

2006 Wage Structure Survey

Main Results

November 2008

Main Results

Introduction

Wage Structure Survey 2006, whose main results are presented in this document, has been carried out in a harmonised manner throughout the European Union, in compliance with European Union Council Regulation (EU) no. 530/1999.

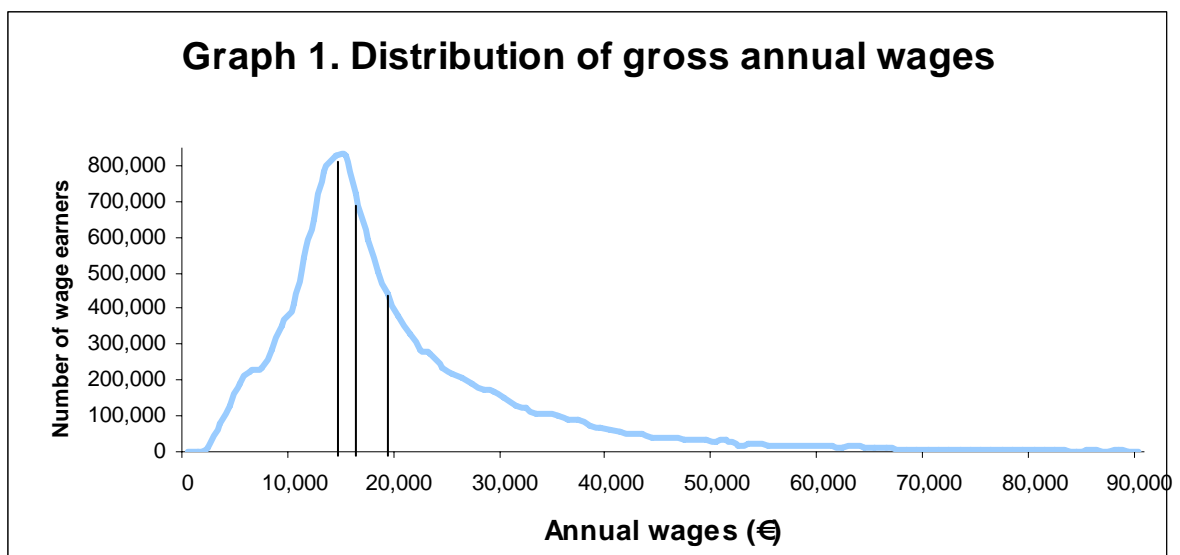
More than 27,000 work centres and 235,000 workers have participated in the survey. This is the third time that this survey has been conducted. The previous surveys were conducted in 1995 and 2002, also in a harmonised manner throughout the European Union. Since 2002, the periodicity has been four-yearly.

This publishes the main results that may be obtained with the information from the survey. Furthermore, the publication contains an ample number of tables that can be viewed directly via the website. Nevertheless, the survey presents a vast array of possibilities, allowing it to be developed in the future by researchers who have an interest in the labour market.

1 Wage distribution

Average gross annual wages in 2006 were 22,051.08 euros per worker among men and 16,245.17 euros for women. The average annual wages for women are, therefore, 73.7% of the wages men receive, although this difference should be considered in terms of other labour variables (type of contract, occupation, seniority, etc.) that have considerable bearing on the wages.

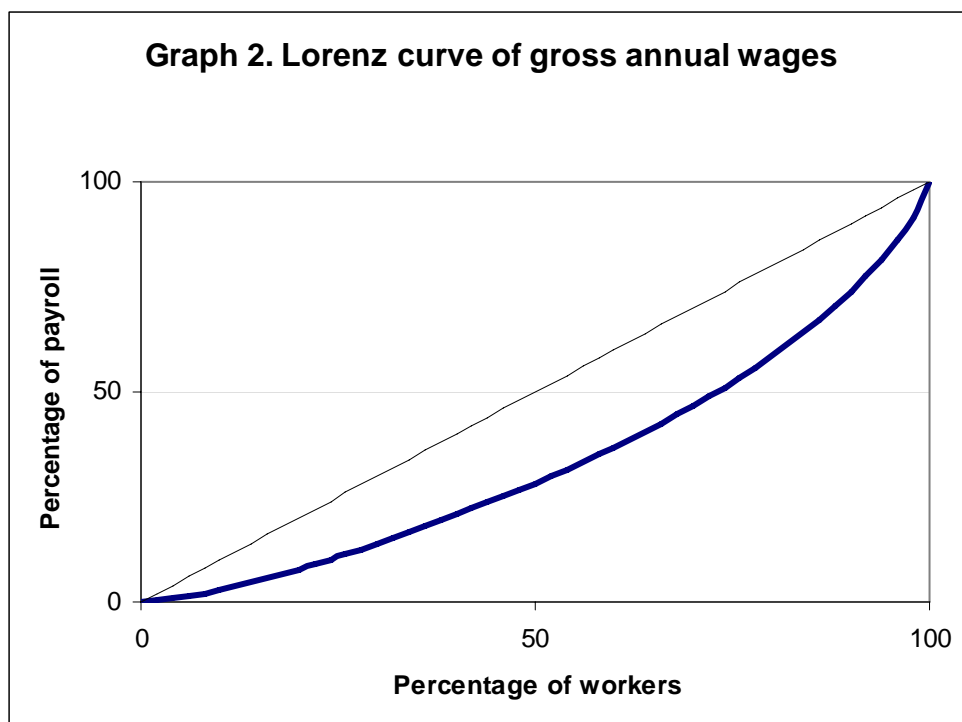
The wage distribution provided by the survey, represented in Graph 1, is asymmetrical to the right, with major dispersion. The most frequent wages are lower than the median wages (those for which there are as many workers with higher wages as workers with lower wages), which in turn, are lower than the mean wages. Summarising, there are few workers with very high wages, but they influence the average wages notably.



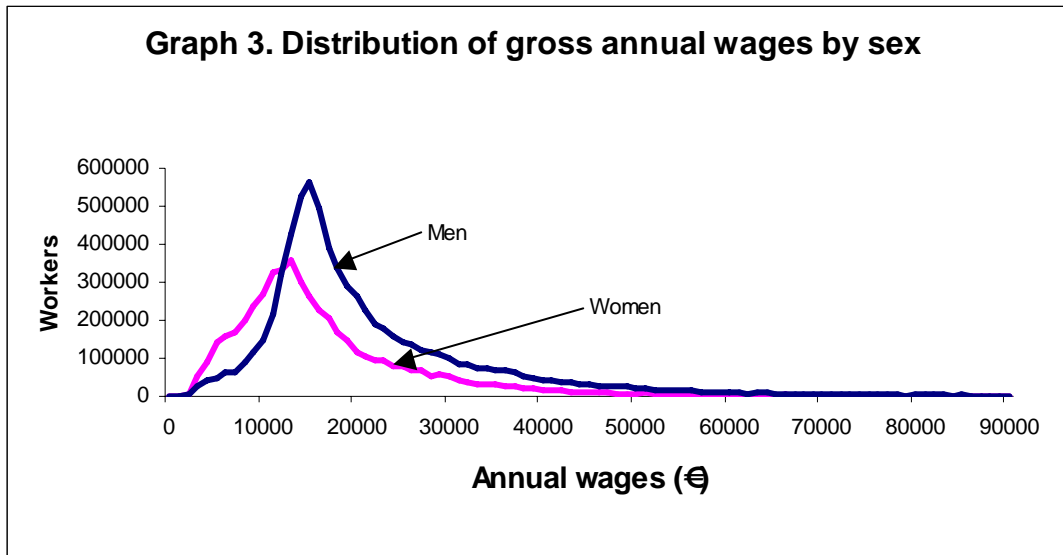
The difference between the mean wages (19,680.88) and the most frequent wages (14,466.46) is over 5000 euros. This difference explains the perception that users and public opinion have that the results of the traditional surveys "are high", given that they only offer the mean values of wages.

Wage inequalities can be represented graphically using the Lorenz curve. This presents, on the x axis, the percentage of workers, and on the y axis, the accumulated percentage of their wages as compared with the total payroll. This curve is linked to the Gini index, an inequality measure that represents the distance between the Lorenz curve (graph 2) and the bisector, which would correspond to a perfect distribution, in which all persons would benefit from the same wages. The Gini index ranges between 0 and 1, where value 0 represents the perfect distribution, in which all persons have the same wages.

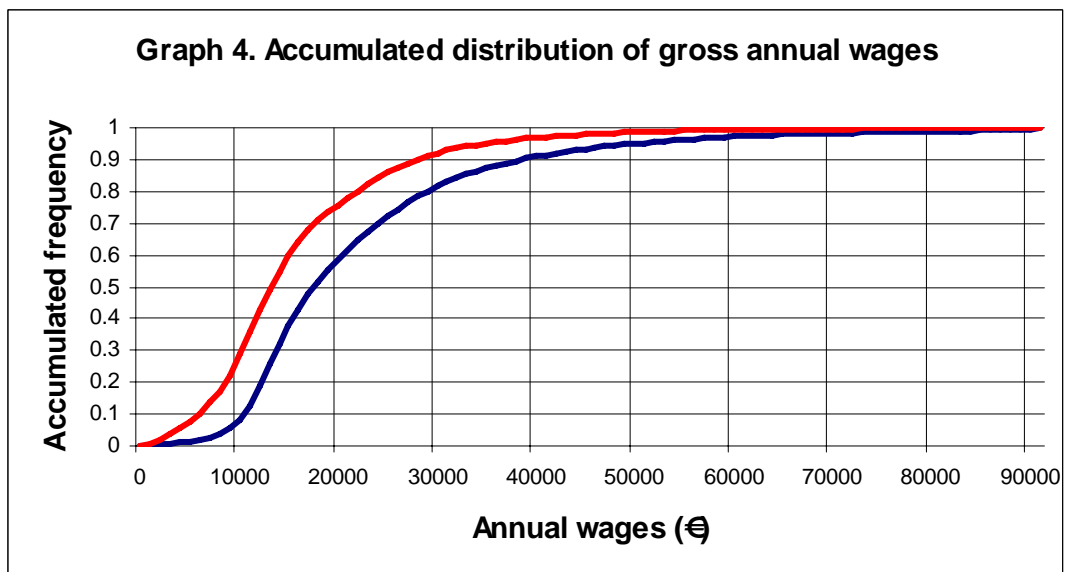
Analysing this curve for the whole of the population shows that the 8% of the wage-earners with the highest wages account for over 20% of the payroll, whilst the 20% of the workers with the lowest salaries only dispose of 8% of it. The Gini Index is 0.33.



Graph 3 shows the wage distribution by sex. Wage distribution of women is more to the left than that of men at all wage levels. The number of women who earn up to 12,000 euros is greater than that of men with the same salary level. From this figure, the number of women at each wage level is always lower than the number of men who receive the same wages. Moreover, there are hardly any women who earn over 50,000 euros a year, whilst the number of men is still significant.



