

26 September 2018

The Wages of Persons with Disabilities¹

Exploitation of the 2016 Annual Wage Structure Survey and of the State Database of Persons with Disability.
Year 2016.

Main Results

- The average gross annual salary of employed workers with disabilities was 19,297.6 euros in 2016, 1.4% less than the previous year. This figure was 17.1% lower than that of persons without disabilities (23,273.3 euros).
- Men with disabilities had a salary 21.0% lower than men without disabilities. In turn, women with disabilities earned salaries 14.0% lower than that of women without disabilities.
- Salary differences between men and women with disabilities were lower (the salary was 15.8% lower for women) than in the case of the population without disabilities (22,6%).
- In mid-level occupations (employees, craftsmen and qualified workers) the salaries of persons with and without disabilities approximated (ratio of 97.1%).

In high positions (directors; managers; scientific technicians and professionals; intellectual and support technicians) disabled workers received a salary 6.3% lower than the rest of the workers. In low-level positions (operators and unskilled workers), wages were 20.3% lower.
- The lowest salaries were for workers with intellectual and mental disabilities. On the other hand, workers with sensory and physical disabilities received the highest salaries.

The Salaries of Persons with Disabilities 2016 uses the information derived from an integration of the statistical data provided by the Annual Wage Structure Survey 2016 (AWSS) with the administrative data registered in the State Database of Persons with Disabilities (SDPD). It also includes data on employment promotion measures from the General Social Security Treasurer's Office (TGSS) and information on the receipt of benefits from the Public Social Benefits Register of the National Social Security Institute (INSS).

The population scope of The Wages of Persons with Disabilities also includes, since 2014, Social Security pensioners who have a recognized permanent total, absolute or major disability pension and civil service pensioners who have a recognized retirement pension due to permanent disability for service or disablement under Royal Legislative Decree 1/2013.

¹ These are people with a degree of disability greater than or equal to 33% and who have been assimilated (according to Royal Legislative Decree 1/2013).

Salaries and disability

Salary differences between people with and without disabilities should be differentiated according to labour and personal variables (sex, age, type of contract, type of working day and occupation), the combination of which has a significant impact on wages.

In overall terms and from an employment point of view, the most significant aspect for the group of people with legally recognised disabilities is their low participation in the labour market.

Thus, in 2016 they presented an activity rate of 35.2%, more than 42 points lower than that of the non-disabled population. The employment rate was 25.1%, less than half that of non-disabled persons, and the unemployment rate was 28.6%, nine points higher than that of the non-disabled population².

In this context, the annual gross wage for employed persons with disabilities was 19,297.6 euros per worker, 17.1% less than that of persons without disabilities. Hence, the salary ratio between persons with and without disabilities was 82.9%. This ratio has decreased with respect to 2015, when it stood at 84,3%.

The hourly wage for persons with disabilities stood at 12.7 euros annually, 14.8% less than that for persons without disabilities.

Average income Year 2016

Units: euros

	Total	Persons without disabilities	Persons with disabilities	Wage differences ¹ (%)
Gross annual wage				
Per worker	23,156.3	23,273.3	19,297.6	-17.1
Per hour	14.9	14.9	12.7	-14.8

¹ Wage differences = difference between earnings of persons with and without disabilities, expressed as a percentage with respect to the earnings of persons without disabilities.

The differences in median salary (for which there are as many workers with higher salaries as workers with lower salaries) stood at 16.7%.

The fact that the average wage is higher than the median is due to the weight of workers with higher wages.

² Data from the statistic 'Employment of Persons with Disabilities 2016'.

