

22 June 2021

Annual Wage Structure Survey Year 2019

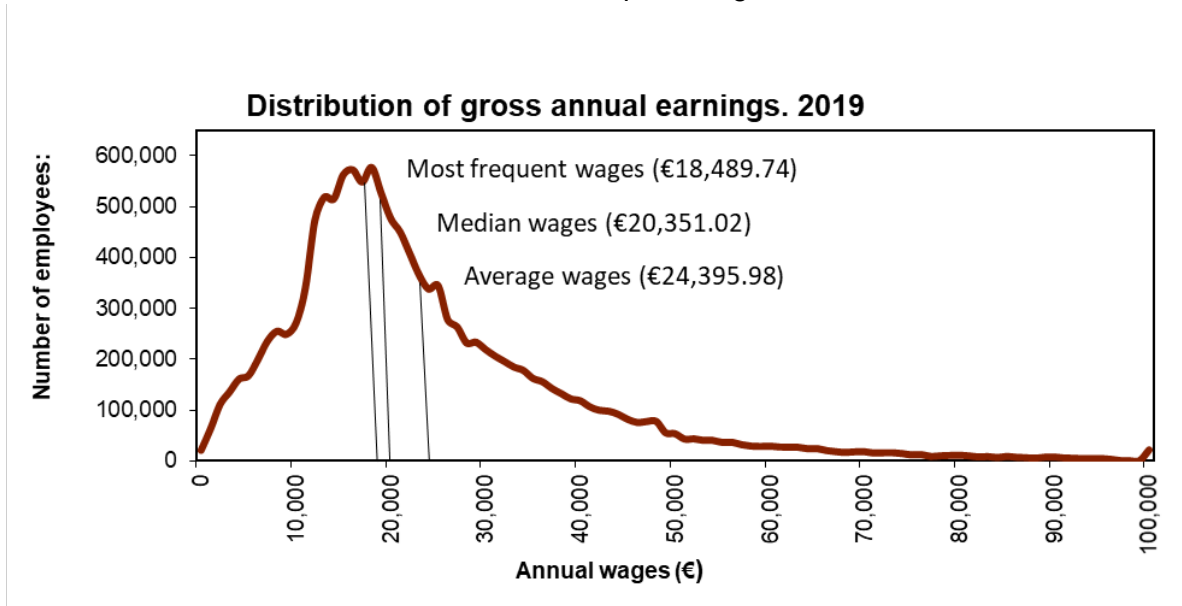
Main results

- Average annual earnings per worker were 24,395.98 euros in 2019, an increase of 1.6% as compared with the previous year.
- Average earnings for men was 26,934.38 euros while for women it was 21,682.02 euros.
- The average annual female wage accounts for 80.5% of the male wage. This difference between the remuneration for men and women decreases when considering similar jobs (same occupation, and type of working day or contract, etc.).
- The economic activity with the highest annual remuneration was *Electric energy, gas, steam and air conditioning supply* (with 52,162.53 euros). In turn, wage-earners in *Accommodation* (14,561.75 euros) had the lowest average earnings.
- *Directors and managers* (56,634.74 euros) was the occupational group with the highest average annual salary. In turn, *Unskilled service workers (except transport)* had the lowest, with 13,796.53 euros.
- By type of working day, the average earnings per hour for full-time work was 16.58 euros, while earnings per hour for part-time work was 11.71 euros.
- Workers with a permanent contract had a an average annual wage of 26,459.42 euros. Meanwhile those with a fixed-term contract, had an average annual wage of 17,931.77 euros.
- Salary level increases with worker age. Differences by sex were generally greater the older the workers were.
- The Autonomous Communities with the greatest average annual salaries per person were País Vasco (29,476.21 euros per worker), Comunidad de Madrid (27,817.76) and Comunidad Foral de Navarra (27,493.93). On the other side, Extremadura (19,940.68 euros), Canarias (20,861.14) and Castilla-La Mancha (21,908.92) registered the lowest ones.

Gross annual earnings

Average annual earnings per worker were 24,395.98 euros in 2019, which is 1.6% higher as compared with the previous year. One feature of the functions of wage distribution is that many more workers were registered in the lowest values than in the highest salaries. This fact causes the wages to be higher than both the median wages and the most frequent wages.

Thus, 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 20,351.02 euros in 2019. The most frequent wages stood at around 18,490 euros.



