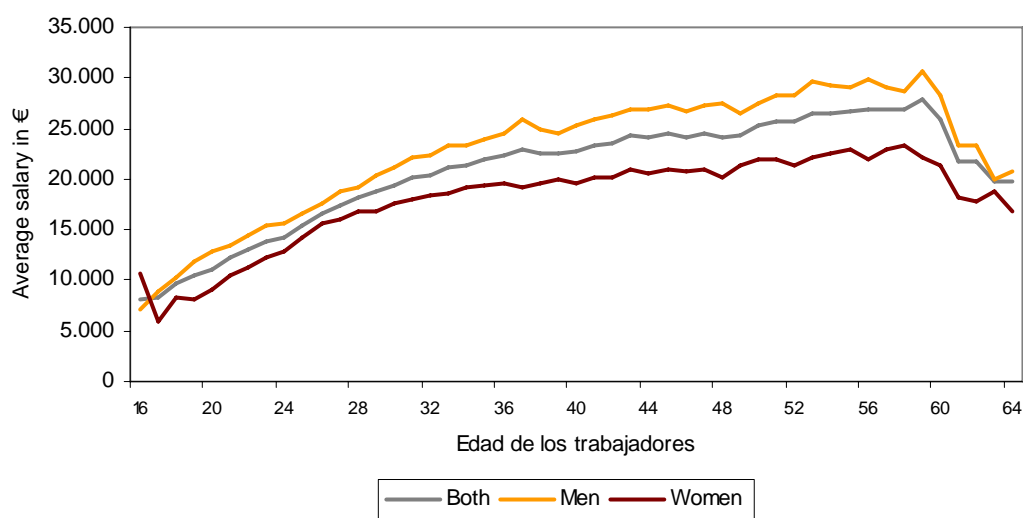
Wages by age

There was a positive relation between the age of the workers and their wage level. Thus, those older workers, those with more seniority and those with more experience in the post received higher pay. The average annual wages in 2008 for workers aged 25 to 34 years old were 19,206.37 euros, while for workers over 55 years of age, the figure reached 25,235.33

euros. Nevertheless, at younger ages (under 25 years of age) and older ages (over 55 years of age), the survey sample was reduced, and therefore the significance of the results was less.

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

Annual wages by age in years, by sex



Methodological annex

Description of the Activity Sections of CNAE-09

- B. Mining and quarrying industries
- C. Manufacturing industry
- D. Supply of electrical energy, gas, steam and air conditioning
- E. Water supply, waste management and decontamination activities
- F. Construction
- G. Wholesale and retail trade; repair of motor vehicles and motorcycles
- H. Transport and storage
- I. Accommodation
- J. Information and communications
- K. Financial and insurance activities
- L. Real estate activities
- M. Professional, scientific and technical activities
- N. Administrative and support service activities
- O. Public Administration and defence; Compulsory Social Security
- P. Education
- Q. Health activities and social services
- R. Arts, recreation and entertainment activities
- S. Other services

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

- A. Public administration management and management of companies with 10 or more employees
- B. Management of companies with fewer than 10 employees
- 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. Support technicians and 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. Workers skilled in the fields of extractive industries, metallurgy and construction of machinery and the like
- P. Workers skilled in graphic arts, textile and preparation, preparation of food, cabinetmakers, 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

The main objective of the Annual Wage Structure Survey (AWSS) is to obtain estimates of the gross annual earnings per worker, classified by type of working day, sex, section of the National Classification of Economic Activities (CNAE-09) and occupation to one digit of the National Classification of Occupations (NCO-94).

The information is obtained through the combined processing of the Social Security General Affiliation File (SS) and Model 190 statements: Annual Summary of Withholdings and Advance Payments on Personal Income Taxes by the State Tax Administration Agency (AEAT) and the Treasury of Comunidad Foral de Navarra, along with the occupation and work time variables provided by the survey attached to the INE Quarterly Labour Cost Survey (QLCS).

In this sense, the collaboration of the General Social Security Treasury, the State Tax Administration Agency, the Treasury of Comunidad Foral de Navarra and the Statistics Institute of Navarra have been fundamental in this statistical operation.

The procedure followed was the following: Along with the mailing of the questionnaires of the Quarterly Labour Cost Survey corresponding to the given three months, we included an attached questionnaire with a selected sample of workers, identified by their Social Security number. This questionnaire contained only questions on occupation, except in País Vasco, in which it also included wage variables.

Beginning with the previous information from Social Security and the INE, we prepared a file that is sent to the State Tax Administration Agency and to the Statistics Institute of Navarra. This file is crossed with that from the Model 190 statements, adding to each register (worker) the payment received.

The State Tax Administration Agency and the Treasury of Comunidad Foral de Navarra prepare the results tables following the methodology designed from the final file built.

