

5 June 2014

Wages of Persons with Disabilities ¹

Statistical Use of the Annual Wage Structure Survey and of the State Database of Persons with Disabilities.
Year 2011

Main results

- Average annual gross wages for workers with disabilities employed by others are 20,337.4 euros per worker in the year 2011, that is, 11.5% less than for persons without disabilities (20,970,4 euros).
- Men with disabilities have wages that are a 16.7% lower than that of men without disabilities. In turn, the wages for women with disabilities was a 6.3% lower than that of women without disabilities.
- The wage differences between women and men with disabilities are lower (13.7% lower for women) than in the case of the population without disabilities (23.3%).
- In mid-level positions (employees, craftspersons and skilled workers), wage earners with disabilities exceed wages of the remainder of workers employed by others by 1.2%. In senior positions (directors; managers; scientific, intellectual and support professionals and technicians), workers with disabilities earn wages which are a 4% lower than those of the rest of workers. In low-level positions (unskilled operators and workers) the wage is a 16.6% lower.
- Workers with intellectual and mental disabilities received the lowest salaries. In turn, the highest earnings corresponded to persons with physical disabilities and sensory impairment.

Wages of Persons with Disabilities used information deriving from integration of the statistical data supplied by the Annual Wage Structure Survey 2011 (WSS) by the INE, with the administrative data registered in State Database of Persons with Disabilities (BEPD) by the Institute for the Elderly and Social Services (IMERSO). Moreover, it incorporated data regarding measures for encouraging employment taken from the Social Security General System (TGSS).

In the years when the Annual Wage Structure Survey is not conducted (2010 and 2014), the statistics on the Wages of Persons with Disabilities is elaborated using the Quarterly Wage Structure Survey. In that case, more detailed information is provided²

All results refer to wage earners who made Social Security contributions for the whole of the economy, excluding Agriculture, Livestock and Fishing; households that employ domestic

¹ These are persons with a degree of disability greater than or equal to 33%, according to the procedure for recognising, declaring and classifying the degree of disability established by RD 1971/1999 amended by RD 1364/2012.

² As a consequence, in this publication it is not possible to provide data on net wages neither on characteristics such as the educational level, seniority nor the control of the company.

staff and extra-territorial organisations, meaning the exclusion of 8% of the total number of employed persons, and of 4.8% of employed persons with disabilities.

Wages and disability

There were wage differences between persons with and without disabilities, although these should be considered in terms of other employment and personal variables, whose combining had a significant impact on the wages (type of contract, working day and occupation).

In global terms, and from an employment point of view, what was most relevant for the group of persons legally recognised as disabled was their low participation in the employment market. Thus, in the year 2011, they recorded an economic activity rate of 36.6%, almost 40 points lower than for the population without disabilities, an employment rate of 26.7%, less than half than that of those without disabilities, and an unemployment rate of 26.9%, more than five points higher than that of the population without disabilities. In the differences between persons with and without disabilities, the different distribution of these population groups in terms of variables such as sex, age, seniority in the employment and educational level may have an impact³. For example, within the employed persons with disabilities, the existence of a greater percentage of male population can be observed, as well as a greater weight of older persons and a lower representation of persons with higher education.

In this context, gross annual average wages of wage earners with disabilities was 20,337.4 euros per worker in the year 2011, that is, 11.5% less than that of persons without disabilities. In other words, the wage ratio between workers with and without disabilities, in percentage terms, was 88.5%.

Wages per hour for persons with disabilities stood at 13.2 euros in the annual calculation, 9.5% less than those of persons without disabilities.

Average earnings

	Total	Persons without disabilities	Persons with disabilities	Wage gap ¹ (%)
Annual gross wage				
Per worker	22,899.3	22,970.4	20,337.4	-11.5
Per hour	14.5	14.6	13.2	-9.5

