

24 October 2012

Update 3 December 2012

Wage Structure Survey 2010 *Final results*

Main results

- The average annual gross wage is 22,790.20 euros per worker in 2010.
- 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 economic activity with the highest average annual wage is the *Supply of electrical energy, gas, steam and air conditioning*, with 48,803.35 euros per worker per year on average. In contrast, *Accommodation* has the lowest annual average wage, with 14,629.55 euros,
- The annual wage of executives and managers is 148.4% higher than the average wage.
- Annual wages in the public sector¹ are 30.8% higher than the average wage.
- University graduates receive an annual wage that is 57.4% higher than the average wage. In turn, the wage of workers without qualifications is 25.1% lower than the average wage.
- Workers with a fixed-term contract have a wage that is 32.0% below the average annual wage of workers with permanent contracts.
- With regard to nationality, only workers whose nationality is Spanish exceed the average annual wage.

Wage Structure Survey 2010 (WSS) 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.

¹ Excluding civil servants attached to mutual provident societies. It does include employees of public companies.

Wage distribution

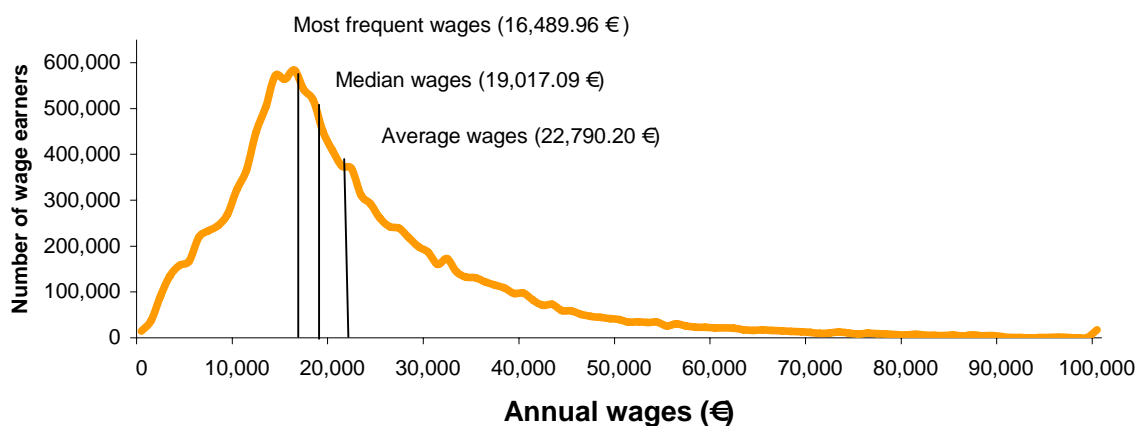
Regarding wage distribution provided by the survey, the most frequent wage was below the median wage (the one for which there are as many workers with higher wages as workers with lower wages) which, in turn, was below the average wage. This meant that there were few workers with very high wages, but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

The average annual gross 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 6,000 euros.

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 had an important influence on wages. Thus, on considering the community definition of the "Wage gap between women and men" structural indicator², which used 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 14,000 euros was greater than the corresponding number of men. Using this figure, the number of women who received each wage level was always lower than the number of men with that same wage.

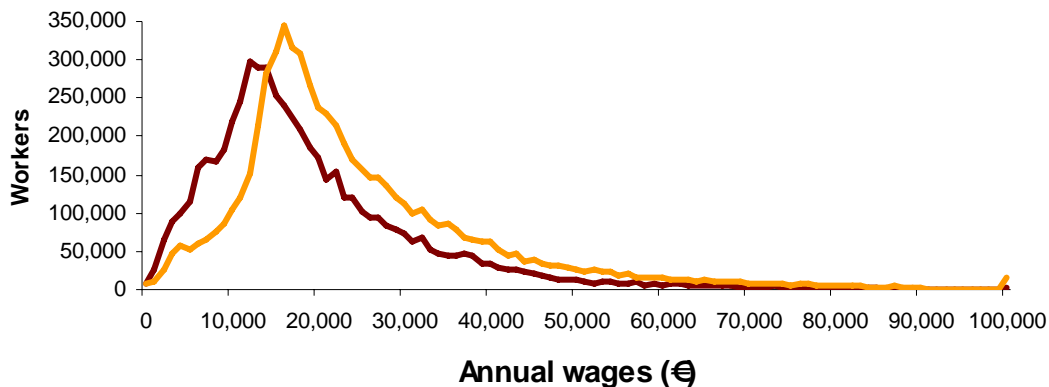
Distribution of gross annual wages



² The "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).

Distribution of gross annual wages by sex



Wage composition

On analysing wage composition, according to pay 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.

