

Social Quality and the Policy Domain of Employment

Spanish Report

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1. Introduction: insecure flexibility model in a dual labour market

In the last decades there has been a very pronounced model of construction of the labour market characterized by flexibility, insecurity and segmentation. The legacy of Franco's times could be defined by an authoritarian and paternalistic model of industrial relations. This model was very rigid and had high costs for dismissals, an obsolete productive structure with low international competitiveness and an immediate demographic context of incorporation at work of the baby boom generation. These factors explain the first weakness on unemployment of the Spanish labour market from the quality perspective.

1.1 The increase of unemployment up to the highest figures of the OEDC

The high rates of unemployment in Spain have usually cast doubt on its own credibility. The best scientists have defended the reliability of the estimations of unemployed calculated by the *Encuesta de Población Activa -EPA-*. Although they admitted that the occupation rate might have been underestimated, they also recognized that this underestimation might have been reduced by the new methodological changes. The economic crisis of the 70's and the reconversion process of the 80's have been a previous step to the opening of the markets with the incorporation to the EU in 1986-in the referred context- explain the spectacular increase of unemployment. The context of massive unemployment (21,3 % of unemployment in 1984) and long term unemployment (1.535.880) unemployed over a year justified the reform with highest repercussions in the flexibilization of the labour market.

Table1: Working Population (EPA: National Labour Force Survey)

| Year | Nº Unemp. | Nº Employees | Nº Actives | Registered Unemployment INEM | Estimated Unemployment. Rate EPA/ | Registered Unemployment. Rate INEM |
|------|-----------|--------------|------------|------------------------------|-----------------------------------|------------------------------------|
| 1995 | 3.537.490 | 12.027.440 | 15.564.930 | 2.429.674 | 22,7 | 15,6 |
| 1996 | 3.535.820 | 12.342.010 | 15.877.830 | 2.234.702 | 22,3 | 14,1 |
| 1997 | 3.364.950 | 12.706.420 | 16.071.370 | 2.091.926 | 20,9 | 13,0 |
| 1998 | 3.069.960 | 13.160.610 | 16.230.570 | 1.860.627 | 18,9 | 11,5 |
| 1999 | 2.550.670 | 13.773.020 | 16.323.700 | 1.612.494 | 15,6 | 9,9 |
| 2000 | 2.345.550 | 14.449.530 | 16.795.080 | 1.500.147 | 14,0 | 8,9 |
| 2001 | 2.192.090 | 14.706.590 | 16.898.680 | 1.460.586 | 13,0 | 8,6 |

The labour reforms have been justified as measures for reducing unemployment. The implementation of these reforms in a time of labour market constriction has notably reduced its effects.

1.2 “Two tiers” reform

The reform of 1984 establishes a new contract type of temporary employment as a measure for employment growth, without an specific cause based on production demands -*contrato temporal de fomento de empleo*-. This introduction and the flexibilization of other temporary contracts raised to 1/3 the salaried temporality index. The insertion of the ETT- Temporary Employment Business- in 1994 intensified precariousness in this process.

The stable contracts not only maintained its maximum protection, but also increased its security and stability at enterprises. This noteworthy differentiation in the social and legal status of the contracts will explain the increasing differentiation process in other quality dimensions: wages, health, working time. New temporality measures are introduced in 1994, and above all in 1997 to reduce the dismissal costs of new stable contracts. The effects should be assessed in the light of the information available in the future.

The hypothesis is that once the dual model of labour relations is introduced and developed, the dual model of labour relations notably limits the effectiveness of other measures established to increase employment quality.

Temporality is a crucial characteristic of the Spanish labour market that turns into an explicative variable of other differentiation processes - segmentation- in relation to the quality of employment. It is the reason why we start our analysis with this aspect.

1.3 A “familist” labour market

In this period of time, the distribution of employment, unemployment and temporality have been governed by norms that could be defined as *vetero-machistas*. These enormous inequalities among individuals make clear a working familiar logic characteristic of the south European social models that give priority to the stable employment of the head of the household. In the described context of high rates of unemployment and temporality, and starting from a better situation in lots of adult’s male households, the familiar interest in defending the protection of the stable employment as a mechanism to guarantee the economic security and the social integration of all the family is logical. This familiar interest (familiar strategies) coincides with deep social values.

For example the Comunidad Foral de Navarra considered the guarantee of employment for all the families as a principal objective in its plan of employment.

