

19 September 2019

The Wages of Persons with Disabilities¹

Exploitation of the 2017 Annual Wage Structure Survey and of the State Database of Persons with Disability.
Year 2017.

Main Results

- The average gross annual salary of employed workers with disabilities was 19,726.2 euros in 2017, 2.2% more than the previous year. This figure was 17.0% lower than that of persons without disabilities (23,764.8 euros).
- Men with disabilities had a salary 20.7% lower than men without disabilities. In the case of women, this was 14.3% lower.
- Salary differences between men and women with disabilities were lower (the salary was 15.9% lower for women) than in the case of the population without disabilities (22,2%).
- In mid-level occupations (employees, craftsmen and qualified workers) the salaries of persons with and without disabilities approximated (ratio of 94.5%). In high positions (directors; managers; scientific technicians and professionals; intellectual and support technicians) disabled workers received a salary 7.4% lower than the rest of the workers. In low-level positions (operators and unskilled workers), wages were 17.1% 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.

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 2017 they presented an activity rate of 35.0%, more than 42 points lower than that of the non-disabled population. The employment rate was 25.9%, less than half of that of persons without disabilities. And the unemployment rate was 26.2%, 9 percentage points higher than that of persons without disabilities².

In this context, the annual gross wage for employed persons with disabilities was 19,726.2 euros per worker, 17.0% less than that of persons without disabilities. The wage ratio between

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).

² Data from the statistic 'Employment of Persons with Disabilities 2017'.

workers with and without disabilities was 83%, with a slight increase compared to 2016, when this figure was 82.9%.

Meanwhile, the hourly wage for persons with disabilities was 12.9 euros annually, 15.4% less than that for persons without disabilities.

Average income Year 2017

Units: euros

| | Total | Persons without disabilities | Persons with disabilities | Wage differences ¹ (%) |
|-------------------|----------|------------------------------|---------------------------|-----------------------------------|
| Gross annual wage | | | | |
| Per worker | 23,646.5 | 23,764.8 | 19,726.2 | -17.0 |
| Per hour | 15.1 | 15.2 | 12.9 | -15.4 |

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 difference in median wages (for which there are as many workers with higher salaries as with lower salaries) was 15.6%

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

Salary distributions for persons with and without disabilities

2017

Units: euros

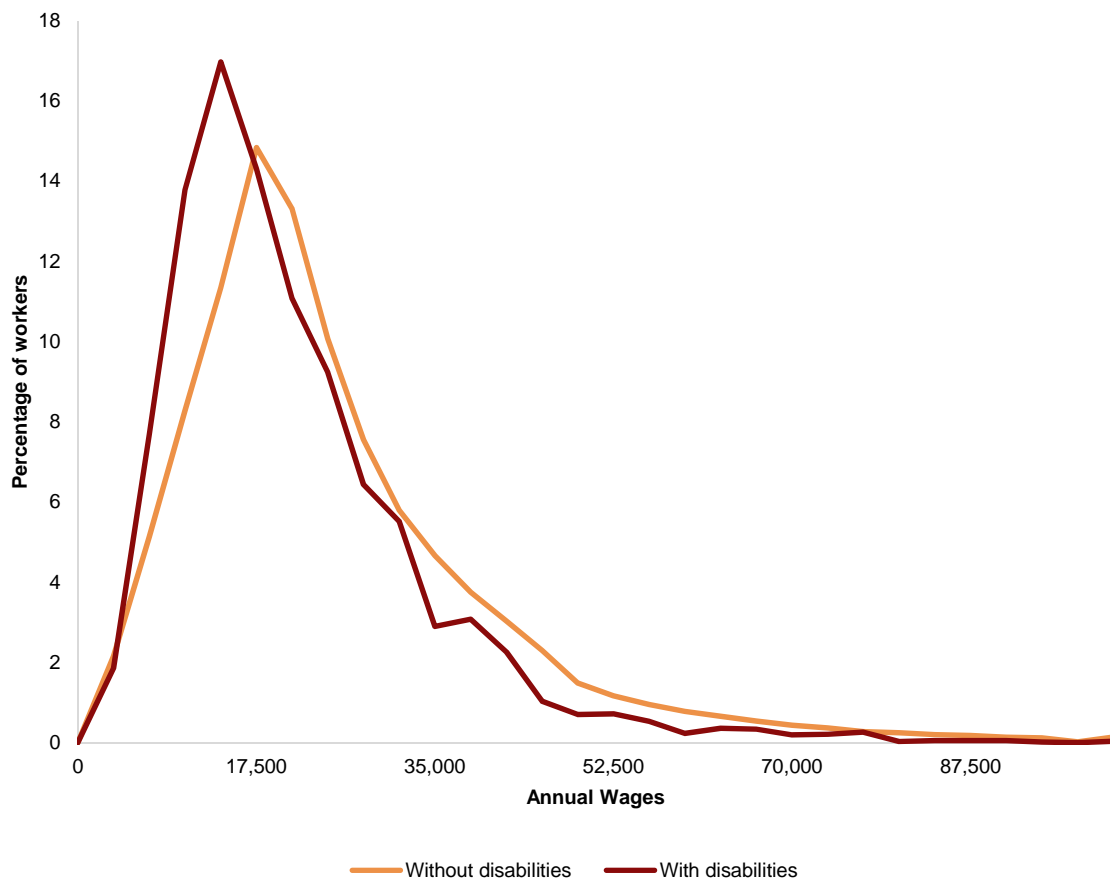
| | Average wage | Median wage |
|------------------------------|--------------|-------------|
| Persons without disabilities | 23,764.8 | 19,918.3 |
| Persons with disabilities | 19,726.2 | 16,819.7 |
| Wage differences (%) | -17.0 | -15.6 |

