

06 November 2020

**Wage decile of the main job. Economically**  
**Active Population Survey (EAPS)**  
Year 2019

**Main results**

- The average monthly wage (in gross terms) measured by the EAPS was 1,982.3 euros in 2019, an increase of 1.9% over 2018.
- 40% of employees earned between 1,324.2 and 2,221.2 euros in 2019. 30% earned 2,221.2 euros or more and the remaining 30% received less than 1,324.2 euros.
- The economic activity with the highest proportion of high wages (those located in the three highest deciles) was *Financial and insurance activities*. On the opposite side, the branch of activity with the lowest remuneration (those of the three lowest deciles) corresponded to *Activities of households as employers of domestic personnel*.
- By Autonomous Community, the highest concentration of high wages was observed in País Vasco (43.3% of employees with earnings of at least 2,221.2 euros per month), Comunidad Foral de Navarra (40.9%) and Cataluña (35.9%). In this high-wage bracket, the least represented communities were Canarias (21.0%), Extremadura (22.3%) and Región de Murcia (23.0%).

Wage deciles are calculated as follows: all employees are ordered according to the amount of the monthly wage<sup>1</sup> received and then divided into 10 equal groups, that is, with 10% of the workers in each group. The first 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 2019 was 16,664,900 people. In each decile there are, therefore, some 1.66 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 (6,665,960 persons), had a gross monthly wage between 1,324.2 and 2,221.2 euros.

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

A second group consists of 30% of employees who are in the high remuneration bracket, formed by the grouping of the last three deciles. These are about 4,999,470 employees, with a gross monthly wage of at least 2,221.2 euros in 2019.

Finally, the remaining 30% of employees are in the low-wage zone, formed by the first three deciles. These are approximately 4,999,460 people and earned less than 1,324.2 euros gross per month in 2019.

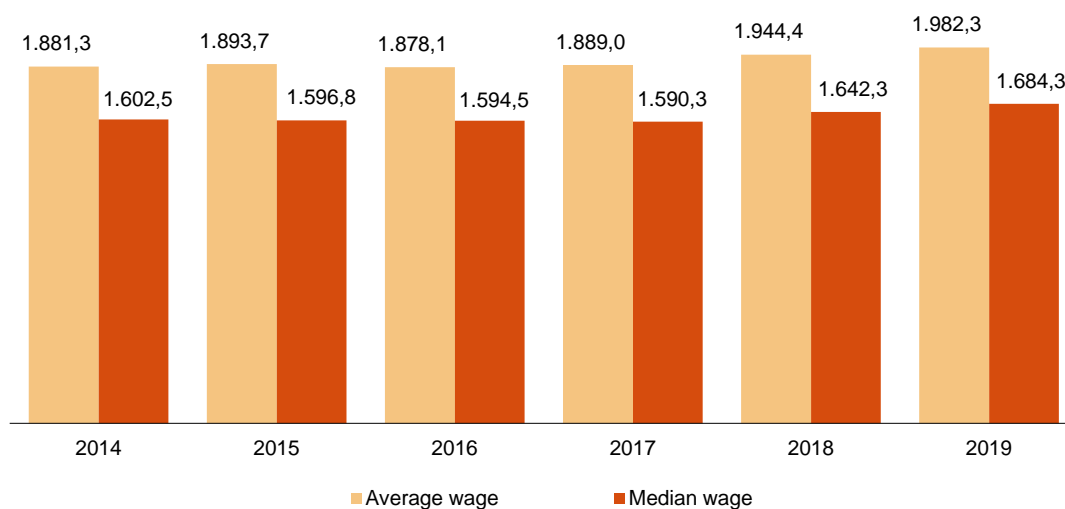
In addition to the distribution of wages by deciles, the average gross monthly wages are also published in INEbase, whose characteristics are also discussed in this note.

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 1982.3 euros gross per month in 2019, an increase of 37.9 euros over 2018. On the other hand, the median wage stood at 1,684.3 euros, with an increase of 42.0 euros with respect to the previous year.

### Gross monthly wage of the main job. Years 2014-2019. Euros



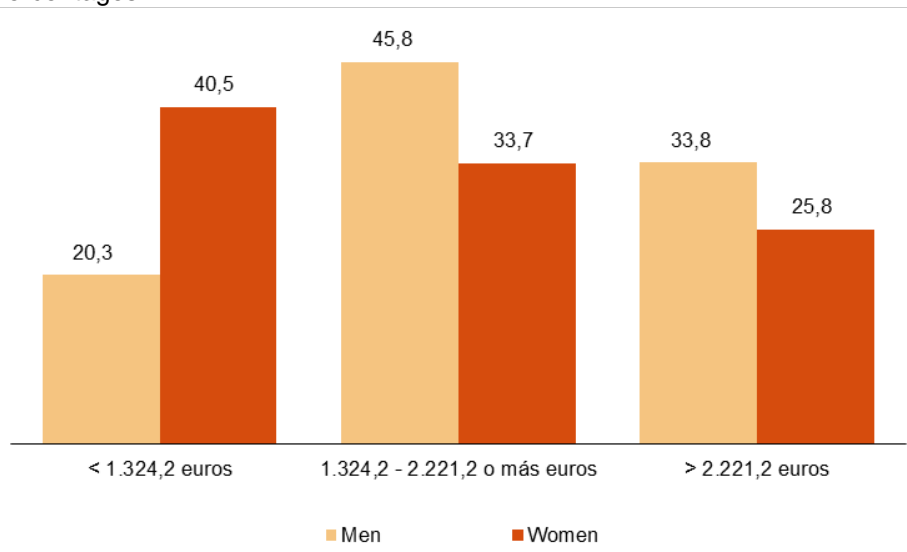
## Wage distribution by sex

Men had a higher relative concentration in high wages than women. Thus, 33.8% of men received 2,221.2 euros or more in 2019, as compared with 25.8% of women.

