

25 June 2020

## Annual Wage Structure Survey (AWSS) 2018 Advance of results

### Main results

- The average annual gross salary was 24,009.12 euros per worker in 2018, 1.5% higher than the previous year<sup>1</sup>.
- The average annual salary of women was 21,011.89 euros, with an increase of 2.0% compared to 2017, while that of men was 26,738.19 euros, with an increase of 1.3%. The average annual female wage accounts for 78.6% of the male wage. The indicator "Salary gap between women and men"<sup>2</sup>, which uses the ordinary earnings per hour worked as the basis for comparison, was 10.0%.
- The average annual salary of full-time workers was 28,069.78 euros, 2.6% higher than the previous year. Meanwhile, the salary of part-time workers increased by 4.6%, to 11,170.99 euros.
- País Vasco registered the highest average annual salary, with 28,470.94 euros per worker per year. Extremadura had the lowest, with 19,947.80 euros.
- The economic activity *Supply of electrical energy, gas, steam and air conditioning* recorded the highest annual salary, at 51,237.33 euros. By contrast, *Hospitality* had the lowest, at 14,345.30 euros.
- Workers with fixed-term contracts had a salary of 18,056.18 euros, 24.8% less than the average salary. For people with permanent contracts, the annual salary was 25,775.61 euros, 7.4% higher than the average salary.
- The annual salary of *Directors and managers* (54,341.32 euros) was 126.3% higher than the average salary. That of *Unskilled service workers (except transport)* was 13,065.90 euros, 45.6% lower than the average wage.
- University graduates received an annual salary of 37,869.24 euros, 57.7% higher than the average salary. On the other hand, the salary of workers with less than primary level qualifications was 15,190.30 euros, 36.7% lower than the average salary.

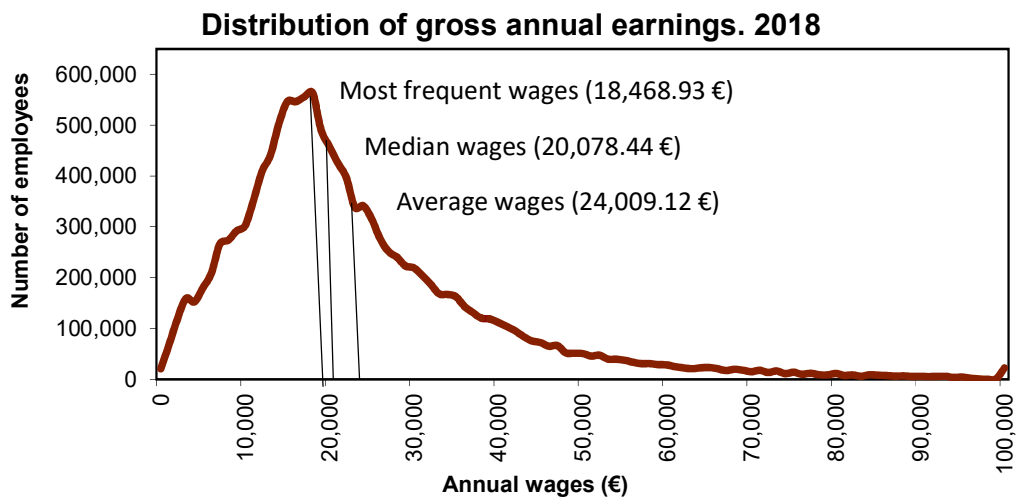
### Wage distribution

<sup>1</sup> The comparison of 2018 data with that of 2017 is influenced by the selection with negative coordination between both samples (please see *Methodology* at the end of this press release).