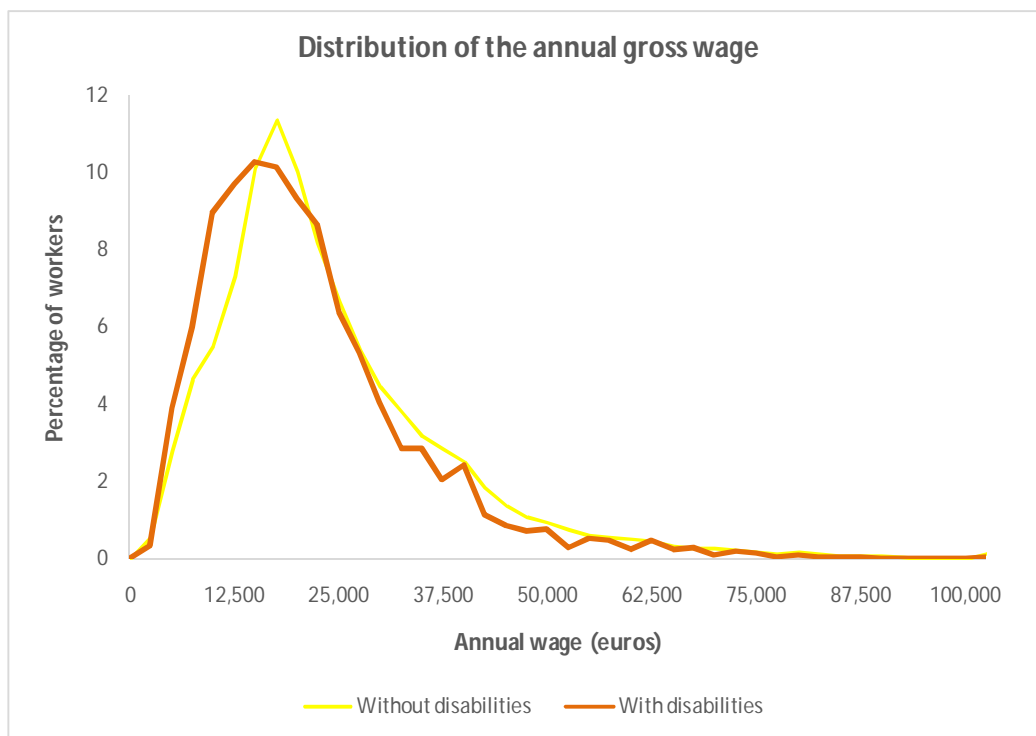
¹ Wage gap = difference between the earnings of persons with disabilities and those of persons without disabilities, in %.

In addition to earnings in average terms, there are two other measures that characterise the wage distribution of persons with and without disabilities: the mode and the median. The most frequent wage (mode wage) was practically equated for both population groups in 2011. Nevertheless, the differences in median wages (for which there were as many workers with higher salaries as those with lower salaries) stood at 8.2%. The relative position of the three measures (average wage higher than the median wage and that one also higher than the mode wage) is due to the weight of workers with higher salaries.

³ In this respect, see press release " Employment of Persons with Disabilities 2011", published the 5th December 2012.

Wage distribution of persons with and without disabilities

	Average wage	Median wage	Modal wage
Persons without disabilities	22,970.4	19,345.9	15,508.6
Persons with disabilities	20,337.4	17,753.8	15,495.4
Wage gap (%)	-11.5	-8.2	-0.1



The wage distribution is similar for both population groups, although in the case of persons with disabilities there is a greater percentage of workers with low salaries.

Generally speaking, although the differences between the wage levels of persons with and without disabilities were significant in the year 2011, these decreased as the wage level increased.

Wages and disability according to the characteristics of the worker and the characteristics of the work unit⁴

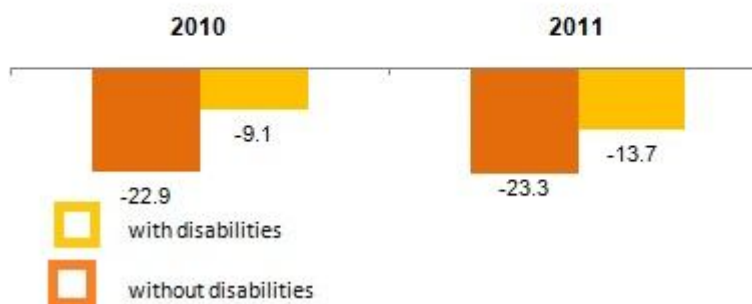
There were significant wage differences depending on the characteristics of the worker, which were not only determined by the presence or absence of disabilities but, as already mentioned, depended on other factors (including sex, age, occupation, among others) whose combining had a significant impact on wages.

By sex, the situation was more unfavourable for women with disabilities (with 18,538.9 euros on average per worker per year in 2011) than for men (21,493.1 euros). Wages of women were 13.7% lower than those of men, although the difference was lower than in the case of the population without disabilities (23.3% lower).

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

Nevertheless, fewer wage inequalities were detected among the female population with and without disabilities (wages of the first ones were 6.3% lower than those of the later ones) than in the case of men (whose wages were 16.7% lower where disabilities were present). As compared with 2010, these differences registered an increase of more than four points in the case of women and remain the same for men.