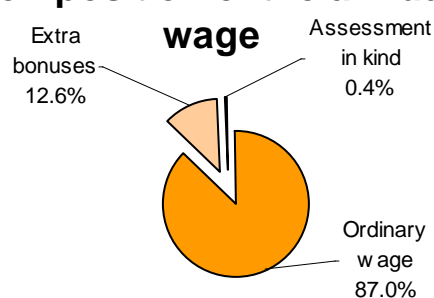
After deducting the Social Security contributions corresponding to the worker and the withholdings for income tax, this yielded the net monthly wage, which was 1,345.44 euros (1,489.78 euros for men and 1,191.71 for women).

Composition of gross monthly wages

	(euros)
Base salary	1,131.80
+ Wage supplements	526.32
+ Overtime payments	10.73
Ordinary wages	1,668.85
+ Bonus payments	32.77
Gross wages	1,701.62
- Social Security contributions *	106.51
- Income tax withholdings	249.67
Net wages	1,345.44

* to be 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 negligible importance (0.4%). By sex, no significant differences were observed in the composition of this wage.

Territorial analysis

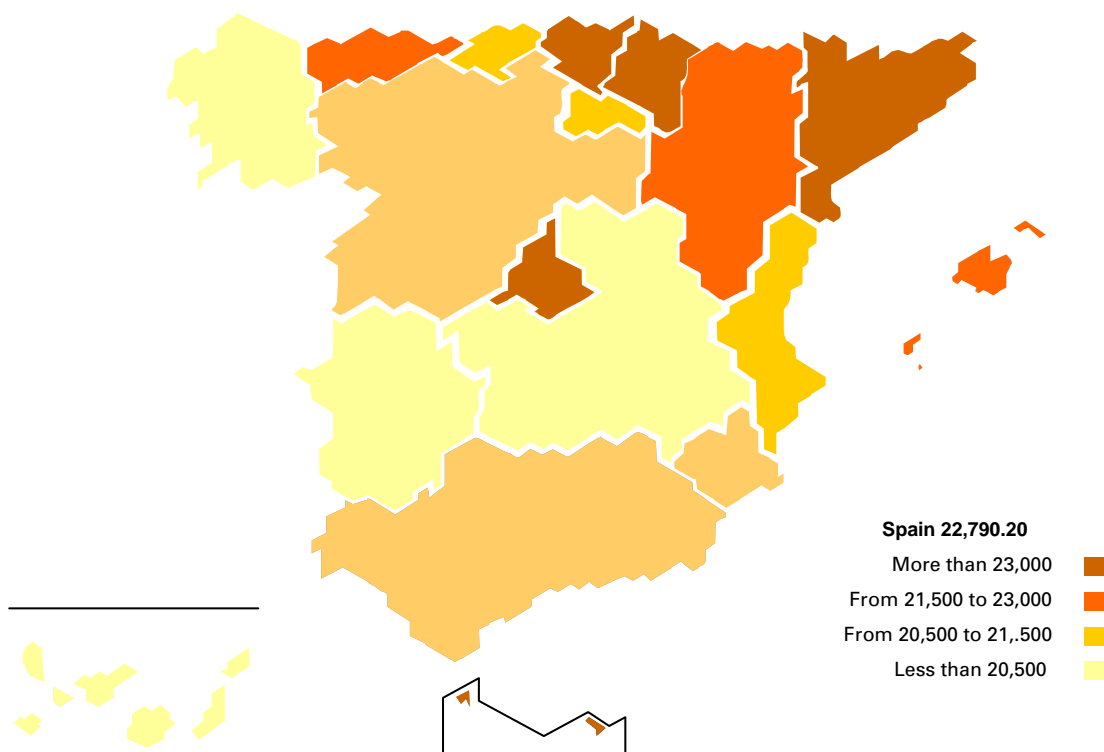
The highest wages in the year 2010 corresponded to País Vasco (26,593.70 euros per worker per year), Comunidad de Madrid (25,988.95) and Cataluña (24,449.19).

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 (19,351.56 euros), Extremadura (19,480.55) and Galicia (20,241.99) presented the lowest wages.

Average annual earnings per worker. 2010

(in euros)



The differences between sexes were not equal in all regions. The different employment structure in each of them was the fundamental factor explaining such variability. There are a host of factors influencing wage differences between men and women: type of contract, type of working day, educational level, and different occupations, among others.

Thus, Extremadura displayed the lowest deviation, followed by Illes Balears and Canarias, whereas Comunidad Foral de Navarra showed the greatest divergence, followed by Aragón and Principado de Asturias.

