

22 September 2009

Annual Wage Structure Survey 2007

Main results

- The average annual earnings per worker are 20,390.35 euros in 2007, with growth of 3.6% as compared with 2006.
- The average annual female earnings (16,943.89 euros in 2007) are 74.4% of the corresponding male earnings (22,780.29 euros). These differences are reduced when considering similar situations with respect to variables such as occupation, type of working day or contract, among others.
- Comunidad de Madrid, with 24,242.08 euros per worker per year, is the Autonomous Community with the highest average annual wages. Extremadura, with 16,298.30 euros, has the lowest.
- Whereas the economic activity with the highest wages is Financial intermediation (38,870.30 euros), wage earners in Accommodation earn the lowest wages (14,000.12 euros).
- Managers of companies with more than 10 workers constitute the occupational group with the highest wages: 61,660.60 euros, three times the average wages.
- In 2007, workers with a determined duration contract have average annual earnings that are 31.4% lower than those of employees with permanent contracts.

Gross annual earnings

The average annual earnings per worker were **20,390.35 euros in 2007**, indicating an increase of 3.6% as compared with 2006. Said average annual earnings were 22,780.29 euros for men and 16,943.89 euros for women.

Therefore, the average annual earnings for women in 2007 were 74.4% of the corresponding earnings for men. This ratio was 73.7% in the year 2006. However, this difference was reduced on considering similar situations with respect to variables such as type of contract, type of working day, occupation, seniority, etc.

One feature of the functions of wage distribution is that many more workers are registered in the lowest values than in the highest wages. This fact causes **the average wages to be higher than the median wages, and higher than the most frequent wages**. The median wages (that which divides the number of workers into two equal parts, those whose wages are higher and those whose wages are lower), presented a value of 16,718.44 euros. The most frequent wages were 14,503.61 euros.

The asymmetry of the wage distribution between men and women is clear. Thus, in 2007, 20.2% of women had wage earnings less than or equal to the Inter-professional Minimum Wage (IMW), while only 7.0% of men were within this bracket.

Bearing in mind higher wages, 16.7% of men presented earnings some four times higher than the IMW, as compared with only 7.4% of women.

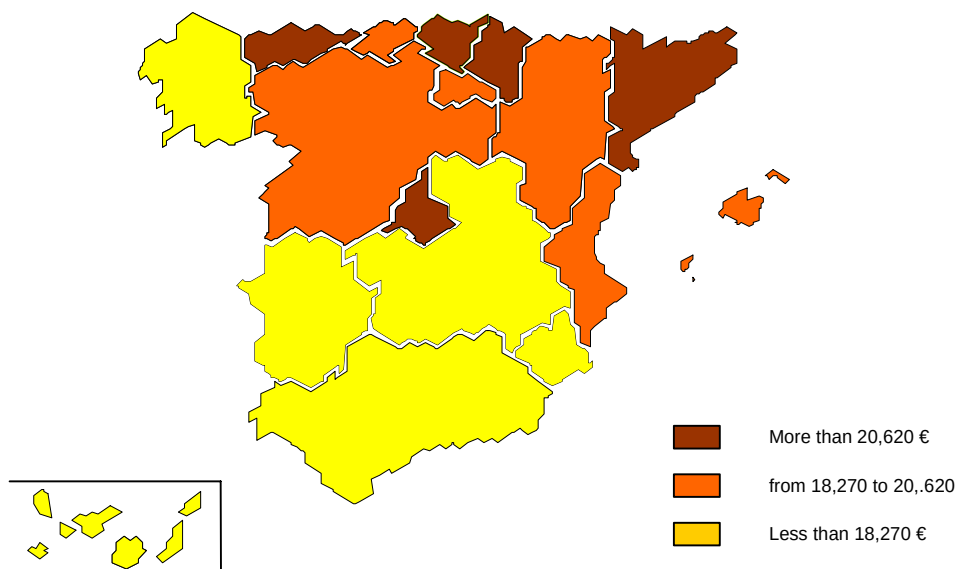
These differences were explained, among other reasons, because there was a higher proportion of women than men working part-time, causing their annual earnings to be lower.

