

# XII edition

# Chile's True Wages

*Current State of the Value of Labour-Power  
based on the Supplementary Income Survey  
(ESI) 2024*

# XII

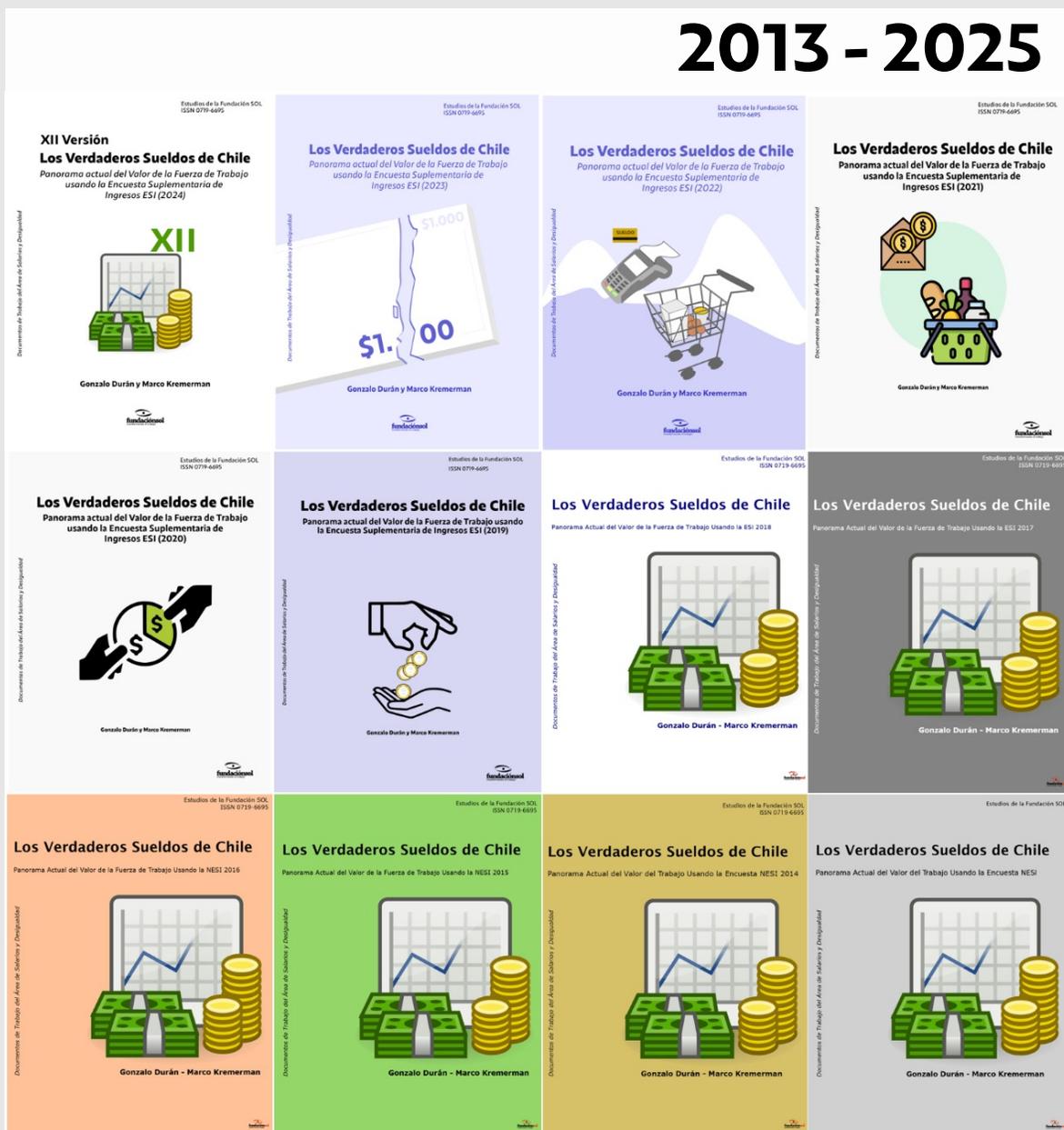


**Gonzalo Durán & Marco Kremerman**  
*Translated by Fernando Durán*

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Current State of the Value of Labour-Power  
based on the Supplementary Income Survey  
(ESI) 2024

## 2013 - 2025



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## Chile's True Wages

Current State of the Value of Labour-Power based on the Supplementary  
Income Survey (ESI) (2024)

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# Introduction

This report constitutes the twelfth edition of the annual study Chile's True Wages: Current State of the Value of the Labour-Power Based on the ESI.

The first edition was published in January 2015, utilising data from the Supplementary Income Survey (ESI) 2013, released by the National Institute of Statistics (INE) in November 2014. The second edition followed at the end of 2015, based on the ESI 2014, and since then, the study has been published annually, providing an overview of labour income in Chile.

When the first edition was launched in 2015, the median emerged as the most significant finding, garnering considerable media attention. At that time, the INE had not yet included the median in its official reports, as it does now. This is documented in its historical repository:

<https://www.ine.gob.cl/estadisticas/sociales/ingresos-y-gastos/encuesta-suplementaria-de-ingresos>

In the ESI 2015 (published in late 2016), the INE formally incorporated the median into its Summary of Results, further stimulating national debate on the low value of labour-power. The median figure, which Chile's True Wages had been systematically reporting, thus became an official statistic.

Chile's True Wages goes beyond averages and medians: it also examines the 70th and 80th percentiles of the income distribution to highlight the tensions within the system more clearly. Additionally, it presents cross-tabulations and novel indicators, not yet published by the INE, following international methodologies (e.g., professional underemployment).

In this twelfth edition, an analysis of income sufficiency is also included, in line with the recommendations of the Presidential Advisory Commission for Poverty Measurement (2025).

# Executive Summary

Based on the latest data from the Supplementary Income Survey (ESI) 2024, it can be concluded that Chile faces a significant and persistent structural issue of wage stagnation, extending beyond the temporary negative impacts on the labour market caused by the global COVID-19 pandemic and the low economic growth rates experienced in the country over the past decade. This study provides evidence of this issue and offers a comprehensive overview of wages in Chile and the low value of labour-power.

The key findings are detailed below:

- 50% of workers in Chile earn less than \$612,000, and two out of three workers receive less than \$840,000 net.
- Only 25.1% earn more than \$1,000,000 net.
- 72% of female workers earn less than \$840,000 net.
- In the regions of Coquimbo, O'Higgins, Maule, Araucanía, Los Lagos, Los Ríos, Arica y Parinacota, and Ñuble, wage stagnation is more pronounced, with 70% of employed individuals earning less than \$800,000.
- Compared to the previous year (2023), both the average and median income from primary employment have increased in real terms (3.7% and 0.2%, respectively). However, regional analysis reveals that average wages have decreased in four regions (Antofagasta, Coquimbo, Aysén, and Los Ríos), and median wages have declined in two regions (Maule and Araucanía).
- Over the past five years, the evolution of wages in Chile paints a discouraging picture, reflecting the structural issue of low wages. Specifically, between 2019 and 2024, the average real net income of employed individuals increased by only 6.6%, equivalent to an increase in purchasing power of just over \$55,000 over five years. In the same period, real GDP grew by 10.1%, or 53% more than the average salary.
- Over the last five years, the average real income from primary employment has decreased in three regions (Magallanes, Valparaíso, and Coquimbo), meaning workers in these regions have less purchasing power in late 2024 than they did in late 2019.
- In 17 of the 32 major Chilean cities reported, the median salary does not exceed \$600,000; in nine cities, it ranges between \$600,000 and \$700,000; and only in Copiapó, Iquique, Calama, Punta Arenas, Concepción, and Antofagasta does it exceed \$700,000.
- In 31 of the 52 provinces with available data, the median salary does not surpass \$600,000 net, and only in six provinces do 30% of workers earn more than \$1,000,000.
- Analysis by occupational category shows that, on average, public sector workers earn 4.8% more than those in large private sector companies. Additionally, while 34.6% of private sector employees have university-level education and/or postgraduate qualifications, this figure rises to 55.6% for public sector employees (a 61% difference).
- As expected, employees in large companies (those with more than 200 employees) earn higher wages; however, 50% (median) earn less than \$818,000 net, and only 30% earn more than \$1,200,000. Notably, 47.2% of employees earning \$650,000 or less work in larger companies (medium and large-sized enterprises).
- Only 30.1% of workers with a 40-hour or longer workweek earn more than \$1,000,000 net.

- In November 2024, the income poverty line in Chile for a four-person household was \$624,670, and for a three-person household, it was \$510,732. Among all employed individuals in Chile, 50.5% and 37.6% could not lift a four- or three-person household out of poverty, respectively, making it necessary for at least two household members to work.
- However, when considering the recommendations of the Presidential Advisory Commission for Poverty Measurement, which proposes updating the indicator and establishing separate poverty lines for renters and homeowners, the poverty lines increase significantly. Consequently, 65.9% (two out of three) and 74.9% (three out of four) of employed individuals in renter households of three and four people, respectively, could not lift their families out of poverty.
- In Chile, there are 524,000 underemployed individuals, with 50% earning less than \$280,000.
- Additionally, it is estimated that nearly 1.1 million people are employed under outsourced work arrangements (subcontracting and supply). Directly hired employees earn, on average, 25.9% more than outsourced workers, with this gap exceeding 75% in sectors such as Mining, Information and Communications, Electricity Supply, and Financial and Insurance Activities.
- The migrant employed labour force in Chile totals 998,000 individuals (55.9% male and 44.1% female), with over 52% originating from Venezuela. The average primary employment income for migrant workers is \$885,000 net, with a median of \$600,000.
- There are 803,000 individuals who have surpassed the legal retirement age and continue to work for pay. Their median primary employment income is \$478,803 net, equivalent to 78.3% of the national median for all employed individuals, and is \$410,000 for women over 60 and \$498,000 for men over 65. Additionally, only 30% earn more than \$602,000 net.
- When adjusting primary employment income to gross amounts, the ESI yields a higher average than the administrative data provided by the Pension Superintendency for dependent AFP contributors (\$1,315,689 versus \$1,236,510).
- Finally, according to the 49th Delinquent Debt Report by Universidad San Sebastián - Equifax, in the second quarter of 2025, Chile recorded 3,864,279 delinquent debtors, with an average delinquency amount of \$2.34 million. Furthermore, according to the latest Household Budget Survey (IX EPF) by the INE, nearly 55% of households report monthly expenses exceeding their available income.

# Methodology

To estimate the income and wages received by workers in Chile, the Supplementary Income Survey (ESI) is used. This survey is conducted annually by the National Institute of Statistics (INE) and serves as the primary statistical source for measuring income and wages in Chile.

The survey comprises a set of questions closely linked to the standard employment survey questionnaire, making it an essential tool for characterising the employed population captured by that survey, enabling the integration of employment data with the corresponding labour income. It is the only survey that annually collects income data for individuals in Chile and has representativeness across all regions (Methodological Document 2021, Supplementary Income Survey, INE, Chile).

This report conducts an analysis focused on studying data distribution beyond the average. For this reason, it works with microdata from the Supplementary Income Survey and reports on averages, medians, and the 70th and 80th percentiles. To analyse the microdata, the database was downloaded directly from the National Institute of Statistics' website dedicated to this survey:

<https://www.ine.gob.cl/estadisticas/sociales/ingresos-y-gastos/encuesta-suplementaria-de-ingresos>

## Some methodological considerations

- a. The incomes reported in the survey include the aggregate amount (and not solely the base salary), and in cases where legal deductions are up to date, the incomes will be net. Otherwise, they will be gross. This is specified in the official questionnaire under question k1b (p. 18). Legal deductions (AFP, IPS ex INP, ISAPRE, FONASA, tax on remuneration) are excluded. Regular bonuses, regular overtime, and any variable components received are included.
- b. Only employed individuals whose current employment in the reference week is the same as that held in the previous month (as is done in the INE's analyses for the ESI) are considered.
- c. In this study, various points in the distribution are reviewed. In addition to the average, information is provided on the median, the 70th percentile (70%), and the 80th percentile (80%). This type of analysis is highly important and has consistently been 'overlooked' when reviewing wages.
- d. The ESI 2024 represents the latest publicly available information for estimating incomes and wages for all employed individuals in Chile. The results of the ESI 2024 and its database were released on 11 August 2025.
- e. All data have been processed using the Stata programme and analysed through the application of expansion factors, as is standard in working with microdata and household surveys.
- f. For estimating the number of formal and informal workers, those with precarious insertion, protected insertion, underemployment due to insufficient hours, professional underemployment, outsourcing arrangements, migrant population, platform work, and those of retirement age, the expansion factors from the National Employment Survey (a variable included in the ESI microdata) were used. Additionally, in this case, the restriction (included in the income statistics) that the employment in the reference period is the same as in the previous month is lifted.
- g. This study employs the 'replicable research' method. All results officially published by the INE were replicated (recalculated) using the original database. Building on that baseline, new explorations are conducted, and the quality of the estimates is controlled. For estimating the medians, the Hyndman–Fan 5 interpolation rule (hf5) has been used.