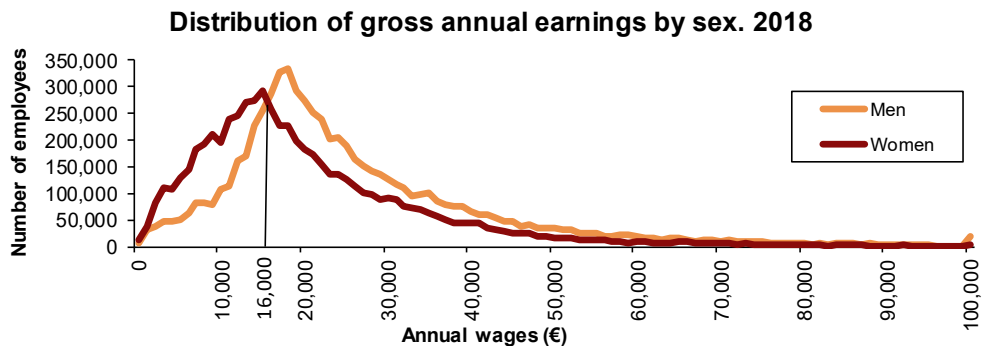
<sup>2</sup> The indicator "Wage gap between women and men," defined by the Statistical Office of the European Union (Eurostat), represents the difference between the hourly earnings of male and female employees, as a percentage of men's hourly earnings. Eurostat calculates this indicator only for employees working in units of 10 and more workers, and in hourly earnings it includes the overtime pay but excludes extraordinary bonuses (more information at: <http://ec.europa.eu/eurostat/web/labor-market/earnings>).

The average annual gross salary in Spain was 24,009.12 euros per worker in the year in 2018, 1.5% higher than the previous year. The difference between this average salary and the most frequent or modal salary (of 18,468.93 euros) was more than 5,500 euros. This means that there were few workers with very high wages, but that these had a notable influence on the average wage.

On the other hand, the median wages (that is, the wage figure that divides the number of workers into two equal parts, those whose wages are higher and those whose wages are lower) registered a value of 20,078.44 euros in 2018.



The average earnings of males grew 1.3%, to 26,738.19 euros, while that of females increased 2.0%, to 21,011.89 euros. The average annual female salary was thus 78.6% of the average male salary. However, this difference must be qualified according to other labour variables (type of contract, working hours, occupation, seniority, etc.) that have a significant impact on wages. Thus, if we take into account the community definition of the structural indicator “Salary gap between women and men”<sup>3</sup>, which uses ordinary earnings per hour worked as the basis for comparison, the difference was 10.0%.



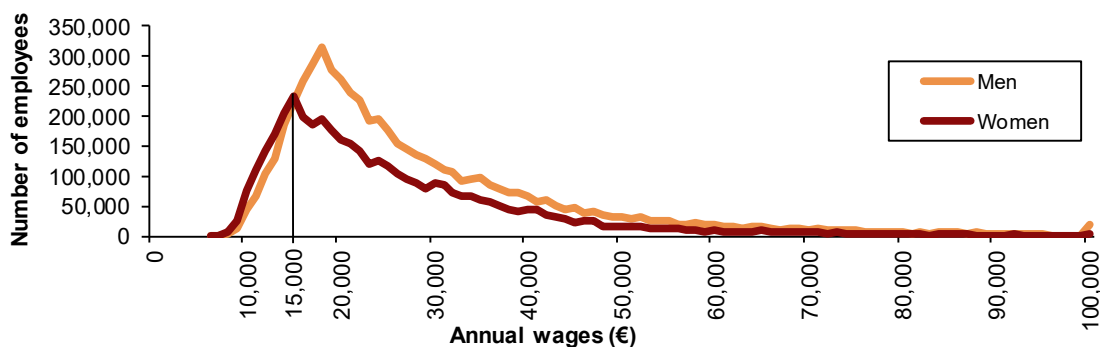
<sup>3</sup> See note 2 on the previous page.

It should be noted that the number of women who earned less than 16,000 euros was greater than the number of men. Based on this figure, the number of women who received each salary level was always lower than that of men with the same salary.

By type of working day, the average annual salary of full-time workers was 28,069.78 euros, 2.6% higher than the previous year. Meanwhile, the salary of part-time workers increased by 4.6%, to 11,170.99 euros. Regarding the distribution of wages by type of working day, the differences between women and men were notable.