Wages by Autonomous Community

The average earnings data by Autonomous Community confirmed the results obtained by the traditional cost surveys. Thus, **during the year 2007, the highest average wages corresponded to Comunidad de Madrid (24,242.08 euros per worker per year), País Vasco (23,892.65 euros) and Comunidad Foral de Navarra (22,219.46 euros)**. These three Autonomous Communities, together with Cataluña and Principado de Asturias, presented average annual earnings above the national average.

The remaining Autonomous Communities recorded average wages below the national average. Extremadura (16,298.30 euros), Región de Murcia (17,173.76 euros) and Canarias (17,189.07 euros) presented the lowest wages.

Comparison of average salaries by Autonomous Community



The wage differences between men and women varied from one Autonomous Community to the next. The different structure of employment and occupation in each one of them was the fundamental factor that explained such variability.

In almost all Autonomous Communities, the average wages of women was between 20% and 30% lower than the average wages of men.

The Autonomous Communities with the greatest wage differences between women and men were Principado de Asturias and Aragón.

Main results by Autonomous Community

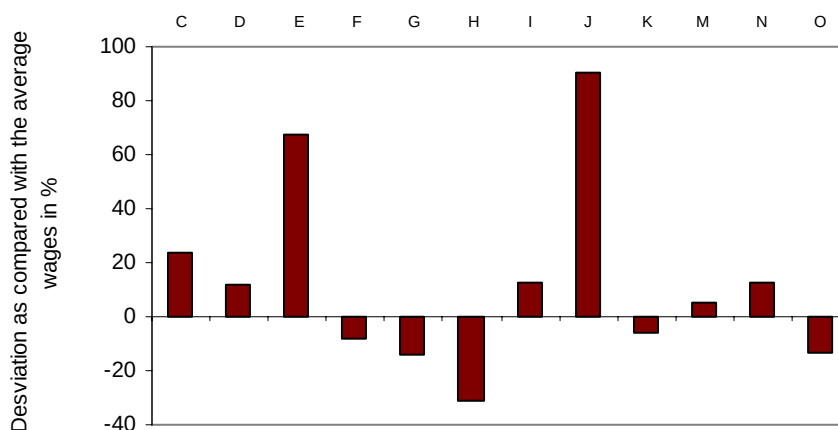
	Gross annual salary			Women/Men Rate
	Total	Men	Women	
NATIONAL TOTAL	20,390.35	22,780.29	16,943.89	74.38
Andalucía	17,987.33	20,042.29	14,398.98	71.84
Aragón	20,015.81	22,771.23	15,694.24	68.92
Asturias (Principado de)	20,623.81	23,347.87	16,376.95	70.14
Balears (Illes)	18,886.80	20,846.75	16,627.15	79.76
Canarias	17,189.07	18,196.14	15,721.06	86.40
Cantabria	18,697.63	21,049.99	14,915.34	70.86
Castilla y León	18,274.08	20,394.78	15,027.97	73.69
Castilla-La Mancha	17,908.64	19,350.01	15,095.11	78.01
Cataluña	21,998.10	25,109.98	18,136.60	72.23
Comunitat Valenciana	18,547.94	20,518.95	15,567.62	75.87
Extremadura	16,298.30	17,279.58	14,553.56	84.22
Galicia	17,603.45	19,511.30	15,007.78	76.92
Madrid (Comunidad de)	24,242.08	27,609.53	19,688.59	71.31
Murcia (Región de)	17,173.76	19,052.23	14,242.71	74.76
Navarra (Comunidad Foral de)	22,219.46	25,273.34	18,129.02	71.73
País Vasco	23,892.65	26,911.37	19,771.83	73.47
Rioja (La)	18,860.52	21,179.14	15,637.54	73.83

Wages by economic activity sector

The Survey estimates large wage differences by economic activity. As may be observed in the following graph, **the economic activity with the highest average annual wages was Financial intermediation** (Section J of CNAE-93), **with 38,870.30 euros** per worker per year on average, this figure being 90.6% higher than the national average. It was followed by Production and distribution of electrical energy, gas and water supply (Section E), with 34,100.97 euros, 67.2% more than the average salary.

