

08 November 2019

**Wage decile of the main job.
Economically Active Population Survey (EAPS)
Year 2018**

Main results

- The average monthly wage (in gross terms) was 1,944.4 euros in 2018, an increase of 2.9% over 2017.
- 40% of employees earned between 1,260.9 and 2,187.2 euros in 2018. 30% earned 2,187.2 euros or more and the remaining 30% earned less than 1,260.9 euros.
- The economic activity with the highest proportion of high wages (located in the top three deciles) was the *Electricity, gas, steam and air conditioning supply branch*. At the opposite end, the branch of activity with the least remuneration (greater proportion of wages located in the bottom three deciles) corresponded to *Household activities as employers of domestic personnel*.
- By Autonomous Community, the highest concentration of high wages was observed in País Vasco (43.7% of employees with earnings of at least 2,187.2 euros per month), Comunidad Foral de Navarra (39.9%) and Comunidad de Madrid (39.1%). In this high-wage bracket, the least represented Autonomous Communities were Canarias (19.4%), Extremadura (21.0%) and Región de Murcia and Illes Balears (23.3%).

In order to calculate the wage deciles, we proceed as follows: all employees are ordered according to the amount of the monthly wage¹ received and then divided into 10 equal groups, that is, with 10% of the workers in each group. The first wage decile corresponds to the first group of employees, i.e. the 10% with the lowest wages; the second, the following 10%, and so on until the tenth decile corresponding to the 10% of employees with the highest income. Each decile is defined by its average (average wage of the group) and by the lower and upper wages that delimit it. The employed population in 2018 was 16,215,800 people. In each decile there are, therefore, some 1.62 million employees.

In order to facilitate the analysis of wage distribution, three groups have been defined to which the vast majority of graphical information will refer:

The largest group, made up of 40% of employees in the intermediate deciles (6,485,700 persons), had a gross monthly wage between 1,260.9 and 2,187.2 euros.

A second group consisted of 30% of employees who are in the high remuneration bracket, formed by the groups in the last three deciles. These are about 4,865,000 employees, with a gross monthly wage of at least 2,187.2 euros 2018.

¹ The monthly wage is calculated by dividing the total wage received in the year by twelve, prorating wage payments that are not monthly (among others, extraordinary payments).

Finally, the remaining 30% of employees are in the low-wage zone, formed by the group in the first three deciles. These workers earned less than 1,260.9 euros per month.

In addition to the distribution of wages by deciles, the average gross monthly wages are also published in INEbase.

On the other hand, when analysing the wages associated with the modalities of a given characteristic (for example, the earnings of men and women), it should be borne in mind that these wages may also be determined by other underlying variables, such as seniority in employment, type of working day, level of training, etc., which are not equally distributed in each group analysed.

Average and median wage

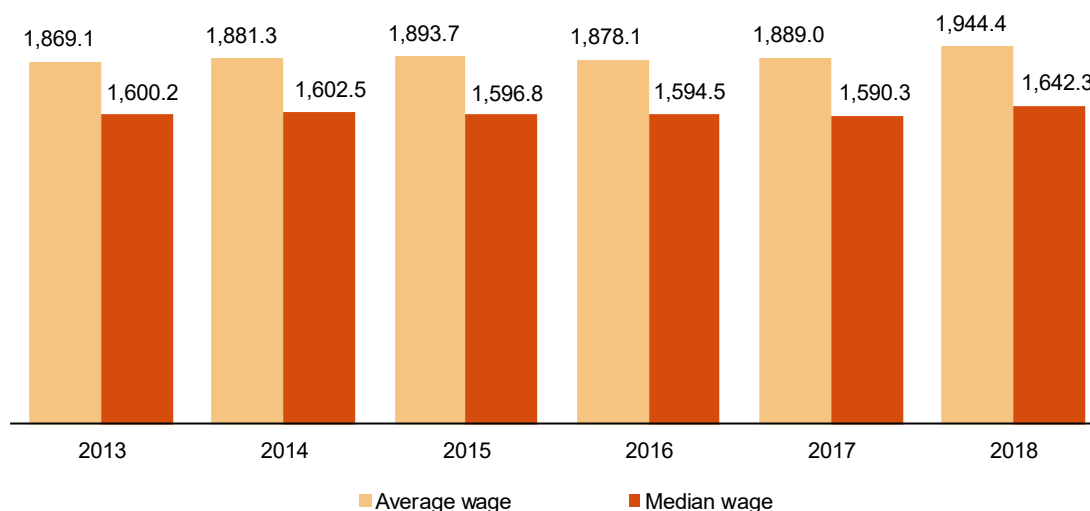
The average wage was 1,944.4 euros gross per month in 2018, an increase of 55.4 euros over 2017. On the other hand, the median wage stood at 1,642.3 euros, which is 52.0 euros more than that of the previous year.

Gross monthly wage of the main job. Average and median values.

Euros

	2013	2014	2015	2016	2017	2018
Average wage	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Median wage	1,600.2	1,602.5	1,596.8	1,594.5	1,590.3	1,642.3

Note: The results of 2013 are up-to-date with the population base of 2011. The median wage (which divides the total number of employees into two equal parts, those with a higher wage and those with a lower wage) is equal to the upper limit of decile 5.



Wage distribution by sex

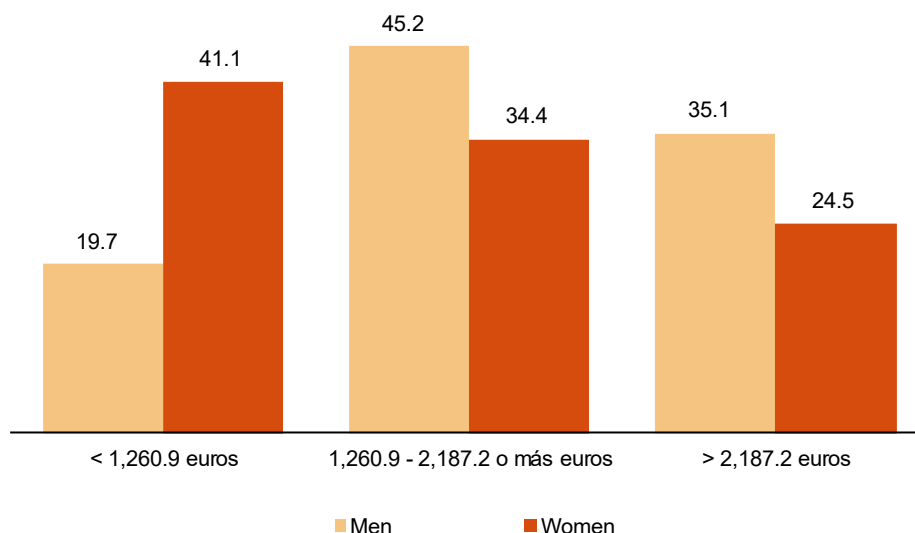
Men had a higher relative concentration in high wages than women. Thus, 35.1% of men received more than 2,187.2 euros in 2018, compared to 24.5% of women.

The opposite happened in low wages. 41.1% of women had a wage of less than 1,260.9 euros, as compared with 19.7% of men.