# 1 General wage distribution

In Table 1, the income earned by workers in their main occupation is shown, distributed across bands of net income. The relative size of each segment is presented, as well as the cumulative percentage of workers who receive income up to the corresponding upper limit of each band.

**Table 1:** General distribution of income from main occupation.

Income bands	No.	% Total	% Cumulative
Less or equal to \$400,000	1,818,906	20.6%	20.6%
\$400,001 - \$611,162	2,600,712	29.4%	50.0%
\$611,163 - \$840,000	1,454,228	16.5%	66.5%
\$840,001 - \$1,000,000	747,173	8.5%	74.9%
\$1,000,001 - \$1,500,000	1,028,854	11.6%	86.5%
\$1,500,001 o more	1,189,274	13.5%	100%
<b>Total</b>	<b>8,839,148</b>	<b>100%</b>	-

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

The main results are highlighted below:

- 50% of workers earn less than \$611,163
- Two out of every three workers earn less than \$840,000
- 74.9% of workers earn less than \$1,000,000
- Only 13.5% earn more than \$1,500,000<sup>1</sup>.

The 2024 Supplementary Income Survey (ESI 2024) reports that the average monthly labour income was \$897,019. Likewise, when examining the median – that is, the income/wage threshold for 50% of workers – the results place it at \$611,162. In addition, 68.3% of the employed labour force receives income from their main occupation below the average, and only 25.1% record net income above \$1,000,000.

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<sup>1</sup>If those who earn \$1,500,000 or more are considered, the percentage rises to 14.2%.

**Table 2:** Bands of net income from the Main Occupation by Gender, percentage represented by each band relative to the total (% of Total) and cumulative percentage (% Cumulative).<sup>2</sup>

Income bands	Women		Men	
	% Total	% Cumulative	% Total	% Cumulative
Less or equal to \$400,000	27.7%	27.7%	15.3%	15.3%
\$400,001 - \$611,162	29.3%	57.0%	29.5%	44.8%
\$611,163 - \$840,000	15.0%	72.0%	17.5%	62.3%
\$840,001 - \$1,000,000	7.6%	79.5%	9.1%	71.5%
\$1,000,001 - \$1,500,000	10.7%	90.2%	12.4%	83.8%
\$1,500,001 or more	9.8%	100.0%	16.2%	100.0%
<b>Total</b>	<b>100%</b>	<b>-</b>	<b>100%</b>	<b>-</b>

Fuente: Fundación SOL en base a microdatos Encuesta Suplementaria de Ingresos 2024

When conducting a gender-based analysis, Table 2 shows that 72% of women workers earn less than \$840,000 net. Only 20.5% of women and 28.5% of men receive more than \$1,000,000. Finally, it can be concluded that 57% of women and 44.8% of men receive net income below \$612,000.

### Gender gap

On average, and without controlling for observable factors, the income gap between men and women is \$244,795 per month. In other words, the average income received by women corresponds to 75.6% of the income received by men. Another way of expressing the gap is to state that women earn 24.4% less than men (on average and without controls)<sup>3</sup>. When correcting for the distortion generated by averages, the gap remains high. Indeed, when comparing the situation of the median woman worker (50%) with the median man, the former earns 20.5% less than the latter. Compared with the previous year (2023), an increase in the gaps is observed.

**Table 3:** Wage gaps in the average and the median by gender.

Statistical	Men	Women	Difference in \$	Difference in %
Average	\$ 1,001,510	\$ 756,715	-\$ 244,795	-24.4%
P50	\$ 698,255	\$ 555,362	-\$ 142,893	-20.5%

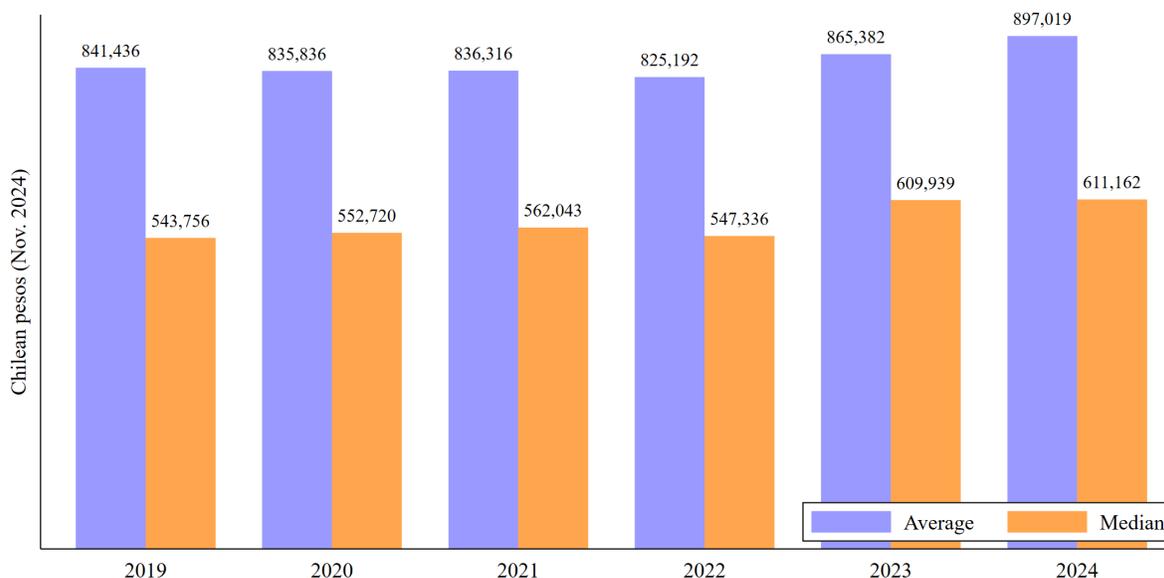
Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

<sup>2</sup>The median reflects what happens with the 50% point of the data distribution. It consists of arranging workers from lowest to highest according to their income, and identifying the income level up to which 50% of them earn.

<sup>3</sup>The idea behind controlling is to make comparisons in which the groups under analysis (in this case, men versus women) share similar observable characteristics, such as number of hours worked, years of schooling, age, sector of activity, experience, among others. For a detailed analysis of discrimination against women, it is recommended to consult the study: No es amor, es trabajo no pagado Un análisis del trabajo de las mujeres en el Chile actual, Fundación SOL(2020).

## Evolution over time

**Figure 1: Evolution of the ‘real’ average and median labour income, 2019-2024**



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey 2019-2024

Compared with the previous year (2023), both the average and the median income from the main occupation increased in real terms (3.7% and 0.2%, respectively). However, when analysing the evolution of wages in Chile over the past five years, the picture is discouraging and reflects the structural problem of low wages in the country. Specifically, between 2024 and 2019, the real average net income of employed persons increased by only 6.6% — that is, over five years, average purchasing power grew by just over \$55,000.

Over the same period, real GDP<sup>4</sup> grew by 10.1%, meaning 53% more than the average wage. In the case of men, a real increase of only 4.9% (\$46,000) is observed, while among women the increase amounts to 10.1% (\$69,000). Meanwhile, the median wage increased by 12.4% (\$67,000) over the five-year period, with a larger rise among women (16.1%) than men (14.5%).

It is important to note that during the pandemic, many precarious jobs held by women were lost, which may also have contributed to the increase in average and median wages among female workers. Nevertheless, the average annual real growth of wages for women during the period does not exceed 3% (2% when considering the average income and 3% in the case of the median).

<sup>4</sup>Based on WDI data, World Bank.

## 2 Territorial overview

**Table 4:** What the bottom 50% of workers (P50) earn or less, the bottom 70% (P70) or less, the bottom 80% (P80) or less, and the average.

Region	P50	P70	P80	Average
Tarapacá	\$605,850	\$997,507	\$1,246,883	\$864,080
Antofagasta	\$757,312	\$1,040,042	\$1,400,000	\$1,056,125
Atacama	\$658,184	\$920,000	\$1,197,008	\$842,231
Coquimbo	\$550,000	\$790,000	\$997,507	\$692,638
Valparaíso	\$598,504	\$807,800	\$1,000,000	\$771,718
O'Higgins	\$550,000	\$798,000	\$997,507	\$748,453
Maule	\$518,704	\$700,000	\$817,955	\$655,862
Biobio	\$600,000	\$848,190	\$1,067,810	\$800,340
Araucanía	\$501,710	\$700,000	\$850,000	\$651,445
Los Lagos	\$599,524	\$767,410	\$950,000	\$728,365
Aysén	\$656,337	\$950,000	\$1,200,000	\$867,180
Magallanes	\$795,579	\$1,060,237	\$1,500,000	\$1,056,485
Metropolitana	\$702,463	\$1,045,000	\$1,496,260	\$1,058,905
Los Ríos	\$550,000	\$798,005	\$1,000,000	\$742,499
Arica y Parinacota	\$508,951	\$757,312	\$997,506	\$664,777
Ñuble	\$504,875	\$700,000	\$908,775	\$650,239
<b>Total</b>	<b>\$611,162</b>	<b>\$908,775</b>	<b>\$1,200,000</b>	<b>\$897,019</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

While 50% of workers in the Antofagasta region earn less than \$757,000, in Ñuble and La Araucanía the median is below \$505,000, reflecting significant levels of spatial-territorial heterogeneity. In eight regions (Coquimbo, O'Higgins, Maule, La Araucanía, Los Lagos, Los Ríos, Arica y Parinacota, and Ñuble), a more pronounced wage lag is observed, as 70% of employed persons earn less than \$800,000.

**Table 5:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by gender.

Region	Women				Men			
	P50	P70	P80	Average	P50	P70	P80	Average
Tarapacá	\$548,853	\$798,005	\$1,009,750	\$733,994	\$700,000	\$1,070,335	\$1,470,000	\$958,569
Antofagasta	\$605,850	\$897,756	\$1,009,750	\$807,421	\$897,756	\$1,262,187	\$1,596,011	\$1,229,130
Atacama	\$548,629	\$780,000	\$965,587	\$671,800	\$748,919	\$1,009,750	\$1,300,000	\$967,217
Coquimbo	\$498,753	\$605,850	\$800,000	\$578,669	\$602,040	\$810,000	\$1,017,457	\$779,247
Valparaíso	\$504,875	\$700,000	\$900,000	\$633,336	\$661,370	\$908,775	\$1,161,212	\$877,067
O'Higgins	\$500,000	\$650,000	\$806,078	\$642,156	\$600,000	\$858,287	\$1,009,749	\$819,967
Maule	\$500,000	\$605,850	\$798,005	\$584,434	\$558,604	\$750,000	\$888,580	\$708,165
Biobio	\$519,990	\$750,000	\$956,609	\$675,819	\$656,337	\$908,775	\$1,143,037	\$891,798
Araucanía	\$480,000	\$638,404	\$802,711	\$589,854	\$542,640	\$738,155	\$897,756	\$698,753
Los Lagos	\$551,941	\$706,825	\$897,756	\$689,916	\$605,850	\$800,000	\$997,507	\$755,708
Aysén	\$598,504	\$898,677	\$1,197,008	\$784,457	\$700,000	\$997,507	\$1,211,700	\$934,671
Magallanes	\$698,255	\$997,507	\$1,222,000	\$881,952	\$800,000	\$1,197,008	\$1,711,212	\$1,186,021
Metropolitana	\$638,596	\$969,360	\$1,200,000	\$884,440	\$798,005	\$1,200,000	\$1,600,000	\$1,189,763
Los Ríos	\$500,000	\$706,825	\$959,262	\$637,312	\$598,504	\$800,000	\$1,003,420	\$827,805
Arica y Parinacota	\$499,423	\$605,850	\$798,005	\$553,430	\$600,000	\$890,000	\$1,009,749	\$755,468
Ñuble	\$500,000	\$666,435	\$897,756	\$625,251	\$548,629	\$716,922	\$908,775	\$669,798
<b>Total</b>	<b>\$555,362</b>	<b>\$800,000</b>	<b>\$1,009,749</b>	<b>\$756,715</b>	<b>\$698,255</b>	<b>\$999,652</b>	<b>\$1,300,000</b>	<b>\$1,001,510</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

In the case of women, Coquimbo, O'Higgins, Maule, La Araucanía and Arica y Parinacota are the regions that display the lowest value of labour-power. In these regions, 70% of employed women earn less than \$650,000 net in their main occupation. In the case of men, only 20% record income above \$890,000 in the regions of Maule, La Araucanía, Los Lagos and Ñuble.

