

15 November 2013

**Wage decile of the main job.
Economically Active Population Survey (EAPS).
Year 2012**

Main results

- 30% of Spanish wage earners in 2012 received a gross monthly wage greater than 2,095.0€, whilst another 30% earned less than 1,216.1€. The remaining 40% received a gross monthly wage between 1,216.1€ and 2,095.0€.
- The **highest wages** corresponded to *Financial and insurance activities* and to the *Supply of electrical energy, gas, steam and air conditioning*. The lowest wages concentrated in the *Activities of households employing domestic staff* and in the primary sector (*Agriculture, livestock breeding, forestry and fishing*).
- The greatest concentration of the highest wages was observed in the Autonomous Communities of País Vasco (with 42.8% of wage earners with wages above 2,095.0€ monthly), Comunidad Foral de Navarra (38.6%) and Comunidad de Madrid (38.4%).

European regulations regarding labour force surveys (LFSs) in European Union countries (European Parliament and Council Regulation EC no. 1372/2007 and Commission Regulation EC no. 377/2008) state that, as of 2009, said surveys (the EAPS in Spain) must include the wage of the main job expressed in deciles.

In order to calculate the wage deciles, the following steps are taken: all wage earners are sorted, according to the amount of the monthly wage received, and are then divided into 10 equal groups, in other words, with 10% of the workers in each group. The first wage decile corresponds to the first group of workers, or rather, to the 10% with the lowest wages; the second, to the following 10%, and thus successively up to the tenth decile, corresponding to the 10% of workers with the greatest income. Each decile has been defined by its average (average wage for the group) and by the lower and upper wages delimiting it. In 2012, the wage-earning population accounted for 14,300,400 persons. Therefore, there were somewhat more than 1.4 million wage earners in each decile.

For the purpose of enabling the analysis of the wage distribution, three groups were delimited - which was also done in the press release published in November last year -, which most of the graphs refer to:

- The first comprised 30% of the wage earners in 2012 who were in the low wage area made up of the group of the first three deciles. These were 4,290,120 persons, and they earned less than 1,216.1€ per month in 2012.

- A second group comprised the 30% of wage earners who were in the high wage area, made up of the grouping of the last three deciles. These were 4,290,120 persons, and they earned a monthly salary greater than 2,095.0€ in 2012.
- Lastly, the intermediate group, including the remaining 40% of wage earners in the intermediate deciles (5,720,160 persons), had a gross monthly wage between 1,216.1€ and 2,095.0€.

These reference limits, established in 2012, will be repeated frequently in the comments. In any case, the tables provide the complete information for the 10 decile categories.

On carrying out the analysis of the wages associated with the modalities of a given characteristic (for example, the earnings of men and women), it must be considered that said wages, in turn, may be determined by other underlying variables, such as the seniority in the job, the type of working day, the educational level, etc., not present in the same way in the groups analysed.

It is also important to bear in mind the concept of median wage (that which divides the total workers into two equal parts: those with higher wages and those with lower wages), which is the equivalent of the upper limit of the fifth decile. The median wage was 1,570.7 euros in 2012. The following table shows the mean and median wages for each year from 2006 to 2012.

Main employment monthly wages (euros) Average and median values. 2006-2012

years	average wage	median wage
2006	1,570.7	1,334.4
2007	1,635.9	1,401.8
2008	1,771.6	1,488.5
2009	1,811.5	1,528.2
2010	1,837.4	1,561.5
2011	1,837.1	1,563.2
2012	1,838.9	1,570.7

Wage distribution by type of working day

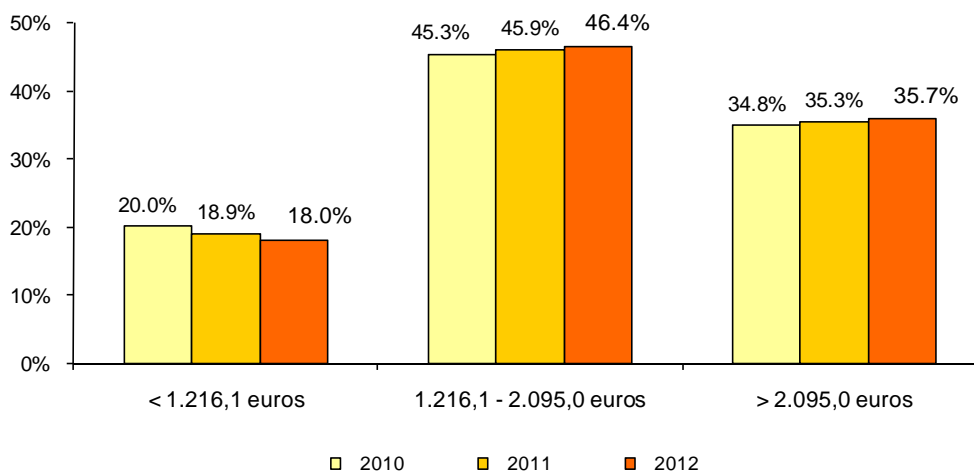
The most important factor in determining wages is, without a doubt, the time working. Working less than the regular working day implies a greater probability of being registered in lower wage brackets.

35.7% of full-time wage earners earned more than 2,095.8€ in 2012, while 18.0% received less than 1,216.1€. The wage distribution of these workers was very stable throughout the three last years analysed.

Full-time wage earners, by decile. Percentages.

	2010	2011	2012
Total	100	100	100
Decile 1 Less than 652,4 euros	1.4	1.2	0.9
Decile 2 652,4 to < 988,9 euros	8.1	7.2	6.7
Decile 3 988,9 to 1.216,1 euros	10.5	10.5	10.4
Decile 4 1.216,1 to < 1.400,9 euros	11.1	11.1	11.3
Decile 5 1.400,9 to < 1.570,7 euros	11.4	11.5	11.5
Decile 6 1.570,7 to < 1.788,6 euros	11.4	11.7	11.8
Decile 7 1.788,6 to < 2.095,0 euros	11.4	11.6	11.8
Decile 8 2.095,0 to < 2.528,1 euros	11.6	11.7	11.8
Decile 9 2.528,1 to < 3.255,6 euros	11.5	11.8	11.9
Decile 10 3.255,6 euros or more	11.7	11.8	12.0

2010-2012 performance of the distribution of full-time wage earners, by monthly-wage bracket



On the contrary, 91.5% of **part-time wage earners** (who represented 14.9% of the total wage earners in 2012) earned less than 1,216.1 euros per month, and only 0.9% received more than 2,095.0 euros.

Part-time wage earners, by decile. Percentages.

