

28 September 2022

**The Wages of Persons with Disabilities<sup>1</sup>**  
Exploitation of the Annual Wage Structure Survey 2019 and of  
the State Database of Persons with Disabilities.  
Year 2020

**Main results**

- The average gross annual salary of employed workers with disabilities was 20,799.3 euros in 2020, 1.1% more than the previous year. This figure was 17.8% lower than that of persons without disabilities (25,305.3 euros).
- Men with disabilities had a salary 21.0% lower than men without disabilities. In the case of women, it was 14.7% lower.
- Salary differences between men and women with disabilities were lower (the salary was 12.5% lower for women) than in the case of the population without disabilities (19,0%).
- In mid-level positions (employees, craftspersons and skilled workers) the wage equality was almost reached for persons with and without disabilities (with a ratio of 96.5%). In high positions (directors; managers; scientific technicians and professionals; intellectual and support technicians) disabled workers received a salary 7.9% lower than the rest of the workers in the same category. In low-level positions (operators and unskilled workers), wages were 18.0% lower.
- By disability type, the lowest salaries went to 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 2020 they presented an activity rate of 34.3%, more than 41 points lower than that of the non-disabled population. The employment rate was 26.7%, less than half of that for people without disabilities. Furthermore, the unemployment rate was 22.2%, 6.8 points higher than that of the population without disabilities<sup>2</sup>.

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

<sup>2</sup> Data from the statistics 'Employment of Persons with Disabilities 2020', referred to the population aged 16 to 64 years

In this context, the annual gross wage for employed persons with disabilities was 20,799.3<sup>3</sup> euros per worker, 17.8% less than that of persons without disabilities. The wage ratio between workers with and without disabilities was 82.2%. This represented a decrease compared to 2019, when it was 83.9%.

On the other hand, the hourly wage for people with disabilities was 13.9 euros annually, compared to 16.2 euros for people without disabilities.

### Average income Year 2020

Units: euros

	Total	Persons without disabilities	Persons with disabilities	Wage differences <sup>1</sup> (%)
Gross annual wage				
Per worker	25,165.5	25,305.3	20,799.3	-17.8
Per hour	16.1	16.2	13.9	-14.5

<sup>1</sup> 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 annual wages (for which there are as many workers with higher salaries as there are with lower salaries) stood at 17.3%

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

Year 2020

Units: euros

	Average wage	Median wage
Persons without disabilities	25,305.3	21,029.7
Persons with disabilities	20,799.3	17,389.0
Wage differences (%)	-17.8	-17.3

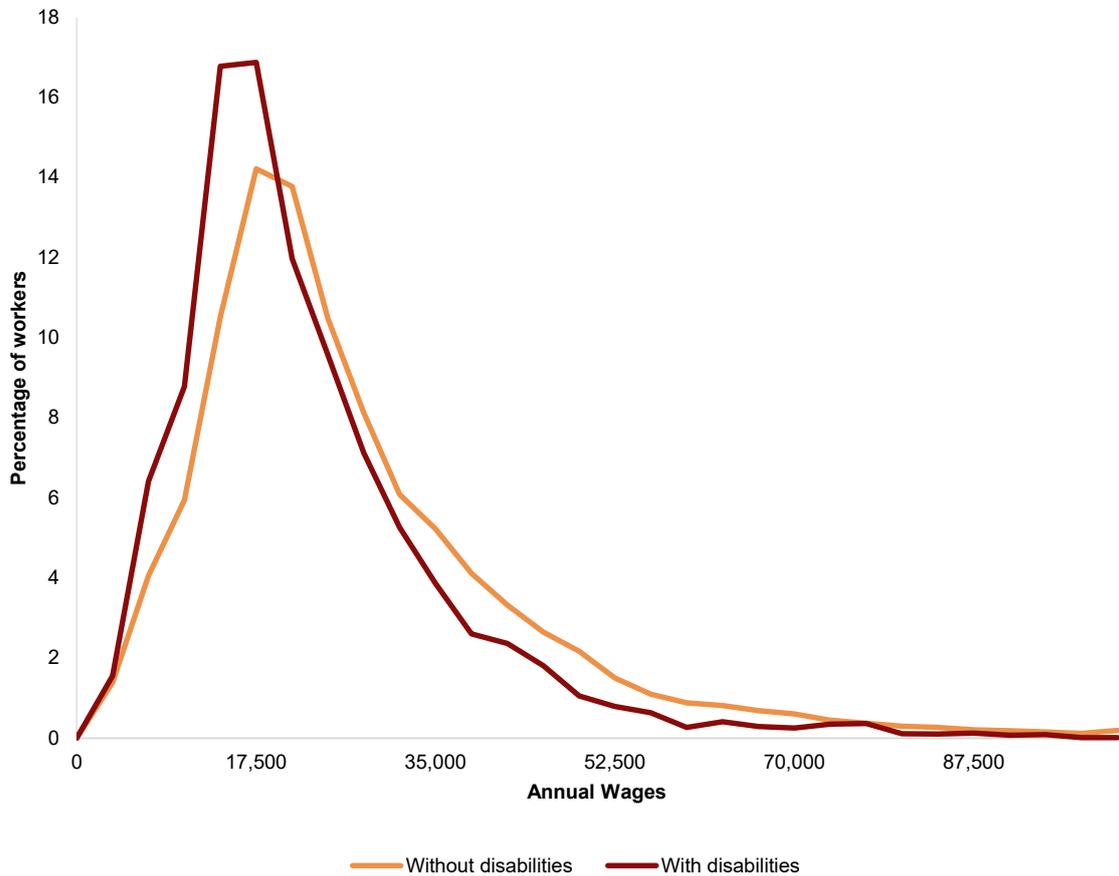
The wage distribution was similar in both groups, although in the case of people with disabilities a larger percentage of workers was concentrated in the lower wages.

