

20 June 2023

Annual Wage Structure Survey Year 2021

Main results

- Average annual earnings per worker were 25,896.82 euros in 2021, an increase of 2.9% as compared with the previous year.
- Average earnings for men was 28,388.69 euros while for women it was 23,175.95 euros. The average annual wage for women was 81.6% of the average annual wage for men. This difference between the remuneration for men and women decreases when considering similar jobs (same occupation, 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 52,985.83 euros. In turn, wage-earners in Accommodation had the lowest average earnings, with 14,632.81 euros.
- Directors and managers (59,219.83 euros) was the occupational group with the highest average annual salary. In turn, Unskilled service workers (except transport) had the lowest, with 13,874.28 euros.
- By type of working day, the average earnings per hour for full-time work was 17.35 euros, while earnings per hour for part-time work was 11.59 euros.
- Workers with a permanent contract had an average annual wage of 27,228.80 euros. Meanwhile, those with a fixed-term contract had an average annual wage of 19,842.69 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 (31,063.68 euros per worker), Comunidad de Madrid (29,512.58) and Comunidad Foral de Navarra (28,459.37). On the other side, Extremadura (21,393.01), Canarias (22,466.23) and Andalucía (23,154.99) registered the lowest ones.

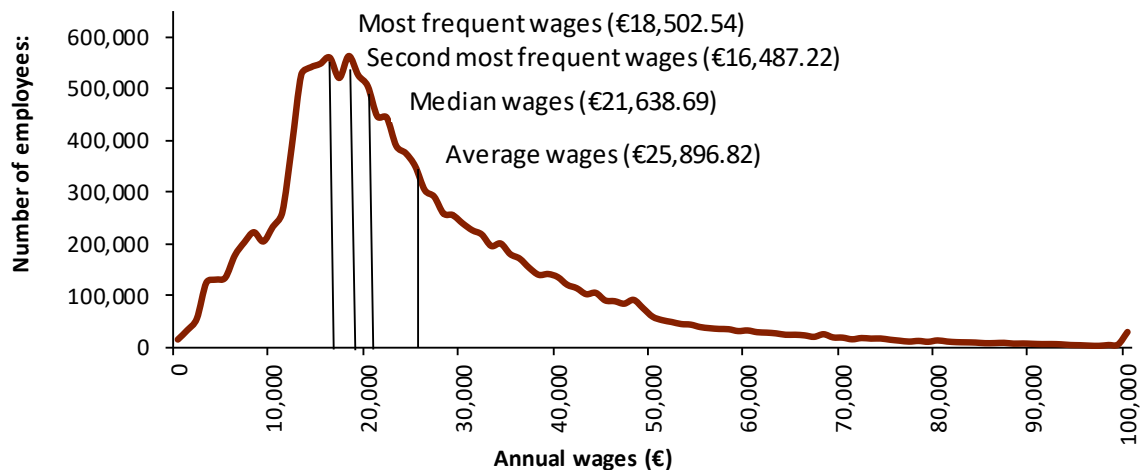
Gross annual earnings

Average annual earnings per worker were 25,896.82¹ euros in 2021, which is 2.9% 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 results in the average wage being higher than both the median wage and the most frequent wage.

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 21,638.69 euros in 2021.

Regarding the modal wage, the graph shows two. One is the one with the highest frequency (with 563,384 employees), which was around 18,503 euros. And there was another also with high frequency (560,327 employees), which was 16,487 euros.

