

22 June 2022

## **Annual Wage Structure Survey** Year 2020

### **Main results**

- Average annual earnings per worker were 25,165.51 euros in 2020, an increase of 3.2% as compared with the previous year.
- Average earnings for men was 27,642.52 euros while for women it was 22,467.48 euros.  
- The average annual female wage accounts for 81.3% 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 53,775.71 euros). In turn, wage-earners in *Accommodation* (14,561.75 euros) had the lowest average earnings.
- *Directors and managers* (58,023.75 euros) was the occupational group with the highest average annual salary. In turn, *Unskilled service workers (except transport)* had the lowest, with 13,765.34 euros.
- By type of working day, the average earnings per hour for full-time work was 16.88 euros, while earnings per hour for part-time work was 11.60 euros.
- Workers with a permanent contract had a an average annual wage of 26,623.93 euros. Meanwhile those with a fixed-term contract, had an average annual wage of 19,228.47 euros.
- Salary level increases with worker age. Differences by sex were generally greater the older the workers were.

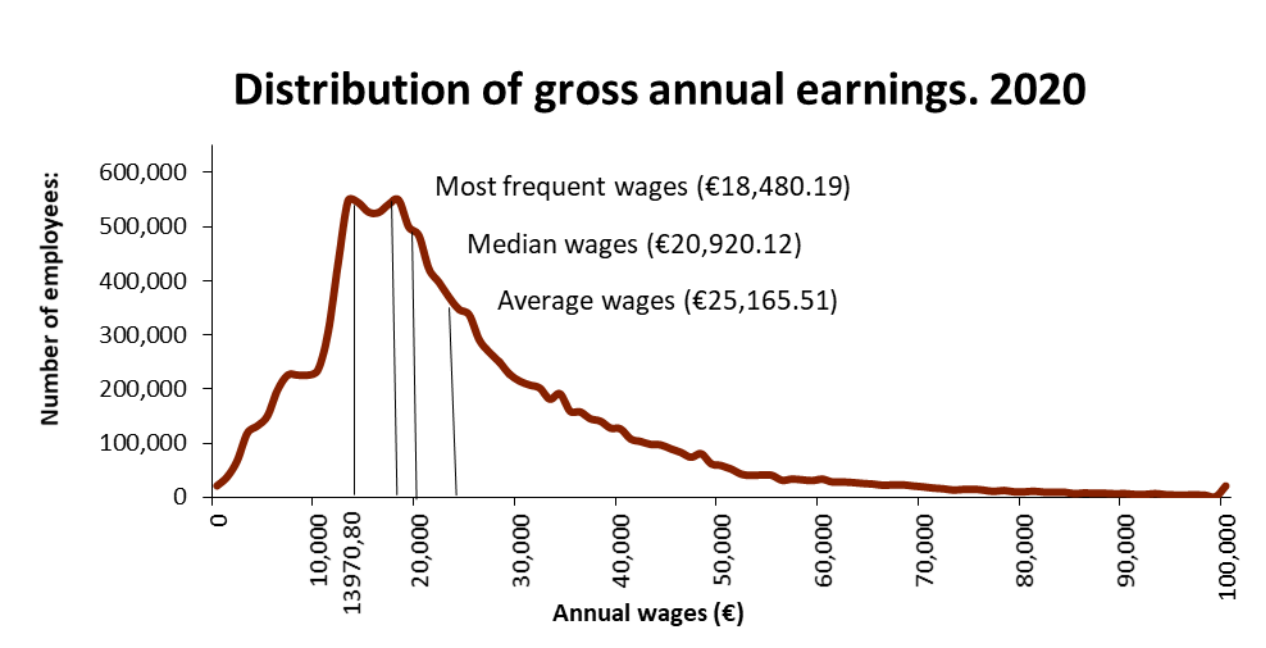
The Autonomous Communities with the greatest average annual salaries per person were País Vasco (30,224.16 euros per worker), Comunidad de Madrid (28,829.06) and Comunidad Foral de Navarra (27,995.96). On the other side, Extremadura (20,479.30), Canarias (21,631.17) and Andalucía (22,323.85) registered the lowest ones.

## Gross annual earnings

Average annual earnings per worker were 25,165.51<sup>1</sup> euros in 2020, which is 3.2% 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 20,920.12 euros in 2020.

