

22 June 2011

Annual Wage Structure Survey Year 2009

Main results

- The average annual earnings per worker are 22,511.47 euros in 2009, indicating an growth of 2.9% as compared with 2008.
- Average annual female wages represent 78% of male wages, a slightly worse situation than last year (78.1%). 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 26,162.45 euros per worker per year, is the Autonomous Community with the highest average annual wage. Canarias, with 18,926.36 euros, has the lowest.
- The economic activity with the highest remuneration is Supply of electrical energy, gas, steam and air conditioning (50,536.70 euros). Wage-earners in Accommodation receive the lowest (13,996.70).
- Managers of companies with more than 10 workers constitute the occupational group with the highest annual average earnings (63,150.47 euros), almost three times the average wages.
- Workers with a determined duration contract have an average annual salary of 16,700.92 euros, 30.4% lower than that of employees with a permanent contract (23,979.65).

Annual gross earnings

According to the Annual Wage Structure Survey, average annual earnings per worker were **22,511.47 euros** in the year 2009, that is, **2.9% more** than the previous year.

One feature of the functions of wage distribution is that many more workers were registered in the lowest values than in the highest salaries. This fact caused 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 were higher and those whose wages were lower) recorded a value of 18,817.89 euros. The most frequent salary stood at around 15,500 euros.

By sex, the average annual earnings were 25,001.05 euros for men and 19,502.02 euros for women. Therefore, **the average annual female earnings represented 78% of men's earnings**. These differences were reduced when considering similar situations with regard to variables such as type of contract, type of working day, occupation, seniority, etc.

Nevertheless, wage distribution inequality between sexes was significant. Thus, in the year 2009, a total of 15.2% of women had wages lower than or equal to the Interprofessional Minimum Wage (IMW), as compared with 5.6% of men.

Bearing in mind higher wages, 9.81% of men recorded income five times higher than the IMW, as compared with 4.77% of women.

Two further measurements completed the description of wage distribution inequality: 18% was the Proportion of workers with low earnings (Low pay rate)¹, and women accounted for 64.2% of them².

Wages by Autonomous Community

The average earnings data by Autonomous Community in 2009 confirmed the results obtained by the traditional cost surveys. Thus, **the highest wages corresponded to País Vasco** (26,162.45 euros per worker per year), **Comunidad de Madrid** (25,860.65 euros) and **Cataluña** (23,851.31 euros).

These three Communities, together with Comunidad Foral de Navarra and Principado de Asturias, showed average annual earnings above the national average.

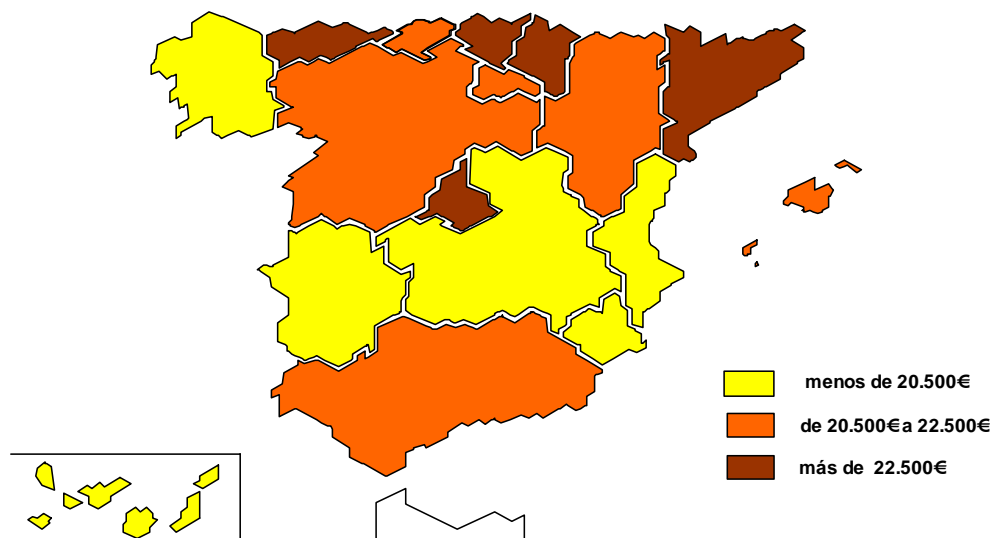
The remaining Autonomous Communities recorded average wages below the national average. **Canarias** (18,926.36 euros), **Extremadura** (19,099.56 euros) and **Galicia** (19,806.66 euros) **recorded the lowest**.