Distribution of gross annual earnings. 2021

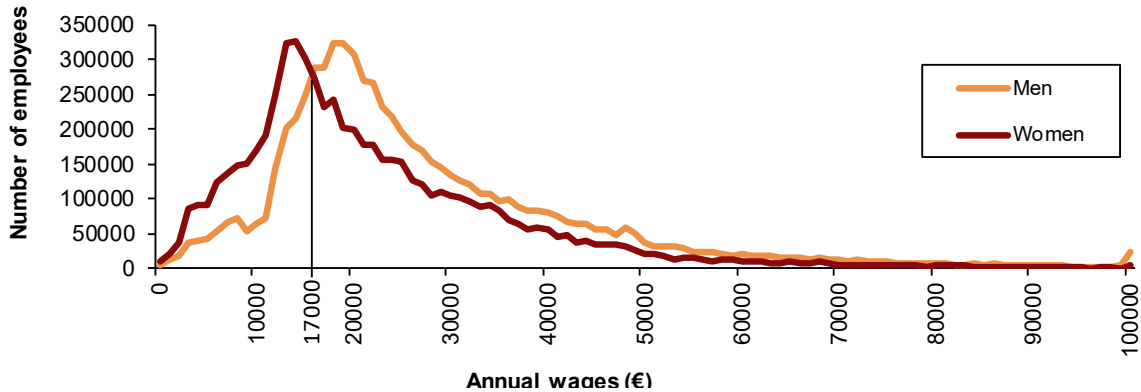


By sex, the average annual gain was 28,388.69 euros for men and 23,175.95 euros for women, with increases of 2.7% and 3.2%, respectively, compared to 2020.

The average annual female wage was 81.6% of the corresponding male wage. This difference decreases when considering similar jobs (same occupation, and type of working day or contract, etc.).

¹ 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. 2021



Regarding salary distribution, 25.0% of women had an annual salary less than or equal to the Minimum Interprofessional Salary (SMI) in 2021, compared to 10.7% of men. Part of this has to do with the higher percentage of women who work part-time.

Bearing in mind the highest wages, 3.9% of men received income five or more times higher than the SMI, compared to 2.2% 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 16.7% in 2021. Among these workers, 62.5% 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	17.53	25.00	10.69
1 to 2 IMW	46.84	44.85	48.67
2 to 3 IMW	20.49	18.53	22.29
3 to 4 IMW	8.76	7.03	10.34
4 to 5 IMW	3.28	2.43	4.07
5 to 6 IMW	1.71	1.27	2.12
6 to 7 IMW	0.92	0.66	1.15
7 to 8 IMW	0.32	0.18	0.44
More than 8 IMW	0.15	0.07	0.22

*IMW en 2021: 13,370.00 euros

Wages by economic activity section

The economic activity with the highest average annual wage in 2021 was Electric energy, gas, steam and air conditioning supply, with 52,985.83 euros per worker. This figure was 104.6% higher than the national average.

The next activity with the highest wage corresponded to Financial and insurance activities, with 46,122.24 euros.

On the other hand, Accommodation and Other services received the lowest average annual wages, with 14,632.81 and 18,118.66 euros, respectively. These figures were 43.5% 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.