Regarding the modal wage, the graph shows two. One is the one with the highest frequency (with 549,564 employees), which was around 18,480 euros. And there was another also with high frequency (548,313 employees), which was 13,970 euros.

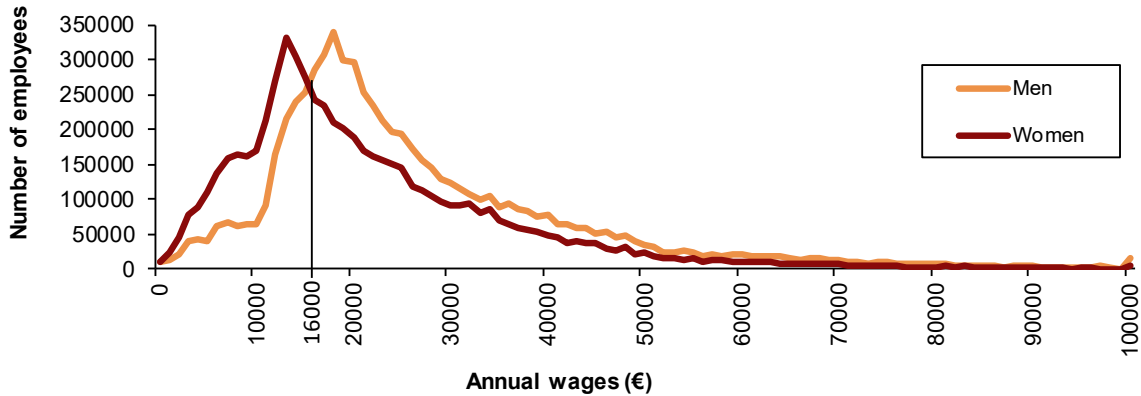


By sex, the average annual gain was 27,642.52 euros for men and 22,467.48 euros for women, with increases of 2.6% and 3.6%, respectively, compared to 2019.

The average annual female wage was 81.3% of the corresponding male wage. This difference between decreases when considering similar jobs (same occupation, and type of working day or contract, etc.).

<sup>1</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.

**Distribution of gross annual earnings by sex. 2020**



Regarding salary distribution, 27.5% of women had an annual salary less than or equal to the Minimum Interprofessional Salary (SMI) in 2020, compared to 11.9% of men. Part of this has to do with the higher percentage of women who work part-time.

Bearing in mind the highest wages, 3.7% of men received income five or more times higher than the SMI, compared to 1.9% 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 16.6% in 2020. Among these workers, 63.0% 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	19.36	27.49	11.90
1 to 2 IMW	46.65	43.80	49.27
2 to 3 IMW	19.58	17.58	21.42
3 to 4 IMW	8.35	6.78	9.79
4 to 5 IMW	3.21	2.43	3.92
5 to 6 IMW	1.66	1.15	2.13
6 to 7 IMW	0.81	0.56	1.03
7 to 8 IMW	0.24	0.15	0.33
More than 8 IMW	0.14	0.05	0.21

\*IMW en 2020: 13,300.00 euros

### Wages by economic activity section

The economic activity with the highest average annual wage in 2020 was *Electric energy, gas, steam and air conditioning supply*, with 53,775.71 euros per worker. This figure was 113.7% higher than the national average.