By sex, the average annual gain was 26,934.38 euros for men and 21,682.02 euros for women, with increases of 0.7% and 3.2%, respectively, compared to 2018.

The average annual female wage was 80.5% of the corresponding male wage. This difference between decreases when considering similar jobs (same occupation, and type of working day or contract, etc.).



With regard to salary distribution, 25.7% of women had wages lower than or equal to the Minimum Wage (SMI) in 2019, as compared with 11.1% of men. Part of this has to do with the higher percentage of women who work part-time.

Bearing in mind the highest wages, 4.1% of men received income five or more times higher than the SMI, compared to 2.1% of women.

The description of wage inequality is completed with the proportion of workers with low earnings (wage earners whose earnings per hour are below 2/3 of median wages), which was 15.0% in 2019. Among these workers, 63.9% were women. In this case, the higher percentage of women who work part-time must also be taken into account.

Percentage of workers according to their earnings with respect to the IMW

	Both sexes	Women	Men
Total of workers %	100.00	100.00	100.00
0 to 1 IMW	18.18	25.72	11.12
1 to 2 IMW	46.35	44.78	47.81
2 to 3 IMW	20.13	17.66	22.44
3 to 4 IMW	8.87	7.14	10.49
4 to 5 IMW	3.32	2.57	4.03
5 to 6 IMW	1.76	1.24	2.25
6 to 7 IMW	0.86	0.60	1.12
7 to 8 IMW	0.37	0.24	0.48
More than 8 IMW	0.16	0.06	0.25

*IMW en 2019: 12,600.00 euros

Wages by economic activity section

The economic activity with the highest average annual wage in 2019 was *Electric energy, gas, steam and air conditioning supply*, with 52,162.53 euros per worker. This figure was 113.8% higher than the national average.

The next activity with the highest wage corresponded to *Financial and insurance activities*, with 44,302.71 euros.

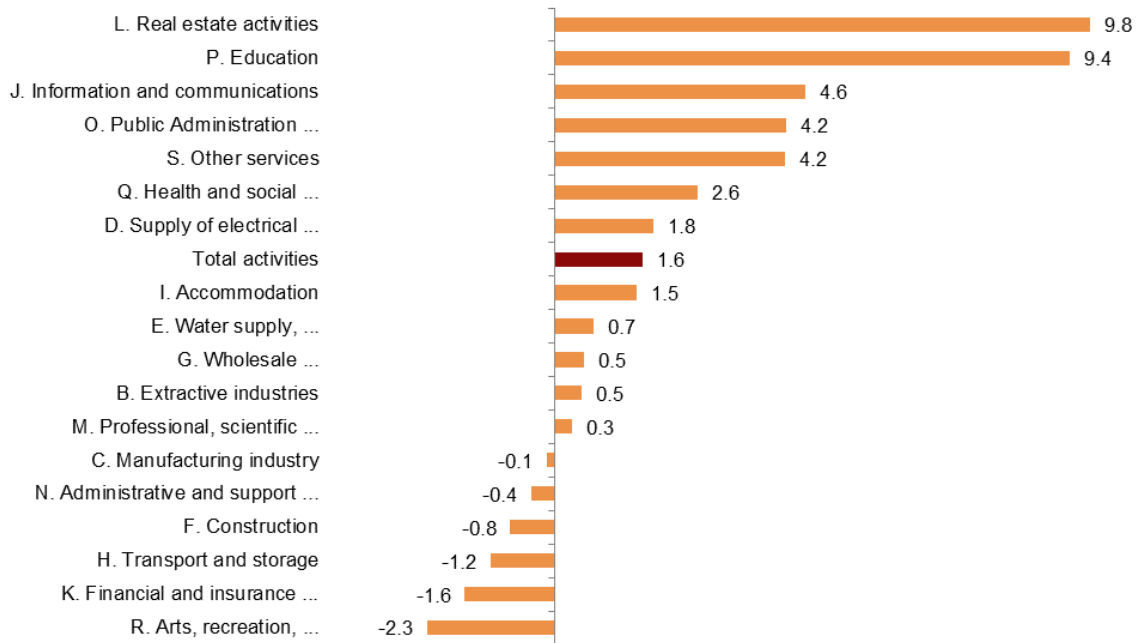
On the other hand, *Accommodation* and *Other services* received the lowest average annual wages, with 14,561.75 and 17,066.82 euros, respectively. These figures were 40.3% and 30.0% below the average.