Annual average earnings per worker by activity sections. 2021

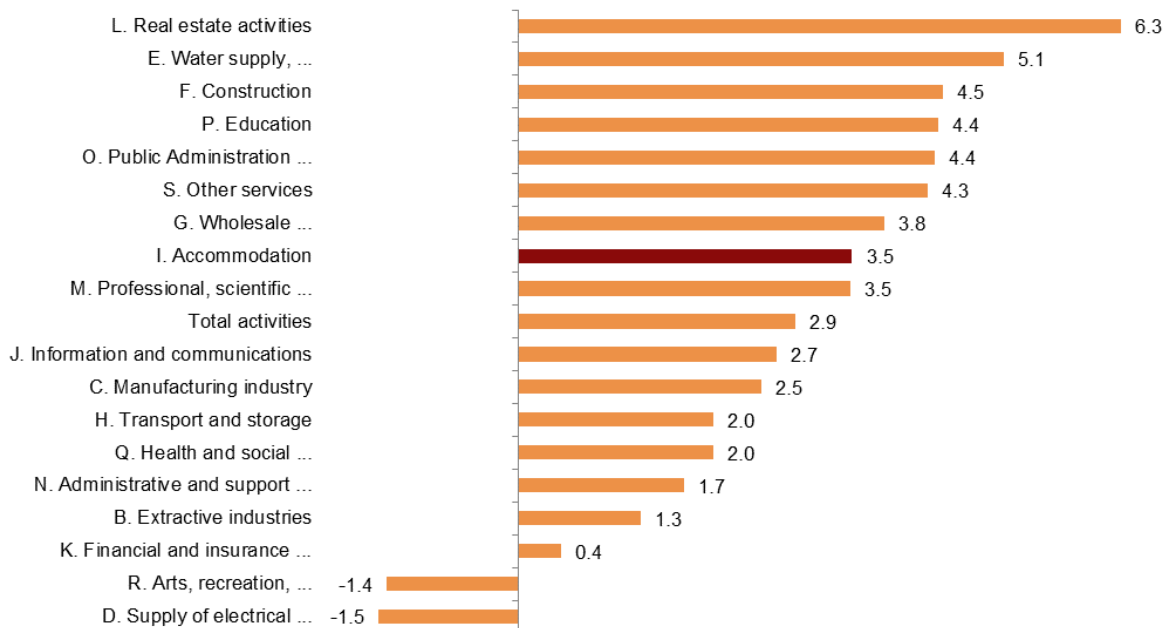
	Total	Mujeres	Hombres
D. Supply of electrical ...	52,985.83	*45,462.89	55,829.66
K. Financial and insurance ...	46,122.24	40,990.22	52,714.92
J. Information and communications	36,630.48	33,225.56	38,514.17
B. Extractive industries	34,866.39	*41,919.95	33,557.99
O. Public Administration ...	34,010.01	32,137.79	35,908.23
M. Professional, scientific ...	29,926.53	25,741.80	34,926.19
E. Water supply, ...	29,277.93	26,520.12	29,983.61
Q. Health and social ...	28,891.41	26,403.18	37,270.15
C. Manufacturing industry	28,585.65	24,456.75	30,102.28
P. Education	28,272.76	27,453.63	29,804.04
Total activities	25,896.82	23,175.95	28,388.69
H. Transport and storage	25,545.48	24,286.30	25,939.10
L. Real estate activities	24,835.23	21,787.72	29,120.96
F. Construction	24,136.94	22,640.24	24,361.97
G. Wholesale ...	22,215.28	19,026.11	25,298.04
R. Arts, recreation, ...	18,380.69	16,753.59	19,600.50
S. Other services	18,220.77	16,367.77	21,823.47
N. Administrative and support ...	18,118.66	15,248.42	21,648.58
I. Accommodation	14,632.81	13,388.55	16,229.88

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 greatest increases in annual profit in 2021 occurred in Real estate (6.3%), Water supply, sanitation, waste management and decontamination (5.1%) and Construction (4.5%).

On the other hand, the average annual profit for Electric energy, gas, steam and air conditioning supply and Art, recreation and entertainment fell by 1.5% and 1.4% respectively.

Annual average earnings per worker by activity sections. 2021
Interannual variations



Wages by occupation

Occupation was one of the variables that most influenced the wage level. The average wage of Executives and managers, which was 128.7% higher in 2021 than the rest of the occupations, stood out.

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.

Other occupations had average wages below the national average. The least paid were Unskilled service workers (except transport), Catering and commerce 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, 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 Skilled workers in manufacturing except plant and machinery operators.

