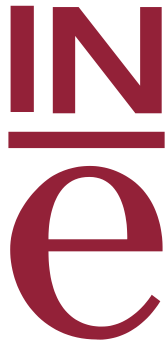


INSTITUTO NACIONAL DE ESTADISTICA



Structure of Earnings Survey 2014

Main Results

October, 2016

(Revised September 2020)

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Main Results

Introduction

The 2014 Structure of Earnings Survey (SES 2014), whose main results are presented in this document, was conducted in a harmonized manner throughout the European Union (EU), in compliance with the Regulation of the Council of the European Union (EU) No. 530/1999.

This survey analyses the structure and distribution of wages in all EU member states and in their regions. The sample is thus composed of work centres and workers belonging to those centres.

When compared with other similar surveys on the same subject, the main contribution in this case is that wages are collected individually in the questionnaire, along with a large number of worker-related variables. Thanks to this, relationships can be established between salary and variables that may contribute to determining its amount: such as the level of studies achieved, seniority, contract and occupation type, etc.

Another contribution of the survey is that it gives not only are average earnings values, but also wage distribution, thus providing a measurement of wage inequality.

The survey objectives can thus be fundamentally summarized into two categories:

- Ascertaining wage levels, not only average levels, but also their distribution.
- The determination of the wage structure, from both the point of view of the composition and the variables that have an influence on wages, and to what extent.

A total of 27,339 work centres and 227,830 salaried employees took part in the 2014 Structure of Earnings Survey. This is the fifth time that this survey has been carried out in Spain. The previous surveys took place in 1995, 2002, 2006 and 2010, and were likewise harmonized with the rest of the European Union countries.

Details can be found in the methodological report. The following presents the key results obtained from the survey information. The publication also contains an extensive set of tables that can be consulted directly on the web. The possibilities of this survey are very broad, however. It has the potential to be further exploited in the future by researchers interested in the labour market, since anonymized microdata files can also be accessed.

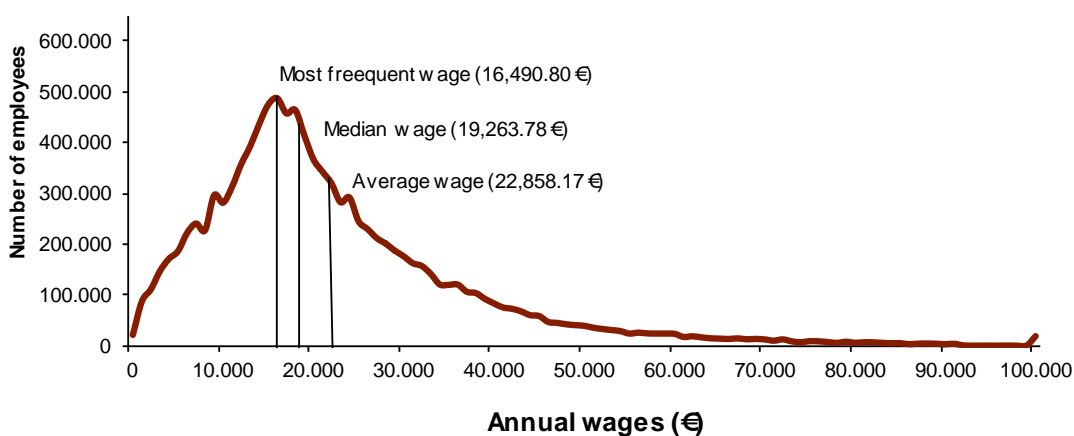
1 Wage Distribution

The average annual gross salary in 2014 was 22,858.17 euros. In the case of women, 19,744.82 euros per worker and in the case of men, 25,727.24 euros per worker. The average annual female salary was, therefore, 76.7% of the average male salary, although this difference must be qualified according to other labour

variables (type of contract, working hours, occupation, seniority, etc.), which have a significant impact on wages.

The salary distribution provided by the survey, represented in Figure 1, is asymmetric to the right, with a great deal of dispersion. The most frequent salary (16,490.80 euros) was lower than the median salary (19,263.78 euros), for which there are as many workers with higher salaries as there are workers with lower salaries and which, in turn, is lower than the average salary. In summary, there were few workers with very high wages, but they strongly influence the average wage.

Graph 1. Distribution of gross annual earnings



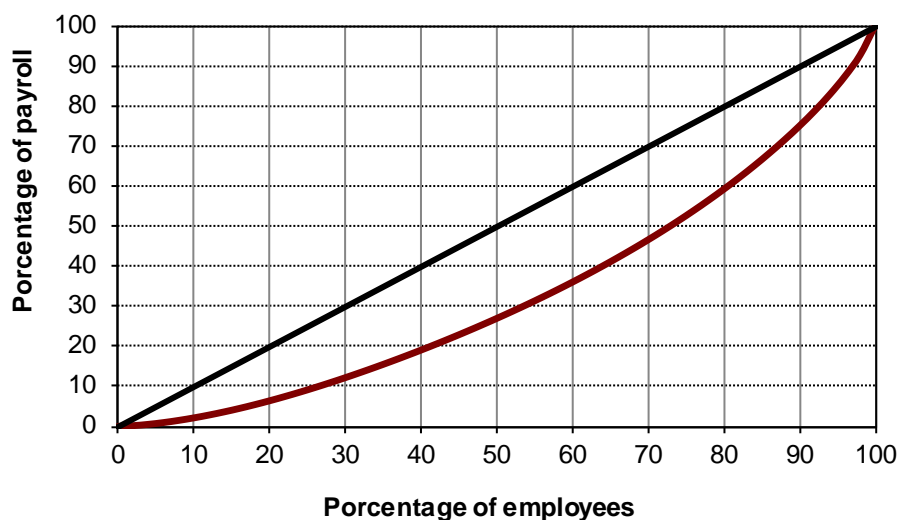
The difference between the average salary (22,858.17) and the most frequent salary (16,490.80) was more than 6,000 euros. This difference explains the perception by users and public opinion that the results of traditional surveys "are high" since only average salary values are offered.

This survey allows for an in-depth analysis of wage distribution at both the national and regional levels. One way to graphically represent wage inequalities is the Lorenz curve (see Figure 2). The percentage of workers is shown on the abscissa, and the cumulative percentage of their wages with respect to the total wage bill is represented on the ordinate.

The measurement of inequality associated with the Lorenz curve is the Gini index, which represents the distance between the curve and the bisector, which models a completely equitable distribution (all people with the same salary). The Gini index takes values between 0 and 100, with the value 0 corresponding to equitable distribution.

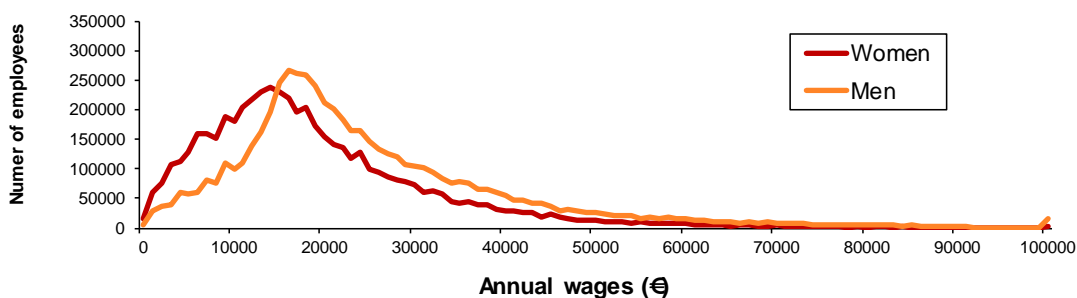
From an analysis of this curve for the population as a whole, we can deduce that the 8% of the wage earners with the highest remuneration accumulated more than 21% of the wage bill, while the 20% of workers with the lowest wages had just over 6% of the wage bill. The value of the Gini index for 2014 was 34.7.

Graph 2. Lorenz curve of gross annual wages



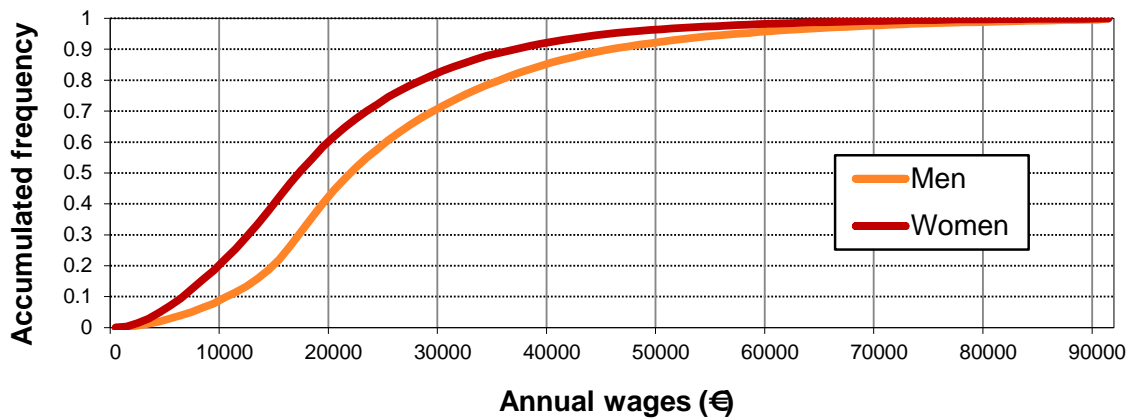
Graph 3 shows salary distribution by sex. The wage distribution of women is further to the left than that of men at all wage levels. Up to 15,000 euros the number of women is greater than the number of men for the same salary level. Above this figure, the number of women who received each salary level is always lower than that of men with the same salary. Furthermore, above 50,000 euros per year the number of men is considerably higher than that of women - approximately double.

Graph 3. Distribution of gross annual wages by sex



Graph 4 shows the same data, but cumulatively. In the lower left-hand side of the graph it can be observed that more than 20% of women received less than 10,000 euros per year in 2014 (exactly 21.9% of women), while not even 10% of men (9.8%) received less than 10,000 euros per year. This difference is mainly explained by the fact that the majority of part-time workers within the scope of the survey were women. At the higher end of wages, 28.3% of men had wages that exceeded 30,000 euros per year, while 17% of women did.

Graph 4. Accumulated distribution of gross annual wages



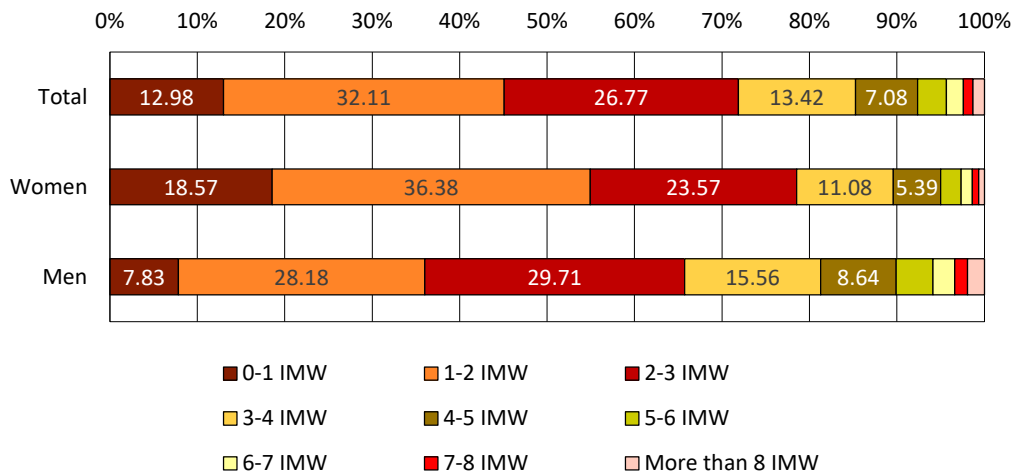
Graph 5 shows the distribution of workers based on their earnings with respect to the Interprofessional Minimum Wage (IMW), which in 2014 was 9,034.20 euros.

We can observe that 13% of workers did not reach the IMW in 2014, with the percentage being significantly higher among women than men. This is due to the fact that the majority of part-time workers fall into this interval. Taking into account only full-time workers, the percentage of workers with earnings below the IMW was symbolic, under 0.3%. This can be seen in Graph 6.

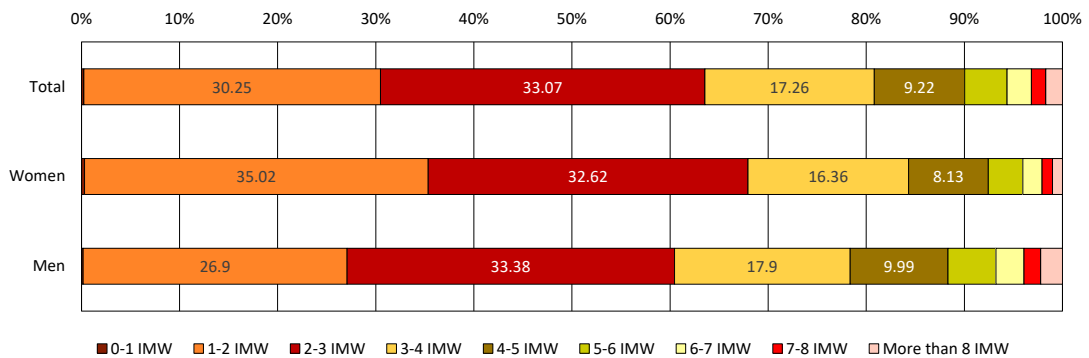
On the other hand, while 1.9% of men received more than 8 IMW, this percentage was reduced to 0.7% of women.

The comparison between the sexes by intervals is seen more clearly in Graph 7, which shows the percentage of men and women whose salary was in each interval. In the lower salary intervals, the percentage of women was considerably higher. Specifically, there were 68.6% in the salary interval lower than the IMW. The percentage of women decreases as wages increase, reaching 24.1% in the range of wages over 8 times the IMW.

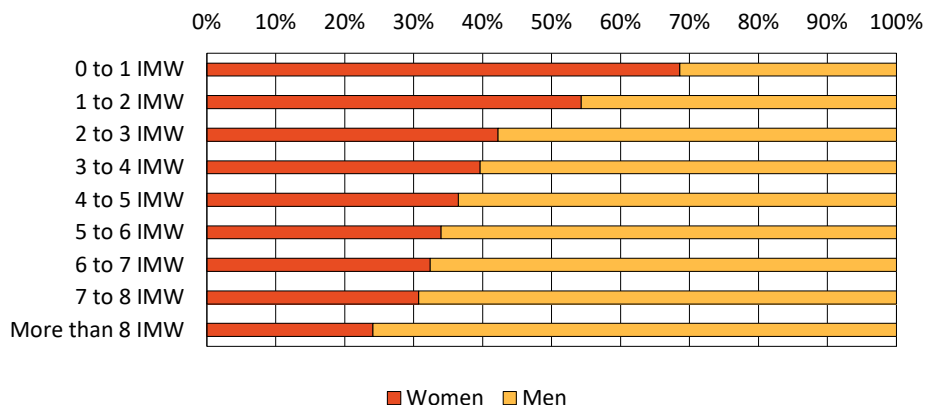
Graph 5. Percentage of employees according to their earnings with regard to the Interprofessional Minimum Wage (IMW)



Graph 6. Percentage of employees according to their earnings with regard to the Interprofessional Minimum Wage (IMW), full-time



Graph 7. Percentage of employees according to their earnings with regard to the Interprofessional Minimum Wage (IMW), by sex



In addition to the Gini Index (already discussed), there are other indicators of wage inequality, as presented in Table 1.

The proportion of workers with low earnings (*low pay rate*) measures the proportion of wage earners whose earnings per hour were less than 2/3 of the median earnings per hour. Information is included on the proportion of women in total wage earners with low hourly earnings.

In 2014, according to the results of the Structure of Earnings Survey, 12.9% of wage earners perceived an hourly earnings below 2/3 of the median hourly earnings (*low pay rate*). Of this total number of employees, 63.8% were women.

Other interesting wage distribution measurements are obtained from the wage deciles. To calculate these deciles, all employees are ordered according to the amount of annual salary received, and are divided into ten equal groups (10% of workers in each group). The first decile corresponds to the 10% of workers who received the lowest wages, the second decile corresponds to the 10% of workers who received the next level of wages, and so on, until reaching the ninth decile, which corresponds to the 10% of workers with the highest income. Median wage equals decile 5 (denoted by D5). The different ratios between the lowest (denoted by D1), the median (D5) and the highest decile (denoted by D9) give an idea of the breadth (inequality) between the different wage levels.

The values of these measures for the year 2014 are shown in Table 1. The annual salary of the highest paid 10% was twice the median salary and more than 3 times the salary of the lowest paid 10%.

According to the Eurostat definition, the gender gap not adjusted to individual characteristics that can explain part of the wage differences between men and women, is the difference between the gross hourly wage of men and that of women, expressed as a percentage of gross hourly wages for men. Eurostat calculates this only for employees who work in workplaces with 10 or more workers. In the hourly earnings, it includes overtime payment, but excludes overtime bonuses.