### Evolution over time

Although there is a real increase in both the median and the average income from the main occupation compared with 2023, a regional analysis shows that the average wage falls in four regions (Antofagasta, Coquimbo, Aysén and Los Ríos) and the median wage decreases in two regions (Maule and La Araucanía).

**Table 6:** Real year-on-year percentage change (2024 - 2023).

Region	Average	Region	Median
Antofagasta	-7.1%	Ñuble	-1.2%
Aysén	-6.7%	Araucanía	-0.6%
Los Ríos	-6.1%	Maule	-0.2%
Coquimbo	-2.6%	Coquimbo	0.5%
Atacama	0.0%	Arica y Parinacota	0.8%
Araucanía	0.1%	Aysén	1.2%
Ñuble	1.4%	Antofagasta	2.7%
Arica y Parinacota	1.6%	Los Ríos	4.7%
Maule	1.8%	Atacama	4.8%
Tarapacá	1.9%	O'Higgins	5.1%
Valparaíso	2.0%	Tarapacá	5.2%
Biobío	2.3%	Metropolitana	7.7%
Magallanes	5.3%	Biobío	8.1%
Los Lagos	5.7%	Magallanes	9.4%
O'Higgins	6.1%	Valparaíso	12.1%
Metropolitana	6.6%	Los Lagos	14.0%

Fuente: Fundación SOL en base a microdatos Encuesta Suplementaria de Ingresos 2024

When extending the regional analysis to a five-year period, it can be observed that the real average income from the main occupation falls in three regions (Magallanes, Valparaíso and Coquimbo). In other words, in these regions, workers had lower purchasing power at the end of 2024 than they did at the end of 2019. On the other hand, only three regions record real average annual growth above 2% over the past five years (Tarapacá, O'Higgins and Biobío).

**Table 7:** Real year-on-year percentage change (2024 - 2019).

<b>Region</b>	<b>Average</b>	<b>Region</b>	<b>Median</b>
Magallanes	-4.5%	Araucanía	5.8%
Valparaíso	-3.1%	Magallanes	6.7%
Coquimbo	-1.0%	O'Higgins	6.7%
Antofagasta	0.1%	Arica y Parinacota	7.3%
Arica y Parinacota	1.9%	Aysén	7.6%
Araucanía	2.2%	Coquimbo	8.1%
Los Lagos	2.9%	Antofagasta	8.6%
Atacama	3.2%	Ñuble	8.6%
Aysén	4.7%	Maule	9.4%
Maule	5.2%	Valparaíso	10.4%
Los Ríos	6.1%	Tarapacá	10.8%
Metropolitana	7.3%	Atacama	12.0%
Ñuble	8.6%	Metropolitana	15.2%
Tarapacá	13.7%	Los Lagos	15.5%
O'Higgins	14.6%	Los Ríos	15.9%
Biobío	22.6%	Biobío	16.4%

Fuente: Fundación SOL en base a microdatos Encuesta Suplementaria de Ingresos 2024

Additionally, when analysing the evolution of the median wage over the past five years (see Annex III), it can be observed that only five regions show an average annual increase above 2% in real terms (Tarapacá, Biobío, Los Lagos, the Metropolitan Region and Los Ríos). This is despite the fact that the minimum wage rose from \$301,000 to \$500,000 between the 2019 ESI and the 2024 ESI, which corresponds to a real average annual increase of 4.1%.

**Table 8:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by major cities.

Cities	P50	P70	P80	Average
Arica	\$505,370	\$757,312	\$997,506	\$666,257
Alto Hospicio	\$530,348	\$700,000	\$897,756	\$613,695
Iquique	\$748,717	\$1,147,133	\$1,500,000	\$1,027,931
Antofagasta	\$798,005	\$1,197,008	\$1,500,000	\$1,155,968
Calama	\$751,588	\$1,005,487	\$1,300,000	\$956,236
Copiapó	\$727,020	\$1,009,750	\$1,262,187	\$925,194
Vallenar	\$509,756	\$747,215	\$1,000,000	\$705,228
Coquimbo	\$550,000	\$705,000	\$937,656	\$668,440
La Serena	\$605,850	\$997,507	\$1,200,000	\$825,097
Ovalle	\$504,875	\$700,000	\$900,000	\$647,530
Valparaíso	\$598,504	\$803,066	\$1,009,750	\$759,484
Viña del Mar	\$605,850	\$1,000,000	\$1,396,509	\$925,647
San Antonio	\$597,651	\$798,005	\$898,677	\$640,994
Rancagua	\$654,417	\$997,507	\$1,246,883	\$929,058
San Fernando	\$555,552	\$681,581	\$861,899	\$691,193
Curicó	\$593,823	\$787,605	\$1,017,457	\$730,828
Talca	\$579,464	\$760,000	\$903,049	\$721,476
Linares	\$526,364	\$690,669	\$802,736	\$696,474
Chillán	\$586,121	\$803,066	\$1,069,830	\$765,213
Concepción	\$757,312	\$1,200,000	\$1,527,752	\$1,031,545
Talcahuano	\$698,255	\$962,594	\$1,296,759	\$907,117
Lota	\$548,629	\$695,000	\$827,995	\$651,919
Coronel	\$548,629	\$703,796	\$800,000	\$610,204
Los Ángeles	\$604,906	\$908,775	\$1,090,530	\$832,035
Angol	\$600,000	\$778,055	\$1,127,183	\$779,299
Temuco	\$605,850	\$817,956	\$1,197,008	\$834,508
Valdivia	\$600,000	\$997,507	\$1,254,235	\$877,267
Osorno	\$598,504	\$800,000	\$1,000,000	\$786,408
Puerto Montt	\$652,223	\$843,141	\$1,000,000	\$795,468
Coyhaique	\$652,454	\$1,000,000	\$1,300,000	\$931,515
Puerto Aysén	\$682,008	\$897,756	\$1,100,000	\$779,981
Punta Arenas	\$752,656	\$1,130,920	\$1,542,898	\$1,092,759

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

When observing how much workers earn in Chile's major cities, it can be concluded that in 17 of the 32 cities reported, the median does not exceed \$600,000; in nine cities it lies between \$600,000 and \$700,000; and only in Copiapó, Iquique, Calama, Punta Arenas, Concepción and Antofagasta does it exceed \$700,000.

On the other hand, it can be noted that in 31 of the 52 provinces with available information, the median does not exceed \$600,000 net, and only in six provinces do 30% of workers earn more than \$1 million (see following table).

**Table 9:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by province.

Region	Provinces	P50	P70	P80	Average
Tarapacá	Iquique	\$605,850	\$997,507	\$1,211,700	\$872,857
Tarapacá	Tamarugal	\$596,604	\$950,000	\$1,252,090	\$762,191
Antofagasta	Antofagasta	\$787,599	\$1,110,725	\$1,496,260	\$1,127,978
Antofagasta	El Loa	\$737,985	\$1,000,000	\$1,280,000	\$942,082
Antofagasta	Tocopilla	\$693,718	\$997,507	\$1,077,307	\$766,256
Atacama	Copiapo	\$706,825	\$1,000,000	\$1,211,700	\$911,148
Atacama	Chañaral	\$500,041	\$897,756	\$1,230,000	\$738,405
Atacama	Huasco	\$538,654	\$798,005	\$997,507	\$690,115
Coquimbo	Elqui	\$585,655	\$800,000	\$1,000,000	\$728,641
Coquimbo	Choapa	\$536,955	\$700,000	\$807,800	\$642,603
Coquimbo	Limari	\$500,000	\$650,000	\$800,000	\$596,866
Valparaíso	Valparaiso	\$598,504	\$887,781	\$1,100,000	\$831,279
Valparaíso	Los Andes	\$671,620	\$850,000	\$1,009,750	\$837,850
Valparaíso	Petorca	\$525,070	\$700,000	\$858,287	\$614,709
Valparaíso	Quillota	\$568,579	\$748,130	\$908,774	\$670,398
Valparaíso	San Antonio	\$568,256	\$798,005	\$945,126	\$681,949
Valparaíso	San Felipe de Aconcagua	\$620,709	\$807,800	\$917,706	\$701,447
Valparaíso	Marga Marga	\$598,504	\$858,287	\$1,097,257	\$779,815
O'Higgins	Cachapoal	\$598,504	\$825,000	\$1,009,749	\$806,952
O'Higgins	Cardenal Caro	\$446,551	\$605,850	\$798,005	\$521,157
O'Higgins	Colchagua	\$504,875	\$636,142	\$800,000	\$625,140
Maule	Talca	\$531,443	\$720,000	\$827,995	\$662,023
Maule	Cauquenes	\$499,979	\$630,000	\$800,000	\$588,657
Maule	Curico	\$562,255	\$718,205	\$960,599	\$711,632
Maule	Linares	\$500,000	\$603,492	\$750,000	\$597,480
Biobio	Concepción	\$632,018	\$897,756	\$1,161,212	\$852,589
Biobio	Arauco	\$501,533	\$716,922	\$897,756	\$664,272
Biobio	Biobio	\$575,368	\$800,000	\$997,507	\$720,252
Biobio	Cautín	\$504,875	\$700,000	\$850,000	\$661,866
Araucanía	Malleco	\$497,059	\$660,000	\$887,781	\$613,503
Los Lagos	Llanquihue	\$605,850	\$798,005	\$997,507	\$760,047
Los Lagos	Chiloe	\$504,875	\$702,683	\$847,880	\$649,484
Los Lagos	Osorno	\$550,001	\$778,055	\$974,065	\$726,468
Aysén	Coyhaique	\$650,000	\$1,000,000	\$1,296,759	\$919,178
Aysén	Aysen	\$659,386	\$868,385	\$1,042,062	\$766,654
Aysén	Capitan Prat	\$639,502	\$1,147,133	\$1,296,759	\$913,072
Aysén	General Carrera	\$698,255	\$883,531	\$1,100,000	\$832,574
Magallanes	Magallanes	\$763,656	\$1,110,725	\$1,514,625	\$1,090,921
Magallanes	Antartica chilena	\$850,000	\$1,000,000	\$1,000,000	\$903,974
Magallanes	Tierra del Fuego	\$899,141	\$1,296,759	\$1,536,160	\$1,134,476
Magallanes	Ultima esperanza	\$784,618	\$950,000	\$1,100,000	\$851,977
Metropolitana	Santiago	\$737,285	\$1,110,725	\$1,500,000	\$1,102,541
Metropolitana	Cordillera	\$698,255	\$897,756	\$1,100,000	\$839,712
Metropolitana	Chacabuco	\$723,336	\$1,200,000	\$2,004,000	\$1,402,553
Metropolitana	Maipo	\$688,475	\$997,506	\$1,200,000	\$880,297
Metropolitana	Melipilla	\$500,000	\$610,000	\$771,073	\$560,387
Metropolitana	Talagante	\$600,280	\$942,191	\$1,316,709	\$933,366
Los Ríos	Valdivia	\$552,358	\$807,800	\$1,009,750	\$765,746
Los Ríos	Ranco	\$548,629	\$698,255	\$800,000	\$667,269
Arica y Parinacota	Arica	\$504,875	\$757,312	\$997,506	\$665,375
Arica y Parinacota	Parinacota	\$707,776	\$847,881	\$847,881	\$614,535
Ñuble	Diguillín	\$530,982	\$737,117	\$994,698	\$678,828
Ñuble	Itata	\$500,000	\$690,000	\$997,507	\$641,737
Ñuble	Punilla	\$500,000	\$605,850	\$706,824	\$559,559