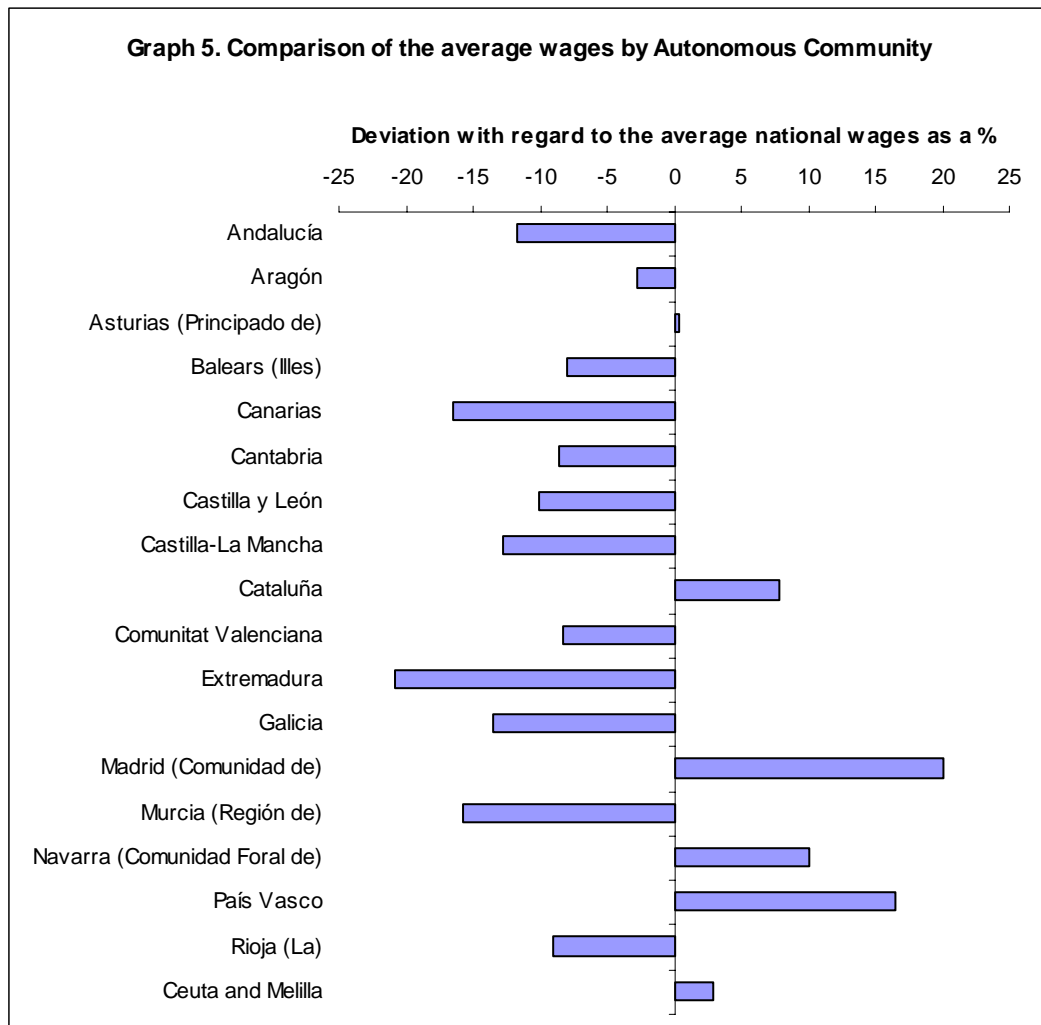
Graph 4 shows the same data, but in an accumulated manner. The outer, lower left of the graph shows that more than 20% of women earned, in 2006, less than 10,000 euros a year (exactly 26.6% of women), whereas 8.3% of men earned an amount lower than that. This difference can be explained, essentially, by the fact that most of the part-time workers considered in the scope of this survey are women. The upper end shows that 20% of the men earned over 29,000 euros, which only occurred in slightly over 9% of women.



2 Territorial analysis

Annual average earnings by Autonomous Community confirm the results obtained in the traditional surveys. The highest wages correspond to Madrid (23,622.11 euros per year per worker), País Vasco (22,929.98 euros) and Comunidad Foral de Navarra (21,660.50 euros). Extremadura (15,750.35 euros), Canarias (16,431.12 euros) and Región de Murcia (16,585.78 euros) show the lowest wages.

Graph 5 shows the differences regarding average earnings in each Community compared to the national group. In addition to the aforementioned Communities, such as those with the highest wages, Cataluña, Ceuta and Melilla, and Principado de Asturias have average annual earnings above the national average.



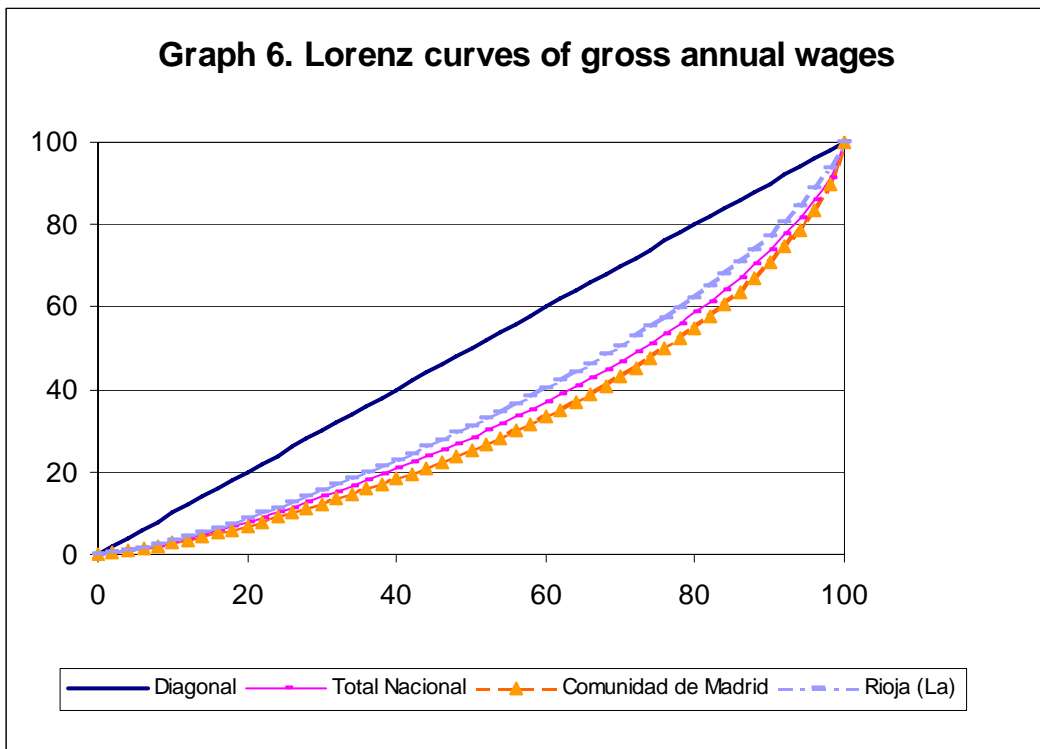
The differences between sexes are not equal in all regions, as shown in Chart 1. This disparity is not always based on a greater wage discrimination in one region or another, but rather on the different employment structure in each region. There are a host of factors influencing wage differences between men and women: type of contract, type of working day, level of studies, different occupations, among others. The variable used in the graph to describe these differences is the woman/man ratio, that is, the percentage of the female average wages compared with the corresponding male wages.

Thus, Ceuta and Melilla shows the smallest deviation, followed by Canarias, and that which shows the greatest divergence is Principado de Asturias, followed by Aragón. The results for Ceuta and Melilla for this survey should, however, be considered cautiously, given that the sample sizes are small, which leads to higher sampling errors. As a general rule, in almost all of the Autonomous Communities, the average female wages are between 20% and 30% lower than the average male wages.

Likewise, interregional inequality can be analysed using Lorenz curves for the annual wages, and the corresponding Gini indices (Chart 1) for each Autonomous Community. Graph 6 shows the Lorenz curves for the extreme Autonomous Communities: La Rioja, with an index of 0.287, and Comunidad de Madrid, with a value of 0.381.

Chart 1. Main results by Autonomous Community

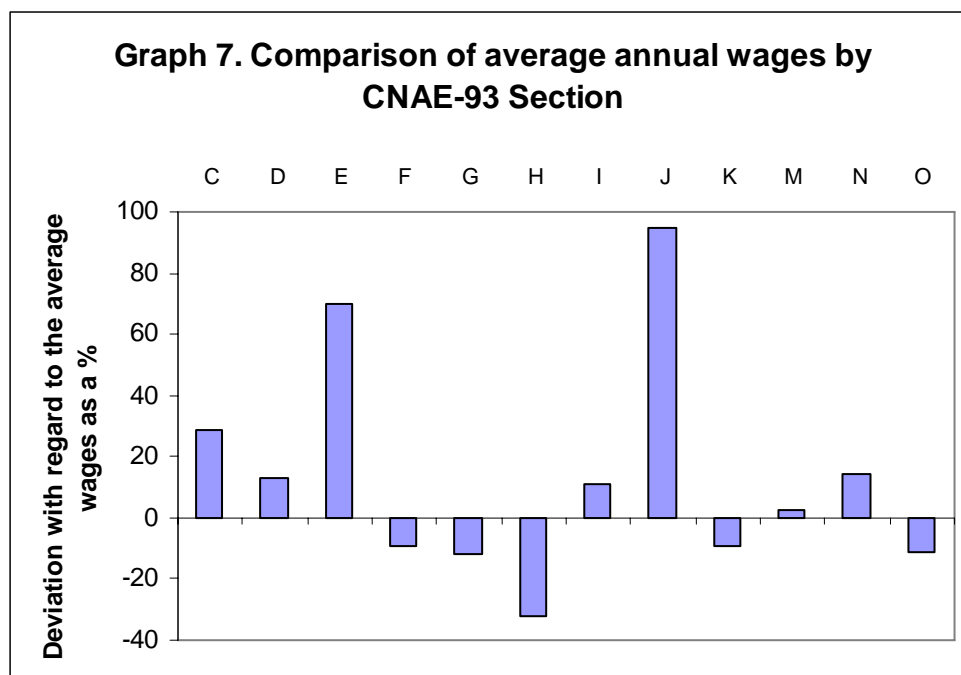
	Gross annual wages			Man/Woman ratio	Gini index
	Total	Men	Women		
NATIONAL TOTAL	19,680.88	22,051.08	16,245.17	73.67	0.335
Andalucía	17,372.42	19,253.11	14,137.55	73.43	0.317
Aragón	19,134.82	22,030.14	14,894.41	67.61	0.316
Asturias (Principado de)	19,758.43	22,781.54	15,356.82	67.41	0.322
Balears (Illes)	18,095.93	20,018.29	15,750.00	78.68	0.290
Canarias	16,431.12	17,535.20	14,840.03	84.63	0.314
Cantabria	17,999.21	20,536.86	14,419.18	70.21	0.303
Castilla y León	17,694.98	19,873.44	14,250.15	71.70	0.306
Castilla-La Mancha	17,157.76	18,509.00	14,853.40	80.25	0.304
Cataluña	21,210.04	24,287.00	17,177.60	70.73	0.330
Comunitat Valenciana	18,064.77	20,067.22	14,824.63	73.87	0.294
Extremadura	15,570.35	16,646.19	13,806.01	82.94	0.303
Galicia	17,010.95	19,021.50	14,243.82	74.88	0.304
Madrid (Comunidad de)	23,622.11	27,041.88	19,240.29	71.15	0.381
Murcia (Región de)	16,585.78	18,206.44	13,924.25	76.48	0.291
Navarra (Comunidad Foral de)	21,660.50	24,459.80	17,750.37	72.57	0.292
País Vasco	22,929.98	25,947.03	18,581.12	71.61	0.319
Rioja (La)	17,901.70	20,271.24	14,706.77	72.55	0.287
Ceuta and Melilla	20,265.67	20,785.92	19,238.69	92.56	0.311



3 Wages by branch of activity ¹

There are major wage differences by economic activity. Graph 7 shows that the economic activity obtaining the greatest average annual wages is Section J of CNAE-93, Financial intermediation, with 38,351.18 euros per worker per year on average, i.e. 94.8% higher than the national average. It is followed by Section E, Production and distribution of electricity, gas and water supply, with 33,488.20 euros (70.2% greater than the average wages). Conversely, Section H, Accommodation, receives average annual wages less than 13,394.60 euros, 31.9% lower than the average.

