

21 November 2012

Wage decile of the main job. Economically Active Population Survey (EAPS) Year 2011

Main results

- 30% of Spanish wage earners in 2011 receive a gross monthly wage greater than 2,071.8€, whilst another 30% earn less than 1,218.2€. The remaining 40% receive a gross monthly wage between 1,218.2€ and 2,071.8€.
- **Men** register a **greater** relative **concentration in higher wages than women**, both working full time and working part time. 43.2% of women have a wage that is less than 1,218.2€, as compared with 18.3% of men.
- The **highest wages** correspond to **Financial and insurance activities** and to the **Supply of electrical energy, gas, steam and air conditioning**. The **lowest wages** are concentrated in the activities of households employing **domestic staff** and in the **primary sector** (Agriculture, livestock breeding, forestry and fishing).
- The greatest concentration of the highest wages is observed in the **Autonomous Communities** of País Vasco, with 45.5% of wage earners with wages above 2,071.8€ monthly, Navarra (38.1%) and Madrid (37.5%).

European regulations regarding labour force surveys (LFSs) in European Union countries (European Parliament and Council Regulation EC no. 1372/2007 and Commission Regulation EC no. 377/2008) **state that, as of 2009, said surveys (the EAPS in Spain) must include the wage of the main job expressed in deciles** (the variable is called INCDECIL).

The INE published this information for the first time in November 2010, disseminating the 2006-2009 series. From that time onwards, each year, the data corresponding to the previous year is published, maintaining the same principles in its dissemination as for the remaining data from the survey, that is, analysing the most relevant EAPS questionnaire variables as regards the target variable of study, in such a way that the information provides is precise and reliable. The data in this survey was collected throughout the year 2011, using the EAPS subsample that was in the sixth interview each quarter, therefore reaching a total of approximately 10,000 families per quarter, some 40,000 per year. The sample of wage earners was 31,484 persons, to which the information regarding the wage decile estimate using administrative sources was added.

In order to calculate the wage deciles, the following steps are taken: all wage earners are sorted, according to the amount of the monthly wage received, and are then divided into ten equal groups, in other words, with 10% of the workers in each group. The first wage decile corresponds to the first group of workers, or rather, to the 10% with the lowest wages; the second, to the following 10%, and thus successively up to the tenth decile, corresponding to the 10% of workers with the greatest income. Each decile has been defined by its average (average wage for the group) and by the lower and upper wages delimiting it. In 2011, the

wage-earning population accounted for 15,096,100 persons. Therefore, there were somewhat more than 1.5 million wage earners in each decile.

For the purpose of enabling the analysis of the wage distribution, three groups were delimited - which in itself was an innovation with regard to the press release published in November last year -, which most of the graphs refer to:

- The first comprised 30% of the wage earners in 2011 who were in the low wage area made up of the group of the first three deciles. These were 4,528,830 persons, and they earned less than 1,218.2€ per month in 2011.
- A second group comprised the 30% of wage earners who were in the high wage area, made up of the grouping of the last three deciles. These were 4,528,830 persons, and they earned a monthly salary greater than 2,071.8€ in 2011.
- Lastly, the intermediate group, including the remaining 40% of wage earners in the intermediate deciles (6,038,440 persons), had a gross monthly wage between 1,218.2€ and 2,071.8€.

These reference limits, established in 2011, will be repeated frequently in the comments. In any case, the tables provide the complete information for the ten decile categories.

On carrying out the analysis of the wages associated with the different groups, determined by the modalities of a given characteristic (for example, the earnings of men and women), it must be considered that said wages, in turn, may be determined by other underlying variables, such as the seniority in the job, the type of working day, the educational level, etc., not present in the same way in the groups analysed.

Lastly, for the purposes of comparing the results of the EAPS wage deciles with the results from other INE statistical sources, and in particular, with those of the four-yearly Wage Structure Survey (WSS), it must be considered that, though the results of both sources may have been consistent, they presented some differences that could be explained by the broader scope of the EAPS Wage Decile Survey of the main job with regard to the scope of the WSS. The Economically Active Population Survey includes domestic staff, the agrarian sector and those civil servants attached to mutual provident societies, which are all groups excluded from the WSS¹

¹Council Regulation 530/1999 regarding structural statistics on income and wage costs, and Commission Regulation 1738/2005 regarding the definition and transfer of the information on the income structure, which performs the former, are the norms regulating the WSS. The survey design is based on the use of the register of Social Security contribution accounts, and therefore, those groups outside of this regime are only included when the aforementioned regulations so require.

Conversely, the EAPS, aimed at all households, includes all wage-earning workers resident in Spain via direct interview, regardless of their contribution regime. For the purpose of lessening the response workload for interviewees, the wage data is calculated using administrative registers (from Social Security, the Tax Agency and the Tax Agency of Navarra), the tax legislation allowing the procedure to apply when it is set out in a European regulation.

Wage distribution by type of working day

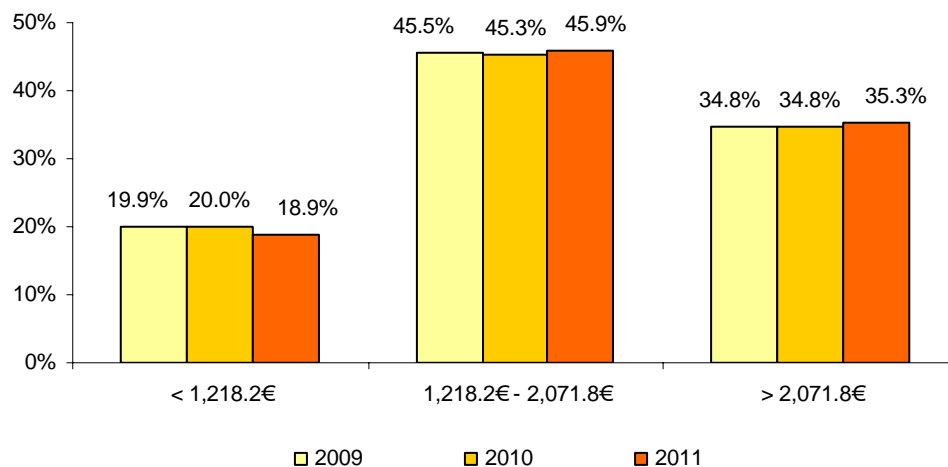
The most important factor in determining wages is, without a doubt, the time working. Working less than the regular working day implies a greater probability of being registered in lower wage brackets.

35.3% of full-time wage earners earned more than 2,071.8€ in 2011, while 18.9% received less than 1,218.2€. The following table shows that the wage distribution of these workers was very stable throughout the three years analysed (2009-2011).

Full-time wage earners, by decile. Percentages.