Decile limits in 2018		Total	Men	Women
Total		100	100	100
Decile 1	Less than 748,7 euros	10	4.8	15.6
Decile 2	From 748,7 to 1.046,9 euros	10	6.7	13.5
Decile 3	From 1.046 to < 1.260,9 euros	10	8.2	12.0
Decile 4	From 1.260 to < 1.453,6 euros	10	9.9	10.1
Decile 5	From 1.453 to < 1.642,3 euros	10	11.1	8.8
Decile 6	From 1.642 to < 1.871,3 euros	10	12.1	7.8
Decile 7	From 1.871 to < 2.187,2 euros	10	12.1	7.7
Decile 8	From 2.187 to < 2.674,7 euros	10	11.5	8.4
Decile 9	From 2.674 to < 3.441,9 euros	10	11.2	8.7
Decile 10	3.441,9 or more euros	10	12.4	7.4

Distribution of employees by sex and monthly wage bracket. Year 2018.

Percentages



The average wage for women in 2018 was 1,708.4 euros per month, while that for men reached 2,161.3 euros.

Gross average wages by sex.

Euros

	2013	2014	2015	2016	2017	2018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Men	2,102.1	2,125.9	2,122.5	2,075.7	2,090.6	2,161.3
Women	1,621.6	1,618.1	1,643.8	1,661.0	1,668.7	1,708.4

One of the main reasons for these inequalities in average wages and wage distribution between men and women is that more women work part-time, on temporary contracts and in lower remunerated branches of activity than men.

Wage distribution by age

Younger employees were concentrated in the lower wage groups, while older workers had a greater relative weight in higher wages.











The highest wage level for older workers was determined by a higher proportion of permanent contracts, more seniority in the job and more work experience. Likewise, the lowest wage level among younger groups was explained by a higher proportion of part-time jobs and temporary contracts and by lower seniority.

Thus, 65.0% of employees under the age of 25 received a monthly wage below 1,260.9 euros in 2018. The percentage of those who had a wage greater than 2,187.2 euros in this age range was 4.9%.

Among employees aged 55 and over, 24.1% were in the low monthly wage bracket (less than 1,260.9 euros), while 37.4% were in the high bracket (more than 2,187.2 euros).

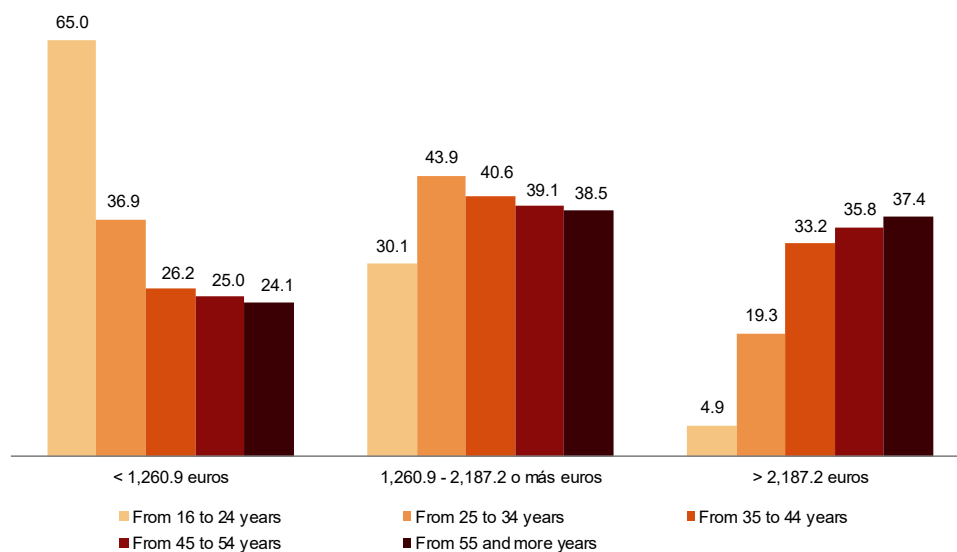
Employees by age and decile. Year 2018.

Percentages with respect to the total of each age

Decile limits in 2018	Total	From 16 to 24	From 25 to 34	From 35 to 44	From 45 to 54	From 55 and more
Total	100	100	100	100	100	100
Decile 1  Less than 748,7 euros	10	29.0	10.9	7.7	8.4	9.2
Decile 2  From 748,7 to 1.046,9 euros	10	20.9	13.6	8.3	8.2	7.7
Decile 3  From 1.046 to < 1.260,9 euros	10	15.1	12.4	10.2	8.4	7.2
Decile 4  From 1.260 to < 1.453,6 euros	10	12.8	12.7	9.7	8.9	7.8
Decile 5  From 1.453 to < 1.642,3 euros	10	8.7	10.7	10.4	9.5	9.5
Decile 6  From 1.642 to < 1.871,3 euros	10	5.3	10.0	10.2	10.5	10.5
Decile 7  From 1.871 to < 2.187,2 euros	10	3.3	10.5	10.3	10.2	10.7
Decile 8  From 2.187 to < 2.674,7 euros	10	3.9	9.8	11.1	10.2	10.1
Decile 9  From 2.674 to < 3.441,9 euros	10	0.7	6.1	12.2	11.5	11.7
Decile 10  3.441,9 or more euros	10	0.3	3.4	9.9	14.1	15.6

Distribution of employees by age group and monthly wage bracket. Year 2018.

Percentages



The average gross wage increased with age, going from 1,091.7 euros that young people under 25 received on average, to 2,205.6 euros for employees aged 55 and over.

Average gross wages by age group.

Euros

	2013	2014	2015	2016	2017	2018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
From 16 to 24 years	1,032.4	1,030.6	1,042.4	1,029.3	1,065.5	1,091.7
From 25 to 34 years	1,581.7	1,575.9	1,502.5	1,543.9	1,557.7	1,615.2
From 35 to 44 years	1,938.7	1,951.5	1,961.0	1,915.8	1,953.5	2,020.6
From 45 to 54 years	2,104.9	2,084.1	2,118.3	2,083.4	2,097.8	2,140.7
From 55 and more years	2,134.7	2,198.3	2,260.3	2,228.1	2,169.2	2,205.6

Wage distribution by level of education

In general, the higher the level of education, the higher the wage. In 2018, 41.6% of people with a low level of education (at most they had completed compulsory education) had a wage of less than 1,260.9 euros. In the case of people with second stage secondary education or equivalent, the percentage of those who received low salaries was 35.5%, while in those with higher education that percentage reached 19.0%.

48.7% of workers with higher qualifications had wages in the larger range (they earned more than 2,187.2 euros a month). Meanwhile, 19.3% of those with intermediate studies and 11.1% with lower educational levels exceeded this income bracket.