Differences in the annual gross wage paid to men and women (%)



It was worth highlighting that, with increasing age and experience, wage differences are reduced, although, as in 2010, the wage ratio between populations with and without disabilities never exceed 87%. That is, in no case did wages of persons with disabilities show a difference of less than 13% from that of persons without disabilities.

Annual earnings according to the demographic features of the worker

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Total	22,970.4	20,337.4	88.5%
Sex			
Men	25,801.1	21,493.1	83.3%
Women	19,795.9	18,538.9	93.7%
Age group			
16 to 29 years old	15,530.0	12,132.3	78.1%
30 to 44 years old	22,891.9	18,154.6	79.3%
45 years old and older	26,090.1	22,453.2	86.1%

Regarding the type of working day, fewer wage differences were observed between persons with and without disabilities in part-time contracts, in which the wage ratio stood at 93.7%.

By type of contract, the ratio was similar, both for permanent and temporary contracts (88.2% and 90.0%, respectively).

The occupation of workers was the most illustrative variable of the employment status of persons with disabilities. As in 2010, in mid-level positions (employees, craftspersons and skilled workers), wage earners with disabilities exceed the gross wages of workers without disabilities, with a wage ratio of 101.2%.

In turn, in senior positions (directors; managers; scientific, intellectual and support technicians and professionals) the wage of workers with disabilities registered a decrease of more than four points as compared with the year 2010. Thus, they lost the equality that existed in 2009 between the salaries of both population groups for said occupation type.

With regard to low-level positions (unskilled operators and workers) the decrease registered in wages in 2011 was a little over 3 points.

Wage ratio between workers with and without disabilities by level position (%)

Annual gross wage	2010	2011
Senior position: directors and managers; Scientific and intellectual technicians and professionals; Support technicians and professionals	100.2%	96.0%
Mid-level position: employees, artisans and qualified workers	102.8%	101.2%
Low-level position: non-qualified workers and operators	86.6%	83.4%

Annual earnings according to the labour characteristics of the worker

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Type of working day			
Full-time	26,048.5	23,126.2	88.8%
Part-time	10,461.7	9,804.4	93.7%
Type of contract			
Permanent	24,573.3	21,676.4	88.2%
Temporary	16,507.3	14,849.1	90.0%
Occupation group			
Senior position: directors and managers; Scientific and intellectual technicians and professionals; Support technicians and professionals	32,368.5	31,068.2	96.0%
Mid-level position: employees, artisans and qualified workers	18,628.6	18,844.2	101.2%
Low-level position: non-qualified workers and operators	16,939.4	14,125.8	83.4%

According to the characteristics of the work unit and of the company, it was observed that the wages of persons with disabilities increased along with the size of the contribution centre. Although in all cases wages of persons with disabilities were lower than those for persons without disabilities, the greatest differences between the two groups were recorded in medium-sized contribution centres (50 to 199 workers), with wage levels for persons with disabilities 27.4% lower than those without disabilities.

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

Annual earnings according to the characteristics of the work unit

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Size of the work unit¹			
1 to 49 workers	19,136.8	16,716.5	87.4%
50 to 199 workers	24,334.5	17,656.4	72.6%
200 workers or over	28,383.9	25,401.6	89.5%
Activity sector			
Industry and Construction	24,932.4	20,852.0	83.6%
Services	22,376.6	20,224.2	90.4%

¹ The Work Unit is the Social Security Contribution Account.

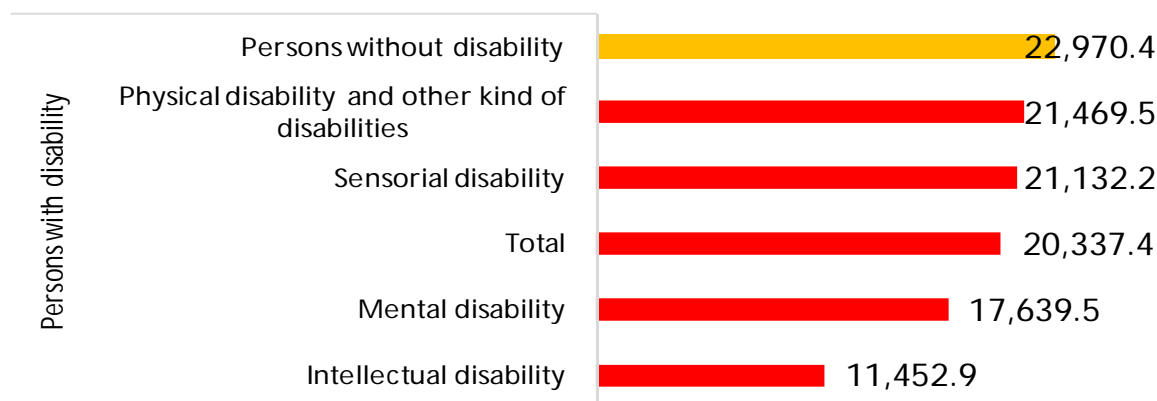
Wages by type and degree of the disability