	2010	2011	2012
Total	100	100	100
Decile 1 Less than 652,4 euros	62.0	58.0	56.6
Decile 2 652,4 to < 988,9 euros	21.8	25.4	26.7
Decile 3 988,9 to 1.216,1 euros	7.1	7.5	8.2
Decile 4 1.216,1 to < 1.400,9 euros	3.3	3.9	3.4
Decile 5 1.400,9 to < 1.570,7 euros	1.6	1.7	2.2
Decile 6 1.570,7 to < 1.788,6 euros	1.4	0.7	1.0
Decile 7 1.788,6 to < 2.095,0 euros	1.3	1.4	1.0
Decile 8 2.095,0 to < 2.528,1 euros	0.6	1.0	0.7
Decile 9 2.528,1 to < 3.255,6 euros	0.9	0.4	0.2
Decile 10 3.255,6 euros or more	0.0	0.0	0.0

Wage distribution by sex

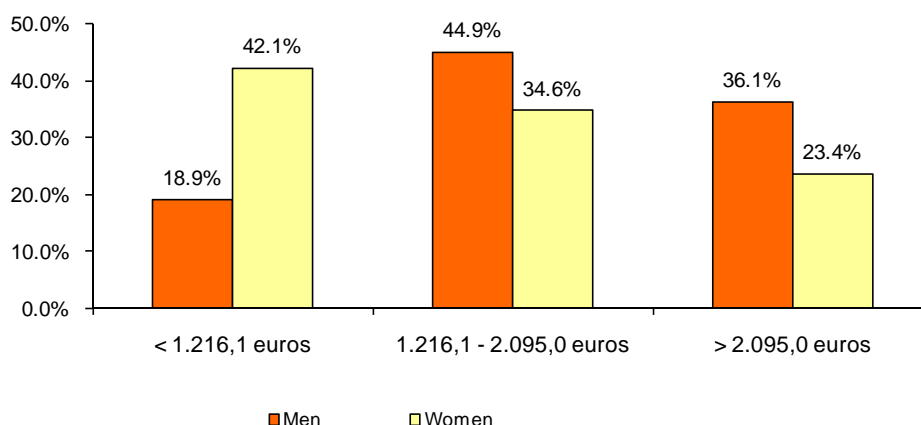
Men had a greater relative concentration in the higher wages than women. Thus, 36.1% of working women earned more than 2,095.0€ in 2012 versus 23.4% of women. The contrary occurred in the lower wages: 42.1% of women had a wage lower than 1,216.1€, while 18.9% of men were in this situation.

One of the main reasons for this inequality was that a much greater proportion of women worked part time, with temporary contracts, and in less-well-paid branches of activity than men.

Wage earners by sex and decile. Percentages as compared with the total for each sex.

	Total	Men	Women
Total	100	100	100
Decile 1 Less than 652,4 euros	10	4.6	15.9
Decile 2 652,4 to < 988,9 euros	10	6.5	13.8
Decile 3 988,9 to 1.216,1 euros	10	7.8	12.4
Decile 4 1.216,1 to < 1.400,9 euros	10	10.3	9.7
Decile 5 1.400,9 to < 1.570,7 euros	10	11.2	8.6
Decile 6 1.570,7 to < 1.788,6 euros	10	11.8	8.0
Decile 7 1.788,6 to < 2.095,0 euros	10	11.6	8.3
Decile 8 2.095,0 to < 2.528,1 euros	10	11.4	8.5
Decile 9 2.528,1 to < 3.255,6 euros	10	11.7	8.2
Decile 10 3.255,6 euros or more	10	13.0	6.7

Distribution of wage earners by sex and monthly wage bracket



Wage distribution by age

The youngest workers tended to be concentrated in the lowest wages, whereas the oldest workers carried a greater relative weight in the highest wages.

The greater proportion of permanent contracts, seniority, and as pertinent, labour experience, determined the higher wage level amongst the oldest workers. Likewise, the greater proportion of part-time work and temporary contracts, less seniority and less experience explained the lower wage level among the youngest groups.

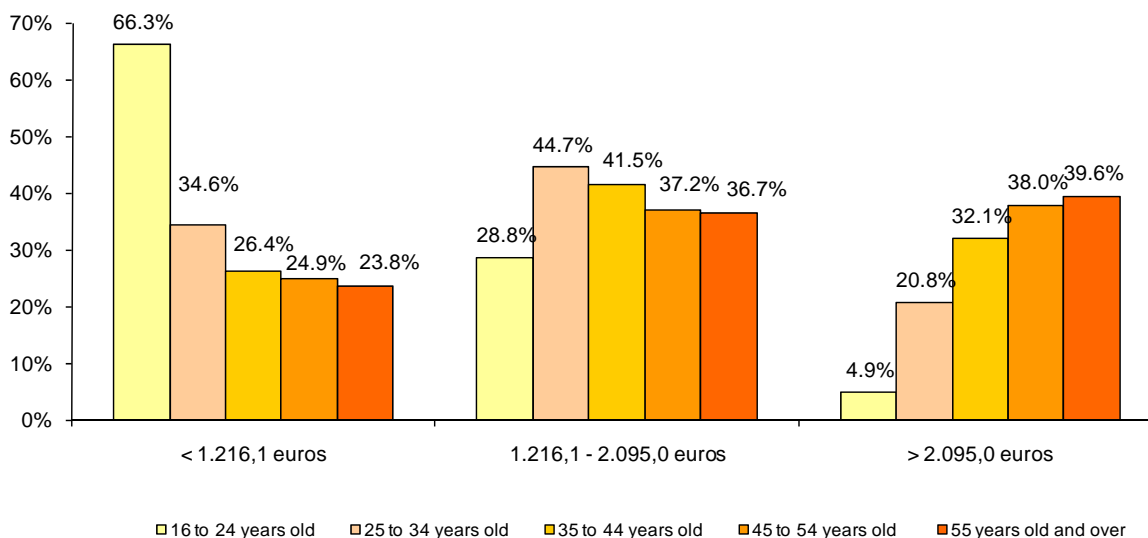
Thus, 66.3% of wage earners under 25 years of age received a monthly wage of less than 1,216.1€ in 2012. At the other end of the spectrum, 4.9% received a wage greater than 2,095.0€.

Among the wage earners aged 55 years old and over, 23.8% were in the lowest monthly wage bracket (<1,216.1€), whereas 39.6% were in the highest bracket (>2,095.0€).

Wage earners by age and decile. Percentages as compared with the total for each age.