Main results by Autonomous Community

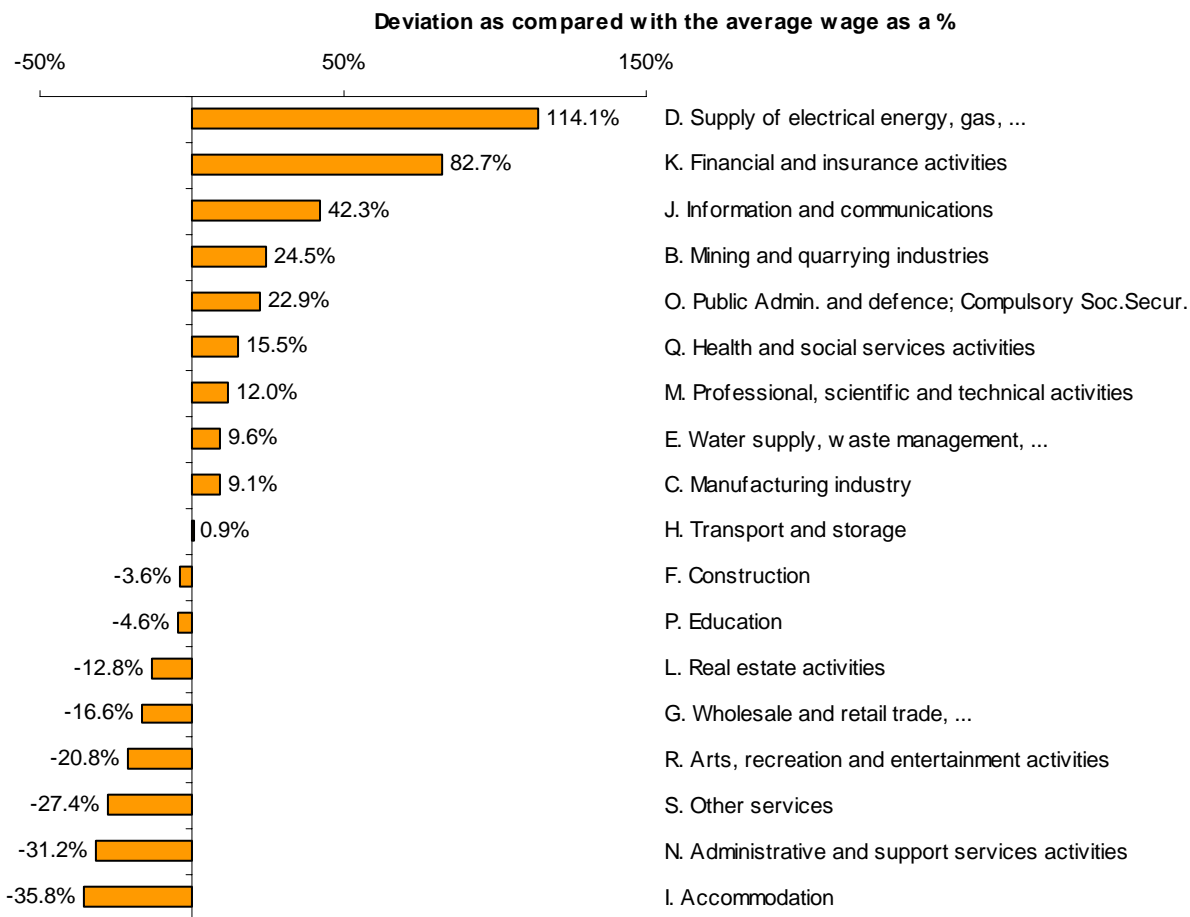
	Gross annual wages		
	Total	Male	Female
NATIONAL TOTAL	22,790.20	25,479.74	19,735.22
Andalucía	20,913.38	23,421.28	17,870.90
Aragón	22,316.69	25,263.29	18,843.25
Asturias, Principado de	22,241.39	25,170.79	18,786.13
Balears, Illes	21,613.60	23,213.04	19,812.19
Canarias	19,315.56	20,986.94	17,601.79
Cantabria	21,156.79	23,924.51	17,887.59
Castilla y León	20,960.87	23,640.67	17,683.88
Castilla-La Mancha	20,363.01	22,292.84	17,913.00
Cataluña	24,449.19	27,601.02	21,042.14
Comunitat Valenciana	20,707.24	23,331.71	17,776.59
Extremadura	19,480.55	20,787.03	17,876.85
Galicia	20,241.99	22,626.21	17,691.11
Madrid, Comunidad de	25,988.95	29,016.28	22,721.17
Murcia, Región de	20,863.37	23,482.48	17,838.28
Navarra, Comunidad Foral de	23,824.88	26,982.49	19,927.15
País Vasco	26,593.70	29,708.66	22,706.10
Rioja, La	21,035.86	23,641.44	18,131.05
Cities of Ceuta and Melilla	24,010.60	25,791.37	21,331.43

Wages by economic activity

There were substantial wage differences by economic activity. The economic activity with the highest annual average wage was Section D of CNAE-09, *Supply of electrical energy, gas, steam and air conditioning*, which at 48,803.35 euros per worker per year on average, resulted in a wage 114.1% above the national average. It was followed by Section K, *Financial and insurance activities*, with 41,638.70 euros (82.7% above the average wage).

Conversely, Section I, *Accommodation*, recorded the lowest average annual wage, standing at 14,629.55 euros, 35.8% lower than the national average.

Comparison of the average annual wage by Section of CNAE-09



As regards wage differences by sex and economic activity, the ranking of activities for each sex remained largely unaltered with only slight modifications.