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, they decreased as the wage level increased.

Distribution of gross annual salary. Year 2017

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 17,730.8 euros per worker per year, while for men it was 21,079.2 euros. The salary of women was, therefore, 15.9% lower than that of men, a smaller difference than in the case of the population without disability (22.2% lower).

Moreover, fewer wage inequalities were detected among the female population with and without disability (the salary of the former was 14.3% lower than that of the latter), than in the case of men (whose salary was 20.7% 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 78.1%.

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

**Annual earnings according to the demographic characteristics of the worker
Year 2017**

Units: euros

| | Persons without disabilities | Persons with disabilities | Wage ratio (%) |
|-------------------|---------------------------------|------------------------------|----------------|
| Total | 23,764.8 | 19,726.2 | 83.0 |
| Sex | | | |
| Men | 26,574.5 | 21,079.2 | 79.3 |
| Women | 20,681.4 | 17,730.8 | 85.7 |
| Age groups | | | |
| 16 to 29 years | 15,101.4 | 12,625.5 | 83.6 |
| 30 to 44 years | 22,803.6 | 17,798.7 | 78.1 |
| 45 years and over | 26,444.4 | 20,908.3 | 79.1 |

With regard to the type of working day, in 2017 fewer wage differences were observed between persons with and without disability in part-time contracts, for whom the wage ratio stood at 88.2%.

By type of contract, the wage ratio was similar for both permanent and temporary contracts (84.3% and 86.8% respectively).

The occupation of workers is the most revealing variable of the employment situation of persons with disabilities. In 2017, 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) increased their wage differences with respect to persons without disabilities in the same positions, since the wage ratio decreased with respect to 2016, standing at 92.6% and 94.5% respectively.

On the other hand, in low occupations (operators and unskilled workers) disabled persons reduced the wage gap with respect to 2016, increasing the ratio to 82.9%.