<sup>3</sup> For an adequate interpretation of the earnings, we must take into account that earnings from the second and subsequent jobs of the same employee are not collected. We use the earnings of each worker in the company for which they have been selected. In addition, for a correct comparison between workers, an annual salary adjustment is made for those who have not worked all year in the same workplace, either because they have started or ended their contract, or because they have been registered with Social Security but without receiving remuneration from the company, as in the case of maternity/paternity leave, unpaid leave, ERTE, etc. In these cases, the annual salary corresponding to what they would have received if they had been working all year under the same conditions is assigned.

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 2020**

Units: euros



**Wages and disability according to the characteristics of the worker and the characteristic of the work unit<sup>4</sup>**

By sex, the average salary of disabled women was 19,237.4 euros per worker per year, while for men it was 21,995.9 euros. The salary of women was, therefore, 12.5% lower than that of men, a smaller difference than in the case of the population without disability (19.0% lower).

Moreover, fewer wage inequalities were detected among the female population with and without disability (the salary of the former was 14.7% lower than that of the latter), than in the case of men (whose salary was 21.0% lower in the presence of disability).

<sup>4</sup> The work unit is the Social Security Contribution Account, which is the sampling unit used in wage and labour cost surveys.

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 to 44 year old age group, with a ratio of 76.2%.

**Annual earnings according to the demographic characteristics of the worker  
Year 2020**

Units: euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Total	25,305.3	20,799.3	82.2
Sex			
Men	27,839.3	21,995.9	79.0
Women	22,560.9	19,237.4	85.3
Age groups			
16 to 29 years	16,721.3	13,931.5	83.3
30 to 44 years	24,194.9	18,424.9	76.2
45 years and over	28,002.6	22,095.3	78.9

The occupation of workers is the most revealing variable of the employment situation of persons with disabilities. In 2020, in none of the occupational groups did persons with disabilities exceed the gross wage of the non-disabled population.

Wage differences for persons with disabilities in high occupancy positions (directors and managers; technicians and scientific professionals, intellectual and support technicians) decreased compared to persons without disabilities in the same positions. This was because the wage ratio decreased with respect to 2019, standing at 92.1%.

On the other hand, in mid-level (employees, artisans and skilled workers) and low-level positions (operators and unskilled workers) the wage gap for people with disabilities widened compared to 2019, with ratio increases to 96.5% and 82.0%, respectively.

With regard to the type of working day, in 2020 fewer wage differences were observed between persons with and without disability in part-time contracts, for whom the wage ratio stood at 91.6%.

By contract type, the ratio was lower for permanent contracts than for temporary contracts (82.1% and 88.1%, respectively).

**Wage ratio between workers with and without disability by occupation  
Year 2020**

Units: percentage

Occupation group	2019	2020
High: directors and managers; scientific technicians and professionals, intellectual and support technicians	89.9	92.1
Medium: skilled employees, craftspersons and workers	98.3	96.5
Low: unskilled operators and workers	83.1	82.0

## Annual earnings according to the labour characteristics of the worker Year 2020

Units: euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
<b>Type of working day</b>			
Full-time	29,000.5	24,791.0	85.5
Part-time	11,682.7	10,697.2	91.6
<b>Type of contract</b>			
Indefinite duration	26,765.6	21,966.2	82.1
Fixed-term	19,313.6	17,016.3	88.1
<b>Occupation group</b>			
High: directors and managers; scientific technicians and professionals, intellectual and support technicians	35,483.8	32,680.0	92.1
Medium: skilled employees, craftspersons and workers	20,127.9	19,414.3	96.5
Low: unskilled operators and workers	18,725.6	15,358.1	82.0

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 30.5% lower than those without disabilities.