	Total	16 to 24 years old	25 to 34 years old	35 to 44 years old	45 to 54 years old	55 to 64 years old	65 years old and over
Total	100	100	100	100	100	100	100
Decile 1 Less than 652,4 euros	10	31.0	10.3	7.9	8.6	8.3	13.7
Decile 2 652,4 to < 988,9 euros	10	21.4	11.8	9.2	7.8	7.3	14.8
Decile 3 988,9 to 1.216,1 euros	10	13.9	12.5	9.3	8.5	7.6	9.6
Decile 4 1.216,1 to < 1.400,9 euros	10	10.4	13.2	9.4	8.1	8.4	6.8
Decile 5 1.400,9 to < 1.570,7 euros	10	8.4	11.5	10.7	9.1	7.6	4.8
Decile 6 1.570,7 to < 1.788,6 euros	10	4.9	10.2	10.6	10.4	9.8	2.4
Decile 7 1.788,6 to < 2.095,0 euros	10	5.1	9.8	10.8	9.6	11.6	3.2
Decile 8 2.095,0 to < 2.528,1 euros	10	3.0	10.2	11.0	10.4	9.1	8.9
Decile 9 2.528,1 to < 3.255,6 euros	10	1.4	6.8	10.6	13.1	13.3	7.6
Decile 10 3.255,6 euros or more	10	0.5	3.8	10.5	14.5	16.9	28.2

Distribution of wage earners, by age group and monthly wage bracket



Wage distribution by educational level

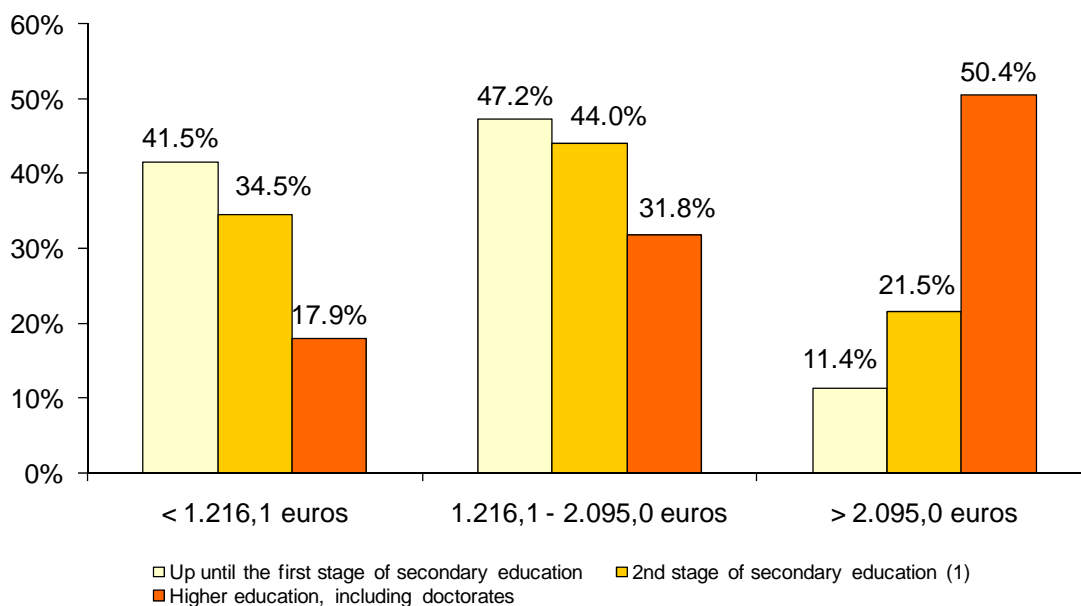
In general, the higher the educational level, the higher the wage. 41.5% of persons with a low educational level (at most having completed compulsory education) had a wage under 1,216.1€ in 2012. In the case of persons with second-stage secondary education or the equivalent training, the percentage with low wages was 34.5%, while among those with higher education, this percentage was 17.9%.

More than half (50.4%) of wage earners with a higher qualification earned more than 2,095.0€ per month in 2012. Only 21.5% of those with intermediate studies, and 11.4% of those with low studies exceeded this wage level.

Wage earners by educational level and decile. Percentages as compared with the total for each decile. educational level attained and

	Total	Up until the first stage of secondary education	2nd stage of secondary education (1)	Higher education, including doctorates
Total	100	100	100	100
Decile 1 Less than 652,4 euros	10	14.5	11.6	5.4
Decile 2 652,4 to < 988,9 euros	10	13.0	11.7	6.5
Decile 3 988,9 to 1.216,1 euros	10	14.0	11.2	6.0
Decile 4 1.216,1 to < 1.400,9 euros	10	14.4	11.1	5.8
Decile 5 1.400,9 to < 1.570,7 euros	10	13.2	11.2	6.6
Decile 6 1.570,7 to < 1.788,6 euros	10	11.1	11.3	8.4
Decile 7 1.788,6 to < 2.095,0 euros	10	8.5	10.4	11.0
Decile 8 2.095,0 to < 2.528,1 euros	10	5.8	9.0	14.1
Decile 9 2.528,1 to < 3.255,6 euros	10	4.0	7.1	16.7
Decile 10 3.255,6 euros or more	10	1.6	5.4	19.6

Distribution of wage earners, by educational level and monthly wage bracket



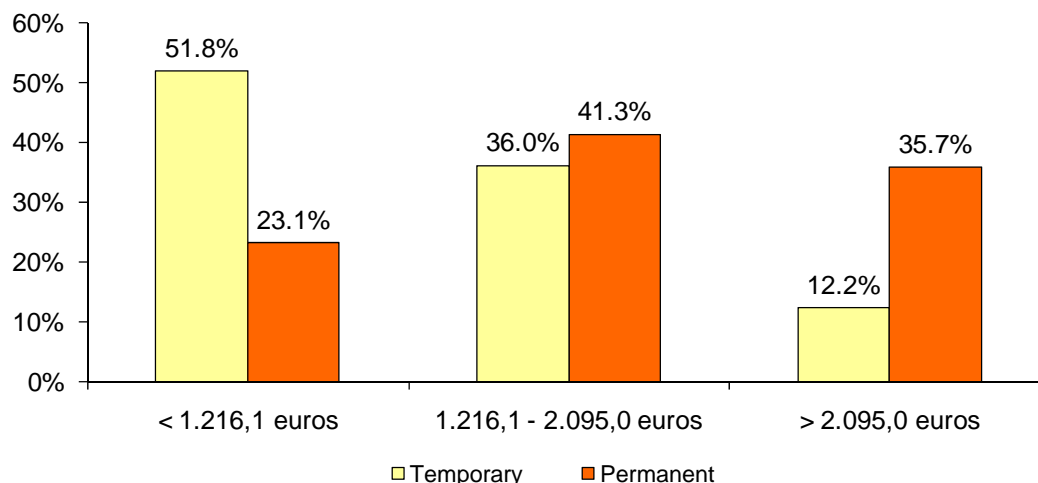
Wage distribution by type of contract

Workers with a temporary contract had lower wages than those with permanent contracts. Among the many factors explaining this inequality, worth mentioning was seniority in the workplace and the higher educational level of those with permanent contracts.

