

27 September 2023

The Wages of Persons with Disabilities¹
Exploitation of the Annual Wage Structure Survey 2021 and of
the State Database of Persons with Disabilities.
Year 2021

Main results

- The average gross annual salary of employed workers with disabilities was 21,544.2 euros in 2021, 3.6% more than the previous year. This figure was 17.2% lower than that of persons without disabilities (26,030.0 euros).
- Salary differences between men and women with disabilities were lower (the salary was 10.3% lower for women) than in the case of the population without disabilities (18.7%).
- By disability type, the lowest salaries went to workers with intellectual disabilities. On the other hand, workers with physical disabilities received the highest salaries.

Salaries and disability

Salary differences between people with and without disabilities should be differentiated according to labour and personal variables (sex, age, type of contract, type of working day and occupation), the combination of which has a significant impact on wages.

Thus, in 2021, people with disabilities presented an activity rate of 34.6%, more than 43 points lower than that of the non-disabled population. The employment rate was 26.9%, less than half of that for people without disabilities. Furthermore, the unemployment rate was 22.5%, 7.8 points higher than that of the population without disabilities².

In this context, the annual gross wage for employed persons with disabilities was 21,544.2³ euros per worker, 17.2% less than that of persons without disabilities. The wage ratio between employees with and without disabilities was 82.8%.

¹ These are persons with a degree of disability greater than or equal to 33% and who have been assimilated (according to Royal Legislative Decree 1/2013).

² Data from the statistics 'Employment of Persons with Disabilities 2021', referred to the population aged 16 to 64 years.

³ For an adequate interpretation of the earnings, we must take into account that earnings from the second and subsequent jobs of the same employee are not collected. We use the earnings of each worker in the company for which they have been selected. In addition, for a correct comparison between workers, an annual salary adjustment is made for those who have not worked all year in the same workplace, either because they have started or ended their contract, or because they have been registered with Social Security but without receiving remuneration from the company, as in the case of maternity/paternity leave, unpaid leave, ERTE, etc. In these cases, the annual salary corresponding to what they would have received if they had been working all year under the same conditions is assigned.

Average profit. Year 2021

Euros

	Total	Persons without disabilities	Persons with disabilities	Wage differences ¹ (%)
Gross annual wage				
Per worker	25,896.8	26,030.0	21,544.2	-17.2
Per hour	16.5	16.6	14.3	-14.0

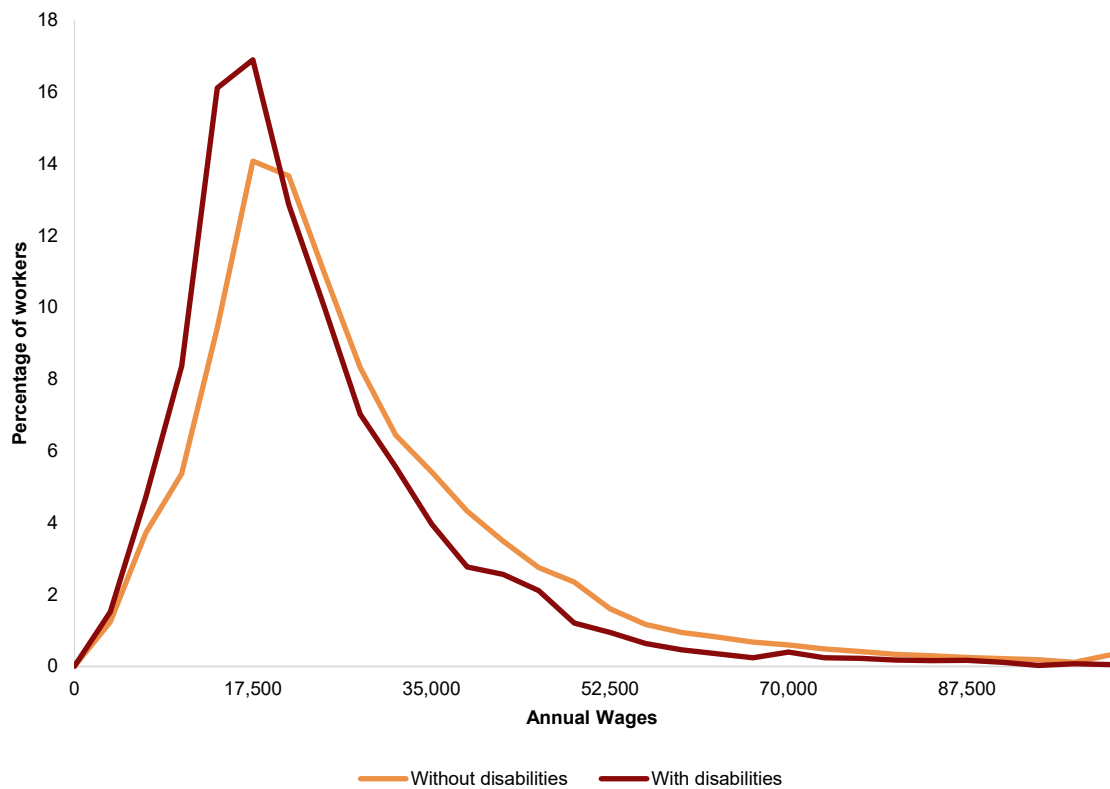
¹Wage differences = difference between earnings of persons with and without disabilities, expressed as a percentage with respect to the earnings of persons without disabilities.