The opposite happened in low wages. 40.5% of women had a wage of less than 1,324.2 euros, as compared with 20.3% of men.

The **average wage** for women in 2019 was 1,773.3 euros per month, while that for men reached 2,173.6 euros.

**Distribution of employees by sex and monthly wage bracket. Year 2019.**  
Percentages



**Gross average wages by sex.**

Euros

	2014	2015	2016	2017	2018	2019
Average wage	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
Median wage	1.602,5	1.596,8	1.594,5	1.590,3	1.642,3	1.684,3

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 less remunerated branches of activity.

**Wage distribution by age**

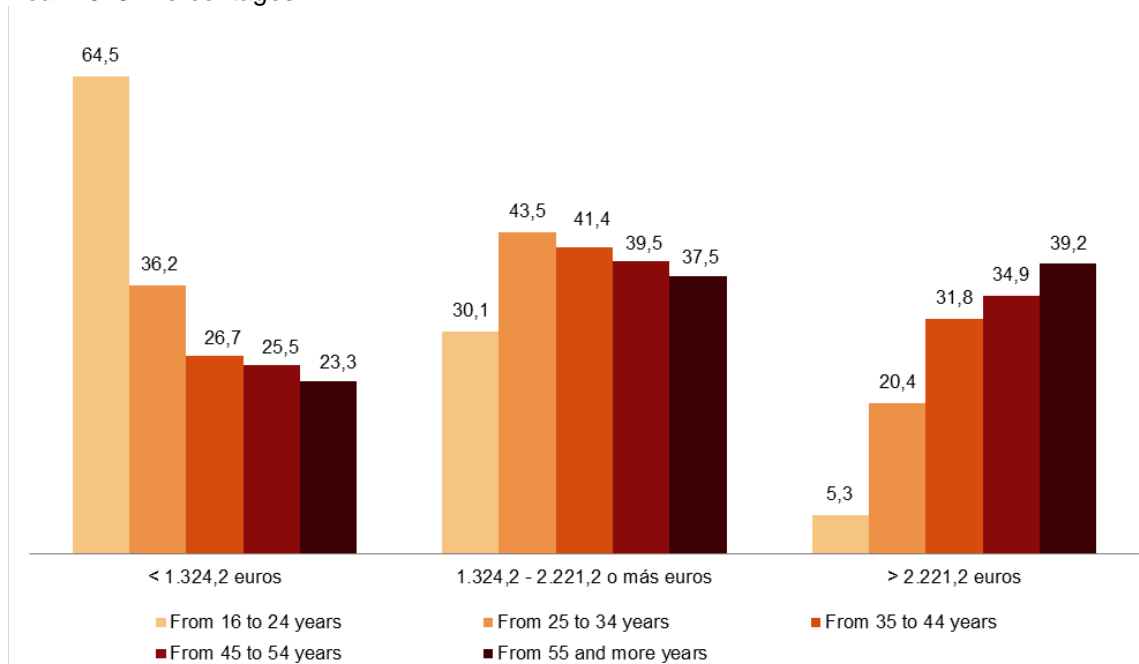
Younger employees were concentrated in lower wages, while older workers had a greater relative weight in higher wages.

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, 64.5% of employees under the age of 25 received a monthly wage below 1,324.2 euros in 2019. The percentage of those who had a wage greater than 2,221.2 euros in this age group was 5.3%.

Among employees aged 55 and over, 23.3% were in the low monthly wage bracket (less than 1,324.2 euros), while 39.2% were in the high bracket (more than 2,221.2 euros).

## Distribution of employees by age group and monthly wage bracket. Year 2019. Percentages



The average gross wage increased with age, going from 1,184.7 euros that young people under 25 received on average, to 2,306.3 euros for employees aged 55 and over.

## Average gross wages by age group. Euros

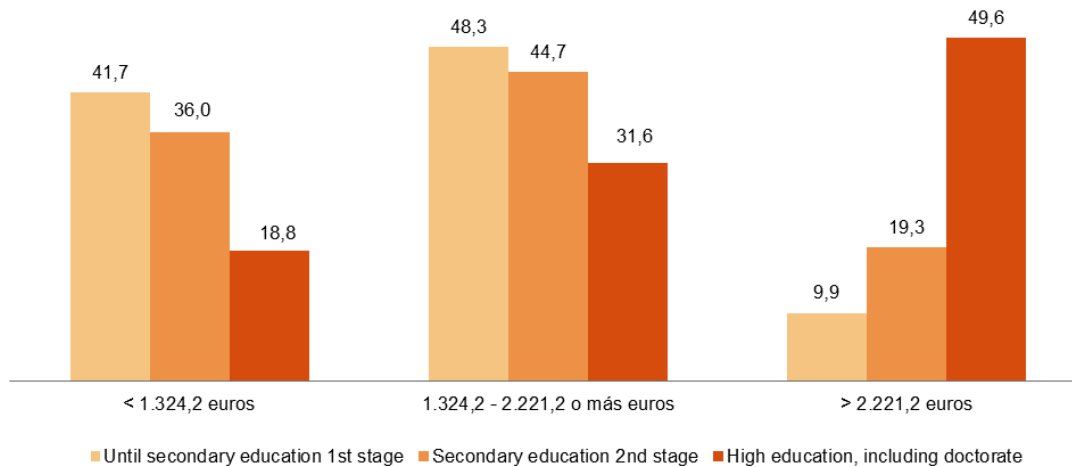
	2014	2015	2016	2017	2018	2019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
From 16 to 24 years	1.030,6	1.042,4	1.029,3	1.065,5	1.091,7	1.184,7
From 25 to 34 years	1.575,9	1.502,5	1.543,9	1.557,7	1.615,2	1.671,5
From 35 to 44 years	1.951,5	1.961,0	1.915,8	1.953,5	2.020,6	2.015,8
From 45 to 54 years	2.084,1	2.118,3	2.083,4	2.097,8	2.140,7	2.157,1
From 55 and more years	2.198,3	2.260,3	2.228,1	2.169,2	2.205,6	2.306,3