Wage earners by type of contract and decile. Percentages as compared with the total for each type of contract.

		Total	Permanent	Temporary
Total		100	100	100
Decile 1	Less 652,4 euros	10	6.6	20.7
Decile 2	652,4 to < 988,9 euros	10	7.6	17.5
Decile 3	988,9 to 1.216,1 euros	10	8.9	13.6
Decile 4	1.216,1 to < 1.400,9 euros	10	9.6	11.2
Decile 5	1.400,9 to < 1.570,7 euros	10	9.9	10.3
Decile 6	1.570,7 to < 1.788,6 euros	10	10.9	7.3
Decile 7	1.788,6 to < 2.095,0 euros	10	10.9	7.2
Decile 8	2.095,0 to < 2.528,1 euros	10	11.2	6.2
Decile 9	2.528,1 to < 3.255,6 euros	10	12.1	3.5
Decile 10	3.255,6 euros or more	10	12.4	2.5

Distribution of wage earners by type of contract and monthly wage bracket



Wage distribution by branch of economic activity

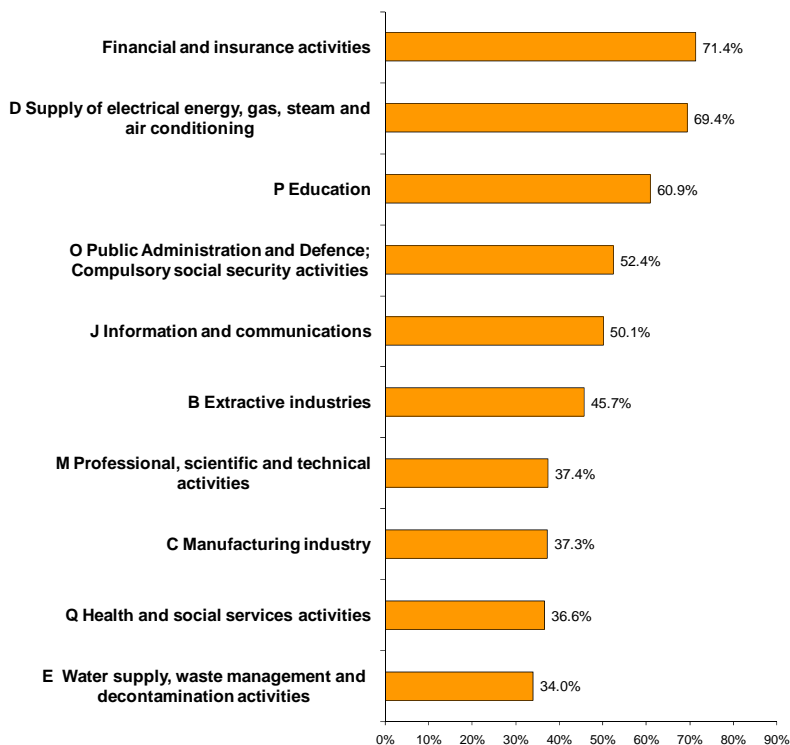
The lowest wages were concentrated in 2012 in the *Activities of households employing domestic staff* (78.9% below 1,216.1€) and in the primary sector, *Agriculture, livestock breeding, forestry and fishing* (66.9%).

The highest pay was found in *Financial and insurance activities* (71.4% received wages above 2,095.0€), in the *Supply of electrical energy, gas, steam and air conditioning* (69.4%) and in *Education* (60.9%).

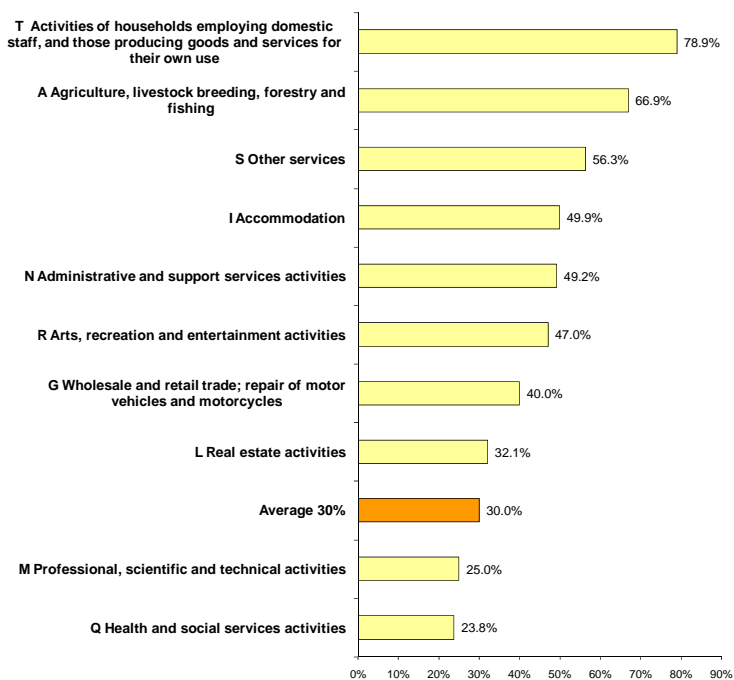
Wage earners, by activity and decile. Percentages as compared with the total for each activity.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Total	100	10	10	10	10	10	10	10	10	10	10
A Agriculture, livestock breeding, forestry and fishing	100	12.3	29.3	25.3	13.7	7.6	4.6	3.6	2.0	0.8	0.9
B Extractive industries	100	2.6	3.3	3.3	14.2	6.5	14.5	10.0	7.9	10.4	27.4
C Manufacturing industry	100	2.8	5.4	7.9	10.0	10.0	11.8	14.8	11.5	12.0	13.8
D Supply of electrical energy, gas, steam and air conditioning	100	1.1	2.6	4.1	4.5	4.5	7.3	6.5	10.1	11.9	47.4
E Water supply, waste management and decontamination activities	100	0.5	4.3	7.3	13.8	12.1	15.6	12.3	13.5	9.5	11.0
F Construcción	100	2.3	3.9	4.6	15.0	23.1	18.7	13.4	6.9	6.0	6.0
G Wholesale and retail trade; repair of motor vehicles and motorcycles	100	9.5	15.4	15.1	16.7	12.1	9.6	8.4	5.3	3.5	4.5
H Transport and storage	100	4.4	7.1	8.8	8.4	14.0	16.4	10.8	10.5	11.7	8.0
I Accommodation	100	20.8	13.4	15.7	15.9	15.9	7.9	5.5	2.4	1.7	0.7
J Information and communications	100	2.3	9.1	6.8	4.3	4.6	6.2	16.5	12.1	13.0	25.0
K Financial and insurance activities	100	2.1	4.8	2.7	3.0	4.4	3.7	8.0	11.6	18.2	41.6
L Real estate activities	100	7.8	7.0	17.3	5.9	14.4	19.8	8.2	7.6	5.7	6.4
M Professional, scientific and technical activities	100	6.3	10.0	8.7	7.4	5.7	10.8	13.6	12.7	10.1	14.6
N Administrative and support services activities	100	21.8	14.4	13.0	13.6	12.0	8.7	7.1	4.8	2.5	2.1
O Public Administration and Defence; Compulsory social security activities	100	2.6	4.6	4.3	4.7	6.5	11.4	13.6	19.8	18.7	13.9
P Education	100	9.0	5.5	3.7	4.5	3.6	5.1	7.7	20.2	29.1	11.6
Q Health and social services activities	100	6.4	8.0	9.4	7.1	9.7	12.2	10.5	12.1	10.1	14.4
R Arts, recreation and entertainment activities	100	26.1	12.9	8.0	7.8	8.5	9.2	7.6	8.2	6.2	5.4
S Other services	100	18.9	19.1	18.3	9.7	7.3	7.9	5.6	6.4	4.0	2.9
I Activities of households employing domestic staff, and those producing goods and services for their own use	100	46.2	18.1	14.6	5.3	4.4	3.5	3.8	2.6	1.5	0.0