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

### 3 Sectoral overview

**Table 10:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by sector<sup>5</sup>.

Sector	All				Women			Men		
	P50	P70	P80	Average	P50	P70	P80	P50	P70	P80
AGSP	\$500,000	\$602,300	\$750,000	\$585,090	\$480,000	\$535,167	\$605,850	\$500,000	\$646,384	\$798,005
Mining	\$1,080,000	\$1,514,625	\$1,940,000	\$1,543,924	\$1,000,000	\$1,514,625	\$2,019,500	\$1,090,567	\$1,507,892	\$1,918,525
Manufacturing	\$605,850	\$832,034	\$1,019,847	\$780,483	\$500,000	\$620,000	\$798,005	\$698,255	\$947,631	\$1,141,017
Electricity	\$908,774	\$2,000,000	\$2,394,016	\$1,621,059	\$2,161,186	\$3,231,200	\$3,231,200	\$800,000	\$1,500,000	\$1,857,940
Water	\$699,822	\$908,775	\$1,097,257	\$847,411	\$609,596	\$798,005	\$888,580	\$706,825	\$997,507	\$1,150,000
Construction	\$600,000	\$798,005	\$953,249	\$778,991	\$691,474	\$997,506	\$1,097,257	\$600,000	\$798,005	\$900,000
Commerce	\$504,875	\$700,000	\$853,258	\$703,697	\$480,000	\$597,507	\$706,824	\$589,416	\$800,000	\$1,003,833
Transport and Storage	\$648,379	\$858,287	\$1,100,000	\$899,356	\$605,806	\$800,000	\$997,507	\$650,000	\$877,806	\$1,143,037
Accommodation and Food Services	\$504,875	\$648,379	\$798,005	\$642,912	\$498,753	\$575,000	\$678,305	\$580,000	\$777,507	\$847,881
Information and Communications	\$997,507	\$1,596,011	\$2,000,000	\$1,337,057	\$769,670	\$1,100,000	\$1,596,011	\$1,116,416	\$1,817,549	\$2,120,475
Financial Services and Insurances	\$1,212,023	\$1,995,014	\$2,400,000	\$1,665,979	\$1,000,000	\$1,435,000	\$1,716,575	\$1,635,661	\$2,400,000	\$2,877,787
Real estate activities	\$662,229	\$1,000,000	\$1,397,756	\$1,119,551	\$698,255	\$999,652	\$1,292,480	\$654,365	\$1,197,008	\$1,800,000
PCT	\$1,007,710	\$1,514,624	\$1,997,506	\$1,374,881	\$997,507	\$1,280,799	\$1,549,196	\$1,100,000	\$1,812,470	\$2,194,515
Administrative Services	\$548,629	\$750,000	\$910,794	\$707,445	\$449,796	\$598,504	\$732,069	\$648,379	\$900,000	\$1,105,849
Public Administration	\$957,606	\$1,400,000	\$1,716,575	\$1,247,813	\$899,757	\$1,349,751	\$1,695,761	\$997,507	\$1,420,000	\$1,795,512
Education	\$798,005	\$1,073,317	\$1,271,275	\$958,458	\$706,825	\$997,507	\$1,161,212	\$997,507	\$1,312,675	\$1,695,761
Health	\$756,567	\$1,197,008	\$1,596,011	\$1,156,336	\$700,000	\$1,009,750	\$1,312,675	\$942,857	\$1,700,000	\$2,019,500
Artistic activities and entertainment	\$530,000	\$750,000	\$947,631	\$754,447	\$498,753	\$656,337	\$750,125	\$566,861	\$800,000	\$1,097,849
Other Services	\$481,831	\$598,504	\$700,000	\$507,440	\$400,000	\$516,761	\$676,532	\$504,875	\$605,850	\$700,000
Households as employers	\$359,102	\$498,753	\$504,875	\$365,002	\$350,000	\$484,680	\$500,000	\$480,145	\$548,629	\$651,289
<b>Total</b>	<b>\$611,162</b>	<b>\$908,775</b>	<b>\$1,200,000</b>	<b>\$897,019</b>	<b>\$555,362</b>	<b>\$800,000</b>	<b>\$1,009,749</b>	<b>\$698,255</b>	<b>\$999,652</b>	<b>\$1,300,000</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

The sectoral data reveal considerable wage restraint in branches such as Commerce (the main waged workforce in the labour market), Agriculture, Forestry and Fishing, Artistic and Entertainment Activities, Accommodation and Food Services, Construction, and Manufacturing Industries. In fact, in the Commerce sector, 70% earn less than \$700,000 net (\$598,000 in the case of women).

Moreover, the differences between sectors are evident: while half of workers in Mining earn less than \$1,080,000, in Manufacturing, only 20% of workers earn more than \$1,020,000.

<sup>5</sup> Abbreviations: AGSP = Agriculture, Livestock, Forestry and Fishing; Act. = Activities; SS. = Services; PCT = Professional, Scientific and Technical; Adm. = Administration.

## 4 Overview by occupation

**Table 11:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by occupational category.

Occupation	P50	P70	P80	Average
<b>Total</b>	\$611,162	\$908,775	\$1,200,000	\$897,019
Employers	\$1,000,000	\$1,514,625	\$2,019,500	\$1,447,788
Self-employed	\$351,197	\$504,875	\$698,255	\$491,175
Private-sector employees	\$680,000	\$951,000	\$1,200,000	\$957,609
<i>Private-sector employees (Firm size: 200 +)</i>	\$817,907	\$1,200,000	\$1,555,015	\$1,171,590
Public-sector employees	\$939,067	\$1,312,675	\$1,695,761	\$1,227,669
Domestic services	\$353,412	\$498,753	\$504,875	\$358,451
Public-private sector gap	38.1%	38.0%	41.3%	28.2%
Public-private sector gap (200 +)	14.8%	9.4%	9.1%	4.8%

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

When conducting a wage analysis by occupational category, it can be observed — according to the data presented in Table 11 — that while 50% of employers earn more than \$1 million, 50% of self-employed workers earn less than \$351,000. On the other hand, it can be concluded that the income of private-sector employees is lower than that of their counterparts in the public sector. In fact, when comparing the averages, it can be seen that the latter earn 28.2% more than the former (\$1,227,660 versus \$957,609). However, when the comparison is made with private-sector employees working in large companies, the gap is almost entirely reversed: public-sector employees earn only 4.8% more than employees in large private-sector firms<sup>6</sup>.

In addition, it is important to note that while 34.6% of private-sector employees have university or postgraduate education, this figure rises to 55.6% in the public sector (61% higher). In the case of women, it is observed that 70% of those working as employees in private-sector firms earn less than \$850,000, and only 20% of women working in large private-sector firms earn more than \$1.3 million.

**Table 12:** What the bottom 50% earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by occupational category and gender.

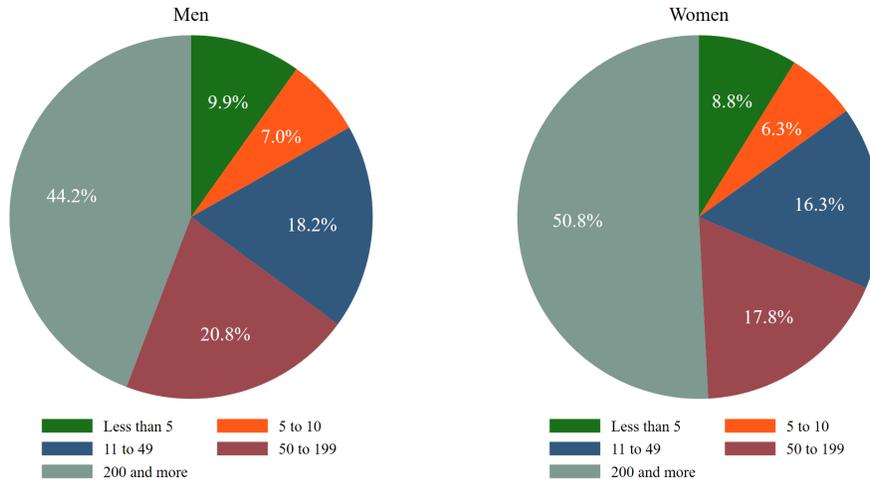
Occupation	P50	Women			Men		
		P70	P80	P50	P70	P80	
<b>Total</b>	\$555,362	\$800,000	\$1,009,749	\$698,255	\$999,652	\$1,300,000	
Employers	\$799,090	\$1,500,000	\$1,995,014	\$1,003,833	\$1,756,708	\$2,019,500	
Self-employed	\$219,451	\$400,000	\$501,694	\$448,878	\$605,849	\$800,000	
Private-sector employees	\$600,000	\$850,000	\$1,047,382	\$705,372	\$997,507	\$1,296,759	
<i>Private-sector employees (Firm size: 200 +)</i>	\$714,904	\$1,000,000	\$1,300,000	\$908,774	\$1,312,675	\$1,735,662	
Public-sector employees	\$820,000	\$1,197,008	\$1,496,260	\$1,097,257	\$1,514,625	\$1,925,188	
Domestic services	\$350,000	\$494,777	\$502,437	\$544,034	\$598,504	\$678,305	
Public-private sector gap	36.7%	40.8%	42.9%	55.6%	51.8%	48.5%	
Public-private sector gap (200 +)	14.7%	19.7%	15.1%	20.7%	15.4%	10.9%	

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

<sup>6</sup>We consider this comparison to be the correct one, as large firms correspond to employers with 200 or more workers.

## 5 Overview by firm size

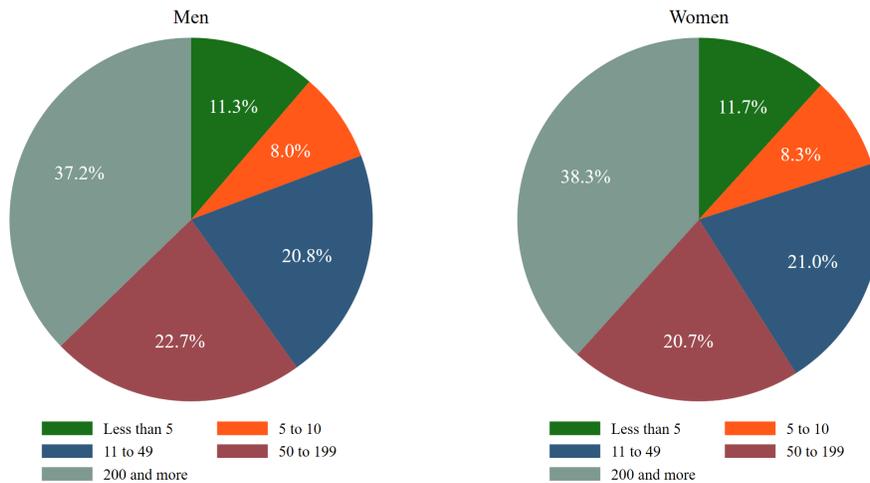
**Figure 2: Distribution of waged employment by firm size (%). Employees only.**



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

With respect to the distribution of employees by firm size, it is noteworthy that 50.8% of women and 44.2% of men work in firms with 200 or more workers (large firms).

**Figure 3: Distribution of waged employment by firm size (%). Private-sector employees only.**



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

**Table 13:** What the bottom 50% earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by firm size (private-sector employees only).