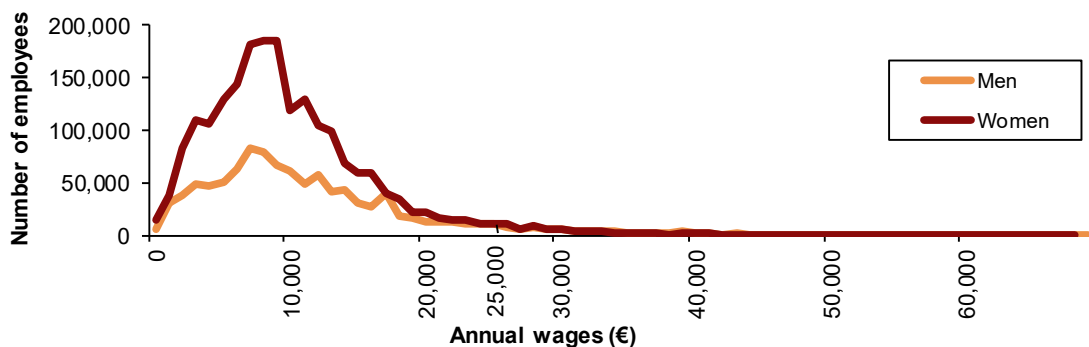
The number of men and women employed full time was similar for salaries below 15,000 euros. However, above that salary level, the number of men was always higher than that of women.

**Distribution of gross annual earnings for full-time. 2018**



In contrast, the number of women employed part-time was much higher than that of men in practically all salary levels, and primarily for those under 20,000 euros.

**Distribution of gross annual earnings for part-time. 2018**



### Salary Composition

To analyse the salary composition according to remuneration items, we use the average monthly salary as base, which, in gross figures, was 1,808.93 euros (1,995.87 for men and 1,603.60 for women).

Base salary was the main component (68.6%), followed by salary supplements (29.0%). Overtime pay and extraordinary payments were of lesser importance.

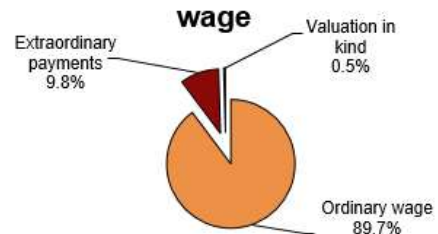
After deducting the Social Security contributions paid by the worker and withholdings from personal income tax (IRPF), the monthly net salary is obtained, which was 1,430.75 euros (1,562.12 in the case of men and 1,286.45 for women).

## Composition of monthly growth wage

	(euros)
<b>Base wage</b>	<b>1,240.27</b>
+ Wage supplements	523.69
+ Overtime payments	7.48
<b>Ordinary wage</b>	<b>1,771.44</b>
+ Extraordinary payments	37.49
<b>Gross wage</b>	<b>1,808.93</b>
- Social Security contributions *	115.98
- Income tax withholdings	262.20
<b>Net wage</b>	<b>1,430.75</b>

\* By the worker

## Composition of annual gross wage



Since there are payments with a maturity period of greater than one month, annual salary is used to check salary levels.