The greatest wage discrepancies were due to the type of disability. Thus, in 2011 the highest earnings corresponded to persons with physical and other disabilities, followed by persons with sensory impairment, with wages more than 5.6% above the average wage of persons with disabilities (20,337.4 and 21,469.5 euros per annum, respectively).

At the other end of the spectrum, workers with intellectual and mental disabilities received the lowest salaries (11,452.9 and 17,639.5 euros per annum, respectively), with wages 43.7% and 13.3% below the annual average for the group with disabilities, respectively.

Workers with sensory impairment were the only ones that increased their wages as compared with the previous year (3.9%). The wage of the remaining workers with disabilities registered a decrease, as it was the case for persons without disabilities.

Annual wage by type of disability (euros)



According to the degree of the disability, differences were also observed, albeit not as pronounced as in the case of type of disability. In 2011, the wages fluctuated from an annual wage of 20,953.0 euros in the case of persons with a lower degree of disability, to 18,387.9 euros in the case of persons with a degree of disability within a range of 45% to 64%. The relationship between the wage level and the degree of disability is not linear, mainly because of the action of entities specialized in the support of groups of persons with a greater degree of disability.

Annual wage by degree of disability (euros)



Wages and measures for encouraging employment

The group of persons with disabilities relied on a series of measures for encouraging employment, the aim of which was their inclusion in ordinary employment, favouring hiring, particularly as permanent staff. Notable among these advantages were reductions and discounts in contribution quotas and the modality of specific disability contract.

On analysing the group of persons with disabilities according to the measures for encouraging employment received during 2011, it was noted that the persons benefiting from these were, in turn, those with the lowest earnings (16,079.6 and 18,075.1 euros per annum for persons with reductions and with a specific contract, respectively).

Annual gross wages of persons with disabilities, according to measures encouraging employment (euros). Year 2011.

	Annual gross wages
Total persons with disabilities	20,337.4
Have they...	
Tax relief/tax credit?	22,740.7
No tax relief/tax credit	16,079.6
Hold they a specific contract for persons with disabilities?	
No	21,024.0
Yes	18,075.1

Methodological note

The statistics Wages of Persons with Disabilities (WPD) examines the wage distribution of workers certified as disabled, depending on a wide variety of variables, such as sex, occupation, type and degree of disability or measures for encouraging employment.

Together with the statistics Employment of Persons with Disabilities (EPD), also compiled by the INE, it is constituted as an ongoing and integrated information system regarding disability and the employment market.

The WPD was compiled from the Annual Wage Structure Survey 2011 (WSS) by the INE, and from the State Database of Persons with Disabilities (BEPD) by the Institute for the Elderly and Social Services (IMSERSO). Moreover, it incorporated data regarding measures for encouraging employment taken from the Social Security General System (TGSS). In the years when the Annual Wage Structure Survey is not conducted (2010 and, in the near future, 2014), the statistics on the Wages of Persons with Disabilities is elaborated using the four-yearly Wage Structure Survey.

Its creation was made possible by the initiative of the INE, the IMSERSO, the Directorate General for Disability Support Policies, the Spanish Committee of Representatives of Persons with Disabilities (CERMI) and the ONCE Foundation. It has been partially financed by the latter organisation within the framework of the Operational Programme for Fighting Discrimination 2007-2013, and the Talent Programme, jointly financed by the European Social Fund.

The BEPD is a registration system, with national scope, of proceedings for assessing persons with disabilities. It provides information regarding the features of citizens who have officially been recognised as persons with disabilities by the State administrative bodies with jurisdiction.

The WSS 2011 is a statistical operation carried out annually whose main objective is to obtain estimates on the annual gross earnings per worker, classified by a wide variety of variables, such as sex, occupation, branch of activity, age, etc. It is compiled from the Administrative Registers of the Social Security and the taxing bodies (State Tax Administration Agency (AEAT) and the Treasury of Comunidad Foral de Navarra, being data from the latter agency provided by the Statistical Institute of Navarra) together with the information from the Quarterly Labour Cost Survey (QLCS) by the INE and a single module added to the QLCS. Thus, information is compiled in the least costly way for companies.