Thus, *Supply of electrical energy, gas, steam and air conditioning* was the activity that registered the highest wages, both for men and for women, and *Accommodation* received the lowest.

On analysing the wage differences between men and women for each economic activity, we confirmed that women had lower wages than men in all economic activities.

This was partly due to the differences in occupation, type of working day and type of contract.

Main results by section of the CNAE-09

	Gross annual wages
ALL ACTIVITIES	22,790.20
B. Mining and quarrying industries	28,373.35
C. Manufacturing industry	24,863.70
D. Supply of electrical energy, gas, steam and air conditioning	48,803.35
E. Water supply, waste management and decontamination activities	24,972.27
F. Construction	21,962.13
G. Wholesale and retail trade; repair of motor vehicles and motorcycles	19,008.19
H. Transport and storage	22,990.76
I. Accommodation	14,629.55
J. Information and communications	32,425.68
K. Financial and insurance activities	41,638.70
L. Real estate activities	19,879.30
M. Professional, scientific and technical activities	25,531.08
N. Administrative and support services activities	15,682.32
O. Public Administration and defence; Compulsory Social Security	28,001.68
P. University	21,751.87
Q. Health and social services activities	26,331.24
R. Arts, recreation and entertainment activities	18,044.67
S. Other services	16,544.57

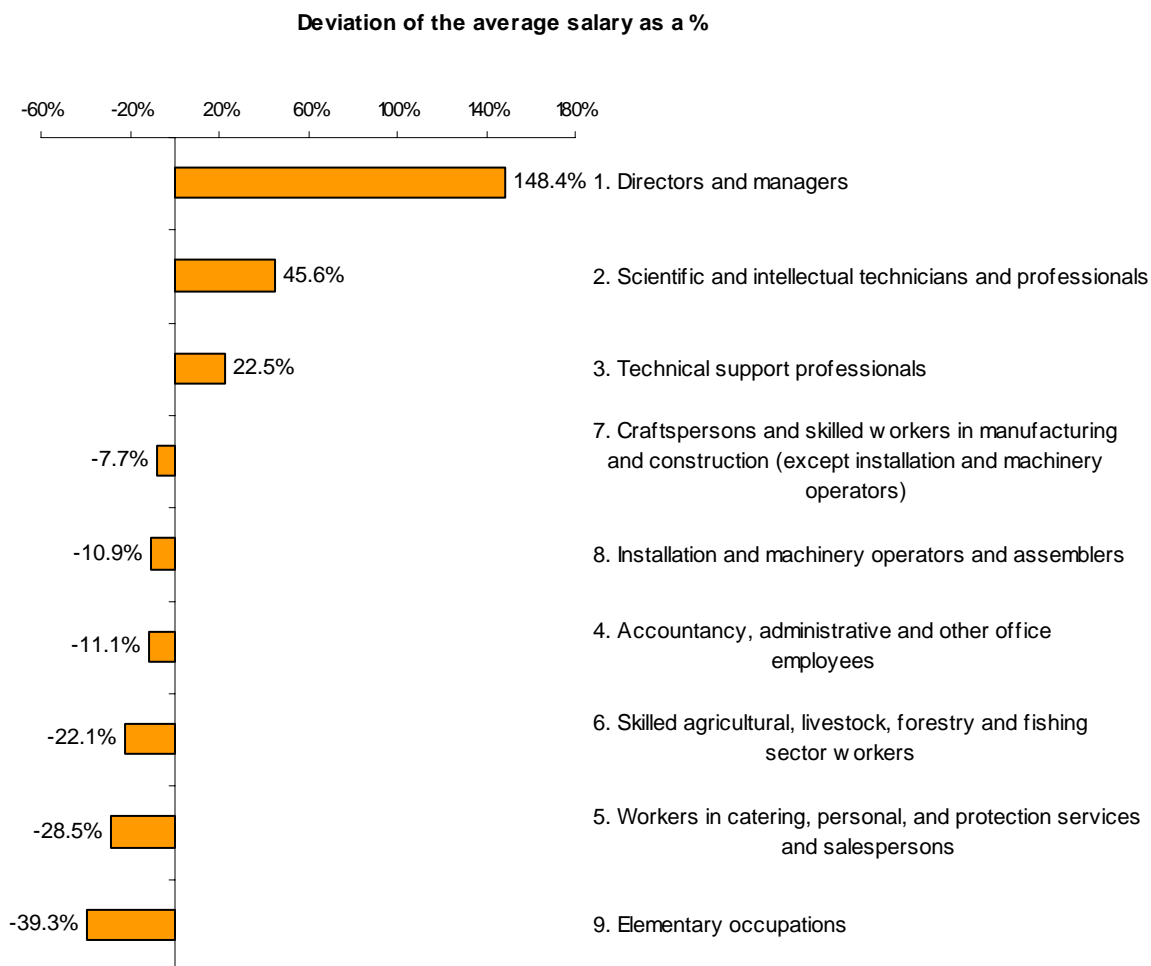
Wages and occupation

Occupation was one of the variables that most influenced the wage level. Worth noting was the large difference between wages from Main group 1, Directors and managers, and the rest of the occupations. The wage for said group was 148.4% higher than the average wage.