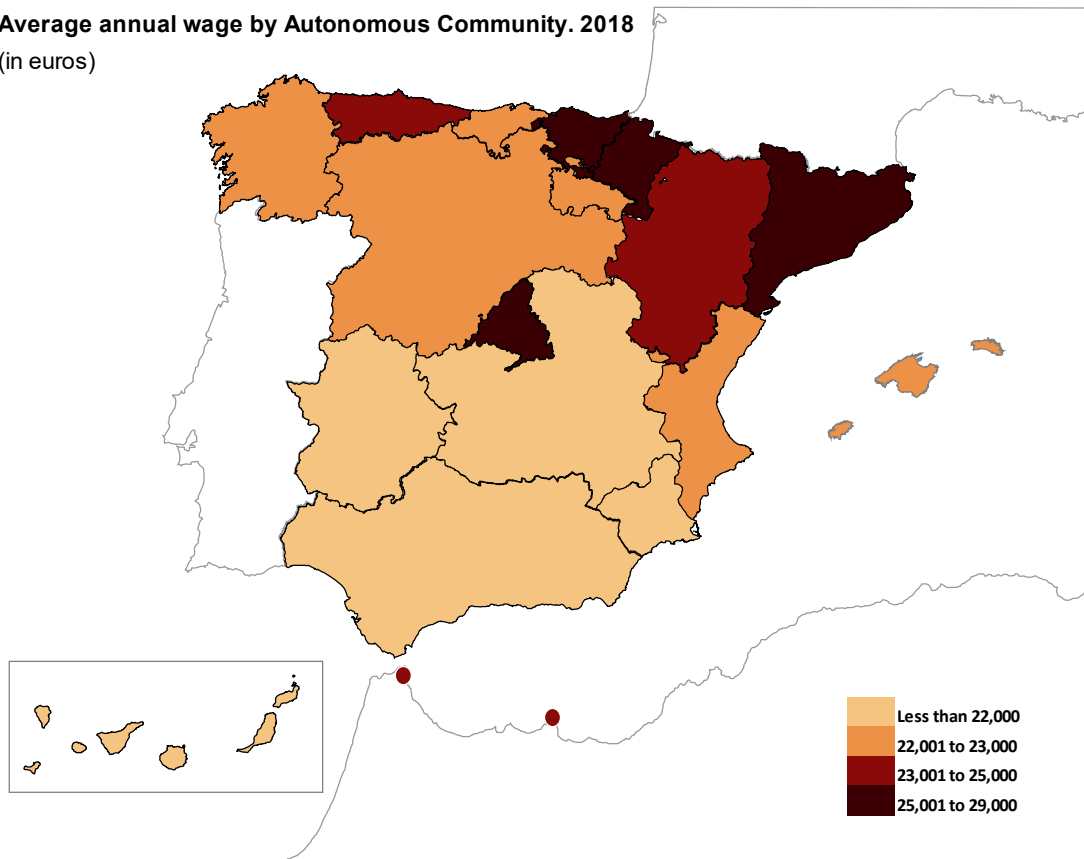
In 2018, the weight of the ordinary salary over the annual gross salary was 89.7%, and that of extraordinary bonuses, 9.8%. For their part, in-kind contributions were of little importance (0.5%). By sex, extraordinary and in-kind payments weigh more heavily on men than on women (10.1% and 0.5%, compared to 9.4% and 0.4%). As a consequence, the ordinary salary is more important in women (90.2%) than in men (89.4%).

## Territorial analysis

The highest wages in 2018 corresponded to País Vasco (28,470.94 euros per worker per year), Comunidad de Madrid (27,010.93 euros) and Comunidad Foral de Navarra (26,364.75 euros). These territories, together with Cataluña and the autonomous cities of Ceuta and Melilla, recorded average annual earnings above the national average.

On the other hand, Extremadura (19,947.80 euros), Canarias (20,763.48 euros) and Región de Murcia (21,510.59 euros) recorded the lowest salaries.

**Average annual wage by Autonomous Community. 2018**  
(in euros)



Considering annual profit growth, Comunitat Valenciana, Illes Balears and Castilla–La Mancha showed the highest rates, while Comunidad de Madrid and Comunidad Foral de Navarra registered the lowest.

**Main results by Autonomous Community. 2018**

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
<b>TOTAL</b>	24,009.12	1.5	21,011.89	2.0	26,738.19	1.3
Andalucía	21,756.78	1.6	18,599.48	1.7	24,693.24	2.1
Aragón	23,531.83	2.1	20,074.25	2.0	26,640.59	2.9
Asturias, Principado de	23,914.61	1.3	19,744.94	1.6	27,912.91	0.2
Balears, Illes	22,800.87	3.5	21,085.74	3.0	24,437.58	3.8
Canarias	20,763.48	2.9	19,051.01	0.7	22,333.63	4.9
Cantabria	22,554.83	0.7	19,630.01	3.2	25,349.01	0.4
Castilla y León	22,034.53	0.9	19,056.53	1.4	24,714.04	-0.3
Castilla-La Mancha	21,756.38	3.4	19,088.87	4.2	23,960.10	3.5
Cataluña	25,552.84	1.5	22,289.90	2.2	28,640.23	1.1
Comunitat Valenciana	22,121.05	3.6	19,235.72	3.8	24,537.07	2.8
Extremadura	19,947.80	1.4	17,972.63	1.4	21,794.57	1.0
Galicia	22,244.59	3.0	19,543.17	3.8	24,826.91	2.1
Madrid, Comunidad de	27,010.93	-0.3	23,925.99	-0.4	29,816.34	-0.3
Murcia, Región de	21,510.59	0.9	18,598.64	3.0	23,670.24	-1.4
Navarra, Comunidad Foral de	26,364.75	0.1	22,697.59	3.6	29,546.12	-0.5
País Vasco	28,470.94	0.9	24,757.18	2.4	31,970.30	1.1
Rioja, La	22,641.17	1.8	19,770.93	2.2	25,593.27	3.1