The 10 branches of activity with the greatest percentage of wage earners with a monthly wage greater than 2.071.8€ (limit of the highest three deciles)



The 10 branches of activity with the greatest percentage of wage earners with a monthly wage lower than 1,215.1 euros (limit of the lowest three deciles)



Wage distribution by occupation

Directors and managers and Scientific and intellectual technicians and professionals had a greater representation in the high wages, whereas workers in Elementary occupations had a greater concentration in the low salaries.

Wage earners by occupation and decile. Percentages with regard to the total, for each occupation.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Total	100	10	10	10	10	10	10	10	10	10	10
1 Directors and managers	100	0.6	1.2	1.6	2.1	2.0	2.9	6.3	10.9	12.0	60.4
2 Scientific and intellectual professionals and technicians	100	3.7	3.3	2.8	3.1	2.8	3.7	8.9	19.3	25.6	26.7
3 Technicians; support professionals	100	6.0	5.2	5.3	6.8	7.0	10.1	15.9	13.3	14.0	16.4
4 Accountancy, administrative and other office employees	100	4.8	10.3	8.9	7.8	12.6	16.8	13.6	10.7	7.9	6.6
5 Workers in catering, personal, and protection services and salespersons	100	16.0	15.8	16.1	14.4	10.6	8.6	6.9	6.6	4.0	1.0
6 Skilled agricultural, livestock, forestry and fishing sector workers	100	9.2	10.4	17.3	18.0	18.5	12.3	7.3	4.8	2.1	0.0
7 Artisans and qualified manufacturing and construction industry workers (except installation and machinery operators and assemblers)	100	3.1	5.9	7.5	14.4	18.4	17.3	14.3	8.5	7.3	3.4
8 Installation and machinery operators and assemblers	100	3.7	6.7	10.5	12.4	14.0	16.5	14.1	10.3	9.2	2.6
9 Elementary occupations	100	26.4	19.5	17.0	12.4	10.6	6.5	4.2	2.1	1.3	0.0
0 Military occupations	100	0.0	1.2	4.3	17.4	15.2	19.0	10.5	10.7	15.4	6.3

Percentages of wage earners, by occupation and highest (more than 2,095.0€) and lowest (less than 1,216.1€) monthly wage bracket



Wage distribution by workplace size

The largest workplaces (measured by number of employees) accounted for most of the workers with higher wages in 2012. Whilst 50.2% of wage earners working in establishments with up to 10 workers had a wage below 1,216.1€, the corresponding percentage in companies with 250 or more workers was 8.9%.

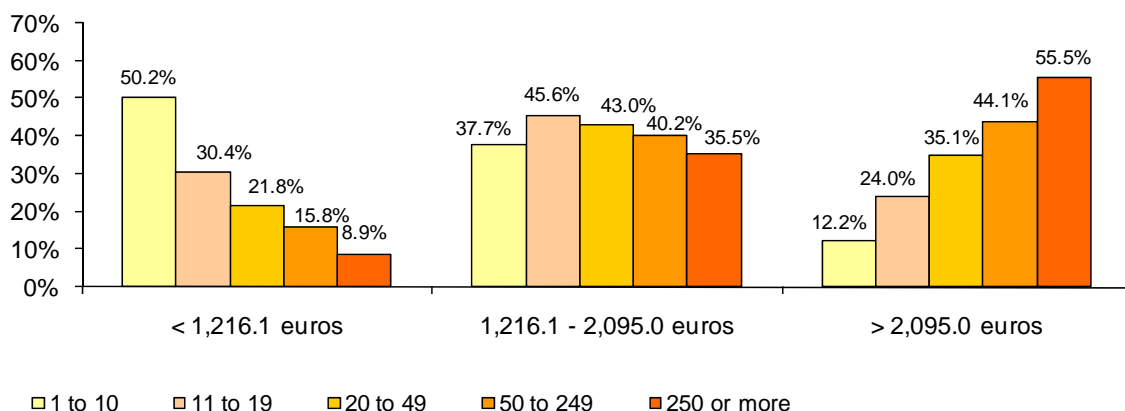
In contrast, 55.5% of wage earners in establishments with 250 workers or more had a monthly wage of over 2,095.0€. This percentage decreased to 12.2% of workers in establishments with 1-10 employees.

Wage earners, by size of the establishment and decile.

Percentages with regard to the total, for each size of the establishment and decile.