Industry, transport services, financial intermediation, education and health receive wages above the average. Construction, trade, accommodation, business services and personal services receive wages below the average.



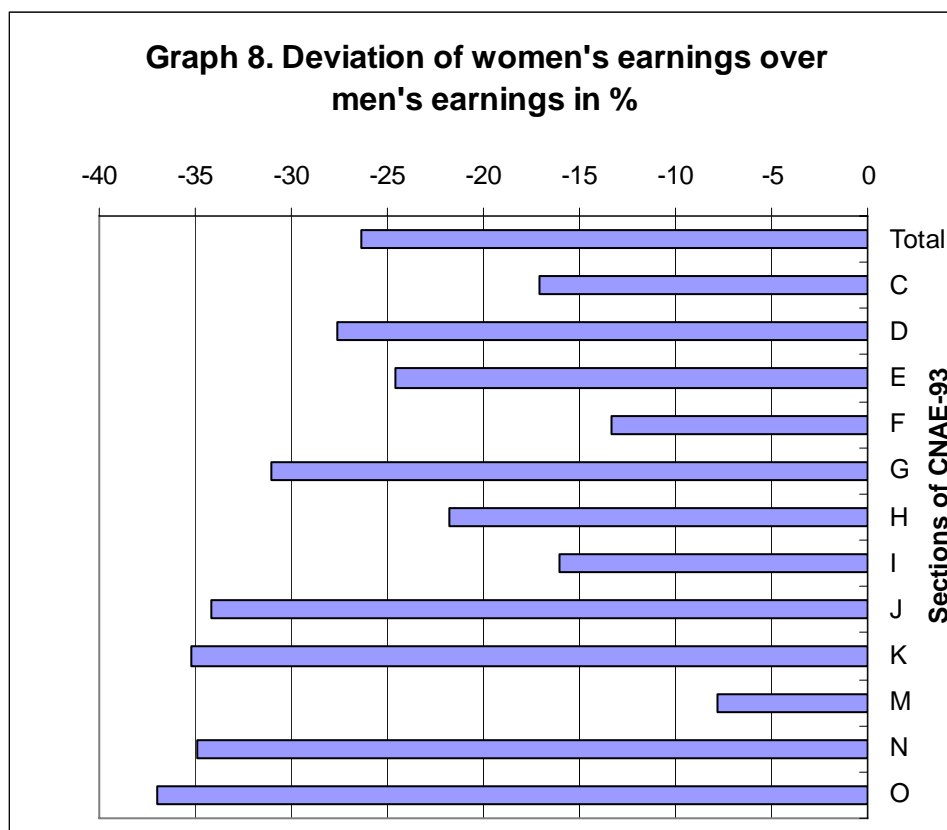
As regards wage differences by sex and economic activity, we should take note that the ranking of activities in each sex is maintained with slight modifications. Thus, Financial intermediation is the activity that receives the highest wages, for both men and women, and Accommodation receives the lowest wages.

¹ **Description of Sections of activity of the National Classification of Activities 1993 (CNAE-93):**

- C. Mining and quarrying 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

On analysing the wage differences between men and women in each economic activity (Graph 8), we confirm that women have lower wages than men in all economic activities. This is partly due to the differences in occupation, type of contract and type of working day.

Section M, Education, stands out as the least discriminatory activity. O Other social activities and services provided to the community; personal services, shows a greater divergence of women's wages as compared with men's wages.



4 Wages and occupation ²

² Description of Main Groups of National Classification of Occupations 1994 (NCO-94)

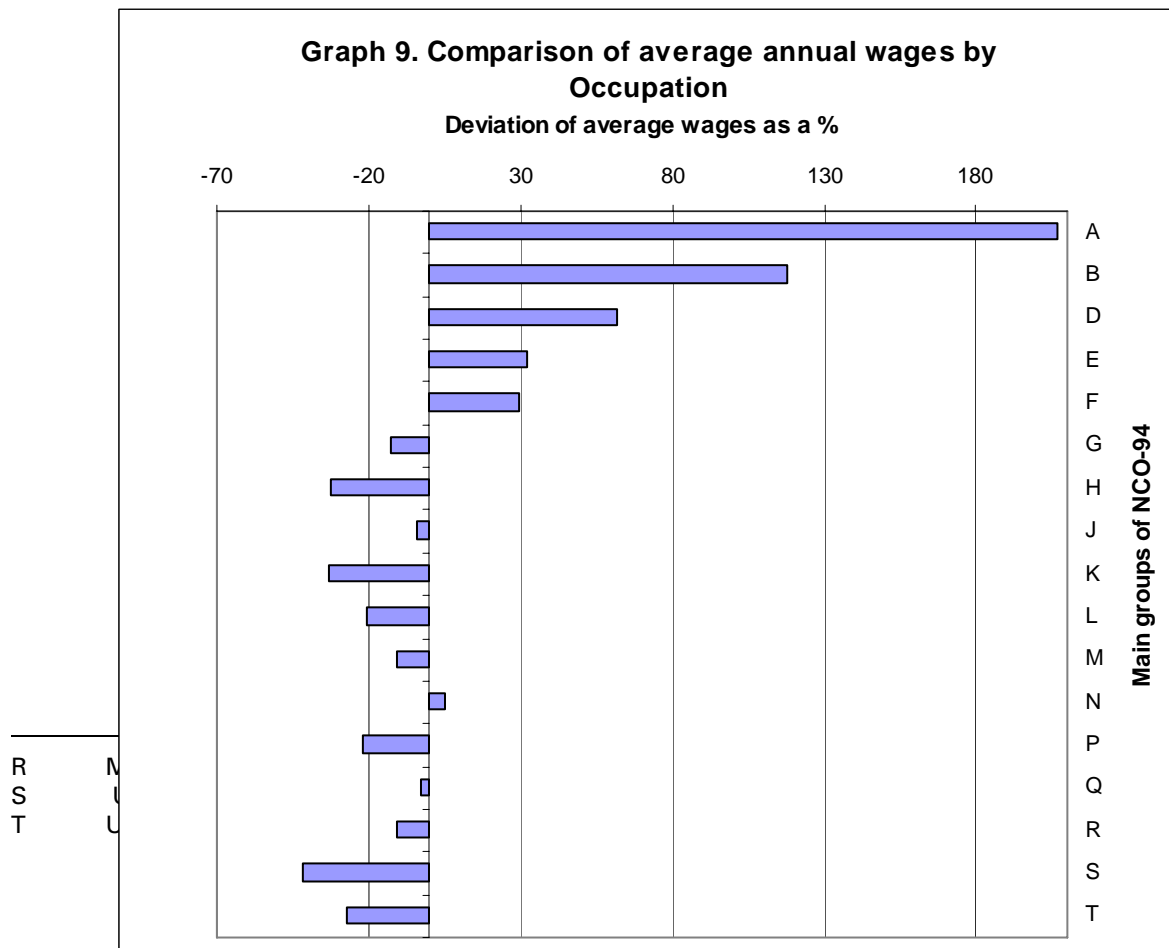
- A Public administration management and management of companies with 10 or more employees
- B Management of companies with fewer than 10 employees
- D Professions associated with 2nd and 3rd cycle university degrees and the like
- E Professions associated with a 1st cycle university degree and the like
- F Support technicians and professionals
- G Administrative type employees
- H Catering services workers and personal services workers
- J Protection and security services workers
- K Retail workers and the like
- L Workers skilled in agriculture and fishing
- M Workers skilled in construction, except machinery operators
- N Workers skilled in the fields of extractive industries, metallurgy and construction of machinery and the like
- P Workers skilled in graphic arts, textile and preparation, preparation of food, cabinetmakers, craftspersons and other similar industries
- Q Fixed machinery and industrial installation operators; fitters and assemblers

Occupation is one of the variables that most influence the wage level. Worth noting is the large difference in wages from Group A, Management of companies with 10 or more employees, and the rest of the occupations (the former are 200% higher than the average wages) and Group B, Management of companies with fewer than 10 employees (118% higher).

As regards the other occupations, those connected to different university degrees (Groups D and E) are far above average. Wages earned by Support technicians (Group F) are also above average, as are the wages earned by Workers skilled in the fields of extractive industries, metallurgy and the construction of machinery (Group N), although the latter are only slightly above average. The remaining occupations have average wages below the national average, with the lowest paid occupations being those corresponding to Unskilled workers in services (Group S), followed by Retail workers and the like (Group K) and Catering services workers and personal services workers (Group H).

On observing the tables in the publication that present not only the average wages, but also some percentiles for the occupations, there is a high degree of detail in the wage differences. As regards group A of the occupations, Business management, the average wages amount to 60,342.39 euros, yet 10% of them receive over 98,952.72 euros; conversely, the average wages of Unskilled service workers (except transport), group S, only reaches 11,434.58 euros, and of these, the most favoured 10%, exceed 17,705.90 euros.

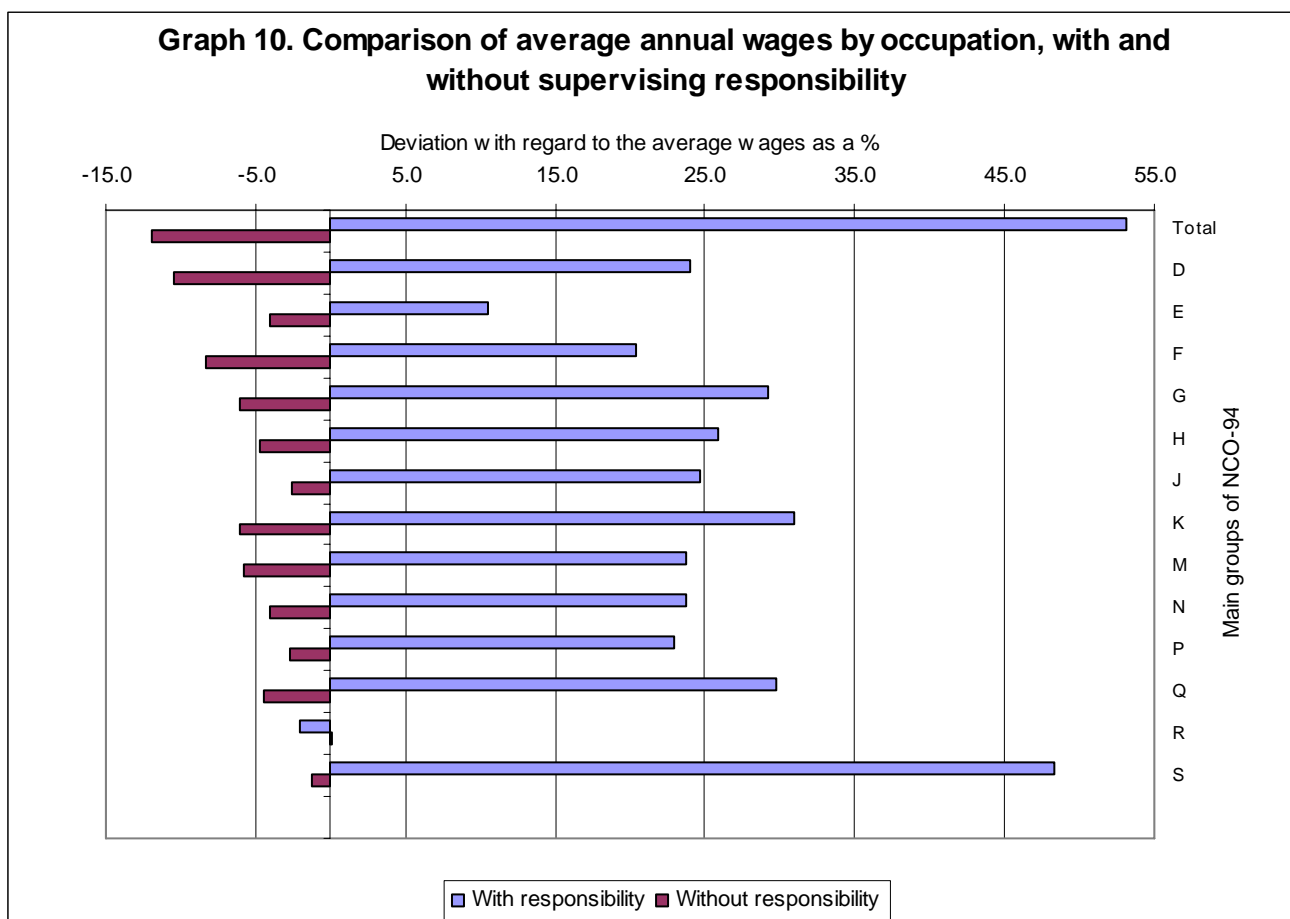
Distinguishing by occupation and sex, the previous pattern repeats itself. The occupations with the highest remunerations are the same for both men and women (groups A, B, D, E and F), and in the same order, as well as the lowest (groups S, T, K and H).