By gender, *Electric energy, gas, steam and air conditioning supply* received the highest wages, both for men and for women. And *Accommodation* was the one that received the lowest wages for both sexes. In all economic activities in which the representation for the female sample is significant, women had a lower salary than men.

As for the variation compared to 2018, the growth of annual profit was greater in the sections *Real estate activities*, *Education* and *Information and communications*.

On the other hand, *Artistic, recreational and entertainment activities*, *Financial and insurance activities* and *Transporting and storage* showed the greatest decreases.

Annual average earnings per worker by activity sections. 2019
Interannual variations



Annual average earnings per worker by activity sections. 2019

	Total	Mujeres	Hombres
D. Supply of electrical ...	52,162.53	* 45,012.17	54,357.93
K. Financial and insurance ...	44,302.71	39,100.52	50,830.71
J. Information and communications	34,641.28	30,898.57	36,746.41
B. Extractive industries	34,159.42	* 39,732.29	33,116.69
O. Public Administration ...	31,090.95	29,992.17	32,213.06
M. Professional, scientific ...	28,150.21	23,592.72	33,541.11
C. Manufacturing industry	27,604.74	23,339.25	29,188.87
Q. Health and social ...	27,557.20	25,432.12	34,771.18
E. Water supply, ...	27,486.42	24,622.26	28,214.35
P. Education	25,913.06	25,220.98	27,292.76
Total activities	24,395.98	21,682.02	26,934.38
H. Transport and storage	24,368.80	22,868.25	24,852.57
L. Real estate activities	23,333.16	19,981.82	28,296.98
F. Construction	22,789.30	21,388.78	22,997.41
G. Wholesale ...	21,120.76	17,981.78	24,237.93
R. Arts, recreation, ...	18,088.10	16,253.15	19,402.36
N. Administrative and support ...	17,107.54	14,322.39	20,661.14
S. Other services	17,066.82	14,952.83	21,425.62
I. Accommodation	14,561.75	13,410.37	16,134.55

CELL SAMPLE SIZE: When the box is marked with an asterisk (*), this indicates that the number of sample observations is between 100 and 500, therefore the figure is subject to great variability.

Wages by occupation

Occupation was one of the variables that most influenced the wage level. In 2019, the quantity between the average wage of *Executives and managers* and the average wage of other occupations was noticeable, with the former earning 132.1% more on average than the latter.