	Total	1 to 10 employees	11 to 19 employees	20 to 49 employees	50 to 249 employees	250 employees or more
Total	100	100	100	100	100	100
Decile 1 Less than 652,4 euros	10	20.1	7.7	5.4	3.6	1.4
Decile 2 652,4 to < 988,9 euros	10	16.0	9.5	7.3	6.1	4.1
Decile 3 988,9 to 1.216,1 euros	10	14.1	13.2	9.1	6.1	3.4
Decile 4 1.216,1 to < 1.400,9 euros	10	13.0	11.8	10.1	7.8	5.0
Decile 5 1.400,9 to < 1.570,7 euros	10	10.2	12.3	10.3	9.1	7.0
Decile 6 1.570,7 to < 1.788,6 euros	10	8.3	10.8	11.3	11.2	9.8
Decile 7 1.788,6 to < 2.095,0 euros	10	6.2	10.7	11.3	12.1	13.7
Decile 8 2.095,0 to < 2.528,1 euros	10	4.7	8.7	13.1	14.6	14.6
Decile 9 2.528,1 to < 3.255,6 euros	10	3.6	8.1	13.6	15.5	17.2
Decile 10 3.255,6 euros or more	10	3.9	7.2	8.4	14.0	23.7

Distribution of wage earners, by size of the establishment where they work and monthly wage bracket



Wage distribution by nature of the employer (private or public)

57.5% (1.8 million persons) of wage earners from the public sector (including all types of Public Administrations and public companies, and both workers attached to Mutual provident societies and those contributing to Social Security) had a gross monthly wage over 2,095.0€ in 2012. The corresponding percentage in the private sector was 22.5% (2.5 million persons).

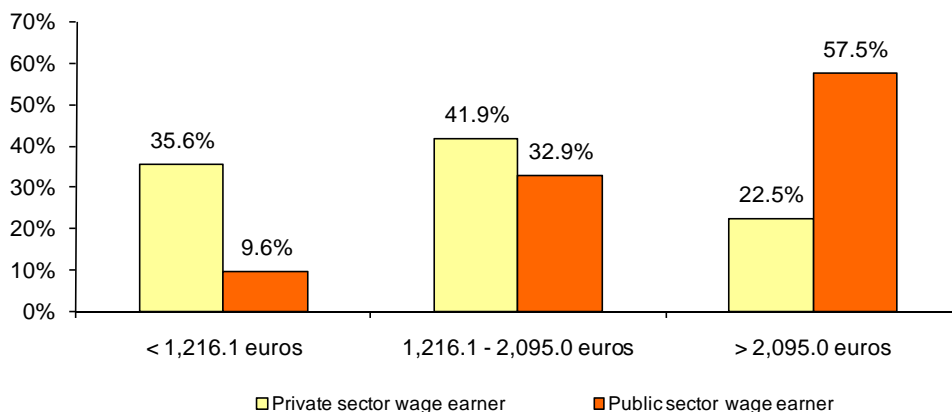
The higher percentage of wage earners in higher educational levels, the lower weight of part-time work (7.0% as compared with 18.9% in the private sector) and the higher seniority are factors that had an influence on their higher concentration among high wages.

The decrease in the representation of public wage earners in the last wage decile of the last years has been very pronounced, from 20.8% in 2010 to 17.0% in 2012.

**Wage earners from the public and private sectors, by decile.
Percentages as compared with the total for each sector.**

		2010	2011	2012
Private Sector				
Total		100	100	100
Decile 1	Less than 652,4 euros	12.0	11.9	12.0
Decile 2	652,4 to < 988,9 euros	11.5	11.6	11.7
Decile 3	988,9 to 1.216,1 euros	11.9	11.8	11.9
Decile 4	1.216,1 to < 1.400,9 euros	11.7	11.7	11.6
Decile 5	1.400,9 to < 1.570,7 euros	11.1	11.2	10.9
Decile 6	1.570,7 to < 1.788,6 euros	10.1	10.3	9.9
Decile 7	1.788,6 to < 2.095,0 euros	9.5	9.5	9.5
Decile 8	2.095,0 to < 2.528,1 euros	8.4	8.0	7.8
Decile 9	2.528,1 to < 3.255,6 euros	6.5	6.3	6.6
Decile 10	3.255,6 euros or more	7.2	7.6	8.1
Public Sector				
Total		100	100	100
Decile 1	Less than 652,4 euros	2.3	2.7	2.6
Decile 2	652,4 to < 988,9 euros	4.1	4.0	3.8
Decile 3	988,9 to 1.216,1 euros	2.7	3.3	3.2
Decile 4	1.216,1 to < 1.400,9 euros	3.4	3.7	4.1
Decile 5	1.400,9 to < 1.570,7 euros	6.0	5.5	6.7
Decile 6	1.570,7 to < 1.788,6 euros	9.4	9.0	10.3
Decile 7	1.788,6 to < 2.095,0 euros	11.8	12.0	11.8
Decile 8	2.095,0 to < 2.528,1 euros	16.2	17.3	18.2
Decile 9	2.528,1 to < 3.255,6 euros	23.3	23.6	22.3
Decile 10	3.255,6 euros or more	20.8	18.8	17.0

Distribution of wage earners from the private sector and the public sector, by monthly wage bracket



Among public wage earners, there were wage differences depending on the type of administration. The Autonomous Community Administration was the most represented in the highest pay level (over 2,095.0€). In the middle bracket (from 1,216.1 to 2,095.0€), the Central Government Administration had the highest percentage of workers. The Local Administration was the most represented in the wage bracket below 1,216.1€.

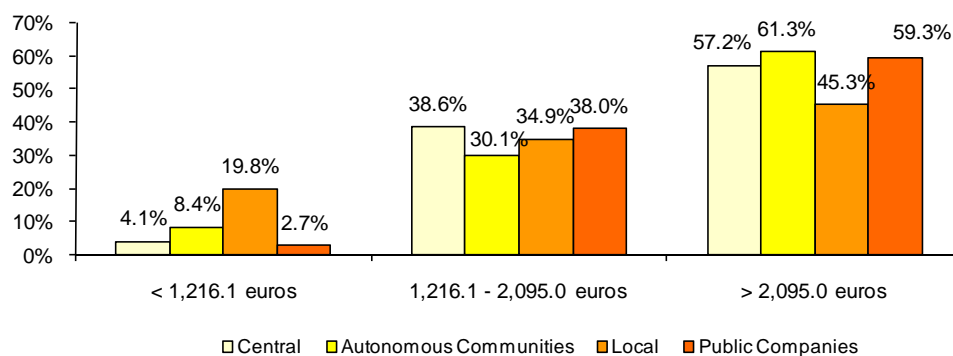
Public companies have been the only ones that registered an increase in the proportion of workers in the highest decile in the 2010-2012 period. There was a noticeable decrease in the percentage of wage earners in this decile among the rest of the administrations.

Wage earners from the public sector, by type of administration and decile.