In 2014, the salary gap was 14.0%.

Chart1. Indicators of inequality

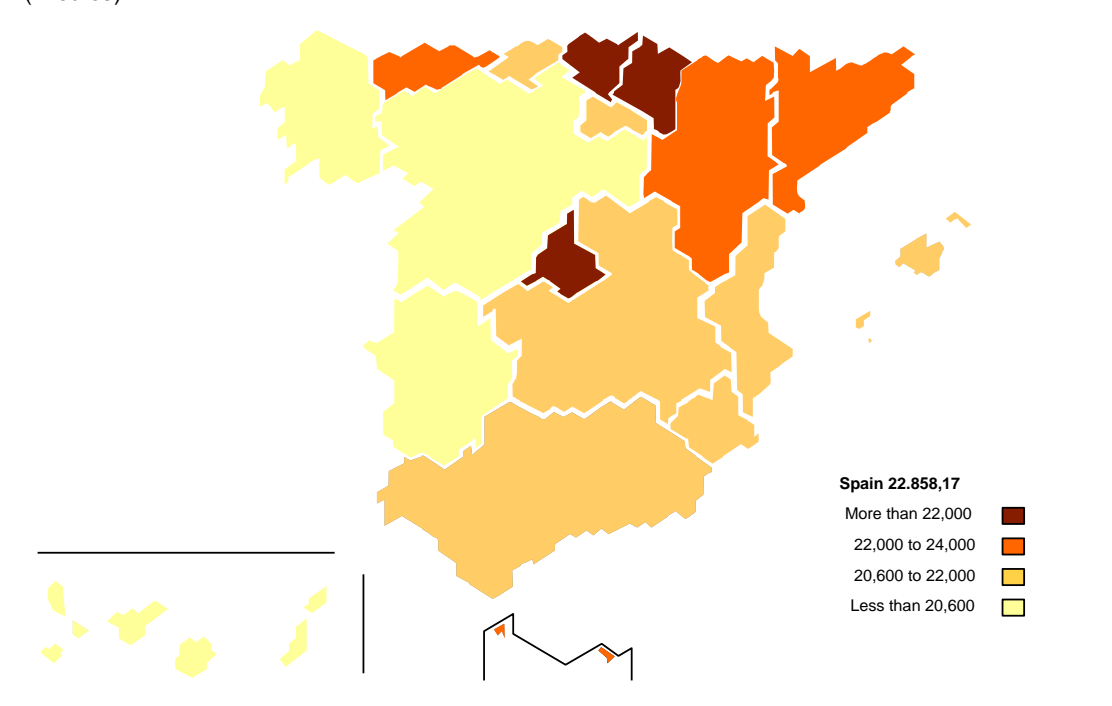
Gini Index	34.7
Proportion (%) of employees with low earnings (Low pay rate)	12.9%
Proportion (%) of women among the total wage earners whe low earnings	63.8%
D9/D5	2.07
D5/D1	1.57
D9/D1	3.25
Wage gap between women and men	14.0%

2 Territorial Analysis

The highest wages in 2014 corresponded to País Vasco (27,786.57 euros per worker per year), Comunidad de Madrid (26,570.35 euros) and Comunidad Foral de Navarra (24,700.78 euros). For their part, Extremadura (19,180.57 euros), Canarias (19,436.48 euros), and Galicia (20,195.89 euros) reported the lowest salaries.

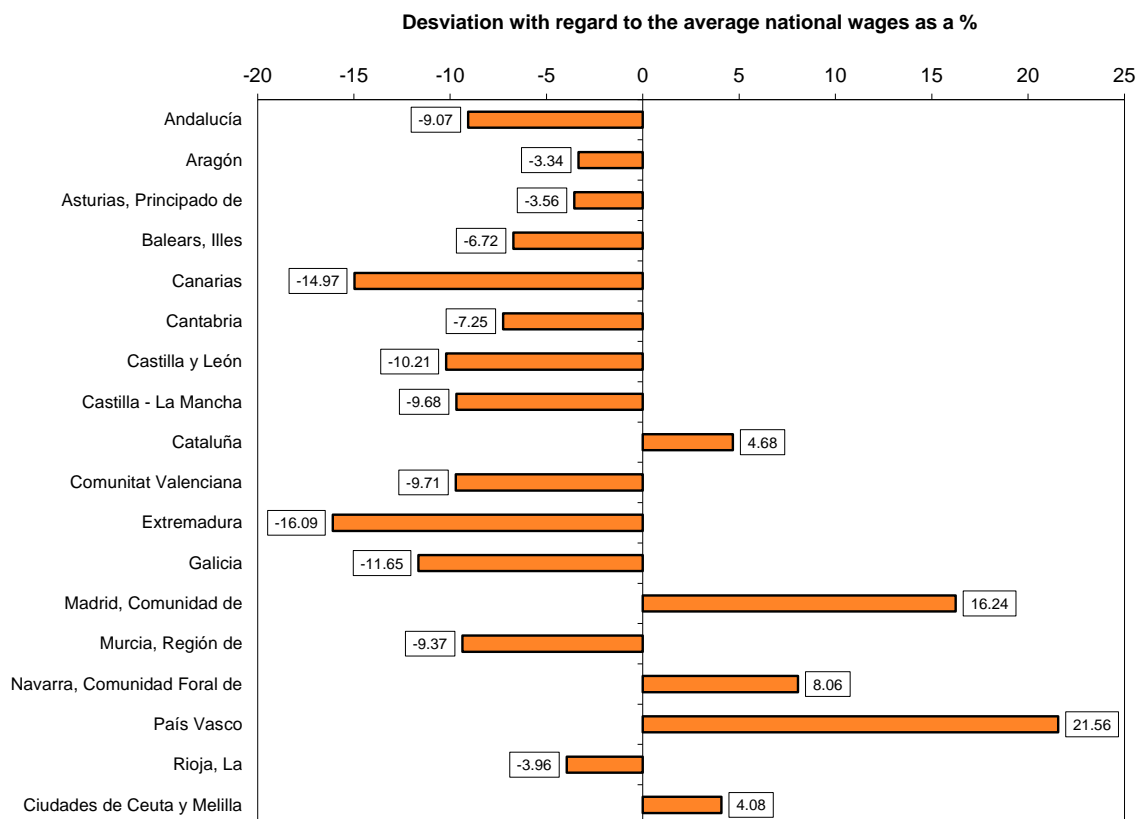
Graph 8 is a map of the Autonomous Communities, showing the average salaries for each of them in 2014.

Graph 8. Average annual wage by Autonomous Community
(in euros)



Graph 9 shows the differences in the average income of each community compared to the national group. In addition to the aforementioned communities with the highest salary, Cataluña and the autonomous cities of Ceuta and Melilla recorded average annual earnings above the national average.

Graph 9. Comparison of the average wages by Autonomous Community



The differences between the sexes were not the same in all regions, as seen in Table 2. This disparity is not always based on greater wage discrimination in one region or another, but rather on the different employment structures in each region. There are many factors influencing the salary differences between men and women: contract type, the type of working day, level of studies, and different occupations, among others.

The woman/man ratio is the percentage of the average female salary compared to the corresponding male salary. Thus, the cities of Ceuta and Melilla showed the lowest deviation between the sexes, followed by Canarias and Extremadura, while the community that presented the greatest divergence between the sexes was the Comunidad Foral de Navarra, followed by Cantabria and the Principado de Asturias. The results for Ceuta and Melilla for this survey should, however, be approached with caution, as the sample sizes are small, thus leading to higher sampling errors.

As a general rule, in almost all the Autonomous Communities, the average salary for women was between 8% and 30% below the average salary for men.

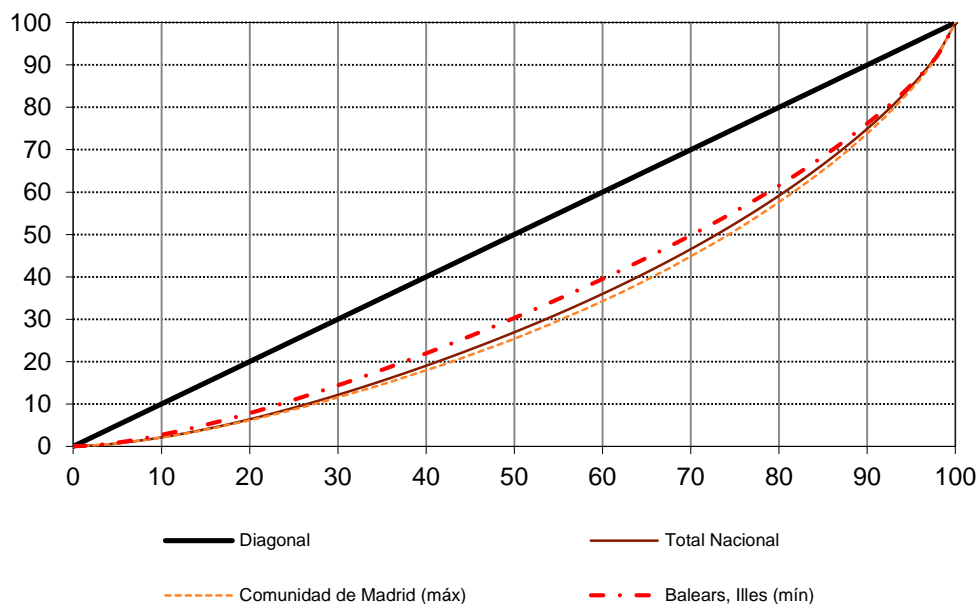
Likewise, interregional inequality can be studied by means of Lorenz curves for annual wages and their corresponding Gini indices (also in Table 2) for each Autonomous Community. Graph 10 shows the Lorenz curves for the extreme autonomous communities: the minimum (least inequality among its employees)

was achieved by Illes Balears with an index of 31.4 and the maximum (greatest inequality), by the Comunidad de Madrid, with a value of 37.9.

Chart 2. Main results by Autonomous Community

	Gross annual wages			Man/Woman ratio	Gini Index
	Total	Men	Women		
TOTAL NATIONAL	22,858.17	25,727.24	19,744.82	76.7	34.66
Andalucía	20,784.42	23,518.16	17,478.58	74.3	35.92
Aragón	22,095.79	25,118.61	18,764.63	74.7	33.16
Asturias, Principado de	22,045.29	25,322.01	18,400.68	72.7	34.62
Balears, Illes	21,322.08	23,770.56	19,008.38	80.0	31.44
Canarias	19,436.48	20,641.49	18,201.48	88.2	34.33
Cantabria	21,199.83	24,685.21	17,668.55	71.6	34.44
Castilla y León	20,524.83	22,904.80	17,682.88	77.2	33.86
Castilla-La Mancha	20,644.88	22,719.35	18,157.02	79.9	33.29
Cataluña	23,927.17	27,447.71	20,324.88	74.0	35.19
Comunitat Valenciana	20,639.58	23,479.71	17,511.66	74.6	35.14
Extremadura	19,180.57	20,829.72	17,413.85	83.6	35.21
Galicia	20,195.89	22,505.05	17,797.03	79.1	33.15
Madrid, Comunidad de	26,570.35	29,734.23	23,326.94	78.5	37.93
Murcia, Región de	20,717.07	23,419.03	17,500.99	74.7	35.34
Navarra, Comunidad Foral de	24,700.78	28,659.74	20,163.10	70.4	31.55
País Vasco	27,786.57	31,271.00	23,781.55	76.0	33.08
Rioja, La	21,954.10	24,814.25	18,959.85	76.4	33.06
Ciudades de Ceuta y Melilla	23,791.12	24,784.46	22,631.26	91.3	35.52

Graph 10. Lorenz curve of gross annual wages

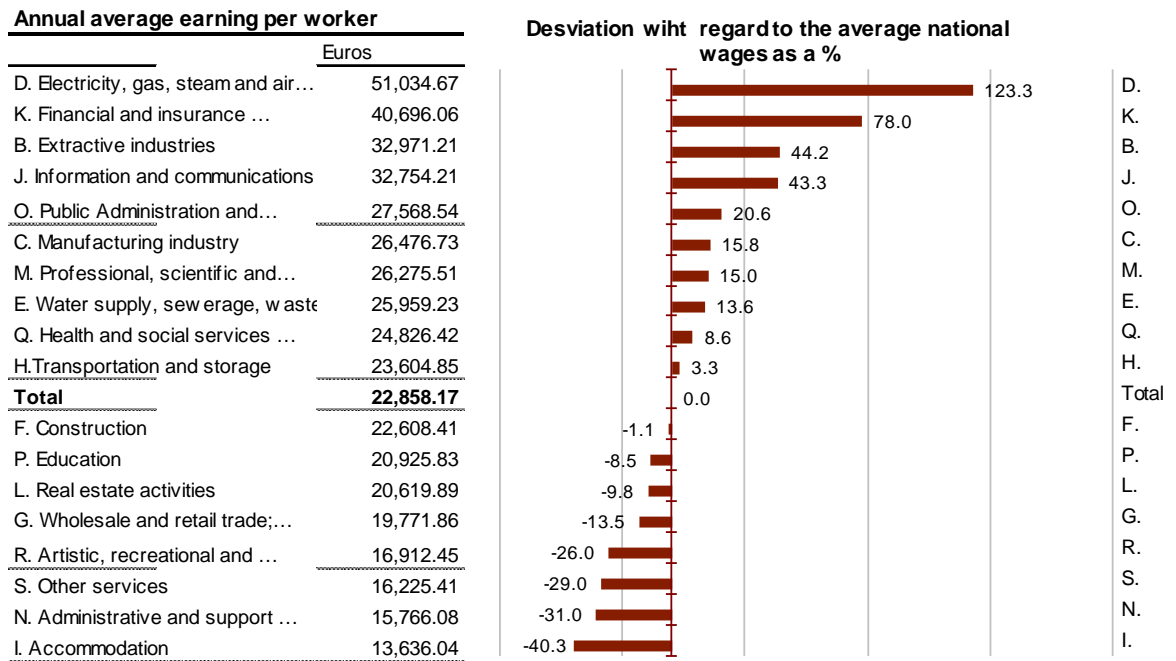


3 Wages by Activity Branch¹

There are large salary differences by economic activity. As can be seen in Graph 11, the economic activity with the highest average annual salary was Section D of the CNAE-09, Electricity, gas, steam and air conditioning supply, which, with an average of 51,034.67 euros per worker per year, provided a salary 123.3% higher than the national average. This was followed by Section K, Financial and insurance activities, with 40,696.06 euros (78% more than the average salary).

On the other hand, the lowest average annual salary was found in Section I, Hospitality, with 13,636.04 euros, or 40.3% below the national average. This was followed by Section N, Administrative activities and auxiliary services, with an average salary of 15,766.08 euros, or 31% lower than the national average.

Graph 11. Annual average earnings per worker by Activity Branch



¹ Description of the activity sections in the 2009 National Classification of Activities (CNAE-09):

- B. Extractive industries
- C. Manufacturing industry
- D. Electricity, gas, steam and air conditioning supply
- E. Water supply, sewerage, waste management and remediation activities
- F. Construction
- G. Wholesale and retail trade; repair of motor vehicles and motorcycles
- H. Transportation and storage
- I. Accommodation
- J. Information and communications
- K. Financial and insurance activities
- L. Real estate activities
- M. Professional, scientific and technical activities
- N. Administrative and support service activities
- O. Public Administration and defence, compulsory Social Security
- P. Education
- Q. Health and social services activities
- R. Artistic, recreational and entertainment activities
- S. Other services

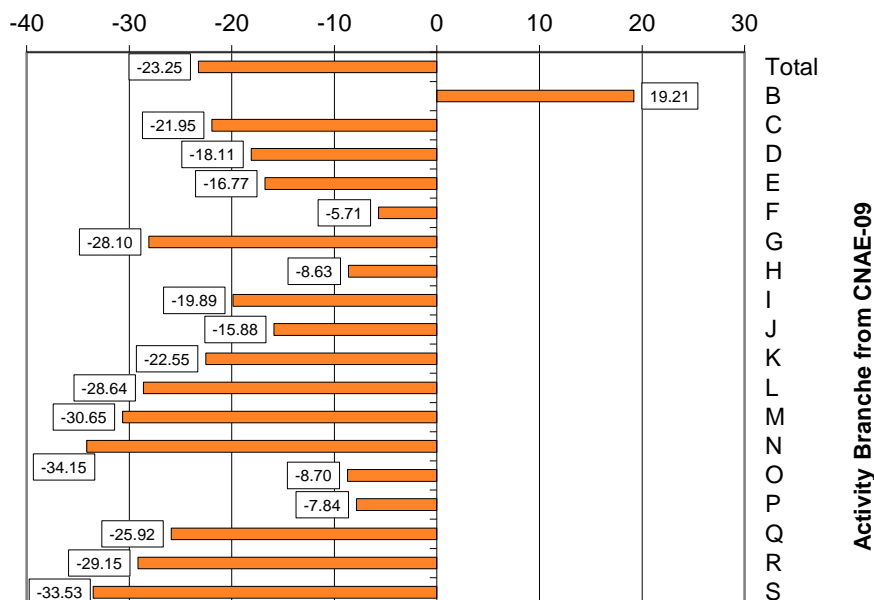
The sections corresponding to Construction, Trade, Hospitality, Real estate activities, Administrative Activities and auxiliary services, Artistic, recreational and entertainment activities and Other services had an annual salary lower than the national average. The remainder of the activities had an above-average salary.