### Wage distribution by level of education

In general, the higher the level of education, the higher the wage. In 2019, 41.7% of people with a low level of education (at most they had completed compulsory education) had a wage of less than 1,324.2 euros. In the case of people with second stage secondary education or equivalent, the percentage of those who received low salaries was 36.0%, while in those with higher education that percentage reached 18.8%.

In 2019, 49.6% of wage earners with a higher degree had salaries in the highest bracket (they earned more than 2,221.2 euros per month). On the other hand, 19.3% of those with intermediate studies and 9.9% of those with low educational level exceeded that salary level.

### Distribution of employees by level of education and monthly wage bracket. Year 2019. Percentages



The **average wage** received by employees who had at most first stage secondary education was 1,333.3 euros, while that of those with higher education was 2,493.5 euros.

### Average gross monthly wages by level of education attained. Euros

	2014	2015	2016	2017	2018	2019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
Until secondary education 1st stage	1.240,1	1.237,6	1.242,3	1.248,1	1.276,3	1.333,3
Secondary education 2nd stage (1)	1.494,2	1.511,2	1.506,9	1.500,2	1.550,7	1.593,1
High education, including doctorate	2.403,4	2.408,2	2.380,4	2.408,7	2.455,3	2.493,5

(1) Includes education for job training and labour insertion

### Wage distribution by type of working day

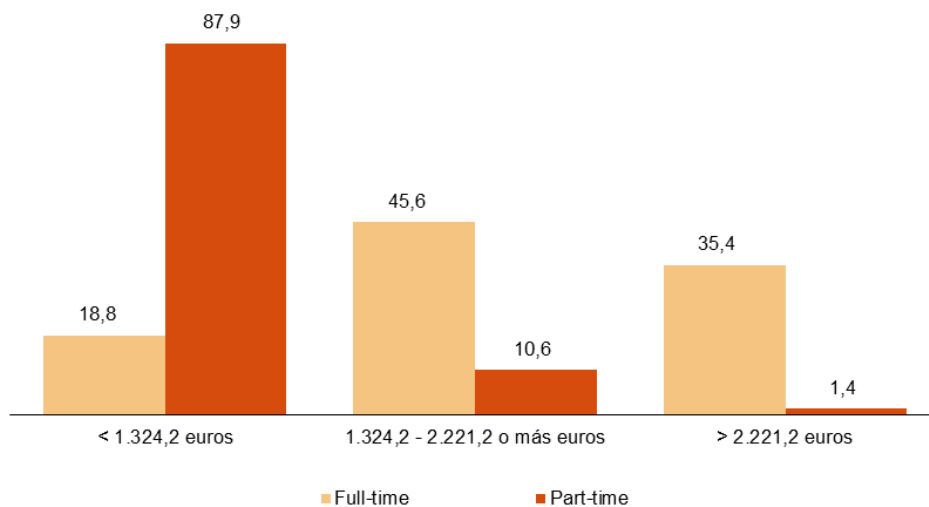
One of the most important factors in wage determination is working time. Working less than the usual working day implies a higher probability of being in lower wage brackets.

35.4% of full-time employees earned at least 2,221.2 euros per month in 2019, while 18.8% received less than 1,324.2 euros.

On the contrary, 87.9% of part-time employees earned less than 1,324.2 euros per month. And 1.4% received 2,221.2 euros or more.

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

Year 2019. Percentages



The **average gross monthly wage** of full-time employees in 2019 was 2,207.3 euros, while that of part-time employees was 806.2 euros.