The occupations of Main groups 2 (Scientific and intellectual technicians and professionals and intellectuals) and 3 (Technicians; support professionals) were also above the wage average.

The remaining occupations had average wages that were below the national average, with the least paid corresponding to Elementary occupations (Main group 9), followed by Workers in catering, personal, and protection services and salespersons (Main group 5).

Comparison of the average annual wage by Occupation



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

The groups with the lowest pay also coincided in men and in women (Main groups 5, 6 and 9), but the order was different from that of the overall results.

As occurred with the different economic activities, women also had a wage below that of men in all occupations, with Main group 2, Scientific and intellectual technicians and professionals being where there was the least difference, and Main group 9, Elementary occupations, being where it was the greatest.

Wages by nature of the employer

Distinguishing by the nature of the workplace, whether it was public-sector³ or private, it could be observed that the annual wage for the former was 30.8% higher than the average wage, whereas in the private sector it was 6.8% lower.

Average wage by nature of the employer

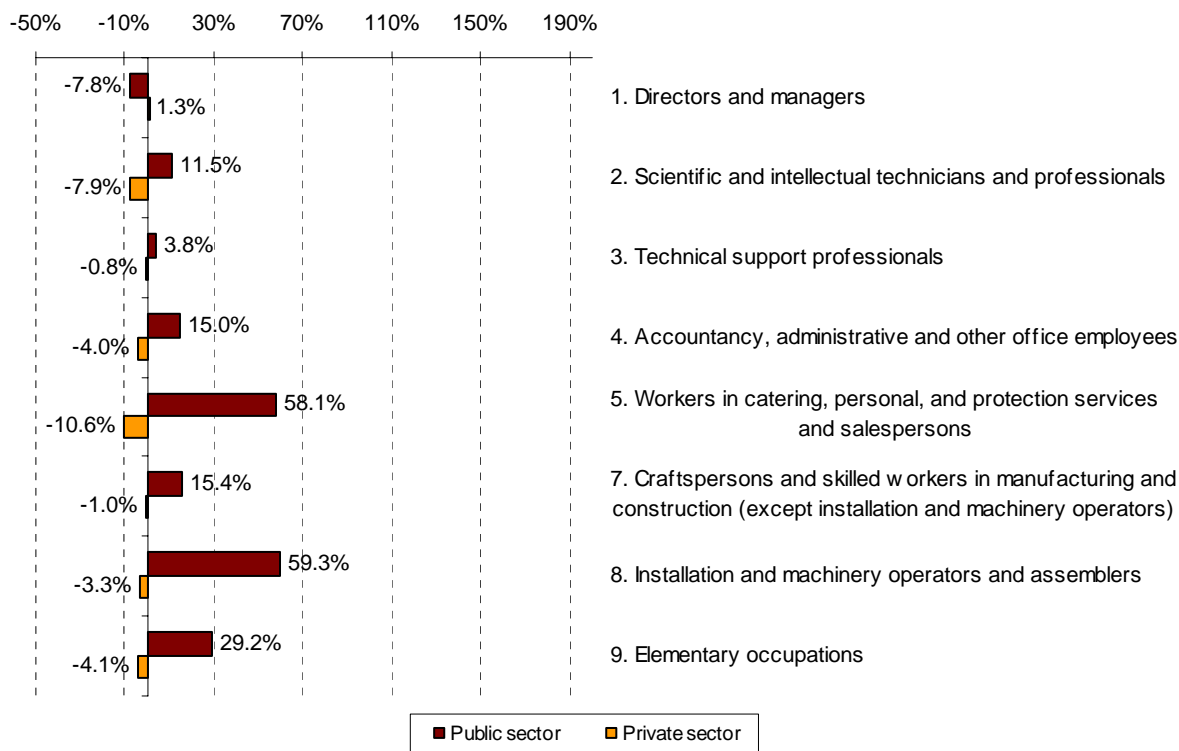
	Annual wages		Difference as compared with average wages	
	Public sector(1)	Private sector	Public sector(1)	Private sector
NATIONAL TOTAL	29,811.67	21,231.02	30.8	-6.8
1. Directors and managers	52,176.02	57,363.30	-7.8	1.3
2. Scientific and intellectual technicians and professionals	36,972.59	30,544.91	11.5	-7.9
3. Technical support professionals	28,981.10	27,681.38	3.8	-0.8
4. Accountancy, administrative and other office employees	23,310.82	19,465.62	15.0	-4.0
5. Workers in catering, personal, and protection services and salespersons	25,785.46	14,570.52	58.1	-10.6
6. Skilled agricultural, livestock, forestry and fishing sector workers	-	-	-	-
7. Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)	24,288.35	20,839.57	15.4	-1.0
8. Installation and machinery operators and assemblers	32,363.09	19,645.76	59.3	-3.3
9. Elementary occupations	17,886.96	13,276.61	29.2	-4.1