The population scope of the AWSS comprises all workers who work for others. This includes all of the units (contribution accounts), regardless of their size. It excludes all chairpersons, members of boards of directors and, in general, all personnel whose remuneration is not mainly in the form of wages, but rather commissions or benefits.

It covers the whole country. The design allows for offering results by Autonomous Community for the main variables.

The sectoral coverage extends to industry, construction and services, except Domestic Service. It covers sections B to S of the National Classification of Economic Activities, CNAE-09.

Wage concepts All wage concepts are collected as gross values, that is, before carrying out withholdings or advance payments on personal income taxes or contributions to Social Security on the part of the worker.

For further information see **INEbase** - www.ine.es/en/welcome_en.htm
www.ine.es/prensa/prensa_en.htm

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Annual Wage Structure Survey Year 2008

Statistical annex

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

| | Both sexes | Men | Women |
|---|------------|-----------|------------|
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 |
| B. Mining and quarrying industries | 26.647,03 | 26.981,10 | *23,057.40 |
| C. Manufacturing industry | 23.615,61 | 25.233,51 | 19.072,72 |
| D. Supply of electrical energy, gas, steam and air conditioning | 48.578,65 | 50.177,13 | *41,504.03 |
| E. Water supply, waste management and decontamination activities | 22.590,49 | 23.720,73 | 18.508,17 |
| F. Construction | 20.706,74 | 20.844,73 | 19.873,24 |
| G. Wholesale and retail trade; repair of motor vehicles and motorcycles | 18.545,85 | 21.673,40 | 15.253,79 |
| H. Transport and storage | 21.823,95 | 22.873,71 | 18.506,62 |
| I. Accommodation | 13.957,49 | 15.885,32 | 12.404,49 |
| J. Information and communications | 30.628,48 | 33.090,09 | 26.573,64 |
| K. Financial and insurance activities | 41.619,07 | 47.725,32 | 34.946,34 |
| L. Real estate activities | 19.533,83 | 23.815,81 | 16.850,02 |
| M. Professional, scientific and technical activities | 24.733,75 | 30.329,05 | 19.829,67 |
| N. Administrative and support service activities | 15.818,18 | 18.666,16 | 13.303,46 |
| O. Public Administration and defence; Compulsory Social Security | 26.927,57 | 29.023,90 | 24.860,38 |
| P. Education | 20.883,28 | 21.489,54 | 20.591,85 |
| Q. Health activities and social services | 24.837,68 | 30.503,04 | 23.088,89 |
| R. Arts, recreation and entertainment activities | 16.763,31 | 18.667,22 | 14.538,66 |
| S. Other services | 15.412,44 | 19.826,09 | 13.066,14 |

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 fairly insignificant

Annual Wage Structure Survey Year 2008

Statistical annex

Table 2. Average annual earnings by type of contract (euros)

| | Both sexes | Men | Women |
|---------------------|------------|-----------|-----------|
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 |
| Indefinite duration | 23.544,24 | 26.329,00 | 20.008,48 |
| Determined duration | 16.204,29 | 17.062,62 | 15.069,12 |

Annual Wage Structure Survey Year 2008

Statistical annex

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

| | Both sexes | Men | Women |
|---|------------|------------|------------|
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 |
| A. Public administration management and management of companies with 10 or more employees | 60.453,18 | 65.611,82 | 49.481,63 |
| B. Management of companies with fewer than 10 employees | *38,661.71 | *42,325.98 | -- |
| D. Professions associated with 2nd and 3rd cycle university degrees and the like | 35.505,28 | 39.108,31 | 31.863,45 |
| E. Professions associated with a 1st cycle university degree and the like | 29.525,37 | 31.736,83 | 28.040,03 |
| F. Technical support professionals | 27.591,92 | 30.844,56 | 23.914,38 |
| G. Administrative-type employees | 18.991,08 | 22.790,90 | 17.004,40 |
| H. Catering services workers and personal services workers | 14.389,61 | 16.174,82 | 13.554,17 |
| J. Protection and security service workers | 27.889,34 | 28.409,87 | *24,310.03 |
| K. Retail workers and the like | 14.425,88 | 17.261,14 | 13.293,08 |
| L. Workers skilled in agriculture and fishing | 18.052,66 | 17.997,10 | *18,541.07 |
| M. Skilled construction workers, except machinery operators | 20.073,27 | 20.124,79 | 18.376,70 |
| N. Workers skilled in the fields of extractive industries, metallurgy and construction of machinery and the like | 23.685,15 | 23.803,51 | 21.387,61 |
| P. Workers skilled in graphic arts, textile and preparation, preparation of food, cabinetmakers, craftspersons and other similar industries | 16.496,89 | 18.628,63 | 13.405,35 |
| Q. Fixed machinery and industrial installation operators; fitters and assemblers | 21.437,06 | 23.185,39 | 15.985,56 |
| R. Mobile machinery drivers and operators | 19.677,69 | 19.885,81 | 15.129,51 |
| S. Unskilled service workers (except transport) | 13.573,18 | 16.545,78 | 11.939,04 |
| T. Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers | 15.328,05 | 15.914,17 | 12.893,16 |

CELL SAMPLE SIZE: in the table, there are boxes that are marked, and others in which the item of data has been omitted, substituted by "--". 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 fairly insignificant. If the number of sample observations is lower than 100, the corresponding item of data is not provided, substituted by "--".