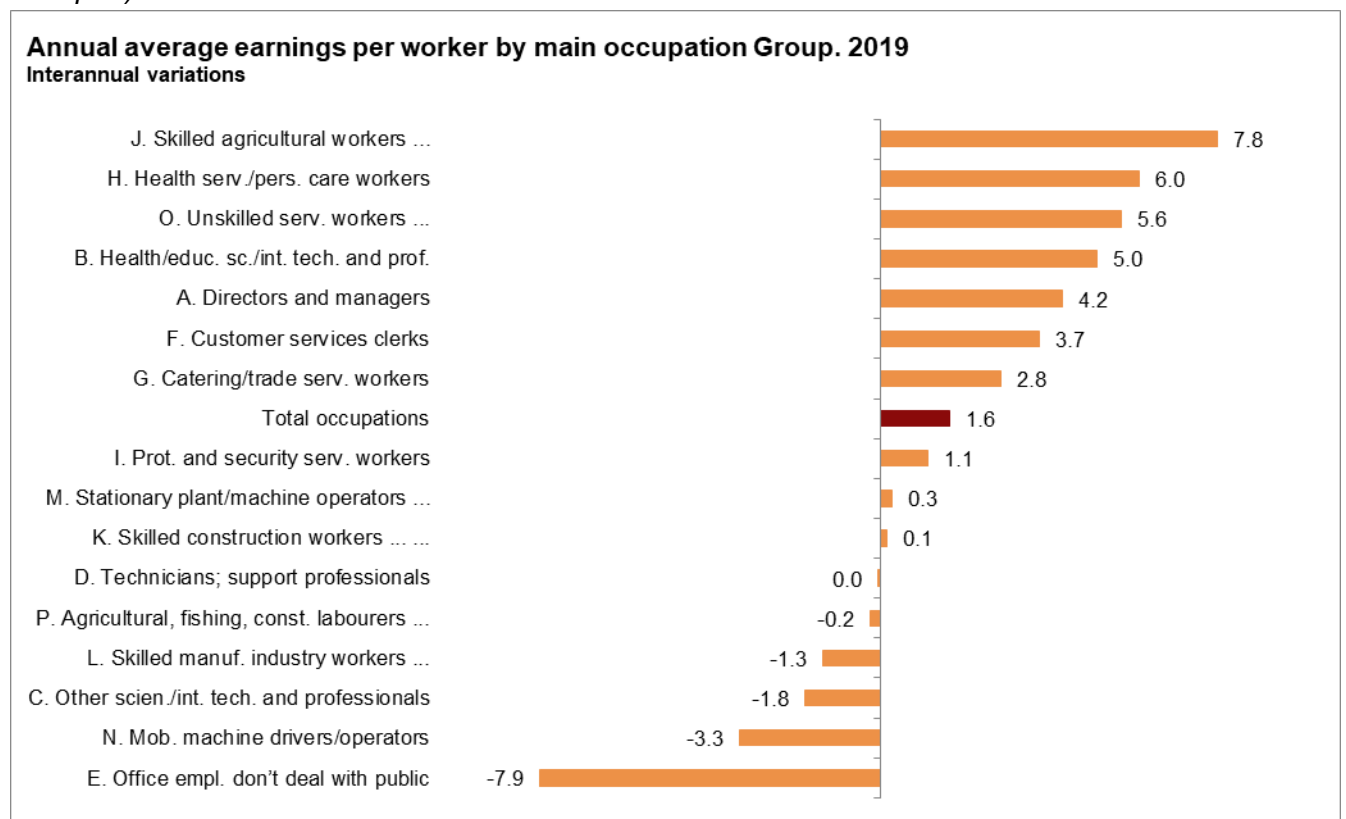
The salaries of the occupations of the groups *Other scientific and intellectual technicians and professionals, Health and education scientific and intellectual technicians and professionals, Technicians and support professionals, Protection and security services, and Stationary plant and machine operators* were also above the average.

The other occupations had average wages below the national average. The least paid were *Unskilled service workers (except transport), Catering and trade services workers, and Health services and personal care workers*.

By sex, the occupations with the highest remuneration were the same for men and women, and in the same order. The main groups with the lowest remunerations also coincided in men and in women.

Women had a wage below that of men in all occupations.

The greatest difference by sex occurred in the group of *unskilled workers in services (except transport)*.



Annual average earnings per worker by main occupation Group. 2019

	Total	Mujeres	Hombres
A. Directors and managers	56,634.74	48,667.65	60,780.76
C. Other scien./int. tech. and profes	37,244.45	33,916.08	40,333.67
B. Health/educ. sc./int. tech. and pr	33,199.26	32,136.34	35,488.04
D. Technicians; support profession	29,247.01	25,950.74	31,816.30
I. Prot. and security serv. workers	28,785.25	26,187.39	29,339.08
M. Stationary plant/machine operatc	26,152.28	20,327.07	27,672.25
Total occupations	24,395.98	21,682.02	26,934.38
L. Skilled manuf. industry workers .	23,169.95	17,573.21	24,405.77
E. Office empl. don't deal w ith publi	22,354.77	20,584.99	25,634.12
J. Skilled agricultural workers ...	21,232.11	* 16,531.69	* 22,112.47
K. Skilled construction workers	20,827.39	* 17,392.78	21,070.11
N. Mob. machine drivers/operators	20,661.53	17,257.64	20,919.98
F. Customer services clerks	19,969.91	18,810.20	22,437.50
P. Agricultural, fishing, const. labou	18,241.14	16,008.78	18,920.61
H. Health serv./pers. care workers	16,815.98	15,418.17	21,005.55
G. Catering/trade serv. workers	16,142.16	14,981.95	18,154.80
O. Unskilled serv. workers ...	13,796.53	12,410.62	17,346.84

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The groups with the highest wage increase in 2019 were *Skilled agricultural, livestock, forestry and fishing sector workers* and *Health services and personal care workers*.

On the other hand, *Office workers who do not serve the public* and *Mobile machine drivers and operators* presented the largest decreases in their salaries.

Wages by type of working day

The type of working day was, unquestionably, the variable that determined the wage level. In 2019, the average annual wage for part-time work was 59.9% lower than that of the full-time annual wage (59.6% lower for women and 57.9% for men).