By annual growth of annual earnings for 2009, as compared with the previous year, Región de Murcia (8.0%), Extremadura (4.6%) and Castilla y León (4.1%) showed the greatest increases. In turn, Comunidad Foral de Navarra (1.3%), Cataluña (3.0%) and Comunidad de Madrid (2.3%) presented the smallest increases.

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

² Proportion of women, out of the total wage earners, with low earnings

Comparison of the average wages by Autonomous Community



The wage difference between men and women varied by Autonomous Community. The different employment structure and occupation structure in each of them was the fundamental factor explaining such variability. Despite this, **the average wage for women was lower than for men in all Autonomous Communities in the year 2009.**

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

Main results by Autonomous Community (euros)

	Both sexes		Women		Men		Woman/Man ratio
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
TOTAL	22,511.47	2.9	19,502.02	3.1	25,001.05	3.3	78.0
Andalucía	20,906.33	3.8	18,371.23	6.2	22,908.86	3.6	80.2
Aragón	22,133.77	2.5	18,861.82	5.7	24,787.81	2.1	76.1
Asturias, Principado de	22,597.97	3.6	19,289.76	4.5	25,175.71	3.6	76.6
Balears, Illes	21,070.14	3.3	18,702.72	3.0	23,285.93	4.6	80.3
Canarias	18,926.36	2.5	17,528.33	2.3	20,109.24	3.0	87.2
Cantabria	20,869.86	2.4	18,210.65	4.3	22,933.00	1.7	79.4
Castilla y León	21,037.13	4.1	18,249.87	3.8	23,116.47	4.5	78.9
Castilla-La Mancha	20,228.79	2.5	17,709.92	0.8	21,980.61	4.0	80.6
Cataluña	23,851.31	2.0	20,467.14	2.7	26,901.30	2.1	76.1
Comunitat Valenciana	20,489.79	3.5	17,426.72	2.9	22,951.64	4.1	75.9
Extremadura	19,099.56	4.6	17,549.86	5.6	20,207.93	4.2	86.8
Galicia	19,806.66	3.4	17,342.32	4.2	21,829.80	3.4	79.4
Madrid, Comunidad de	25,860.65	2.3	22,048.25	1.2	29,333.06	3.9	75.2
Murcia, Región de	20,430.40	8.0	17,384.95	8.5	22,628.62	6.9	76.8
Navarra, Comunidad Foral de	23,657.71	1.3	19,487.55	1.4	26,755.77	0.5	72.8
País Vasco	26,162.45	2.4	22,502.47	3.4	28,889.92	2.2	77.9
Rioja, La	21,179.93	2.4	18,702.22	1.8	23,240.00	3.1	80.5

¹ As compared with the previous year

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

Wages, by economic activity section

The economic activity with the **highest wages** was **Supply of electrical energy, gas, steam and air conditioning** (Section D of the CNAE-09) with 50,536.70 euros per worker per year on average. This figure was 124.4% higher than the national average. The following activity that received the highest wages was *Financial and insurance activities* (Section K), with 41,863.11 euros.

Conversely, *Accommodation* (Section I) and *Administrative and support services activities* (Section N) received the lowest average annual wages, with 13,996.70 and 15,855.38 euros, respectively. These figures were 37.8% and 29.5% below the average.

According to the interannual growth rates, the activities with the greatest increases in 2009 were *Construction* (Section F) and *Water supply, waste management and decontamination activities* (Section E). In turn, those with the least growth were *Administrative and support services activities* (Section N) and *Accommodation* (Section I).

Average annual earnings by activity section (euros)

	Both sexes		Women		Men		Woman/Man ratio
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
Total	22,511.47	2.9	19,502.02	3.1	25,001.05	3.3	78.0
B	27,051.36	1.5	*26,213.08	--	27,123.00	0.5	--
C	23,907.49	1.2	19,727.98	3.4	25,341.93	0.4	77.8
D	50,536.70	4.0	*42,200.77	--	52,190.69	4.0	--
E	23,617.24	4.5	19,280.18	4.2	24,745.68	4.3	77.9
F	21,774.70	5.2	20,011.47	0.7	22,067.19	5.9	90.7
G	19,498.77	5.1	16,074.16	5.4	22,843.08	5.4	70.4
H	22,196.86	1.7	19,262.12	4.1	23,073.94	0.9	83.5
I	13,996.70	0.3	12,518.34	0.9	15,940.32	0.3	78.5
J	31,551.65	3.0	26,716.32	0.5	34,513.44	4.3	77.4
K	41,863.11	0.6	34,772.53	-0.5	48,054.65	0.7	72.4
L	19,770.52	1.2	17,103.63	1.5	24,134.65	1.3	70.9
M	25,516.94	3.2	20,598.86	3.9	31,325.34	3.3	65.8
N	15,855.38	0.2	13,056.08	-1.9	19,132.90	2.5	68.2
O	27,590.90	2.5	25,830.10	3.9	29,382.33	1.2	87.9
P	21,703.10	3.9	21,459.46	4.2	22,237.76	3.5	96.5
Q	25,622.97	3.2	23,850.50	3.3	31,757.12	4.1	75.1
R	16,857.96	0.6	15,058.31	3.6	18,371.52	-1.6	82.0
S	15,868.73	3.0	13,721.92	5.0	20,085.94	1.3	68.3