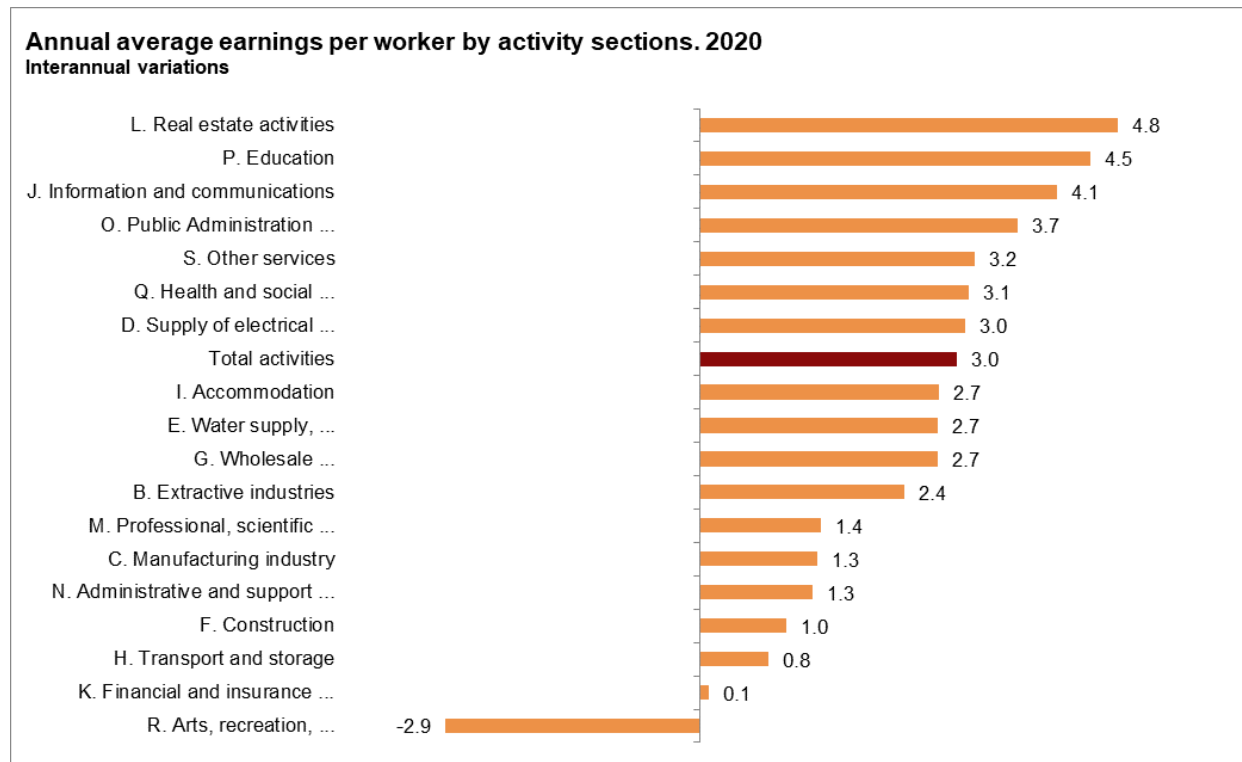
The next activity with the highest wage corresponded to *Financial and insurance activities*, with 45,921.78 euros.

On the other hand, *Accommodation* and *Other services* received the lowest average annual wages, with 14,136.95 and 17,468.15 euros, respectively. These figures were 43.8% and 30.6% 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.

Regarding variation compared to 2019, the greatest increases in annual profit occurred in the *Public administration and defence; compulsory social security* (4.8%), *Education* (4.5%) and *Administrative and support service activities* (4.1%).

On the other hand, in *Hospitality* the average annual profit fell by 2.9% compared to the previous year.



## Annual average earnings per worker by activity sections. 2020

	Total	Mujeres	Hombres
D. Supply of electrical ...	53,775.71	*45,975.80	56,481.61
K. Financial and insurance ...	45,921.78	40,159.77	52,920.77
J. Information and communications	35,663.80	32,227.73	37,580.51
B. Extractive industries	34,424.68	*40,804.11	33,198.80
O. Public Administration ...	32,581.96	31,268.62	33,931.79
M. Professional, scientific ...	28,918.19	24,433.23	34,161.90
C. Manufacturing industry	27,875.98	23,765.80	29,383.74
Q. Health and social ...	28,313.74	25,957.39	36,248.27
E. Water supply, ...	27,854.25	25,020.33	28,548.11
P. Education	27,076.32	26,349.55	28,469.49
<b>Total activities</b>	<b>25,165.51</b>	<b>22,467.48</b>	<b>27,642.52</b>
H. Transport and storage	25,033.40	24,082.98	25,336.12
L. Real estate activities	23,354.70	20,142.44	28,191.02
F. Construction	23,104.64	21,188.00	23,402.34
G. Wholesale ...	21,393.49	18,243.62	24,411.89
R. Arts, recreation, ...	18,638.95	16,822.41	19,934.49
N. Administrative and support ...	17,808.53	14,835.74	21,522.75
S. Other services	17,468.15	15,319.56	21,780.54
I. Accommodation	14,136.95	12,874.08	15,767.95

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 2020, the quantity between the average wage of *Executives and managers* and the average wage of other occupations was noticeable, with the former earning 130.6% 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.