Annual Wage Structure Survey Year 2008

Statistical annex

Table 4. Average annual earnings by Autonomous Community (euros)

| | Both sexes | Men | Women |
|------------------------------|------------|-----------|-----------|
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 |
| Andalucía | 20.138,56 | 22.108,57 | 17.298,33 |
| Aragón | 21.594,47 | 24.272,36 | 17.843,46 |
| Asturias (Principado de) | 21.805,67 | 24.306,27 | 18.452,09 |
| Balears (Illes) | 20.388,09 | 22.253,73 | 18.159,78 |
| Canarias | 18.466,99 | 19.516,93 | 17.131,85 |
| Cantabria | 20.377,68 | 22.539,72 | 17.460,14 |
| Castilla y León | 20.218,21 | 22.117,28 | 17.573,56 |
| Castilla-La Mancha | 19.736,37 | 21.141,95 | 17.562,94 |
| Cataluña | 23.375,54 | 26.353,89 | 19.928,48 |
| Comunitat Valenciana | 19.793,62 | 22.039,14 | 16.929,69 |
| Extremadura | 18.264,90 | 19.390,41 | 16.623,40 |
| Galicia | 19.156,41 | 21.105,60 | 16.646,42 |
| Madrid (Comunidad de) | 25.269,61 | 28.228,42 | 21.787,75 |
| Murcia (Región de) | 18.911,75 | 21.174,93 | 16.020,20 |
| Navarra (Comunidad Foral de) | 23.342,74 | 26.635,75 | 19.212,76 |
| País Vasco | 25.547,13 | 28.264,00 | 21.766,07 |
| Rioja (La) | 20.674,16 | 22.549,68 | 18.364,20 |

Annual Wage Structure Survey Year 2008

Statistical annex

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

| | Both sexes | Men | Women |
|-----------------------|------------|-----------|------------|
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 |
| Under 20 years of age | 9.960,26 | 11.039,25 | *8,130.68 |
| 20 to 24 years old | 13.293,39 | 14.711,90 | 11.663,96 |
| 25 to 29 years old | 17.434,00 | 18.739,58 | 16.005,30 |
| 30 to 34 years old | 20.528,28 | 22.488,18 | 18.371,69 |
| 35 to 39 years old | 22.429,72 | 24.758,37 | 19.526,68 |
| 40 to 44 years old | 23.585,09 | 26.242,01 | 20.268,85 |
| 45 to 49 years old | 24.326,53 | 27.015,59 | 20.842,75 |
| 50 to 54 years old | 25.881,40 | 28.531,80 | 22.010,70 |
| 55 to 59 years old | 26.981,89 | 29.393,28 | 22.666,51 |
| 60 to 64 years old | 22.230,81 | 23.647,89 | 19.003,09 |
| 65 years old and over | 27.116,41 | 30.532,19 | *20,430.39 |

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 fairly insignificant

Annual Wage Structure Survey Year 2008

Statistical annex

**Table 6. Average annual earnings by nationality
(euros)**

| | Both sexes | Men | Women |
|-----------------------|------------|------------|------------|
| TOTAL | 21.883,42 | 24.203,33 | 18.910,62 |
| Spain | 22.485,64 | 24.943,85 | 19.383,63 |
| EU without Spain (27) | 16.823,99 | 18.357,48 | 14.644,80 |
| The rest of Europe | 14.330,03 | *15,382.91 | *13,298.04 |
| Latin America | 13.861,91 | 15.610,82 | 11.841,91 |
| The rest of the world | 14.208,61 | 15.081,74 | 11.089,34 |

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 fairly insignificant

Annual Wage Structure Survey Year 2008

Statistical annex

Table 7. Indicators of inequality

| | |
|--|------|
| Gini index | 32,3 |
| Proportion of workers with low earnings (Low pay rate) ¹ | 17,6 |
| Proportion of women, out of the total wage earners, with low earnings | 64,0 |
| D9/D5 (The 9th decile ² divided by the median earnings per hour) | 2,2 |
| D5/D1 (The median ³ divided by the 1st decile of earnings per hour) | 1,7 |
| D9/D1 (The 9th decile divided by the 1st decile of earnings per hour) | 3,8 |

1. Proportion of wage earners whose earnings per hour are less than 2/3 of the median earnings.

2. The deciles are the values of earnings ordered from least to greatest, dividing the number of workers into ten equal parts, in such a way that ten percent of the workers are included within each part.

3. The median is the value of earnings that divides the number of workers into two equal parts, those with higher wages and those with lower wages.