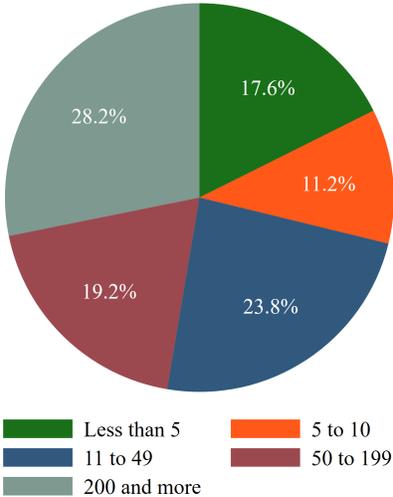
Firm size	P50	P70	P80	Average
Less than 5	\$495,182	\$548,629	\$636,142	\$542,185
5 to 10	\$548,629	\$698,255	\$817,956	\$733,091
11 to 49	\$605,850	\$800,000	\$997,507	\$869,801
50 to 199	\$748,130	\$1,000,000	\$1,246,883	\$998,792
200 and more	\$817,907	\$1,200,000	\$1,555,015	\$1,171,590

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

As one might expect, employees hired by large firms are those who receive the highest wages; however, half of employees hired by firms with 200 or more workers earn less than \$818,000, and only 30% exceed \$1.2 million net per month, showing that the wage lag mentioned earlier extends across the different productive units.

On the other hand, in medium-sized firms (between 50 and 199 workers), only 30% of private-sector employees earn more than \$1 million net.

**Figure 4:** Distribution of waged employment by firm size (%) among those who earn less than \$650,000 net.



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

50% of private-sector employees in Chile earn \$680,000 net or less, and it could be concluded that a large share of this group are hired in micro and small enterprises. However, when we focus on those below this threshold, it can be observed that 28.2% belong to large firms and 19.2% to medium-sized firms. In other words, 47.4% of private-sector employees in Chile who earn \$680,000 net or less work in larger enterprises.

## 6 Workweek overview

**Table 14:** Workweeks of 40 hours or more. Bands of net income from the Main Occupation, percentage represented by each band relative to the total (% of Total) and cumulative percentage (% Cumulative).

Income bands	No.	% Total	% Cumulative
\$700,000 net or less	2,979,578	49.2%	49.2%
\$700,001 - \$840,000	659,879	10.9%	60.1%
\$840,001 - \$1,000,000	597,162	9.9%	69.9%
\$1,000,001 - \$1,500,000	838,650	13.8%	83.8%
\$1,500,001 and more	983,866	16.2%	100%
<b>Total</b>	<b>6,059,135</b>	<b>100%</b>	-

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

When analysing the wage distribution by working hours, it can be observed that 49.2% of workers whose workweek is 40 hours or more earn \$700,000 net or less, and only 30.1% earn more than \$1,000,000.

**Table 15:** Workweeks of 40 hours or more and Large Firms. Bands of net income from the Main Occupation, percentage represented by each band relative to the total (% of Total) and cumulative percentage (% Cumulative).

Income bands	No.	% Total	% Cumulative
\$700,000 net or less	797,854	33.4%	33.4%
\$700,001 - \$840,000	282,101	11.8%	45.2%
\$840,001 - \$1,000,000	294,457	12.3%	57.5%
\$1,000,001 - \$1,500,000	444,898	18.6%	76.1%
\$1,500,001 and more	572,512	23.9%	100%
<b>Total</b>	<b>2,391,821</b>	<b>100%</b>	-

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

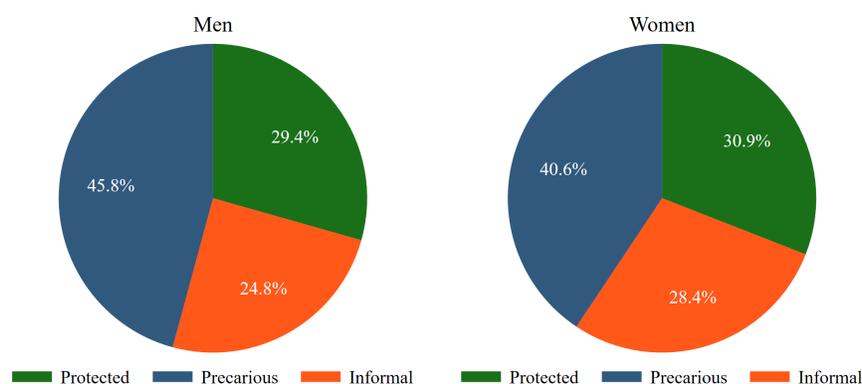
According to the data presented in Table 15, 57.5% of people who work 40 hours or more per week and are employed by large firms receive net income below \$1 million in their main occupation. In the case of commerce-sector workers with a 40-hour-plus workweek and employed by large firms, the data indicate that 60.8% of them receive net income below \$840,000.

## 7 Overview by type of labour market insertion

Some definitions<sup>7</sup>:

- **Informal sector:** According to the official ENE definitions, the informal sector corresponds to all market economic units that are not registered with the Internal Revenue Service (SII) and cannot be classified as quasi-corporations, as they do not have complete or simplified accounting that would allow an effective separation of their expenses (in the case of self-employed workers or employers). It also includes firms that do not have an accounting office or do not use the services of an accountant, from the point of view of waged employees.
- **Informal employment:** Informal employment refers to all waged employees or domestic workers who do not have health contributions (Isapre or Fonasa) and social security contributions (AFP) associated with their employment relationship with an employer. Likewise, by definition, all unpaid family workers, as well as self-employed workers and employers who own an economic unit in the informal sector, are considered informal workers. It is relevant to add to this INE definition that the concept of informal employment also includes employees working in informal economic units.
- **Precarious insertion:** This concept refers to people who are employed in the informal economy. The ILO defines the informal economy as all economic activities carried out by workers and economic units that, either legally or in practice, are not covered or are insufficiently covered by formal regulations.
- **Protected employment:** Any employment in which the attributes of a formal contract with labour protection are fulfilled; that is, employment with payslips, a written contract, pension and health contributions, paid leave and holidays, childcare, maternity leave, and unemployment insurance.

**Figure 5: Employment by type of labour market insertion (%).**



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

<sup>7</sup> Informe Mensual de Calidad del Empleo, IMCE, Fundación SOL

## 7.1 Formal (protected and precarious) and informal employment

The 2024 ESI records 2.45 million informal employments (26.4% of the total employed labour force), and the median wage reaches only \$339,152 net, which represents less than half of the median for formal workers (\$742,260). These higher levels of precariousness are confirmed when observing that only 20% of informal workers earn more than \$598,000.

In the case of people working as informal private-sector employees (888,000), the median reaches \$460,000 net, compared with \$706,823 for those employed formally. In addition, the average income of an informal employee (\$535,442) is practically half that of a formal employee (\$1,022,196).

**Table 16:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by formal and informal employment.

Employment	P50	P70	P80	Average
Formal	\$742,260	\$1,014,464	\$1,396,509	\$1,050,822
Informal	\$339,152	\$500,000	\$598,504	\$427,760
<b>Total</b>	<b>\$611,162</b>	<b>\$908,775</b>	<b>\$1,200,000</b>	<b>\$897,019</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

**Table 17:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by formal and informal employment, employees only.

Employment	P50	P70	P80	Average
Formal	\$706,825	\$1,000,000	\$1,296,759	\$1,022,196
Informal	\$460,000	\$548,629	\$626,045	\$535,442
<b>Total</b>	<b>\$680,000</b>	<b>\$951,000</b>	<b>\$1,200,000</b>	<b>\$957,609</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

## 7.2 Formal employment: protected and precarious

**Table 18:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by protected and precarious insertion.

Region	Protected				Precarious			
	P50	P70	P80	Avg.	P50	P70	P80	Avg.
Tarapacá	\$800,836	\$1,200,000	\$1,500,000	\$1,085,476	\$798,487	\$1,147,133	\$1,496,260	\$1,033,706
Antofagasta	\$997,507	\$1,400,000	\$1,716,575	\$1,365,698	\$827,995	\$1,110,725	\$1,363,162	\$1,048,974
Atacama	\$805,513	\$1,197,008	\$1,412,640	\$1,076,078	\$798,005	\$1,009,750	\$1,262,187	\$973,638
Coquimbo	\$600,000	\$803,066	\$1,000,000	\$761,395	\$688,627	\$950,000	\$1,100,000	\$857,618
Valparaíso	\$789,392	\$1,003,833	\$1,403,552	\$1,022,354	\$686,630	\$908,775	\$1,100,000	\$858,223
O'Higgins	\$698,255	\$1,009,750	\$1,496,260	\$1,039,921	\$605,123	\$807,800	\$1,000,000	\$809,087
Maule	\$650,000	\$850,000	\$1,047,111	\$823,496	\$578,554	\$750,000	\$897,756	\$740,105
Biobío	\$800,000	\$1,150,000	\$1,514,625	\$1,051,707	\$680,000	\$908,775	\$1,100,000	\$886,668
Araucanía	\$602,048	\$822,943	\$1,100,000	\$854,915	\$600,000	\$800,000	\$997,507	\$785,902
Los Lagos	\$711,672	\$1,003,388	\$1,211,700	\$984,744	\$646,240	\$800,000	\$997,507	\$794,972
Aysén	\$785,287	\$1,000,000	\$1,380,000	\$1,011,782	\$800,000	\$1,200,000	\$1,476,310	\$1,080,559
Magallanes	\$900,000	\$1,296,759	\$1,735,662	\$1,272,727	\$800,000	\$1,197,008	\$1,600,000	\$1,072,014
Metropolitana	\$933,849	\$1,476,310	\$1,975,063	\$1,373,257	\$751,398	\$1,055,189	\$1,395,716	\$1,055,556
Los Ríos	\$648,379	\$997,507	\$1,254,235	\$920,757	\$627,015	\$900,000	\$1,097,257	\$902,832
Arica y Parinacota	\$600,492	\$800,000	\$1,003,388	\$749,260	\$613,200	\$908,775	\$1,050,140	\$814,922
Ñuble	\$628,429	\$889,000	\$1,250,000	\$862,120	\$598,504	\$807,800	\$1,000,000	\$754,813
<b>Total</b>	<b>\$807,800</b>	<b>\$1,211,699</b>	<b>\$1,620,000</b>	<b>\$1,208,336</b>	<b>\$698,255</b>	<b>\$988,000</b>	<b>\$1,200,000</b>	<b>\$938,871</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

With respect to wage levels for those who have protected employment (2,795,897 people), Table 18 shows that the median reaches \$807,800, and 20% earn more than \$1,620,000 net, figures that stand in contrast to those with precarious employment (4,056,219 people), whose median and 80th-percentile values reach \$698,255 and \$1.2 million, respectively. As observed in wage levels overall, there are also significant differences across the regions of the country.

## 8 Overview by specific form of precariousness

### 8.1 Visible underemployment or insufficient working hours

This category includes people who work part-time (fewer than 30 hours per week) but who are available for and wish to work more hours per week.<sup>8</sup>

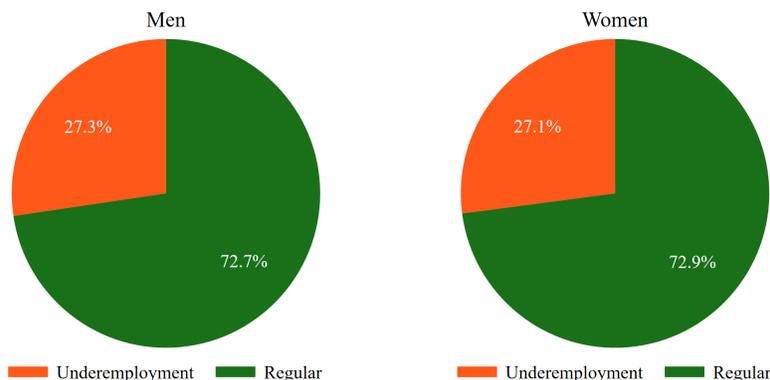
**Table 19:** Estadística Salarial y de Ingresos para el caso del subempleo.