Conversely, Accommodation (Section H) and Trade and Repair (Section G) had the lowest average annual salary, with 14,000.12 and 17,473.77 euros, respectively. These figures were 31.3% and 14.3% lower than the average, respectively.

Comparison of the average annual wages by CNAE-93 Section



* The names of the CNAE-93 sections appears in the Methodological Annex of this Press Release

Regarding the wage asymmetry by sex and economic activity, it is important to note that the ranking of activities in each sex remained with slight differences. Thus, Financial intermediation was the activity with the highest salary, both for men and for women, and Accommodation had the lowest salaries.

Analysis of the wage differences for each economic activity confirmed that women had lower wages than men in all of them.

Education (Section M) was the activity in which the differences were the least significant. The greatest divergence produced between the wages of women and men was in Other social activities and services provided to the community; personal services (Section O).

Wages by occupation

Occupation is one of the variables that most influence the wage level. In 2007, worth noting was the large difference in earnings registered in Group A of the National Classification of Occupations (*Management of companies with more than 10 employees*) as compared with the remaining occupations. Specifically, they were 202.4% higher than the average wages. Group B (*Management of companies with fewer than 10 employees*) registered wages 116.3% above the average.

Regarding the remaining occupations, those associated with University degrees and the technicians and support professionals (Groups D, E and F) were significantly above the average. The *skilled workers in the fields of extractive industries, metallurgy and construction of machinery* (Group N) also had higher wages than the average, although to a lesser extent.

The other occupations had average earnings below the national average, with the least paid being those corresponding to *unskilled workers in services, except transport* (Group S).

Distinguishing by occupation and sex, the previous pattern repeated itself. **The occupations with the highest pay were the same for men and women**, and in the same order.

The occupations with the lowest earnings were also very similar. However, in the case of men, the lowest annual wages were for unskilled agricultural, fishing, construction, manufacturing and transport industry labourers, while the women with the lowest pay were those working in unskilled occupations in services.

Considering the increase in annual earnings as compared with 2006, the occupations with the greatest growth were those corresponding to Group D, *Professions associated with 2nd and 3rd cycle university degrees and the like* (6.9%), Group E, *Professions associated with a 1st cycle university degree and the like* (6.6%) and Group P, *Skilled workers from the graphic arts, textile and preparation, elaboration of food, cabinetmakers, craftspersons and other similar industries* (5.9%).

Conversely, the occupations with the least growth were those corresponding to Group L, *Workers skilled in agriculture and fishing* (1.2%), Group T, *Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers* (1.6%) and Group A, *Management of companies with more than 10 employees* (2.2%).

As in the case of the different economic activities, women also earned wages lower than those of men in all occupations. In addition, there were occupations in which women were scarcely represented, such as wage earners with executive tasks (Groups A and B), *workers in protection and security services* (Group J) or *skilled workers in general* (Groups L, M, N and P) and *mobile machinery drivers and operators* (Group R).

Average annual earnings by occupation (euros). Year 2007

Main group CNO-94	Both sexes		Women (1)		Men (2)		1/2 %
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹	
Total	20,390.35	3.6	16,943.89	4.3	22,780.29	3.3	74.4
A	61,660.60	2.2	44,690.37	4.3	67,525.38	3.0	66.2
B	*44,109.64	2.8	--	--	*50,960.49	3.6	--
D	34,093.36	6.9	28,619.74	5.1	38,716.82	6.0	73.9
E	27,699.30	6.6	25,056.40	5.5	30,873.22	3.4	81.2
F	26,331.67	3.6	22,150.16	5.6	29,590.80	2.4	74.9
G	17,830.93	3.4	15,540.21	3.8	22,185.86	3.9	70.0
H	13,823.66	4.3	12,684.96	4.4	15,894.62	2.6	79.8
J	19,485.10	3.3	--	--	19,978.13	3.7	--
K	13,758.66	4.6	12,722.98	5.6	16,508.15	6.8	77.1
L	*15,837.14	1.2	--	--	*16,690.14	5.2	--
M	18,632.06	5.8	*15,617.01	3.3	18,700.41	5.9	83.5
N	21,810.45	5.6	*18,825.89	4.9	21,925.72	5.7	85.9
P	16,289.76	5.9	13,280.34	5.1	17,775.90	3.8	74.7
Q	19,979.81	4.6	14,918.02	6.0	21,881.47	5.9	68.2
R	18,442.34	4.6	*14,448.75	5.7	18,575.97	4.7	77.8
S	11,981.17	4.8	10,608.63	4.5	15,177.83	6.8	69.9
T	14,521.42	1.6	12,334.30	3.9	14,917.57	1.7	82.7

1 In comparison with the previous year

SAMPLE SIZE OF THE CELLS: when a box is marked with an asterisk (*), this indicates that the number of sample observations is between 100 and 500 , and is therefore not significant.