¹ As compared with the previous year

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

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

By sex, the classification of activities with the greatest earnings were very similar. The *Supply of electrical energy, gas, steam and air conditioning* received the highest wages, both for men and for women. In turn, *Accommodation* recorded the lowest wages.

Analysing the wage differences between the sexes for each economic activity, 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 divergence between women and men.

Wages by occupation

Occupation is one of the variables that most influenced the wage level. In 2009, worth noting was the large difference in earnings 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 wages by 180.5%.

Group B (*Management of companies with fewer than 10 employees*) registered wages 68.8% above the average. Occupations associated with university degrees, those of support technicians and professionals and those of protection and security service workers (Groups D, E, F and J) also had wages that were substantially above average.

Workers skilled in the fields of extractive industries, metallurgy and the construction of machinery (Group N) recorded 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 workers in services, except transport* (Group S).

Regarding the increase in annual wages by occupation, with the occasional exception (Group B), the greatest increases were recorded in high-end and intermediate occupations, the *Management of companies with more than 10 workers*, Technicians and Professionals (Groups A, D, E, and F).

The occupation recording the least growth were the *Management of companies with fewer than 10 wage earners* (Group B), *Catering services workers and personal services workers* (Group H), *Skilled workers in general* (Groups N, P and Q) and *Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers* (Group T).

Distinguishing by occupation and sex, the previous pattern repeated itself. The occupation with the highest and lowest remuneration was the same both for men and for women.

As in the case of the different economic activities, women also earned wages lower than those of men in all occupations. Furthermore, there were occupations in which women were scarcely represented, such as wage-earners with management duties in companies with fewer than 10 wage-earners (Group 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)

	Both sexes		Women		Men		Woman/Man ratio
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
TOTAL	22,511.47	2.9	19,502.02	3.1	25,001.05	3.3	78.0
A	63,150.47	4.5	52,194.94	5.5	66,955.09	2.0	78.0
B	*37,998.10	-1.7	*24,290.88	--	*42,043.07	--	--
D	36,961.71	4.1	33,613.04	5.5	40,380.67	3.3	83.2
E	31,156.82	5.5	29,721.71	6.0	33,520.05	5.6	88.7
F	28,399.50	2.9	24,625.18	3.0	31,906.05	3.4	77.2
G	19,360.67	1.9	17,464.66	2.7	23,206.91	1.8	75.3
H	14,346.94	-0.3	13,622.44	0.5	16,012.39	-1.0	85.1
J	28,398.05	1.8	*24,317.91	--	29,017.16	2.1	--
K	14,909.33	3.4	13,509.45	1.6	18,051.07	4.6	74.8
L	19,225.57	6.5	--	--	19,411.07	7.9	--
M	20,637.19	2.8	*18,451.91	--	20,699.35	2.9	--
N	23,462.81	-0.9	*21,070.25	--	23,539.85	-1.1	--
P	16,521.20	0.1	13,345.28	-0.4	18,480.41	-0.8	72.2
Q	21,507.37	0.3	16,044.66	0.4	23,235.37	0.2	69.1
R	19,971.66	1.5	*15,873.07	--	20,111.18	1.1	--
S	13,837.70	1.9	12,021.10	0.7	17,447.38	5.4	68.9
T	15,343.04	0.1	12,849.44	-0.3	15,962.51	0.3	80.5

¹ As compared with the previous year

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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 2009, the average annual wage for full-time workers was more than twice that of the average annual earnings for part-time workers.

Considering wage differences by type of working day, the inequality between men and women diminished noticeably.

Average annual earnings by type of working day (euros)

	Both sexes		Women		Men		Woman/Man ratio
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
TOTAL	22,511.47	2.9	19,502.02	3.1	25,001.05	3.3	78.0
Full-time	25,057.11	4.2	22,898.25	4.4	26,523.55	4.4	86.3
Part-time	10,307.13	1.1	9,872.39	2.2	11,247.94	-1.3	87.8

¹ As compared with the previous year

Furthermore, the wage gap between men and women decreased from 22.0% to 15.9%, if the agreed working hours for the year were taken into account, in order to obtain earnings per hour. It was observed that the greatest wage difference corresponded to the part-time working day.