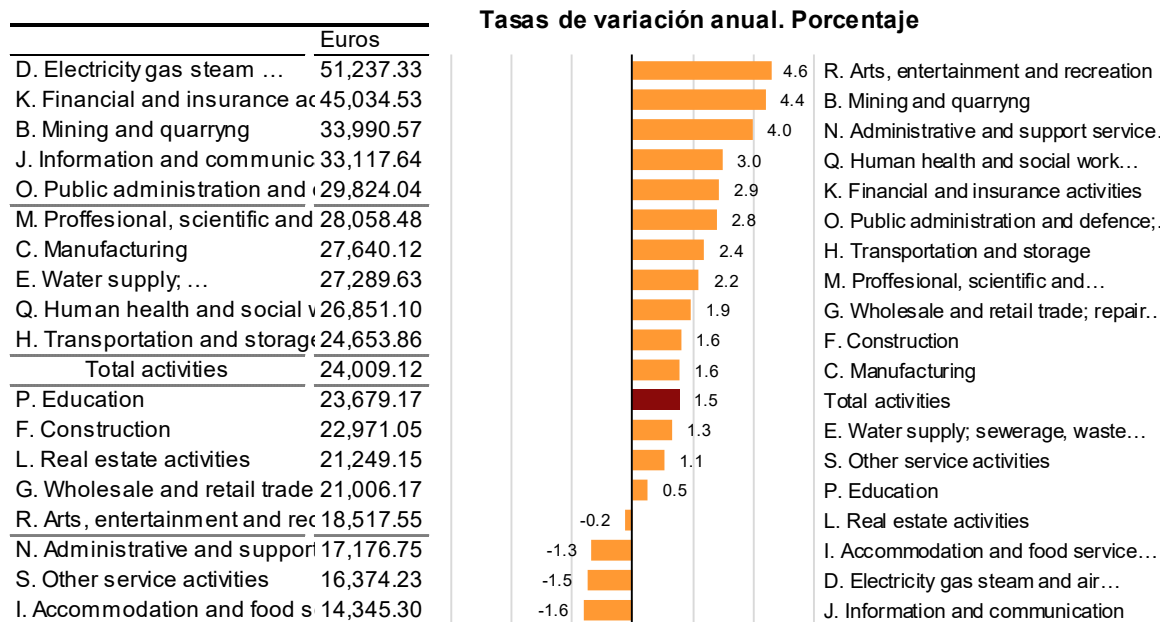
### Results by economic activity

The economic activity with the highest average annual monthly wage in 2018 was *Electric energy, gas, steam and air conditioning supply*, with 51,237.33 euros per worker. This figure was 113.4% higher than the national average.

The next activity with the highest wage corresponded to *Financial and insurance activities*, with 45,034.53 euros.

On the contrary, *Hospitality* and *Other services* had the lowest average annual salaries, with 14,345.30 and 16,374.23 euros, respectively. These figures were 40.3% and 31.8% below the average.

### Annual average earnings per worker by activity sections. 2018



The greatest growth in annual profit was in *Artistic, recreational and entertainment activities* (4.6%) and in *Extractive industries* (4.4%).

In the opposite direction, *Information and communications activities* and *Electricity, gas, steam and air conditioning supply* recorded the greatest decreases, of 1.6% and 1.5%, respectively.

### Results by contract type

In order to establish comparisons between workers with a permanent contract and those with a fixed-term contract, the WSS has adjusted the wages for workers who did not stay in the workplace the entire year, assigning an annual salary equivalent to what they would have received had they been working throughout the year under the same conditions.