		2009	2010	2011
Total		100	100	100
Decile 1	Less than 687.1€	1.3	1.4	1.2
Decile 2	687.1€ to < 1,008.6€	8.2	8.1	7.2
Decile 3	1,008.6€ to < 1,218.2€	10.4	10.5	10.5
Decile 4	1,218.2€ to < 1,386.6€	11.3	11.1	11.1
Decile 5	1,386.6€ to < 1,563.2€	11.4	11.4	11.5
Decile 6	1,563.2€ to < 1,774.4€	11.4	11.4	11.7
Decile 7	1,774.4€ to < 2,071.8€	11.4	11.4	11.6
Decile 8	2,071.8€ to < 2,513.7€	11.5	11.6	11.7
Decile 9	2,513.7€ to < 3,280.2€	11.6	11.5	11.8
Decile 10	3,280.2€ or more	11.7	11.7	11.8

2009-2011 performance of the distribution of full-time wage earners, by monthly wage bracket



On the contrary, 90.9% of **part-time wage earners** (who represented 13.8% of the total wage earners in 2011) earned less than 1,218.2 euros per month, and only 1.4% received more than 2,071.8 euros².

Part-time wage earners, by decile. Percentages.

	2009	2010	2011
Total	100	100	100
Decile 1 Less than 687.1€	62.5	62.0	58.0
Decile 2 687.1€ to < 1,008.6€	21.0	21.8	25.4
Decile 3 1,008.6€ to < 1,218.2€	7.9	7.1	7.5
Decile 4 1,218.2€ to < 1,386.6€	2.1	3.3	3.9
Decile 5 1,386.6€ to < 1,563.2€	1.3	1.6	1.7
Decile 6 1,563.2€ to < 1,774.4€	1.7	1.4	0.7
Decile 7 1,774.4€ to < 2,071.8€	1.8	1.3	1.4
Decile 8 2,071.8€ to < 2,513.7€	1.1	0.6	1.0
Decile 9 2,513.7€ to < 3,280.2€	0.6	0.9	0.4
Decile 10 3,280.2€ or more	0.0	0.0	0.0

Wage distribution by sex

Men had a greater relative concentration in the higher wages than women: 23.8% of working women earned more than 2,071.8€, whereas 35.5% of men had a wage that was higher than this amount. The contrary occurred in the lower wages: 43.2% of women had a wage lower than 1,218.2%, while 18.3% of men were in this situation.

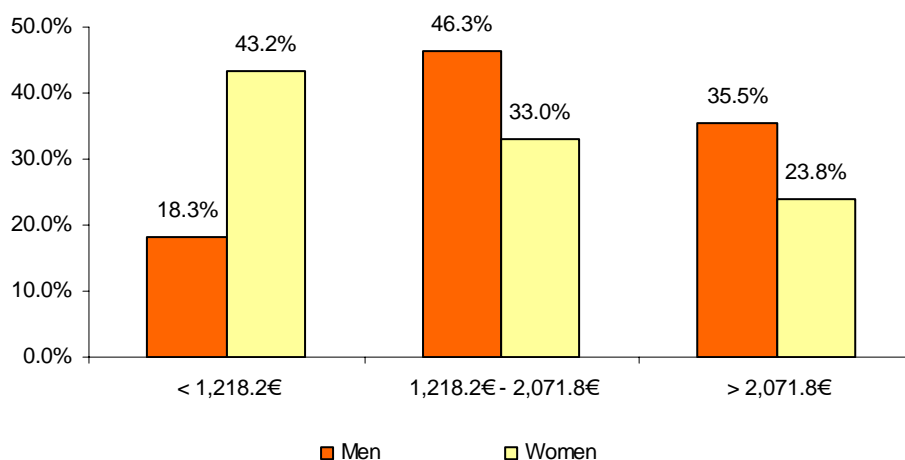
One of the main reasons for this inequality was that a much greater proportion of women worked part time, with temporary contracts, and in less-well-paid branches of activity than men.

Wage earners, by sex and decile. Percentages as compared with the total for each sex

	Total	Men	Women
Total	100	100	100
Decile 1 Less than 687.1€	10	4.4	16.3
Decile 2 687.1€ to < 1,008.6€	10	6.3	14.2
Decile 3 1,008.6€ to < 1,218.2€	10	7.6	12.7
Decile 4 1,218.2€ to < 1,386.6€	10	10.3	9.7
Decile 5 1,386.6€ to < 1,563.2€	10	12.1	7.7
Decile 6 1,563.2€ to < 1,774.4€	10	12.3	7.4
Decile 7 1,774.4€ to < 2,071.8€	10	11.6	8.2
Decile 8 2,071.8€ to < 2,513.7€	10	11.3	8.5
Decile 9 2,513.7€ to < 3,280.2€	10	11.4	8.4
Decile 10 3,280.2€ or more	10	12.8	6.9

² In order to obtain more information regarding the way of counting the wage of part-time workers, see the Methodological note at the end of this document .

Distribution of wage earners, by sex and monthly wage bracket



Wage distribution by age

By age bracket, the youngest workers tended to be concentrated in the lowest wages, whereas the oldest workers carried a greater relative weight among the highest wages.

The greater proportion of permanent contracts, seniority, and as pertinent, labour experience, determined the higher wage level amongst the oldest workers. Likewise, the greater proportion of part-time work and temporary contracts, less seniority and less experience explained the lower wage level among the youngest groups.

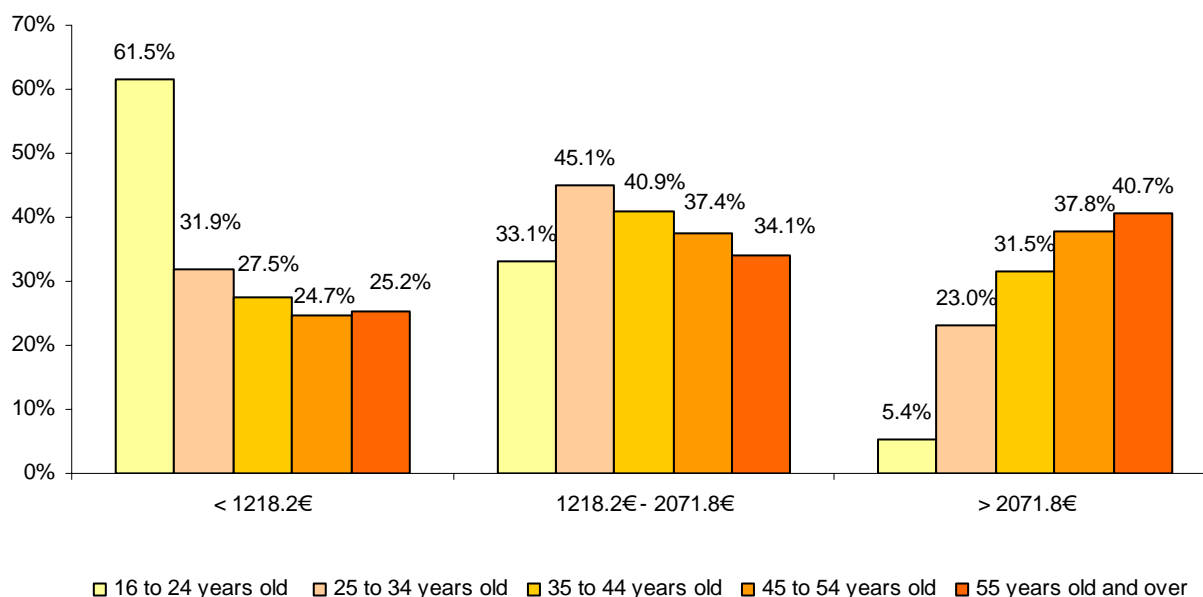
Thus, 61.5% of wage earners under 25 years of age received a monthly wage of less than 1,218.2€. At the other end of the spectrum, 5.4% received a wage greater than 2,071.8€.