**Salary distributions for persons with and without disabilities
Year 2016**

Units: euros

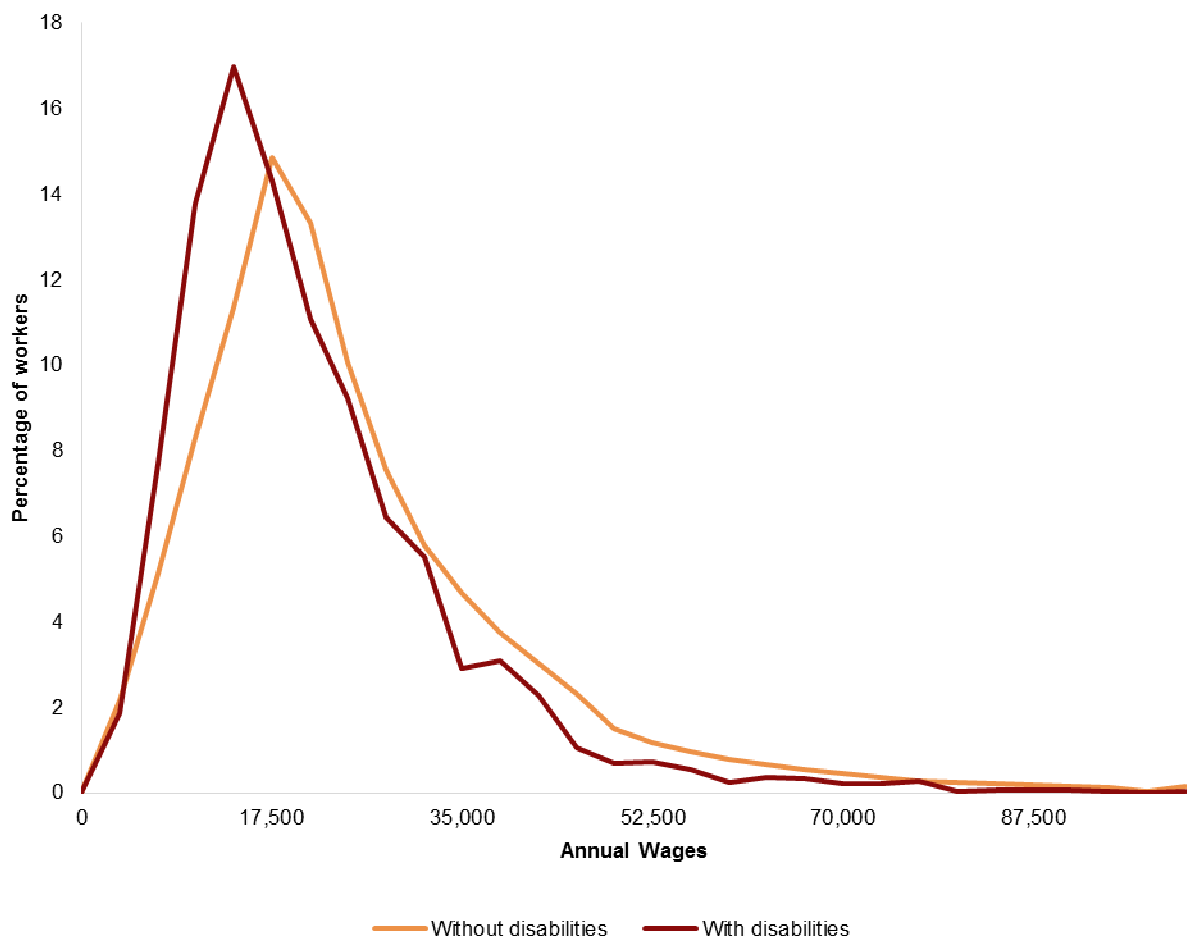
	Average wage	Median wage
Persons without disabilities	23,273.3	19,525.0
Persons with disabilities	19,297.6	16,271.6
Wage differences (%)	-17.1	-16.7

The wage distribution was similar in both groups, although in the case of people with disabilities a larger percentage of workers was concentrated in the lower wages.

In general, although the differences between the wage levels of people with and without disabilities were significant in 2016, they decreased as the wage level increased.

Distribution of gross annual salary. Year 2016

Units: euros



Wages and disability according to the characteristics of the worker and the characteristic of the work unit³

By sex, the average salary of disabled women was 17,365.0 euros per worker per year, while for men it was 20,614.2 euros. The salary of women was, therefore, 15.8% lower than that of men, a smaller difference than in the case of the population without disability (22.6% lower).

Moreover, fewer wage inequalities were detected among the female population with and without disability (the salary of the former was 14.0% lower than that of the latter), than in the case of men (whose salary was 21.0% lower in the presence of disability).

By age group, workers with disabilities obtained a lower salary than that received by those without disabilities, regardless of age. The greatest difference occurred in the 30-44 age group, with a ratio of 77.4%.

Annual earnings according to the demographic characteristics of the worker

Year 2016

Units: euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Total	23,273.3	19,297.6	82.9
Sex			
Men	26,108.5	20,614.2	79.0
Women	20,202.2	17,365.0	86.0
Age groups			
16 to 29 years	14,654.8	11,834.5	80.8
30 to 44 years	22,376.7	17,330.1	77.4
45 years and over	25,992.6	20,577.9	79.2

With regard to the type of working day, in 2016 fewer wage differences were observed between persons with and without disability in part-time contracts, for whom the wage ratio stood at 90.7%.

By type of contract, the ratio was the same for both permanent and fixed-term contracts (84.2% in both cases).