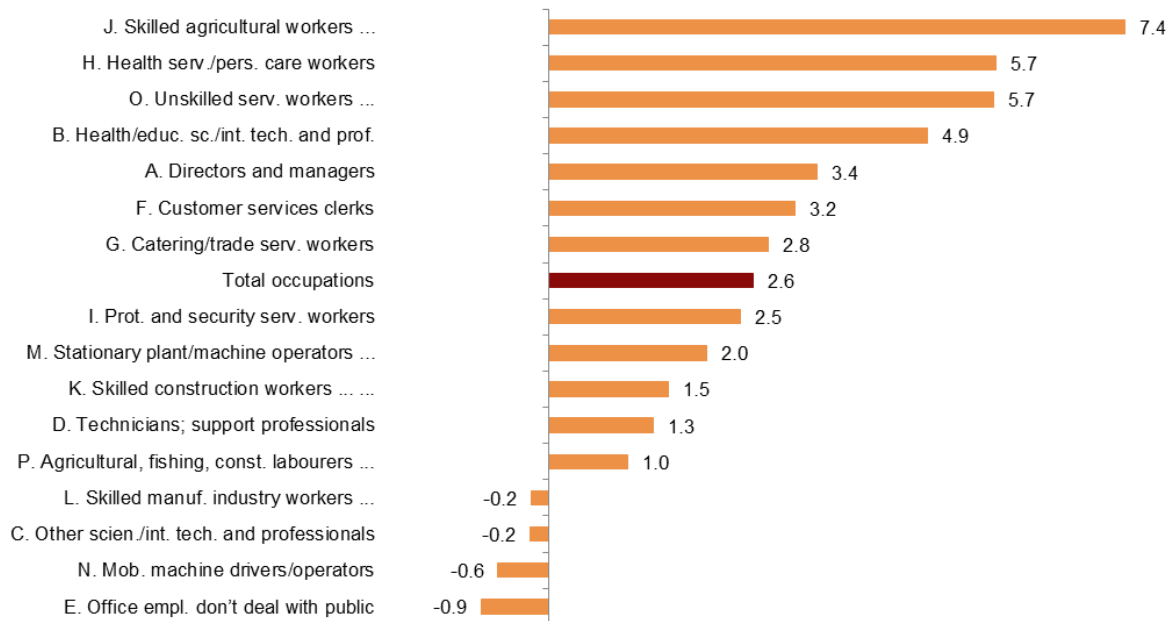
The other occupations had average wages below the national average. The least paid were *Unskilled service workers (except transport), Catering and trade services workers, and Health services and personal care workers*.

By sex, the occupations with the highest remuneration were the same for men and in the same order. For women, the *Stationary plant and machine operators* are replaced by *Office employees who do not deal with the public*. The primary groups with the lowest salaries also coincided in men and women, but the order differs from the global results.

In all jobs in which the representation for the female sample is significant, women had a lower salary than men.

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. 2020**  
Interannual variations



**Annual average earnings per worker by main occupation Group. 2020**

	Total	Mujeres	Hombres
A. Directors and managers	58,023.75	50,788.17	61,698.18
C. Other scien./int. tech. and profes	38,523.51	35,104.74	41,735.68
B. Health/educ. sc./int. tech. and pr	34,809.61	33,447.03	37,664.38
D. Technicians; support profession	30,904.89	27,807.97	31,425.49
I. Prot. and security serv. workers	30,067.52	26,830.62	32,611.21
M. Stationary plant/machine operatc	26,416.53	20,483.08	27,884.51
<b>Total occupations</b>	<b>25,165.51</b>	<b>22,467.48</b>	<b>27,642.52</b>
L. Skilled manuf. industry workers .	23,632.89	21,923.21	26,465.12
E. Office empl. don't deal w ith publi	23,119.86	17,894.70	24,104.05
J. Skilled agricultural w orkers ...	22,440.93	*23,070.72	22,334.74
K. Skilled construction workers ... .	21,105.93	*17,660.01	21,265.56
N. Mob. machine drivers/operators	21,078.80	*18,923.94	21,182.11
F. Customer services clerks	19,842.16	18,803.91	22,442.04
P. Agricultural, fishing, const. labou	18,521.56	15,966.57	19,279.74
H. Health serv./pers. care workers	17,256.00	15,983.02	21,281.83
G. Catering/trade serv. workers	16,004.18	14,682.47	18,248.13
O. Unskilled serv. workers ...	13,765.34	12,346.05	17,159.21

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.