Among the wage earners aged 55 years old and over, 25.2% were in the lowest monthly wage bracket (<1,218.2€), whereas 40.7% were in the highest bracket (>2,017.8€).

Wage earners, by age and decile. Percentages as compared with the total for each age.

	Total	16 to 24 years old	25 to 34 years old	35 to 44 years old	45 to 54 years old	55 to 64 years old	65 years old and over
Total	100	100	100	100	100	100	100
Decile 1 Less than 687.1€	10	25.3	9.9	8.5	8.3	8.6	26.7
Decile 2 687.1€ to < 1,008.6€	10	20.7	10.5	9.8	7.6	7.9	14.8
Decile 3 1,008.6€ to < 1,218.2€	10	15.5	11.5	9.2	8.8	7.7	13.0
Decile 4 1,218.2€ to < 1,386.6€	10	12.2	12.1	9.7	8.3	8.0	5.8
Decile 5 1,386.6€ to < 1,563.2€	10	8.5	12.3	10.4	8.2	8.1	3.9
Decile 6 1,563.2€ to < 1,774.4€	10	7.0	10.7	10.0	10.3	9.4	1.4
Decile 7 1,774.4€ to < 2,071.8€	10	5.4	10.0	10.8	10.6	9.4	3.0
Decile 8 2,071.8€ to < 2,513.7€	10	3.1	10.8	10.4	10.2	10.7	4.3
Decile 9 2,513.7€ to < 3,280.2€	10	1.6	7.6	10.8	13.1	12.2	5.9
Decile 10 3,280.2€ or more	10	0.7	4.6	10.3	14.5	18.0	21.2

Distribution of wage earners, by age group and monthly wage bracket



Wage distribution by educational level

The educational level attained also had a noteworthy effect on wage differences. In general, the higher the educational level, the higher the wage. 40.8% of persons with a low educational level (at most having completed compulsory education) had a wage under 1,218.2€ in 2011. In the case of persons with second-stage secondary education or the equivalent training, the percentage with low wages was 35.8%, while among those with higher education, this percentage was 16.9%.

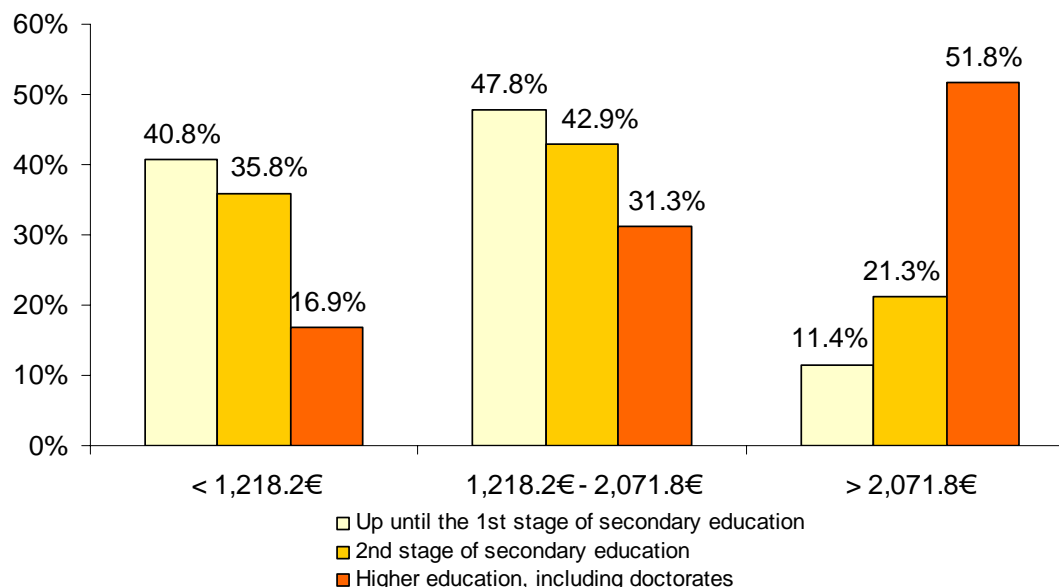
More than half (51.8%) of wage earners with a higher qualification earned more than 2,071.8€ per month in 2011. Only 21.3% of those with intermediate studies, and 11.4% of those with low studies exceeded this wage level.

Wage earners, by educational level attained and decile. Percentages as compared with the total for each educational level attained and decile.

		Up until the 1st stage of secondary education	2nd stage of secondary education (1)	Higher education, including doctorates
Total	100	100	100	100
Decile 1 Less than 687.1€	10	14.2	11.9	5.2
Decile 2 687.1€ to < 1,008.6€	10	13.4	11.6	6.0
Decile 3 1,008.6€ to < 1,218.2€	10	13.2	12.5	5.6
Decile 4 1,218.2€ to < 1,386.6€	10	13.7	11.1	6.0
Decile 5 1,386.6€ to < 1,563.2€	10	13.7	9.8	6.9
Decile 6 1,563.2€ to < 1,774.4€	10	11.3	11.3	8.1
Decile 7 1,774.4€ to < 2,071.8€	10	9.1	10.6	10.4
Decile 8 2,071.8€ to < 2,513.7€	10	6.0	9.2	14.0
Decile 9 2,513.7€ to < 3,280.2€	10	3.8	7.2	17.2
Decile 10 3,280.2€ or more	10	1.6	4.8	20.7