The occupation of workers is the most revealing variable of the employment situation of persons with disabilities. In 2016, in none of the occupational groups did persons with disabilities exceed the gross wage of the non-disabled population.

Persons with disabilities in high occupancy positions (directors and managers; technicians and scientific professionals, intellectual and support technicians) and mid-level employees, (craftsmen and qualified workers) reduced their wage differences with respect to persons without disabilities in the same positions, since the wage ratio increased with respect to 2015, standing at 93.7% and 97.1% respectively.

³ The work unit is the Social Security Contribution Account, which is the sampling unit used in wage and labour cost surveys.

On the other hand, in low occupations (operators and unskilled workers) disabled persons increased the wage gap with respect to 2015, reducing the ratio to 79.7%.

Wage ratio between workers with and without disability by occupation

Year 2016

Units: percentage

Occupation group	2015	2016
High: directors and managers; scientific technicians and professionals, intellectual and support technicians	92.8	93.7
Medium: skilled employees, craftspersons and workers	95.9	97.1
Low: unskilled operators and workers	83.1	79.7

Annual earnings according to the labour characteristics of the worker

Year 2016

Units: euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Type of working day			
Full-time	26,983.3	22,921.9	84.9
Part-time	10,287.9	9,333.5	90.7
Type of contract			
Indefinite duration	24,625.1	20,731.6	84.2
Fixed-term	16,664.9	14,023.8	84.2
Occupation group			
High: directors and managers; scientific technicians and professionals, intellectual and support technicians	32,812.5	30,759.6	93.7
Medium: skilled employees, craftspersons and workers	18,712.3	18,178.3	97.1
Low: unskilled operators and workers	17,137.1	13,661.4	79.7

If the characteristics of the work unit and the company are taken into account, the salary of persons with disabilities increased as the size of the centre increased.

Although in all cases the salary of persons with disabilities was lower than that of persons without disabilities, the greatest differences were recorded in medium-sized contribution centres (of between 50 and 199 workers), with salary levels for persons with disabilities 30.2% lower than those without disabilities.

By activity sectors, the differences between the salaries of persons with and without disabilities were lower in the *Services* sector.

Annual earnings according to the characteristics of the work unit

Year 2016

Units: euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Unit size¹			
1 to 49 workers	18,862.5	15,662.6	83.0
50 to 199 workers	24,890.4	17,383.8	69.8
200 workers or more	29,060.1	23,364.1	80.4
Activity sector			
Industry and Construction	25,998.4	21,287.8	81.9
Services	22,553.7	18,925.0	83.9

¹The "working unit" is the Social Security Contribution Account

Salaries by type and intensity of disability

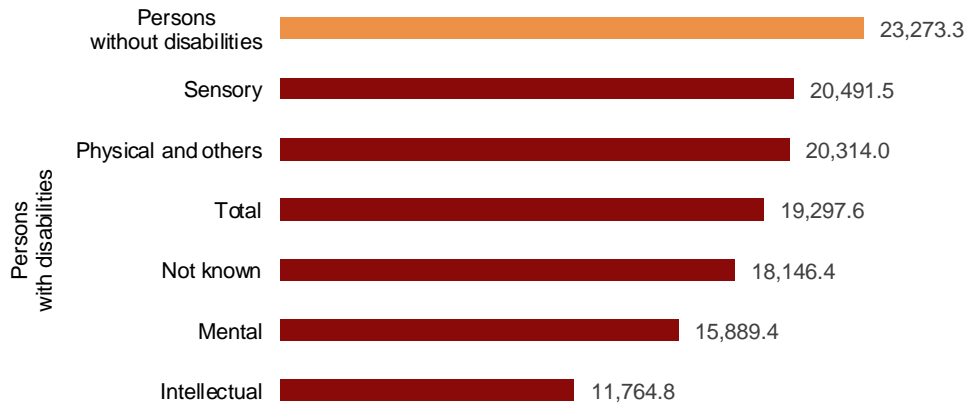
The largest salary discrepancies appear when the type of disability is considered. Thus, the highest earnings in 2016 corresponded to persons with sensory disabilities, followed by persons with physical disabilities and others, with salaries that exceeded the average salary of persons with disabilities by 6.2% and 5.3%, respectively.

At the opposite extreme, workers with intellectual and mental disabilities received the lowest wages (11,764.8 and 15,899.4 euros per year respectively), with wages 39.0% and 17.7% lower, respectively, than the average of the group with disabilities.

Differences were also observed according to the degree of disability, although not so pronounced. Wages ranged from 19,691.0 euros per year in the case of persons with a lower degree, to 18,146.4 euros for persons whose degree of disability is not recorded because they are not registered in the SDPD.