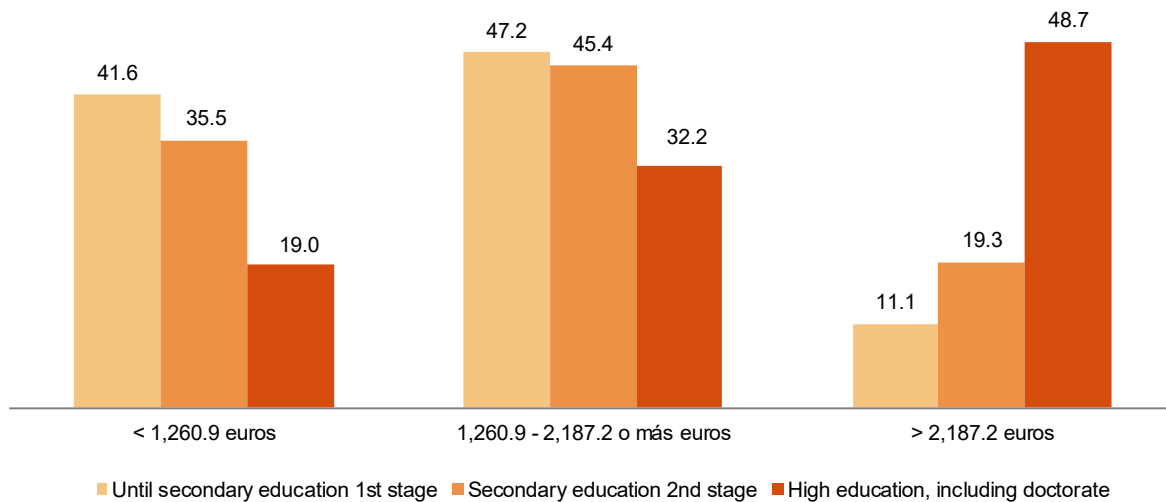
Employees by level of education attained and decile. Year 2018.

Percentages with respect to the total of each level of education attained

Decile limits in 2018		Total	secondary education 1st stage	education 2nd stage (1)	education, including doctorate
Total		100	100	100	100
Decile 1	Less than 748,7 euros	10	14.3	12.2	5.8
Decile 2	From 748,7 to 1.046,9 euros	10	13.0	11.7	7.0
Decile 3	From 1.046 to < 1.260,9 euros	10	14.3	11.6	6.2
Decile 4	From 1.260 to < 1.453,6 euros	10	13.0	12.5	6.6
Decile 5	From 1.453 to < 1.642,3 euros	10	14.0	10.9	6.8
Decile 6	From 1.642 to < 1.871,3 euros	10	11.4	10.9	8.6
Decile 7	From 1.871 to < 2.187,2 euros	10	8.8	11.1	10.2
Decile 8	From 2.187 to < 2.674,7 euros	10	6.3	7.9	13.7
Decile 9	From 2.674 to < 3.441,9 euros	10	3.5	7.0	16.0
Decile 10	3.441,9 or more euros	10	1.3	4.4	19.0

(1) Includes education for job training and labour insertion.

Distribution of employees by level of education and monthly wage bracket.
Year 2018. Percentages



The average wage received by employees who had, at most, first stage secondary education was 1,276.3 euros, while that of those with higher education was 2,455.3 euros.

Average gross monthly wages by level of education attained.

Euros

	2013	2014	2015	2016	2017	2018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Until secondary education 1st stage	1,231.7	1,240.1	1,237.6	1,242.3	1,248.1	1,276.3
Secondary education 2nd stage (1)	1,499.2	1,494.2	1,511.2	1,506.9	1,500.2	1,550.7
High education, including doctorate	2,402.1	2,403.4	2,408.2	2,380.4	2,408.7	2,455.3

(1) Includes education for job training and labour insertion

Wage distribution by type of working day

One of the most important factors in wage determination is working time. Working less than the usual working day implies a higher probability of being in lower wage brackets.

35.6% of full-time employees earned at least 2,187.2 euros per month in 2018, while 18.6% received less than 1,260.9 euros.

Meanwhile, 88.8% of part-time employees earned less than 1,260.9 euros per month and 1.3% received over 2,187.2 euros.

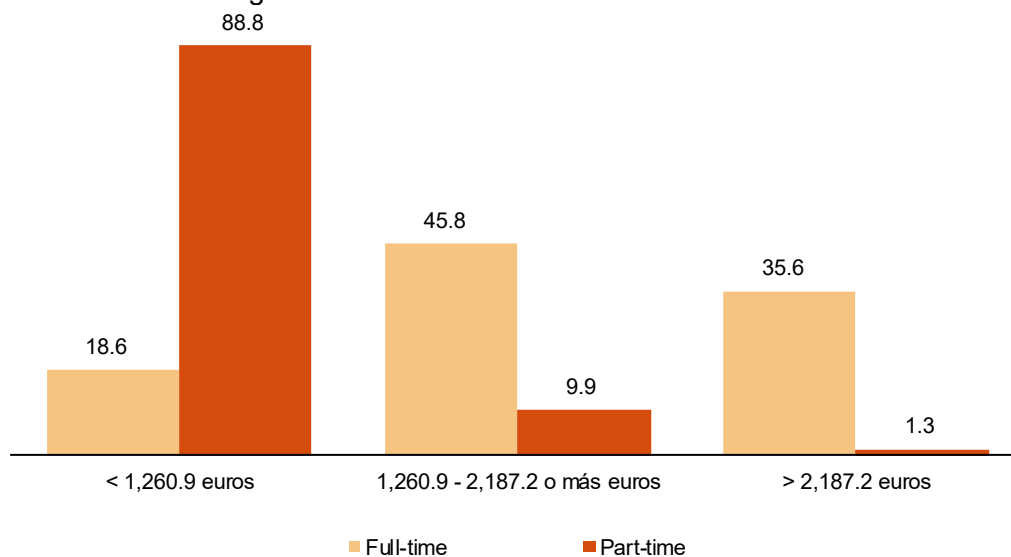
Wage earners by type of working day and decile. Year 2018.

Percentages

	Decile limits in 2018	Total	Full-time job	Part-time job
Total		100	100	100
Decile 1	Less than 748,7 euros	10.0	1.0	56.2
Decile 2	From 748,7 to 1.046,9 euros	10.0	7.2	24.5
Decile 3	From 1.046 to < 1.260,9 euros	10.0	10.4	8.1
Decile 4	From 1.260 to < 1.453,6 euros	10.0	10.7	6.1
Decile 5	From 1.453 to < 1.642,3 euros	10.0	11.5	2.2
Decile 6	From 1.642 to < 1.871,3 euros	10.0	11.8	0.7
Decile 7	From 1.871 to < 2.187,2 euros	10.0	11.8	0.9
Decile 8	From 2.187 to < 2.674,7 euros	10.0	11.8	0.8
Decile 9	From 2.674 to < 3.441,9 euros	10.0	11.9	0.5
Decile 10	3.441,9 or more euros	10.0	11.9	0.0

Distribution of employees by type of working day and monthly wage bracket.

Year 2018. Percentages



The average gross monthly wage of full-time employees in 2018 was 2,177.1 euros, while that of part-time employees was 746.1 euros.

Average gross wages of the main job by type of working day

Euros

	2013	2014	2015	2016	2017	2018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Full-time job	2,121.3	2,132.2	2,142.0	2,106.7	2,120.8	2,177.1
Part-time job	697.0	698.2	697.2	734.2	731.4	746.1

Wage distribution by type of contract

Temporary employees have lower salaries than permanent employees. 48.5% of employees with a temporary contract received a wage of less than 1,260.9 euros in 2018, as compared with 23.4% of permanent employees.