As regards wage differences by sex and economic activity, it should be noted that the ranking of activities in each sex was maintained with slight modifications. Thus, Electric energy, gas, steam and air conditioning supply received the highest salaries, both for men and for women, while Hospitality had the lowest.

Analysing the salary differences between men and women for each economic activity (Graph 12), we can see that women had a lower salary than the men in all sections except Section B, Extractive Industries. In this area, the average salary of women was 19.1% higher than that of men, due to the fact that in this activity, the women selected in the sample held jobs with higher qualifications than the men. However, these results should be taken with caution, since there are very few women working in these activities and the sample size is small, meaning that the sampling errors are high. Specifically, the coefficient of variation for the data on the average salary of women in Section B is 18.53, while the relative general sampling error is 0.42.

At the other extreme, the section with the greatest divergence between men's and women's salaries is Section N, Administrative activities and auxiliary services. The inequality is partially explained by differences in occupations and in type of working day and contract.

Graph 12. Desviation of women's earnings over men's earnings by Activity Branch in %

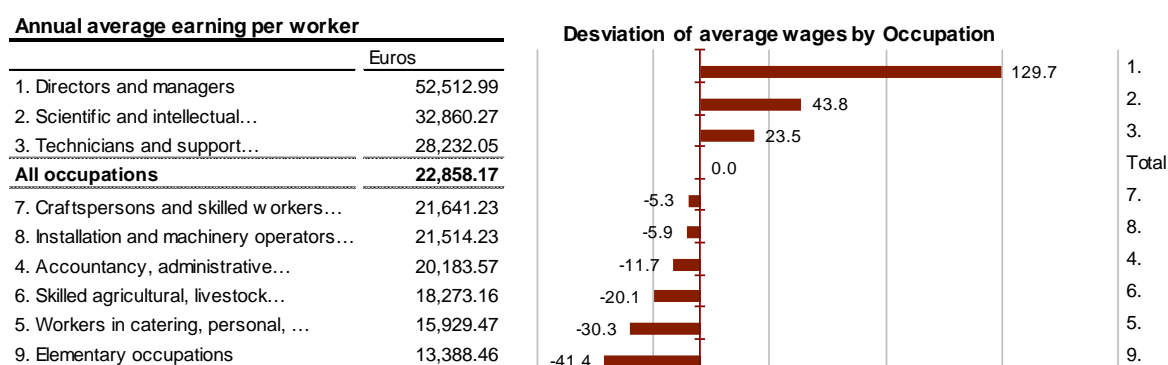


4 Wages and Occupation²

Occupation was one of the variables that most influenced the wage level. Graph 13 shows the average wages and the deviation from the total. There is a pronounced difference between the wages for Major group 1, Directors and managers, and the wages of the other occupational groups (129.7% higher than the average salary).

As regards the remainder of the occupations, wages for Major groups 2 (Technicians and scientific and intellectual professionals) and 3 (Technicians; support professionals) were above the average. The other occupations had average wages lower than the national average, with the lowest wages going to Basic occupations (Major group 9), followed by Workers in catering, personal, protection and retail services (Major group 5) and of Skilled agricultural, livestock, forestry and fishing sector workers (large group 6). In the case of military occupations, only a small group met the study conditions, meaning there is not enough data to provide a reliable result.

Graph 13. Annual average earnings per worker by Occupation



The tables in the publication show not only the average salary, but also certain percentiles for the occupations, which provides a greater level of detail on the salary differences. For Major group 1 of occupations, Directors and managers, the average salary amounted to 52,512.99 euros, but 10% of this group exceeded 81,059.93 euros; on the other hand, the average salary of workers in Basic occupations, Major group 9, reached 13,388.46 euros, and of these, the most favoured 10% exceeded 22,092.00 euros.

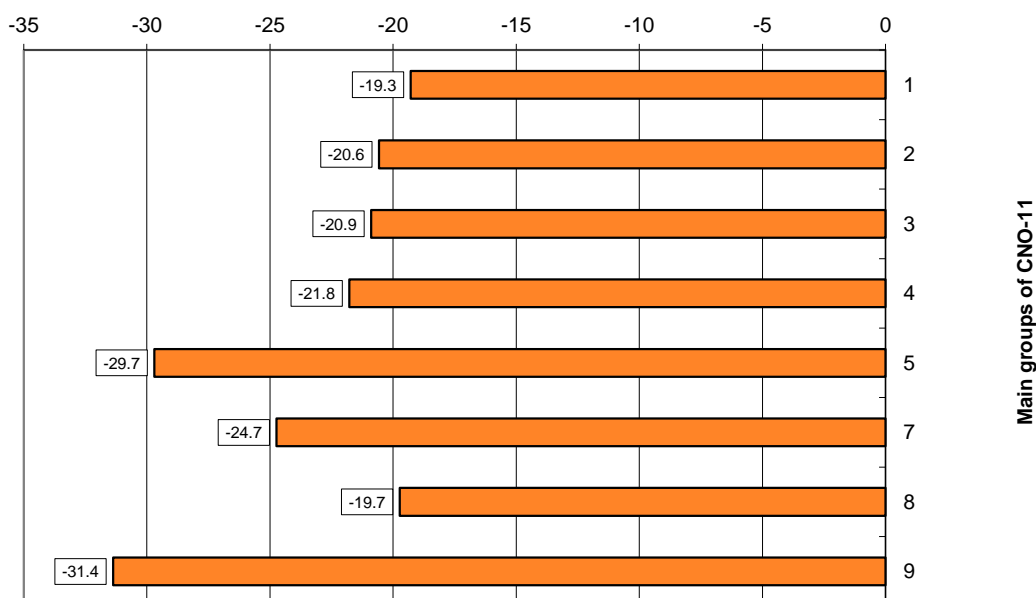
² Description, Major Groups of the National Classification of Occupations 2011 (CNO-11)

- 1 Directors and managers
- 2 Scientific and intellectual technicians and professionals
- 3 Technicians; support professionals
- 4 Accounting, administrative and other office employees
- 5 Workers in catering, personal, protection and retail services
- 6 Skilled agricultural, livestock, forestry and fishing sector workers
- 7 Craftspersons and skilled workers manufacturing industries and construction (except installation and machinery operators).
- 8 Installation and machinery operators, assemblers
- 9 Basic occupations
- 0 Armed forces occupations

This pattern is repeated if broken down by occupation and sex. The occupations with the highest remuneration were the same for men and women (Major groups 1, 2 and 3), and in the same order. The groups with the lowest salaries also coincided in men and women (Major groups 5, 6 and 9), but the order differs from that observed in the global results. It should be noted that for women in Major group 6, the sample size is less than 100 workers, which makes the result unreliable. The data is therefore not given.

Graph 14 shows that in all occupations women had a lower salary than men. The smallest difference was observed in Major group 1, Directors and managers, where it is, on average, 19.3% lower. The greatest difference is in Major group 9, Basic occupations, with 31.4% less than the average annual salary.

Graph 14. Deviation of women's earnings over men's earnings in % by Occupation



One important factor with occupation is knowing if the worker is responsible for other workers or performs supervisory tasks, and how these tasks affect wages. Graph 15 shows how in each occupation, having responsibility led to an increase in salary compared to the average salary for said occupation. In this case, the greatest responsibility-related differences in salary were in Major group 5, *Workers in catering, personal, protection and retail services*, while Major group 1, *Directors and managers*, had smaller responsibility-related salary differences.

The occupations included in Major groups 8 and 9 of the CNO-11 do not include supervision of other workers.

Graph 15. Comparison of average annual wages by occupation, with and without supervising responsibility

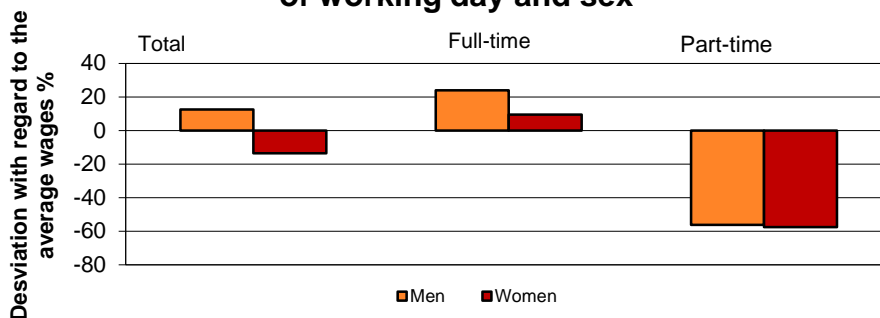


The Major occupation groups remain internally heterogeneous, and for a better study of wage discrimination it is necessary to delve into the classification of occupations and add other variables to the study, such as the type of working day and contract.

5 Wages and type of working day

The type of working day is, without a doubt, one of the determining variables of salary level. In the figures in Graph 16 -which collects the annual wages of workers based on hours worked- it can be seen that the average annual wage level in part-time hours was less than 50% of the average wage total, for both men (56.1%) and women (57.6%).

Graph 16. Comparison of average annual of type of working day and sex

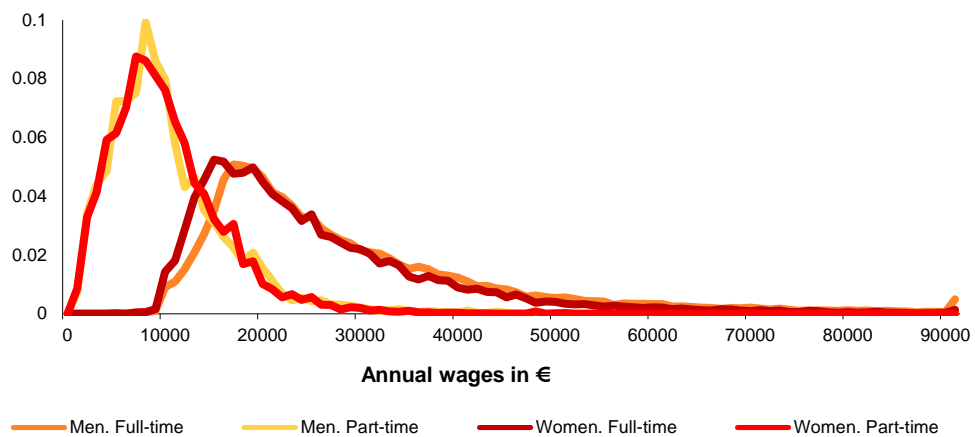


However, this comparison, which is valid from the point of view of workers' income, is misleading if we compare wages as "price of labour" since full-time wages correspond to more hours of work than do part time. Earnings per hour, which is analysed at the end of this section, is thus the most relevant variable.

Before continuing describing the results obtained by type of working day, it should be noted that within the area investigated, 17.6% of workers had part-time hours: 9.8% in the case of men and 28.1% of women.

The concentration of part-time workers' wages is of particular note. Graphs 17 and 18 detail this. Graph 17 shows that the wages of part-time workers are much more concentrated around the modal value, the maximum peak of the curve, and that this value is similar in both sexes.

Graph 17. Density functions of hourly wages per worker by type of working day and sex



Graph 18. Distribution of annual wages by type of working day and sex



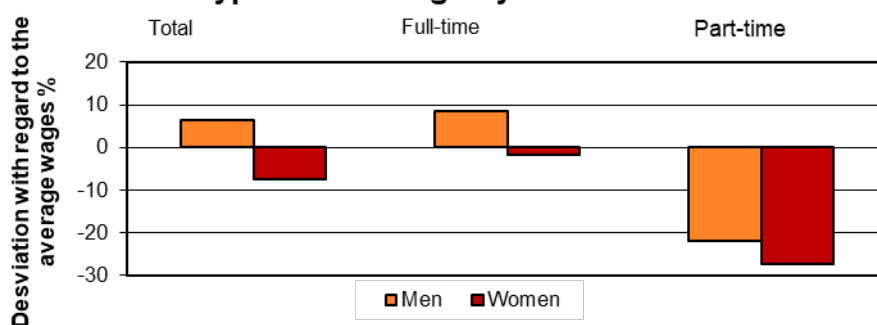
Graph 18 shows that just over 75% of part-time workers, whether men or women, had an income of less than 13,000 euros in 2014. In addition, 80% of men and women with lower salaries have a similar salary distribution (the figures overlap).

Regarding full-time workers, the distribution of women's wages is to the left of that of men for all salary levels, which means that the distribution for women has a greater density in values of lower salary levels.

Per hour earnings have been calculated as the monthly earnings divided by the hours worked (normal and extraordinary) for the reference month. The reference month used is October 2014, which is not characterized by extraordinary payments, and resulting hourly earnings are thus lower than what would be obtained if annual data were used. The reason for using this method is that the estimate of the hours worked in the reference month is more accurate than the annual hours (see the working time section of the methodological note).

Earnings-hour for part-time workers were more than 20% lower than average earnings-hour, regardless of sex: 27.5% lower for women and 22% for men. However, while the earnings-hour of full-time men was 8.6% higher than the average earnings, that of women was 1.7% lower than the average. These results are represented in Graph 19.

Graph 19. Comparison of the hourly wage by type of working day and sex

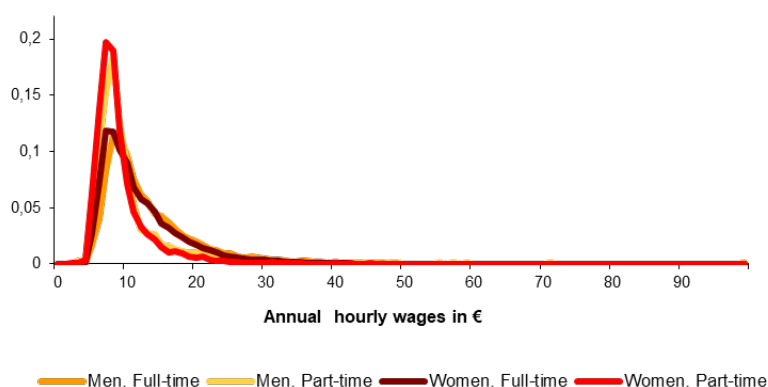


Indeed, while the average annual female wage was, as already mentioned, 23.3% lower than that of males, if the hourly wage is considered, this difference is reduced to 13%.

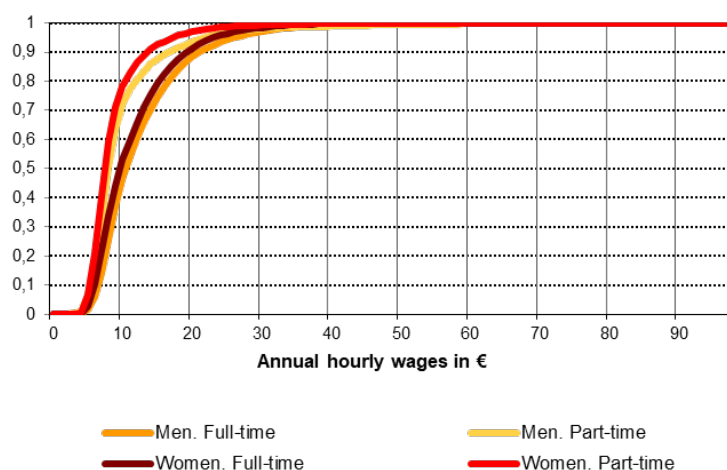
Just as the distribution of the annual salary according to the type of working day has been studied, the distribution of the hourly salary according to the same variable is studied below in Graphs 20 and 21.

If we compare graphs 17 and 20, that is, the density functions of the annual salary and the hourly salary, respectively, we can see that the peaks of the hourly profit curves per worker are much closer to each other, both full-time and part-time, than for annual profit. In other words, in terms of labour prices the differences in salary by sex and type of working day were not as high as when making a comparison in terms of annual income.

Graph 20. Density functions of hourly wages per worker by type of working day and sex



Graph 21. Distribution of hourly wages per worker by type of working day and sex



Graph 21 shows that more than 75% of part-time women had hour-earnings of less than 10 euros, while, for the same percentage, full-time women had earnings of less than 14 euros. In the case of men, 75% of those who worked part-time had earnings of less than 11 euros, and this figure was 16 euros for full-time.

In the study of the type of working day, in the case of women lower wages are observed for both full-time and part-time. However, if hourly earnings are analysed, the differences observed between the types of working day are greater than those between men and women.

