

26 June 2012

(Updated at 27 September 2012)

Wage Structure Survey 2010 *Provisional results*

Main results

- The average annual gross wage is 22,790.20 euros per worker in 2010.
- The average annual female wage accounts for 77.5% of the male wage. In turn, the "Wage gap between women and men" indicator¹, which uses the ordinary earnings per hour worked as the basis for comparison, is 15.3%.
- País Vasco, with 26,593.70 euros per worker per year, presents the highest average annual wage. Canarias, with 19,315.56 euros, has the lowest.
- The annual wage of executives and managers is 134.4% higher than the average wage.
- University graduates receive an annual wage that is 57.2% higher than the average wage. In turn, the wage of workers without qualifications is 31.5% lower than the average wage.
- Workers with a fixed-term contract have a wage that is 32.0% lower than the average annual wage of workers with permanent contracts.

Wage Structure Survey 2010 (EES-2010) is a four-yearly research operation into the structure and distribution of wages, carried out in all Member States of the European Union (EU) in a standardised way, in compliance with EU Council Regulation no. 530/1999.

¹The "Wage gap between women and men" indicator, defined by the Statistics Office of the European Union (Eurostat), represents the difference in earnings per hour between wage-earning men and wage-earning women, as a percentage of the hourly earnings of men. Eurostat calculates this only for those wage earners who work in units with 10 or more workers, and in which the hourly earnings include payments for overtime carried out, but exclude extra bonuses.

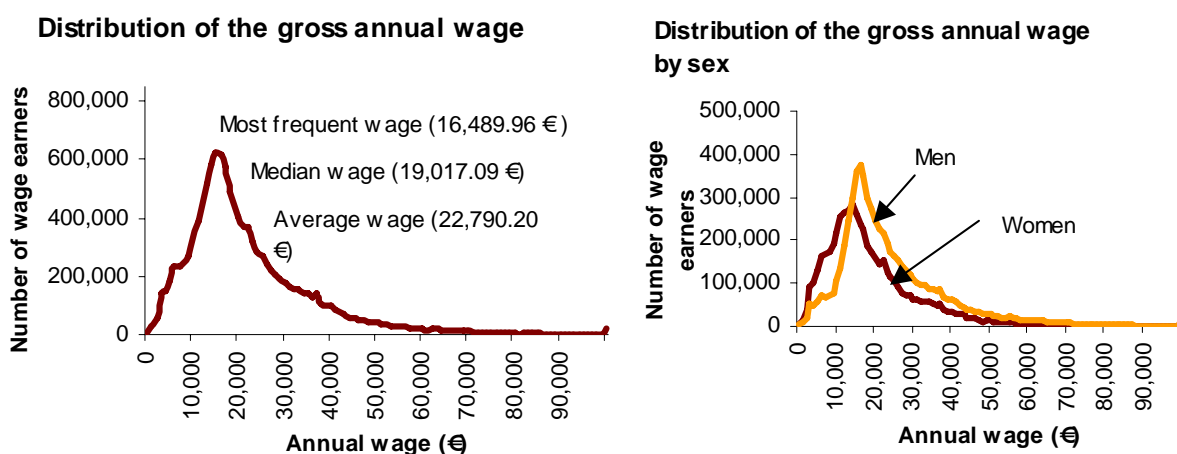
(more information at: http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/earnings).

Wage distribution

The average gross annual wage in Spain in 2010 was 22,790.20 euros per worker. The difference between this average wage and the most frequent, or modal, wage (16,489.96 euros) was more than 5,000 euros. This implied that there were few workers with very high wages, but that they had a noteworthy influence on the average wage.

On average, men's earnings (25,479.74 euros) were higher than women's earnings (19,735.22 euros). The average annual female wage was, therefore, 77.5% of the male wage, though this difference must be clarified, depending on other labour variables (type of contract, type of working day, occupation, seniority, etc.) that have an important influence on wages. Thus, on considering the community definition of the "Wage gap between women and men" structural indicator², which uses the ordinary earnings per hour worked as the basis for comparison, the difference stood at 15.3%.

Worth noting was that the number of women who earned less than 14,500 euros was greater than the number of men who earned less than said figure. Using this figure, the number of women who received each wage level was always lower than the number of men with that same wage.



Wage composition

On analysing wage composition, according to remuneration concept, this begins with the average monthly wage, which in gross terms, was 1,701.62 euros (1,898.56 euros for men and 1,477.92 euros for women).

The base wage was the main component (66.5%), followed by the wage supplements (30.9%). Extra bonuses and payments for overtime were less significant.

After deducting the Social Security contributions corresponding to the worker and the withholdings for income tax (IRPF), this yielded the net monthly wage, which was 1,345.44 euros (1,489.78 euros for men, and 1,191.71 for women).

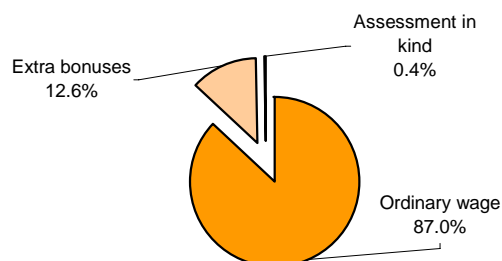
² See the note on the previous page

Composition of the average monthly wage

	(euros)
Base wage	1,131.80
+ Wage supplements	526.32
+ Payments for overtime	10.73
Ordinary wage	1,668.85
+ Extra bonuses	32.77
Gross wage	1,701.62
- Contributions to Social Security*	106.51
- Income tax withholdings	249.67
Net wage	1,345.44

* Paid by the worker

Composition of the annual wage



Because there were payments with an expiry period longer than one month, in order to compare wage levels, the annual wage was used. In 2010, the weight of the ordinary wage was 87.0% of the gross annual wage, and that of the extra bonuses was 12.6%, whereas the contributions in kind were of scarce importance (0.4%). By sex, no significant differences were observed in the composition of this wage.