Region	P50	P70	P80	Average
Tarapacá	\$190,625	\$282,730	\$299,252	\$249,472
Antofagasta	\$403,555	\$600,000	\$757,312	\$462,738
Atacama	\$182,094	\$313,022	\$413,997	\$268,138
Coquimbo	\$292,971	\$498,753	\$602,052	\$388,087
Valparaíso	\$299,252	\$403,900	\$501,710	\$349,348
O'Higgins	\$261,030	\$380,000	\$498,753	\$308,802
Maule	\$299,745	\$458,853	\$610,993	\$425,505
Biobio	\$299,252	\$434,192	\$528,679	\$386,836
Araucanía	\$200,000	\$282,730	\$401,368	\$263,483
Los Lagos	\$315,773	\$500,000	\$551,881	\$377,927
Aysén	\$252,437	\$498,753	\$595,752	\$362,456
Magallanes	\$329,395	\$527,193	\$807,800	\$551,240
Metropolitana	\$300,000	\$418,953	\$588,529	\$392,143
Los Ríos	\$224,358	\$359,102	\$454,387	\$309,340
Arica y Parinacota	\$328,932	\$454,387	\$501,916	\$476,825
Ñuble	\$237,240	\$393,752	\$548,629	\$317,294
<b>Total</b>	<b>\$280,000</b>	<b>\$403,900</b>	<b>\$543,641</b>	<b>\$367,312</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

In the period during which the survey was conducted, 524,430 underemployed people were recorded, representing an underemployment rate of 27.2% (calculated over the total working part-time). While 50% of underemployed workers earn less than \$280,000 (\$314,000 for men and \$206,000 for women), only 20% earn more than \$544,000.

**Figure 6:** Percentage of visible underemployment relative to the total part-time work (%).



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

<sup>8</sup>The concept of 'underemployment due to insufficient working hours' has a long history in employment statistics. Ver Hussmanns, R. (1993). "Encuestas de población económicamente activa, empleo, desempleo y subempleo". Colección Informes OIT 34.

## 8.2 Professional underemployment (PU)

This category includes employed people with completed higher education who work in unskilled occupations.

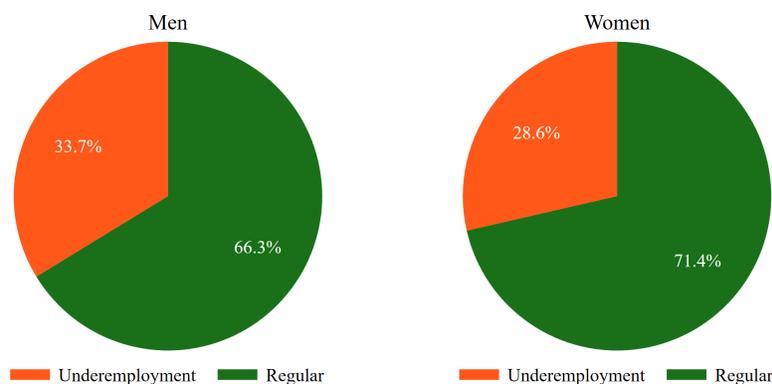
**Table 20:** Wage and income statistics in the case of professional underemployment.

Region	P50	P70	P80	Average	Not PU	Gap
Tarapacá	\$845,640	\$1,197,008	\$1,516,210	\$968,834	\$1,437,595	-32.6%
Antofagasta	\$849,409	\$1,110,725	\$1,312,675	\$1,063,358	\$1,817,207	-41.5%
Atacama	\$706,825	\$1,000,000	\$1,262,187	\$830,594	\$1,454,214	-42.9%
Coquimbo	\$600,000	\$850,000	\$1,000,000	\$735,845	\$1,127,215	-34.7%
Valparaíso	\$576,249	\$775,488	\$923,940	\$668,284	\$1,264,183	-47.1%
O'Higgins	\$600,000	\$897,756	\$1,060,237	\$725,524	\$1,365,077	-46.9%
Maule	\$541,057	\$750,000	\$807,800	\$656,357	\$1,122,383	-41.5%
Biobio	\$598,504	\$798,005	\$930,000	\$716,623	\$1,312,281	-45.4%
Araucanía	\$598,504	\$798,005	\$897,756	\$691,173	\$1,170,211	-40.9%
Los Lagos	\$611,612	\$800,000	\$997,507	\$719,644	\$1,253,153	-42.6%
Aysén	\$701,603	\$900,000	\$1,009,750	\$785,365	\$1,555,685	-49.5%
Magallanes	\$897,756	\$1,097,257	\$1,505,130	\$1,009,508	\$1,826,189	-44.7%
Metropolitana	\$680,000	\$883,531	\$1,100,000	\$841,542	\$1,766,666	-52.4%
Los Ríos	\$589,803	\$877,806	\$1,003,420	\$835,637	\$1,344,227	-37.8%
Arica y Parinacota	\$600,000	\$827,995	\$997,507	\$678,014	\$1,087,091	-37.6%
Ñuble	\$594,121	\$743,176	\$979,457	\$690,275	\$1,100,226	-37.3%
<b>Total</b>	<b>\$648,379</b>	<b>\$852,907</b>	<b>\$1,040,000</b>	<b>\$794,183</b>	<b>\$1,558,841</b>	<b>-49.1%</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

A total of 1,152,521 professionally underemployed people are recorded, a figure that represents 31.2% of all people with completed higher education (33.7% in the case of men and 28.6% for women). The median wage is \$648,379 and the average is \$794,000, which is 49.1% lower than that of employed people with completed higher education who work in occupations related to their qualification level. The largest gap is observed in the Metropolitan Region (52.4%), and the smallest in Tarapacá (32.6%).

**Figure 7: Percentage of professional underemployment relative to the total number of people with completed higher education (%).**



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

### 8.3 Outsourced employment

This refers to all cases of employees who are in a triangular employment relationship, in which the employer is a subcontracting, supplying or labour-hiring company.

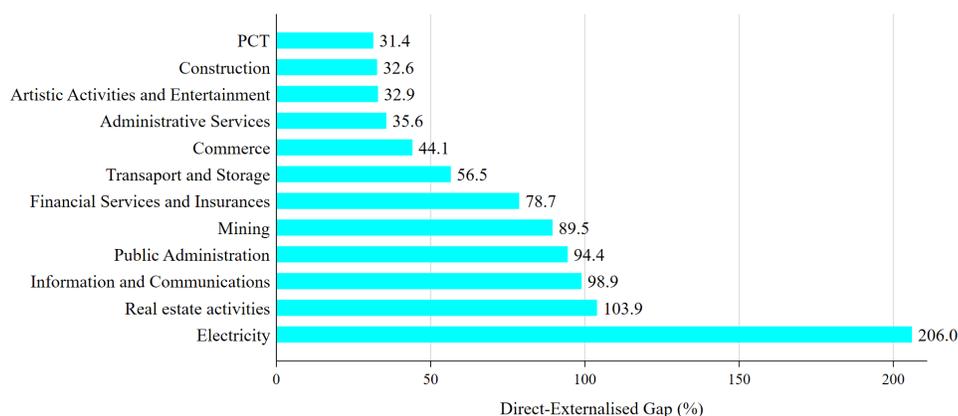
**Table 21:** Wage statistics for externalised workers (EXT) and average for direct workers (DIR).

Region	P50	P70	P80	Avg, (EXT)	Avg, (DIR)	Gap
Tarapacá	\$798,005	\$997,507	\$1,200,000	\$988,028	\$1,015,167	2.7%
Antofagasta	\$807,800	\$1,009,750	\$1,262,187	\$988,394	\$1,214,475	22.9%
Atacama	\$750,000	\$947,631	\$1,161,212	\$826,210	\$997,446	20.7%
Coquimbo	\$798,005	\$1,000,000	\$1,206,983	\$894,984	\$794,345	-11.2%
Valparaíso	\$644,274	\$817,956	\$997,507	\$765,098	\$865,808	13.2%
O'Higgins	\$604,156	\$960,000	\$1,167,083	\$795,254	\$812,839	2.2%
Maule	\$598,504	\$847,881	\$1,135,163	\$782,114	\$712,374	-8.9%
Biobio	\$658,354	\$900,000	\$1,090,530	\$856,705	\$877,611	2.4%
Araucanía	\$684,662	\$850,000	\$1,170,372	\$865,677	\$722,570	-16.5%
Los Lagos	\$605,850	\$721,971	\$807,800	\$739,975	\$822,338	11.1%
Aysén	\$604,585	\$706,825	\$847,881	\$682,572	\$1,039,608	52.3%
Magallanes	\$598,880	\$698,254	\$792,000	\$601,933	\$1,146,027	90.4%
Metropolitana	\$628,864	\$829,005	\$1,000,000	\$798,006	\$1,231,444	54.3%
Los Ríos	\$598,504	\$838,092	\$1,000,000	\$792,226	\$867,186	9.5%
Arica y Parinacota	\$605,850	\$847,881	\$1,009,750	\$787,115	\$797,740	1.3%
Ñuble	\$646,415	\$947,631	\$1,130,000	\$835,355	\$717,635	-14.1%
<b>Total</b>	<b>\$710,018</b>	<b>\$893,629</b>	<b>\$1,057,357</b>	<b>\$826,596</b>	<b>\$1,040,787</b>	<b>25.9%</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

A total of 1,087,165 employees are counted under outsourcing arrangements, which represents 15.8% of all waged workers. In general, outsourced employment relationships produce weaker wage outcomes (compared with people who are directly hired by the firm). The wage gap (without controls for observable variables) reaches \$214,191 per month. In percentage terms, directly hired workers earn on average 25.9% more than outsourced workers. In the Metropolitan Region, the gap is 54.3%.

**Figure 8: Average percentage wage gap in selected sectors.**



Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

The largest wage gaps observed across productive sectors are found in Mining, Information and Communications, Public Administration, Real Estate Activities, Electricity Supply, and Financial and Insurance Activities, where directly hired workers earn between 78% and 206% more than outsourced workers performing duties in the same branch of economic activity.

## 9 Other groups of interest

### 9.1 Migrant labour force

According to the 2024 ESI, the migrant labour force in Chile reaches 998,000 people (55.9% men and 44.1% women). More than 50% are from Venezuela. The average income from main employment for migrant workers is \$885,000 net.

When considering the nationalities with the greatest presence in Chile’s migrant labour force (Argentina, Bolivia, Colombia, Haiti, Peru and Venezuela), it is observed that the highest average amount is recorded among people from Argentina (\$2,490,000), and the lowest among those of Bolivian nationality (\$552,000). In the case of the median wage, it sits \$11,000 below the national median, reaching \$600,000 net.

Again, the highest median is found among workers from Argentina (\$873,000), and the lowest among those of Bolivian nationality (\$500,000). On the other hand, only 20% of the migrant labour force from Peru earn more than \$707,000 net.

**Table 22:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, by nationality.

Nationality	P50	P70	P80	Gap
Argentina	\$873,615	\$2,524,375	\$6,192,796	\$2,493,670
Bolivia	\$500,000	\$605,850	\$698,255	\$552,203
Colombia	\$550,000	\$706,825	\$807,800	\$685,609
Haití	\$557,791	\$648,379	\$713,893	\$595,901
Perú	\$501,916	\$605,850	\$706,825	\$601,475
Venezuela	\$656,337	\$868,385	\$1,097,257	\$864,385
<b>Total (migrants)</b>	<b>\$600,000</b>	<b>\$798,005</b>	<b>\$1,000,000</b>	<b>\$885,137</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

### 9.2 Platform economy

When examining the wage situation of employed people who carry out their work through a mobile application or web platform, it can be concluded that 303,000 people are recorded (157,000 men and 146,000 women), and 50% receive a net income below \$499,000 (\$602,000 in the case of men and \$301,000 for women). In addition, only 30% earn more than \$707,000, a level that reaches only \$451,000 for women who work on platforms.