6 Wages and type of contract

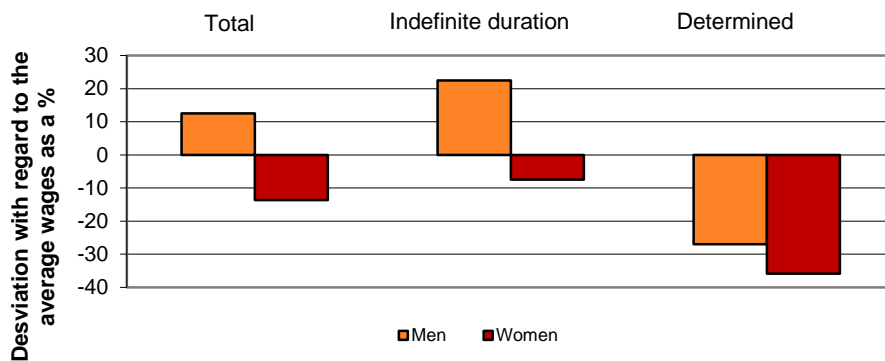
For the purposes of the survey, two types of contract have been considered: permanent contracts and fixed-term (temporary) contracts.

In order to compare workers with an indefinite-term contract and those with a fixed-term contract, the salary of workers who did not stay at the workplace all year has been adjusted. To this end, they were assigned equivalent annual wages to those they would have been paid, had they worked for the entire year under the same conditions.

Workers with a fixed-term contract had average annual wages that were 36.6% lower than those of persons with permanent contracts and 31.4% lower than the global average salary. Differentiating by sex, men with a permanent contract had a salary that was 22.5% higher than the average annual salary, while in the case of the fixed duration contracts, it was lower by 27%. Among women, wages were below the average wage, regardless of the type of contract: 7.5% lower for permanent contracts and 35.9% lower for fixed-term contracts. Graph 22 represents this analysis.

One characteristic that stands out is that the proportion of men and women by contract type is similar. In both cases, the number of indefinite-term contracts is higher than 78%.

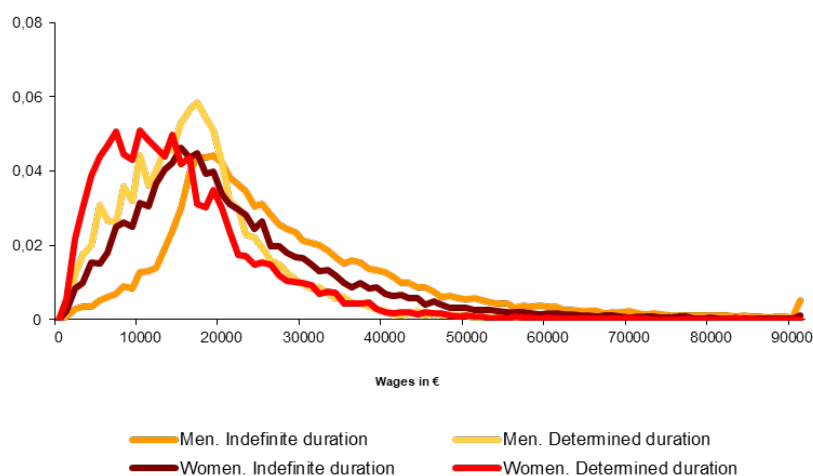
Graph 22. Comparison of average annual wages by type of contract and sex



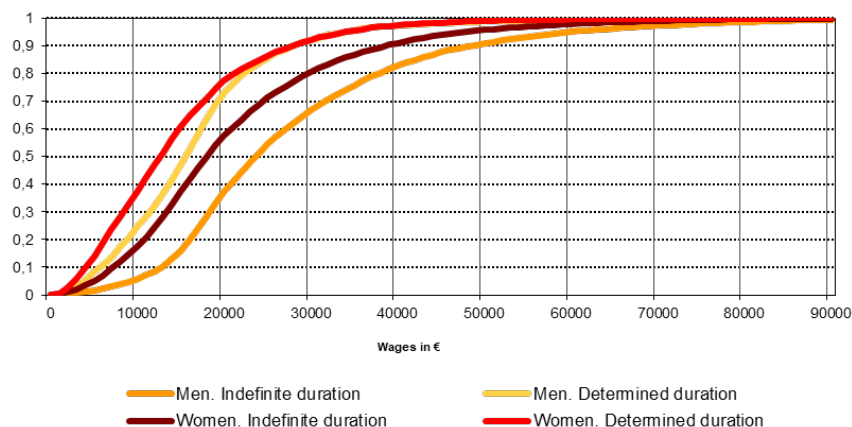
Graph 23 firstly shows a large irregularity in densities according to contract type. The lowest annual earnings corresponded primarily to fixed-term contracts for women. On the other hand, men with a permanent contract were the least frequent in low earnings and the most frequent in high earnings.

This is more clearly reflected in Graph 24, where the curve furthest to the left (lowest earnings) is that of women with a fixed-term contract, while the one furthest to the right is that of men with a permanent contract.

Graph 23. Density functions of annual wages by type of contract and sex



Graph 24. Distribution of annual wages by type of contract and sex



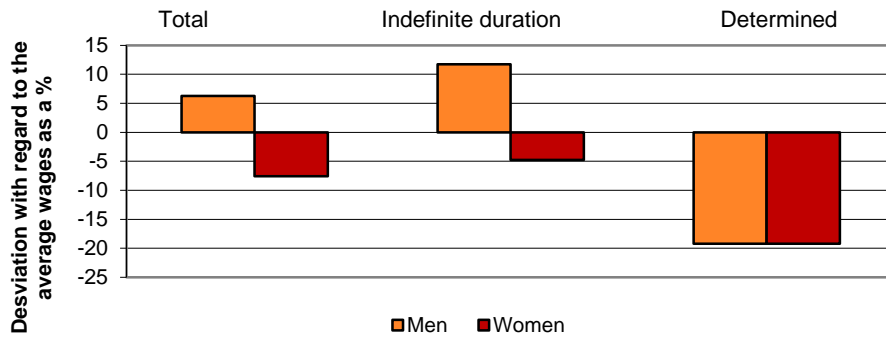
Another interesting observation from Graph 24 is the difference in salary levels according to contract type and sex. For example, the 50% of workers with the lowest annual remuneration in the case of fixed-term contracts have an annual salary of less than 13,000 euros for women and less than 16,000 euros for men. In the case of indefinite-term contracts, 50% of workers have an annual salary of less than 18,000 euros, for women, and 24,000 euros, for men.

In the highest salaries, while 17.2% of the men with permanent contracts had an annual salary of more than 40,000 euros, only 8.9% of the women with the same type of contract exceeded that amount. In the case of fixed-term contracts, the percentage was 2.6% in both cases.

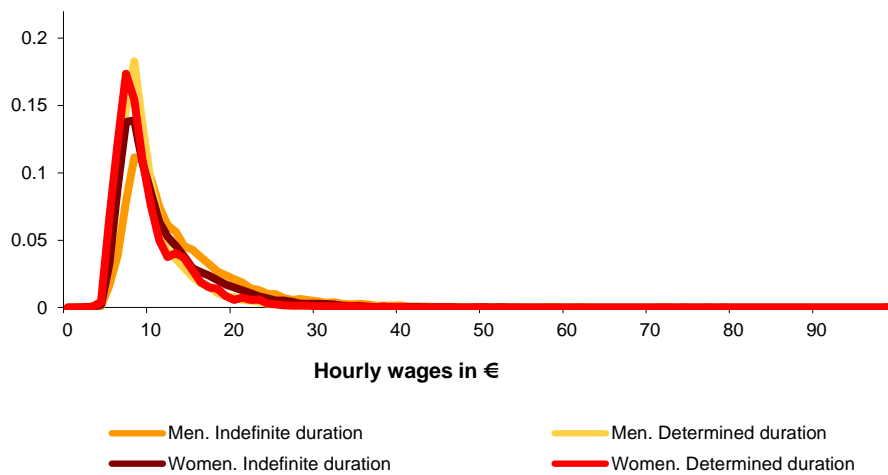
In per hour earnings, represented in Graph 25, there are fewer differences both between men and women, and between infinite and fixed duration contracts, than when the comparisons are made with the annual salary. This is seen not only in

the mean values, but also in the distributions represented in Graphs 26 and 27, where the density and distribution functions are, respectively.

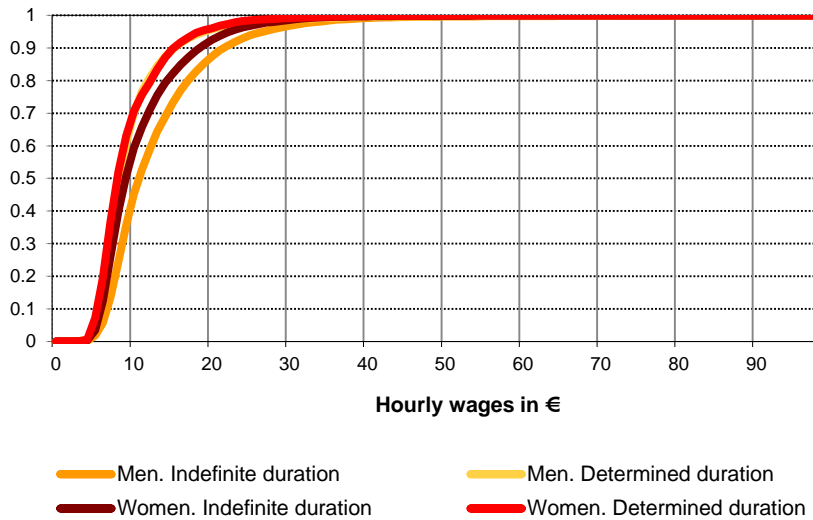
Graph 25. Comparison of the hourly wage by type of contract and sex



Graph 26. Density functions of hourly wages per worker by type of contract and sex



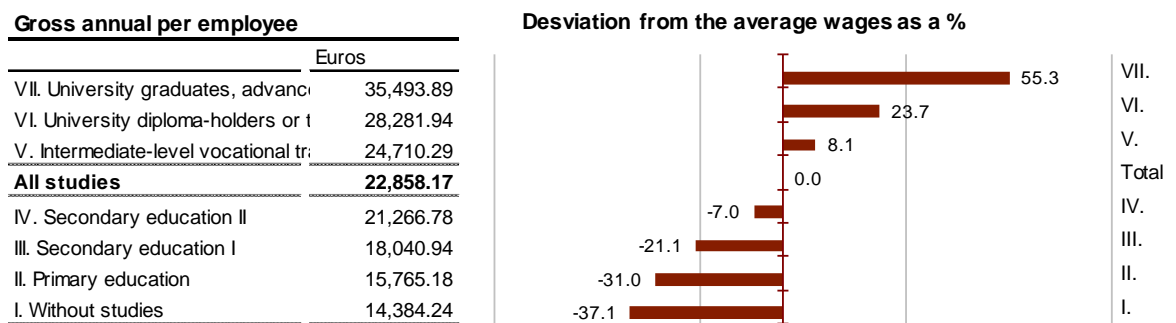
Graph 27. Distribution of hourly wages per worker by type of contract and sex



7 Wages and level of studies

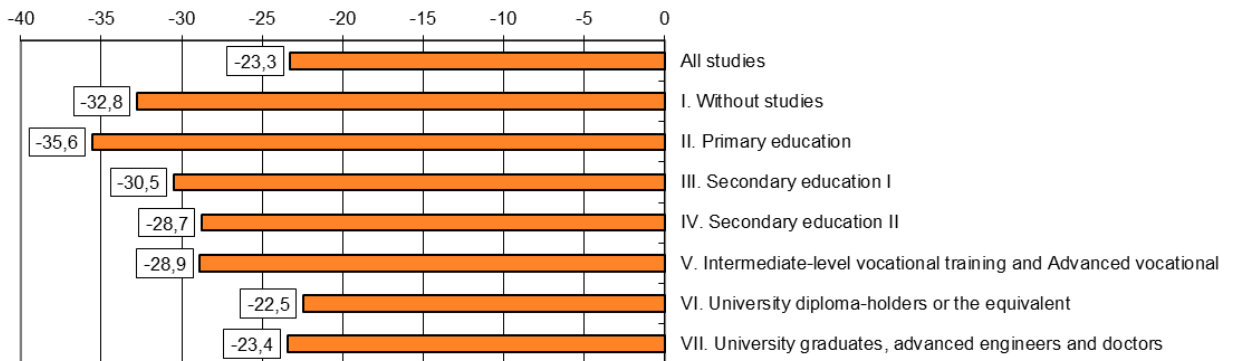
Together with the occupation variable, education is one of the most important characteristics when studying worker earnings. Wage differences between workers with different official qualifications are, logically, very notable. As can be seen in Graph 28, annual salary increases as educational level increases. Workers without studies or those who have not completed Primary Education received a remuneration 37.1% lower than the average salary, while university graduates received an annual salary 55.3% higher than the average. With higher level vocational training and above, the remuneration exceeded the average salary.

Graph 28. Average annual wages by level of studies



The difference between men and women is evident when comparing workers with the same degree level, in Graph 29. The average salary for women was more than 20% below the average salary for men at any given level of education. The greatest relative differences between men's and women's salaries were observed at the level of *Primary Education* and *Less than Primary*, while the smallest differences were in the groups of *Higher Level Degree Holders* and *University Graduates*.

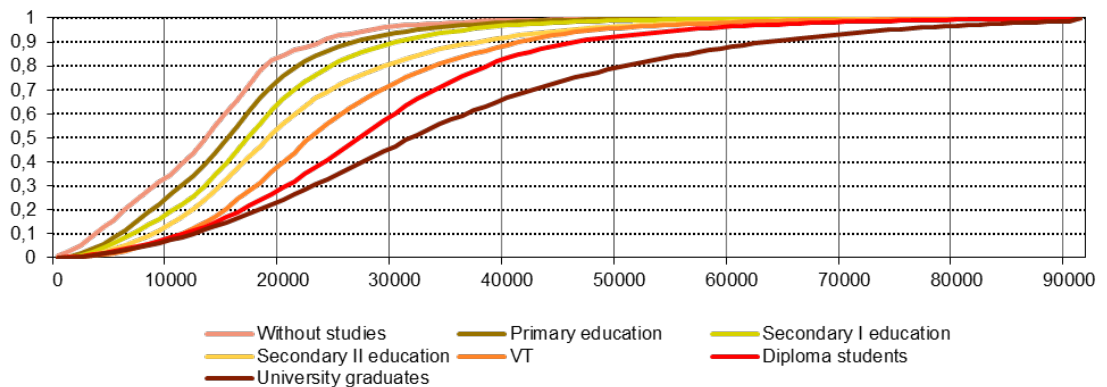
Graph 29. Deviation of women's earnings over men's earnings by level of studies as a %



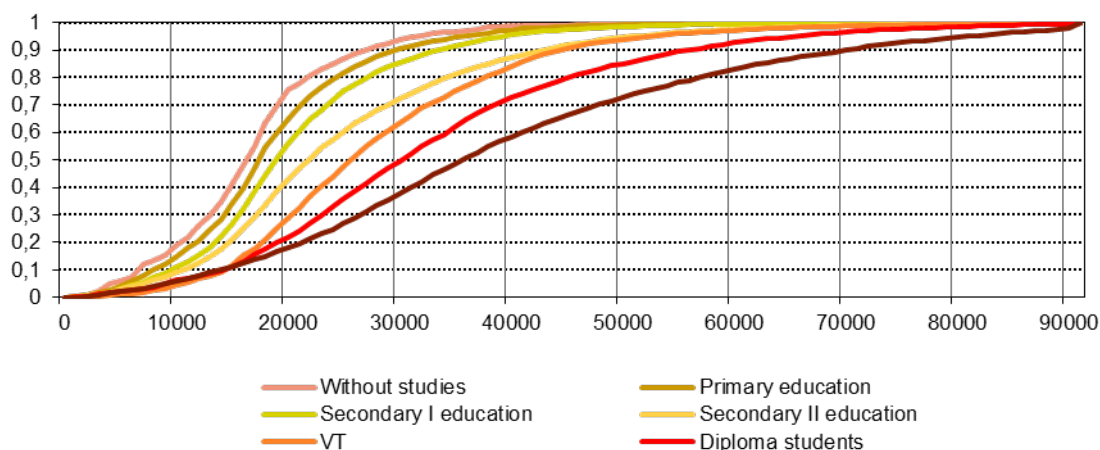
Graphs 30, 31 and 32 show the distribution of salaries according to the level of studies achieved. Here, the large differences between low and high levels of studies can be seen. In the case of men, graph 31 shows how more than 50% of university graduates exceeded a gross salary of 35,000 euros in 2014. 3.2% of male workers with no education earned more than that amount. In the case of women, 50% of graduates exceeded an annual gross salary of 28,000 euros, while only 1.2% of workers without studies managed to exceed this income.

The similarity of the curves corresponding to primary and lower secondary school studies stands out, and they practically overlap in the case of women (graph 32).