Percentages as compared with the total for each type of administration

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Central Administration (including the Social Security Administration)											
2010	100	0.4	2.3	1.6	3.9	9.3	9.3	10.7	21.2	23.6	17.6
2011	100	0.7	2.5	2.8	3.7	6.3	10.9	12.4	23.5	21.7	15.5
2012	100	0.4	1.4	2.3	4.6	6.7	12.6	14.7	26.6	16.6	14.0
Autonomous Community Administration											
2010	100	2.1	2.7	2.0	2.8	5.2	9.4	12.2	14.6	25.0	24.0
2011	100	2.1	2.6	2.8	3.0	4.3	8.0	11.9	16.7	27.0	21.7
2012	100	2.3	3.4	2.7	3.7	5.8	9.8	10.8	16.8	25.3	19.2
Local Administration											
2010	100	4.1	10.0	5.8	4.7	4.7	8.5	11.5	17.1	17.8	15.7
2011	100	6.3	9.4	5.5	5.6	8.0	7.2	11.6	15.3	16.7	14.3
2012	100	6.0	7.6	6.2	5.0	7.2	9.2	13.5	15.4	19.0	10.9
Public companies and public financial institutions											
2010	100	3.5	1.3	1.7	3.5	7.3	15.1	12.2	14.2	25.7	15.6
2011	100	1.7	2.9	1.4	3.8	6.1	20.8	13.4	11.4	21.0	17.7
2012	100	0.6	1.2	0.9	3.5	14.8	12.6	7.1	14.8	20.7	23.8

Distribution of wage earners from the public sector, by type of administration and monthly wage bracket



Wage distribution by Autonomous Community

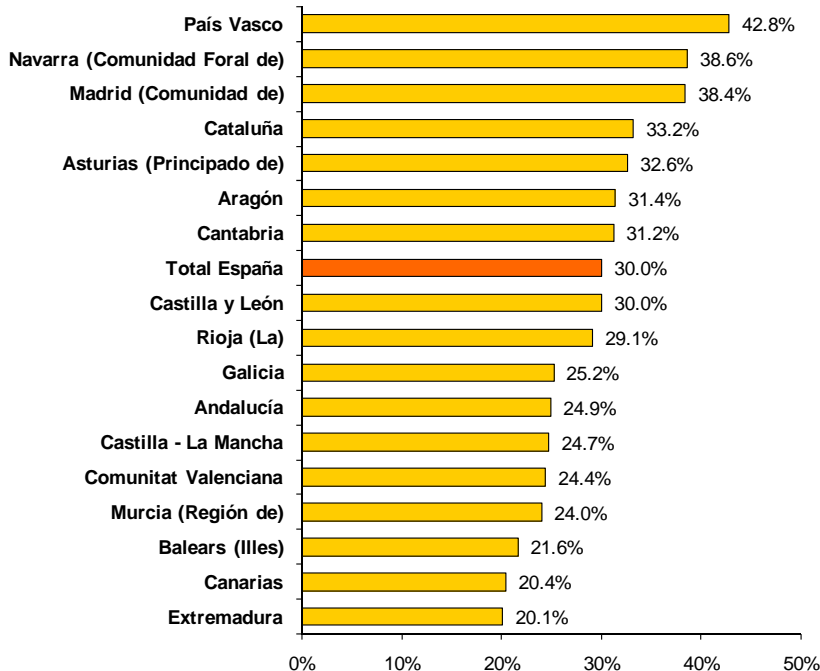
The existing productive structure in Autonomous Communities has a high influence on the wage level. In 2012, the Autonomous Communities with the lowest percentage of wage earners with salaries below 1,216.1€ were Comunidad Foral de Navarra (20.1% of its wage earners were in this bracket) and País Vasco (21.6%). Those with the greatest presence in the bracket of wages below 1,216.1€ were Extremadura (40.5%) and Región de Murcia (38.5%).

In contrast, the highest concentrations of high wages were observed in the Autonomous Communities of País Vasco, with 42.8% of wage earners with wages above 2,095.0€ each month, Comunidad Foral de Navarra (38.6%) and Comunidad de Madrid (38.4%). Extremadura (20.4%), Canarias (21.7%) and Illes Balears (21.6%) were the least represented in the wage bracket above 2,095.0€.

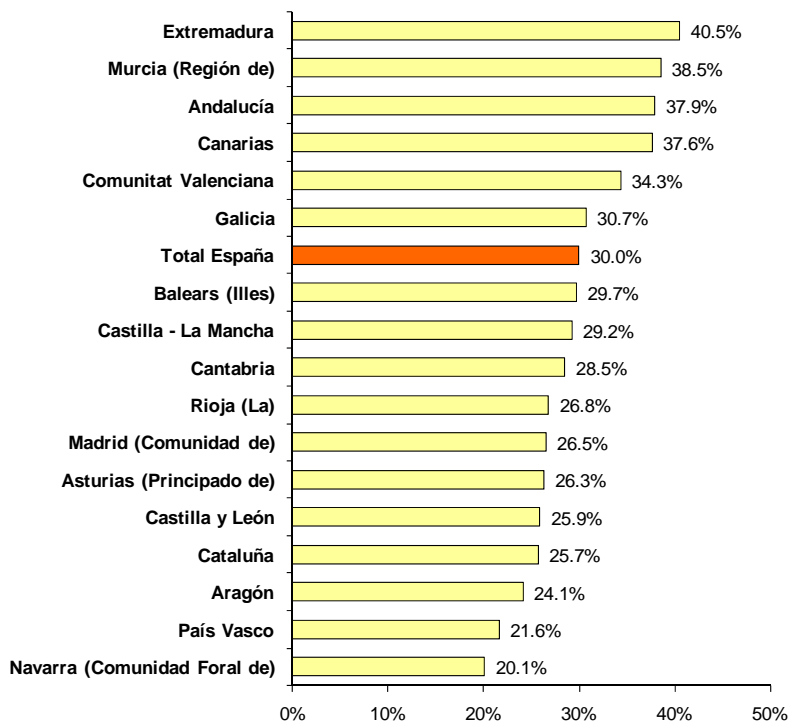
Wage earners by Autonomous Community and decile. Percentages as compared with the total for each Autonomous Community.