Annual average earnings per worker by main occupation Group. 2021

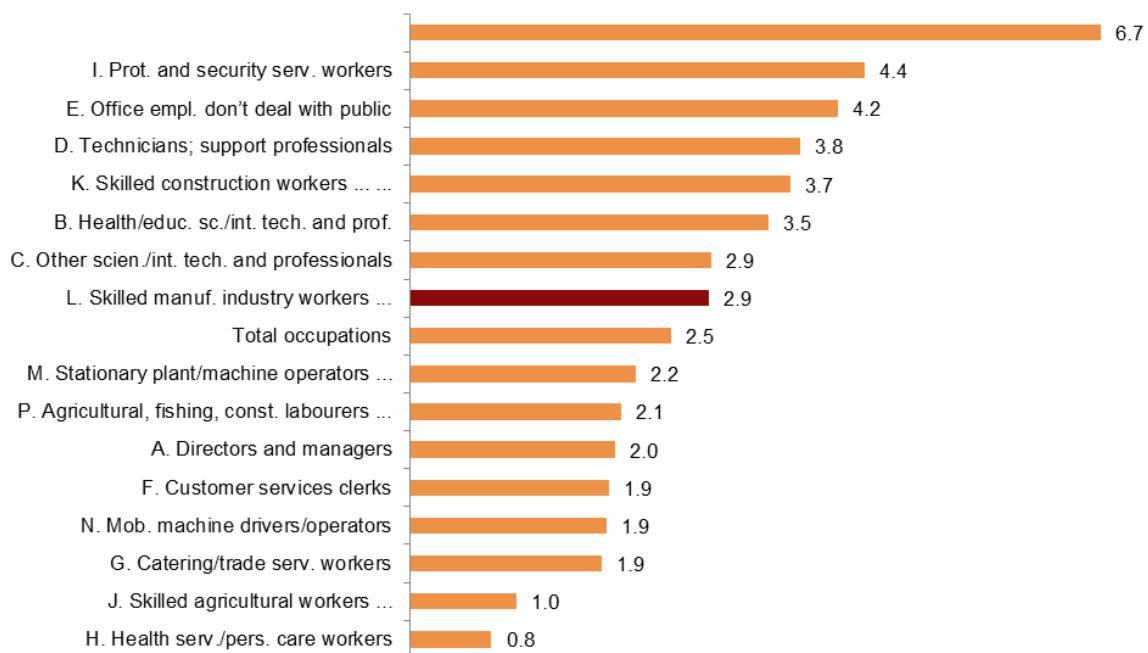
	Total	Mujeres	Hombres
A. Directors and managers	59,219.83	51,456.82	63,703.19
C. Other scien./int. tech. and profes	39,871.28	36,511.00	43,029.52
B. Health/educ. sc./int. tech. and pr	36,101.10	34,605.37	39,270.32
I. Prot. and security serv. workers	32,985.38	28,314.54	33,695.67
D. Technicians; support profession	31,321.69	27,972.70	33,849.87
M. Stationary plant/machine operatc	27,089.86	21,156.18	28,463.11
Total occupations	25,896.82	23,175.95	28,388.69
E. Office empl. don't deal with publi	24,680.03	23,040.15	27,394.81
L. Skilled manuf. industry workers .	23,797.17	18,223.34	24,755.05
J. Skilled agricultural workers ...	22,859.73	*24,028.06	22,708.61
K. Skilled construction workers	21,909.39	*19,341.07	22,000.05
N. Mob. machine drivers/operators	21,488.35	*19,276.73	21,570.16
F. Customer services clerks	20,237.83	19,247.82	22,845.68
P. Agricultural, fishing, const. labou	18,927.93	16,322.02	19,689.32
H. Health serv./pers. care workers	17,435.22	16,251.63	21,204.39
G. Catering/trade serv. workers	16,310.91	15,103.95	18,260.31
O. Unskilled serv. workers ...	13,874.28	12,618.05	17,109.73

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 2021 were Protective and security service workers and Office employees who do not deal with the public.

On the other hand, Unskilled service workers (except transport) and Health services and personal care workers presented the smallest increases.

Annual average earnings per worker by main occupation Group. 2021 Interannual variations



Wages by type of working day

The type of working day was the variable that most definitely determined wage levels. In 2021, the average annual wage for part-time work was 59.4% lower than that of the full-time annual wage (58.7% lower for women and 58.1% for men).

In 2021, the average annual earnings for full-time work increased by 2.7%. Part-time earnings grew by 3.5%.