In 2019, the average annual earnings for full-time work increased by 1.2% and that of part-time work by 2.0%.

Average annual earnings by type of working day. 2019

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	24,395.98	1.6	21,682.02	3.2	26,934.38	3.9
Full-time	28,412.13	1.2	26,939.88	2.5	29,501.75	4.0
Part-time	11,395.49	2.0	10,892.24	2.9	12,421.50	15.7

Nevertheless, this comparison, which are valid considering workers' earnings, are not pertinent on comparing wages as "workforce costs", since full-time wages correspond to more working hours than part-time. As such, hourly earnings are the relevant variable.

The earnings per hour for part-time workers was lower than the average earnings per hour, both for total workers and for each sex. In the case of women, it was 30.2% lower.

On the other hand, the earnings per hour for men in full-time employment were 7.1% above the average, whereas that of women were 1.1% above the average.

Average earnings per hour by type of working day. 2019

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	15.85	2.0	14.92	3.9	16.63	0.7
Full-time	16.58	2.2	16.02	4.6	16.98	0.7
Part-time	11.71	0.5	11.06	0.9	13.09	0.2

The wage difference between men and women decreased when comparing earnings per hour. While the average annual salary for women was 80.5% that for men, when considering the hourly wage, the percentage was 89.7%.

Compared to 2018, the earnings per hour for full-time work increased by 4.6% for women and 0.7% for men. Those for part-time work increased by 0.9% for women and 0.2% for men.

Wages by type of contract

For the purposes of the survey, two types of contract have been considered: permanent contracts and fixed-term (temporary) contracts. So as to be able to compare workers with permanent contracts and workers with fixed-term contracts, adjustments were made as regards the wages paid to workers who did not stay the whole year at the workplace. To this end, they were assigned equivalent annual wages to those they would have been paid, had they worked for the entire year under the same conditions.

Workers with a fixed-term contract had average annual wages that were 32.2% lower than those of people with permanent contracts.

By sex, the salary of men with an indefinite-term contract was higher than the average by 21.1%; while those with a fixed-term contract had a salary 23.8% lower than the average. Among women, wages were below the average, regardless of the contract type (5.2% lower for permanent and 29.3% for fixed-term contracts).

Regarding the variation in annual earnings compared to the previous year, wages increased by 2.7% for permanent contracts, while it decreased by 0.7% for fixed-term contracts.

By sex, the wages of men with permanent contracts increased by 1.9%, compared to 4.1% for women. In fixed-term contracts, there was an increase of 1.1% for women, while the annual earnings of men fell by 2.1%.

Average annual earnings by type of contract. 2019

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	24,395.98	1.6	21,682.02	3.2	26,934.38	0.7
Permanent	26,459.42	2.7	23,128.70	4.1	29,539.81	1.9
Fixed-term	17,931.77	-0.7	17,256.90	1.1	18,585.62	-2.1

In the case of permanent contracts, earnings per hour for men were 12.3% higher than the average. For women, this figure was 2.2% lower than average.

The earnings per hour for part-time workers was lower than the average earnings per hour, both for total workers and for each sex. In the case of women, it was 18.6% lower, while among men the difference was 21.3%. In other words, hourly earnings for fixed-term contracts were 3.5% higher among women than among men.

Average earnings per hour by type of contract. 2019

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	15.85	2.0	14.92	3.9	16.63	0.7
Permanent	16.76	2.9	15.51	4.8	17.80	1.7
Fixed-term	12.67	-0.5	12.91	1.4	12.47	-2.1

As for the previous year, the wages of men with permanent contracts increased by 1.7%, compared to 4.8% for women. In fixed-term contracts, there was an increase of 1.4% for women, while the hourly earnings of men fell by 2.1%.

Wages by nationality

Spanish workers were the only ones to have above-average wages in 2019.

For the remainder of workers from the European Union, wages were 14.8% lower than average. And for other nationalities they were, at least, 29.3% lower.

Average annual earnings by nationality. 2019

	Both sexes	Women	Men
All countries	24,395.98	21,682.02	26,934.38
Spain	24,936.03	22,139.13	27,594.47
EU without Spain	20,795.83	17,734.72	23,614.73
Rest of Europe	17,258.29	* 15,802.93	* 18,994.99
Africa	16,423.35	13,162.24	17,580.74
America	15,794.10	13,934.03	17,471.00
Rest of world	16,060.84	* 14,444.86	* 16,989.44

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Wages by Age

There was a positive relationship between the age of workers and their wage level, which is expected given the fact that older workers were generally likely to be those with the greatest seniority and most experience in the workplace.