(1) Civil servants attached to mutual provident societies are not included in the scope of the survey

(-) Unrepresentative data item

Comparison of the average annual wage by nature of the employer

Deviation of the average wage as a %

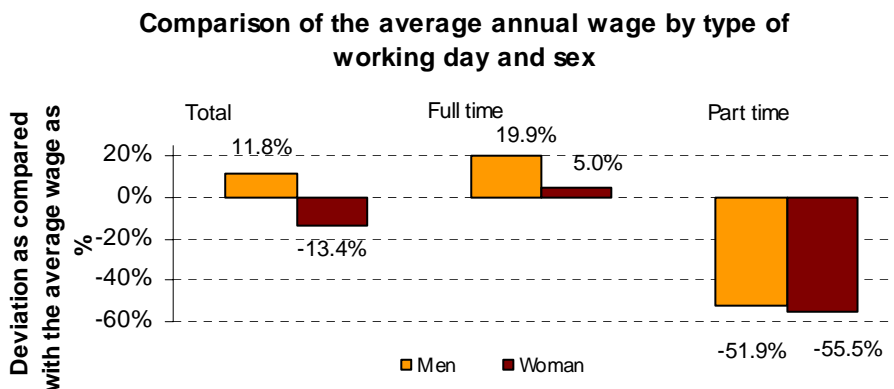


³ Excluding civil servants attached to mutual provident societies. It does include employees of public companies.

Wages and type of working day

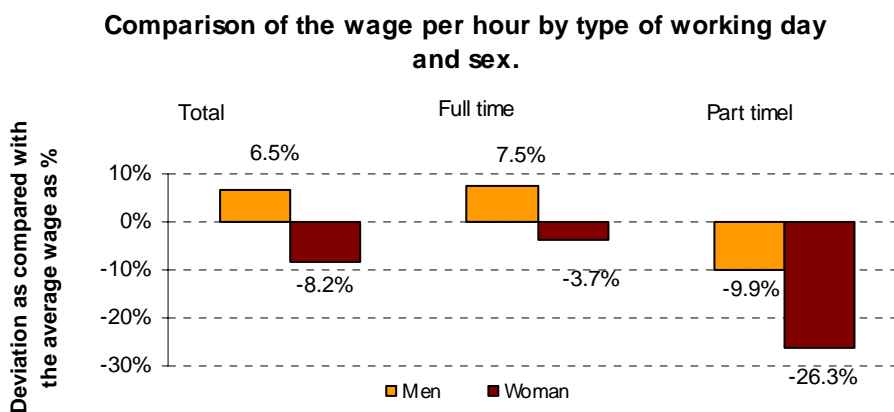
The type of working day was the variable that determined the wage level. Annual average wage for part time was 50% below the total average wage, both for men and for women.

Nevertheless, this comparison, which was valid considering workers' earnings, was inaccurate on comparing wages as "workforce costs", since full-time wages imply more working hours than part-time. Consequently, earnings per hour became a relevant variable.



The earnings per hour for part-time workers were lower than the average earnings per hour, regardless of sex, with those of women being 26.3% lower.

Nevertheless, whereas earnings per hour for men in full-time employment were 7.5% higher than average earnings, those of women were 3.7% lower.

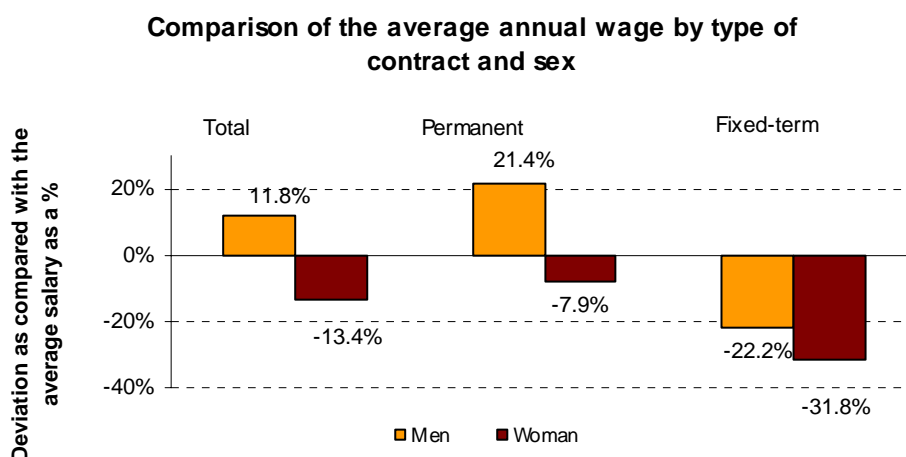


The wage difference between men and women decreased when comparing earnings per hour. Whereas the average wages for women were, as commented previously, 77.5% those of men, this difference decreased to 86.2% when considering wages per hour.