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

Euros

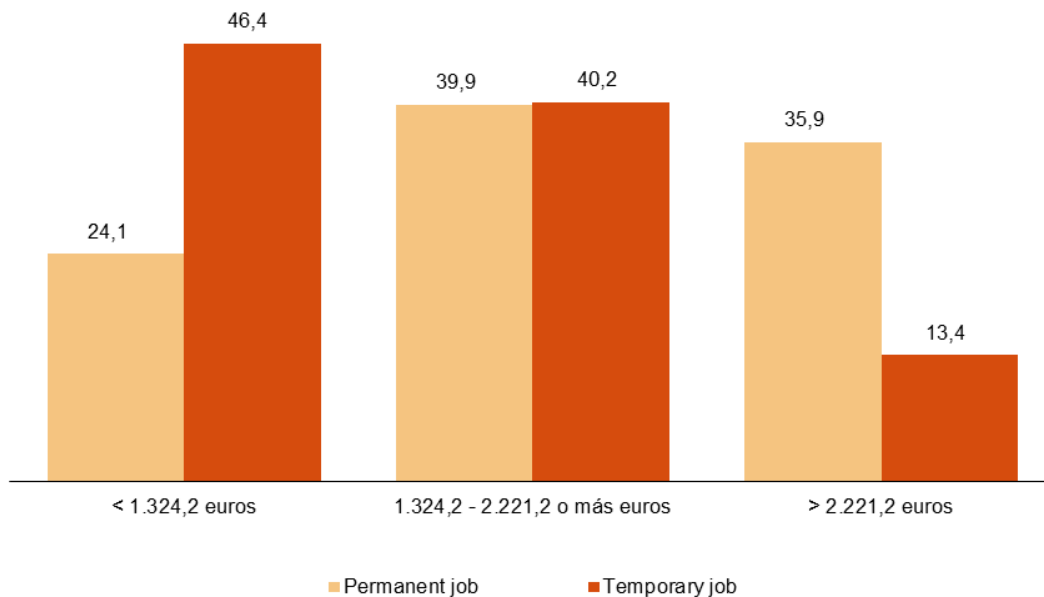
	2014	2015	2016	2017	2018	2019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
Full-time job	2.132,2	2.142,0	2.106,7	2.120,8	2.177,1	2.207,3
Part-time job	698,2	697,2	734,2	731,4	746,1	806,2

### Wage distribution by contract type

Temporary employees have lower salaries than permanent employees. 46.4% of employees with a temporary contract received a wage of less than 1,324.2 euros in 2019, as compared with 24.1% of permanent employees.

In turn, the percentage of employees with a permanent contract who received 2,221.2 euros or more was 35.9%, as compared with 13.4% of temporary employees.

**Distribution of employees by type of contract and monthly wage bracket.**  
**Year 2019.** Percentages



Employees with permanent contracts received an average gross monthly wage of 2,162.5 euros in 2019. On the other hand, those with temporary contracts received 1,479.4 euros.

**Average gross wages by type of contract or employment relationship.**  
 Euros

	2014	2015	2016	2017	2018	2019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
Permanent job	2.061,4	2.090,2	2.079,8	2.086,7	2.142,2	2.162,5
Temporary job	1.313,8	1.314,5	1.312,4	1.343,4	1.389,7	1.479,4

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.

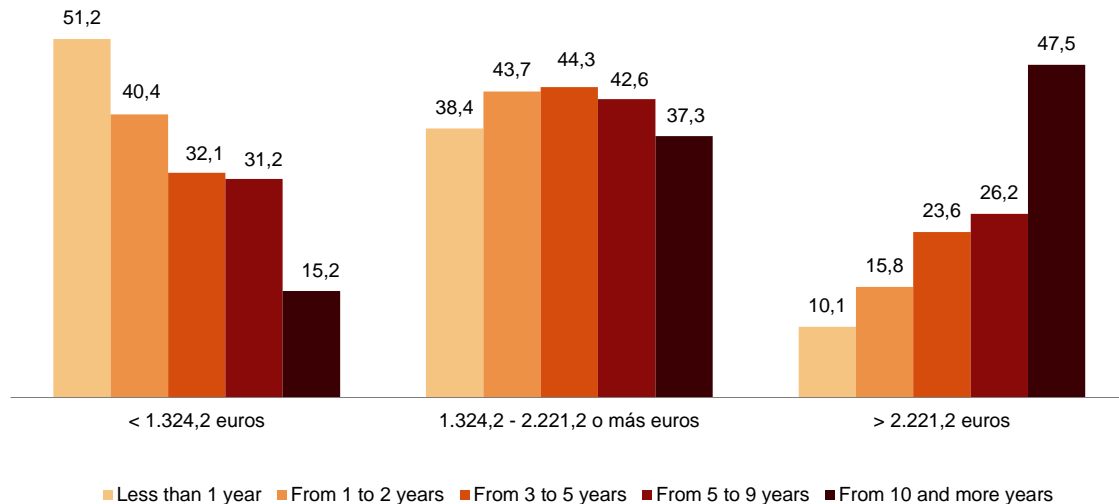
**Wage distribution by length of time they have been in the company**

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 years or more of seniority who received wages of at least 2,221.2 euros gross was 47.5%, while 15.2% were in the lower bracket (less than 1,324.2 euros).

Among employees with less than one year's seniority, 10.1% were in the high monthly wage bracket (2,221.2 euros or more). On the other hand, the percentage of those who had a wage of less than 1,324.2 euros was 51.2%.

**Distribution of employees by time they have been working in the company and monthly wage bracket. Year 2019. Percentages**



**Average wages** also increased as a function of the time employees have been working at their current job: from an average of 1,404.8 euros earned by employees with less than one year of service, to an average of 2,475.4 euros among those who have been working 10 years or more.

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

	2014	2015	2016	2017	2018	2.019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
Less than 1 year	1.206,1	1.251,7	1.232,3	1.271,9	1.343,7	1.404,8
From 1 to 2 years	1.380,7	1.390,9	1.438,1	1.509,0	1.539,5	1.592,4
From 3 to 5 years	1.583,9	1.576,6	1.538,5	1.661,9	1.686,5	1.818,7
From 5 to 9 years	1.788,2	1.836,0	1.846,8	1.829,6	1.817,3	1.876,4
From 10 and more years	2.393,3	2.425,1	2.397,3	2.382,5	2.448,4	2.475,4

**Wage distribution by branch of activity**

The lowest wages (below 1,324.2 euros) were concentrated in 2019 in *Activities of households as employers of domestic personnel* (83.6%) and in the sector of *Agriculture, livestock, forestry and fishing* (64.5%).