**Wage ratio between workers with and without disability by occupation
Year 2017**

Units: percentage

| Occupation group | 2016 | 2017 |
|--|------|------|
| High: directors and managers; scientific technicians and professionals, intellectual and support technicians | 93.7 | 92.6 |
| Medium: skilled employees, craftspersons and workers | 97.1 | 94.5 |
| Low: unskilled operators and workers | 79.7 | 82.9 |

**Annual earnings according to the labour characteristics of the worker
Year 2017**

Units: euros

| | Persons without disabilities | Persons with disabilities | Wage ratio (%) |
|--|---------------------------------|------------------------------|----------------|
| Type of working day | | | |
| Full-time | 27,467.5 | 23,225.5 | 84.6 |
| Part-time | 10,726.7 | 9,461.4 | 88.2 |
| Type of contract | | | |
| Indefinite duration | 25,192.3 | 21,240.9 | 84.3 |
| Fixed-term | 17,121.9 | 14,857.0 | 86.8 |
| Occupation group | | | |
| High: directors and managers; scientific technicians and professionals, intellectual and support technicians | 33,392.8 | 30,933.8 | 92.6 |
| Medium: skilled employees, craftspersons and workers | 19,018.7 | 17,964.7 | 94.5 |
| Low: unskilled operators and workers | 17,511.4 | 14,515.1 | 82.9 |

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 26.3% lower than those without disabilities.

By activity sectors, the differences between the salaries of persons with and without disabilities were similar in all sectors.

**Annual earnings according to the characteristics of the work unit
Year 2017**

Units: euros

| | Persons without disabilities | Persons with disabilities | Wage ratio (%) |
|------------------------------|---------------------------------|------------------------------|----------------|
| Unit size¹ | | | |
| 1 to 49 workers | 19,401.8 | 15,962.1 | 82.3 |
| 50 to 199 workers | 25,213.2 | 18,574.0 | 73.7 |
| 200 workers or more | 29,482.2 | 23,485.8 | 79.7 |
| Activity sector | | | |
| Industry and Construction | 26,407.1 | 22,156.4 | 83.9 |
| Services | 23,062.3 | 19,272.5 | 83.6 |

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

Salaries by type and intensity of disability

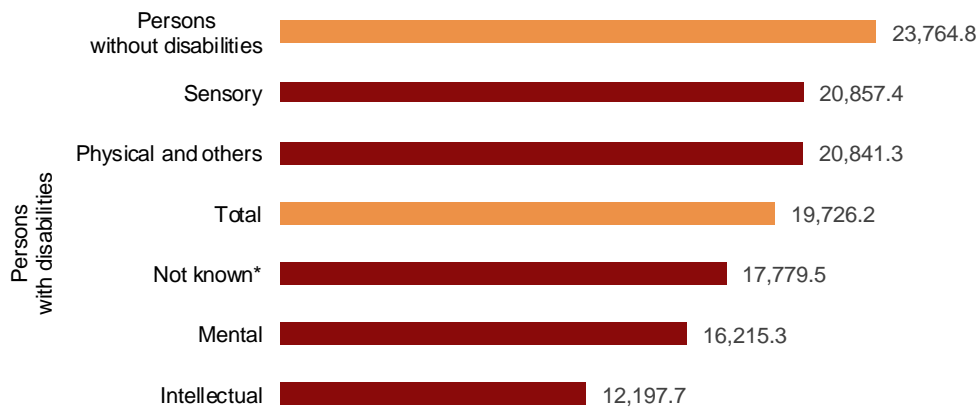
The largest salary discrepancies appear when the type of disability is considered. Thus, the highest earnings in 2017 corresponded to persons with sensory disabilities, followed by persons with physical disabilities and others, with salaries that exceeded the average salary of persons with disabilities by 5.7% in both cases.

At the opposite extreme, workers with intellectual and mental disabilities received the lowest wages (12,197.7 and 16,215.3 euros per year respectively), with wages 38.2% and 17.8% lower, respectively, than the average of the group with disabilities.

Differences were also observed according to the degree of disability, although not so pronounced. Salaries ranged from between 20,125.2 euros annually in persons with a lower degree of disability, to 17,779.5 euros for those who have a recognised pension for permanent disability and whose degree of disability is not stated as they are not registered in the State Base of Persons with Disabilities (BEPD).

Annual salary according to type of disability. Year 2017

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 2017

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 2017, it can be seen that the persons who benefited from them were, in turn, those who had the lowest incomes (16,003.9 and 18,190.4 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 2017

Units: euros

| | Gross annual wage |
|--|----------------------|
| Total persons with disabilities | 19,726.2 |
| According to whether or not they have reductions on contributions | |
| Without bonuses/reductions | 22,184.8 |
| With bonuses/reductions | 16,003.9 |
| According to whether or not they have specific disability contract | |
| Other contracts | 20,214.3 |
| Specific disability contract | 18,190.4 |

Data review and update

The data published today are final. The results are available at INEBase.

