

| Año   | IPC  | IPC (base80) | Salario IPC | Salario real | Diferencia entre salari real-IPC | Valor actual Diferencia 1981 | Valor actual Diferencia 1982 | Valor actual Diferencia 1983 | Valor actual Diferencia 1984 | Valor actual Diferencia 1985 | Valor actual Diferencia 1986 | Valor actual Diferencia 1987 | Valor actual Diferencia 1988 | Valor actual Diferencia 1989 | Valor actual Diferencia 1990 | Valor actual Diferencia 1991 | Valor actual Diferencia 1992 | Valor actual Diferencia 1993 | Valor actual Diferencia 1994 | Valor actual Diferencia 1995 | Valor actual Diferencia 1996 | Valor actual Diferencia 1997 | Valor actual Diferencia 1998 | Valor actual Diferencia 1999 | Valor actual Diferencia 2000 | Valor actual Diferencia 2001 | Valor actual Diferencia 2002 | Valor actual Diferencia 2003 | Valor actual Diferencia 2004 | Valor actual Diferencia 2005 | Valor actual Diferencia 2006 |
|---|------|--------------|-------------|--------------|----------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| 1980  | 15.2 | 100          | 934.136     | 934.136      | 0                                |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1981  | 14.4 | 114.4        | 1.068.652   | 1.145.542    | 76.890                           | 76.890                       |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1982  | 14   | 130.42       | 1.218.263   | 1.310.683    | 92.420                           | 92.420                       |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1983  | 12.2 | 146.33       | 1.366.891   | 1.475.823    | 108.932                          | 98.348                       | 103.695                      | 108.932                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1984  | 9    | 159.5        | 1.489.911   | 1.581.301    | 91.390                           | 107.200                      | 113.027                      | 118.736                      | 91.390                       |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1985  | 8.1  | 172.42       | 1.610.594   | 1.720.150    | 109.556                          | 115.883                      | 122.183                      | 128.353                      | 98.793                       | 109.556                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1986  | 8.3  | 186.73       | 1.744.273   | 1.886.946    | 142.673                          | 125.501                      | 132.324                      | 139.007                      | 106.992                      | 118.649                      | 142.673                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1987  | 4.6  | 195.32       | 1.824.510   | 1.968.037    | 143.527                          | 131.274                      | 138.411                      | 145.401                      | 111.914                      | 124.107                      | 149.236                      | 143.527                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1988  | 5.8  | 206.64       | 1.930.331   | 2.191.273    | 260.942                          | 138.888                      | 146.439                      | 153.834                      | 118.405                      | 131.305                      | 157.891                      | 151.852                      | 260.942                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1989  | 6.9  | 220.9        | 2.063.524   | 2.400.458    | 336.934                          | 148.472                      | 156.543                      | 164.449                      | 126.575                      | 140.365                      | 168.786                      | 162.330                      | 278.947                      | 336.934                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1990  | 6.5  | 235.26       | 2.197.653   | 2.687.379    | 489.726                          | 158.122                      | 166.718                      | 175.138                      | 134.802                      | 149.489                      | 179.757                      | 172.881                      | 297.078                      | 358.835                      | 489.726                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1991  | 5.5  | 248.2        | 2.318.524   | 2.871.230    | 552.706                          | 166.819                      | 175.888                      | 184.771                      | 142.216                      | 157.711                      | 189.644                      | 182.390                      | 313.418                      | 378.570                      | 516.661                      | 552.706                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1992  | 5.4  | 261.6        | 2.443.724   | 3.038.206    | 594.482                          | 175.827                      | 185.386                      | 194.748                      | 149.896                      | 166.228                      | 199.885                      | 192.239                      | 330.342                      | 399.013                      | 544.560                      | 582.552                      | 594.482                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1993  | 4.9  | 274.42       | 2.563.467   | 3.112.259    | 548.792                          | 184.443                      | 194.469                      | 204.291                      | 157.241                      | 174.373                      | 209.679                      | 201.658                      | 346.529                      | 418.565                      | 571.244                      | 611.097                      | 623.611                      | 548.792                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1994  | 4.3  | 286.22       | 2.673.696   | 3.306.078    | 632.382                          | 192.374                      | 202.832                      | 213.076                      | 164.002                      | 181.871                      | 218.695                      | 210.330                      | 361.430                      | 436.563                      | 595.807                      | 637.374                      | 650.426                      | 572.390                      | 632.382                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1995  | 4.3  | 298.53       | 2.788.665   | 3.525.949    | 737.284                          | 200.646                      | 211.553                      | 222.238                      | 171.054                      | 189.691                      | 228.099                      | 219.374                      | 376.971                      | 455.335                      | 621.427                      | 664.781                      | 678.395                      | 597.003                      | 659.574                      | 737.284                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1996  | 3.2  | 308.08       | 2.877.902   | 3.781.250    | 903.348                          | 207.066                      | 218.323                      | 229.349                      | 176.528                      | 195.761                      | 235.398                      | 226.394                      | 389.034                      | 469.906                      | 641.313                      | 686.054                      | 700.103                      | 616.107                      | 680.681                      | 760.877                      | 903.348                      |                              |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1997  | 2    | 314.24       | 2.935.460   | 4.036.551    | 1.101.091                        | 211.208                      | 222.690                      | 233.936                      | 180.059                      | 199.677                      | 240.106                      | 230.922                      | 396.815                      | 479.304                      | 654.139                      | 699.775                      | 714.106                      | 628.429                      | 694.294                      | 776.095                      | 921.415                      | 1.101.091                    |                              |                              |                              |                              |                              |                              |                              |                              |                              |
| 1998  | 1.4  | 318.64       | 2.976.557   | 4.170.359    | 1.193.802                        | 214.165                      | 225.807                      | 237.212                      | 182.580                      | 202.472                      | 243.468                      | 234.155                      | 402.370                      | 486.015                      | 663.297                      | 709.572                      | 724.103                      | 637.227                      | 704.015                      | 786.960                      | 934.315                      | 1.116.506                    | 1.193.802                    |                              |                              |                              |                              |                              |                              |                              |                              |
| 1999  | 2.9  | 327.88       | 3.062.877   | 4.325.930    | 1.263.053                        | 220.375                      | 232.356                      | 244.091                      | 187.874                      | 208.344                      | 250.528                      | 240.945                      | 414.039                      | 500.109                      | 682.533                      | 730.150                      | 745.102                      | 655.707                      | 724.431                      | 809.782                      | 961.410                      | 1.148.885                    | 1.228.423                    | 1.263.053                    |                              |                              |                              |                              |                              |                              |                              |
| 2000  | 4    | 341          | 3.185.392   | 5.031.711    | 1.846.319                        | 229.190                      | 241.650                      | 253.854                      | 195.389                      | 216.677                      | 260.549                      | 250.583                      | 430.601                      | 520.113                      | 709.834                      | 759.356                      | 774.906                      | 681.935                      | 753.408                      | 842.173                      | 999.866                      | 1.194.840                    | 1.277.560                    | 1.313.575                    | 1.846.319                    |                              |                              |                              |                              |                              |                              |
| 2001  | 2.7  | 350.21       | 3.271.397   | 5.273.262    | 2.001.865                        | 235.379                      | 248.174                      | 260.708                      | 200.665                      | 222.528                      | 267.584                      | 257.349                      | 442.227                      | 534.156                      | 728.999                      | 779.858                      | 795.829                      | 700.347                      | 773.750                      | 864.912                      | 1.026.862                    | 1.227.101                    | 1.312.054                    | 1.349.042                    | 1.896.170                    | 2.001.865                    |                              |                              |                              |                              |                              |