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

On the other hand, the activity branches with the greatest relative weight in the highest salary deciles (salaries of 2,221.2 euros or more) were *Financial and insurance activities* (70.1%), *Public Administration and defense; compulsory social security* (62.3%) and *Education* (62.0%).

The lowest **average wages** in 2019 corresponded to *Activities of households as employers of domestic personnel* (872.4 euros), *Accommodation and food service activities* (1,312.1 euros) and *Agriculture, forestry and fishing* (1,336.0 euros).



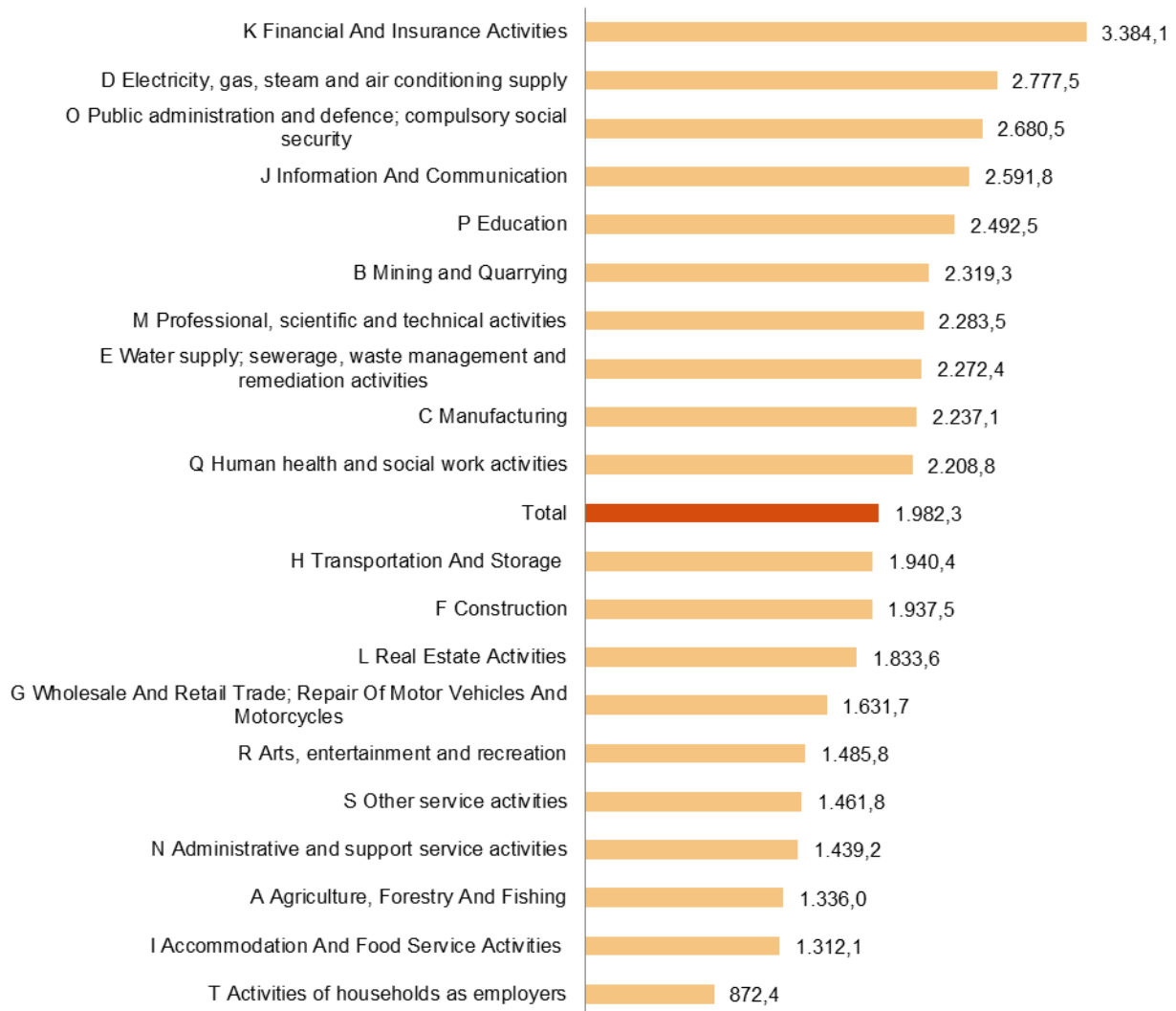
On the contrary, the highest average salaries were in *Financial and insurance activities* (3,384.1 euros), *Supply of electricity, gas, steam and air conditioning* (2,777.5 euros) and in the *Public Administration and defence sector; compulsory Social Security* (2,680.5 euros).