Wages and type of contract

For the purposes of the survey, two types of contract have been considered: fixed-term contracts and permanent contracts.

So as to be able compare workers with permanent contracts and workers with fixed-term contracts, adjustments were made as regards the wages paid to workers who did not stay all year in the workplace. For this purpose, they were assigned equivalent annual wages that they would have been paid, had they worked for the entire year under the same conditions.



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

As regards sex differences, men earned wages 21.4% higher or 22.2% lower than the average annual salary depending whether they had a permanent or a fixed-term contract. Women received wages that were lower than the average wage, regardless of the type of contract. In this case, the difference was 7.9% for permanent contracts and 13.8% for fixed-term contracts.

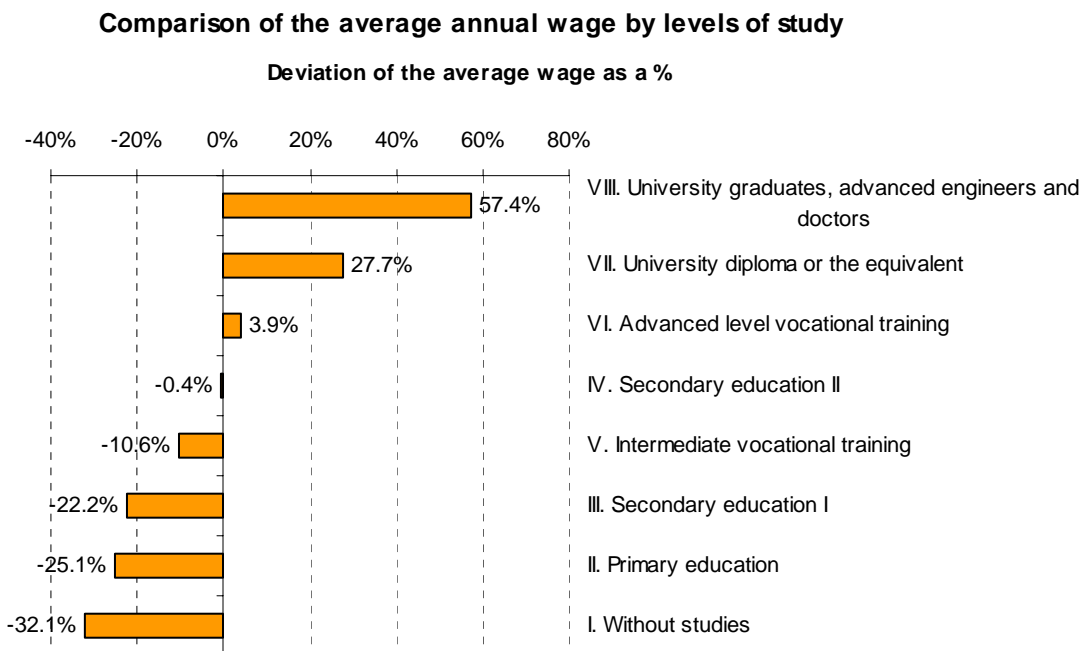
Wages and educational level

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

Workers without studies or who had not completed Primary Education had a remuneration 25.1% lower than the average wage, while university graduates received annual wages that were 57.4% higher.

From Advanced-level vocational training onwards, pay exceeded the average wage. Nevertheless, having completed Primary education or having the first year of Secondary education hardly resulted in differences at each wage level.

The difference between men and women was quite noticeable, as in all previous cases, when comparing workers with homogeneous qualifications. In general, the average wages women received were more than 20% below those of men at each educational level.