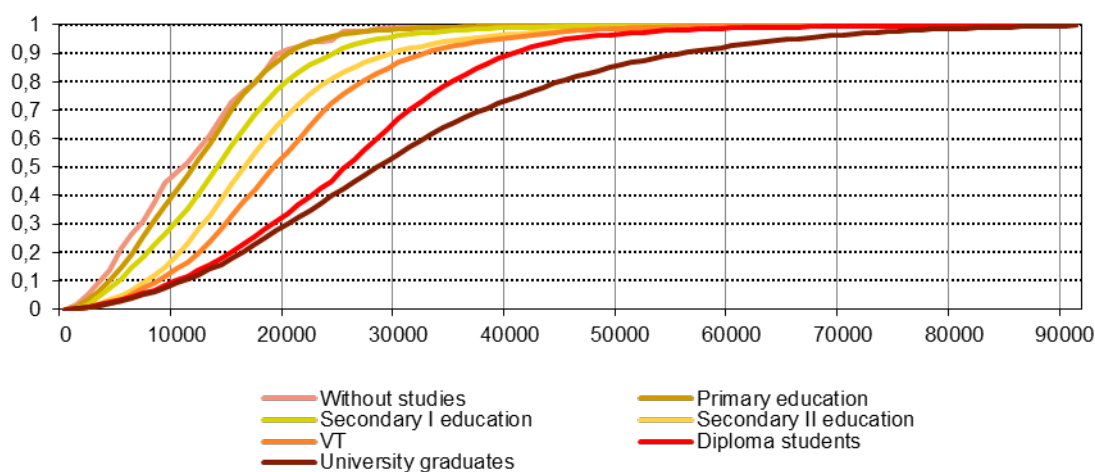
Graph 30. Distribution of gross annual wages by level of studies



Graph 31. Distribution of gross annual wages by level of studies. Men



Graph 32. Distribution of gross annual wages by level of studies. Women



8 Wages and age

As can be seen in Graph 33, there is a positive relationship between worker age and salary level. While there is no salary supplement for age, there is one for company seniority. Seniority will be the object of study for the next point. However, it should be noted that these two variables are closely related, since the oldest workers will, in general, be those who also have more seniority.

Furthermore, workers change jobs over time, and in most cases they do so while improving their economic conditions, due to the higher value placed on experience acquired with age.

The graph shows how the lines for men and women fade with age. Wage differences by sex were greater as the age of the workers increased, except in the final bracket. In the lower and upper ages, the curve's behaviour is somewhat erratic. The sample is small and this causes a decrease in the statistical reliability of the results.

Graph 33. Average annual wages by age in complete years, by sex



Chart 3. Main results by age in complete years

	Gross annual wages			Men/Women ratio
	Total	Women	Men	
ALL AGES	22,858.17	25,727.24	19,744.82	76.7
Under 20 years of age	7,732.36	9,060.68	6,577.38	72.6
20 to 24 years old	11,835.07	13,072.04	10,603.52	81.1
25 to 29 years old	16,305.61	17,634.95	15,019.71	85.2
30 to 34 years old	20,208.67	21,924.81	18,435.40	84.1
35 to 39 years old	22,920.46	25,392.10	20,324.74	80.0
40 to 44 years old	24,132.53	27,068.98	20,953.82	77.4
45 to 49 years old	25,078.78	28,787.48	21,101.20	73.3
50 to 54 years old	25,819.99	29,302.92	21,786.77	74.4
55 to 59 years old	27,360.02	31,451.87	22,482.92	71.5
64 to 64 years old	24,091.36	26,665.12	20,460.53	76.7
65 years old and over	23,854.21	31,005.29	15,756.77	50.8

9 Salaries and company seniority

As noted in the previous section, the study of salary's dependence on company seniority makes sense. This is in part because there is a salary supplement specifically linked to seniority, but also because it is assumed that with the experience gained in the company, workers are promoted within the scale of responsibilities and remuneration. Graph 34 shows this trend of salary increases with seniority.

It should be noted that the sample gradually shrinks with age, so the results at the tail end of the graph must be interpreted with caution.

Graph 34. Average annual wages by company seniority in complete years, by sex

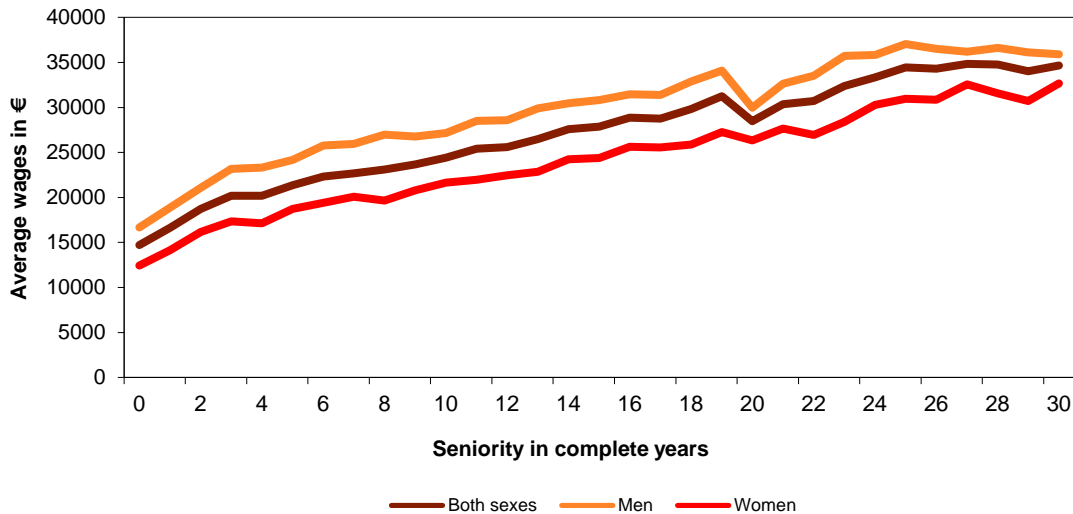


Chart 4. Main results by seniority in complete years

	Gross annual wages			Men/Women ratio
	Total	Women	Men	
ALL	22,858.17	25,727.24	19,744.82	76.7
Less than 1 year	14,728.59	16,676.86	12,451.70	74.7
1 to 3 years	18,174.43	20,608.61	15,615.77	75.8
4 to 10 years	22,452.23	25,673.72	19,560.54	76.2
11 to 20 years	27,475.66	30,421.49	24,024.48	79.0
21 to 29 years	33,160.61	35,617.82	29,781.71	83.6
30 years and over	33,872.92	35,738.78	30,840.57	86.3

10 Wages and nationality

Only 5% of those in sample have foreign nationality, so the results of this section should be taken with care, especially in regard to workers from European countries that do not belong to the European Union.

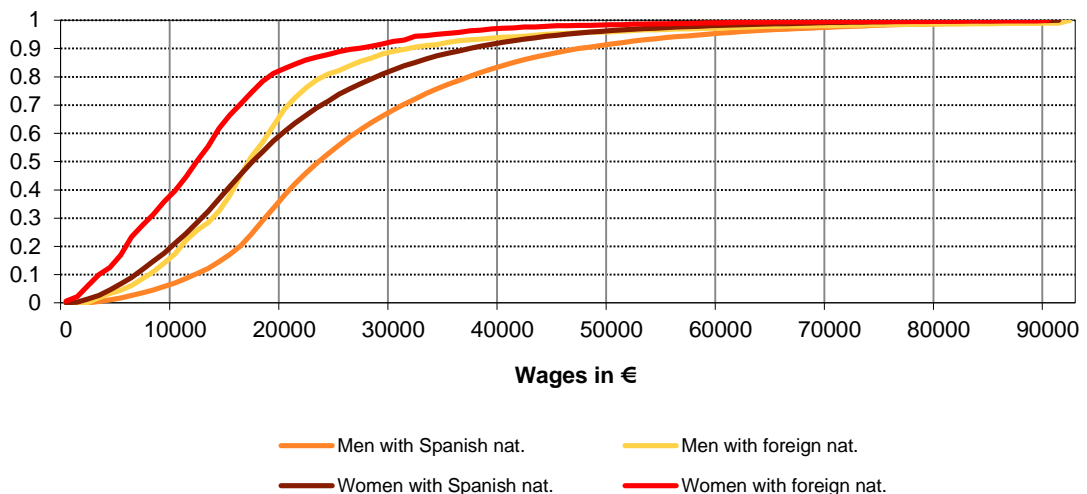
As can be seen in Graph 35, only national workers had a salary above the average. The rest of the workers in the European Union had a salary lower than the average by 11.7%, while the rest of the nationalities had a salary lower than the average by more than 30%.

Graph 35. Comparison of average annual wages by nationality



Graph 36 shows salary distribution by nationality and sex. The most favoured group are Spanish men, while foreign women are the lowest paid. The curves for Spanish women and foreign men intersect.

Graph 36. Distribution of annual salary by nationality



More than 50% of male Spanish workers earned more than 22,000 euros in 2014. 33% of Spanish women equalled or exceeded said average reference salary, while 21% of men and 15.5% of women with foreign nationality did so.

For the highest salaries, starting at 60,000 euros, the percentage of Spanish men with annual salaries above that figure in 2014 was 4.3%, while only 2.6% of foreign men exceeded this amount. For women, only 1.8% of female Spanish workers had a salary of more than 60,000 euros, and only 0.9% in the case of foreign women.

11 Composition of monthly salary

The usual accrual period is the month. However, the existence of payments whose expiration period is longer than one month (extraordinary payments) means that it should not be used as the only reference, especially when comparing salary levels.

In this survey, the monthly salary has been used to analyse composition according to remuneration items (base salary, salary supplements). The analysis of salary differences according to the different variables, as seen in the previous sections, has been conducted with the annual salary.

The amount and frequency of the so-called “extraordinary payments” varies from one worker to another. The most common case consists of the receipt of two extra payments each year, one for summer and one for Christmas; but in certain activity sectors three, four or even six extraordinary bonuses are received during the year, and these can have different names (benefits, agreement, results, etc).

On the other hand, certain professions include “irregular” remuneration, in the sense that the amount is not known in advance. This includes salesperson rewards or bonuses, supplements for night work, on weekends or shifts, and overtime pay.

The range of salary supplements, and net salary in general, is enormous and the survey cannot isolate all possibilities. From a statistical point of view, and to facilitate the comparison of the monthly salary, the following four categories of payments were thus considered sufficient:

- The fixed part of the monthly salary: base salary.
- Salary supplements, showing the total of supplements and the bonuses for night time, shifts, and work on holidays.
- Overtime payments.
- Extra payments received in the month of October.

Table 5 shows the breakdown of the average monthly salary.

Chart 5. Composition of monthly wages

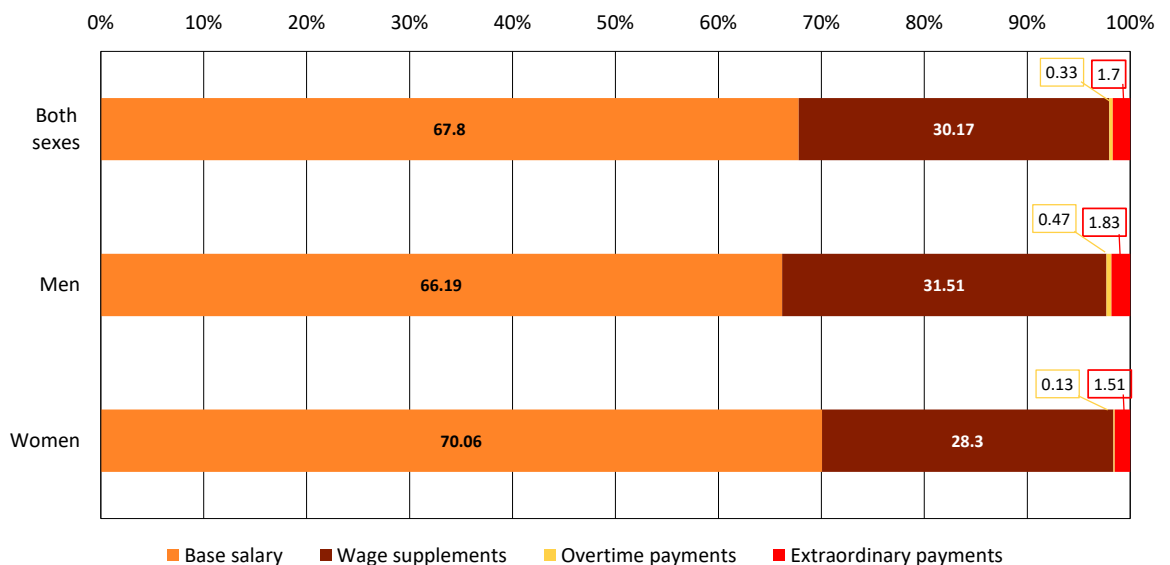
(euros)

Base wage	1,177.15
+ Wage supplements	523.83
+ Overtime payments	5.65
Ordinary wage	1,706.63
+ Extraordinary payments	29.53
Gross wage	1,736.16
- Social Security contributions *	110.88
- Income tax withholdings	268.40
Net wage	1,356.88

* By the worker

Graph 37 shows the composition of the average salary for the total and by sex in the month of October 2014. The base salary was the main component of the total salary. It reached 66.2% in the case of men and 70.1% in the case of women. This difference is related to the salary differences between men and women. In fact, salary composition generally varies with salary level. The higher the salary, the greater the weight of salary supplements.

Graph 37. Composition of gross monthly wages by sex

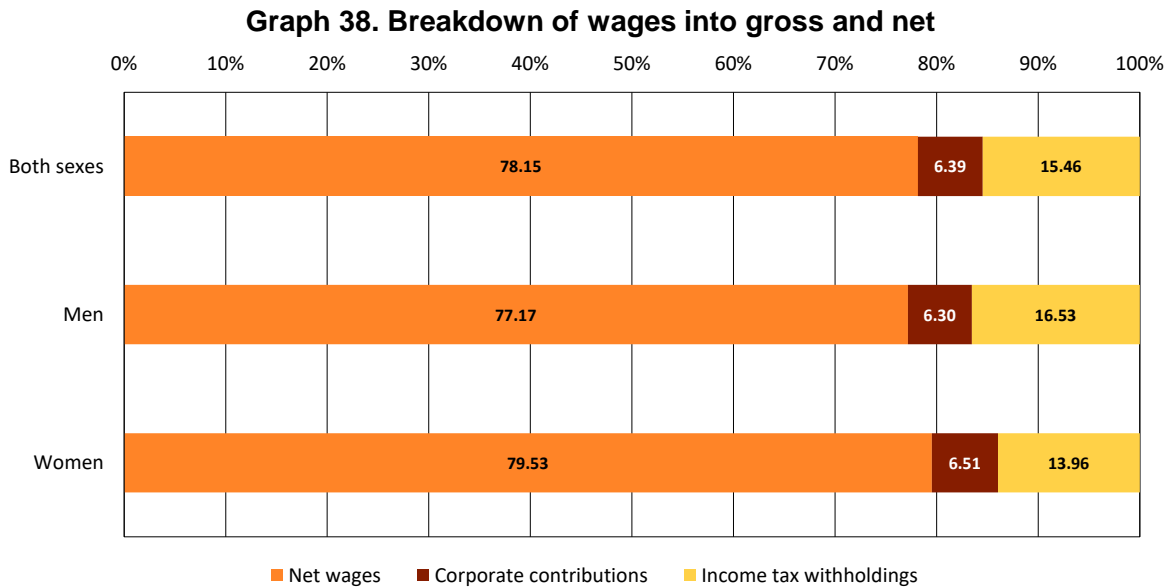


Extraordinary payments had a weight of 1.8% for men and 1.5% for women. The month of October was chosen to obtain the monthly salary, because, as already mentioned, is not characterized by payments or seasonal periods of absence, allowing "normal or ordinary" monthly earnings to be determined.

Overtime payments were the least important in salary composition. They accounted for no more than 3% in all types of occupations and economic activities, except security and investigation activities, where they represented 5.5% of gross salary.

The breakdown of gross and net wages is shown in Graph 38. The differences in percentage of the net versus the gross salary between men and women are

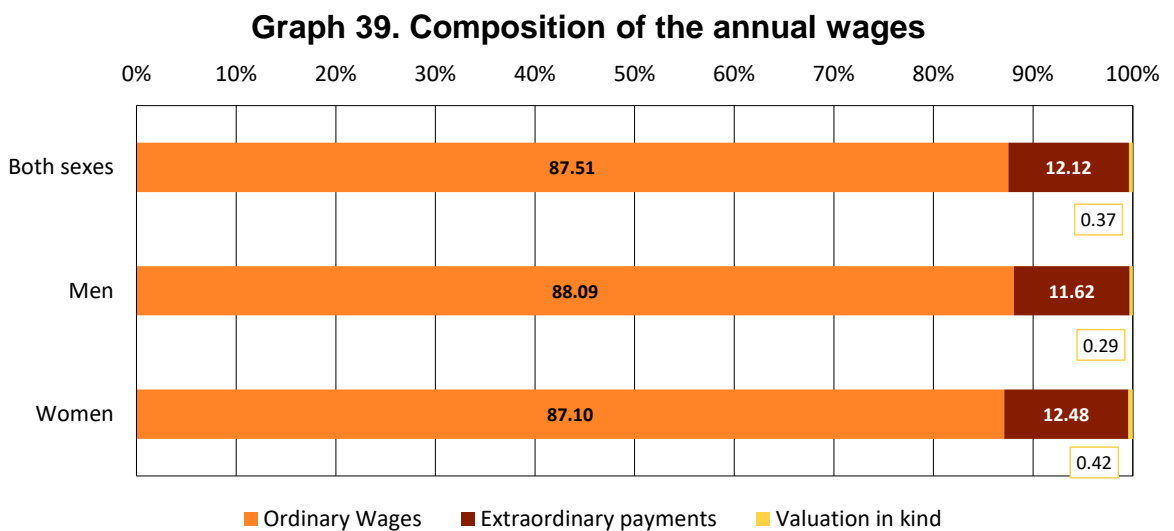
justified by the different average salaries in both groups, and by the logical effect of income tax, which is progressive with the salary.