**Average gross monthly wages by branch of activity.**

Euros

	2014	2015	2016	2017	2018	2019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
A Agriculture, forestry and fishing	1.193,3	1.200,5	1.159,5	1.205,9	1.249,8	1.336,0
B Mining and quarrying	2.650,1	2.222,6	2.612,7	2.322,2	2.175,2	2.319,3
C Manufacturing	2.184,9	2.199,4	2.144,7	2.189,6	2.240,8	2.237,1
D Electricity, gas, steam and air conditioning supply	3.219,0	3.461,4	3.070,1	3.193,2	3.633,5	2.777,5
E Water supply, sewerage, waste management and remediation activities	2.023,3	2.023,7	2.109,1	2.002,7	2.229,1	2.272,4
F Construction	1.867,7	1.840,3	1.829,0	1.803,9	1.866,1	1.937,5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1.538,1	1.480,4	1.488,0	1.551,5	1.585,1	1.631,7
H Transportation and storage	1.937,7	1.923,1	1.877,3	1.862,5	1.945,8	1.940,4
I Accommodation and food service activities	1.174,7	1.168,0	1.172,1	1.211,1	1.235,1	1.312,1
J Information and communication	2.615,2	2.815,9	2.655,7	2.548,3	2.741,6	2.591,8
K Financial and insurance activities	3.228,5	3.479,7	3.126,8	3.371,8	3.350,6	3.384,1
L Real estate activities	1.823,9	1.525,5	1.763,4	1.731,7	1.571,7	1.833,6
M Professional, scientific and technical activities	2.129,6	2.092,2	2.176,8	2.160,3	2.271,2	2.283,5
N Administrative and support service activities	1.314,4	1.314,2	1.311,0	1.321,2	1.348,4	1.439,2
O Public administration and defence; compulsory social security	2.412,6	2.407,7	2.477,8	2.472,0	2.563,1	2.680,5
P Education	2.234,3	2.307,4	2.378,5	2.359,9	2.365,3	2.492,5
Q Human health and social work activities	2.135,5	2.172,3	2.142,1	2.156,4	2.160,2	2.208,8
R Arts, entertainment and recreation	1.432,2	1.519,4	1.421,3	1.450,8	1.556,3	1.485,8
S Other service activities	1.377,4	1.289,8	1.353,4	1.324,3	1.386,8	1.461,8
T Activities of households as employers	745,6	746,0	823,2	776,3	750,2	872,4

**Average gross monthly wages by branch of activity. Year 2019. Euros**



**Wage distribution by occupation**

Occupation is another of the most important factors in determining the wage level. The groups of *Directors and managers* and *Scientific and intellectual technicians and professionals* were more represented in high salaries (2,221.2 euros or more), while workers in *Basic occupations* presented a greater concentration in low salaries (less than 1,324.2 euros).

The **average monthly wage** of those employed in the group of *Directors and managers* was also the highest (4,273.8 euros), together with that of *Scientific and intellectual technicians and professionals* (2,974.5 euros).

On the contrary, the lowest average monthly wages were in *Basic Occupations* and in the group of *Workers in catering, personal, and protection services and trade salespersons* (1,194.1 and 1,439.5 euros, respectively).

## Average gross monthly wages per occupation. Euros

	2014	2015	2016	2017	2018	2.019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
1 Directors and managers	3.962,0	4.134,2	4.052,7	4.155,2	4.102,0	4.273,8
2 Scientific and intellectual technicians and professionals	2.856,5	2.889,3	2.855,4	2.854,9	2.979,6	2.974,5
3 Technicians; support professionals	2.228,8	2.298,0	2.270,3	2.276,8	2.252,7	2.348,0
4 Accounting, administrative and other office employees	1.814,8	1.787,1	1.769,9	1.801,5	1.813,4	1.840,9
5 Workers in catering, personal, and protection services and salespersons	1.313,9	1.330,1	1.344,9	1.350,6	1.406,8	1.439,5
6 Skilled agricultural, livestock, forestry and fishing sector workers	1.449,5	1.329,3	1.440,1	1.352,1	1.514,4	1.532,1
7 Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators	1.761,9	1.724,1	1.735,3	1.758,1	1.809,0	1.851,8
8 Installation and machinery operators and assemblers	1.757,7	1.801,8	1.761,7	1.747,7	1.806,2	1.830,5
9 Basic occupations	1.018,3	1.038,4	1.089,2	1.083,2	1.103,5	1.194,1
0 Military occupations	2.297,8	2.107,3	2.216,2	2.226,1	2.208,0	2.403,2

## Average gross monthly wages per occupation. Year 2019. Euros

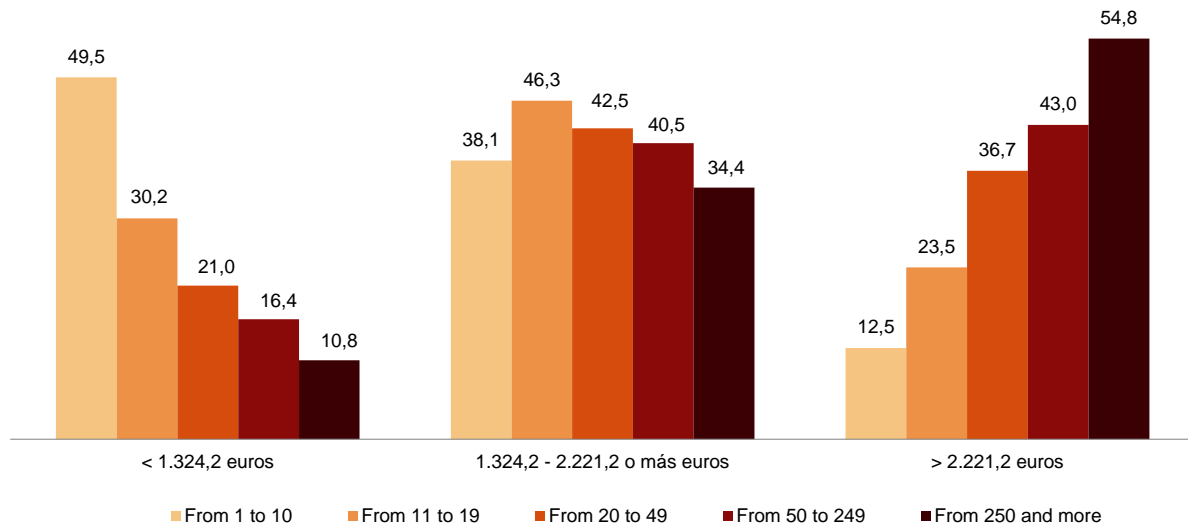


## Wage distribution by size of the work centre

In 2019, the lowest wages were concentrated in establishments with up to 10 workers (49.5% of these employees received a wage of less than 1,324.2 euros), while the equivalent percentage in centres with 250 or more workers was 10.8%.