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

## Annual profit according work unit characteristics Year 2020

Units: euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
<b>Unit size<sup>1</sup></b>			
1 to 49 workers	20,481.6	16,360.9	79.9
50 to 199 workers	26,483.8	18,415.6	69.5
200 workers or more	31,375.6	25,835.5	82.3
<b>Activity sector</b>			
Industry and Construction	26,913.0	22,872.4	85.0
Services	24,878.4	20,422.5	82.1

<sup>1</sup> The "working unit" is the Social Security Contribution Account

## Salaries by type and intensity of disability

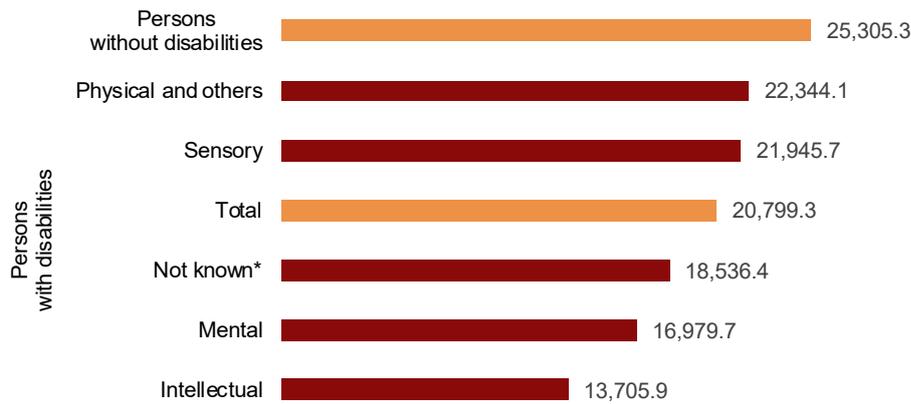
The largest salary discrepancies appear when the type of disability is considered. Thus, the highest earnings in 2020 corresponded to persons with physical and other disabilities, followed by persons with sensorial disabilities, with salaries that exceeded the average salary of persons with disabilities by 7.4% and 5.5%, respectively.

At the opposite extreme, workers with intellectual and mental disabilities received the lowest wages (13,705.9 and 16,979.7 euros per year respectively), with wages 34.1% and 18.4% 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 21,422.0 euros per year in people with a lower degree of disability, to 19,581.8 euros in those with a recognized degree of greater than or equal to 65% of disability.

**Annual salary according to type of disability. Year 2020**

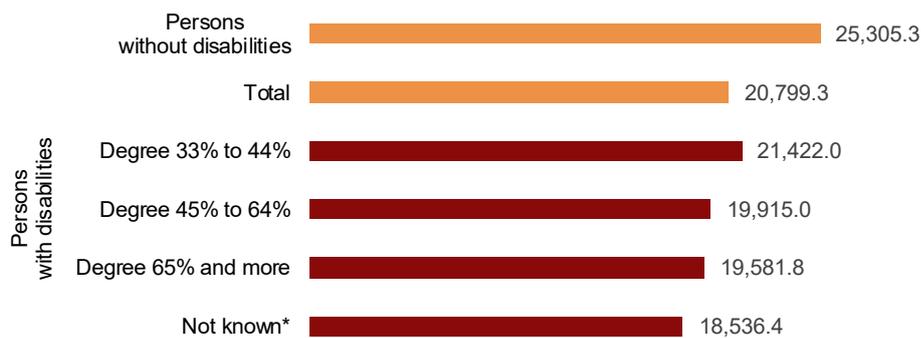
Units: euros



\* 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 2020**

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 2020, it can be seen that the persons who benefited from them were, in turn, those who had the lowest incomes (16,810.4 and 18,583.4 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 2020

Units: euros

	Gross annual wage
Total persons with disabilities	20,799.3
According to whether or not they have reductions on contributions	
Without bonuses/reductions	23,206.9
With bonuses/reductions	16,810.4
According to whether or not they have specific disability contract	
Other contracts	21,474.2
Specific disability contract	18,583.4

## 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. This distribution is compared with that of wage earners without disabilities.

The WPD is contemplated in the National Statistical Plan and in the Annual Programs. It was created from information provided by IMSERSO and Social Security -which the INE would like to thank for their collaboration- as well as the Ministry of Health, Consumption and Welfare, who are co-signatories to a collaboration agreement for the preparation of these statistics. We are also grateful for the collaboration of the Spanish Committee of Representatives of People with Disabilities (CERMI) and the ONCE Foundation, bodies that contributed to the creation of this statistic.