12 Composition of annual salary

The composition of the annual salary has been studied using the periodicity of payments, distinguishing between monthly payments, or ordinary salary, and payments of more than one month, or extraordinary payments. The part received in kind has also been distinguished.

As can be seen in Graph 39, there are no significant differences between the sexes in terms of the percentage composition of the annual salary.



13 Other Variables

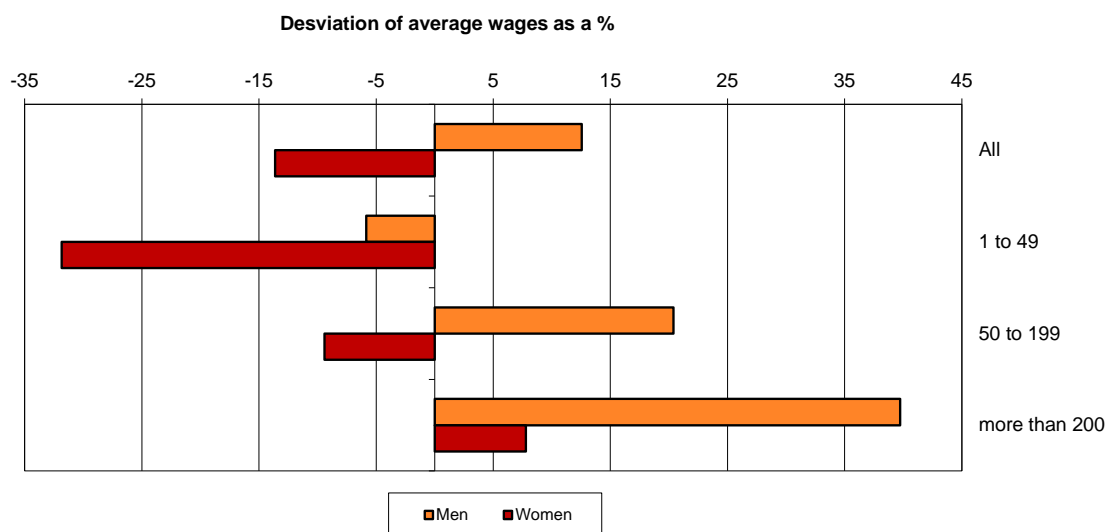
So far the variables studied have been those characterizing the worker. However, there are other variables in the survey that affect wages, which are directly related to the company or workplace in which workers carry out activities. The results for the four main variables are presented below: 1) size of the workplace, 2) scope of the collective agreement, 3) target market, and 4) type of control.

For these variables -in addition to the usual analysis- certain information of interest is added, such as the Gini index.

13.1 Work Centre Size

In terms of work centre size, Graph 40 shows the differences with respect to the total. The relationship that emerges is evident: wages increased with the unit size, and this increase was greater in men than in women.

Graph 40. Comparison of average annual wages by size of the work centre



Graph 41 allows us to better observe the differences between the salaries of men and women, broken down according to workplace size. This graph clearly shows a decrease in the differences between the sexes with an increase in workplace size. That is, the greater the number of workers, the less the difference in the average salary between men and women.

Graph 41. Desviation of women's earnings over men's earnings by size of the work centre as a %

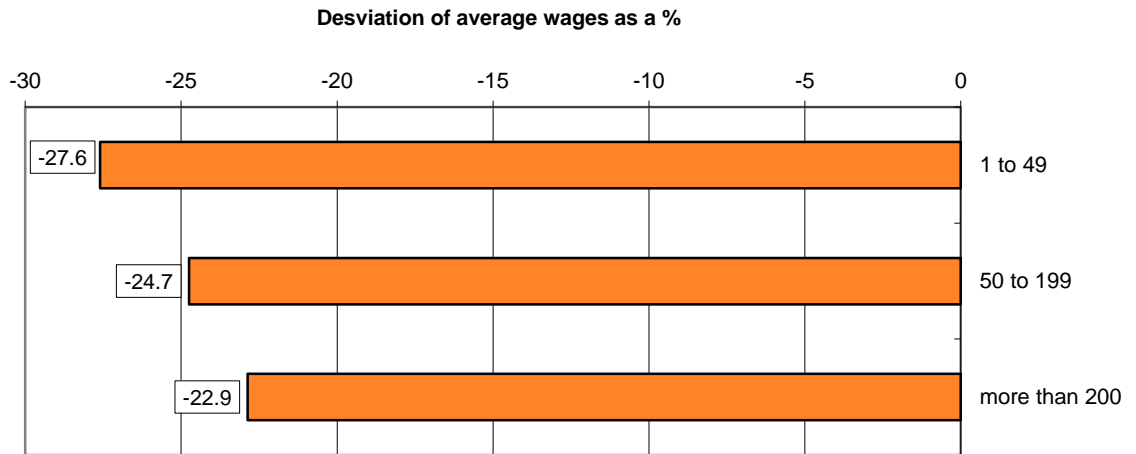


Table 6 shows various measurements of interest regarding the annual gross salary, according to workplace size. The Gini Index decreased with the unit size, showing that there is less inequality in the largest companies.

The salary range (highest salary minus lowest salary) is similar in medium and large companies.

Chart 6. Summary measures of gross salary by size of the work

	Total	1 to 49	50 to 199	more than 200
Gini Index	34.70	34.90	32.21	31.05
Average	209,436.00	18,830.77	24,367.80	28,065.44
Median	19,263.78	16,363.84	21,324.61	24,818.30
Range	3,520,986.72	740,852.69	3,124,506.60	3,520,852.18
%workers	100.00	31.58	26.09	42.32

Below we can see the distribution of wages broken down by workplace size and by sex. The following graphs show the density functions; here, issues such as the following stand out:

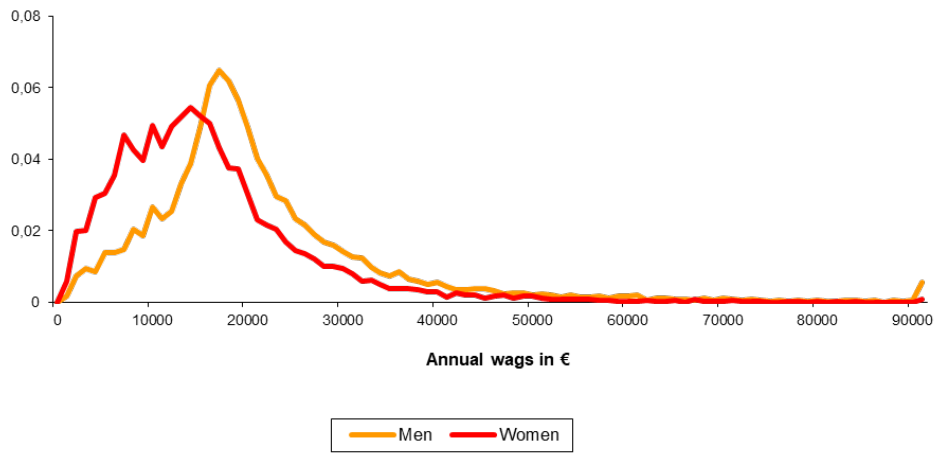
Graph 42.1 for small work centres (1-49 workers): on the one hand, the asymmetry to the right of the distribution of women's wages stands out, which means that there were many more women in those centres with low wages than with high wages. In the case of men, the distribution shows a large concentration around the modal value (maximum peak); there was therefore little variability in the wages of men in these centres.

Graph 42.2 for medium-sized work centres (50-199 workers): there are very similar distributions for men and women, with the exception that the distribution for women is slightly displaced to the left, that is, towards lower wage values. Both are asymmetrical to the right.

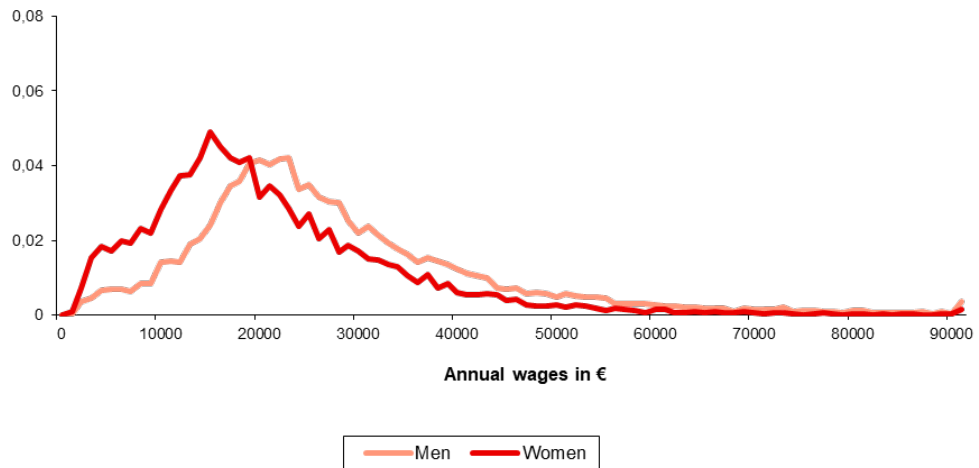
Graph 42.3 for large work centres (more than 200 workers): much more variability is observed than for the other sizes. Although there are fewer differences between the sexes when comparing average salary in these centres, if we observe the distributions, we can see that there was a large difference between men and women. We can see that in below average wages the frequencies are much lower for men than for women, in above average wages the opposite occurs.

In order to more clearly show the differences due to size, Graph 43 presents the corresponding distribution functions. What has already been mentioned can be observed: salary increases with unit size.

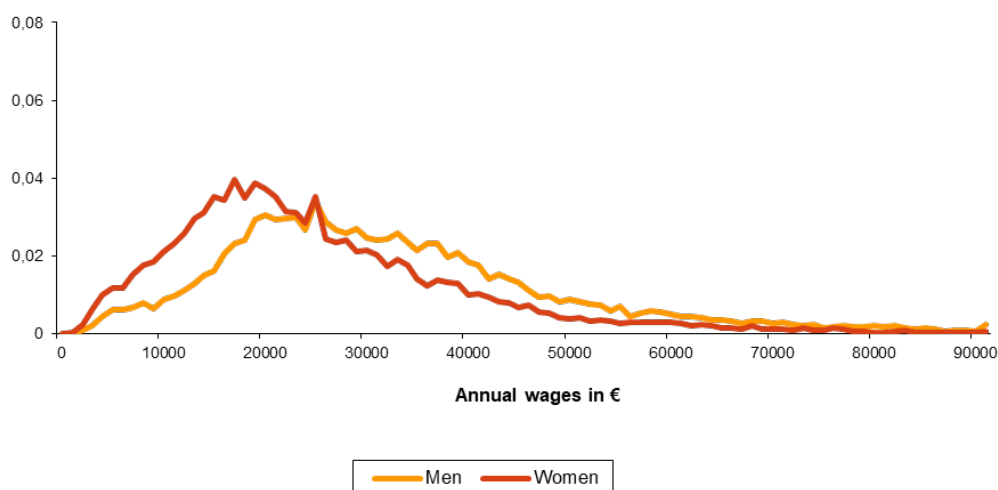
Graph 42.1. Density functions of annual wages by size of the work centre for 1 to 49 workers



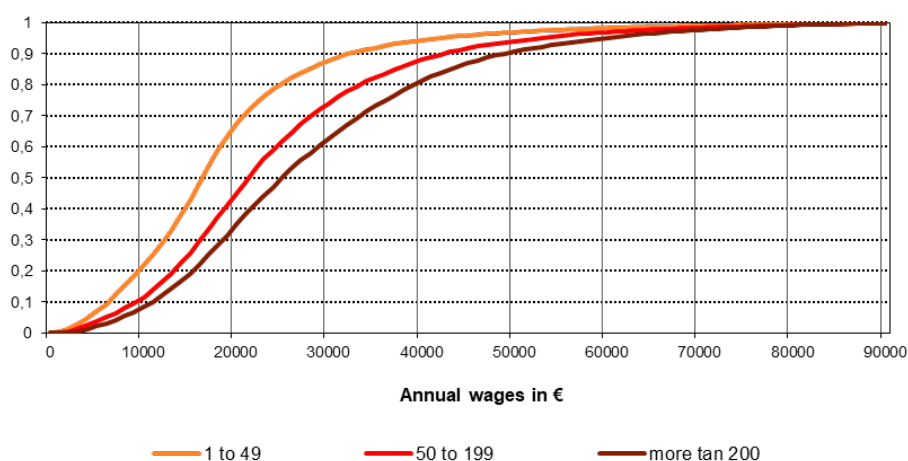
Graph 42.2. Density functions of annual wages by size of the work centre for 50 to 199 workers



Graph 42.3. Density functions of annual wages by size of the work centre for more than 200 workers



Graph 43. Distribution of annual wages by size of work centre

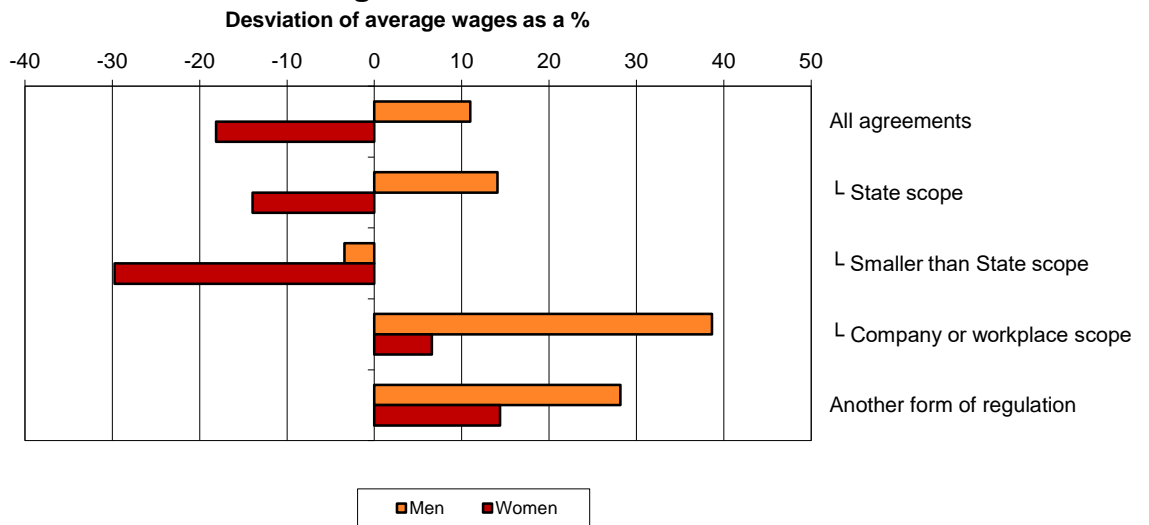


13.2 Scope of the collective agreement

Collective bargaining also affects workers' wages. The survey notes whether a collective agreement exists (and which one in particular: state sector, lower level sector, or company or workplace) or if, on the contrary, there is no collective agreement (some other form of regulation).

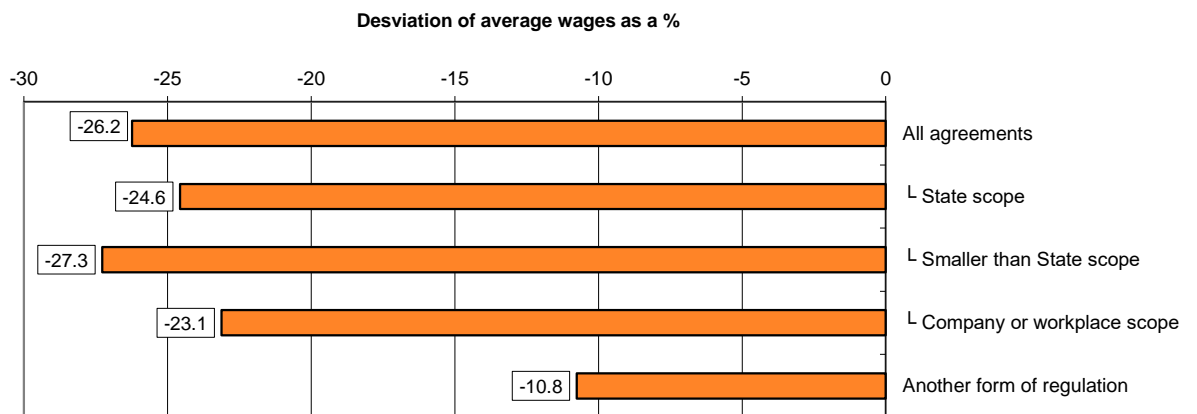
As can be seen in Graph 44, the highest average salaries were in the work centres with company agreements; except in the case of women, for whom higher salaries were found in centres with *some other form of regulation*. The most unfavourable agreements, for both men and women, were those that fell under *Lower level sectorial* agreements, which includes interprovincial, provincial and county agreements, among others.