As with the different economic activities, in all of the occupations, women have lower wages than men, with the greatest difference occurring in Group N, Workers skilled in the fields of extractive industries, metallurgy and construction of machinery and the like, and Group B, Management of companies with fewer than 10 employees.

The main occupation groups continue to be very varied internally, and therefore, for a better study of wage discrimination, it is necessary to go into greater depth in the classification of occupations, and add other variables to the study, such as type of working day and type of contract.

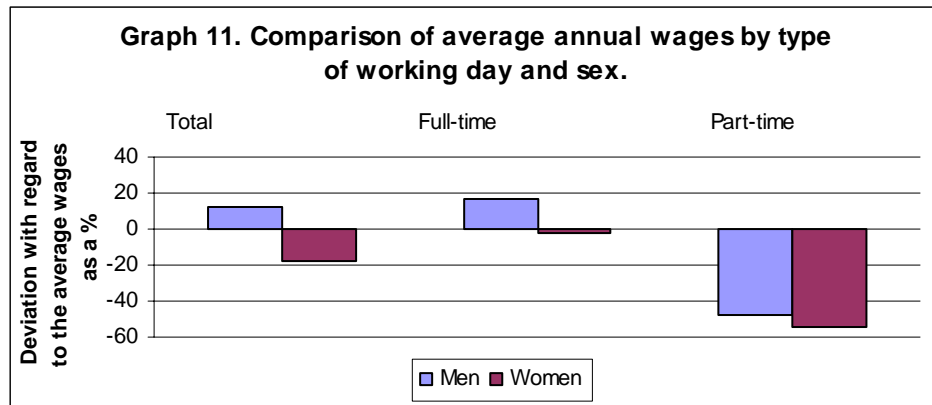
A very important feature linked to occupation is to ascertain whether the worker has responsibility or supervision tasks over the work of other workers, and how these tasks affect wages. Graph 10 shows how, in each occupation, having responsibility gives rise to a wage increase with regard to the average wages of the aforementioned occupation. Some occupations do not appear on the graph, due to the results not being representative, since they lack observations, as in the case of Groups A and B without responsibility, or group T with responsibility.



5 Wages and type of working day

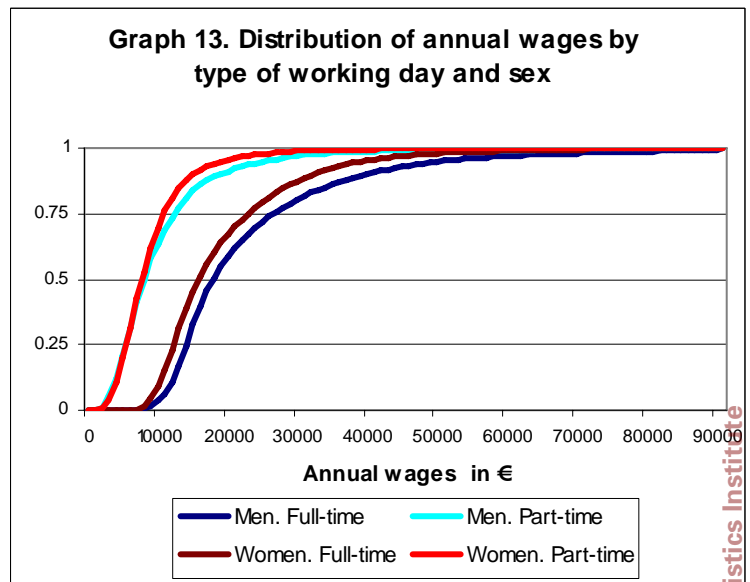
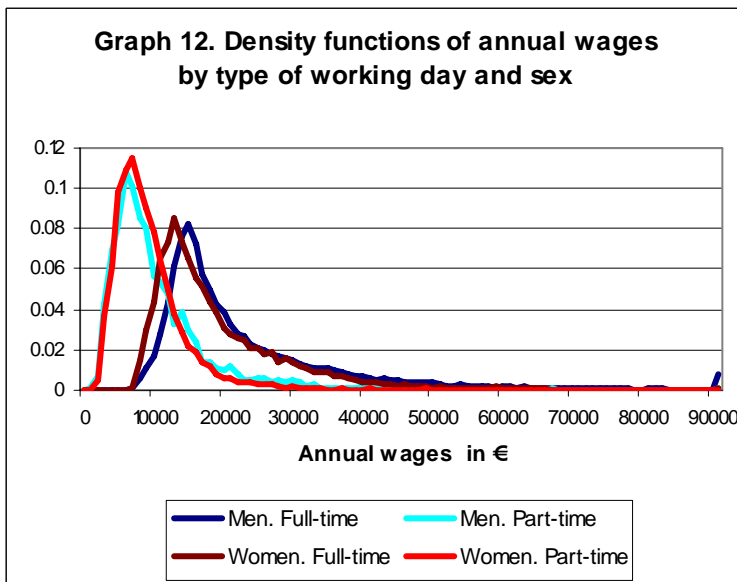
The type of working day is, unquestionably, the variable that determines the wage level. Actually, the gross figures in graph 11 include annual wages for workers in terms of their working day. This graph shows that the average annual

wage level for a part-time working day is practically 50% of the of the total average salary, for both men and women. Nevertheless, this comparison, which is valid considering worker's earnings, is deceptive on comparing wages as "cost of workforce", since full-time wages imply more working hours than part-time. For this reason, earnings per hour become the relevant variable.



Before continuing to describe the results obtained by type of working day, we must point out that, within the scope studied, 16.6% of the workers have a part-time working day, corresponding to 4.7% of men and 11.9% of women.

There is a notable concentration of wages of part-time workers. Graphs 12 and 13 show this circumstance. Graph 12 shows that part-time wages are concentrated around the modal value, the peak of the curve, and that, furthermore, this value is similar for both sexes.

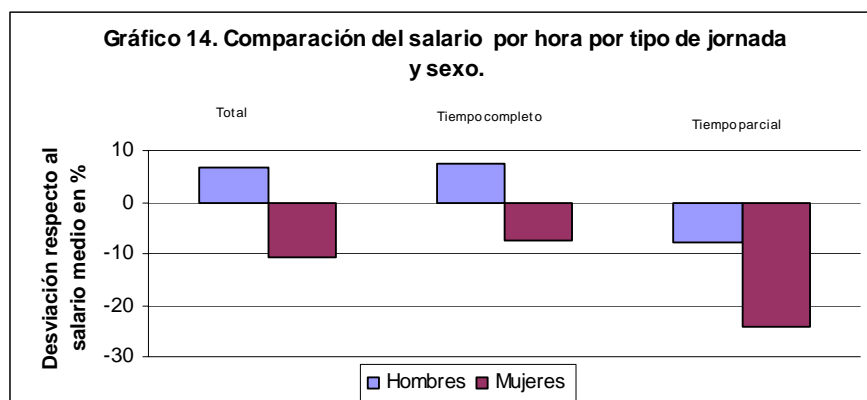


Approximately 75% of the part-time workers, whether men or women, had income in 2006 less than 12,000 euros (graph 13). Furthermore, 50% of men and women with lower wages show a similar wage distribution (the figures overlap).

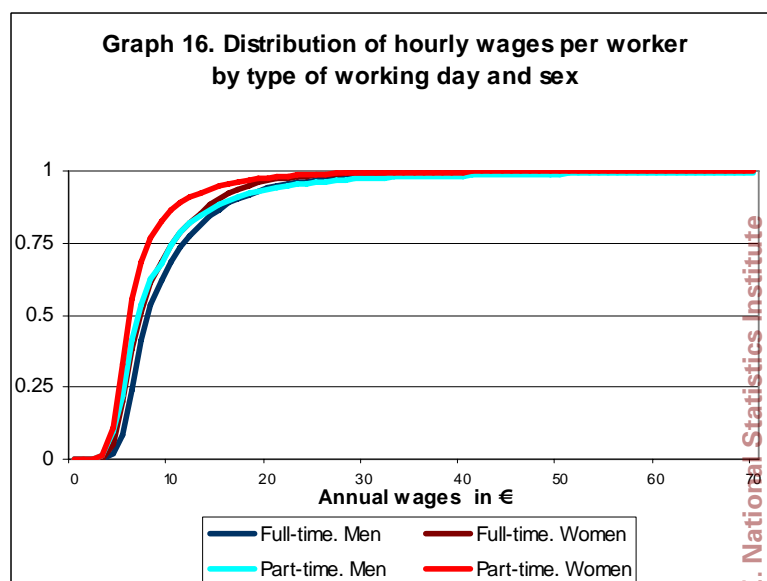
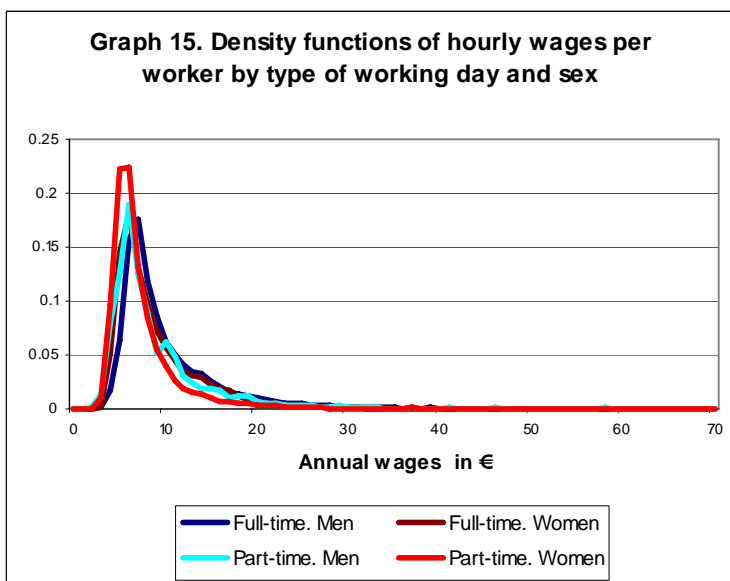
Regarding full-time workers the wage distribution for women is to the left of the wage distribution for men, at all wage levels.

With regard to earnings per hour, firstly, we must remember that this has been calculated as the monthly earnings divided by the hours worked (normal and overtime) in the reference month. As the reference month used is October 2006, which is not characterised by payments of an extraordinary nature, the resulting earnings/hour are less than those that would be obtained using the annual data. This method is used to estimate the number of hours worked in the reference month, since it is more precise than annual hours worked (see the working hours section in the methodological note).