Wages by nationality

Spanish workers and those citizens of European Union countries (excluding Spain) presented the highest average annual wages (20,876.78 euros for Spaniards and 17,137.2 euros for EU nationals) in 2007. It must be noted that, as of this year, two European countries, Bulgaria and Rumania, with an importance in the Spanish labour market, entered into the European Union, causing a considerable decrease in the average wages of this group as compared with the year 2006, and making the group of wage earners belonging to the rest of Europe not quantitatively significant.

Average annual earnings by nationality (euros)

	Both sexes	Women	Men
All nationalities	20,390.35	22,780.29	16,943.89
Spain	20,876.78	23,399.18	17,292.10
EU not including Spain	17,137.20	18,556.01	14,920.23
Rest of Europe	*12,630.75	*14,963.36	*10,378.35
Latin America	13,494.34	15,246.14	11,403.09
Rest of the world	14,140.90	14,918.19	*10,609.76

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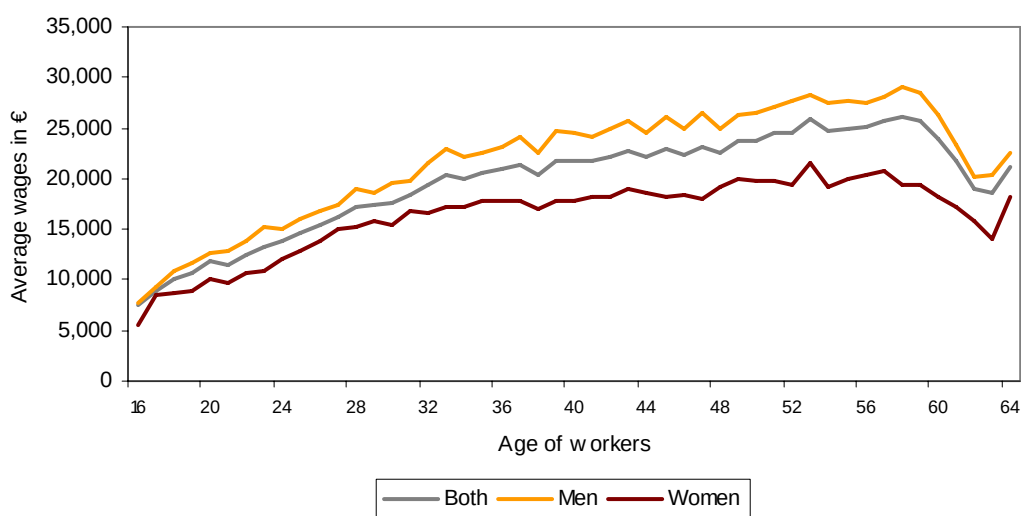
Wages by age

There was a positive relation between the age of the workers and their wage level. Thus, those older workers, those with more seniority and those with more experience in the post

received higher pay. The average annual wages in 2007 for workers aged 25 to 34 years old were 17,879.11 euros, while for workers over 55 to 64 years of age, the figure reached 23,814.81 euros. Nevertheless, for younger workers (under 25 years of age) and older workers (over 55 years of age), the sample of the survey was reduced, causing a decrease in the statistical reliability of the results.

It is worth noting that the wage differences by sex were greater, according to the age of the workers. This was largely explained by the better qualification (occupation, studies, ...) of the younger women as compared with the older women.

Average annual wages by age in years, by sex



Wages by type of working day

The type of working day is one of the most influential variables when analysing wage level. In 2007, the average annual wage level for full-time workers was more than twice that of the average annual earnings for part-time workers.