Graph 44. Comparison of average annual wages by form of regulation of labour relations



Regarding the differences between the sexes under different types of agreements, Graph 45 shows that when there is no collective agreement (some other form of regulation), the smallest differences are observed in average wages.

Graph 45. Deviation of women's earnings over men's earnings by form of regulation of labour relations as a %



In Table 7 we present the summary measurements for this variable. It is observed that both the mean and median with the highest value were presented in the case of a company or work center agreement, and for that same type of agreement the Gini index is the lowest (least inequality) of all agreements.

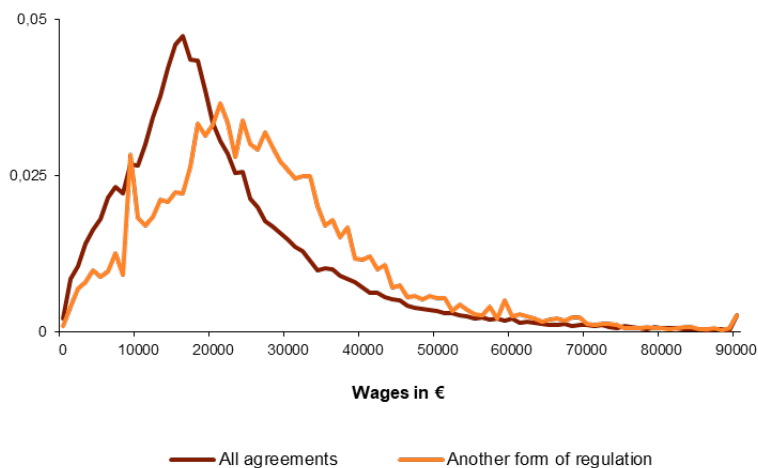
It should be noted that the lowest Gini index was obtained in another form of regulation, although this result should be taken with caution due to the low number of workers, 9.3% of the total.

Chart 7. Summary measures of gross salary by form of labour relations

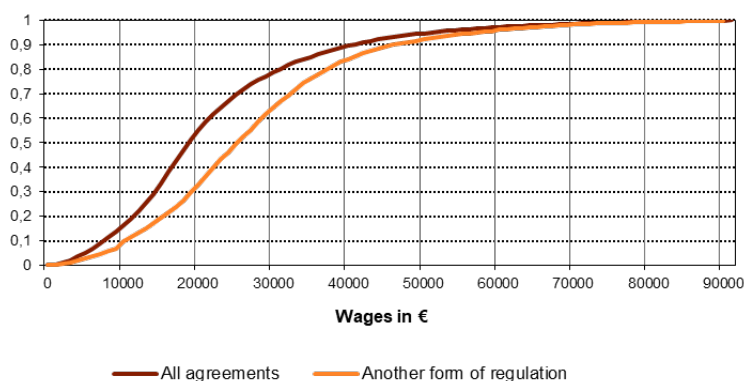
	Gini Index	Average	Median	Range	%range
Total	34.70	22,858.17	19,263.78	3,520,986.72	100.0
All agreements	34.95	22,264.77	18,660.07	3,520,986.72	90.7
State	35.72	22,898.52	18,509.11	3,124,681.47	30.0
Smaller than State	33.88	19,248.35	16,978.06	1,098,164.27	35.8
Company or workplace	30.75	28,674.21	25,301.41	3,520,852.18	24.9
Another form of regulation	30.39	27,457.84	25,119.88	674,632.70	9.3

Next, Graphs 46 and 47 show the density and distribution functions according to the existence or not of a collective agreement. Specifically, Figure 46 shows how the distribution is much more irregular in the absence of an agreement. Furthermore, in the lower salary ranges (up to 21,000 euros per year) there is a greater frequency of workers with an agreement than with another form of regulation, while the opposite occurs in the higher salary ranges.

Graph 46. Density functions of annual wages by form of labour relations



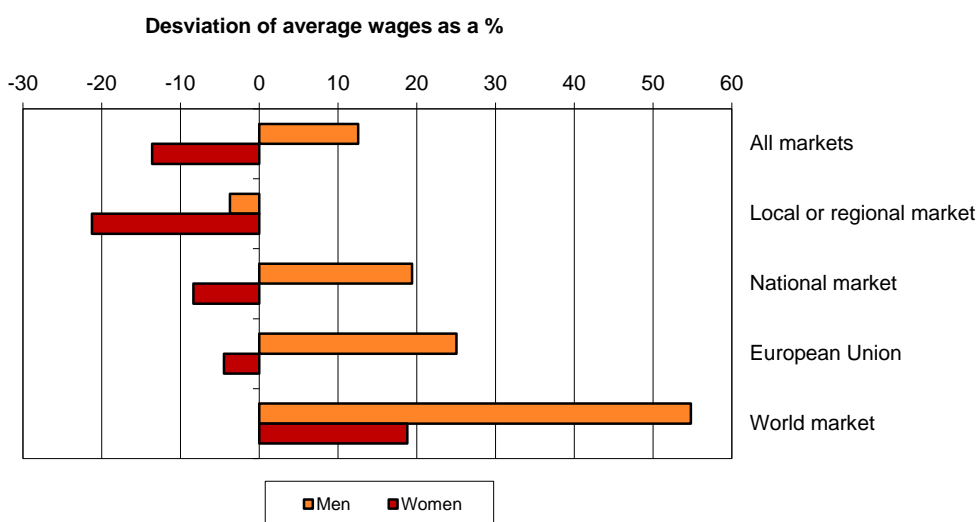
Graph 47. Distribution of annual wages by form of labour relations



13.3 Destination market for production

The target market for the company's production also has a positive relationship with salary, in such a way that the broader its scope, the higher the salary level. Thus, if the company's production is destined for the entire world, the global average salary was 41.4% higher than the global average, while if it is limited to the local or regional market it was 12.9% lower than the half. The breakdown for the case of men and women according to the type of market with respect to the total average can be seen in Graph 48.

Graph 48. Comparison of average annual wages by type of target market of the production



Graph 49 shows the deviation of women's earnings compared to men's in each type of destination market. The case with the smallest differences between the sexes was the local or regional market, with women's wages 18.2% lower than men's. In the rest of the cases the difference was little greater than 23%.

Graph 49. Deviation of women's earnings over men's earnings by type of target market of the production

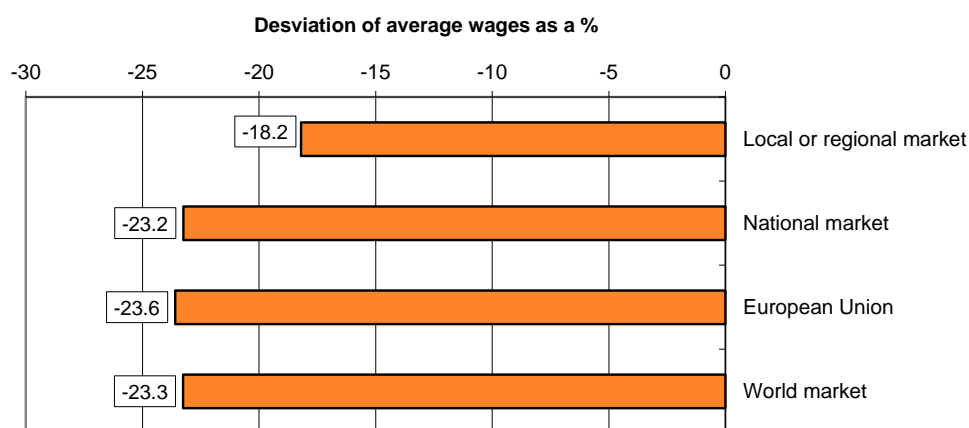


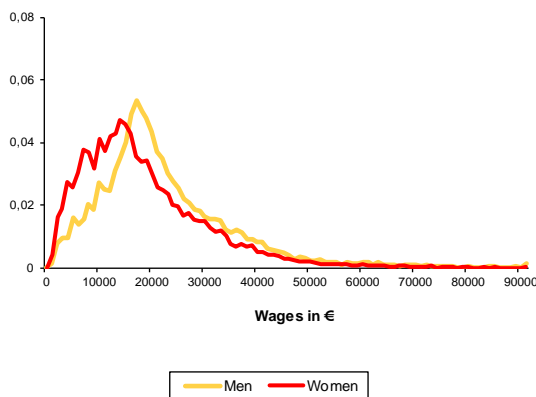
Table 8 shows the summary measures of salary according to the destination market. The increase in both the mean and the median is observed the wider the target market is. It is also observed that the Gini index was lower the larger the market, therefore there was less inequality in the larger markets.

Chart 8. Summary measures of gross salary by type of target market of the production

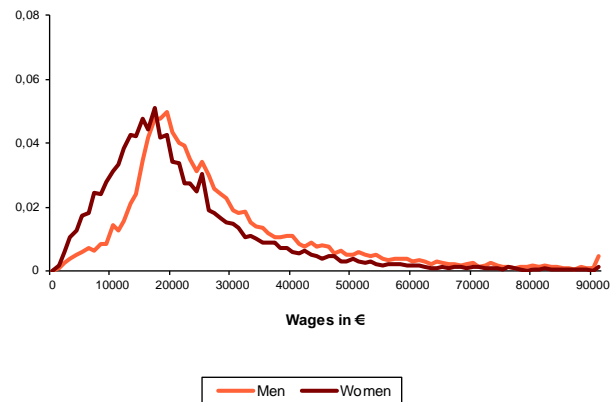
	Total	Local o regional	National	EU	World
Gini Index	34.70	34.50	33.42	32.11	31.22
Average	22,858.17	19,911.02	24,411.10	25,976.04	32,315.10
Median	19,263.78	17,324.38	20,305.38	21,324.46	28,412.87
Range	3,520,986.72	515,374.08	3,124,701.27	606,919.21	3,520,471.81
%workers	100.0	38.8	40.9	6.4	13.9

In Figures 50.1, 50.2, 50.3 and 50.4 the density functions of the annual salary are represented. It can be seen how in the lowest salaries the group with the highest frequencies were women and especially those belonging to the local or regional destination market, while the group with the lowest frequencies were men belonging to the world market. In the higher salary bands, almost all the curves are very close, except that of the men in the world market, which is clearly above all the others, that is, in the higher salary bands, this group is the most frequent.

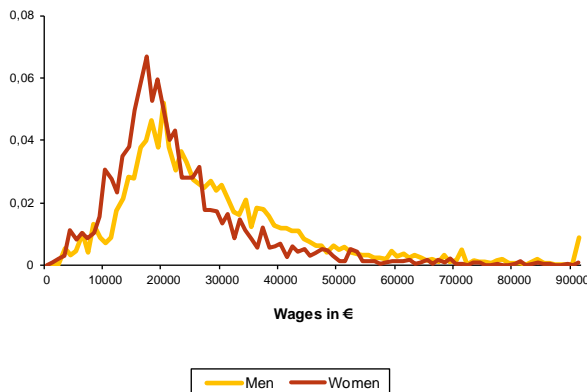
Graph 50.1. Density functions of annual wages by sex for Local market



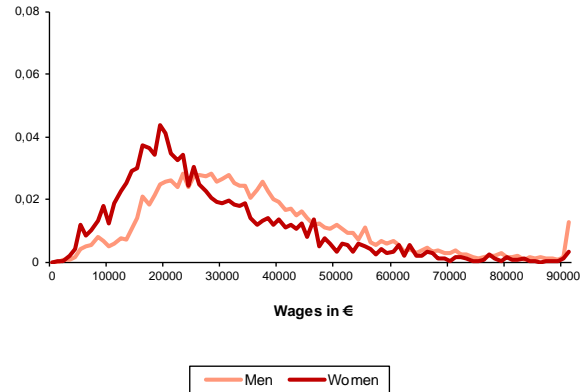
Graph 50.2. Density functions of annual wages by sex for Nacional market



Graph 50.3. Density functions of annual wages by sex por European Union market

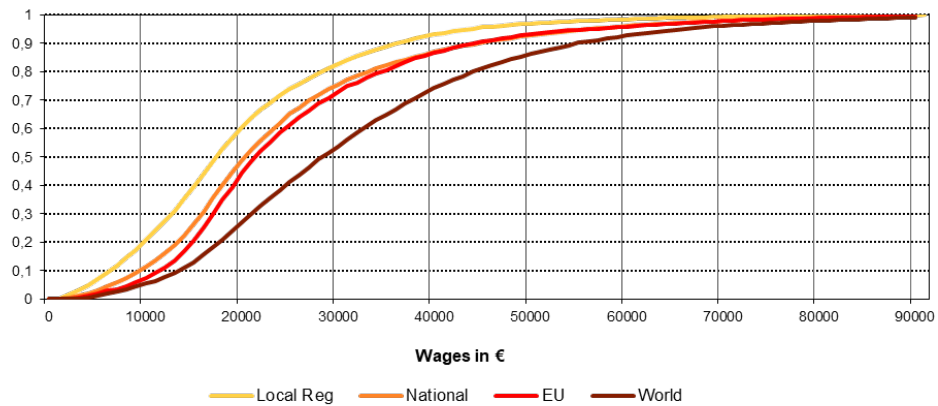


Graph 50.4. Density functions of annual wages by sex for World market



Graph 51 shows the distribution functions for each type of market. It can be clearly observed how in 2014 the world market prevailed among the highest wages and the local and regional market with the lowest wages. In addition, the closeness of the curves of the national market and that of the European Union can be observed, which even overlap from an approximate annual salary of 35,000 euros.

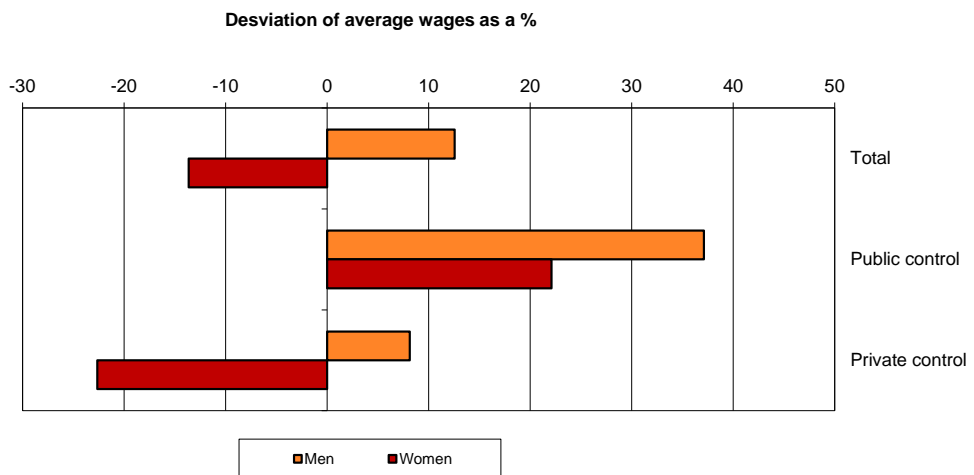
Graph 51. Distribution of annual wages by sex and type of target market of the production



13.4 Company control

Finally, taking into account the ownership or control of the company (public or private sector), bearing in mind that public control does not include officials assigned to the Special Passive Classes System and does include employees of public companies. It is observed in Graphs 52 and 53 that, if the control is public, the average salary level was higher and the difference between sexes was smaller. On the other hand, it is also necessary to point out the different occupational structure and the different economic activities carried out by workers in both sectors.

Graph 52. Comparison of average annual wages by Company control



Women obtained a salary 23% higher than the total average if the control is public and this is where the difference with respect to the male salary was lower (11%). It should be noted, however, that these results must be interpreted with caution since the sample of the public sector worker group is small (17.6%).