The earnings per hour for part-time workers are lower than the average earnings per hour, regardless of sex, with those of women being 24.3% lower. However, while the earnings/hour of full-time male workers are 7.3% higher than the average earnings, those of full-time female workers are 7.4% lower.



On comparing graphs 12 and 15, we observe that the peaks of the curves of earnings per hour per worker are much closer, whether full-time or part-time, than for the annual earnings. That is, in terms of the cost of the workforce, the difference is not as great as it might seem when comparing the figures considering annual income.



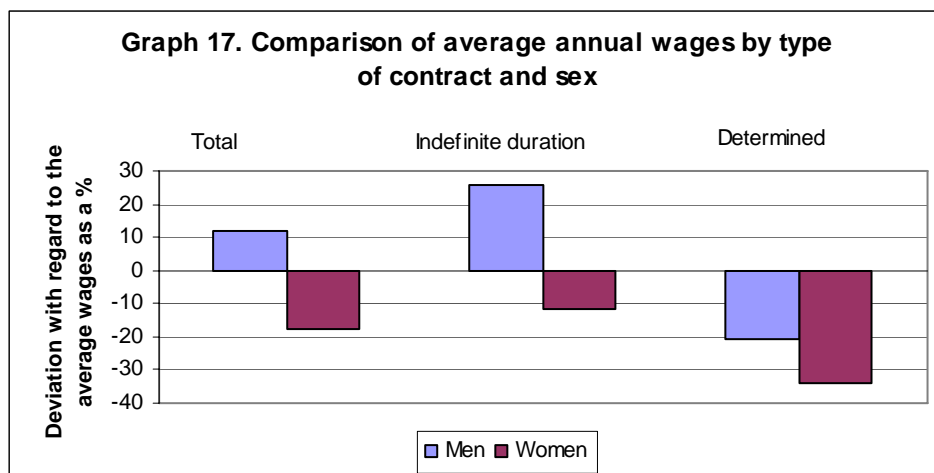
In fact, whereas the average wages for women are, as commented previously, 73.7% of the wages men receive, this difference decreases to 83.7% when considering wages per hour.

Graph 16 reflects that 75% of part-time female workers had earnings per hour of less than 8 euros, while for this same percentage, women working full-time and men working part-time had earnings of less than 10 euros, with men working full-time earning 12 euros.

Another noteworthy fact is that the distributions of men part-time and women full-time are very similar.

6 Wages and type of contract

For the purposes of the survey, two types of contract have been considered: contracts with an indefinite duration and those with a determined duration.

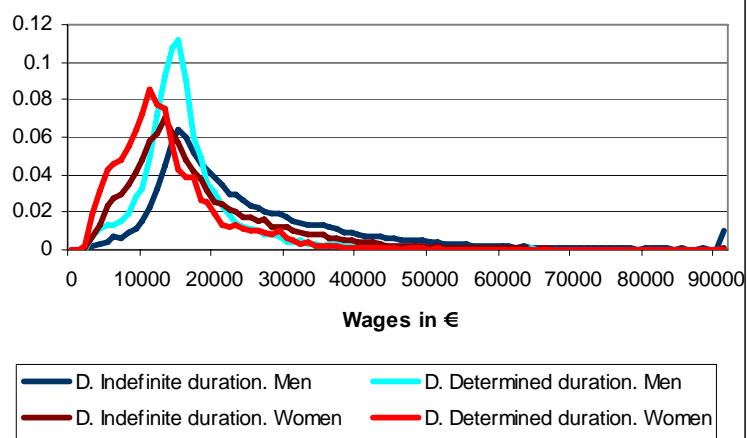


In order to establish comparisons between workers with an indefinite duration contract and those with a determined duration contract, we have adjusted the wages of those workers who did not remain in the work centre for the entire year. For this purpose, they are assigned equivalent annual wages that they would have been paid, had they worked for the entire year under the same conditions.

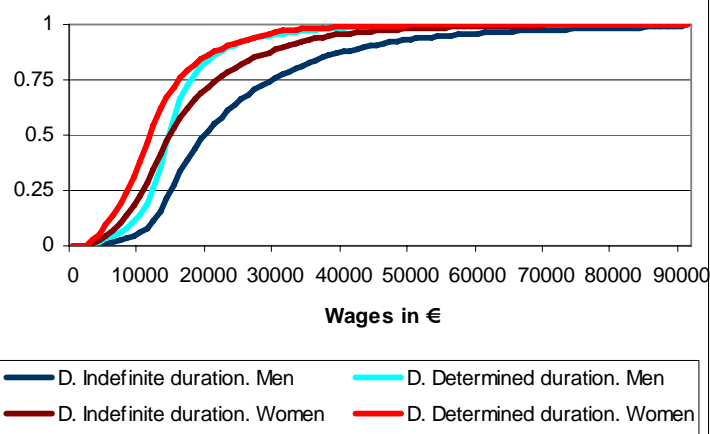
In general, workers with a determined duration contract have average annual wages that are 32.6% lower than those of workers with indefinite contracts. By sex, while men have wages greater than 25% or less than 20% of the average annual wages, depending on whether their contracts are of an indefinite or determined duration, for women, the wages are lower than the average wages regardless of the type of contract, with the difference being 11.5% for indefinite contracts and 34% for determined duration contracts.

One characteristic to note is that the proportion of men and women by type of contract is similar, with full-time contracts accounting for more than 70% in both sexes.

Graph 18. Density functions of annual wages by type of contract and sex



Graph 19. Distribution of annual wages by type of contract and sex



Graph 18 shows how the wages of workers with determined duration contracts are much more concentrated around the modal value than those corresponding to indefinite duration contracts. The lowest annual wages correspond to women with determined duration contracts.

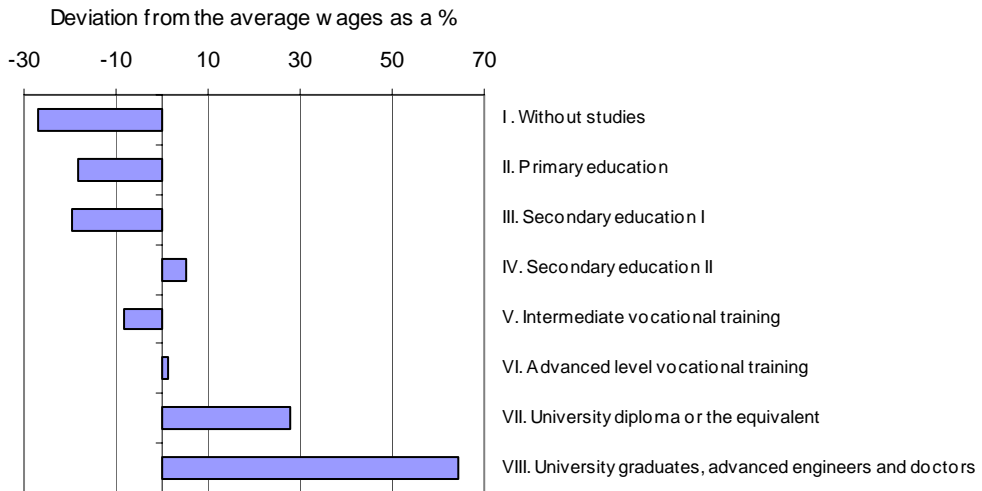
This fact is reflected more clearly in graph 19: The curve farthest to the left (less earnings) is that of women with a determined duration contract, whereas that which is found the farthest to the right corresponds to men with an indefinite contract.

We also observe that, of the 25% of workers with the least annual remuneration, the men with a determined duration contract have higher annual wages than the women with an indefinite contract. Among the highest wages, while 25% of men with an indefinite contract have annual wages greater than 30,000 euros, this percentage is 11.4% for women with this type of contract, and 4.9% for men and 3.4% for women with a determined duration contract.

7 Wages and level of studies

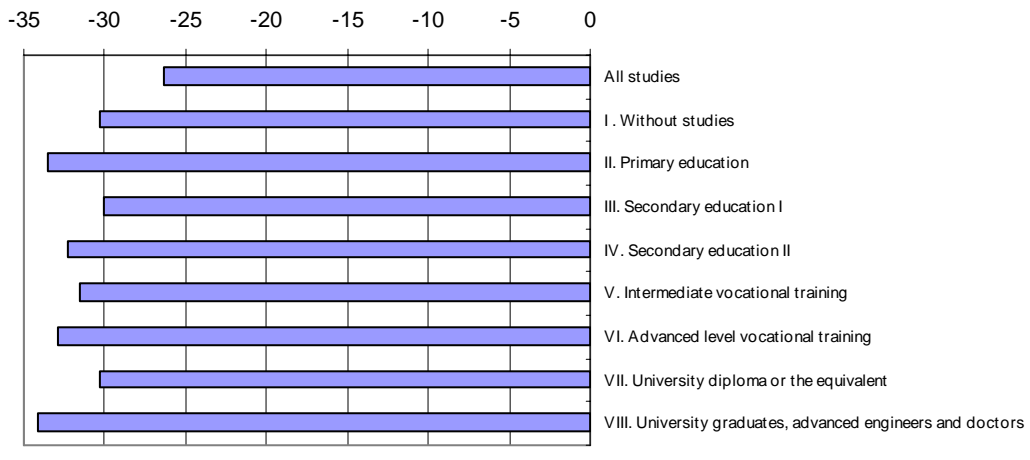
The wage differences between workers with different official qualifications are logically very notable. Annual wages grow as said level increases. Workers without studies or who have not completed Primary Education have a remuneration 27% lower than the average wages, while university graduates receive annual wages that are 64.1% higher. As of the second cycle of secondary education or advanced vocational training, the remuneration exceeds the average wages. However, having completed primary education or the first cycle of secondary education barely makes a difference in wage level.

Graph 20. Comparison of average annual wages by level of studies

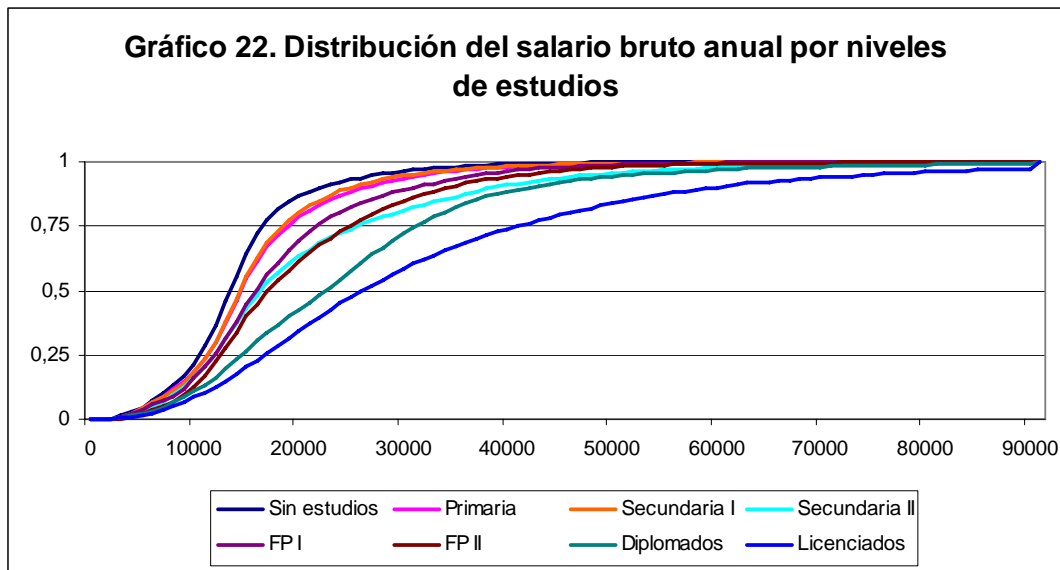


The difference between men and women is quite noticeable, as in all previous cases, when comparing workers with homogenous qualifications in graph 21. In general, the average wages women receive are more than 30% lower than those of men at each level of studies.