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.

The WPD is contemplated in the National Statistical Plan and in the Annual Programmes. This is performed on the basis of information provided by IMSERSO and Social Security, bodies to which INE is grateful for their collaboration. INE is also grateful to the Ministry of Health, Consumption and Social Services, with whom they have a signed collaboration agreement for the preparation of this statistic. INE is also grateful for the collaboration of the Spanish Committee of Representatives of Persons with Disabilities (CERMI) and of the ONCE Foundation, bodies that contributed to the creation of this statistic at the start.

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.

Type of operation: Continuous annual survey.

Population scope: Salaried workers on a payroll that contribute to Social Security, excluding Agriculture, Livestock and Fishing, households that employ domestic staff and extra-territorial organisations.

Geographical scope: The entire national territory.

Reference period of the results: Annual.

Reference period of the information: Annual.

Source data: integration of statistical data provided by the Wage Structure Survey with administrative data registered in IMSERSO's State Base of Persons with Disabilities, the General Treasury of Social Security and the INSS's Register of Public Benefits.

For more information, you can access the methodology at:

<http://www.ine.es/metodologia/t22/t2230331a.pdf>

And the standardised methodological report at:

<http://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30320>

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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

Wages of persons with disabilities¹

Year 2017

Wages per worker

1. Earnings and disabilities, according to the characteristics of the worker

| | Gross annual wage | | |
|-------------------------------------|------------------------------|---------------------------|-----------------------------|
| | Persons without disabilities | Persons with disabilities | Wage ratio ² (%) |
| Total | 23,764.8 | 19,726.2 | 83.0 |
| Sex | | | |
| Men | 26,574.5 | 21,079.2 | 79.3 |
| Women | 20,681.4 | 17,730.8 | 85.7 |
| Age groups | | | |
| 16 to 29 years | 15,101.4 | 12,625.5 | 83.6 |
| 30 to 44 years | 22,803.6 | 17,798.7 | 78.1 |
| 45 years and over | 26,444.4 | 20,908.3 | 79.1 |
| Type of working day | | | |
| Full-time | 27,467.5 | 23,225.5 | 84.6 |
| Part-time | 10,726.7 | 9,461.4 | 88.2 |
| Type of contract | | | |
| Indefinite duration | 25,192.3 | 21,240.9 | 84.3 |
| Fixed-term | 17,121.9 | 14,857.0 | 86.8 |
| Occupation group³ | | | |
| High | 33,392.8 | 30,933.8 | 92.6 |
| Medium | 19,018.7 | 17,964.7 | 94.5 |
| Low | 17,511.4 | 14,515.1 | 82.9 |

2. Earnings and disabilities, according to the features of the company

| | Gross annual wage | |
|-------------------------------------|------------------------------|---------------------------|
| | Persons without disabilities | Persons with disabilities |
| Total | 23,764.8 | 19,726.2 |
| Size of the unit⁴ | | |
| 1 to 49 workers | 19,401.8 | 15,962.1 |
| 50 to 199 workers | 25,213.2 | 18,574.0 |
| 200 workers or more | 29,482.2 | 23,485.8 |
| Activity sector | | |
| Industry and Construction | 26,407.1 | 22,156.4 |
| Services | 23,062.3 | 19,272.5 |

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability greater than or equal to 33%. (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

² Wage ratio = Earnings of persons with disabilities over those of persons without disabilities, as a percentage. A value of 100 indicates wage equality between the two groups. The further the figure is from 100, the greater the inequality existing between them.

³ Occupation group: - High: directors and managers; scientific, intellectual and support technicians and professionals.
- Medium: skilled employees, craftspersons and workers.
- Low: unskilled operators and workers.