It is worth noting that the wage differences by sex were generally greater with the increase in the age of workers. This is influenced by the high qualifications (employment, studies...) of younger women compared to older women.

Average annual earnings by age in complete years, by sex. 2019



All age brackets below 40 years of age registered average wages below the average. Age brackets between 40 and 65 years registered average wages above the average.

Regarding wage growth, the largest increase occurred amongst young people, while the smallest increases were in the 20 to 24 year and from 35 to 39 year intervals.

Average annual wage by age groups. 2019

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	24,395.98	1.6	21,682.02	3.2	26,934.38	0.7	80.5
Under 20 years old	9,101.30	8.0	* 7,855.03	7.9	* 9,902.54	8.6	79.3
20 to 24 years old	12,640.65	-2.1	11,427.77	2.9	13,663.22	-4.9	83.6
25 to 29 years old	17,772.31	1.4	16,650.63	3.8	18,807.51	-0.7	88.5
30 to 34 years old	20,969.47	1.0	19,042.73	1.9	22,789.90	-0.1	83.6
35 to 39 years old	23,283.02	-0.6	20,682.90	-0.4	25,760.79	-0.5	80.3
40 to 44 years old	25,734.87	2.2	22,826.24	2.8	28,489.96	2.0	80.1
45 to 49 years old	26,627.90	2.4	23,569.51	3.3	29,537.85	1.9	79.8
50 to 54 years old	27,183.07	1.2	23,490.58	2.9	30,586.89	0.9	76.8
55 to 59 years old	28,240.07	1.0	24,648.49	4.5	31,605.67	-0.7	78.0
60 to 64 years old	26,735.18	2.5	24,211.54	5.1	29,030.85	1.0	83.4
65 years old and over	24,857.33	1.1	20,126.40	3.4	30,462.15	5.0	66.07

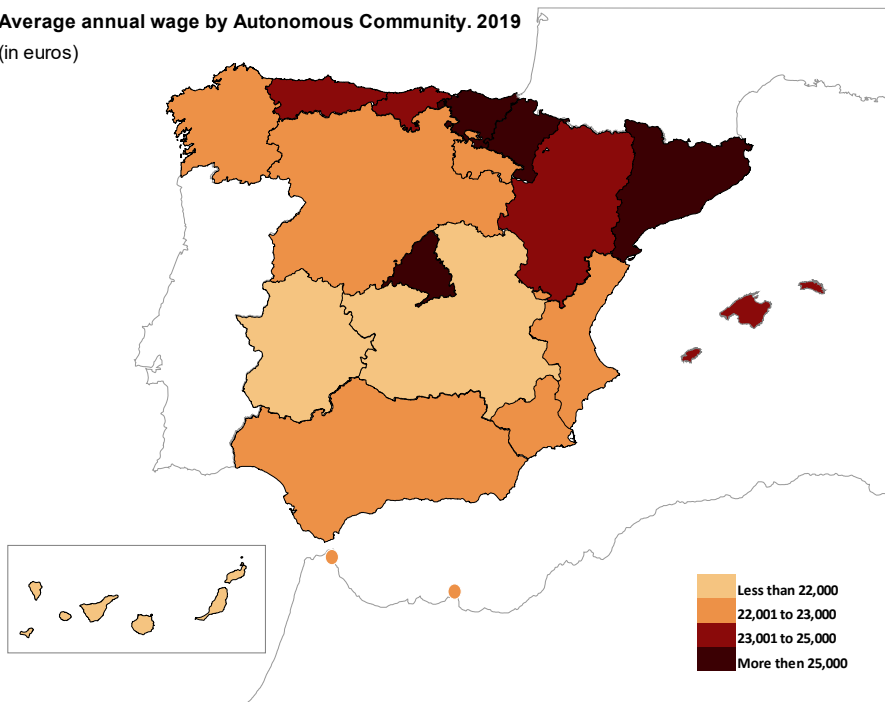
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Wages by Autonomous Community

The highest wages in 2019 corresponded to País Vasco (29,476.21 euros per worker per year), Comunidad de Madrid (27,817.76 euros) and Comunidad Foral de Navarra (27,493.93 euros). These three Autonomous Communities, together with Cataluña and Principado de Asturias, showed average annual earnings above the national average.