If we consider wage differences by type of working day, we observe that the asymmetry between men and women diminished noticeably upon bearing in mind this variable.

Average annual earnings by type of working day (euros)

	Both sexes		Men		Women	
	Euros	Tasa ¹	Euros	Tasa ¹	Euros	Tasa ¹
TOTAL	20,390.35	3.6	22,780.29	3.3	16,943.89	4.3
Full-time	22,176.45	2.0	23,655.28	2.5	19,518.58	1.6
Part-time	9,665.37	2.6	10,649.51	2.9	9,285.90	72.6

¹ In comparison with the previous year

Wages by type of contract

In order to establish comparisons between workers with a permanent contract and those with a determined duration contract, we adjusted the wages of the workers who did not remain the entire year in the same workplace, and they were assigned an annual wage equivalent to that which they would have received had they worked in the same conditions for the entire year.

With this adjustment, in 2007, **the workers who had a determined duration contract received annual average wages 26.2% lower than the average annual wages, while those who had a permanent contract were 7.6% higher than said salary.**

By sex, men with a permanent contract received wages 22.4% higher than the average annual wages; while in the case of those who had a determined duration contract, the wages were 21.1% lower than the average. For women, the wages were always below the national average, noting in particular, the case of determined duration contracts, for which the difference in comparison with the average annual wages was 35.1%.

Average annual earnings by type of contract (euros)

	Both sexes		Men		Women	
	Euros	Rate ¹	Euros	Rate ¹	Euros	Rate ¹
TOTAL	20,390.35	3.6	22,780.29	3.3	16,943.89	4.3
Permanent	21,949.66	1.2	24,953.34	0.7	17,867.41	2.6
Determined duration	15,053.67	2.9	16,083.61	2.9	13,224.15	1.7

¹ In comparison with the previous year

Methodological note

Description of the Activity Sections of the CNAE-93

- C. Extractive industries
- D. Manufacturing industry
- E. Production and distribution of electrical energy, gas and water supply
- F. Construction
- G. Trade; repair of motor vehicles, motorcycles and mopeds and personal and household use articles
- H. Accommodation
- I. Transport, storage and communications
- J. Financial intermediation
- K. Real estate and rental activities; business services
- M. Education
- N. Health and veterinary activities, social services
- O. Other social activities and services provided to the community; personal services

Description of Main Groups of the National Classification of Occupations 1994 (NCO-94)

- A. Public administration management and management of companies with 10 or more wage earners
- B. Management of companies with less than 10 wage earners
- D. Professions associated with 2nd and 3rd cycle university degrees and the like
- E. Professions associated with a 1st cycle university degree and the like
- F. Technicians and support professionals
- G. Administrative type employees
- H. Catering services workers and personal services workers
- J. Protection and security service workers
- K. Retail workers and the like
- L. Workers skilled in agriculture and fishing
- M. Skilled construction workers, except machinery operators
- N. Skilled extractive industry workers, metallurgy, construction, machinery and related trades workers
- P. Skilled workers from the graphic arts, textile and preparation, elaboration of food, cabinet makers, craftspersons and other similar industries
- Q. Fixed machinery and industrial installation operators; fitters and assemblers
- R. Mobile machinery drivers and operators
- S. Unskilled service workers (except transport)
- T. Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers

The main objective of the Annual Wage Structure Survey 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-93) and one-digit occupation of the National Classification of Occupations (NCO-94).

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 Treasury of Comunidad Foral de Navarra, along with the occupation and work time variables provided by the survey attached to the INE Quarterly Labour Cost Survey (QLCS).

In this sense, the collaboration of the General Social Security Treasury, the State Tax Administration Agency, the Treasury of Comunidad Foral de Navarra and the Statistics Institute of Navarra have been fundamental in this statistical operation.

The procedure followed was the following: Along with the mailing of the questionnaires of the Quarterly Labour Cost Survey corresponding to the given three months, we included an attached questionnaire with the selected sample of workers, identified by their Social Security number. This questionnaire contained only questions on occupation, except in País Vasco, in which it also included wage variables.

Beginning with the previous information from Social Security and the INE, we prepared a file that is sent to the State Tax Administration Agency and to the Statistics Institute of Navarra. This file is crossed with that from the Model 190 statements, adding to each register (worker) the payment received.