The sample of persons with disabilities obtained by crossing the information of the WSS 2011 and the BEPD is highly sensitive to any improvement or change conducted in this last source, as well as to the sample composition of the WSS (the sample selection of these statistics is not conducted taking into account the group of persons with disabilities). Therefore, any comparative figure with the year 2010 should be analysed carefully and preferably in terms of increase-decrease, without highlighting the amount.

Wages of persons with disabilities¹

Year 2011

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	22,970.4	20,337.4	88.5
Sex			
Men	25,801.1	21,493.1	83.3
Women	19,795.9	18,538.9	93.7
Age groups			
16 to 29 years old	15,530.0	12,132.3	78.1
30 to 44 years old	22,891.9	18,154.6	79.3
45 years old and over	26,090.1	22,453.2	86.1
Type of working day			
Full time	26,048.5	23,126.2	88.8
Part time	10,461.7	9,804.4	93.7
Type of contract			
Permanent	24,573.3	21,676.4	88.2
Temporary	16,507.3	14,849.1	90.0
Occupation level ³			
High	32,368.5	31,068.2	96.0
Medium	18,628.6	18,844.2	101.2
Low	16,939.4	14,125.8	83.4

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

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	22,970.4	20,337.4
Size of the unit ⁴		
1 to 49 workers	19,136.8	16,716.5
50 to 199 workers	24,334.5	17,656.4
200 workers or more	28,383.9	25,401.6
Activity sector		
Industry and Construction	24,932.4	20,852.0
Services	22,376.6	20,224.2

¹ These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1364/2012.

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 level: - High: directors and managers; scientific, intellectual and support technicians and professionals.
- Medium: employees, craftspersons and skilled 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 2011

Wages per worker

3. Earnings, according to type and degree of disability

	Gross annual wage
Total	20,337.4
Type of disability ²	
Physical and other	21,469.5
Intellectual	11,452.9
Mental	17,639.5
Sensory	21,132.2
Degree of disability	
33% to 44%	20,953.0
45% to 64%	18,387.9
65% and over	20,169.7

4. Earnings, according to measures to encourage employment

	Gross annual wage
Total	20,337.4
Discounts in the contribution quotas	
Wage earners who contribute, without discounts or reductions in the contribution quotas	22,740.6
Wage earners who contribute and have discounts or reductions in the contribution quotas	16,079.6
Specific disability contract	
Wage earners with other contracts	21,024.0
Wage earners with a specific disability contract	18,075.1

¹ These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1856/2009.

² Type of disability: Physical and other: 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

Wages of persons with disabilities¹

Year 2011

Wages per worker

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

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	14.6	13.2
Sex		
Men	15.7	13.6
Women	13.1	12.5
Age groups		
16 to 29 years old	10.2	8.6
30 to 44 years old	14.3	11.5
45 years old and over	16.7	14.6
Type of working day		
Full time	15.1	13.6
Part time	10.9	10.6
Type of contract		
Permanent	15.2	13.7
Temporary	11.5	10.8
Occupation level ²		
High	20.3	20.0
Medium	11.8	12.0
Low	11.0	9.5

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

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	14.6	13.2
Size of the unit ³		
1 to 49 workers	12.2	10.9
50 to 199 workers	15.2	11.4
200 workers or more	18.0	16.4
Activity sector		
Industry and Construction	14.9	13.0
Services	14.5	13.2

¹ These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1856/2009.

² Occupation level: High: directors and managers; scientific, intellectual and support technicians and professionals.

Medium: employees, craftspersons and skilled workers.

Low: unskilled operators and workers.

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

Wages of persons with disabilities¹

Year 2011

Wages per hour

7. Earnings according to the type and degree of disability

	Gross annual wage
Total	13.2
Type of disability ²	
Physical disabilities	13.9
Intellectual disabilities	7.5
Mental disabilities	11.9
Sensory disabilities	13.6
Degree of disability	
33% to 44%	13.5
45% to 64%	12.1
65% and over	13.3

8. Earnings according to the employment encouraging measures

	Gross annual wage
Total	13.2
Discounts in the contribution quotas	
Wage earners who contribute, without discounts or reductions in the contribution quotas	15.1
Wage earners who contribute and have discounts or reductions in the contribution quotas	10.0
Specific disability contract	
Wage earners with other contracts	13.8
Wage earners with a specific disability contract	11.4

¹ These are persons with a disability certificate, who have a degree of disability greater than or equal to 33%, according to the assessment procedure established by RD 1971/1999, amended by RD 1856/2009.

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