On the other hand, Extremadura (19,940.68 euros), Canarias (20,861.14 euros) and Castilla-La Mancha (21,908.92 euros) recorded the lowest salaries.

Average annual wage by Autonomous Community. 2019
(in euros)



Considering the annual growth in earnings, Comunidad Foral de Navarra, Principado de Asturias and País Vasco showed the highest increases. On the other hand, wages fell in Comunitat Valenciana and Galicia compared to 2018.

The average wage for women was lower than that of men in all Autonomous Communities, although the difference varies from one to another. The different employment structure and occupation in each Autonomous Community is one of the factors explaining such variability.

In 2019, Canarias registered the slightest deviation between the wages of men and women, followed by Illes Balears and Castilla-La Mancha.

On the other hand, Principado de Asturias had the greatest deviation, followed by Aragón and Comunidad Foral de Navarra.

Main results by Autonomous Community. 2019

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	24,395.98	1.6	21,682.02	3.2	26,934.38	0.7	80.5
Andalucía	22,060.99	1.2	19,391.52	3.9	24,527.67	-0.7	79.1
Aragón	23,565.09	0.1	20,360.25	1.4	26,404.73	-0.9	77.1
Asturias, Principado de	24,865.89	4.0	21,298.58	7.9	28,481.75	2.0	74.8
Balears, Illes	23,325.33	2.3	21,631.07	2.6	24,914.51	2.0	86.8
Canarias	20,861.14	0.5	19,540.82	2.6	22,082.69	-1.1	88.5
Cantabria	23,347.52	3.5	20,600.16	4.9	25,795.43	1.8	79.9
Castilla y León	22,061.44	0.1	19,414.11	1.9	24,665.79	-0.2	78.7
Castilla-La Mancha	21,908.92	0.7	19,939.58	4.5	23,494.17	-1.9	84.9
Cataluña	25,968.20	1.6	22,988.22	3.1	28,965.38	1.1	79.4
Comunitat Valenciana	22,045.66	-0.3	19,314.58	0.4	24,499.53	-0.2	78.8
Extremadura	19,940.68	0.0	18,012.58	0.2	21,823.73	0.1	82.5
Galicia	22,177.40	-0.3	19,818.26	1.4	24,542.83	-1.1	80.7
Madrid, Comunidad de	27,817.76	3.0	24,873.79	4.0	30,530.89	2.4	81.5
Murcia, Región de	22,123.99	2.9	19,431.25	4.5	24,289.41	2.6	80.0
Navarra, Comunidad Foral de	27,493.93	4.3	23,728.82	4.5	30,564.90	3.4	77.6
País Vasco	29,476.21	3.5	26,197.62	5.8	32,529.17	1.7	80.5
Rioja, La	22,877.13	1.0	20,377.23	3.1	25,342.99	-1.0	80.4

Data Review and Update

The data published today are final. All results are available on INEBase.

Methodological note

The main objective of the Annual Wage Structure Survey (AWSS) is to obtain estimates of the gross annual earnings per worker, classified by type of working day, sex, section of the National Classification of Economic Activities (CNAE-09) and occupation to one digit of the National Classification of Occupations (NCO-11).

The information is obtained through the combined processing of the Social Security General Affiliation File (SS) and Model 190 statements: Annual Summary of Withholdings and Advance Payments on Personal Income Taxes by the State Tax Administration Agency (AEAT) and the Regional Treasuries of Navarra, Bizkaia y Gipuzkoa, along with the occupation and work time variables provided by the survey attached to the INE Quarterly Labour Cost Survey (QLCS). The collaboration of the mentioned entities is fundamental for the elaboration of this statistical operation.

Type of operation: annual 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).¹

Geographical scope: the entire national territory.

Reference period for the results: the calendar year.

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. The survey is comprehensive 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.

Collection method: questionnaire filled in directly by the establishment and mining of administrative files.

For more information you can access the methodology and definitions at:

<https://www.ine.es/metodologia/t22/t223013310a.pdf>

The standardized methodological report is at:

<https://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30189>

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¹ Therefore, public sector workers covered by the Civil Service Pensions Regime are excluded.