Conversely, 54.8% of employees in establishments with 250 or more workers had a high monthly salary (2,221.2 euros or more). The equivalent percentage was 12.5% of employees in establishments with up to 10 employees.

**Distribution of employees by size of the establishment where they work and monthly wage bracket. Year 2019. Percentages**



The wage increases with the size of the company. Thus, in 2017, the **average gross wage** in large companies (250 employees or more) was 2,700.0 euros, while in companies with 10 workers or less it stood at 1,458.5 euros.

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

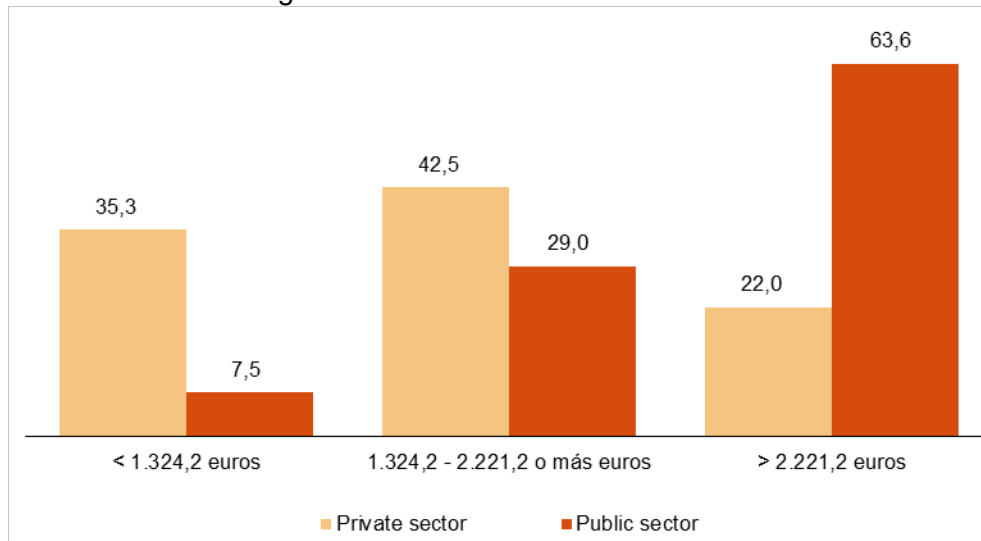
	2014	2015	2016	2017	2018	2019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
From 1 to 10	1.324,9	1.314,3	1.363,5	1.363,4	1.388,9	1.458,5
From 11 to 19	1.738,9	1.768,4	1.678,1	1.735,8	1.787,3	1.848,0
From 20 to 49	2.041,7	1.986,1	2.031,5	1.999,9	2.062,3	2.148,2
From 50 to 249	2.219,6	2.277,3	2.253,3	2.230,9	2.269,1	2.355,5
From 250 and more	2.706,3	2.716,4	2.640,8	2.640,8	2.708,6	2.700,0

**Wage distribution by type of employer (private or public)**

In the private sector, 22.0% of workers earned a salary of at least 2,221.2 euros in 2019, compared to 63.6% of workers in the public sector. The latter sector includes all public administrations and companies, and both workers signed up with state mutual insurance companies and those who contribute to Social Security.

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

**Distribution of employees in the private and public sectors by monthly wage bracket. Year 2019. Percentages**



The **average gross wage** in the public sector reached 2,760.9 euros in 2019, while in the private sector it stood at 1,796.9 euros.

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

	2014	2015	2016	2017	2018	2019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
Public sector	2.544,4	2.586,2	2.623,5	2.598,4	2.654,4	2.760,9
Private sector	1.710,5	1.720,0	1.694,2	1.719,7	1.772,0	1.796,9

As already indicated for the deciles, the fundamental factors influencing the differences in the average salary between the sectors were explained by the different occupational structure, the greater weight of workers with higher education, the lower weight of part-time employment, and the higher seniority levels.

**Wage distribution by Autonomous Community**

The productive structure in the Autonomous Communities has a large influence on wage levels. In 2019, those with the highest concentration of high wages were País Vasco (43.3% of employees with monthly salaries of 2,221.2 euros or more), Comunidad Foral de Navarra (40.9%) and Cataluña (35, 9%).