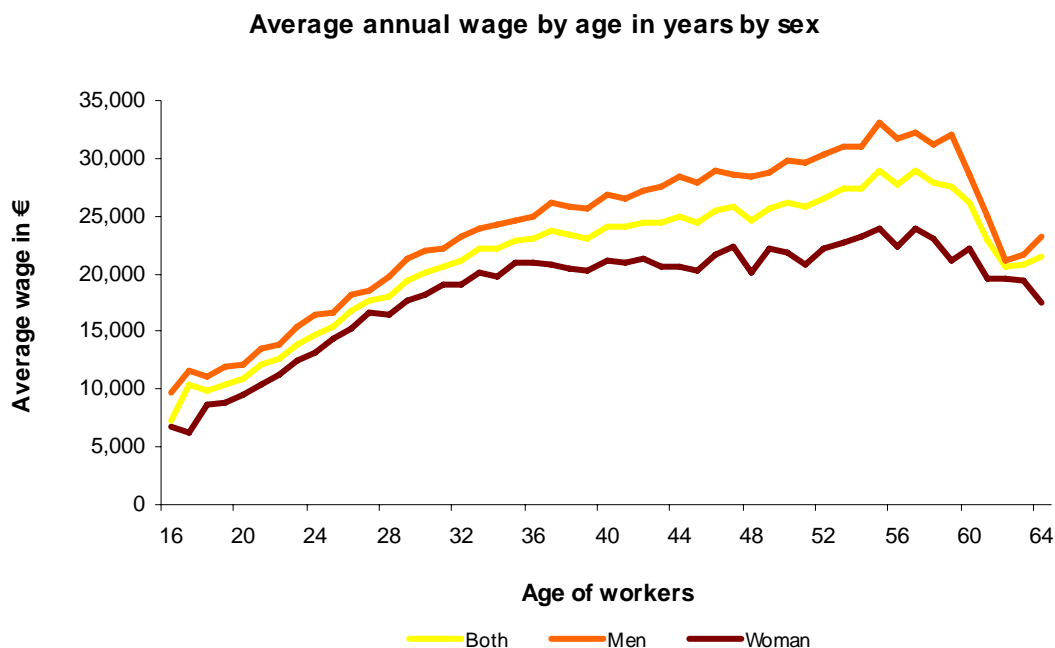
Main results by level of studies

	Gross annual wages
ALL LEVELS OF STUDIES	22,790.20
I. Without studies	15,479.21
II. Primary education	17,064.08
III. Secondary education I	17,727.22
IV. Secondary education II	22,691.68
V. Intermediate vocational training	20,385.50
VI. Advanced level vocational training	23,676.49
VII. University diploma or the equivalent	29,104.17
VIII. University graduates, advanced engineers and doctors	35,864.81

Wages by age

There was a positive relationship between the age of workers and their wage level, which reflected the fact that older workers were generally likely to be those with greatest seniority and more experience in the workplace.

It is worth noting that wage differences by sex were greater, the older the workers. This was largely explained by younger women being better qualified (occupation, studies, etc.) than older women.



Main results by age group

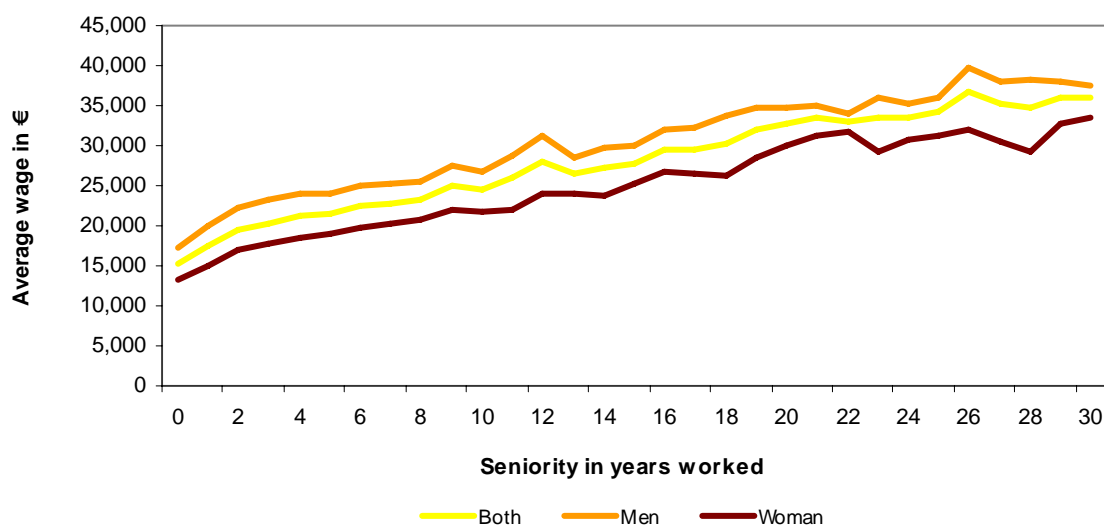
	Gross annual wages
ALL AGES	22,790.20
Under 20 years old	10,208.70
20 to 24 years old	13,349.15
25 to 29 years old	17,637.97
30 to 34 years old	21,274.68
35 to 39 years old	23,219.24
40 to 44 years old	24,336.99
45 to 49 years old	25,156.71
50 to 54 years old	26,604.42
55 to 59 years old	28,234.60
60 to 64 years old	22,624.93
65 years old and over	27,700.12

Wages and seniority in the company

The following graph shows wage progression with seniority in the workplace, since often there is a wage supplement, specifically linked to seniority, and generally with experience gained in the company, one moves up within the scale of responsibilities and pay.

It has a similar profile to the previous graph, since, as has been indicated, there was a close correlation between age and seniority.

Average annual wage by seniority in the company in years worked by sex



Main results by seniority

	Gross annual wages
NATIONAL TOTAL	22,790.20
Less than one year old	15,373.41
1 to 3 years old	19,043.67
4 to 10 years old	22,663.86
11 to 20 years old	28,576.22
21 to 29 years old	34,127.38
30 years old and over	33,393.12

Wages and nationality

Spanish workers were the only ones to have above-average wages. For the remainder of workers from the European Union, wages were 18% below average, whereas other nationalities received wages that were 25% to 35% below the average.

Comparison average annual wage by nationality