Average earnings per hour by type of working day (euros)

	Both sexes		Women		Men		Woman/Man ratio
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
TOTAL	14.08	4.0	12.72	4.1	15.12	4.4	84.1
Full-time	14.50	4.5	13.36	4.7	15.26	4.6	87.6
Part-time	10.52	2.5	9.65	2.9	12.69	1.5	76.1

¹ As compared with the previous year

Wages by type of contract

In order to establish comparisons between workers with a permanent or 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 2009, **workers with a determined duration contract had average annual wages that were 25.8% lower than the average wages, whereas workers with indefinite contracts earned 6.5% more wages.**

By sex, men with permanent contracts earned 19.7% more than the annual average wage. Those with a determined duration contract received remuneration 23.2% lower than the average.

Among women, wages were always lower than the national average, with the case of those with a determined duration contract, for which the difference with regard to the average annual wages was 28.9%, being noteworthy.

It is worth highlighting the decrease in wage inequality in determined duration contracts, as a result of wage growth in women with this type of contract.

Average annual earnings by type of contract (euros)

	Both sexes		Women		Men		Woman/Man ratio
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
TOTAL	22,511.47	2.9	19,502.02	3.1	25,001.05	3.3	78.0
Indefinite duration	23,979.65	1.8	20,382.95	1.9	26,960.97	2.4	75.6
Determined duration	16,700.92	3.1	15,996.67	6.2	17,278.93	1.3	92.6

¹ As compared with the previous year

Wages by nationality

Spanish workers and those workers who were citizens of European Union countries (excluding Spain) recorded the highest average annual wages (23,018.58 euros for Spaniards and 17,234.93 euros for EU nationals) in the year 2009.

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	Woman/Man ratio
TOTAL	22,511.47	19,502.02	25,001.05	78.0
Spain	23,018.58	19,871.83	25,670.73	77.4
The EU without Spain (27)	17,234.93	15,088.99	18,642.88	80.9
The rest of Europe	*14,140.54	*12,457.92	*16,193.40	--
Latin America	14,058.81	12,333.55	15,597.52	79.1
The rest of the world	14,690.17	*12,178.61	15,326.53	--

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

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 2009, for workers aged 25 to 34 years old, were 19,476.35 euros, while for workers over 55 years of age, the figure reached 25,281.30 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.

As far as wage growth was concerned, the survey sample was reduced in younger and older ages.

It was 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, studies, etc.) of the younger women, as compared with older women.

Average annual earnings by age group (euros)

	Both sexes		Women		Men		Woman/Man ratio
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
TOTAL	22,511.47	2.9	19,502.02	3.1	25,001.05	3.3	78.0
Under 20 years of age	9,624.47	-3.4	*8,499.86	--	*10,305.82	--	--
20 to 24 years old	12,784.44	-3.8	11,424.08	-2.1	13,974.59	-5.0	81.7
25 to 29 years old	17,530.28	0.6	16,308.84	1.9	18,683.19	-0.3	87.3
30 to 34 years old	20,818.91	1.4	18,637.84	1.4	22,884.93	1.8	81.4
35 to 39 years old	22,824.94	1.8	20,072.16	2.8	25,280.29	2.1	79.4
40 to 44 years old	23,822.65	1.0	20,446.34	0.9	26,593.26	1.3	76.9
45 to 49 years old	24,846.62	2.1	21,277.21	2.1	27,779.85	2.8	76.6
50 to 54 years old	26,182.26	1.2	21,899.18	-0.5	29,503.96	3.4	74.2
55 to 59 years old	27,208.98	0.8	22,744.50	0.3	30,181.38	2.7	75.4
60 to 64 years old	22,332.16	0.5	19,634.05	3.3	23,651.77	0.0	83.0
65 years old and over	24,748.59	-8.7	*18,447.25	--	28,735.15	-5.9	--

¹ As compared with the previous year

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Methodological Annex

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 (CNO-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 for 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 prepare 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 of the workers who work for others. This includes all of the units (contribution accounts), irregardless of their size. It excludes all presidents, members of administrative boards 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 sectorial 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.

Description of the Activity Sections of CNAE-09

- B. Mining and quarrying
- 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 services 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 (CNO-94)

- A. Public administration management and management of companies with 10 or more employees
- B. Management of companies with fewer than 10 wage earners
- D. Professions associated with 2nd and 3rd cycle university degrees and the like
- Primary. 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 mining and quarrying, 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

For further information see [INEbase-\[www.ine.es/en/welcome_en.htm\]\(http://www.ine.es/en/welcome_en.htm\)](http://www.ine.es/en/welcome_en.htm) All press releases at: www.ine.es/en/prensa/prensa_en.htm

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