**Table 23:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average, for the subgroup of platform-based work.

Subgroup	P50	P70	P80	Average
Men	\$602,045	\$872,975	\$1,200,000	\$820,670
Women	\$300,972	\$451,539	\$605,850	\$486,541
<b>Total</b>	<b>\$498,753</b>	<b>\$706,825</b>	<b>\$997,507</b>	<b>\$662,453</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

### 9.3 Employed persons at the legal retirement age

With regard to people who have surpassed the legal retirement age and continue working for pay, it can be observed that they amount to 803,000 (374,000 men and 429,000 women). The median income from main employment is \$478,803 net, which corresponds to 78.3% of the national median for all employed persons. It reaches \$410,000 for women over 60 and \$499,000 for men over 65. In addition, only 30% earn more than \$602,000 net.

Although, in theory, some people may voluntarily wish to continue working after reaching the legal retirement age, given Chile’s pension crisis — in which more than 70% of pensions (including State subsidies) are below the minimum wage<sup>9</sup> — the hypothesis that a large proportion of older adults continue working out of necessity seems plausible. This material reality becomes even more complex when the jobs they occupy are precarious, as wage data demonstrate.

**Table 24:** What the bottom 50% of workers earn or less, the bottom 70% or less, the bottom 80% or less, and the average for the subgroup of employed persons at retirement age.

Subgroup	P50	P70	P80	Average
Men	\$498,753	\$680,000	\$887,781	\$711,273
Women	\$410,298	\$585,655	\$699,127	\$506,028
<b>Total</b>	<b>\$478,803</b>	<b>\$602,033</b>	<b>\$782,045</b>	<b>\$601,457</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

<sup>9</sup><https://www.fundacionsol.cl/blog/estudios-2/post/pensiones-bajo-el-minimo-2024-7496>

## 10 Cross-check with statistics from the Superintendence of Pensions

In addition to the information provided by the ESI, there are other data sources that complement the statistical record for certain segments of the population. One of these is the database of AFP contributors, and unlike the ESI, this consists of administrative records captured automatically and periodically (monthly) through computer systems<sup>10</sup>.

According to the information available as of November 2024, the average taxable remuneration (gross wage) of dependent workers was \$1,236,510. To carry out a cross-check with the ESI data, the figure corresponding to the survey's reference period (October–December) must be retrieved.

The comparison is made between the AFP contributors' data reported by the Superintendence of Pensions for November 2024 and the figures resulting from the ESI. The following table shows the results, and includes both net and gross ESI amounts (in order to allow comparison with the AFP data, which are gross).

**Table 25:** Cross-check with statistics from the Superintendence of Pensions.

Subgroup	Nov. 2024	NESI 2024, Net	NESI 2024, Gross	Ratio NESI / SP
Men	\$1,346,153	\$1,153,180	\$1,432,522	1.06
Women	\$1,085,346	\$930,496	\$1,155,896	1.07
<b>Total</b>	<b>\$1,236,510</b>	<b>\$ 1,059,130</b>	<b>\$1,315,689</b>	<b>1.06</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

In this case (for comparison with the Superintendence of Pensions), the ESI figure corresponds to a specific group: dependent workers (employees in the public and private sectors, and domestic workers) who have pension contributions.

As can be observed, the results are consistent across both sources of information. In fact, the ESI yields an even higher amount (\$1,315,689 versus \$1,236,510 for AFP-affiliated dependent workers). This highlights the importance of conducting analyses that go beyond averages (which is what the Superintendence of Pensions data show), while at the same time not losing sight of the broader wage and income landscape (including informal workers without contracts, self-employed workers, etc.). For all these reasons, the ESI is the most comprehensive official instrument<sup>11</sup>.

<sup>10</sup>As it is an administrative record, the information does not derive from a statistical sampling process — as is the case with INE surveys.

<sup>11</sup>It is important to highlight that, unlike the CASEN survey, the ESI — which is carried out every year — makes it possible to examine in greater detail the specific working conditions and their relationship with income levels (CASEN investigates general working conditions).

## 11 Family poverty line and income medians

It is important to note that in November 2024, according to the Ministry of Social Development and Family, the income poverty line in Chile for a four-person household was \$624,670 (and \$510,732 for a three-person household). If we consider only private-sector employees who work 40 hours or more per week, the median wage is \$680,000. This means that 41.1% would not even be able to lift a four-person household out of poverty, making it necessary for at least two household members to work.

**Table 26:** Percentile of the distribution at which the family poverty line is reached.

	three-person household			four-person household		
	Men	Women	Total	Men	Women	Total
<b>a) Current Poverty Line</b>						
All employed	31.9	45.1	37.6	45.1	57.6	50.5
private-sector employees	26.6	36.5	30.4	41.6	52.4	45.7
Full time private-sector employees	22.6	28.3	24.6	38.7	45.8	41.1
<b>b) CMP - Homeowners</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>
All employed	32.8	46.3	38.6	45.8	58.4	51.2
private-sector employees	27.7	37.9	31.6	42.5	53.5	46.6
Full time private-sector employees	23.8	29.9	25.9	39.5	47.3	42.2
<b>c) CMP - Tenants</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>
All employed	61.7	71.5	65.9	71.5	79.6	74.9
private-sector employees	60.3	68.8	63.5	71.5	78.3	74.1
Full time private-sector employees	58.2	64.5	60.4	69.7	75.1	71.6

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey y Comisión Asesora Presidencial para la Medición de la Pobreza (CMP, 2025). CMP Poverty Lines updated to November 2024.

Specifically, based on the data presented in Table 26, it can be concluded that 50.5% of all employed persons in Chile would not be able to lift a four-person household out of poverty (57.6% in the case of women and 45.1% for men). This percentage is 37.6% for a three-person household. Among private-sector employees, the percentage is 45.7% (52.4% for women and 41.6% for men) for a four-person household, and 30.4% for a three-person household.

Finally, within the universe of private-sector employees who work 40 hours or more per week, 41.1% find themselves in this situation (45.8% for women and 38.7% for men) for a four-person household, and 24.6% for a three-person household, which highlights the high levels of precariousness present in the world of work.

However, if the recommendations of the Presidential Advisory Commission on Poverty Measurement (CMP) are taken into account — which proposes updating the indicator and establishing one poverty line for tenants and another for homeowners — the poverty thresholds increase considerably. Under these recommendations, the poverty line reaches \$527,116 for three-person homeowner households, \$644,708 for four-person homeowner households, \$818,667 for three-person tenant households, and \$1,001,301 for four-person tenant households.

With these updates and adjustments, it can be concluded that 65.9% and 74.9% of employed persons belonging to three-person and four-person tenant households, respectively, would not be able to lift their family out of poverty.

## 12 Indebtedness as a means of compensating for low wages

According to all the information reviewed in the preceding chapters, Chile undoubtedly shows a considerable wage lag. For this reason, it is essential to examine one of the mechanisms that explains the dynamism of domestic demand over recent decades despite low wages. This mechanism is debt.

Some data on indebtedness in Chile:

- According to the data from the 49th Morosity Debt Report, Universidad San Sebastián – Equifax<sup>12</sup>, 3.86 million people are recorded as being in arrears — that is, they are unable even to pay the debts they have incurred. Specifically, the number of people in arrears<sup>13</sup> rose from 1,390,127 in March 2012 to 3,864,279 in June 2025. The average amount in arrears is \$2.34 million. However, the number of people in arrears has fallen by more than one million since June 2020, mainly for two reasons: i) In August 2020, education-related debts stopped being reported (for example, at the end of 2024, 663,000 debtors in higher education were recorded under the State-Guaranteed Loan system). ii) Some people used part of the three pension-fund withdrawals administered by the AFPs to catch up on their debts. This phenomenon has taken on structural characteristics. In fact, 76.1% of debtors in arrears have remained in that condition and did not exit arrears in the past year.
- According to the National Accounts System of the Central Bank of Chile, household debt in the first quarter of 2025 amounted to 47.3% of GDP, compared with 39.3% in 2013.
- According to the data from the latest Household Budget Survey (IX EPF) by the INE, almost 55% of households report monthly expenditure exceeding their disposable income.

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<sup>12</sup>Latest available (corresponding to data from the second quarter of 2025).

<sup>13</sup>It is important to note that in March 2012, through Law 20.575, a major write-off was applied for a large share of debtors appearing in the DICOM registry.

## Annex I: Statistical significance

For the purpose of examining the significance and reliability of the estimates made for the wage median (P50) by region, Table 27 presents the results obtained through the computational resampling method (bootstraps<sup>14</sup>). For example, the confidence interval for the estimated national wage median of \$611,162 lies between \$594,812 and \$627,512.

**Table 27:** Bootstrap, 200 replications, Confidence Intervals (Upper and Lower Limits)

Region	P50	Lower Limit	Upper Limit
Tarapacá	\$605,850	\$565,507	\$646,193
Antofagasta	\$757,312	\$708,526	\$806,098
Atacama	\$658,184	\$596,741	\$719,627
Coquimbo	\$550,000	\$518,886	\$581,114
Valparaíso	\$598,504	\$594,329	\$602,679
O'Higgins	\$550,000	\$525,547	\$574,453
Maule	\$518,704	\$497,868	\$539,539
Biobio	\$600,000	\$596,336	\$603,664
Araucanía	\$501,710	\$493,771	\$509,649
Los Lagos	\$599,524	\$592,503	\$606,544
Aysén	\$656,337	\$601,703	\$710,972
Magallanes	\$795,579	\$730,146	\$861,013
Metropolitana	\$702,463	\$692,568	\$712,358
Los Ríos	\$550,000	\$519,352	\$580,648
Arica y Parinacota	\$508,951	\$474,112	\$543,790
Ñuble	\$504,875	\$485,672	\$524,078
<b>Total</b>	<b>\$611,162</b>	<b>\$594,812</b>	<b>\$627,512</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

<sup>14</sup>Data resampling used to estimate confidence intervals and statistical significance errors. It does not operate with mathematical models but rather through simulations carried out by the computer (computer-based computations).

## Annex II: Other estimates

**Table 28:** Average wage by branch of economic activity and gender

<b>Economic sector</b>	<b>Women</b>	<b>Men</b>
AGSP	\$508,287	\$604,935
Mining	\$1,511,554	\$1,548,894
Manufacturing	\$569,657	\$881,283
Electricity	\$1,937,141	\$1,477,157
Water	\$632,682	\$896,585
Construction	\$849,163	\$772,997
Commerce	\$531,196	\$841,538
Transport and Storage	\$826,637	\$912,818
Accommodation and Food Services	\$610,105	\$690,964
Information and Communications	\$1,065,345	\$1,446,372
Financial Services and Insurances	\$1,280,557	\$1,989,002
Real estate activities	\$947,616	\$1,236,602
PCT	\$1,073,308	\$1,592,788
Administrative Services	\$510,862	\$886,416
Public Administration	\$1,239,297	\$1,254,807
Education	\$850,085	\$1,223,559
Health	\$960,571	\$1,617,956
Artistic activities and entertainment	\$671,032	\$801,255
Other services	\$453,574	\$570,304
Households as employers	\$354,169	\$461,060
<b>Total</b>	<b>\$756,715</b>	<b>\$1,001,510</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

**Table 29:** Average wage by occupational category and gender

<b>Occupation</b>	<b>Women</b>	<b>Men</b>
<b>Total</b>	\$756,715	\$1,001,510
Employers	\$1,206,560	\$1,538,637
Self-employed	\$350,551	\$595,032
Private-sector employees	\$824,899	\$1,038,997
<i>Private-sector employees (Firm size: 200 +)</i>	\$980,972	\$1,292,582
Public-sector employees	\$1,096,130	\$1,405,326
Domestic services	\$354,329	\$532,263
Public-private sector gap	32.9%	35.3%
Public-private sector gap (200 +)	11.7%	8.7%