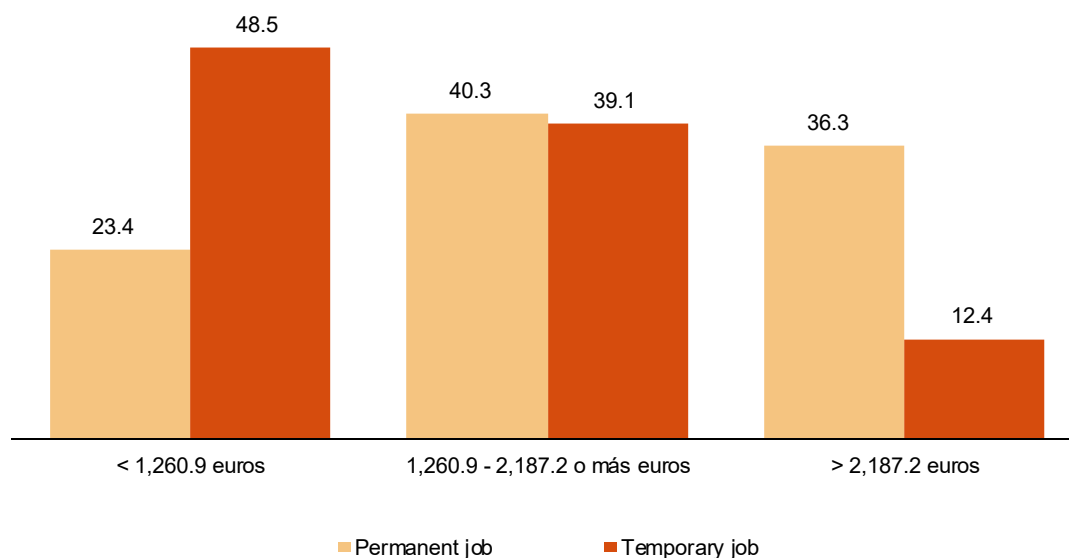
In turn, the percentage of employees with a permanent contract who received more than 2,136.3 euros was 36.3%, as compared with 12.4% of temporary employees.

Employees by type of contract and decile. Year 2018.

Percentages with respect to the total of each type of contract

Decile limits in 2018		Total	Permanent job	Temporary job
Total		100	100	100
Decile 1	Less than 748,7 euros	10	6.8	18.9
Decile 2	From 748,7 to 1.046,9 euros	10	7.9	15.9
Decile 3	From 1.046 to < 1.260,9 euros	10	8.7	13.7
Decile 4	From 1.260 to < 1.453,6 euros	10	9.3	12.0
Decile 5	From 1.453 to < 1.642,3 euros	10	9.5	11.3
Decile 6	From 1.642 to < 1.871,3 euros	10	10.2	9.4
Decile 7	From 1.871 to < 2.187,2 euros	10	11.3	6.4
Decile 8	From 2.187 to < 2.674,7 euros	10	11.4	6.2
Decile 9	From 2.674 to < 3.441,9 euros	10	12.1	4.1
Decile 10	3.441,9 or more euros	10	12.8	2.1

Distribution of employees by type of contract and monthly wage bracket. Year 2018. Percentages



Employees with permanent contracts received an average gross monthly wage of 2,142.2 euros in 2018. On the other hand, those with temporary contracts earned 1,389.7 euros.

Average gross wages by type of contract or employment relationship.

Euros

	2013	2014	2015	2016	2017	2018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Permanent job	2,048.0	2,061.4	2,090.2	2,079.8	2,086.7	2,142.2
Temporary job	1,282.1	1,313.8	1,314.5	1,312.4	1,343.4	1,389.7

Among the many factors that explain this inequality is the higher educational level of those hired on a permanent basis and the greater weight of temporary contracts in branches of activity with a marked seasonal character and with lower remuneration.

Wage distribution of employees by length of time they have been in the company

Employees with more seniority in the company are concentrated in the highest wages, while those with less time have a greater relative weight in the lowest wages.

The percentage of employees with 10 or more years of seniority who received wages of over 2,187.2 euros was 47.3%, while 14.5% were in the lower bracket (less than 1,260.9 euros).

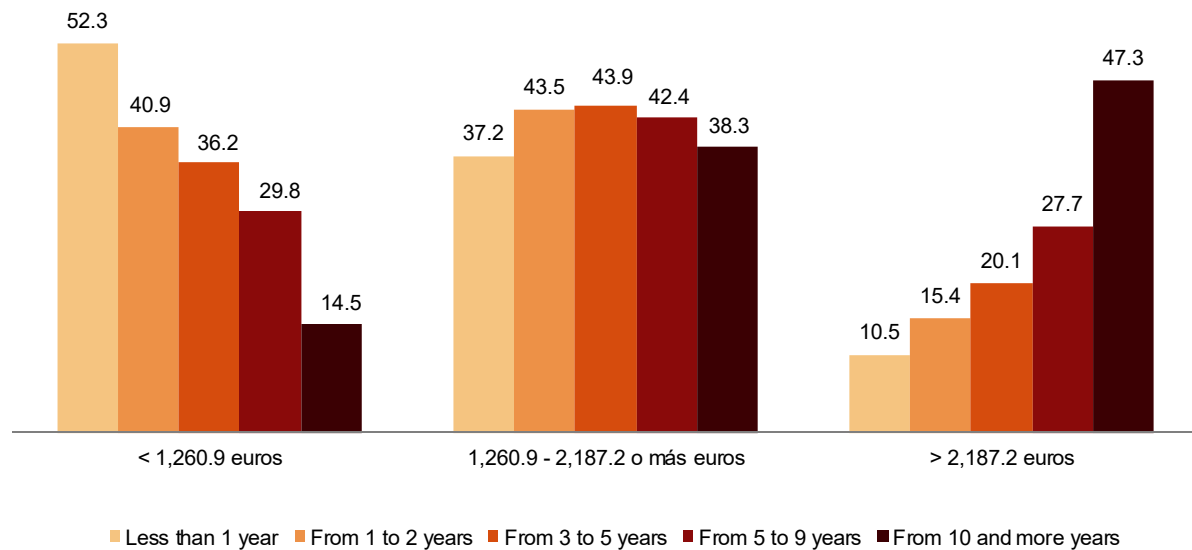
Among employees with less than one year's seniority, 10.5% were in the high monthly wage bracket (2,136.3 euros or more). On the other hand, the percentage of those who had a wage of less than 1,260.9 euros was 52.3%.

Employees by time they have been working in the company and decile. Year 2018.