Graph 53. Deviation of women's earnings over men's earnings by Company control

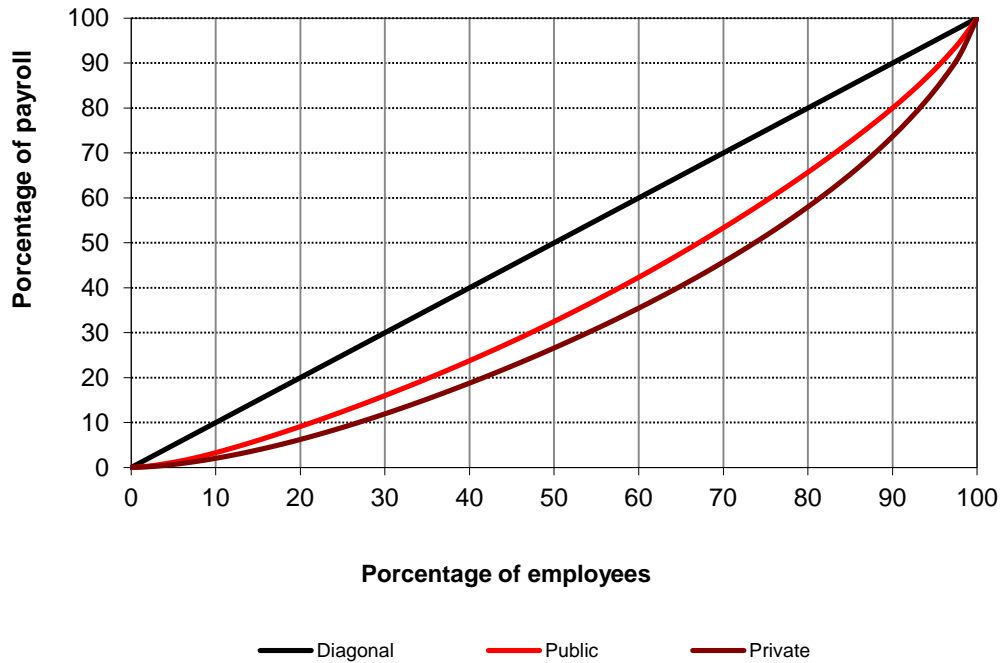


Table 9 shows the summary measures of salary according to the type of control. It is observed that both the mean and the median were higher in the case of public control. It also highlights the great difference in the salary range, in the case of private control the range was much higher since the minimum wage was much lower than the minimum of public control, just as the maximum salary of private control was much higher than the maximum of public control. This result is consistent with the values of the Gini index where the value is much lower in the case of public control, that is, there was less inequality than in private control. In fact, the difference is so remarkable that in Graph 54 the Lorenz curves are represented for both cases and it is observed that the one corresponding to public control is closer to the diagonal (perfect equidistribution).

Chart 9. Summary measures of gross salary by Company control

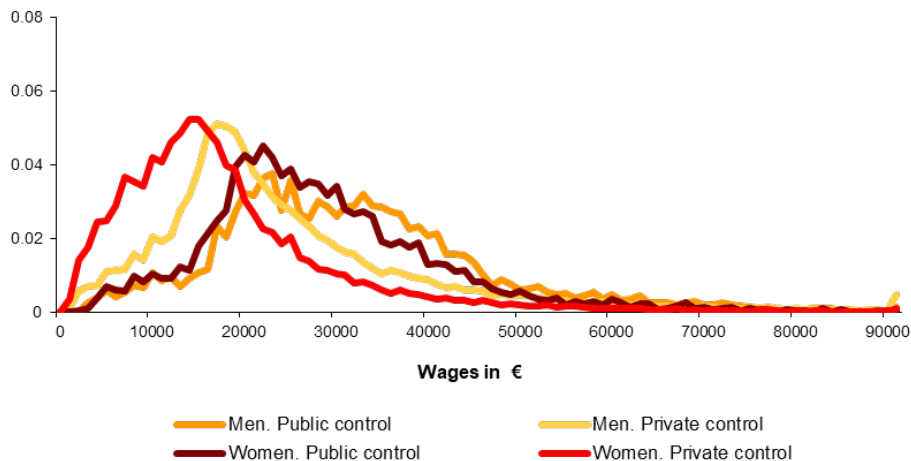
	Total	Public	Private
Gini Index	34.7	25.7	35.7
Average	22,858.17	29,456.56	21,450.91
Median	19,263.78	27,335.46	17,857.64
Range	3,520,986.72	292,769.27	3,520,986.72
%workers	100.0	17.6	82.4

Graph 54. Lorenz curves of gross annual wages by Company control



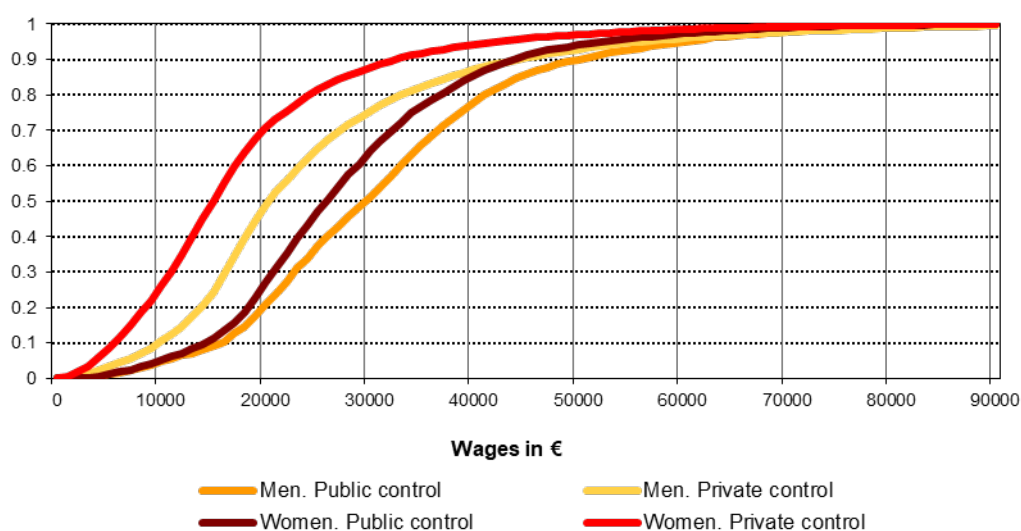
Graphs 55 and 56 are presented below with the density and distribution functions of the annual salary, respectively. In both graphs it is very clear that the greatest differences between public and private control were found in the lower salary bands where in the case of public control there were very few workers and in the case of private control there were many more, especially women.

Graph 55. Density functions of annual wage by sex and Company control



It should be noted, on the one hand, that in the lowest salaries (less than 15,000 euros per year) there were very few public sector workers (10%) while there were a large number of private sector workers (almost 40%). Furthermore, both inequality and the range of wages is higher in the private sector than in the public sector. In other words, there were both much lower and much higher wages in the private sector.

Graph 56. Distribution of annual wages by sex and Company control



14 Comparison with the results of the previous survey

Since the first publication of the Structure of Earnings Survey, the research areas of the survey have gradually expanded. In 2010, the contribution centers of the General Social Security Scheme whose economic activity was framed in sections B to S of the CNAE-09 were included, which means the inclusion of public employees in section O of the CNAE -09, Public Administration and defense; Mandatory Social Security, included in said regime³. In 2006 these workers were not included, so the comparison of average wages between the two surveys is not straightforward. If these workers are removed from the 2010 and 2014 surveys, the evolution of wages between 2006-2014 is reflected in Table 10.

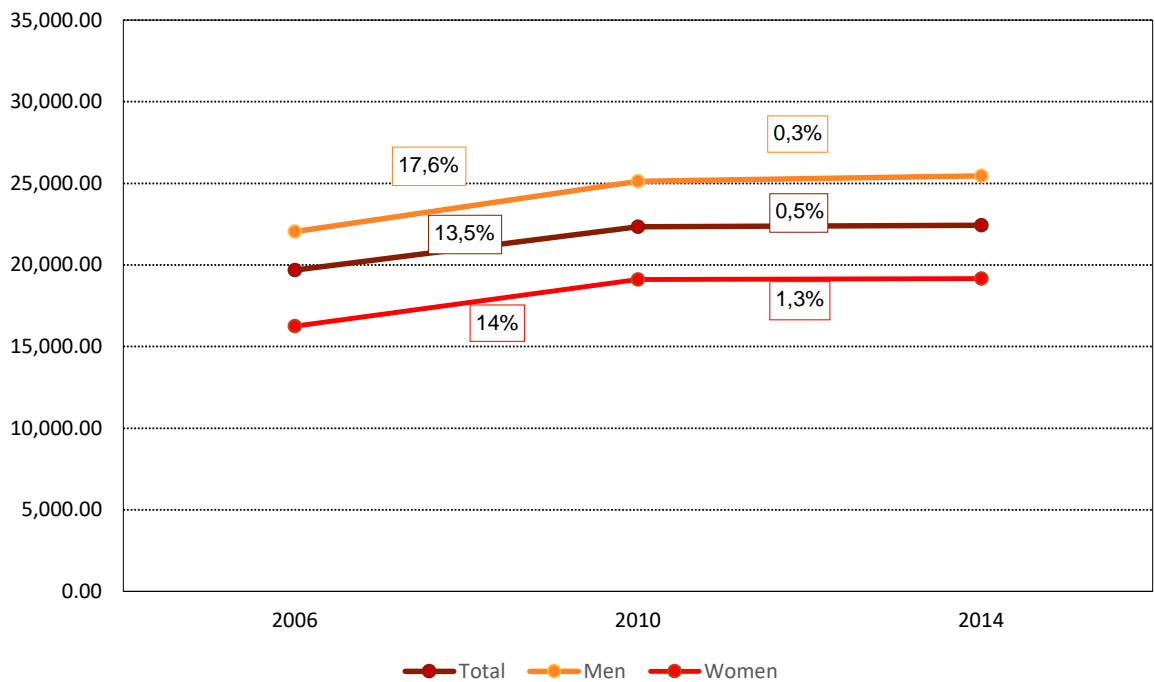
It is observed how the growth of wages between 2006 and 2010 was much higher (13.5%) than that observed between 2010 and 2014 (0.5%). The graphical representation of these rates is observed in Graph 57.

³ Officials assigned to the Special Passive Classes System are not included in any of the EES editions. Employees of public companies are included.

Chart 10. Comparison WSS 2006, 2010 and 2014

	Annual earnings per worker. Euros			Growth Rate		
	2006	2010	2014	06-10	10-14	06-14
TOTAL	19,680.88	22,335.76	22,439.84	13.5	0.5	14.0
Men	22,051.08	25,131.37	25,457.40	14.0	1.3	15.4
Women	16,245.17	19,110.32	19,164.16	17.6	0.3	18.0

Graph 57. Evolution of annual wages between 2006 and 2014 by sex



Given that the 2010 and 2014 surveys are directly comparable due to the fact that they have the data from section O in both, Table 11 shows the results corresponding to this comparison and shows even less growth. With all the activity sections, it has been observed that there was a growth of the total annual salary of 0.3%. By sex, the salary of men increased by 1.0%, while the salary of women between 2010 and 2014 did not show any percentage change.

Chart 11. Comparación WSS 2010 and 2014

	Annual earnings per worker. Euros		Growth Rate
	2010	2014	
TOTAL	22,790.20	22,858.17	0.3
Men	25,479.74	25,727.24	1.0
Women	19,735.22	19,744.82	0.0

Graph 58 shows the evolution of the average annual salary between 2010 and 2014 by activity sections. It is observed how the highest percentage growth occurred in Section B (Extractive Industries) while the greatest decrease occurred in Section I (Hospitality).

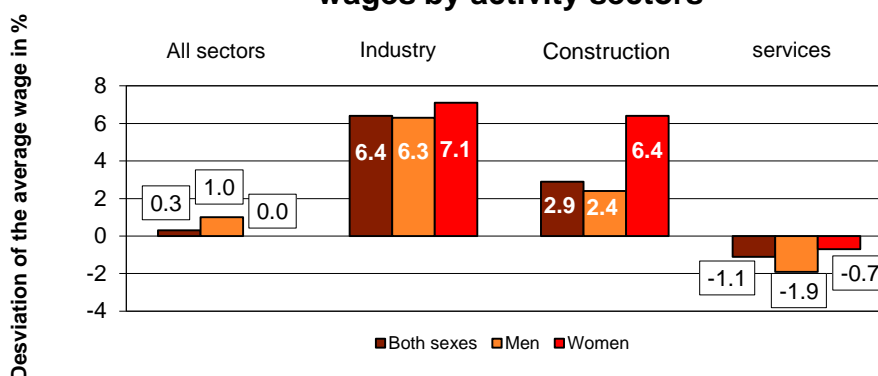
Gráfico 58. Comparison of the average wages between 2010 and 2014 by activity sections



As a summary of this information, the activities have been grouped by sector and we can see their four-year evolution from 2010 to 2014 in Graph 59.

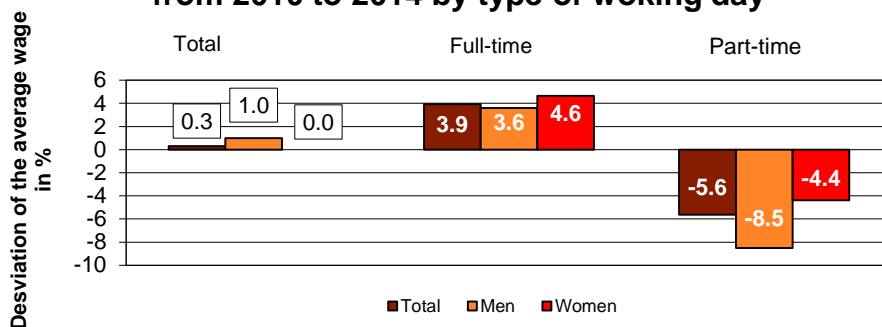
The salary in *Industry* and *Construction* has increased between 2010 and 2014 by 6.4% and 2.9%, respectively. In the *Services* sector, it fell by 1.1%. Furthermore, it is observed that the lowest growth in total annual salary occurred among women while, if we look at each sector separately, women had higher growth in their salaries than men. Both in *Industry* and in *Construction*, the highest growth rate was precisely in the salary of women, just as it was the workers within the *Services* sector who suffered the least decrease in their salaries. Although this fact seems a paradox, it is perfectly explained by the differences in the proportion of women and men within the sectors.

Gráfico 59. Growth rates of annual average wages by activity sectors



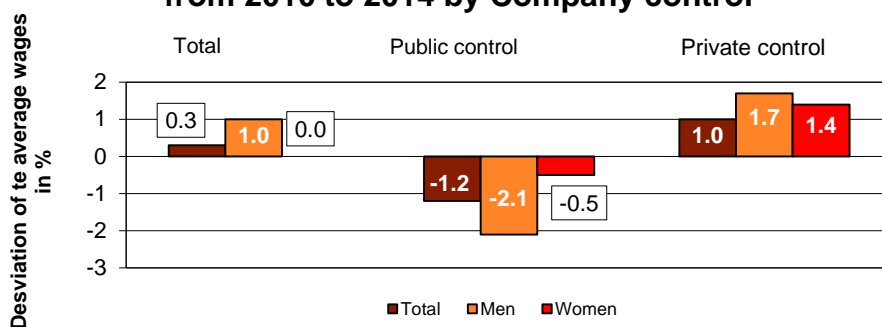
We analyze below the evolution in each type of working day. It has been observed that in 2014 the differences in salary due to the type of working day increased. Graph 60 shows how wages have decreased considerably in the part-time shift by 5.6%, while they increased by 3.9% for the full-time shift.

Graph 60. Growth rates of annual average wages from 2010 to 2014 by type of working day



Regarding the type of control, large differences have been observed between public and private in the evolution of wages between 2010 and 2014, which is presented in Graph 61. The annual salary of the public control suffered a decrease in both sexes of 1.2%, especially in the case of men with a decrease of 2.1%. On the contrary, the salary in the private control grew between 2010 and 2014 by 1.0%, especially in the case of men with a growth of 1.7%.

Graph 61. Growth rates of annual average wages from 2010 to 2014 by Company control



The Gini index has increased between 2010 and 2014 (it has gone from 33.4 to 34.7) which means that between those years inequality in the distribution of wages has increased.

The salary gap has decreased, from 15.3% to 14.0%, therefore the salary differences between men and women have decreased.

15 Conclusions

Finally, the most remarkable conclusions are presented.

There was a higher proportion of women in the sections with the lowest salaries, while the situation practically reversed when the salary increased, with a higher proportion of men in the higher sections.

The annual salary decreases with the increase in the level of occupation according to CNO-11.

Regarding the annual salary, depending on the type of contract, lower salaries are observed in the case of a fixed term than in the case of indefinite. However, the salary of women is lower than the total average salary, for both fixed and indefinite periods.

In turn, the annual salary increases with the level of education, age, length of service in the company, as well as with the size of the workplace and with the breadth of the company's target market.

The inequality in private control is higher although similar to the global one, while in public control a much more equitable distribution of wages is observed.

Regarding the comparisons with the previous four-year Structure of Earnings Survey carried out in 2010:

- In the Industry and Construction sectors, the average salary has experienced moderate positive growth, while in the Services sector there is a decrease in the average salary.
- There is a large increase in the differences between full-time and part-time wages, with a considerable decrease in part-time wages.
- In the annual salaries of public control there has been a decrease in both men and women, while those of private control have increased for both sexes.