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

## Summary of Estimates

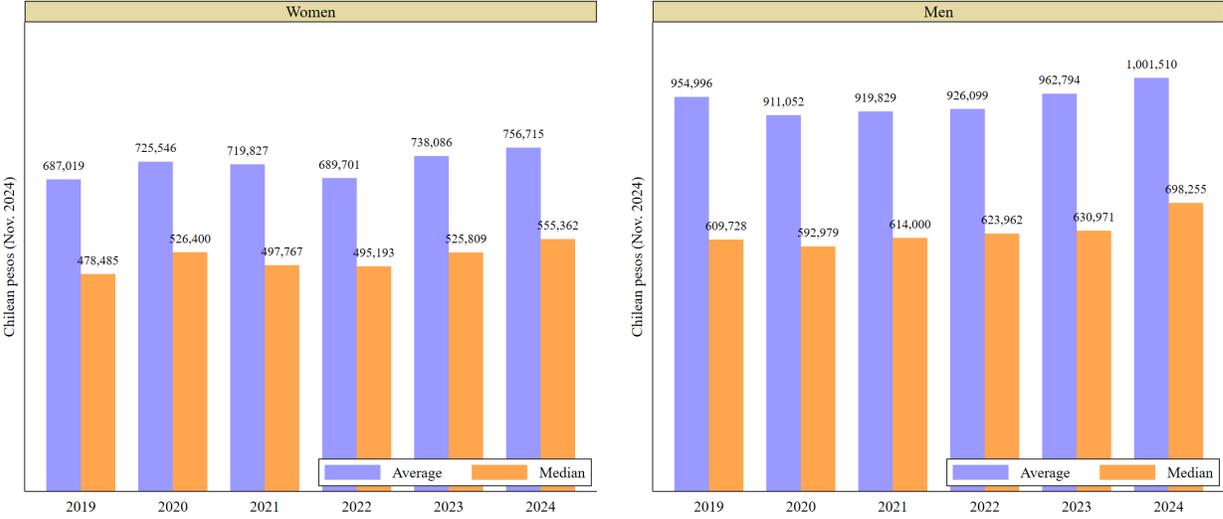
**Table 30:** Summary of estimates: number of workers, median wage and average

Employees (domestic services excluded)	Pers.	Median	Average
Men	3,821,020	\$750,000	\$1,088,049
Women	2,720,598	\$658,354	\$893,790
<b>Total</b>	<b>6,541,619</b>	<b>\$700,246</b>	<b>\$1,007,259</b>
Private-sector employees	Pers.	Median	Average
Men	3,309,383	\$705,372	\$1,038,997
Women	2,029,578	\$600,000	\$824,899
<b>Total</b>	<b>5,338,961</b>	<b>\$680,000</b>	<b>\$957,609</b>
Public-sector employees	Pers.	Median	Average
Men	511,638	\$1,097,257	\$1,405,326
Women	691,021	\$820,000	\$1,096,130
<b>Total</b>	<b>1,202,658</b>	<b>\$939,067</b>	<b>\$1,227,669</b>
Private-sector employees $\geq 40$ hrs.	Pers.	Median	Average
Men	2,693,374	\$737,117	\$1,087,987
Women	1,433,450	\$664,284	\$903,749
<b>Total</b>	<b>4,126,824</b>	<b>\$702,551</b>	<b>\$1,023,992</b>
Private-sector employees (Large firms)	Pers.	Median	Average
Men	1,204,367	\$908,775	\$1,292,582
Women	764,450	\$714,905	\$980,972
<b>Total</b>	<b>1,968,816</b>	<b>\$817,907</b>	<b>\$1,171,590</b>
Private-sector employees (Large firms and $\geq 40$ hrs)	Pers.	Median	Average
Men	1,000,562	\$928,970	\$1,319,463
Women	561,709	\$782,899	\$1,053,319
<b>Total</b>	<b>1,562,271</b>	<b>\$870,000</b>	<b>\$1,223,772</b>
Self-Employed	Pers.	Median	Average
Men	1,019,925	\$448,878	\$595,032
Women	753,253	\$219,451	\$350,551
<b>Total</b>	<b>1,773,177</b>	<b>\$351,197</b>	<b>\$491,175</b>
All	Pers.	Median	Average
Men	5,066,151	\$698,255	\$1,001,510
Women	3,772,997	\$555,362	\$756,715
<b>Total</b>	<b>8,839,148</b>	<b>\$611,162</b>	<b>\$897,019</b>

Source: Fundación SOL based on microdata from the 2024 Supplementary Income Survey

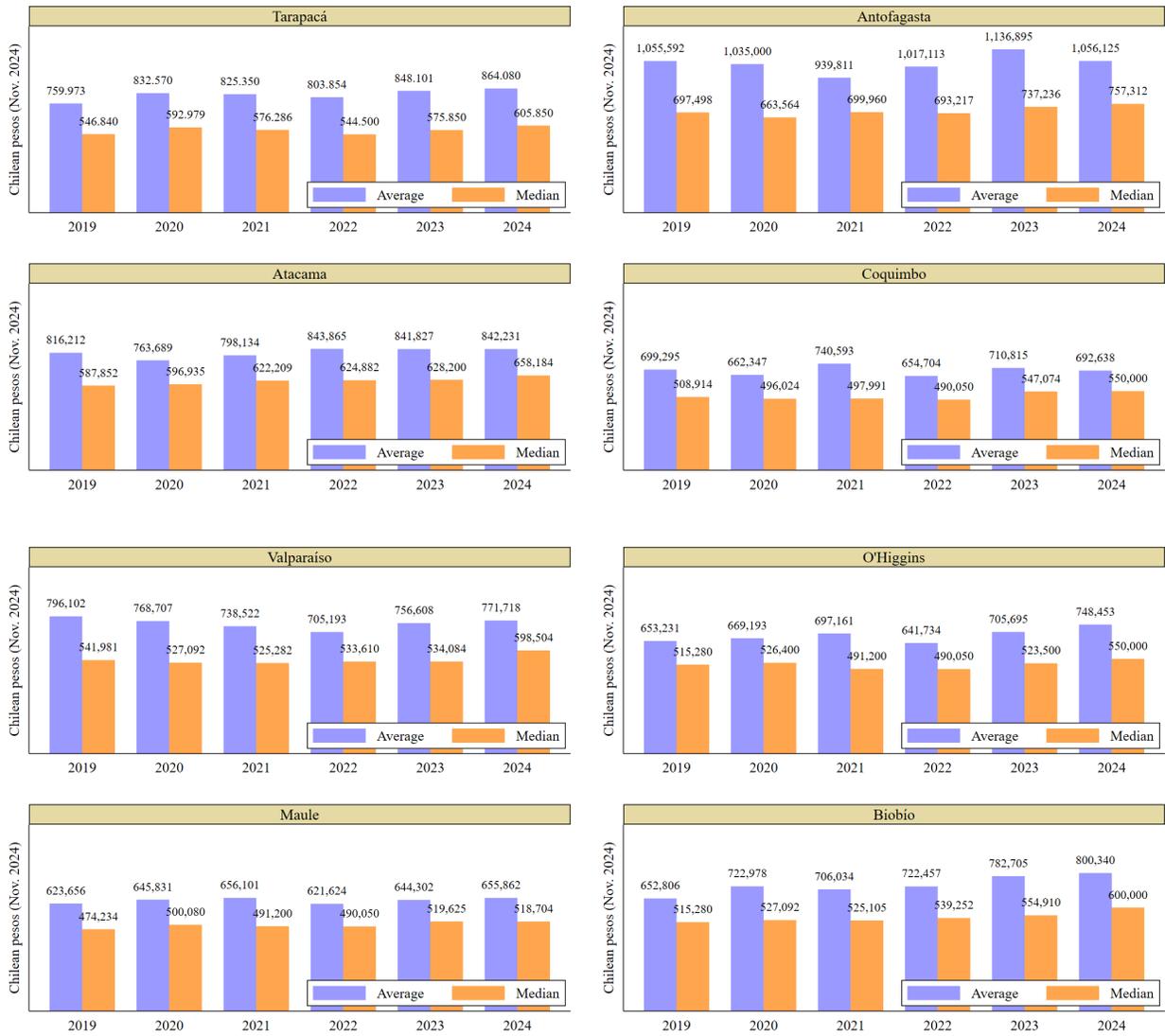
# Annex III: Evolution 2019-2024

**Figure 9: Evolution of the average and median wage by gender, 2019–2024**



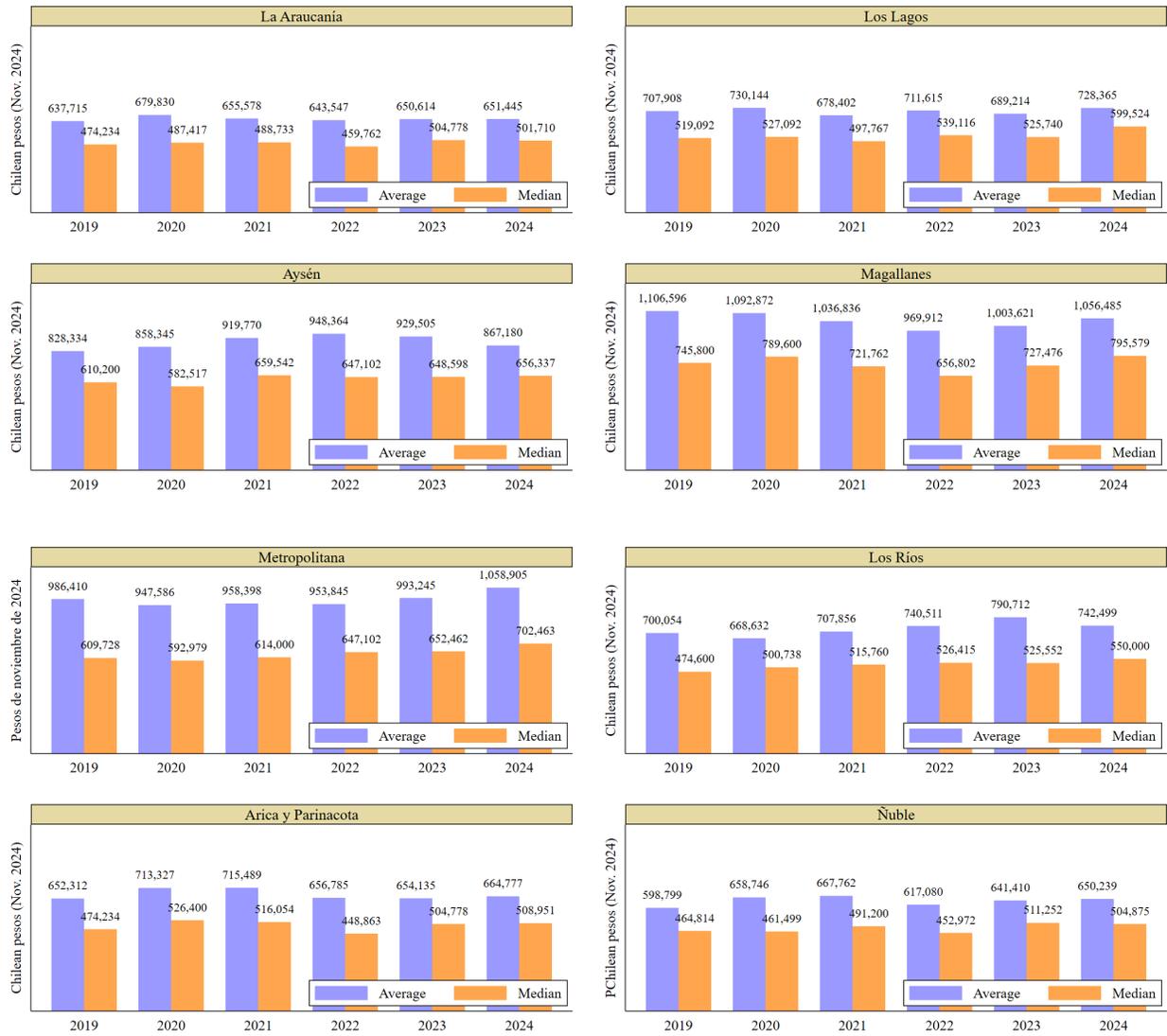
Source: Fundación SOL based on microdata from the Supplementary Income Survey

**Figure 10: Evolution of the average and median wage by region, 2019–2024**



Source: Fundación SOL based on microdata from the Supplementary Income Survey

**Figure 11: Evolution of the average and median wage by region (continued), 2019–2024**



Source: Fundación SOL based on microdata from the Supplementary Income Survey

*This work is funded by micro-donations from citizens.  
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