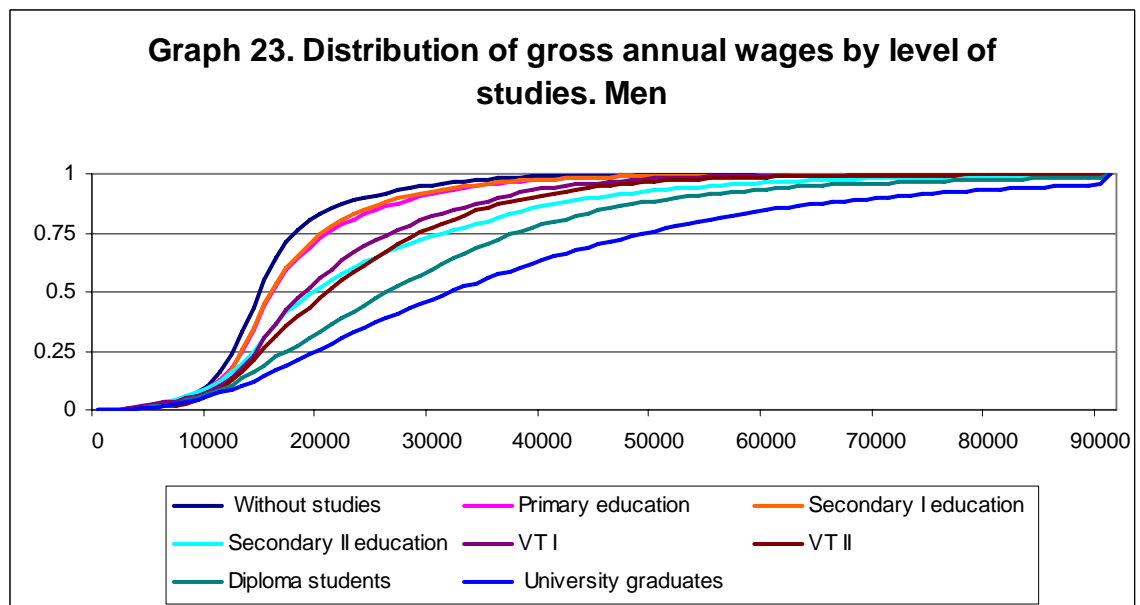
Graph 21. Deviation of women's earnings over men's earnings as a %



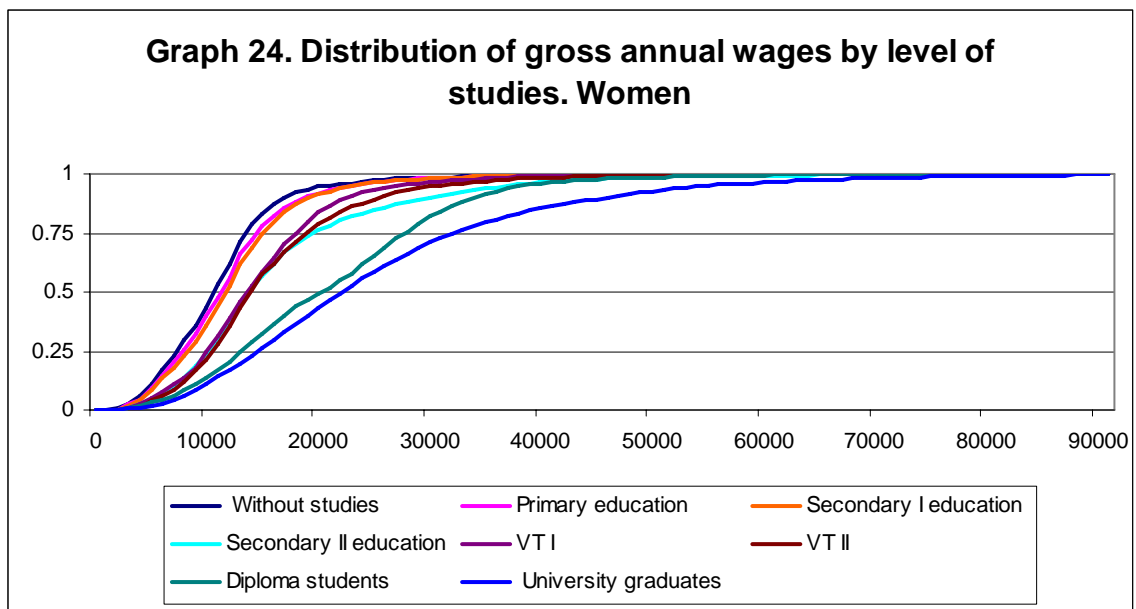
However, worth noting is that in the general total, with no distinction by level of studies, the difference between the sexes is smaller, 26.3%. This is due to the composition of the female population as compared with that of the male population; the proportion of women with a high level of studies, and thus with the highest salaries, is greater than that of men. For example, the percentage of women with university studies (degree or diploma) amounts to 26.8%, as compared with 17.1% of men.



Graphs 22 to 24 show the wage distribution according to the level of studies attained. They show the major difference between low and high levels of studies. In the case of men, graph 23 shows how more than 50% of those with advanced qualifications exceeded 32,000 euros gross wages in 2006. Only approximately 3.4% of the workers with low qualification levels earned more than this amount. In the case of women, 50% of university graduates exceeded 23,000 gross annual euros, whereas barely 3.9% of the female workers without studies managed to exceed this income.

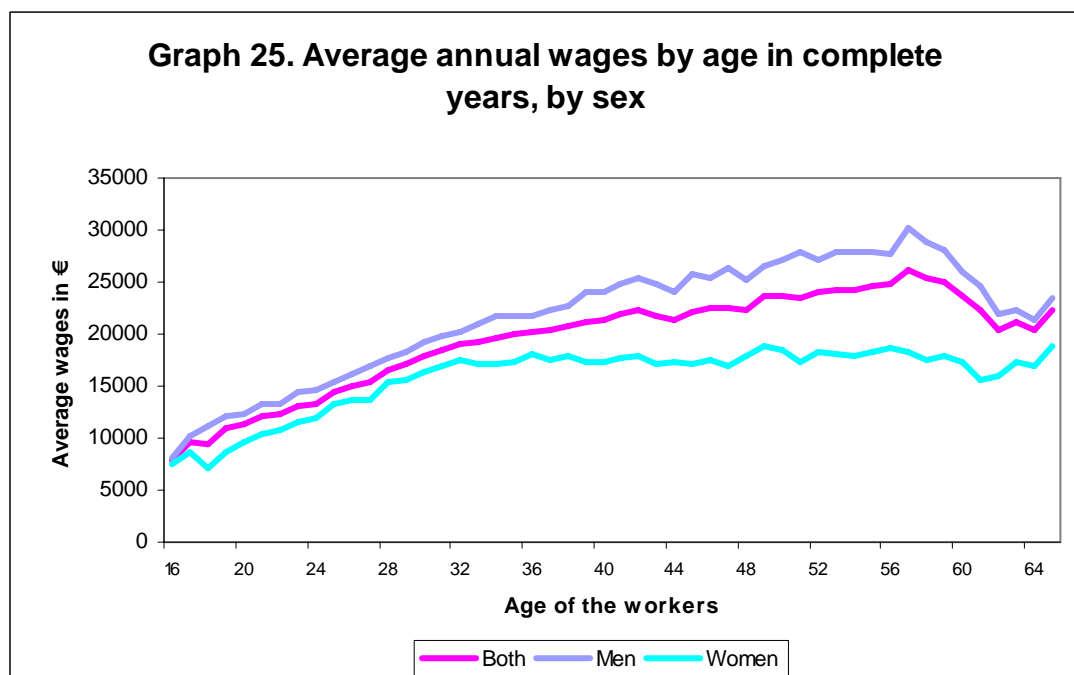


Worth noting is the similarity of the curves corresponding to primary education and the first cycle of secondary education, where the curves practically overlap (graphs 23 and 24). Another noteworthy circumstance is that the professional qualifications, whether intermediate (VT I) or advanced (VT II), are not as well paid as the Second stage of secondary education.



8 Wages and age

The following graph shows, as expected, that there is a positive relation between the age of the workers and their wage level. Although workers do not receive supplements by age, they do receive them according to their seniority. Seniority is the target of study in the following point. However, it must be stated that these two variables interact, as the oldest workers will be, in general, those with the most seniority.



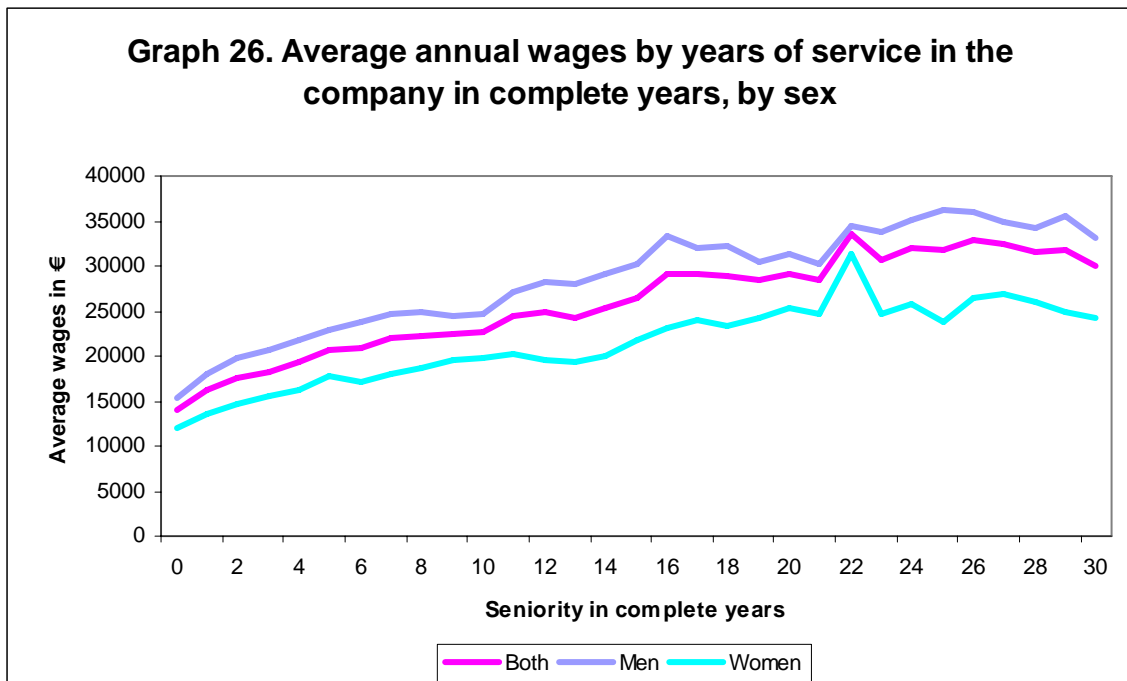
Moreover, workers change their jobs over time, and in most cases, they do so improving their economic conditions, in view of the experience they have gained over the years.

The graph shows how the lines for men and women move further apart when considering the age variable. The wage differences by sex are greater according to the age of the workers.

The curve behaves somewhat erratically when analysing the lowest and the highest ages. The sample is reduced and this leads to a reduction of the statistical reliability of the results.