Percentages with respect to the total of each time interval

Decile limits in 2018		Total	Less than 1 year	From 1 to 2 years	From 3 to 5 years	From 5 to 9 years	From 10 and more
Total		100	100	100	100	100	100
Decile 1	Less than 748,7 euros	10	20.2	13.9	11.4	9.0	3.9
Decile 2	From 748,7 to 1.046,9 euros	10	17.6	13.4	12.2	10.0	4.8
Decile 3	From 1.046 to < 1.260,9 euros	10	14.5	13.6	12.6	10.8	5.8
Decile 4	From 1.260 to < 1.453,6 euros	10	13.4	12.7	12.3	9.9	7.0
Decile 5	From 1.453 to < 1.642,3 euros	10	10.2	11.8	10.9	10.8	8.7
Decile 6	From 1.642 to < 1.871,3 euros	10	8.1	10.4	10.2	10.6	10.5
Decile 7	From 1.871 to < 2.187,2 euros	10	5.5	8.6	10.5	11.1	12.1
Decile 8	From 2.187 to < 2.674,7 euros	10	5.3	7.3	8.5	10.6	13.3
Decile 9	From 2.674 to < 3.441,9 euros	10	2.9	4.5	6.2	9.5	16.3
Decile 10	3.441,9 or more euros	10	2.3	3.6	5.4	7.6	17.7

Distribution of employees by time they have been working in the company and monthly wage bracket. Year 2018. Percentages



The average salary also increased according to the time spent working in the job, increasing from 1,343.7 euros which, on average, was earned by employees with less than one year's seniority, to 2,448.4 euros among those who have been working for 10 or more years.

Average gross monthly wages for time that the employee has been working in the company. Euros

	2013	2014	2015	2016	2017	2,018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Less than 1 year	1,144.8	1,206.1	1,251.7	1,232.3	1,271.9	1,343.7
From 1 to 2 years	1,401.9	1,380.7	1,390.9	1,438.1	1,509.0	1,539.5
From 3 to 5 years	1,538.6	1,583.9	1,576.6	1,538.5	1,661.9	1,686.5
From 5 to 9 years	1,788.2	1,836.0	1,846.8	1,829.6	1,817.3	1,880.5
From 10 and more years	2,396.8	2,393.3	2,425.1	2,397.3	2,382.5	2,448.4

Wage distribution by branch of activity

The lowest wages (below 1,260.9 euros) were concentrated in 2018 in *Activities of households as employers of domestic personnel* (86.0%) and in the *Agriculture, livestock, forestry and fishing sector* (62.4%).

The highest proportion of part-time jobs in the first sector and of temporary jobs in the second partly explain this situation.

For its part, the branches of activity with the greatest relative weight in the higher wage deciles (wages higher than 2,187.2 euros) were the *Supply of electricity, gas, steam and air conditioning* (68.8%), *Financial activities and insurance* (66.5%) and *Education* (61.1%).

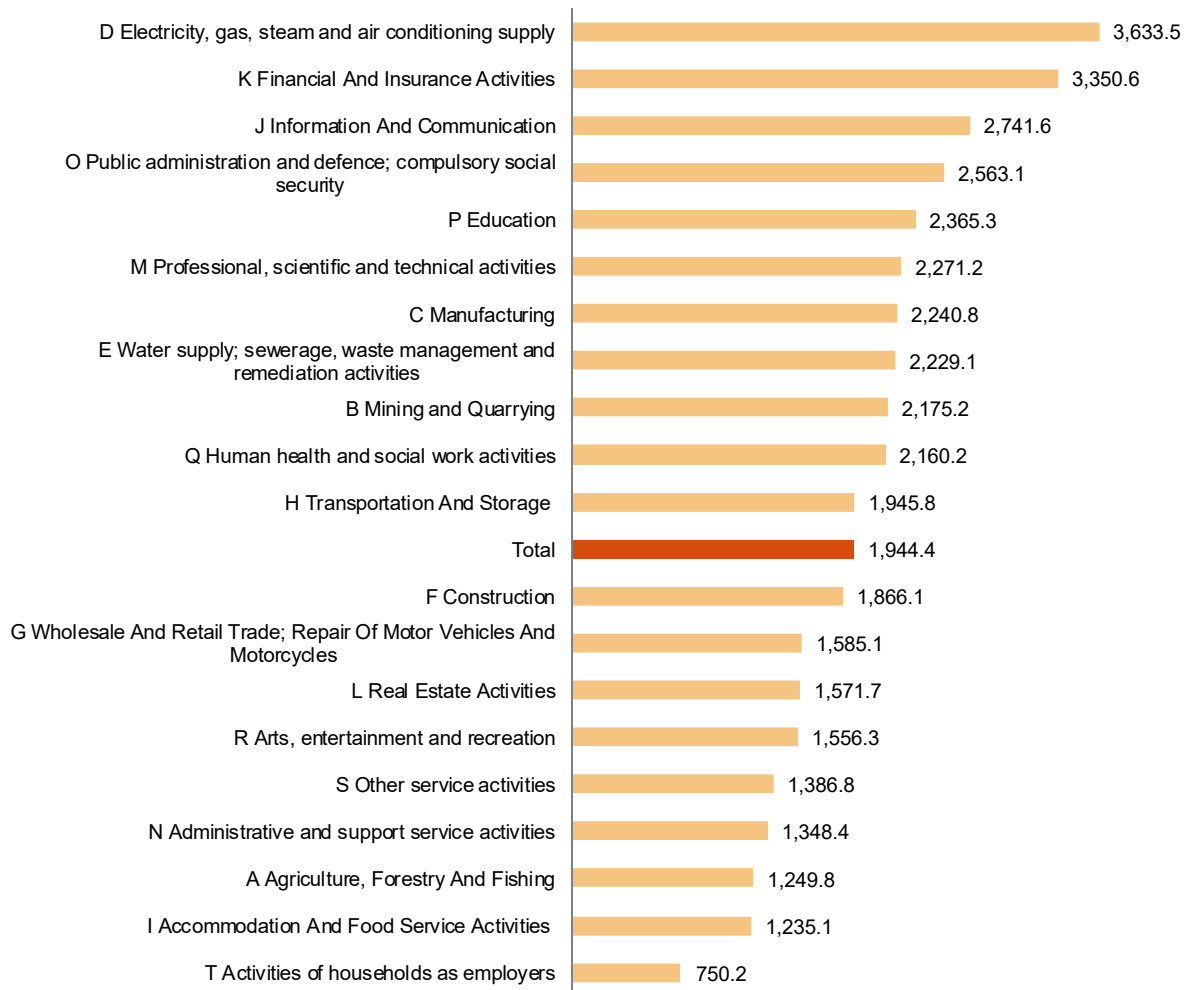
The lowest average wages in 2018 corresponded to *Activities of households as employers of domestic personnel* (750.2 euros) *Hospitality* (1,235.1 Euros) and *Agriculture, livestock, forestry and fishing* (1,249.8 euros).

On the contrary, higher average wages were in *Electricity, gas, steam and air conditioning supply* (3,633.5 euros), *Financial and insurance activities* (3,350.6 euros) and the *Information and communications* sector (2,741.6 euros).