(1) Including education for training and labour integration

Distribution of wage earners, by educational level and monthly wage bracket



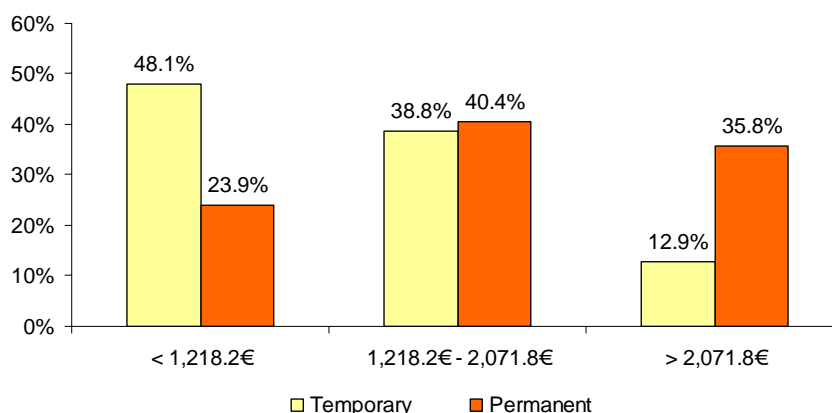
Wage distribution by type of contract

Workers with a temporary contract had lower wages than those with permanent contracts. Among the many factors explaining this inequality, worth mentioning was seniority in the workplace and the higher educational level of those with permanent contracts.

Wage earners, by type of contract and decile. Percentages as compared with the total for each type of contract.

		Total	Permanent	Temporary
Total		100	100	100
Decile 1	Less than 687.1€	10	6.8	19.5
Decile 2	687.1€ to < 1,008.6€	10	8.1	15.5
Decile 3	1,008.6€ to < 1,218.2€	10	9.0	13.1
Decile 4	1,218.2€ to < 1,386.6€	10	9.5	11.6
Decile 5	1,386.6€ to < 1,563.2€	10	9.6	11.1
Decile 6	1,563.2€ to < 1,774.4€	10	10.3	9.2
Decile 7	1,774.4€ to < 2,071.8€	10	11.0	6.9
Decile 8	2,071.8€ to < 2,513.7€	10	11.3	6.3
Decile 9	2,513.7€ to < 3,280.2€	10	11.9	4.4
Decile 10	3,280.2€ or more	10	12.6	2.2

Distribution of wage earners, by type of contract and monthly wage bracket



Wage distribution by branch of economic activity

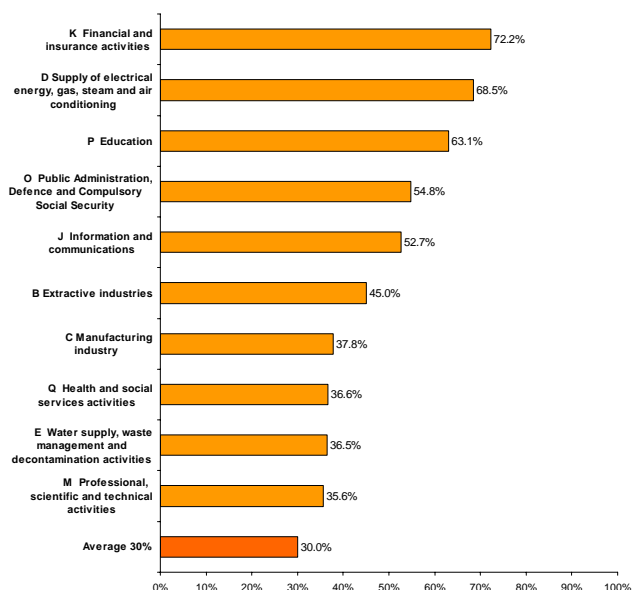
By branch of activity, the lowest wages were concentrated in the *Activities of households employing domestic staff* (84.4% below 1,218.2€) and in the primary sector, *Agriculture, livestock breeding, forestry and fishing* (60.9%).

The highest pay was found in *Financial and insurance activities* (72.2% received wages above 2,071.8€), in the *Supply of electrical energy, gas, steam and air conditioning* (68.5%) and in *Education* (63.1%).

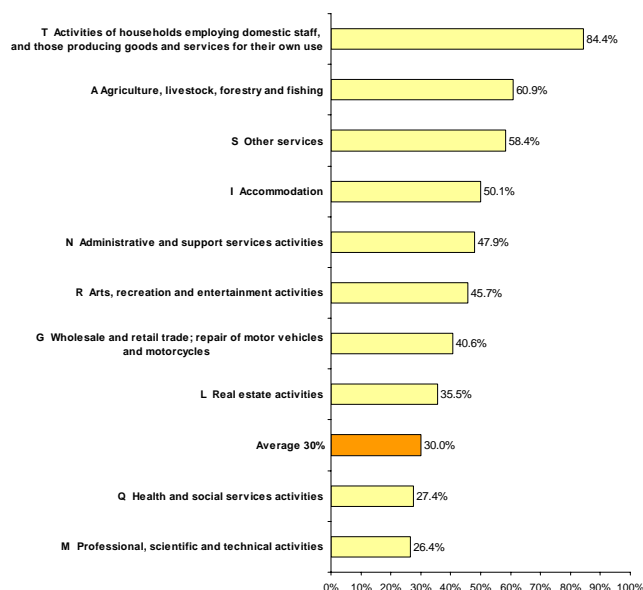
Wage earners, by economic activity and decile. Percentages as compared with the total for each activity.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Total	100	10	10	10	10	10	10	10	10	10	10
A Agriculture, livestock breeding, forestry and fishing	100	11.5	30.1	19.3	10.9	11.7	5.8	5.7	1.9	1.6	1.6
B Extractive industries	100	0.0	1.5	1.0	15.2	14.3	12.5	10.7	15.6	8.5	20.9
C Manufacturing industry	100	2.7	4.3	8.0	10.0	11.1	13.0	13.2	13.5	11.4	12.9
D Supply of electrical energy, gas, steam and air conditioning	100	1.4	3.3	1.3	3.2	6.2	7.9	8.2	10.6	10.4	47.5
E Water supply, waste management and decontamination activities	100	1.8	3.1	2.8	7.9	11.5	17.0	19.4	9.8	16.7	10.0
F Construction	100	2.7	5.1	6.4	16.0	22.6	15.8	12.3	8.8	5.0	5.2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	100	10.5	14.6	15.5	15.6	11.6	9.9	9.0	5.6	4.1	3.6
H Transport and storage	100	4.2	6.8	9.5	9.0	13.0	17.0	13.9	10.2	10.4	6.2
I Accommodation	100	21.3	14.3	14.5	17.4	12.2	8.9	4.6	3.9	1.5	1.4
J Information and communications	100	2.9	6.8	4.7	7.8	7.0	8.2	10.0	15.1	14.0	23.6
K Financial and insurance activities	100	0.9	1.9	3.2	4.6	4.2	5.1	8.0	12.7	16.7	42.8
L Real estate activities	100	7.7	14.9	12.9	10.1	13.6	9.3	11.9	6.4	6.3	6.8
M Professional, scientific and technical activities	100	5.5	9.9	11.0	6.6	8.6	8.9	13.9	14.2	9.1	12.3
N Administrative and support services activities	100	20.3	14.8	12.8	14.7	10.9	11.8	7.0	3.9	2.2	1.7
O Public Administration and Defence; Compulsory social security activities	100	3.1	5.5	3.7	3.8	7.2	9.0	13.0	19.6	19.7	15.5
P Education	100	7.5	5.0	4.4	4.0	4.4	4.1	7.5	15.5	31.4	16.2
Q Health and social services activities	100	8.2	8.0	11.2	6.9	6.0	10.7	12.4	11.4	10.2	15.0
R Arts, recreation and entertainment activities	100	20.2	13.9	11.6	5.6	9.0	10.2	7.1	9.1	6.7	6.6
S Other services	100	17.8	26.3	14.3	8.2	8.0	6.8	7.0	3.7	4.3	3.8
T Activities of households employing domestic staff, and those producing goods and services for their own use	100	47.7	21.3	15.4	5.7	3.9	2.7	2.4	0.5	0.5	0.0