9 Wages and seniority in the company

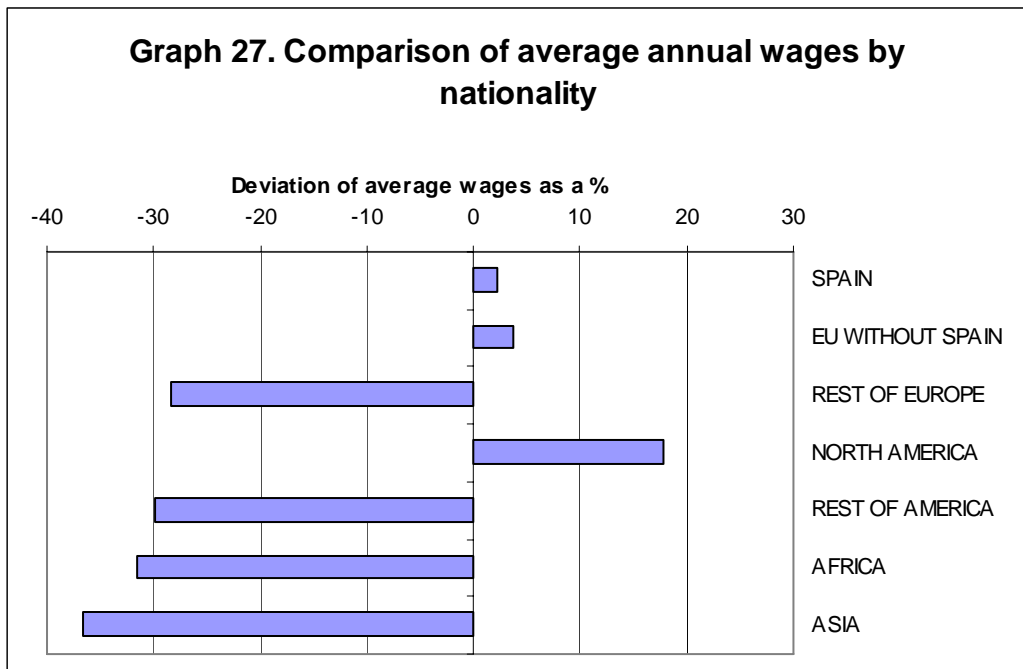
Based on the previous section, it makes sense to study the dependence of wages on seniority in the company, for when there is a wage supplement, specifically linked to seniority, and not only for this reason, but also because it is assumed that, with experience gained in the company, one moves up within the ladder of responsibilities and retributions. This is observed in graph 26.



It must be noted that the sample is gradually reduced with the years of seniority, and therefore, the results must be interpreted cautiously at the end of the graph.

10 Wages and nationality

Only 8.6% of the sample has a foreign nationality, and therefore, the results must be considered cautiously, above all those referring to workers from North America and Asia. Due to a lack of significance, the results referring to Oceania cannot be shown.

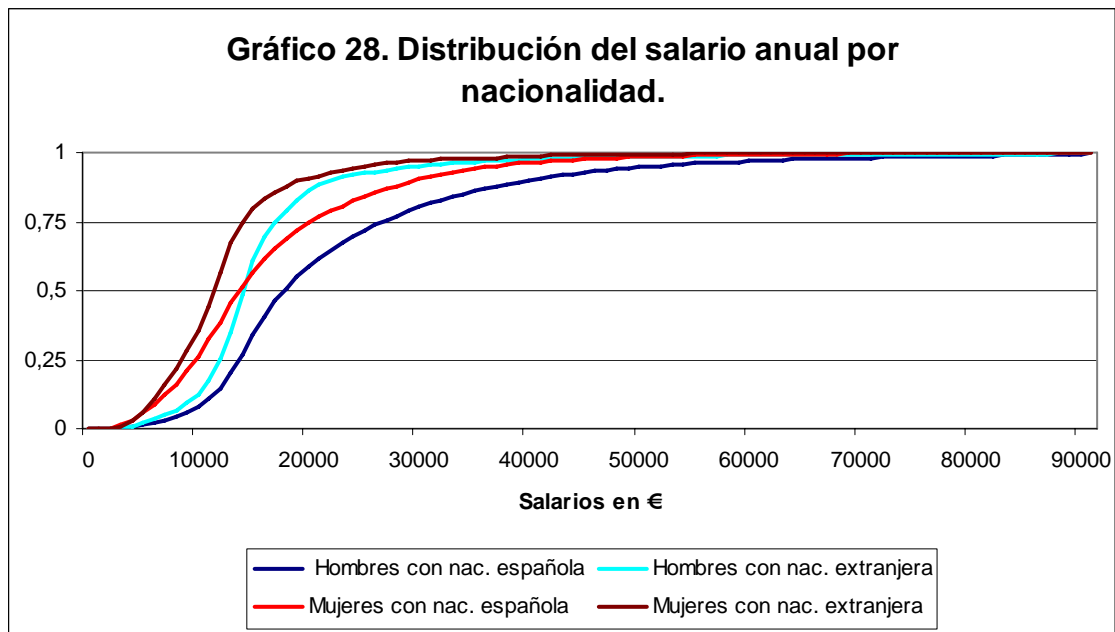


Out of the foreign workers, only those workers from North America and the European Union have wages above the average. Those workers with other nationalities have wages that are 25-35% lower than the average.

The following graph shows the annual wage distribution by nationality and sex. One could say that the most favoured groups are the Spanish workers, both men and women, with foreign women receiving the lowest wages.

Somewhat more than 40% of the Spanish workers earned more than 20,000 euros in the year 2006. This percentage is 25.5% for Spanish women, while only 13.4% of men and 9.3% of women with foreign nationalities exceeded said amount.

However, for the highest retributions, above 60,000 euros, while the percentage of Spanish men with annual retributions higher than this figure is significant (3%), it is practically null for foreign workers, and for women, be they Spaniards or foreign nationals.



11 Composition of monthly wages

The accrued amount is usually received on a monthly basis. Nevertheless, the existence of payments whose expiry period is longer than one month (extraordinary payments) advises not to use this as a sole reference, in particular on comparing wage levels

In this publication, the monthly wages have been used to analyse the composition of said wages according to payment concepts (base salary, wage supplements, etc.). The analysis of the wage differences, according to the different variables, as shown in previous sections, has been performed using the annual wages.

The value and frequency of the so-called "extraordinary payments" vary from one worker to the next. The most common case consists of the receipt of two extra payments a year, the summer and Christmas payments; but it is known that in certain activity sectors, three, four or even six extraordinary bonuses are received during the year, and which may have different names (profits, agreement, results, etc.).

On the other hand, certain professions receive “irregular” wages, since the amount is not known beforehand. This refers to bonuses and commissions on sales, or supplements for working night shifts, weekends, shifts or overtime hours themselves.

The span of wage supplements, of wage payments in general, is enormous, and the survey cannot isolate all of them. Therefore, from a statistical point of view, and always aiming to enable the comparison of monthly wages, it has been considered sufficient to establish four payment categories:

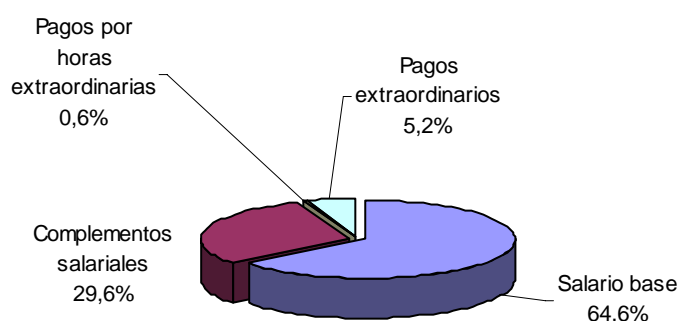
- The fixed part of the monthly payment: base salary.
- Wage supplements, distinguishing the total supplements, bonuses for night shifts, shifts, working on holidays and the rest of the supplements that, received every month, are variable in value (supplements for quality and quantity of work, incentives for productivity, etc.).
- Overtime payments.
- Extraordinary payments received in the month of October.

Graphs 29 to 31 show the composition of the average wages, for the total and by sex, in the month of October 2006. The base salary is the main component of the total wages. It amounts to 62.4% for men and 68.6% for women. This difference is related to the wage differences between men and women. In fact, the wage composition generally varies in terms of the wage level. The higher the wages, the greater the weight of the wage supplements.

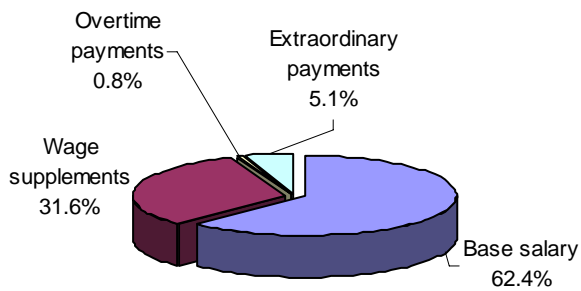
Extraordinary payments have a weight of 5.1% for men and 5.5% for women. Their scant importance is due to the selection of the month of October to obtain the monthly wages, which, as commented previously, is not characterised by payments or periods of absence of a seasonal nature, allowing for obtaining “normal or ordinary” monthly earnings. Nevertheless, major differences appear on analysing this variable by type of activity or occupation.

Overtime payments are the least important in the composition of the wages, accounting for no more than 3% in any economic activity, except in sea transport, or in any occupation, except in protection and security services workers.

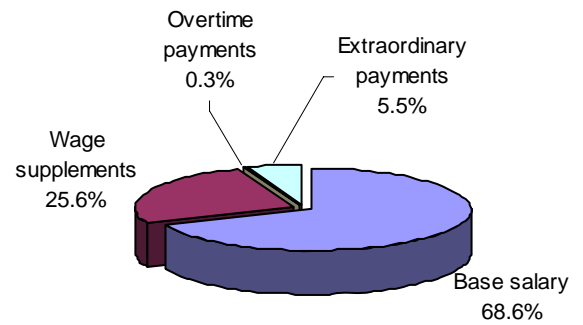
**Gráfico 29. Composición del salario bruto mensual
Ambos sexos**



**Graph 30. Composition of gross monthly wages
Men**

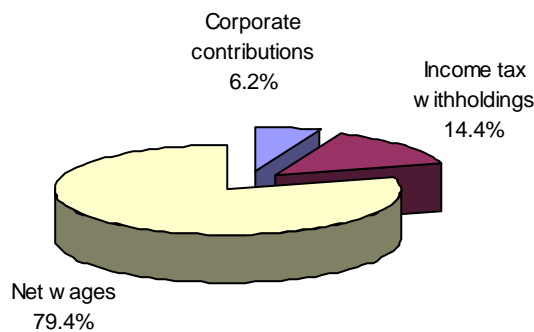


**Graph 31. Composition of gross monthly wages
Women**

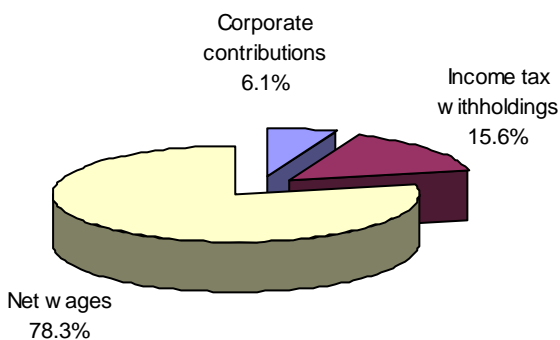


The differences in percentage implied by the net wages as compared with the gross wages between men and women are justified by the different average wages in both groups, and by the logical effect of income taxes, progressively with the wages.