The State Tax Administration Agency and the Treasury of Comunidad Foral de Navarra prepare the results tables following the methodology designed from the final file compiled.

The population scope is made up of all workers working for others. It includes all units (contribution accounts), regardless of their size. It excludes all presidents, members of administrative boards and, in general, all personnel whose remuneration is not mainly in the form of wages, but rather commissions or benefits.

It deals with the whole country. The design allows for offering results by Autonomous Community for the main variables.

The sectorial coverage extends to industry, construction and services, except the Public Administration and Domestic Service. It covers sections C to O (except L) of the National Classification of Economic Activities (CNAE-93).

Wage concepts

All wage concepts are collected as gross values, that is, before carrying out withholdings or advance payments on personal income taxes or contributions to Social Security on the part of the worker.

For further information see **INEbase-www.ine.es** All press releases at: **www.ine.es/en/prensa/prensa_en.htm**

Press office: Telephone numbers: 91 583 93 63 / 94 08 – Fax: 91 583 90 87 - gprensa@ine.es

Information area: Telephone: 91 583 91 00 – Fax: 91 583 91 58 – www.ine.es/infoine

Annual Wage Structure Survey

Year 2007

Statistical annex

Table 1. Average annual earnings by economic activity (euros)

	Both sexes	Men	Women
TOTAL	20,390.35	22,780.29	16,943.89
C. Extractive industries	25,189.96	25,635.72	*20,062.69
D. Manufacturing industry	22,757.14	24,420.39	18,019.16
E. Production and distribution of electrical energy, gas and water supply	34,100.97	35,501.64	28,077.45
F. Construction	18,693.17	18,922.38	16,580.27
G. Trade; repair of motor vehicles, motorcycles and mopeds and personal and household use articles	17,473.77	20,516.88	14,168.55
H. Accommodation	14,000.12	15,890.51	12,288.28
I. Transport, storage and communications	22,903.37	23,753.02	20,423.38
J. Financial intermediation	38,870.30	44,541.72	31,585.50
K. Real estate and rental activities; business services	19,191.79	23,634.25	15,224.14
M. Education	21,470.90	22,787.21	20,807.25
N. Health and veterinary activities, social services	22,971.16	30,412.61	20,415.95
O. Other social activities and services provided to the community; personal services	17,618.97	21,879.44	14,027.42

SAMPLE SIZE OF THE CELLS: when a box is marked with an asterisk (*), this indicates that the number of sample observations is between 100 and 500 , and is therefore not significant.

Annual Wage Structure Survey

Year 2007

Statistical annex

Table 2. Average annual earnings by type of contract

	Both sexes	Men	Women
TOTAL	20,390.35	22,780.29	16,943.89
Permanent	21,949.66	24,953.34	17,867.41
Determined duration	15,053.67	16,083.61	13,224.15

Annual Wage Structure Survey Year 2007

Statistical annex

Table 3. Average annual earnings by main group of occupation (euros)

	Both sexes	Men	Women
TOTAL	20,390.35	22,780.29	16,943.89
A. Management of Public Administrations and of Companies with 10 or more employess	61,660.60	67,525.38	44,690.37
B. Management of Companies with fewer than 10 Employees	*44,109.64	*50,960.49	--
D. Professions Associated with 2nd and 3rd cycle University degrees and the like	34,093.36	38,716.82	28,619.74
E. Professions Associated with 1st cycle University degrees and the like	27,699.30	30,873.22	25,056.40
F. Professional support Technicians	26,331.67	29,590.80	22,150.16
G. Administrative type employees	17,830.93	22,185.86	15,540.21
H. Catering services workers and Personal services workers	13,823.66	15,894.62	12,684.96
J. Protection and security service workers	19,485.10	19,978.13	--
K. Retail workers and the like	13,758.66	16,508.15	12,722.98
L. Workers skilled in Agriculture and Fishing	*15,837.14	*16,690.14	--
M. Skilled Construction workers, except machinery operators	18,632.06	18,700.41	*15,617.01
N. Skilled workers in the fields of extractive industries, metallurgy and construction of machinery and the like	21,810.45	21,925.72	*18,825.89
P. Skilled workers from the graphic arts, textile and preparation, elaboration of food, cabinetmakers, craftspersons and other similar industries	16,289.76	17,775.90	13,280.34
Q. Fixed machinery and industrial installation operators; Fitters and assemblers	19,979.81	21,881.47	14,918.02
R. Mobile machinery drivers and operators	18,442.34	18,575.97	*14,448.75
S. Unskilled service workers (except transport)	11,981.17	15,177.83	10,608.63
T. Unskilled agricultural, fishing, construction, manufacturing and Transport Industry Labourers	14,521.42	14,917.57	12,334.30