| 2002  | 4    | 364.21       | 3.402.253   | 5.143.119    | 1.740.866                        | 244.794                      | 258.107                      | 271.137                      | 208.692                      | 231.429                      | 278.287                      | 267.642                      | 459.916                      | 555.523                      | 758.159                      | 811.053                      | 827.662                      | 728.361                      | 804.700                      | 899.508                      | 1.067.937                    | 1.276.185                    | 1.364.536                    | 1.403.004                    | 1.972.017                    | 2.081.939                    | 1.740.866                    |                              |                              |                              |                              |
| 2003  | 2.6  | 373.68       | 3.490.712   | 5.484.249    | 1.993.537                        | 251.158                      | 264.812                      | 278.186                      | 214.117                      | 237.446                      | 285.523                      | 274.601                      | 471.874                      | 569.966                      | 777.871                      | 832.140                      | 849.181                      | 747.299                      | 825.622                      | 922.896                      | 1.095.703                    | 1.309.366                    | 1.400.014                    | 1.439.482                    | 2.023.289                    | 2.136.070                    | 1.786.129                    | 1.993.537                    |                              |                              |                              |
| 2004  | 3.2  | 385.64       | 3.602.415   | 5.832.071    | 2.229.656                        | 259.195                      | 273.286                      | 287.088                      | 220.969                      | 245.044                      | 294.660                      | 283.388                      | 486.974                      | 588.205                      | 802.763                      | 858.769                      | 876.355                      | 771.212                      | 852.042                      | 952.428                      | 1.130.766                    | 1.351.265                    | 1.444.814                    | 1.485.545                    | 2.088.034                    | 2.204.424                    | 1.843.285                    | 2.057.330                    | 2.229.656                    |                              |                              |
| 2005  | 3.7  | 399.91       | 3.735.704   | 6.525.223    | 2.789.519                        | 268.786                      | 283.397                      | 297.710                      | 229.145                      | 254.111                      | 305.562                      | 293.874                      | 504.992                      | 609.969                      | 832.466                      | 890.543                      | 908.780                      | 799.747                      | 883.568                      | 987.668                      | 1.172.604                    | 1.401.262                    | 1.498.272                    | 1.540.510                    | 2.165.291                    | 2.285.987                    | 1.911.486                    | 2.133.451                    | 2.312.153                    | 2.789.519                    |                              |
| 2006  | 2.7  | 410.71       | 3.836.568   | 6.895.340    | 3.058.772                        | 276.043                      | 291.049                      | 305.749                      | 235.332                      | 260.972                      | 313.812                      | 301.808                      | 518.626                      | 626.438                      | 854.942                      | 914.588                      | 933.317                      | 821.340                      | 907.424                      | 1.014.335                    | 1.204.264                    | 1.439.096                    | 1.538.726                    | 1.582.104                    | 2.223.754                    | 2.347.709                    | 1.963.096                    | 2.191.055                    | 2.374.581                    | 2.864.836                    | 3.058.772                    |
| <b>Ganancia acumulada, y actualizada a 31-12-2006, por encima del IPC</b> |      |              |             |              | <b>276.043</b>                   | <b>567.092</b>               | <b>872.841</b>               | <b>1.108.173</b>             | <b>1.369.145</b>             | <b>1.682.957</b>             | <b>1.984.765</b>             | <b>2.503.392</b>             | <b>3.129.830</b>             | <b>3.984.772</b>             | <b>4.899.360</b>             | <b>5.832.676</b>             | <b>6.654.017</b>             | <b>7.561.441</b>             | <b>8.575.776</b>             | <b>9.780.040</b>             | <b>11.219.137</b>            | <b>12.757.862</b>            | <b>14.339.966</b>            | <b>16.563.721</b>            | <b>18.911.430</b>            | <b>20.874.526</b>            | <b>23.065.580</b>            | <b>25.440.162</b>            | <b>28.304.998</b>            | <b>31.363.770</b>            |                              |