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Total	100	10	10	10	10	10	10	10	10	10	10
Andalucía	100	12.8	13.0	12.1	10.4	9.9	9.5	7.5	9.8	8.4	6.7
Aragón	100	9.4	7.6	7.1	10.2	9.8	11.3	13.3	12.0	9.7	9.7
Asturias, Principado de	100	7.0	9.0	10.3	9.9	8.0	11.7	11.5	10.6	12.1	9.9
Balears, Illes	100	8.4	10.2	11.1	12.8	15.3	11.2	9.3	7.1	8.3	6.2
Canarias	100	11.7	12.9	13.0	13.5	11.8	7.7	9.0	6.2	8.5	5.7
Cantabria	100	8.7	9.0	10.8	9.9	10.4	10.9	9.1	10.4	10.7	10.1
Castilla y León	100	8.4	7.9	9.6	12.8	11.4	11.1	8.9	10.3	10.8	8.9
Castilla - La Mancha	100	9.2	9.6	10.4	12.5	12.1	10.8	10.6	9.9	8.4	6.4
Cataluña	100	9.9	7.6	8.2	8.2	9.1	11.9	11.9	11.1	11.1	11.0
Comunitat Valenciana	100	10.2	12.2	11.9	11.8	10.1	8.9	10.5	8.5	8.6	7.3
Extremadura	100	11.4	12.9	16.2	13.3	9.3	8.3	8.6	7.2	8.0	4.9
Galicia	100	9.2	9.6	11.9	13.1	10.9	10.9	9.2	9.1	7.8	8.3
Madrid, Comunidad de	100	9.2	9.2	8.1	7.6	8.7	8.7	10.0	10.9	11.1	16.4
Murcia, Región de	100	13.9	11.6	13.0	9.4	12.0	7.9	8.0	7.2	9.1	7.7
Navarra, Com. Foral de	100	7.5	7.3	5.3	6.6	11.3	11.0	12.4	12.5	14.8	11.3
País Vasco	100	7.1	8.5	6.0	6.1	8.3	10.1	11.2	12.6	14.8	15.4
Rioja, La	100	8.5	10.2	8.1	11.0	10.8	10.4	11.9	12.3	7.2	9.6
Ceuta	100	3.5	8.6	6.6	6.3	11.4	9.0	11.7	15.6	8.9	18.4
Melilla	100	6.6	7.7	7.4	8.8	12.6	10.0	11.0	10.5	9.9	15.4

Percentage of wage earners with a monthly wage > 2,095.0 euros by Autonomous Community



Percentage of wage earners with a monthly wage < 1,216.1 euros, by Autonomous Community



Methodological note

European regulations regarding labour force surveys (LFSs) in European Union countries (European Parliament and Council Regulation EC no. 1372/2007 and Commission Regulation EC no. 377/2008¹) established that, as of 2009, said surveys (the EAPS in Spain), must include the main employment wage expressed in deciles.

The INE published this information for the first time in November 2010, disseminating the 2006-2009 series. From that moment onward, each year the data corresponding to the previous year is published, maintaining the same dissemination principles as for the remaining data from the survey, that is, analysing the most relevant variables from the EAPS questionnaire as regards the study target, in such a way that the information offered is precise and reliable. The data from this survey was collected throughout the year 2012, using the EAPS subsample in its sixth interview in each quarter, and therefore, there were a total of approximately 10,000 families per quarter, some 40,000 per year. The sample of wage earners reached 31,186 persons, about whom information was subsequently included regarding the wage decile estimated using administrative sources.

The concept of wage used was (pursuant to the abovementioned Commission Regulation EC no. 377/2008), that of 'monthly wage associated with the main job', the latter being the work performed by the person in the reference week in which he or she was interviewed. In case of having several jobs, the main one is the job providing the most significant income. In particular, where it involved temporary work lasting less than one month, the wage would be an estimate of that obtained for the entire month for a similar job. Conversely, if the work were part time, it should not be transformed to full-time equivalent. This last issue must be taken into account when comparing wage distributions for full-time and part-time workers.

The results of wage distribution by decile for the main job in the Economically Active Population Survey make it possible to carry out a joint analysis of wage distribution and of the remainder of social and employment variables from the survey.

The results, taking into account the differences in methodology, did not present a radically different panorama than that which was expected, in accordance with the knowledge of wage income (Labour Cost Surveys, Wage Structure Surveys, Living Conditions Survey, etc.). In this sense, **the results had a strong coherence.**

One of the fundamental advantages of the information regarding wages in the Economically Active Population Survey, as compared with other sources of wage information, was that **the scope of reference of the EAPS was complete**, in other words, it included all wage earners resident in Spain, in particular those from the agrarian sector, household employees and all public sector employees. On the other hand, the sample of wage earners was much smaller, for example, than in Wage Structure Surveys in Spain.

Wage data regarding deciles was **compiled from administrative records of the General Social Security Treasury (TGSS), the State Tax Administration Agency, the Tax Agency of Navarra²** and the Provincial Government of Bizkaia (see the link to the [METHODOLOGICAL NOTE IN INEbase](#) for more details on obtaining the variable).

¹ See <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2007:315:0042:0043:EN:PDF> and <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2008:114:0057:0084:EN:PDF>, respectively.

² By means of the Statistics Institute of Navarra (IEN).

According to the requirements of the LFS regulations information is only presented as a percentage distribution of wage earners by decile ([LINK TO THE RESULTS TABLES](#)). In order to provide additional information to the interested user, limits are also published for each decile, in euros, as well as average wages per decile ([LINK TO AVERAGE WAGES PER DECILE](#)). From this last item of data, it is possible to make an approximate calculation of average wage estimates for relevant categories, as highlighted in the following **example** referring to wage earners by type of working day.

According to the results for 2012, the data is as follows:

Additional information: average values for each decile in 2012

	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Total	10	10	10	10	10	10	10	10	10	10
Average of each decile	423.0	830.1	1,109.2	1,311.9	1,483.6	1,675.8	1,933.7	2,299.6	2,846.1	4,476.2

Wage earners by type of working day and decile. Percentages as compared with the total for each type of working day

	Total	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10
Full-time	100	0.9	6.7	10.4	11.3	11.5	11.8	11.8	11.8	11.9	12.0
Part-time	100	56.6	26.7	8.2	3.4	2.2	1.0	1.0	0.7	0.2	0.0

The **approximate average wage for full-time wage earners** in 2012 would be:

$$(423,0 \times 0,9 + 830,1 \times 6,7 + 1109,2 \times 10,4 + 1311,9 \times 11,3 + 1483,6 \times 11,5 + 1675,8 \times 11,8 + 1933,7 \times 11,8 + 2299,6 \times 11,8 + 2846,1 \times 11,9 + 4476,2 \times 12) / 100 = \mathbf{2066.7 \text{ euros}}$$

The **average part-time wage** would be:

$$(423 \times 56,6 + 830,1 \times 26,7 + 1109,2 \times 8,2 + 1311,9 \times 3,4 + 1483,6 \times 2,2 + 1675,8 \times 1 + 1933,7 \times 1 + 2299,6 \times 0,7 + 2846,1 \times 0,2 + 4476,2 \times 0) / 100 = \mathbf{687.1 \text{ euros}}$$