The 10 branches of activity with the greatest percentage of wage earners with a monthly wage greater than 2,071.8€(limit of the highest three deciles)



The 10 branches of activity with the greatest percentage of wage earners with a monthly wage lower than 1,218.2€(limit of the lowest three deciles)



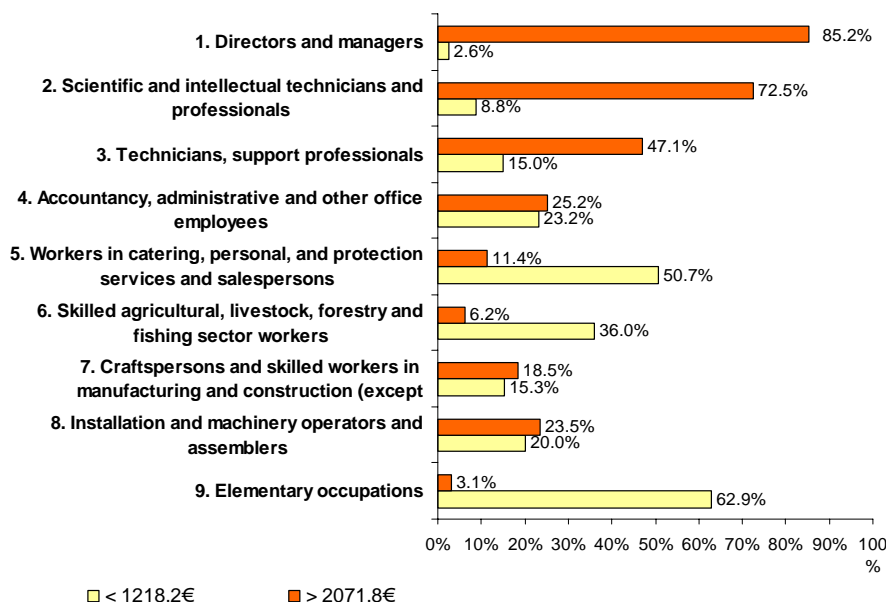
Wage distribution by occupation

Regarding occupation, *Directors and managers* and *Scientific and intellectual technicians and professionals* had a greater representation in the high wages, whereas workers in *Elementary occupations* had a greater concentration in the low salaries.

Wage earners, by occupation and decile. Percentages with regard to the total, for each occupation

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Total	100	10	10	10	10	10	10	10	10	10	10
1 Directors and managers	100	0.7	1.1	0.8	2.0	2.6	2.5	5.1	11.3	14.9	59.0
2 Scientific and intellectual technicians and professionals	100	2.9	2.9	3.0	2.9	2.8	3.9	9.0	17.1	26.7	28.7
3 Technicians; support professionals	100	4.6	5.3	5.1	5.8	8.0	9.5	14.6	15.5	14.5	17.1
4 Accountancy, administrative and other office employees	100	4.4	10.0	8.8	9.1	11.6	16.6	14.3	11.6	7.9	5.7
5 Workers in catering, personal, and protection services and salespersons	100	17.5	16.8	16.4	13.6	8.9	8.4	7.0	5.3	4.4	1.7
6 Skilled agricultural, livestock, forestry and fishing sector workers	100	4.4	15.1	16.5	19.5	20.5	13.2	4.5	4.2	2.0	0.0
7 Artisans and skilled manufacturing and construction industry workers	100	2.7	4.8	7.8	15.0	20.9	17.3	13.0	10.1	5.7	2.7
8 Installation and machinery operators and assemblers	100	3.8	5.6	10.6	11.8	12.0	16.2	16.5	12.0	9.0	2.5
9 Elementary occupations	100	27.2	19.7	16.0	12.8	10.9	6.4	4.0	2.3	0.7	0.1
0 Military occupations	100	0.0	2.8	6.3	5.6	16.0	16.0	11.8	14.4	18.4	8.8

Percentages of wage earners, by occupation and highest (more than 2,071.8€) and lowest (less than 1,218.2€) monthly wage bracket



Wage distribution by establishment size³

In terms of the size of the workplace, the largest establishments accounted for most of the workers with higher wages in 2011. Whilst 51.4% of wage earners working in establishments with up to 10 workers had a wage below 1,218.2€, the corresponding percentage in companies with 250 or more workers was 9.

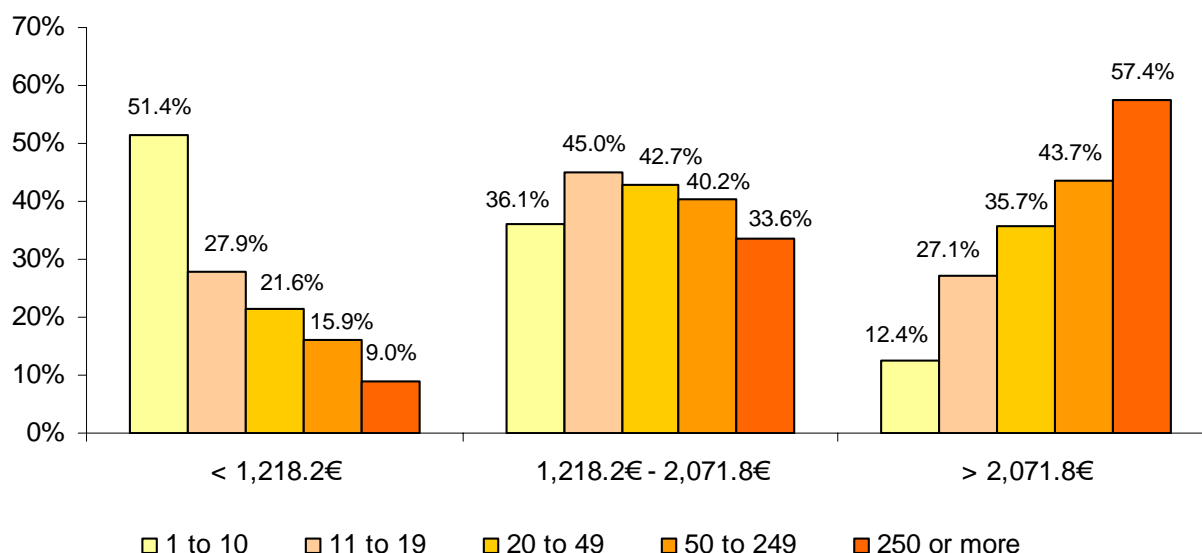
In contrast, 57.4% of wage earners in establishments with 250 workers or more had a monthly wage of over 2,071.8€. This percentage decreased to 12.4% of workers in establishments with 1-10 employees.