Average gross monthly wages by branch of activity. Euros

	2013	2014	2015	2016	2017	2,018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
A Agriculture, forestry and fishing	1,175.0	1,193.3	1,200.5	1,159.5	1,205.9	1,249.8
B Mining and quarrying	2,224.3	2,650.1	2,222.6	2,612.7	2,322.2	2,175.2
C Manufacturing	2,192.7	2,184.9	2,199.4	2,144.7	2,189.6	2,240.8
D Electricity, gas, steam and air conditioning supply	3,391.1	3,219.0	3,461.4	3,070.1	3,193.2	3,633.5
E Water supply, sewerage, waste management and remediation activities	2,098.7	2,023.3	2,023.7	2,109.1	2,002.7	2,229.1
F Construction	1,897.1	1,867.7	1,840.3	1,829.0	1,803.9	1,866.1
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1,497.5	1,538.1	1,480.4	1,488.0	1,551.5	1,585.1
H Transportation and storage	1,844.5	1,937.7	1,923.1	1,877.3	1,862.5	1,945.8
I Accommodation and food service activities	1,180.6	1,174.7	1,168.0	1,172.1	1,211.1	1,235.1
J Information and communication	2,602.8	2,615.2	2,815.9	2,655.7	2,548.3	2,741.6
K Financial and insurance activities	3,209.3	3,228.5	3,479.7	3,126.8	3,371.8	3,350.6
L Real estate activities	1,645.9	1,823.9	1,525.5	1,763.4	1,731.7	1,571.7
M Professional, scientific and technical activities	2,039.5	2,129.6	2,092.2	2,176.8	2,160.3	2,271.2
N Administrative and support service activities	1,292.5	1,314.4	1,314.2	1,311.0	1,321.2	1,348.4
O Public administration and defence; compulsory social security	2,420.1	2,412.6	2,407.7	2,477.8	2,472.0	2,563.1
P Education	2,256.9	2,234.3	2,307.4	2,378.5	2,359.9	2,365.3
Q Human health and social work activities	2,115.2	2,135.5	2,172.3	2,142.1	2,156.4	2,160.2
R Arts, entertainment and recreation	1,470.9	1,432.2	1,519.4	1,421.3	1,450.8	1,556.3
S Other service activities	1,280.6	1,377.4	1,289.8	1,353.4	1,324.3	1,386.8
T Activities of households as employers	709.0	745.6	746.0	823.2	776.3	750.2

Average gross monthly wages by branch of activity. Year 2018. Euros



Wage distribution by occupation

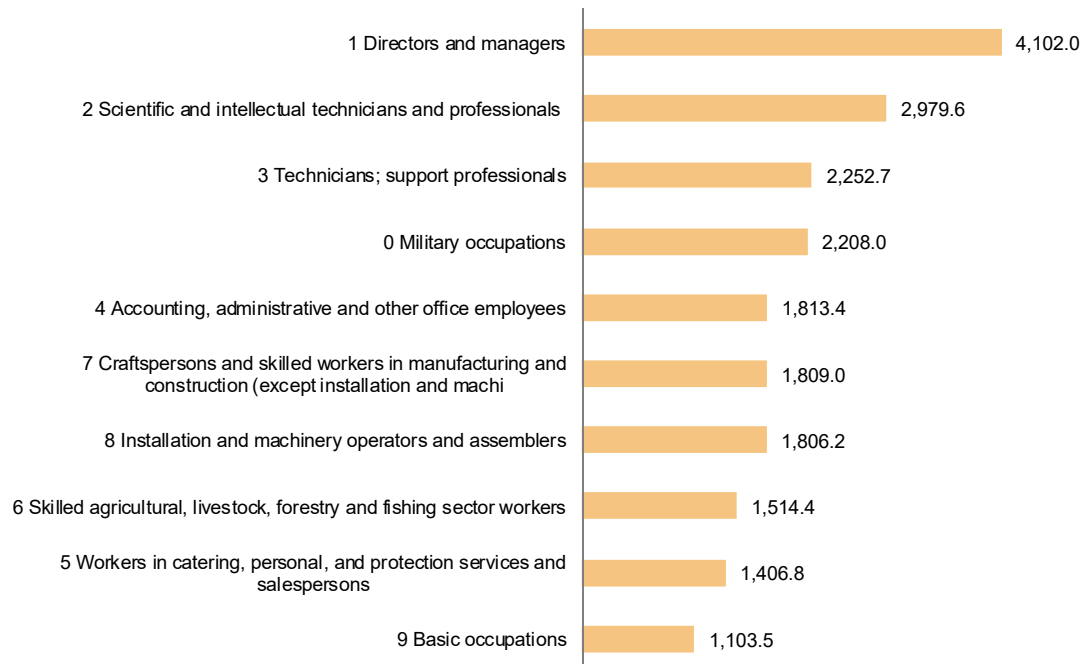
Occupation is another of the most important factors in determining the wage level. *Directors and managers* and *Scientific and intellectual technicians and professionals* were more represented in high salaries (more than 2,136.3 euros), while workers in *Basic occupations* presented a greater concentration in low salaries (less than 1,260.9 euros).

The average monthly wage of those employed in the group of *Directors and managers* was also the highest (4,102.0 euros), together with that of *Scientific and intellectual technicians and professionals* (2,979.6 euros). In contrast, the lowest average monthly wages were in *Basic Occupations* and among *Workers in catering, personal, and protection services and trade salespersons* (1,103.5 and 1,406.8 euros, respectively).

Average gross monthly wages per occupation. Euros

	2013	2014	2015	2016	2017	2,018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
1 Directors and managers	3,954.5	3,962.0	4,134.2	4,052.7	4,155.2	4,102.0
2 Scientific and intellectual technicians and professionals	2,807.0	2,856.5	2,889.3	2,855.4	2,854.9	2,979.6
3 Technicians; support professionals	2,253.5	2,228.8	2,298.0	2,270.3	2,276.8	2,252.7
4 Accounting, administrative and other office employees	1,786.3	1,814.8	1,787.1	1,769.9	1,801.5	1,813.4
5 Workers in catering, personal, and protection services and salespersons	1,308.9	1,313.9	1,330.1	1,344.9	1,350.6	1,406.8
6 Skilled agricultural, livestock, forestry and fishing sector workers	1,397.6	1,449.5	1,329.3	1,440.1	1,352.1	1,514.4
7 Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators	1,805.5	1,761.9	1,724.1	1,735.3	1,758.1	1,809.0
8 Installation and machinery operators and assemblers	1,678.9	1,757.7	1,801.8	1,761.7	1,747.7	1,806.2
9 Basic occupations	1,014.6	1,018.3	1,038.4	1,089.2	1,083.2	1,103.5
0 Military occupations	2,157.9	2,297.8	2,107.3	2,216.2	2,226.1	2,208.0

Average gross monthly wages per occupation. Year 2018. Euros



Wage distribution by size of the work centre

In 2018, the lowest wages were concentrated in establishments with up to 10 workers (51.8% of these employees received a wage of less than 1,260.9 euros), while the equivalent percentage in centres with 250 or more workers was 10.0%.