The wage distribution was similar in both groups, although in the case of people with disabilities a larger percentage of workers was concentrated in the lower wages.

In general, although the differences between the wage levels of people with and without disabilities were significant, they decreased as the wage level increased.

Distribution of gross annual salary. Year 2021

Euros



Wages and disability according to the characteristics of the worker and the work unit⁴

By sex, the average salary of disabled women was 20,193.7 euros per worker per year, while for men it was 22,520.2 euros. The salary of women was, therefore, 10.3% lower than that of men, a smaller difference than in the case of the population without disability (18.7% lower).

Annual profit according to the demographic characteristics of the worker Year 2021

Euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Total	26,030.0	21,544.2	82.8
Sex			
Men	28,589.1	22,520.2	78.8
Women	23,255.7	20,193.7	86.8
Age groups			
16 to 29 years	17,236.3	13,953.5	81.0
30 to 44 years	24,826.0	19,219.8	77.4
45 years and over	28,648.8	22,762.7	79.5

By type of working day, the wage ratio⁵ of disabled workers was lower for full-time employees (86.3% compared with 94.8% for part-time employees). By type of contract, the ratio was lower for workers with open-ended contracts (81.9%) than for those with fixed-term contracts (90.7%).

By major occupation groups, the lowest ratio was for operators and unskilled employees (82.5%). Wage differences for persons with disabilities in high occupancy positions (directors and managers; technicians and scientific professionals, intellectual and support technicians) increased compared to persons without disabilities in the same positions. This was because the wage ratio decreased with respect to 2020, standing at 91.1%.

Wage ratio between workers with and without disability by occupation Year 2021

Percentage

Occupation group	2020	2021
High: directors and managers; scientific technicians and professionals, intellectual and support technicians		92.1
Medium: skilled employees, craftspersons and workers		96.5
Low: unskilled operators and workers		82.0
		91.1
		98.7
		82.5

⁴ The work unit is the Social Security Contribution Account, which is the sampling unit used in wage and labour cost surveys.

⁵ The wage ratio refers to the ratio of the annual earnings of people with disabilities to the annual earnings of people without disabilities in each study category (gender, age, type of contract, etc.).

Annual profit according to the labour characteristics of the worker Year 2021

Euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Type of working day			
Full-time	29,766.9	25,693.4	86.3
Part-time	12,074.7	11,441.0	94.8
Type of contract			
Indefinite duration	27,373.1	22,406.5	81.9
Fixed-term	19,903.0	18,055.4	90.7
Occupation group			
High: directors and managers; scientific technicians and professionals, intellectual and support technicians	36,867.2	33,580.6	91.1
Medium: skilled employees, craftspersons and workers	20,651.6	20,379.1	98.7
Low: unskilled operators and workers	18,935.6	15,630.5	82.5

Medium-sized contribution centres (50 to 199 workers) had the lowest wage ratio by size of work unit and company at 70.8 %. And in terms of sectors, it was the *Services* sector with 82.5%.