Workers with a fixed-term contract had an average annual salary of 18,056.18 euros, 24.8% less than the average annual salary; while for people employed under a permanent contract the salary was 25,775.61 euros, 7.4% higher than the average annual salary.

The annual salary for temporary contracts increased 6.0% compared to 2017. That of permanent contracts rose 2.8%.

### Results by occupation, studies, nationality and age

In 2018, the annual earnings of *Directors and managers* stood out, with an average salary of 54,341.32 euros - a figure 126.3% higher than the average. Occupations associated with various categories of technicians and professionals were also well above the average.

In contrast, the occupations with the lowest wages corresponded to *Unskilled workers in services (except transport)*, with an average annual salary of 13,065.90 euros, and to *Workers in restaurant and trade services* (with 15,702.34 euros).

Considering level of studies, the annual salary grew in 2018 as educational level increased. Thus, workers without studies or those who had not completed primary education had an annual remuneration of 15,190.30 euros, 36.7% lower than the average salary. On the contrary, the annual salary of university graduates and doctors (37,869.24 euros) was 57.7% higher than the average.

Workers with Spanish nationality and those who belonged to the European Union (excluding Spain) recorded the highest average annual wages (24,440.21 euros for nationals and 20,998.87 euros for the EU) in 2018. All groups of workers with a nationality other than Spanish had a lower than average wage, the lowest being that of workers from Africa (16,315.07 euros).

In 2018 there was a positive relationship between the worker age and salary level, up to 59 years of age. From that age on, salary decreased, although it remained above average.

The average annual salary in 2018 for workers under the age of 20 reached 8,423.42 euros, while for workers between 55 and 59 it stood at 27,948.41 euros.

### Some results on average wages. 2018

Euros por trabajador al año	Variación respecto al salario medio anual general (%)	
Directors and managers	54,341.32	126.3
Unskilled services workers (except transport)	13,065.90	-45.6
University graduates, advanced engineers and c	37,869.24	57.7
Without studies	15,190.30	-36.7
Spanish	24,440.21	1.8
Africa	16,315.07	-32.0
Permanent	25,775.61	7.4
Temporary	18,056.18	-24.8
55 to 59 years old	27,948.41	16.4
Under 20 years of age	8,423.42	-64.9

### Methodological note

The four-year wage structure survey is a statistical operation that has been conducted since 1995 within the framework of the European Union. It uses common methodology and content in order to obtain comparable results on wage structure and distribution among EU Member States. The survey looks into wage distribution according to a wide variety of variables including as sex, occupation, branch of activity, seniority, and company size.

**Type of survey:** quadrennial structural survey.

**Population scope:** Social Security contribution accounts. General Scheme: Sections B to S of CNAE-09 and Special Scheme for Seafarers: Sea Transport (Division 50 of CNAE-09).<sup>4</sup> Individual salaried workers are selected within each account.

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

**Reference period:** the survey distinguishes two reference periods. Most of the questions refer to the month of October of the reference year. This month has the advantage of being considered “normal” in all EU countries, in the sense that it is little affected by seasonal variations or payments due more over the month, such as Christmas payments. Other data refers to the year as a whole. In this way, monthly and annual profits are obtained.

**Sample size:** Approximately 28,500 establishments and 220,000 workers.

**Type of sampling:** Two-stage sampling. The first-stage statistical unit is the contribution accounts and a stratified random sample with optimal allocation is used. Comprehensive survey for establishments with more than 500 employees. The second stage is the workers of the contribution accounts. The number of workers selected in each account depends on the size of these.

The contribution account sample was selected by applying a negative coordination criterion. Whenever possible, care has been taken to ensure that the selected units are no longer collaborating in other INE surveys in order to decrease the response burden on informants.

**Collection method:** questionnaire filled in directly by the establishment.

For more information you can access the methodology at:

[https://www.ine.es/metodologia/t22/metodologia\\_ees18.pdf](https://www.ine.es/metodologia/t22/metodologia_ees18.pdf)

And the standardised methodological report at:

<https://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30133>

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<sup>4</sup> Therefore, public sector workers covered by the Civil Service Pensions Regime are excluded.