Wage earners, by size of the establishment and decile. Percentages with regard to the total, for each size of the establishment and decile.

		Total	1 to 10 employees	11 to 19 employees	20 to 49 employees	50 to 249 employees	250 employees or more
Total		100	100	100	100	100	100
Decile 1	Less than 687.1€	10	20.0	7.7	5.5	3.7	2.0
Decile 2	687.1€ to < 1,008.6€	10	16.5	9.5	7.3	6.2	3.4
Decile 3	1,008.6€ to < 1,218.2€	10	14.9	10.7	8.8	6.0	3.6
Decile 4	1,218.2€ to < 1,386.6€	10	11.9	11.4	9.3	7.8	5.2
Decile 5	1,386.6€ to < 1,563.2€	10	10.3	11.8	10.2	9.1	6.6
Decile 6	1,563.2€ to < 1,774.4€	10	7.3	11.0	11.1	11.1	9.8
Decile 7	1,774.4€ to < 2,071.8€	10	6.6	10.8	12.1	12.2	12.0
Decile 8	2,071.8€ to < 2,513.7€	10	4.7	10.0	12.4	13.3	16.8
Decile 9	2,513.7€ to < 3,280.2€	10	3.4	8.8	13.1	15.5	18.6
Decile 10	3,280.2€ or more	10	4.3	8.3	10.2	14.9	22.0

³ The EAPS measures the size of the workplace, rather than that of the company.

Distribution of wage earners, by size of the establishment where they work and monthly wage bracket



Wage distribution by nature of the employer (private or public)

In 2011, 59.7% (1.9 million persons) of wage earners from the public sector (including all types of public administrations and public companies, and both workers attached to Mutual provident societies and those contributing to Social Security) had a gross monthly wage over 2,071.8€. The corresponding percentage in the private sector was 21.9% (2.6 million persons).

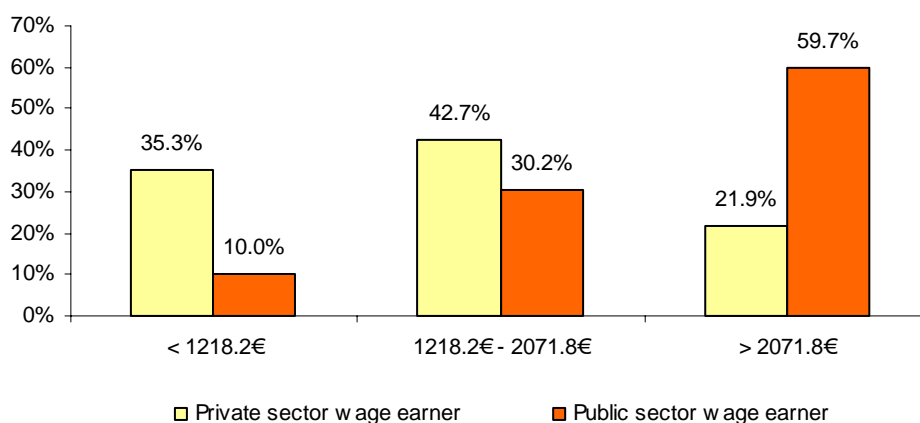
The higher percentage of public sector wage earners in higher educational levels, the lower weight of part-time work (6.8% part-time in the public sector, as compared with 17.8% in the private sector) and the higher relative seniority are factors that may have had an influence on their higher concentration among high wages.

Since 2009, the decrease in representation of public wage earners in the last wage decile (almost four percentage points) has been very pronounced.

**Wage earners from the public and private sectors, by decile.
Percentages as compared with the total for each sector.**

	2009.0	2010	2011
Private Sector			
Total	100	100	100
Decile 1 Less than 687.1€	11.7	12.0	11.9
Decile 2 687.1€ to < 1,008.6€	11.7	11.5	11.6
Decile 3 1,008.6€ to < 1,218.2€	11.7	11.9	11.8
Decile 4 1,218.2€ to < 1,386.6€	11.7	11.7	11.7
Decile 5 1,386.6€ to < 1,563.2€	11.2	11.1	11.2
Decile 6 1,563.2€ to < 1,774.4€	10.2	10.1	10.3
Decile 7 1,774.4€ to < 2,071.8€	9.7	9.5	9.5
Decile 8 2,071.8€ to < 2,513.7€	8.6	8.4	8.0
Decile 9 2,513.7€ to < 3,280.2€	6.6	6.5	6.3
Decile 10 3,280.2€ or more	6.9	7.2	7.6
Public Sector			
Total	100	100	100
Decile 1 Less than 687.1€	2.8	2.3	2.7
Decile 2 687.1€ to < 1,008.6€	3.2	4.1	4.0
Decile 3 1,008.6€ to < 1,218.2€	3.0	2.7	3.3
Decile 4 1,218.2€ to < 1,386.6€	3.0	3.4	3.7
Decile 5 1,386.6€ to < 1,563.2€	5.2	6.0	5.5
Decile 6 1,563.2€ to < 1,774.4€	9.1	9.4	9.0
Decile 7 1,774.4€ to < 2,071.8€	11.3	11.8	12.0
Decile 8 2,071.8€ to < 2,513.7€	15.7	16.2	17.3
Decile 9 2,513.7€ to < 3,280.2€	24.2	23.3	23.6
Decile 10 3,280.2€ or more	22.6	20.8	18.8

Distribution of wage earners from the private sector and the public sector, by monthly wage bracket