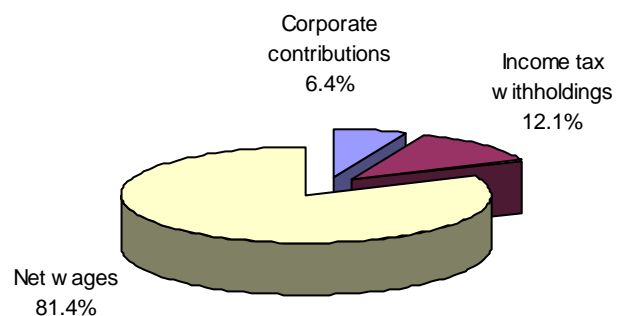
**Graph 32. Breakdown of wages into gross and net.
Both sexes**



Graph 33. Breakdown of wages into gross and net. Men



**Graph 34. Breakdown of wages into gross and net.
Women**



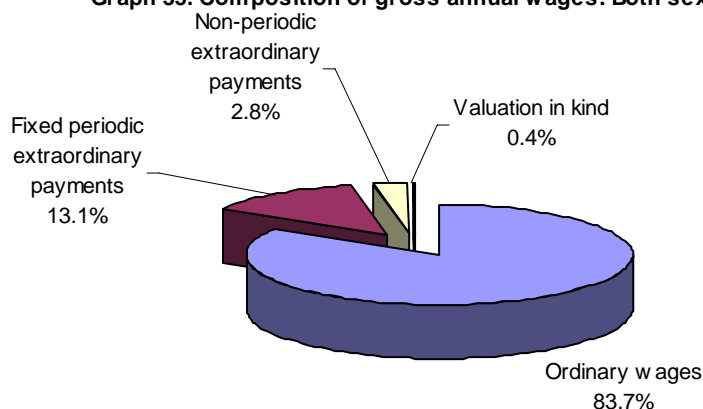
12 Composition of the annual wages

The composition of annual wages has been studied from the perspective of the periodicity of the payments, distinguishing between monthly payments or ordinary wages, and payments with a periodicity longer than one month or extraordinary payments. The latter have been classified into:

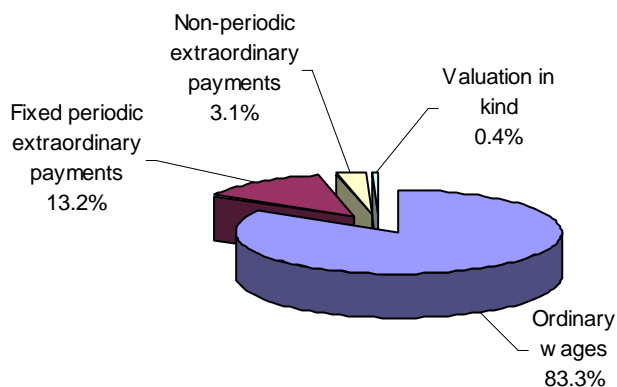
- Fixed extraordinary payments: the values and dates of payment are known ahead of time, and do not depend on the results of the worker or the results of the company.
- Variable extraordinary payments: payments by incentives or results. These are payments that are linked to individual or company results. Their amount is not known in advance, but rather depends on the performance obtained, the objectives achieved, the level of production reached, etc., and their issue or the establishment of their value may even be discretionary.

As is shown in the following graphs, significant differences are not observed between the sexes as regards the percent composition of annual wages.

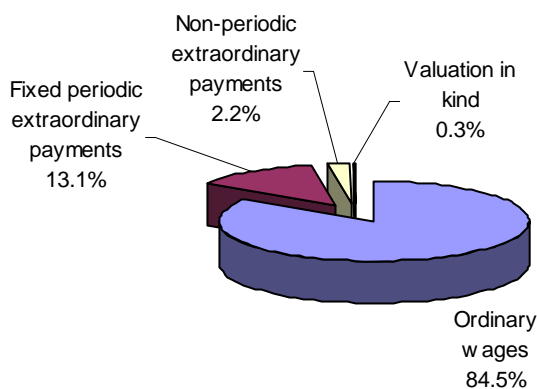
Graph 35. Composition of gross annual wages. Both sexes



Graph 36. Composition of gross annual wages. Men



Graph 37. Composition of gross annual wages. Women



13 Other variables

Until this time, the variables studied have been those researched by the survey that characterise the worker. However, there are also other variables that affect wages, and that have to do with the company or the work centre in which the workers carry out their activity. The survey analyses four main variables:

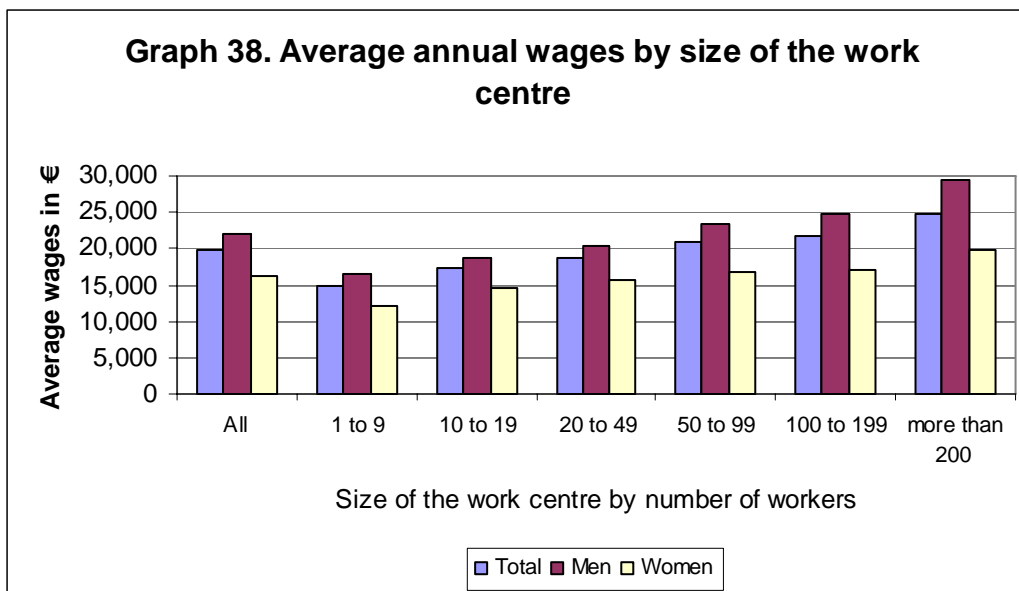
The size of the work centre (graph 38). In 2006 for the first time, the work centres of 1 to 9 workers have been considered. The result of this inclusion has been a drop in the average wage levels, on comparison with the results obtained for the year 2002. If we eliminate the units belonging to the smallest-sized stratum, the results are as follows:

Cuadro 2: Comparación EES 2002 y 2006. Datos homogéneos

	Ganancia anual por trabajador. Euros		Tasa de crecimiento
	2002	2006	
TOTAL	19.802,45	21.373,0	7,9
Hombres	22.169,16	23.939,0	8,0
Mujeres	15.767,56	17.649,1	11,9

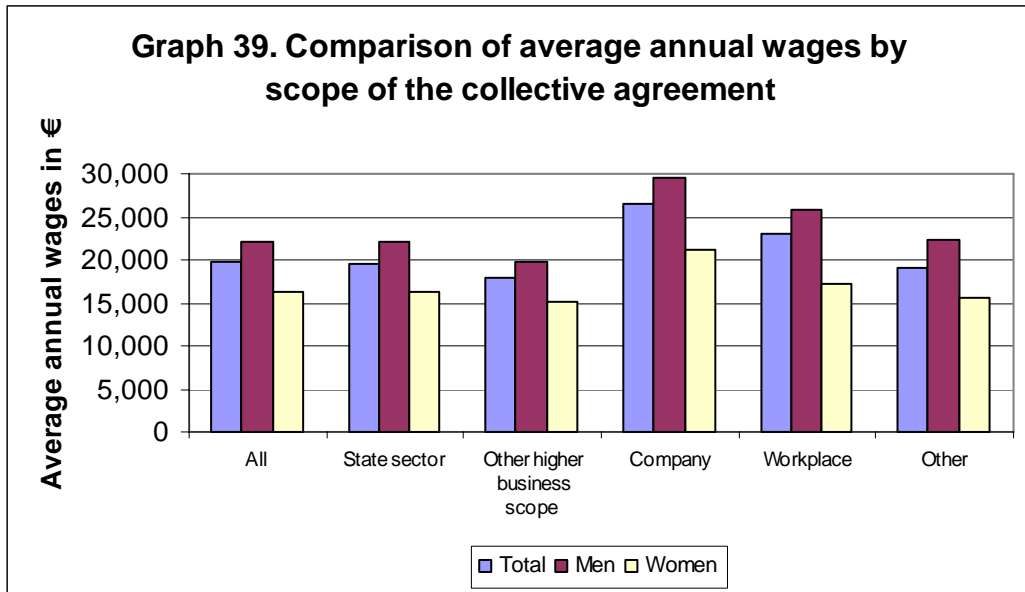
The growth in the annual wages of women has been greater than that of men during these four years.

Regarding the size of the work centre, the resulting relation is evident: wages increase along with the size of the unit, and said increase is greater for men than for women.

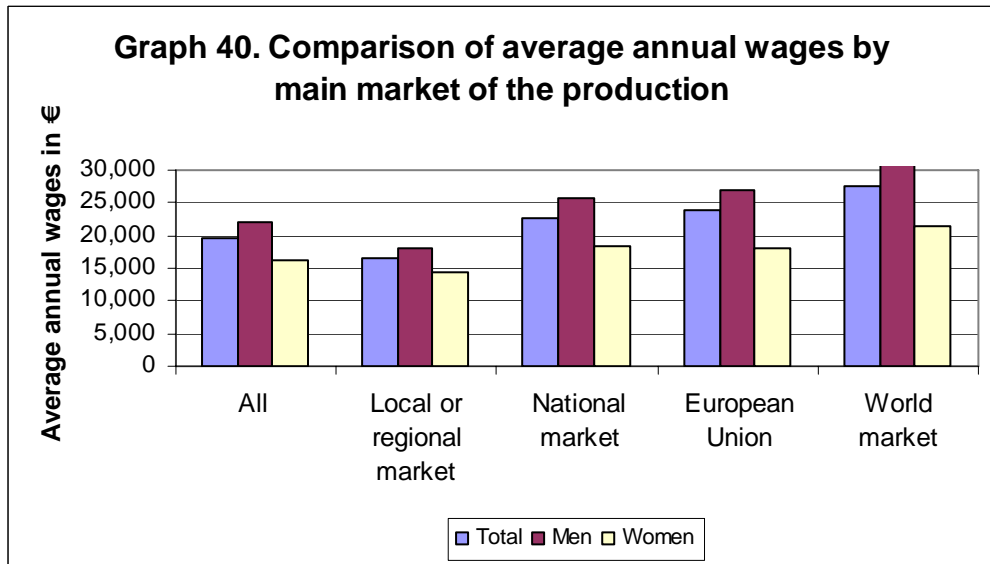


Scope of the collective agreement: group negotiation also affects workers' wages. Graph 39 shows that the highest wages appear in work centres that implement business agreements. In this case, even the wages of women are higher than the global average wages. The most unfavourable agreements are included in the paragraph *Other agreements beyond the company scope*, which

encompasses inter-provincial, provincial and regional agreements, among others.



The target market of the production of the company also has a positive relationship with wages, in such a way that, the broader the scope, the higher the wage level. Thus, average wages are 40% greater, if the production of the company has a target of the entire world, than if it is limited to the local or regional market.



Lastly, bearing in mind the property or control of the company (public or private) we have observed that, if the control is public, the wage level is higher, and difference between the sexes is smaller. Women obtain wages 25% greater than the average if the control is public, and the difference with regard to men's wages is reduced to 19%. We must indicate, however, that these results must be interpreted cautiously, given that the sample of the group of workers from the public sector is very small (7.8%).