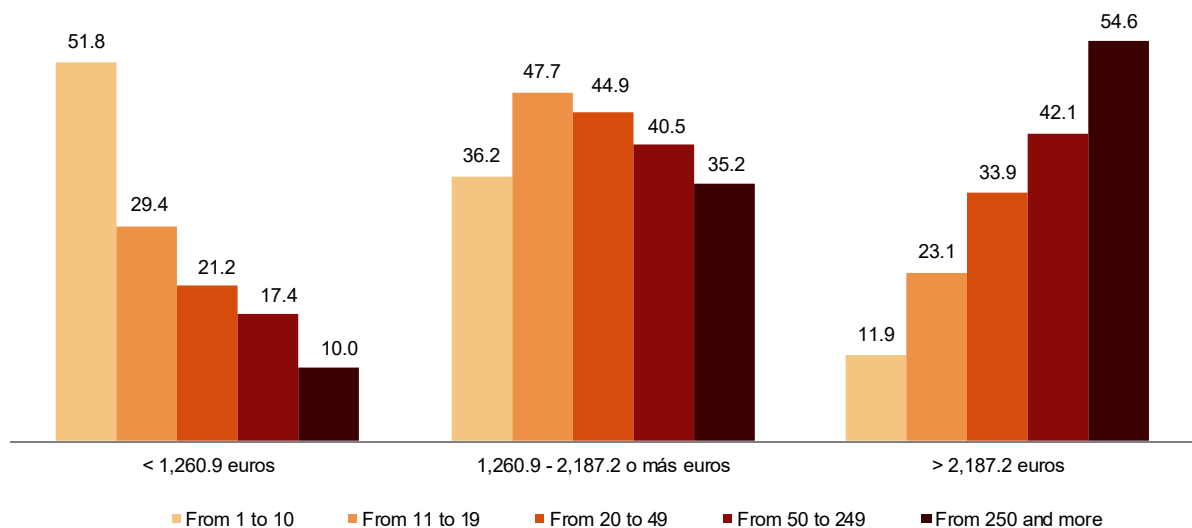
Conversely, 54.6% of employees in establishments with 250 or more workers had a high monthly salary (more than 2,187.2). The equivalent percentage was 11.9% of employees in establishments with up to 10 employees.

Employees by size of establishment and decile. Year 2018.

Percentages with respect to the total of each size of establishment

Decile limits in 2018		Total	From 1 to 10	From 11 to 19	From 20 to 49	From 50 to 249	From 250 and more
Total		100	100	100	100	100	100
Decile 1	Less than 748,7 euros	10	21.1	8.8	5.2	3.7	1.6
Decile 2	From 748,7 to 1.046,9 euros	10	16.8	8.5	7.0	6.4	3.8
Decile 3	From 1.046 to < 1.260,9 euros	10	13.9	12.1	9.0	7.3	4.6
Decile 4	From 1.260 to < 1.453,6 euros	10	12.1	13.9	10.1	8.0	5.1
Decile 5	From 1.453 to < 1.642,3 euros	10	10.1	13.8	10.4	9.0	7.2
Decile 6	From 1.642 to < 1.871,3 euros	10	7.8	10.4	11.4	10.8	10.7
Decile 7	From 1.871 to < 2.187,2 euros	10	6.2	9.6	13.0	12.7	12.2
Decile 8	From 2.187 to < 2.674,7 euros	10	4.2	9.9	11.8	13.7	15.4
Decile 9	From 2.674 to < 3.441,9 euros	10	3.5	6.5	12.7	15.8	16.7
Decile 10	3.441,9 or more euros	10	4.2	6.7	9.4	12.6	22.5

Distribution of employees by size of the establishment where they work and monthly wage bracket. Year 2018. Percentages



The wage increases with the size of the company. Thus, in 2018, the average gross wage in large companies (250 employees or more) was 2,708.6 euros, while in smaller companies of up to 10 workers, it stood at 1,388.9 euros.

Average gross monthly wages by number of persons working in the establishment. Euros

	2013	2014	2015	2016	2017	2018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
From 1 to 10	1,329.6	1,324.9	1,314.3	1,363.5	1,363.4	1,388.9
From 11 to 19	1,716.5	1,738.9	1,768.4	1,678.1	1,735.8	1,787.3
From 20 to 49	2,004.8	2,041.7	1,986.1	2,031.5	1,999.9	2,062.3
From 50 to 249	2,256.4	2,219.6	2,277.3	2,253.3	2,230.9	2,269.1
From 250 and more	2,667.6	2,706.3	2,716.4	2,640.8	2,640.8	2,708.6

Wage distribution by type of employer (private or public)

In the private sector, 22.3% of the workers obtained a salary of more than 2,187.2 euros in 2018, while 61.8% of public sector workers were in this income bracket. The public sector includes all Public Administrations and companies and workers assigned to mutual benefit societies and those who contribute to Social Security.

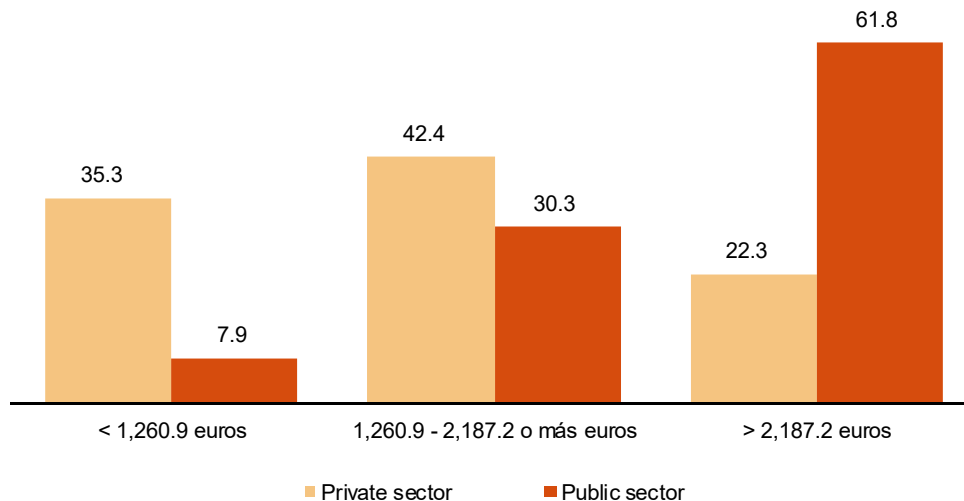
This greatest concentration of high wages in the public sector was determined by the higher percentage of employees with higher education, the type of occupation performed, the lower weight of part-time work and greater seniority.

Employees in the private or public sector by decile Year 2018.

Percentages of total

Decile limits in 2018		Total	Private sector	Public sector
Total		100	100	100
Decile 1	Less than 748,7 euros	10	11.9	2.1
Decile 2	From 748,7 to 1.046,9 euros	10	11.6	3.4
Decile 3	From 1.046 to < 1.260,9 euros	10	11.8	2.4
Decile 4	From 1.260 to < 1.453,6 euros	10	11.7	3.0
Decile 5	From 1.453 to < 1.642,3 euros	10	10.9	6.3
Decile 6	From 1.642 to < 1.871,3 euros	10	10.1	9.6
Decile 7	From 1.871 to < 2.187,2 euros	10	9.7	11.4
Decile 8	From 2.187 to < 2.674,7 euros	10	8.1	17.9
Decile 9	From 2.674 to < 3.441,9 euros	10	6.4	24.7
Decile 10	3.441,9 or more euros	10	7.8	19.2

Distribution of employees in the private and public sectors by monthly wage bracket. Year 2018. Percentages



The average gross wage in the public sector reached 2,654.4 euros in 2018, while in the private sector it stood at 1,772.0 euros.

Average gross monthly wages in the public and private sectors. Euros

	2013	2014	2015	2016	2017	2018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Public sector	2,530.0	2,544.4	2,586.2	2,623.5	2,598.4	2,654.4
Private sector	1,691.3	1,710.5	1,720.0	1,694.2	1,719.7	1,772.0

As already indicated, the main factors that influence the differences in the average wage between the two sectors are explained by the different occupational structure, the greater weight of employees with higher education, the lower proportion of part-time employment and greater seniority in the public sector.