CELL SAMPLE SIZE: in the table, there are boxes that are marked, and others in which the item of data has been omitted, substituted by "--". When the box is marked with an asterisk (*), this indicates that the number of sample observations is between 100 and 500, by which the figure is not very reliable and must be interpreted cautiously. If the number of sample observations is lower than 100, the corresponding item of data is not provided, substituted by "--".

Annual Wage Structure Survey

Year 2007

Statistical annex

Table 4. Average annual earnings by Autonomous Community (euros)

	Both sexes	Men	Women
TOTAL	20,390.35	22,780.29	16,943.89
Andalucía	17,987.33	20,042.29	14,398.98
Aragón	20,015.81	22,771.23	15,694.24
Asturias (Principado de)	20,623.81	23,347.87	16,376.95
Balears (Illes)	18,886.80	20,846.75	16,627.15
Canarias	17,189.07	18,196.14	15,721.06
Cantabria	18,697.63	21,049.99	14,915.34
Castilla y León	18,274.08	20,394.78	15,027.97
Castilla-La Mancha	17,908.64	19,350.01	15,095.11
Cataluña	21,998.10	25,109.98	18,136.60
Comunitat Valenciana	18,547.94	20,518.95	15,567.62
Extremadura	16,298.30	17,279.58	14,553.56
Galicia	17,603.45	19,511.30	15,007.78
Madrid (Comunidad de)	24,242.08	27,609.53	19,688.59
Murcia (Región de)	17,173.76	19,052.23	14,242.71
Navarra (Comunidad Foral de)	22,219.46	25,273.34	18,129.02
País Vasco	23,892.65	26,911.37	19,771.83
Rioja (La)	18,860.52	21,179.14	15,637.54

Annual Wage Structure Survey Year 2007

Statistical annex

**Table 5. Average annual earnings by age group
(euros)**

	Both sexes	Men	Women
TOTAL	20,390.35	22,780.29	16,943.89
Under 20 years old	10,326.63	11,080.57	*8.887,63
20 to 24 years old	12,758.98	14,169.75	10,856.79
25 to 29 years old	16,320.98	17,670.28	14,714.88
30 to 34 years old	19,134.37	21,184.12	16,605.26
35 to 39 years old	20,963.88	23,427.16	17,631.34
40 to 44 years old	22,131.07	24,723.58	18,339.61
45 to 49 years old	22,953.53	25,763.94	18,692.79
50 to 54 years old	24,640.36	27,387.44	19,956.80
55 to 59 years old	25,468.86	28,127.25	19,964.84
60 to 64 years old	21,047.36	22,748.12	16,692.72
65 years old and over	21,527.30	*25.720,48	*14.928,35

TAMAÑO MUESTRAL DE LAS CELDAS: Cuando la casilla esta marcada con un asterisco (*) indica que el número de observaciones muestrales está comprendido entre 100 y 500 por lo que la cifra es poco significativa

Annual Wage Structure Survey

Year 2007

Statistical annex

Table 6. Average annual earnings by nationality (euros)

	Both sexes	Men	Women
TOTAL	20,390.35	22,780.29	16,943.89
Spain	20,876.78	23,399.18	17,292.10
EU without Spain (27)	17,137.20	18,556.01	14,920.23
Rest of Europe	*12.630,75	*14.963,36	*10.378,35
Latin America	13,494.34	15,246.14	11,403.09
Rest of the world	14,140.90	14,918.19	*10.609,76

SAMPLE SIZE OF THE CELLS: when a box is marked with an asterisk (*), this indicates that the number of sample observations is between 100 and 500 , and is therefore not significant.