Annual salary according to type of disability. Year 2016

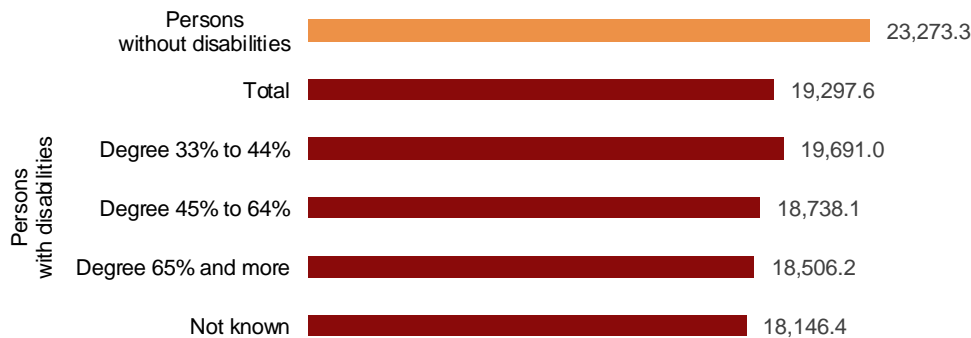
Units: euros



(*) The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Annual salary according to degree of disability. Year 2016

Units: euros



(*) The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Salaries and employment promotion measures

A series of measures to promote employment are aimed at the group of people with disabilities in order to favour their hiring and their permanence in the workplace. These advantages include reductions and bonuses in Social Security contributions and the specific contract modality for workers with disabilities.

If the group of persons with disabilities is analysed in terms of the employment promotion measures received in 2016, it can be seen that the persons who benefited from them were, in turn, those who had the lowest incomes (15,455.8 and 17,635.1 euros per year for persons with reductions and with specific contracts, respectively).

Gross annual salary of persons with disabilities according to employment promotion measures.

Year 2016

Units: euros

	Gross annual wage
Total persons with disabilities	19,297.6
According to whether or not they have reductions on contributions	
Without bonuses/reductions	21,826.9
With bonuses/reductions	15,455.8
According to whether or not they have specific disability contract	
Other contracts	19,813.8
Specific disability contract	17,635.1

Methodological note

The statistic The Wages of Persons with Disabilities (WPD) investigates the distribution of the salaries of workers with a disability certificate (they have a recognised degree of disability equal to or greater than 33%), depending on a large number of variables such as sex, occupation, type and degree of disability or employment promotion measures.

Together with the statistics The Employment of Persons with Disabilities (EPD), also compiled by the INE, the WPD is constituted as a continuous and integrated information system on disability and the labour market.

The Wages of Persons with Disabilities 2016 has been elaborated from the INE Annual Wage Structure Survey 2016 (AWSS) and from the State Database of Persons with Disabilities (BEPD) of the Institute for the Elderly and Social Services (IMSERSO). It also includes data on promotion of employment measures from the General Social Security Treasurer's Office (TGSS) and information on the receipt of benefits from the Public Social Benefits Register of the National Social Security Institute (INSS). For the years in which the Annual Wage Structure Survey is not carried out (2010 and 2014), the statistic The Wage of Persons with Disabilities is constructed using the four-yearly Wage Structure Survey. In that case, the information that can be provided is more detailed⁴.

⁴ No data on net salary or information on characteristics such as educational level, seniority or control of the company can be provided for 2016.

All the results refer to employees who contribute to the Social Security of the economy as a whole, excluding Agriculture, Livestock and Fishing, households that employ domestic personnel and extraterritorial organisations, which implies excluding 6.1% of the total number of employed persons and 4.2% of the employed persons with disabilities.

The creation of the WPD was made possible thanks to the initiative of INE, IMSERSO, the General Direction of Policies to Support Disability, the Spanish Committee of Representatives of People with Disabilities (CERMI) and the ONCE Foundation, implemented through the signing of a collaboration agreement.

The sample of persons with disabilities is very sensitive to any improvement or change produced in the administrative sources, as well as to the composition of the sample of the Wage Structure Surveys (the sample selection in them is not carried out taking into account the group of persons with disabilities). These factors must be taken into account when comparing results from different years.

For further information see **INEbase**: www.ine.es/en/ Twitter: [@es_ine](https://twitter.com/es_ine)

All press releases at: www.ine.es/en/prensa/prensa_en.htm

Press office: Telephone numbers: (+34) 91 583 93 63 /94 08 – gprensa@ine.es

Information Area: Telephone number: (+34) 91 583 91 00 – www.ine.es/infoine/?L=1