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:** Wage earners employed by others who contribute to Social Security, excluding Agriculture, Livestock and Fisheries, households that employ domestic staff, and offshore organizations.

**Geographical scope:** The entire national territory.

**Reference period for the results:** Annual.

**Reference period for the information:** Annual.

**Source Data:** integration of the statistical data provided by the Salary Structure Surveys with administrative data registered in the IMSERSO State Database of Persons with Disabilities, in the General Social Security Treasury, and in the INSS Registry of Public Benefits.

For more information, the methodology can be found at:

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

And the standardised methodological report at:

<https://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30331>

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# Wages of persons with disabilities<sup>1</sup> Year 2020

## 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 <sup>2</sup> (%)
Total	25.305,3	20.799,3	82,2
Sex			
Men	27.839,3	21.995,9	79,0
Women	22.560,9	19.237,4	85,3
Age groups			
16 to 29 years	16.721,3	13.931,5	83,3
30 to 44 years	24.194,9	18.424,9	76,2
45 years and over	28.002,6	22.095,3	78,9
Type of working day			
Full-time	29.000,5	24.791,0	85,5
Part-time	11.682,7	10.697,2	91,6
Type of contract			
Indefinite duration	26.765,6	21.966,2	82,1
Fixed-term	19.313,6	17.016,3	88,1
Occupation group <sup>3</sup>			
High	35.483,8	32.680,0	92,1
Medium	20.127,9	19.414,3	96,5
Low	18.725,6	15.358,1	82,0

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

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	25.305,3	20.799,3
Size of the unit <sup>4</sup>		
1 to 49 workers	20.481,6	16.360,9
50 to 199 workers	26.483,8	18.415,6
200 workers or more	31.375,6	25.835,5
Activity sector		
Industry and Construction	26.913,0	22.872,4
Services	24.878,4	20.422,5

<sup>1</sup> 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)

<sup>2</sup> 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.

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

<sup>4</sup> 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 disabilities<sup>1</sup> Year 2020

### Wages per worker

#### 3. Earnings, according to type and degree of disability

	Gross annual wage
Total	20.799,3
Type of disability <sup>2</sup>	
Physical and others	22.344,1
Intellectual	13.705,9
Mental	16.979,7
Sensory	21.945,7
Not known <sup>3</sup>	18.536,4
Degree of disability	
33% to 44%	21.422,0
45% to 64%	19.915,0
65% and more	19.581,8
Not known <sup>3</sup>	18.536,4

#### 4. Earnings, according to measures to encourage employment

	Gross annual wage
Total persons with disabilities	20.799,3
According to whether or not they have reductions on contributions	
Without bonuses/reductions	23.206,9
With bonuses/reductions	16.810,4
According to whether or not they have specific disability contract	
Other contracts	18.583,4
Specific disability contract	21.474,2

<sup>1</sup> 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)

<sup>2</sup> 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

<sup>3</sup> 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 disabilities<sup>1</sup> Year 2020

### Wages per hour

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

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	16,2	13,9
Sex		
Men	17,0	14,1
Women	15,3	13,5
Age groups		
16 to 29 years	11,4	9,7
30 to 44 years	15,3	12,4
45 years and over	17,9	14,7
Type of working day		
Full-time	16,9	14,6
Part-time	11,6	10,7
Type of contract		
Indefinite duration	16,8	14,4
Fixed-term	13,5	12,0
Occupation group <sup>2</sup>		
High	22,6	21,1
Medium	12,9	12,9
Low	12,2	10,4

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

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	16,2	13,9
Size of the unit <sup>3</sup>		
1 to 49 workers	13,3	11,2
50 to 199 workers	16,7	12,3
200 workers or more	19,8	16,8
Activity sector		
Industry and Construction	16,1	14,1
Services	16,3	13,8

<sup>1</sup> 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)

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

<sup>3</sup> 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 disabilities<sup>1</sup> Year 2020

### Wages per hour

#### 7. Earnings according to the type and degree of disability

	Gross annual wage
Total	13,9
Type of disability <sup>2</sup>	
Physical and others	14,7
Intellectual	9,4
Mental	12,0
Sensory	14,4
Not known <sup>3</sup>	13,1
Degree of disability	
33% to 44%	14,1
45% to 64%	13,5
65% and more	13,3
Not known <sup>3</sup>	13,1

#### 8. Earnings according to the employment encouraging measures

	Gross annual wage
Total persons with disabilities	13,9
According to whether or not they have reductions on contributions	
Without bonuses/reductions	15,7
With bonuses/reductions	10,9
According to whether or not they have specific disability contract	
Other contracts	12,0
Specific disability contract	14,4

<sup>1</sup> 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)

<sup>2</sup> 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

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