Average annual earnings by type of working day. 2021

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	25,896.82	2.9	23,175.95	3.2	28,388.69	2.7
Full-time	29,657.85	2.7	28,185.85	2.6	30,740.07	2.7
Part-time	12,049.03	3.5	11,650.36	4.5	12,888.85	1.6

Nevertheless, this comparison, which is valid considering workers' earnings, is 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.

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 33.0% 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 1.9% above the average.

Average earnings per hour by type of working day. 2021

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	16.54	2.4	15.61	2.6	17.30	2.3
Full-time	17.35	2.8	16.85	2.9	17.71	2.7
Part-time	11.59	0.0	11.08	1.5	12.72	-3.1

The wage difference between men and women decreased when comparing earnings per hour. While the average annual salary for women was 81.6% that of men, when considering the hourly wage, the percentage was 90.2%.

Compared to 2020, the earnings per hour for full-time work increased by 2.9% for women and 2.7% for men. In part-time, there was an increase of 1.5% for women and a decrease of 3.1% 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 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 27.1% 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 16.1%, while those with a fixed-term contract had earnings 21.3% lower than the average. Among women, wages were below the average, regardless of the contract type (7.0% lower for indefinite-term contracts and 25.4% for fixed-term contracts).

Regarding the variation in annual earnings compared to the previous year, wages increased by 2.3% for permanent contracts and 3.2% for fixed-term contracts.

By sex, wages increased by 2.0% for men with indefinite-term contracts, and 2.6% for women. For fixed-term contracts, women had a wage increase of 3.7%, while men had an increase of 2.8%.

Average annual earnings by type of contract. 2021

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	25,896.82	2.9	23,175.95	3.2	28,388.69	2.7
Permanent	27,228.80	2.3	24,073.79	2.6	30,063.89	2.0
Fixed-term	19,842.69	3.2	19,309.77	3.7	20,374.70	2.8

In the case of indefinite-term contracts, earnings per hour for men were 9.0% higher than the average. For women, this figure was 3.7% lower than average.

Earnings per hour for temporary workers was lower than the average earnings per hour, both for total workers and for each sex. It was 14.8% lower for women, and 18.6% lower for men. In other words, hourly earnings for fixed-term contracts were 4.6% higher among women than among men.

Average earnings per hour by type of contract. 2021

	Both sexes		Women		Men	
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate
TOTAL	16.54	2.4	15.61	2.6	17.30	2.3
Permanent	17.09	2.0	15.93	2.4	18.03	1.8
Fixed-term	13.77	2.6	14.09	2.7	13.47	2.3

In indefinite-term contracts, the hourly earnings of women increased by 2.4% compared to the previous year, while those of men increased by 1.8%. The hourly earnings of men with fixed-term contracts increased by 2.4% compared to 2.7% for women.

Wages by nationality

Spanish workers were the only ones to have above-average wages in 2021.

For the remainder of workers from the European Union and the rest of Europe, wages were 11.8% and 12.7% lower than average respectively. For other nationalities they were at least 34.0% lower.

Average annual earnings by nationality. 2021

	Both sexes	Women	Men
All countries	25,896.82	23,175.95	28,388.69
Spain	26,427.59	23,623.07	29,041.13
EU without Spain	22,838.61	19,885.84	25,442.41
Rest of Europe	22,599.11	17,839.79	27,912.98
Africa	17,099.55	13,519.70	18,250.74
America	16,747.04	14,536.49	18,770.85
Rest of world	16,128.56	*16,023.17	*16175,08