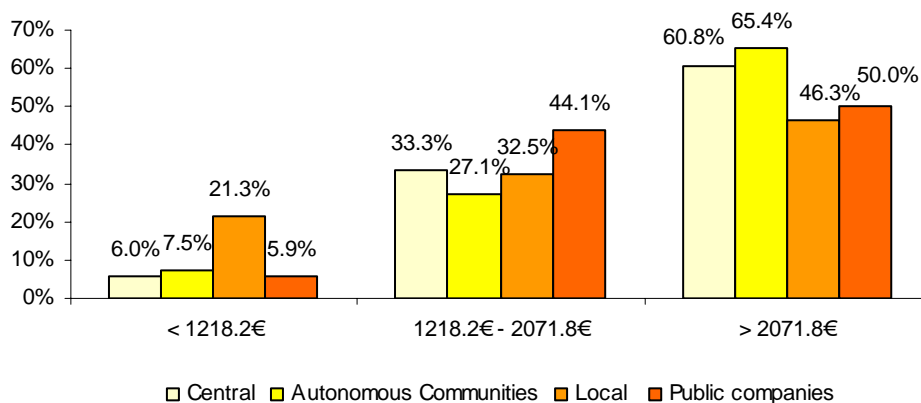
Among public wage earners, there were wage differences depending on the type of administration. The Autonomous Community Administration was the most represented in the highest pay level (over 2,071.8€). In the middle bracket (from 1,218.2 to 2,071.8€), public companies were those with the highest percentage of workers. The Local Administration was the most represented, percentage-wise, in the wage bracket below 1,218.2€.

Both in Central Government and in Autonomous Community Administration, there was a noticeable decrease in the proportion of wage earners in the highest decile in the 2009-2011 period.

Wage earners from the public sector, by type of administration and decile. Percentages as compared with the total for each type of administration.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Central Administration (including the Social Security Administration)											
2009	100.0	0.8	2.2	1.5	3.5	6.2	7.9	12.4	18.5	27.3	19.7
2010	100.0	0.4	2.3	1.6	3.9	9.3	9.3	10.7	21.2	23.6	17.6
2011	100.0	0.7	2.5	2.8	3.7	6.3	10.9	12.4	23.5	21.7	15.5
Autonomous Community Administration											
2009	100.0	1.7	1.7	2.2	1.9	4.1	8.4	10.7	14.9	25.8	28.6
2010	100.0	2.1	2.7	2.0	2.8	5.2	9.4	12.2	14.6	25.0	24.0
2011	100.0	2.1	2.6	2.8	3.0	4.3	8.0	11.9	16.7	27.0	21.7
Local Administration											
2009	100.0	7.1	7.7	6.7	5.0	6.9	9.6	12.5	15.2	17.0	12.3
2010	100.0	4.1	10.0	5.8	4.7	4.7	8.5	11.5	17.1	17.8	15.7
2011	100.0	6.3	9.4	5.5	5.6	8.0	7.2	11.6	15.3	16.7	14.3
Public companies and public financial institutions											
2009	100.0	2.9	2.9	0.5	5.0	5.6	19.3	8.2	16.5	25.4	13.8
2010	100.0	3.5	1.3	1.7	3.5	7.3	15.1	12.2	14.2	25.7	15.6
2011	100.0	1.7	2.9	1.4	3.8	6.1	20.8	13.4	11.4	21.0	17.7

Distribution of wage earners from the public sector, by type of administration and monthly wage bracket



Wage distribution by Autonomous Community

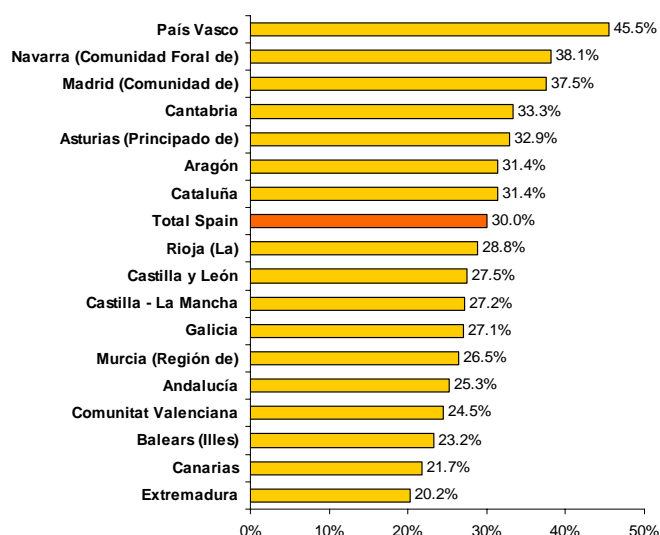
The Autonomous Communities with the lowest percentage of wage earners with salaries below 1,218.2€ in 2011 were Comunidad Foral de Navarra (20.5% of its wage earners were in this bracket) and País Vasco (21%). Those with the greatest presence in the bracket of wages below 1,218.2€ were Extremadura (40.5%) and Canarias (37.6%).

In contrast, the highest concentrations of high wages were observed in the Autonomous Communities of País Vasco, with 45.5% of wage earners with wages above 2,071.8€ each month, Comunidad Foral de Navarra (38.1%) and Madrid (37.5%). Extremadura (20.2%), Canarias (21.7%) and Illes Balears (23.2%) were the least represented in the wage bracket above 2,071.8€.

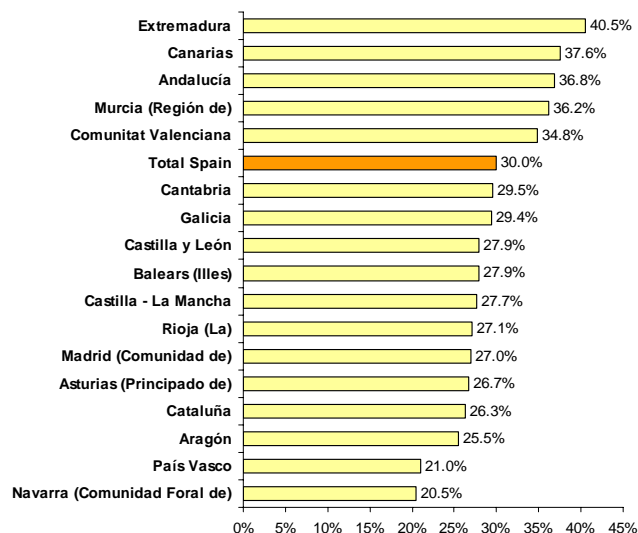
Wage earners, by Autonomous Community and decile. Percentages as compared with the total for each Autonomous Community.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Total	100	10	10	10	10	10	10	10	10	10	10
Andalucía	100	13.1	11.9	11.8	10.5	10.2	8.4	8.9	8.6	8.6	8.1
Aragón	100	10.2	7.4	7.9	10.6	8.7	12.0	11.8	12.1	10.5	8.8
Asturias, Principado de	100	9.0	11.6	6.1	8.9	11.0	11.1	9.4	11.0	11.2	10.7
Balears, Illes	100	8.2	8.0	11.7	12.4	13.8	11.9	10.9	9.5	7.9	5.8
Canarias	100	11.0	15.0	11.6	12.3	9.8	10.8	7.9	7.6	7.8	6.3
Cantabria	100	9.2	9.1	11.2	8.0	12.4	9.0	7.8	12.5	10.1	10.7
Castilla y León	100	8.4	8.6	10.9	12.3	11.2	11.3	9.7	9.3	10.7	7.5
Castilla - La Mancha	100	8.0	10.7	9.0	13.3	11.8	10.3	9.7	8.2	9.7	9.3
Cataluña	100	9.0	8.5	8.8	9.0	9.5	11.3	12.6	11.0	9.4	11.0
Comunitat Valenciana	100	12.6	11.2	11.0	10.6	9.7	10.3	10.0	7.4	9.6	7.5
Extremadura	100	13.5	12.3	14.7	12.8	8.4	9.3	8.8	8.6	6.4	5.2
Galicia	100	8.8	8.9	11.7	12.4	11.5	10.6	9.2	9.1	9.9	8.1
Madrid, Comunidad de	100	8.2	9.0	9.8	8.1	9.7	8.9	8.8	11.9	10.9	14.7
Murcia, Región de	100	12.5	13.2	10.5	10.2	10.8	8.8	7.7	8.4	10.0	8.1
Navarra, Comunidad Foral de	100	6.5	8.8	5.2	7.4	8.2	12.0	13.9	13.2	13.4	11.5
País Vasco	100	8.0	7.3	5.7	6.3	6.8	8.8	11.5	14.0	16.1	15.4
Rioja, La	100	9.0	9.5	8.6	10.6	12.8	10.5	10.3	9.8	10.2	8.8
Ceuta	100	8.7	16.0	2.7	9.8	9.3	9.9	13.9	4.7	15.1	9.8
Melilla	100	6.8	6	4.3	0.9	10.3	11.5	11.4	9.4	12.8	26.5