Wage distribution by Autonomous Community

The productive structure in each Autonomous Community has a great influence on its wage level. In this way, the Autonomous Communities with the highest concentration of high wages were País Vasco (43.7% of employees with wages over 2,187.2 euros per month), Comunidad Foral de Navarra (39.9%) and Comunidad de Madrid (39.1%).

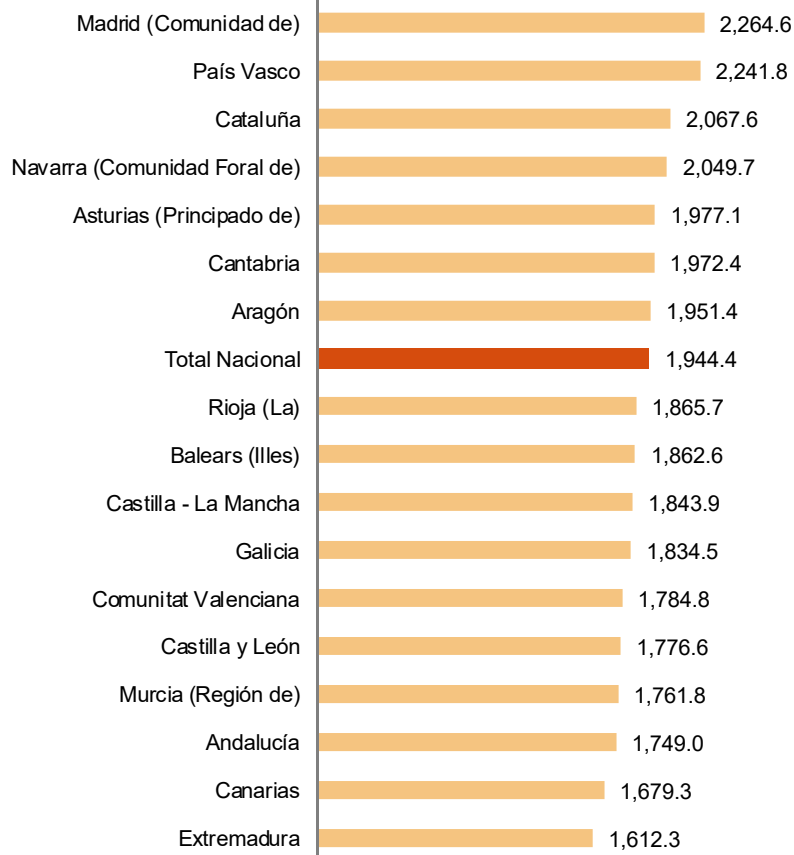
Conversely, the Autonomous Communities that had the highest percentage of employees in the lower deciles (wages below 1,260.9 euros) were Extremadura (40.5%), Andalucía (38.0%) and Canarias (36.1%).

The Autonomous Communities with the highest average wage in the main job were Comunidad de Madrid (2,264.6 euros), País Vasco (2,241.8 euros) and Cataluña (2,067.6 euros). The lowest average wages were observed in Extremadura (1,612.3 euros), Canarias (1,679.3 euros) and Andalucía (1,749.0 euros).

Average gross monthly wages per Autonomous Community. Euros

	2013	2014	2015	2016	2017	2,018
Total	1,869.1	1,881.3	1,893.7	1,878.1	1,889.0	1,944.4
Andalucía	1,645.4	1,645.5	1,653.9	1,686.4	1,681.3	1,749.0
Aragón	1,842.7	1,875.2	1,938.6	1,824.6	1,906.4	1,951.4
Asturias, Principado de	1,956.6	1,907.8	1,957.3	1,957.3	1,958.3	1,977.1
Balears, Illes	1,761.1	1,707.5	1,747.2	1,749.3	1,797.3	1,862.6
Canarias	1,617.3	1,621.6	1,574.0	1,631.8	1,606.6	1,679.3
Cantabria	1,873.0	1,904.7	1,855.4	1,910.4	1,897.3	1,972.4
Castilla y León	1,852.9	1,788.5	1,841.6	1,819.8	1,836.7	1,843.9
Castilla - La Mancha	1,768.5	1,740.4	1,788.1	1,787.4	1,765.2	1,776.6
Cataluña	1,928.0	1,953.3	2,003.8	1,952.0	1,992.9	2,067.6
Comunitat Valenciana	1,741.1	1,745.4	1,674.8	1,736.0	1,677.8	1,784.8
Extremadura	1,622.4	1,588.8	1,549.9	1,613.0	1,583.4	1,612.3
Galicia	1,728.7	1,775.0	1,780.9	1,787.3	1,869.8	1,834.5
Madrid, Comunidad de	2,198.7	2,272.7	2,265.8	2,165.8	2,191.7	2,264.6
Murcia, Región de	1,541.1	1,643.8	1,692.0	1,627.9	1,684.2	1,761.8
Navarra, Com. Foral de	2,126.4	2,051.7	2,056.3	2,085.2	2,177.8	2,049.7
País Vasco	2,162.0	2,147.2	2,250.2	2,235.2	2,208.8	2,241.8
Rioja, La	1,827.1	1,830.4	1,811.7	1,841.8	1,838.4	1,865.7
Ceuta	2,293.6	2,173.6	2,064.9	2,288.5	2,115.4	2,157.0
Melilla	1,999.8	2,384.2	2,147.4	2,138.7	2,475.8	2,231.1

Average gross monthly wages per Autonomous Community. Year 2018. Euros



Data review and update

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

Methodological note

Type of operation: Annual structural survey.

Population scope: salaried population residing in family dwellings in Spain.

Geographical scope– the entire national territory.

Reference period of the results - 2018. The information is collected throughout the reference year, from the EPA subsample that is in the sixth interview in each quarter.

Reference period for the information - 2018 for the data on the Labour Force Survey (EPA), Social Security data and data declared as part of personal income tax.

Sample size - In the EPA subsample around 10,000 families per quarter, 40,000 a year. The sample of employees is approximately 30,000 people.

Type of sampling– two-stage sampling with stratification in the first stage units. The first stage units are the census tracts and the second stage units are the inhabited family dwellings.

Method of collection - A combination of the information contained by the EPA with the data on their earnings estimated from administrative sources (General Treasury of Social Security, State Tax Administration, Navarra Tax Office², Bizkaia and Gipuzkoa Regional Government

Concept of wage - The concept of wage used is (according to the aforementioned Commission Regulation (EC) No. 377/2008) that of 'monthly wage associated with the main job', the latter being the one developed by the person in the reference week of the interview. In case of having several jobs, the main one is the one that provides the most significant income. In particular, if it is a temporary job of less than one month's duration, the wage will be an estimate of the one that would be obtained for a whole month's duration for a similar job. On the other hand, if it is a part-time job, it is not converted to the full-time equivalent. The latter issue has to be taken into account when comparing the wage distributions of full-time and part-time workers.

For more information on the construction of the variable, see the methodology:

[Link to methodological note in INEbase](#)

And the standardised methodological report at:

<https://ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30308>

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² Through the Statistical Institute of Navarra.