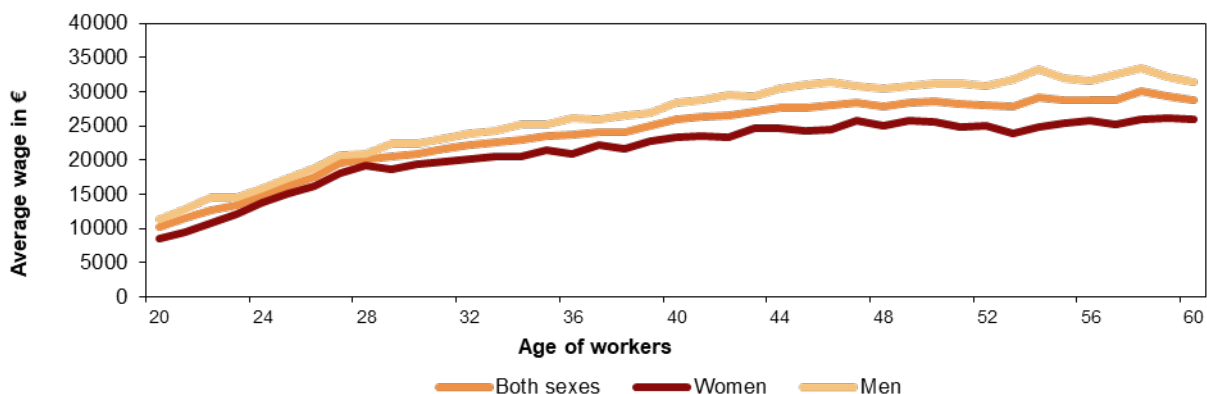
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Wages by Age

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 old registered average wages above the average.

Regarding salary growth, the greatest increase occurred in the 25-29 age group. On the other hand, earnings decreased for people under 20 years old, although it should be noted that the sample size for this age range is small.

Average annual wage by age groups. 2021

	Both sexes		Women		Men		Woman/Man
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	25,896.82	2.9	23,175.95	3.2	28,388.69	2.7	81.6
Under 20 years old	9,180.17	-2.3	* 7,855.03	3.1	* 9,902.54	-4.5	79.3
20 to 24 years old	13,224.95	2.3	11,747.25	1.7	14,399.62	2.5	81.6
25 to 29 years old	19,089.06	3.9	17,718.66	3.0	20,368.81	4.6	87.0
30 to 34 years old	22,123.50	3.8	20,089.61	4.2	23,867.16	3.2	84.2
35 to 39 years old	24,134.30	2.0	21,832.52	2.4	26,198.45	1.4	83.3
40 to 44 years old	26,770.18	2.5	23,962.41	3.2	29,340.39	1.8	81.7
45 to 49 years old	28,077.21	2.9	25,071.06	3.1	30,928.97	3.0	81.1
50 to 54 years old	28,380.64	2.3	24,815.41	2.4	31,656.92	2.5	78.4
55 to 59 years old	29,149.80	1.5	25,674.78	2.2	32,298.79	0.7	79.5
60 to 64 years old	28,220.73	3.0	25,412.38	1.8	30,980.79	4.3	82.0
65 years old and over	26,837.66	0.0	22,638.42	3.9	31,326.05	-1.8	72.27

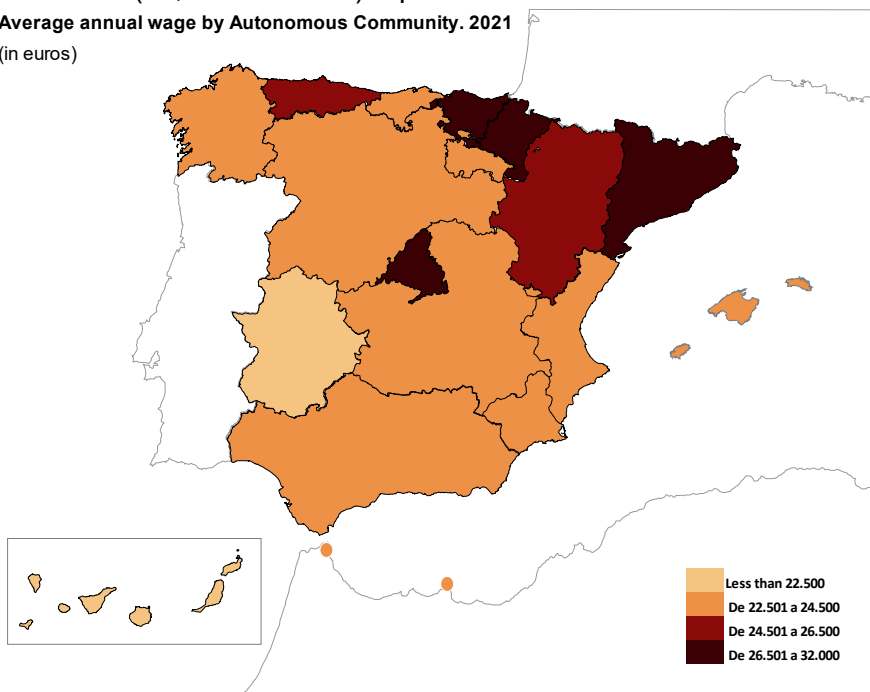
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Wages by Autonomous Community