The groups with the highest salary increase in 2020 were *Protective and security service workers* and *Office employees who do not deal with the public*.

On the other hand, *Catering and trade service workers* and *Customer services clerks* presented the greatest salary decreases.

### Wages by type of working day

The type of working day was, unquestionably, the variable that determined the wage level. In 2020, the average annual wage for part-time work was 59.7% lower than that of the full-time annual wage (59.4% lower for women and 57.6% for men).

In 2020, the average annual earnings for full-time work increased by 1.7%. The part-time grew by 2.2%.

### Average annual earnings by type of working day. 2020

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	25,165.51	3.2	22,467.48	3.6	27,642.52	2.6
Full-time	28,881.22	1.7	27,466.76	2.0	29,918.94	1.4
Part-time	11,642.50	2.2	11,152.67	2.4	12,685.74	2.1

Nevertheless, this comparison, which are valid considering workers' earnings, are not pertinent on comparing wages in jobs as "workforce costs", since full-time wages correspond to more working hours than part-time. For these purposes, earnings per hour becomes the most relevant indicator.

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 32.4% lower.

On the other hand, the earnings per hour for men in full-time employment were 6.8% above the average, whereas that of women were 1.4% above the average.

### Average earnings per hour by type of working day. 2020

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	16.15	1.9	15.22	2.0	16.92	1.7
Full-time	16.88	1.8	16.37	2.2	17.24	1.5
Part-time	11.60	-1.0	10.92	-1.3	13.13	0.3

The wage difference between men and women decreased when comparing earnings per hour. While the average annual salary for women was 81.3% that for men, when considering the hourly wage, the percentage was 90.0%.

Compared to 2019, the earnings per hour for full-time work increased by 2.2% for women and 1.5% for men. In part-time, there was a decrease of 1.3% for women and an increase of 0.3% 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 27.8% 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 17.2%; while those with a fixed-term contract had earnings 21.2% lower than the average. Among women, wages were below the average, regardless of the contract type (6.8% lower for permanent and 26.0% for fixed-term contracts).

Regarding the variation in annual earnings compared to the previous year, wages increased by 0.6% for permanent contracts and increased by 7.2% for fixed-term contracts.

By sex, for men with indefinite-term contracts, wages decreased by 0.2%, while for women it increased by 1.4%. For fixed-term contracts, women had a wage increase of 7.9% while men had an increase of 6.7%.

### Average annual earnings by type of contract. 2020

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	25,165.51	3.2	22,467.48	3.6	27,642.52	2.6
Permanent	26,623.93	0.6	23,454.68	1.4	29,486.23	-0.2
Fixed-term	19,228.47	7.2	18,617.09	7.9	19,828.46	6.7

In the case of permanent contracts, earnings per hour for men were 9.7% higher than the average. For women, this figure was 3.6% 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 women it was 15.0% lower and in men 18.5% lower. In other words, hourly earnings for fixed-term contracts were 4.3% higher among women than among men.



## Average earnings per hour by type of contract. 2020

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	16.15	1.9	15.22	2.0	16.92	1.7
Permanent	16.75	-0.1	15.56	0.3	17.72	-0.5
Fixed-term	13.43	5.9	13.72	6.3	13.16	5.6

In indefinite-term contracts, the hourly earnings of women increased by 0.3% compared to the previous year, while that of men fell by 0.5%. The hourly earnings of men with fixed-term contracts increased by 5.6%, compared to 6.3% of women.

## Wages by nationality

Spanish workers were the only ones to have above-average wages in 2020.

For the remainder of workers from the European Union, wages were 13.2% lower than average. And for other nationalities they were, at least, 21.1% lower.