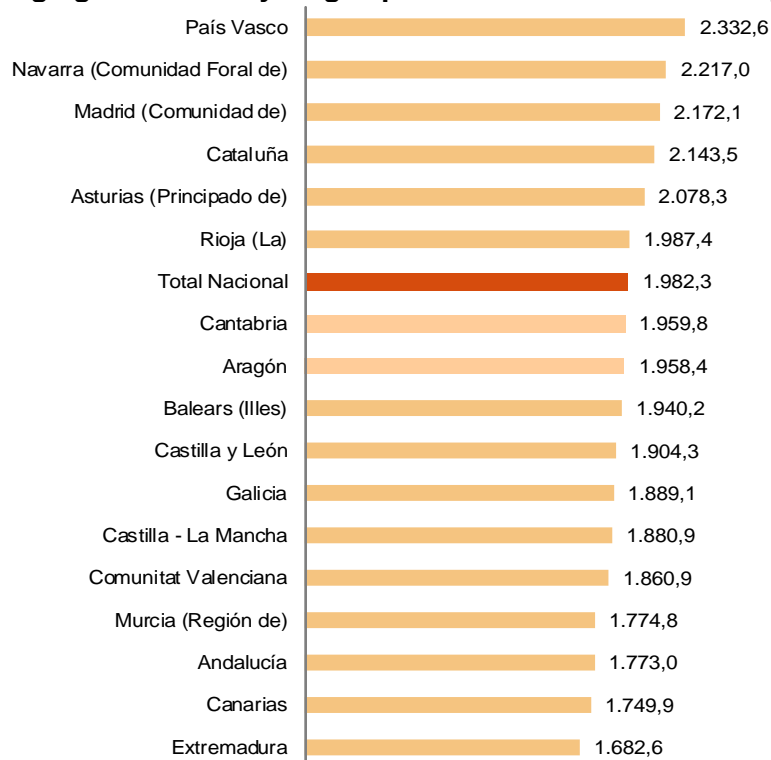
On the opposite side, the Autonomous Communities that had the highest percentage of employees concentrated in low deciles (wages below 1,324.2 euros) were Extremadura (41.1%), Región de Murcia (38.3%) and Canarias (38.3%).

The Autonomous Communities with the highest **average wage** for the main job were País Vasco (2,332.6 euros), Comunidad Foral de Navarra (2,217.0 euros) and Comunidad de Madrid (2,172.1 euros). The lowest average wages were observed in Extremadura (1,682.6 euros), Canarias (1,749.9 euros) and Andalucía (1,773.0 euros).

## Average gross monthly wages per Autonomous Community. Euros

	2014	2015	2016	2017	2018	2.019
Total	1.881,3	1.893,7	1.878,1	1.889,0	1.944,4	1.982,3
Andalucía	1.645,5	1.653,9	1.686,4	1.681,3	1.749,0	1.773,0
Aragón	1.875,2	1.938,6	1.824,6	1.906,4	1.951,4	1.958,4
Asturias, Principado de	1.907,8	1.957,3	1.957,3	1.958,3	1.977,1	2.078,3
Balears, Illes	1.707,5	1.747,2	1.749,3	1.797,3	1.862,6	1.940,2
Canarias	1.621,6	1.574,0	1.631,8	1.606,6	1.679,3	1.749,9
Cantabria	1.904,7	1.855,4	1.910,4	1.897,3	1.972,4	1.959,8
Castilla y León	1.788,5	1.841,6	1.819,8	1.836,7	1.843,9	1.904,3
Castilla - La Mancha	1.740,4	1.788,1	1.787,4	1.765,2	1.776,6	1.880,9
Cataluña	1.953,3	2.003,8	1.952,0	1.992,9	2.067,6	2.143,5
Comunitat Valenciana	1.745,4	1.674,8	1.736,0	1.677,8	1.784,8	1.860,9
Extremadura	1.588,8	1.549,9	1.613,0	1.583,4	1.612,3	1.682,6
Galicia	1.775,0	1.780,9	1.787,3	1.869,8	1.834,5	1.889,1
Madrid, Comunidad de	2.272,7	2.265,8	2.165,8	2.191,7	2.264,6	2.172,1
Murcia, Región de	1.643,8	1.692,0	1.627,9	1.684,2	1.761,8	1.774,8
Navarra, Com. Foral de	2.051,7	2.056,3	2.085,2	2.177,8	2.049,7	2.217,0
País Vasco	2.147,2	2.250,2	2.235,2	2.208,8	2.241,8	2.332,6
Rioja, La	1.830,4	1.811,7	1.841,8	1.838,4	1.865,7	1.987,4
Ceuta	2.173,6	2.064,9	2.288,5	2.115,4	2.157,0	2.323,2
Melilla	2.384,2	2.147,4	2.138,7	2.475,8	2.231,1	2.291,7

## Average gross monthly wages per Autonomous Community. Year 2019. 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** - Wage earners aged 16 and over residing in family dwellings in Spain.

**Geographical scope** – The entire national territory.

**Reference period for the results** – 2019. Information is collected throughout the reference year, based on the EAPS subsample in the sixth interview in each quarter.

**Information reference period** - 2019 for data from the Economically Active Population Survey (EAPS), data on Social Security affiliation and data on personal income tax declarations.

**Sample size** - About 10,000 families participate per quarter in the EAPS subsample, around 40,000 per year. The sample of wage earners is approximately 30,000 persons.

**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.

**Collection method** - Combination of the information collected in the EAPS with data on estimated earnings from administrative sources (General Treasury of Social Security, State Tax Administration Agency, Tax Office of Navarra<sup>2</sup>, Provincial Council of Bizkaia and Provincial Council of Gipuzkoa).

**Concept of wage** - The concept of wage used is (according to Commission Regulation (EC) No. 377/2008) that of 'monthly wage associated with the main job'; with the main job being the one performed by the person during 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, the methodology can found at:

[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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For further information see **INEbase**: [www.ine.es/en/](http://www.ine.es/en/) Twitter: [@es\\_ine](https://twitter.com/es_ine)

All press releases at: [www.ine.es/en/prensa/prensa\\_en.htm](http://www.ine.es/en/prensa/prensa_en.htm)

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<sup>2</sup> Through the Statistical Institute of Navarra.