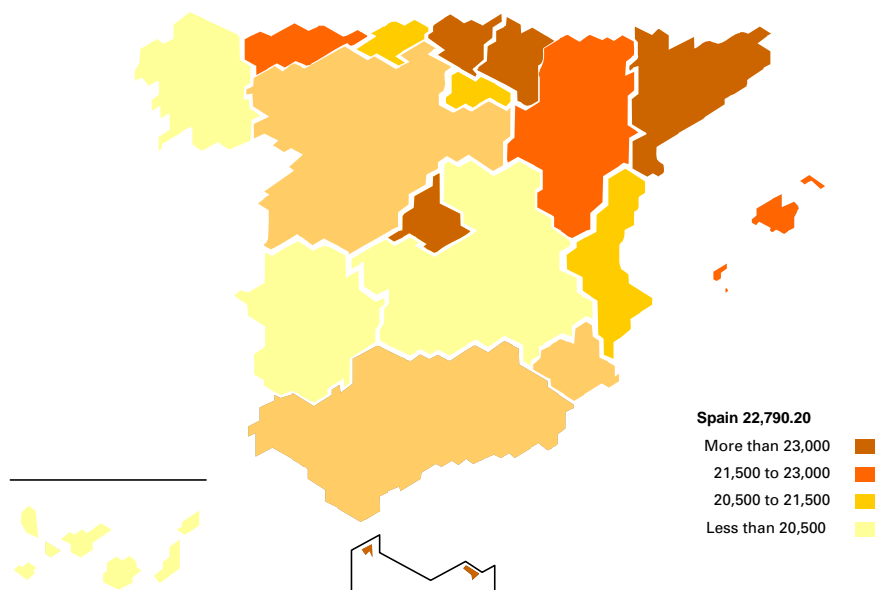
Territorial analysis

The highest wages in the year 2010 corresponded to País Vasco (26,593.70 euros per worker per year), Comunidad de Madrid (25,988.95) and Cataluña (24,449.19). These territories, together with the Autonomous Cities of Ceuta and Melilla, and Comunidad Foral de Navarra, presented average annual earnings that were above the national average.

In turn, Canarias (19,315.56 euros), Extremadura (19,480.55) and Galicia (20,241.99) presented the lowest wages.

Average annual earnings per worker. 2010

(in euros)



Results by economic activity and occupation

The economic activity with the highest average annual wage in 2010 was the *Supply of electrical energy, gas, steam and air conditioning*, with 48,803.35 euros per worker per year on average. This figure was 114.1% higher than the national average for all of the activities.

The next highest wage corresponded to *Financial and insurance activities*, with 41,638.7 euros.

Conversely, *Accommodation* and *Administrative and support services activities* recorded the lowest average annual wages, with 14,629.55 and 15,682.32 euros, respectively. These figures were 35.8% and 31.1% below the average.

By occupation, in 2010, worth noting were the annual earnings of *Executives and managers*, whose average wage was 53,431.33 euros, this figure being 134.4% higher than the average. Also far above the average were those wages associated with the different categories of technicians and professionals, as well as those of *Protection and security services workers*.

The remaining occupations had average wages that were below the national average. The lowest corresponded to *Unskilled workers in services (except transport)*.

By educational level, the annual wage in 2010 grew, as did the educational level. Thus, workers without studies or who had not completed Primary Education had a remuneration that was 31.5% lower than the average wage. Conversely, the annual wage of University graduates was 57.2% higher than the average.

Results, by nationality, type of contract, years in the company and age

Workers with Spanish nationality, and those belonging to the European Union (excluding Spain), presented the highest average annual wages (23,335.39 euros for Spanish nationals and 18,639.34 euros for the EU) in 2010. All groups of workers with nationalities other than Spanish had wages below the average, with the lowest corresponding to Latin American workers (14,649.79 euros).

In order to establish comparisons between workers with a permanent contract and those with a fixed-rate contract, the Survey has adjusted the wage of those workers who did not remain in the workplace the entire year, assigning an equivalent annual wage to what they would have received had they been working under the same conditions throughout the entire year.

In general, workers with a fixed-rate contract had average annual wages that were 32.0% lower than those of persons with permanent contracts.

Worth noting was that, in 2010, there was a positive relationship between the age of the workers and the wage bracket. Thus, the oldest workers, those who had been working in the company the longest, and those with the most experience in the job post received the highest remunerations.

In 2010, the average annual wage for workers aged 20 to 25 years old reached 13,349.15 euros, whereas for workers aged 55 to 59 years old, it stood at 28,234.60 euros.

Some results regarding average wages

Euros per worker per year		Variation with regard to the overall average annual wage (%)	
General	22,790.20		
Men	25,479.74		
Women	19,735.22	-13.4	11.8
Supply of electrical energy	48,803.35		114.1
Accommodation	14,629.55	-35.8	
Executives and managers	53,431.33		
Unskilled workers in services	12,572.97	-44.8	134.4
University graduates	35,833.80		57.2
Persons without studies	15,611.32	-31.5	
Spaniards	23,335.39		2.4
Persons from Latin America	14,649.79	-35.7	
Person with a permanent contract	24,564.70		7.8
Persons with a fixed-rate contract	16,693.71	-26.8	
Persons aged 55 to 59 years old	28,234.60		23.9
Persons aged 20 to 25 years old	13,349.15	-41.4	

For further information see INEbase-www.ine.es/en/welcome_en.htm All press releases at: www.ine.es/en/prensa/prensa_en.htm

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