⁴ The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

Wages of persons with disabilities¹ Year 2017

Wages per worker

3. Earnings, according to type and degree of disability

| | Gross annual wage |
|---------------------------------|-------------------|
| Total | 19,726.2 |
| Type of disability ² | |
| Physical and others | 20,841.3 |
| Intellectual | 12,197.7 |
| Mental | 16,215.3 |
| Sensory | 20,857.4 |
| Not known ³ | 17,779.5 |
| Degree of disability | |
| 33% to 44% | 20,125.2 |
| 45% to 64% | 19,508.4 |
| 65% and more | 18,834.8 |
| Not known ³ | 17,779.5 |

4. Earnings, according to measures to encourage employment

| | Gross annual wage |
|--|-------------------|
| Total persons with disabilities | 19,726.2 |
| According to whether or not they have reductions on contributions | |
| Without bonuses/reductions | 22,184.8 |
| With bonuses/reductions | 16,003.9 |
| According to whether or not they have specific disability contract | |
| Other contracts | 18,190.4 |
| Specific disability contract | 20,214.3 |

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

² Type of disability: Physical and others: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, metabolic and endocrine systems and other systems.
Intellectual
Mental
Sensory: impairments of the visual and auditory systems

³ The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Wages of persons with disabilities¹

Year 2017

Wages per hour

5. Earnings and disability, according to the worker's features

| | Gross annual wage | |
|-------------------------------|------------------------------|---------------------------|
| | Persons without disabilities | Persons with disabilities |
| Total | 15.2 | 12.9 |
| Sex | | |
| Men | 16.2 | 13.2 |
| Women | 14.0 | 12.2 |
| Age groups | | |
| 16 to 29 years | 10.4 | 8.5 |
| 30 to 44 years | 14.4 | 11.5 |
| 45 years and over | 16.9 | 13.7 |
| Type of working day | | |
| Full-time | 15.9 | 13.5 |
| Part-time | 10.9 | 9.6 |
| Type of contract | | |
| Indefinite duration | 15.8 | 13.5 |
| Fixed-term | 12.0 | 10.4 |
| Occupation group ² | | |
| High | 20.9 | 19.5 |
| Medium | 12.2 | 11.6 |
| Low | 11.5 | 9.8 |

6. Earnings and disability, according to the features of the company

| | Gross annual wage | |
|-------------------------------|------------------------------|---------------------------|
| | Persons without disabilities | Persons with disabilities |
| Total | 15.2 | 12.9 |
| Size of the unit ³ | | |
| 1 to 49 workers | 12.7 | 10.7 |
| 50 to 199 workers | 15.9 | 12.0 |
| 200 workers or more | 18.4 | 15.0 |
| Activity sector | | |
| Industry and Construction | 15.8 | 13.5 |
| Services | 15.0 | 12.7 |

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability greater than or equal to 33%. (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

² Occupation group: - High: directors and managers; scientific, intellectual and support technicians and professionals.
- Medium: skilled employees, craftspersons and workers.
- Low: unskilled operators and workers.

³ The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

Wages of persons with disabilities¹ Year 2017

Wages per hour

7. Earnings according to the type and degree of disability

| | Gross annual wage |
|---------------------------------|-------------------|
| Total | 12.9 |
| Type of disability ² | |
| Physical and others | 13.5 |
| Intellectual | 8.1 |
| Mental | 10.9 |
| Sensory | 13.6 |
| Not known ³ | 11.7 |
| Degree of disability | |
| 33% to 44% | 13.1 |
| 45% to 64% | 12.7 |
| 65% and more | 12.4 |
| Not known ³ | 11.7 |

8. Earnings according to the employment encouraging measures

| | Gross annual wage |
|--|-------------------|
| Total persons with disabilities | 12.9 |
| According to whether or not they have reductions on contributions | |
| Without bonuses/reductions | 14.6 |
| With bonuses/reductions | 10.2 |
| According to whether or not they have specific disability contract | |
| Other contracts | 11.7 |
| Specific disability contract | 13.2 |

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability greater than or equal to 33%. (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

² Type of disability: Physical and others: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, endocrine systems and metabolic and other systems. Intellectual. Mental. Sensory: impediments of the visual/auditive system

³ The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.