## Average annual earnings by nationality. 2020

	Both sexes	Women	Men
All countries	25,165.51	22,467.48	27,642.52
Spain	25,690.74	22,894.30	28,312.74
EU without Spain	21,832.44	18,741.52	24,451.69
Rest of Europe	19,852.61	*16,421.07	*23,677.28
Africa	16,784.02	*13,840.89	17,566.16
America	16,100.85	14,076.89	17,929.05
Rest of world	16,433.04	*15,742.51	*16,774.91

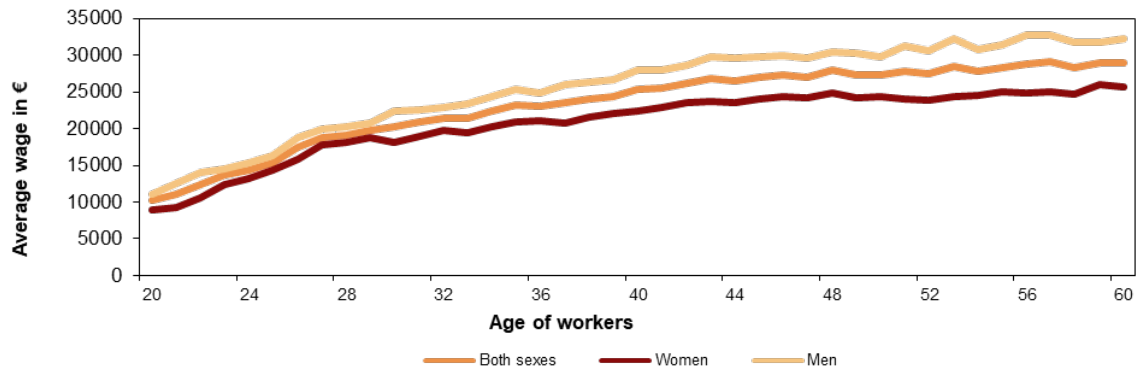
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## Wages by Age

There is a positive relationship between worker age and salary level. This reflects the fact that the oldest workers were, in general, those with the longest tenure and experience on the job.

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. 2020



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 salary growth, the greatest increase occurred in the interval of 65 years and over, while the smallest rise was in people between 40 and 44 years of age.

### Average annual wage by age groups. 2020

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
<b>TOTAL</b>	25,165.51	3.2	22,467.48	3.6	27,642.52	2.6	81.3
Under 20 years old	9,394.06	3.2	* 7,855.03	-0.4	* 9,902.54	5.1	79.3
20 to 24 years old	12,925.08	2.3	11,548.97	1.1	14,043.56	2.8	82.2
25 to 29 years old	18,372.47	3.4	17,208.34	3.3	19,469.16	3.5	88.4
30 to 34 years old	21,321.13	1.7	19,283.67	1.3	23,129.35	1.5	83.4
35 to 39 years old	23,671.27	1.7	21,322.66	3.1	25,833.56	0.3	82.5
40 to 44 years old	26,125.41	1.5	23,223.46	1.7	28,823.06	1.2	80.6
45 to 49 years old	27,279.93	2.4	24,323.96	3.2	30,024.43	1.6	81.0
50 to 54 years old	27,754.07	2.1	24,228.35	3.1	30,899.77	1.0	78.4
55 to 59 years old	28,713.98	1.7	25,111.64	1.9	32,067.54	1.5	78.3
60 to 64 years old	27,390.57	2.5	24,957.11	3.1	29,717.66	2.4	84.0
65 years old and over	26,833.25	7.9	21,784.18	8.2	31,898.67	4.7	68.29