The highest wages in 2021 corresponded to País Vasco (31,063.68 euros per worker per year), Comunidad de Madrid (29,512.58 euros) and Comunidad Foral de Navarra (28,459.37 euros). These three Autonomous Communities, together with Catalonia, showed higher earnings than the national average.

On the other hand, Extremadura (21,393.01 euros), Canarias (22,466.23 euros), and Andalucía (23,154.99 euros) reported the lowest salaries.

Average annual wage by Autonomous Community. 2021
(in euros)



Considering the annual growth of profit, Extremadura and Cantabria presented the greatest increases. On the other hand, Illes Balears and the Region of Murcia had the smallest increases.

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 2021, Canarias registered the slightest deviation between the wages of men and women, followed by Illes Balears and Castilla-La Mancha.

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

Main results by Autonomous Community. 2021

	Both sexes		Women		Men		Woman/Man Ratio
	Euros	Annual variation rate	Euros	Annual variation rate	Euros	Annual variation rate	
TOTAL	25,896.82	2.9	23,175.95	3.2	28,388.69	2.7	81.6
Andalucía	23,154.99	3.7	20,427.80	4.7	25,464.78	2.7	80.2
Aragón	25,011.55	3.7	22,283.81	4.3	27,389.18	3.3	81.4
Asturias, Principado de	25,046.60	2.1	21,808.96	2.4	28,399.51	1.6	76.8
Balears, Illes	24,134.73	1.1	22,344.76	1.6	25,898.51	0.8	86.3
Canarias	22,466.23	3.9	21,178.57	3.5	23,619.76	4.1	89.7
Cantabria	24,470.70	4.2	21,532.96	2.6	27,233.75	5.5	79.1
Castilla y León	23,564.33	2.7	20,795.39	2.4	26,263.49	2.8	79.2
Castilla-La Mancha	23,234.55	2.9	21,154.58	1.9	24,897.33	3.6	85.0
Cataluña	28,145.02	3.9	25,015.94	3.8	31,212.67	4.0	80.1
Comunitat Valenciana	23,448.29	2.6	20,670.50	2.5	25,914.86	2.7	79.8
Extremadura	21,393.01	4.5	19,833.03	5.5	22,794.52	3.3	87.0
Galicia	23,305.86	2.1	20,904.37	2.2	25,794.19	2.0	81.0
Madrid, Comunidad de	29,512.58	2.4	26,578.07	2.6	32,213.88	2.3	82.5
Murcia, Región de	23,281.39	1.6	20,189.83	0.9	25,674.66	1.8	78.6
Navarra, Comunidad Foral de	28,459.37	1.7	24,809.14	3.2	31,643.22	1.0	78.4
País Vasco	31,063.68	2.8	28,084.16	3.5	33,706.34	2.0	83.3
Rioja, La	23,716.88	1.8	21,135.77	0.8	26,488.06	3.2	79.8

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)².

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 their size.

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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² Therefore, public sector workers covered by the Civil Service Pensions Regime are excluded.