Percentage of wage earners with a monthly wage > 2,071.8€ by Autonomous Community



Percentage of wage earners with a monthly wage < 1,218.2€ by Autonomous Community



Methodological note

The information on wage distribution constitutes a fundamental complement of the Economically Active Population Survey (EAPS), which has added to the wealth of the EAPS information already in existence.

European regulations regarding labour force surveys (LFSs) in European Union countries (European Parliament and Council Regulation EC no. 1372/2007 and Commission Regulation EC no. 377/2008⁴) established that, as of 2009, said surveys (the EAPS in Spain), must include the main employment wage **expressed in deciles**.

The concept of wage used was, pursuant to Regulation 377/2008, that of 'monthly wage associated with the main job', the latter appearing on the EAPS questionnaire, and being the work performed by the person in the reference week in which he or she was interviewed as part of the EAPS. In particular, where it involved temporary work lasting less than one month, the wage would be an estimate of that obtained for the entire month for a similar job. Conversely, if the work were part time, it should not be transformed to full-time equivalent (this is the main job, and therefore the one providing the most significant income). This last issue must be taken into account when comparing wage distributions for full-time and part-time workers.

In order to calculate the wage deciles, the following steps are taken: all wage earners are sorted, according to the amount of the monthly wage received, and are then divided into ten equal groups, in other words, with 10% of the workers in each group. The first wage decile corresponds to the first group of workers, or rather to the 10% with the lowest wages; the second, to the following 10%, and thus successively up to the tenth decile corresponding to the 10% of workers with the greatest income. Each decile has been defined by its average (average wage for the group) and by the lower and upper wages delimiting it.

The results of wage distribution by decile for the main job in the Economically Active Population Survey make it possible to carry out a joint analysis of wage distribution and of the remainder of social and employment variables from the survey.

The results, taking into account the differences in methodology, did not present a radically different panorama than that which was expected, in accordance with the knowledge of wage income (Labour Cost Surveys, Wage Structure Surveys, Living Conditions Survey, etc.). In this sense, **the results had a strong coherence**.

One of the fundamental advantages of the information regarding wages in the Economically Active Population Survey, as compared with other sources of wage information, was that **the scope of reference of the EAPS was complete**, in other words, it included all wage earners resident in Spain, in particular those from the agrarian sector, household employees and all public sector employees. On the other hand, the sample of wage earners was much smaller, for example, than in Wage Structure Surveys in Spain.

Wage data regarding deciles was **compiled from administrative records of the General Social Security Treasury (TGSS), the State Tax Administration Agency and the Tax**

⁴ See <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2007:315:0042:0043:EN:PDF> and <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2008:114:0057:0084:EN:PDF>, respectively.

Agency of Navarra⁵ (see [METHODOLOGICAL NOTE IN INEbase](#) for more details on obtaining the variable).

Since the variable required by the LFS regulations is the decile, any other anonymised individual wage information may not be disseminated, pursuant to tax legislation. For the same reason, it is not possible to provide the estimated average wage for different crosses of variables either. For this reason, information is only presented as a percentage distribution of wage earners by decile. ([RESULTS TABLES](#)).

Nevertheless, in order to provide additional information to the interested user, limits are also published for each decile, in euros, as well as average wages per decile ([AVERAGE WAGES PER DECILE](#)). From this last item of data, it is possible to make an approximate calculation of average wage estimates for relevant categories, as highlighted in the following **example** referring to wage earners by type of working day.

According to the results for 2011, the data is as follows:

Additional information: average values for each decile in 2011

	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Average of each decile	460.6	857.6	1,120.9	1,301.9	1,474.2	1,665.7	1,914.7	2,281.3	2,848.2	4,445.5

Wage earners by type of working day and decile. Percentages as compared with the total for each type of working day

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Full-time	100.0	1.2	7.2	10.5	11.1	11.5	11.7	11.6	11.7	11.8	11.8
Part-time	100.0	58.0	25.4	7.5	3.9	1.7	0.7	1.4	1.0	0.4	0.0

The **approximate average wage for full-time wage earners** in 2011 would be:

$$(460.6 \times 1.2 + 857.6 \times 7.2 + 1120.9 \times 10.5 + 1301.9 \times 11.1 + 1474.2 \times 11.5 + 1665.7 \times 11.7 + 1914.7 \times 11.6 + 2281.3 \times 11.7 + 2848.2 \times 11.8 + 4445.5 \times 11.8) / 100 = \mathbf{2043.6 \text{ euros}}$$

The **average part-time wage** would be:

$$(460.6 \times 58 + 857.6 \times 25.4 + 1120.9 \times 7.5 + 1301.9 \times 3.9 + 1474.2 \times 1.7 + 1665.7 \times 0.7 + 1914.7 \times 1.4 + 2281.3 \times 1 + 2848.2 \times 0.4 + 4445.5 \times 0) / 100 = \mathbf{717.6 \text{ euros}}$$

⁵ By means of the Statistics Institute of Navarra (IEN).