Fuente: Nóminas de un empleado del SCH y elaboración propia

Situación: diciembre de 1980 (Oficial 1° con 5 trienios del BC) - diciembre de 2006 (Administrativo Asimilado Nivel VIII con 14 trienios del BS)

COMFIA-CC.OO - Noviembre 2007

### Evolución de la retribución

| Año   | IPC  | IPC (base80) | Salario IPC | Salario real | Diferencia entre salari real-IPC | Valor actual 1981 | Valor actual 1982 | Valor actual 1983 | Valor actual 1984 | Valor actual 1985 | Valor actual 1986 | Valor actual 1987 | Valor actual 1988 | Valor actual 1989 | Valor actual 1990 | Valor actual 1991 | Valor actual 1992 | Valor actual 1993 | Valor actual 1994 | Valor actual 1995 | Valor actual 1996 | Valor actual 1997 | Valor actual 1998 | Valor actual 1999 | Valor actual 2000 | Valor actual 2001 | Valor actual 2002 | Valor actual 2003 | Valor actual 2004 | Valor actual 2005 | Valor actual 2006 |
|---|------|--------------|-------------|--------------|----------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 1980  | 15.2 | 100          | 5.614       | 5.614        | 0                                |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1981  | 14.4 | 114.4        | 6.423       | 6.885        | 462                              |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1982  | 14   | 130.42       | 7.322       | 7.877        | 555                              |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1983  | 12.2 | 146.33       | 8.215       | 8.870        | 655                              |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1984  | 9    | 159.5        | 8.955       | 9.504        | 549                              |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1985  | 8.1  | 172.42       | 9.680       | 10.338       | 658                              |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1986  | 8.3  | 186.73       | 10.483      | 11.341       | 857                              |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1987  | 4.6  | 195.32       | 10.966      | 11.828       | 863                              |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1988  | 5.8  | 206.64       | 11.602      | 13.170       | 1.568                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1989  | 6.9  | 220.9        | 12.402      | 14.427       | 2.025                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1990  | 6.5  | 235.26       | 13.208      | 16.151       | 2.943                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1991  | 5.5  | 248.2        | 13.935      | 17.256       | 3.322                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1992  | 5.4  | 261.6        | 14.687      | 18.260       | 3.573                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1993  | 4.9  | 274.42       | 15.407      | 18.705       | 3.298                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1994  | 4.3  | 286.22       | 16.069      | 19.870       | 3.801                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1995  | 4.3  | 298.53       | 16.760      | 21.191       | 4.431                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1996  | 3.2  | 308.08       | 17.297      | 22.726       | 5.429                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1997  | 2    | 314.24       | 17.642      | 24.260       | 6.618                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1998  | 1.4  | 318.64       | 17.889      | 25.064       | 7.175                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1999  | 2.9  | 327.88       | 18.408      | 25.999       | 7.591                            |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 2000  | 4    | 341          | 19.145      | 30.241       | 11.097                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 2001  | 2.7  | 350.21       | 19.661      | 31.693       | 12.031                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 2002  | 4    | 364.21       | 20.448      | 30.911       | 10.463                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 2003  | 2.6  | 373.68       | 20.980      | 32.961       | 11.981                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 2004  | 3.2  | 385.64       | 21.651      | 35.051       | 13.401                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 2005  | 3.7  | 399.91       | 22.452      | 39.217       | 16.765                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 2006  | 2.7  | 410.71       | 23.058      | 41.442       | 18.384                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| <b>Ganancia acumulada, y actualizada a 31-12-2006, por encima del IPC</b> |      |              |             |              |                                  | <b>1.659</b>      | <b>3.408</b>      | <b>5.246</b>      | <b>6.660</b>      | <b>8.229</b>      | <b>10.115</b>     | <b>11.929</b>     | <b>15.046</b>     | <b>18.811</b>     | <b>23.949</b>     | <b>29.446</b>     | <b>35.055</b>     | <b>39.991</b>     | <b>45.445</b>     | <b>51.541</b>     | <b>58.779</b>     | <b>67.428</b>     | <b>76.676</b>     | <b>86.185</b>     | <b>99.550</b>     | <b>113.660</b>    | <b>125.458</b>    | <b>138.627</b>    | <b>152.898</b>    | <b>170.116</b>    | <b>188.500</b>    |

Fuente: Nóminas de un empleado del SCH y elaboración propia

Situación: diciembre de 1980 (Oficial 1° con 5 trienios del BC) - diciembre de 2006 (Administrativo Asimilado Nivel VIII con 14 trienios del BS)

COMFIA-CC.OO - Noviembre 2007

## Evolución de la retribución