Annual profit according work unit characteristics Year 2021

Euros

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Unit size¹			
1 to 49 workers	21,151.4	17,417.6	82.3
50 to 199 workers	27,386.1	19,397.7	70.8
200 workers or more	32,004.1	26,341.5	82.3
Activity sector			
Industry and Construction	27,700.8	23,900.8	86.3
Services	25,590.5	21,114.4	82.5

¹ The "working unit" is the Social Security Contribution Account

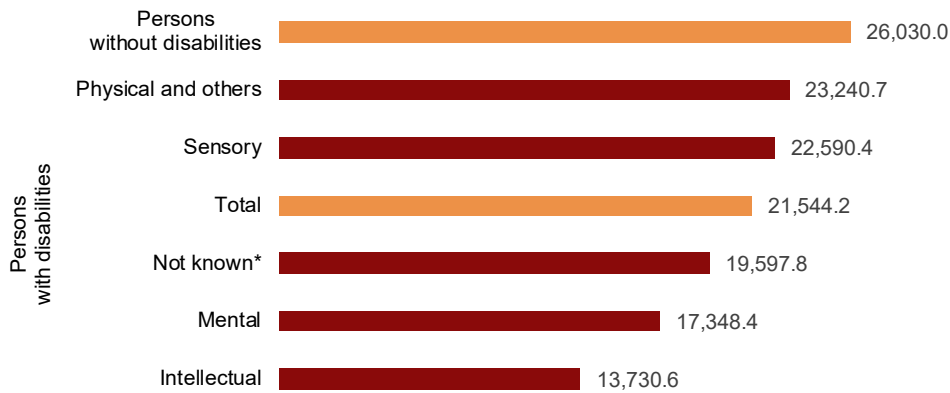
Salaries by type and intensity of disability

The largest salary discrepancies appear when the type of disability is considered. Thus, the highest earnings in 2021 were for people with *physical and other* disabilities, with salaries 7.9% higher than the average wage for people with disabilities. At the other end of the scale, workers with intellectual disabilities received the lowest salaries, with a difference of 36.3% compared to the average for workers with disabilities.

Differences were also observed according to the degree of disability, although not so pronounced. Salaries ranged from 22,345.5 euros per year in people with a lower degree of disability, to 19,829.7 euros in those with a recognized degree of greater than or equal to 65% of disability.

Annual salary according to type of disability. Year 2021

Euros



* The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Annual salary according to degree of disability. Year 2021

Euros



* The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Data reviews and updates

The data published today are final. The results are available at INEBase.

Methodological note

The statistic The Wages of Persons with Disabilities (WPD) investigates the distribution of the salaries of workers with a disability certificate (they have a recognised degree of disability equal to or greater than 33%), depending on a large number of variables such as sex, occupation, type and degree of disability or employment promotion measures. This distribution is compared with that of wage earners without disabilities.

The WPD is contemplated in the National Statistical Plan and in the Annual Programs. It was created from information provided by IMSERSO and Social Security -which the INE would like to thank for their collaboration- as well as the Ministry of Health, Consumption and Welfare, who are co-signatories to a collaboration agreement for the preparation of these statistics. We are also grateful for the collaboration of the Spanish Committee of Representatives of People with Disabilities (CERMI) and the ONCE Foundation, bodies that contributed to the creation of this statistic.

The sample of persons with disabilities is very sensitive to any improvement or change produced in the administrative sources, as well as to the composition of the sample of the Wage Structure Surveys (the sample selection in them is not carried out taking into account the group of persons with disabilities). These factors must be taken into account when comparing results from different years.

Type of operation: Continuous annual survey.

Population scope: Wage earners employed by others who contribute to Social Security, excluding Agriculture, Livestock and Fisheries, households that employ domestic staff, and offshore organizations.

Geographical scope: The entire national territory.

Reference period for the results: Annual.

Reference period for the information: Annual.

Source Data: integration of the statistical data provided by the Salary Structure Surveys with administrative data registered in the IMSERSO State Database of Persons with Disabilities, in the General Social Security Treasury, and in the INSS Registry of Public Benefits.

For more information, the methodology can be found at:

<http://www.ine.es/metodologia/t22/t2230331a.pdf>

And the standardised methodological report at:

<https://www.ine.es/dynt3/metadatos/es/RespuestaDatos.html?oe=30331>

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

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Wages of persons with disabilities¹ Year 2021

Wages per worker

1. Earnings and disabilities, according to the characteristics of the worker

	Gross annual wage		
	Persons without disabilities	Persons with disabilities	Wage ratio ² (%)
Total	26,030.0	21,544.2	82.8
Sex			
Men	28,589.1	22,520.2	78.8
Women	23,255.7	20,193.7	86.8
Age groups			
16 to 29 years	17,236.3	*13,953.5	81.0
30 to 44 years	24,826.0	19,219.8	77.4
45 years and over	28,648.8	22,762.7	79.5
Type of working day			
Full-time	29,766.9	25,693.4	86.3
Part-time	12,074.7	11,441.0	94.8
Type of contract			
Indefinite duration	27,373.1	22,406.5	81.9
Fixed-term	19,903.0	18,055.4	90.7
Occupation group ³			
High	36,867.2	33,580.6	91.1
Medium	20,651.6	20,379.1	98.7
Low	18,935.6	15,630.5	82.5