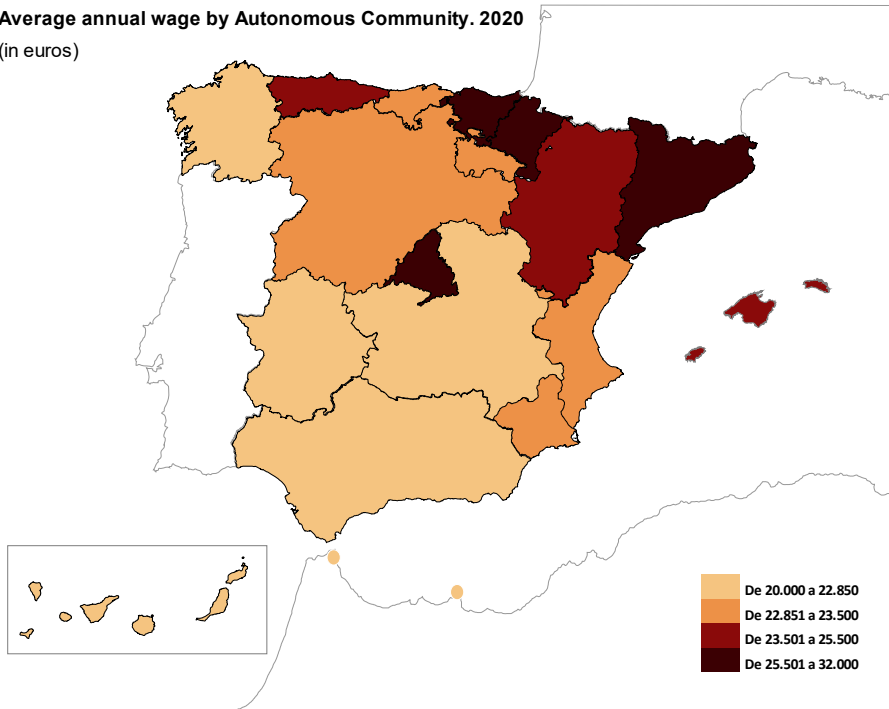
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### Wages by Autonomous Community

The highest wages in 2020 corresponded to País Vasco (30,224.16 euros per worker per year), Comunidad de Madrid (28,829.06 euros) and Comunidad Foral de Navarra (27,995.96 euros). These three Autonomous Communities, together with Cataluña, showed average annual earnings above the national average.

For their part, Extremadura (20,479.30 euros), Canarias (21,631.17 euros), and Andalucía (22,323.85 euros) reported the lowest salaries.

**Average annual wage by Autonomous Community. 2020**  
(in euros)



Considering the annual growth of profit, Catalonia, Castilla y León and Canarias presented the greatest increases. On the contrary, wages fell in the Principado de Asturias, and had the smallest increases in Cantabria and Andalucía.

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 2020, Canarias registered the slightest deviation between the wages of men and women, followed by Castilla-La Mancha and Illes Balears.

Conversely, Principado de Asturias had the greatest deviation, followed by Comunidad Foral de Navarra and Andalucía.

## Main results by Autonomous Community. 2020

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	25,165.51	3.2	22,467.48	3.6	27,642.52	2.6	81.3
Andalucía	22,323.85	1.2	19,517.52	0.6	24,785.82	1.1	78.7
Aragón	24,113.57	2.3	21,365.11	4.9	26,505.70	0.4	80.6
Asturias, Principado de	24,527.96	-1.4	21,308.01	0.0	27,948.09	-1.9	76.2
Balears, Illes	23,881.42	2.4	21,998.23	1.7	25,699.53	3.2	85.6
Canarias	21,631.17	3.7	20,461.63	4.7	22,697.51	2.8	90.1
Cantabria	23,495.12	0.6	20,996.83	1.9	25,804.13	0.0	81.4
Castilla y León	22,948.76	4.0	20,314.96	4.6	25,549.98	3.6	79.5
Castilla-La Mancha	22,575.01	3.0	20,761.55	4.1	24,029.31	2.3	86.4
Cataluña	27,100.11	4.4	24,096.69	4.8	30,003.62	3.6	80.3
Comunitat Valenciana	22,856.70	3.7	20,165.73	4.4	25,239.04	3.0	79.9
Extremadura	20,479.30	2.7	18,791.05	4.3	22,071.78	1.1	85.1
Galicia	22,834.66	3.0	20,446.53	3.2	25,276.16	3.0	80.9
Madrid, Comunidad de	28,829.06	3.6	25,900.29	4.1	31,495.31	3.2	82.2
Murcia, Región de	22,919.62	3.6	20,007.14	3.0	25,227.26	3.9	79.3
Navarra, Comunidad Foral de	27,995.96	1.8	24,047.13	1.3	31,317.91	2.5	76.8
País Vasco	30,224.16	2.5	27,125.90	3.5	33,040.10	1.6	82.1
Rioja, La	23,292.63	1.8	20,959.44	2.9	25,664.88	1.3	81.7

### 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).<sup>2</sup>

**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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<sup>2</sup> Therefore, public sector workers covered by the Civil Service Pensions Regime are excluded.