2. Earnings and disabilities, according to the features of the company

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	26,030.0	21,544.2
Size of the unit ⁴		
1 to 49 workers	21,151.4	17,417.6
50 to 199 workers	27,386.1	19,397.7
200 workers or more	32,004.1	26,341.5
Activity sector		
Industry and Construction	27,700.8	23,900.8
Services	25,590.5	21,114.4

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability greater than or equal to 33%. (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

² Wage ratio = Earnings of persons with disabilities over those of persons without disabilities, as a percentage. A value of 100 indicates wage equality between the two groups. The further the figure is from 100, the greater the inequality existing between them.

³ Occupation group: - High: directors and managers; scientific, intellectual and support technicians and professionals.
- Medium: skilled employees, craftspersons and workers.
- Low: unskilled operators and workers.

⁴ The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

CELL SAMPLE SIZE: When the box is marked with an asterisk (*), this indicates that the number of sample observations is between 100 and 500, therefore the figure is subject to great variability.

Wages of persons with disabilities¹

Year 2021

Wages per worker

3. Earnings, according to type and degree of disability

	Gross annual wage
Total	21,544.2
Type of disability ²	
Physical and others	23,240.7
Intellectual	13,730.6
Mental	17,348.4
Sensory	22,590.4
Not known ³	*19,597.8
Degree of disability	
33% to 44%	22,345.5
45% to 64%	20,387.1
65% and more	19,829.7
Not known ³	*19,597.8

4. Earnings, according to measures to encourage employment

	Gross annual wage
Total persons with disabilities	21,544.2
According to whether or not they have reductions on contributions	
Without bonuses/reductions	24,450.2
With bonuses/reductions	17,114.2
According to whether or not they have specific disability contract	
Other contracts	19,114.6
Specific disability contract	22,282.3

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

² Type of disability: Physical and others: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, metabolic and endocrine systems and other systems.
Intellectual
Mental
Sensory: impairments of the visual and auditory systems

³ The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

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Wages of persons with disabilities¹

Year 2021

Wages per hour

5. Earnings and disability, according to the worker's features

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	16.6	14.3
Sex		
Men	17.4	14.4
Women	15.7	14.1
Age groups		
16 to 29 years	11.8	*9.8
30 to 44 years	15.7	12.8
45 years and over	18.2	15.0
Type of working day		
Full-time	17.4	15.1
Part-time	11.6	10.9
Type of contract		
Indefinite duration	17.2	14.6
Fixed-term	13.8	12.7
Occupation group ²		
High	23.3	21.7
Medium	13.1	13.3
Low	12.3	10.7

6. Earnings and disability, according to the features of the company

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	16.6	14.3
Size of the unit ³		
1 to 49 workers	13.7	11.9
50 to 199 workers	17.2	12.9
200 workers or more	20.2	17.0
Activity sector		
Industry and Construction	16.5	14.6
Services	16.6	14.2

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability greater than or equal to 33%. (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

³ Occupation group: - High: directors and managers; scientific, intellectual and support technicians and professionals.
- Medium: skilled employees, craftspersons and workers.
- Low: unskilled operators and workers.

³ The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

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Wages of persons with disabilities¹ Year 2021

Wages per hour

7. Earnings according to the type and degree of disability

	Gross annual wage
Total	14.3
Type of disability ²	
Physical and others	15.2
Intellectual	9.5
Mental	12.3
Sensory	14.7
Not known ³	*13.2
Degree of disability	
33% to 44%	14.6
45% to 64%	13.7
65% and more	13.8
Not known ³	*13.2

8. Earnings according to the employment encouraging measures

	Gross annual wage
Total persons with disabilities	14.3
According to whether or not they have reductions on contributions	
Without bonuses/reductions	16.3
With bonuses/reductions	11.2
According to whether or not they have specific disability contract	
Other contracts	12.6
Specific disability contract	14.8

¹ Persons aged 16-64 living in households, with an officially recognized degree of disability greater than or equal to 33%. (RD 1971/1999 amended by RD 1364/2012, RD 1/2013)

² Type of disability: Physical and others: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, endocrine systems and metabolic and other systems. Intellectual. Mental. Sensory: impediments of the visual/auditive system

³ The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

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