1.4 New forms of stable employment don't reduce temporary jobs

In the spring of 1997 there was a reform in the Spanish labour market in order to favour competitiveness in industries and reduce unemployment and temporality. Since the general strike of 1994 there have been several changes that have contributed to the emergence of consensus policies. The employers organizations planned the cost of dismissal like a problem pending to be resolved; the victory of the Popular Party in March of 1996 provoked the ultimate recovery of the parliamentary right in Spain helping the employers organizational position.

The reform of 1997 followed the line of the changes produced in 1994. It was "done" by three bilateral agreements negotiated by the unions (UGT and CCOO) and the employers organizations CEOE and CEPYME: El acuerdo Interconfederal sobre Negociación colectiva -AINC-, el acuerdo sobre la cobertura de vacíos-ACV- y el acuerdo Interconfederal para la estabilidad del empleo -AIEE-. The ACV and AINC are agreements that had not been legislated, but had to be carried out by signatories. The signatories organizations of AIEE urged the government to legislate the content of the agreement. The AINC pleaded for restructuring of the collective negotiation and tried to unify the topics to be dealt with in the agreements. The topics to be dealt in the national agreements by sector were fundamentally, the regulation of temporary contracts "figuras contractuales", the working day and the salaries. In the negotiation of AINC the unions UGT and CCOO tried to reinforce the collective negotiation and modify the structure of labour classification. ¹

The most outstanding agreement was the AIEE. The 28th of April of 1997 the business organizations CEOE and CEPYME and the unions -CCOO and UGT- signed, after a year of continuous negotiation, the *Acuerdo Interconfederal para la estabilidad del empleo*. The principal objectives were: to contribute to the competitiveness of enterprises, to improve the quality of the labour market reducing temporality and turnovers. The AIEE was one of the most outstanding agreements. It was really significant, not only because unions and employers assumed the social dialogue and the responsibility of the changes in the labour market, but for pleading for a change in the stability of employment. This agreement was necessary to change the precarious situation of employment in Spain with more than 3.800.000 million of unemployed and a big percentage of precarious temporary contract. The AIEE demanded vociferously for the improvement of the quality at work promoting continuous training,

¹ Flórez, I., "Análisis comparativo entre la reforma laboral de 1997 y la de 1994.", *Relaciones laborales*, nº 1998-I, 1998.

Aguar, M. J., A. Casademunt y J.M. Molins, "Las organizaciones empresariales en la etapa de la consolidación democrática" en F. Míguels y c. Prieto, *Las relaciones de empleo en España*, Madrid, Siglo XXI, 1999.

stability and career prospect for employed and unemployed. The AIIE agreement was one of the first steps to change the traditional work culture of the last decade-based on temporality and precariousness - into the new culture of stability. The principal measures were based on the elimination of the contract of *Lanzamiento de nueva actividad*, limitation of the training contracts substituting the contracts of *aprendizaje* by the contracts *para la formación* and the limitation by agreement of the contracts of *prácticas y temporal por circunstancias de la producción*. It also advocated for a unionist and administrative control of the *Empresas de Trabajo Temporal* (ETT) - Temporary Employment Business-.

This agreement gave rise to a process of modifications in the labour legislation. A new type of contract was created² to substitute the “training contract” of 1994 and improve the situation of the young workers (16-25 years) in the labour market. Furthermore the right of training contracts was established. In the temporary contracts the use of *contratos eventuales por circunstancias de la producción* and *contratos por obra o servicio* were delimited. The *contrato de lanzamiento de nueva actividad* was repealed. The part time workers who worked less than 12 hours weekly or 48 monthly were put on the same level to the rest of workers in relationship to social benefits and quotations. The temporary contract of *fomento de empleo* was eliminated and substituted by the new contract of *fomento de la contratación indefinida*, to set on foot stability at work and favour the incorporation some excluded collectives³ at work. The new indefinite contract had the same characteristics as the ordinary one, except for the compensations in case of *extinción por causas objetivas* when the dismissal was declared unfair. With these contracts the compensations for dismissals were notably reduced. In that case the compensations would be 33 days per worked year with a limit of 24 monthly payments. The collective negotiation was reinforced in order to increase the options of transforming the temporary contracts in indefinite. Other resources to promote the indefinite contracts were the economic bonus of the *cuota patronal* of Social Security and the recognition of the necessity to delimit the specificity of the fixed part time worker.

This meant the reduction of the cost of dismissal favouring the “exit” of the labour market and a flexibilization in employment. Despite the tendency to centralization and the intents to widen the contents of the collective negotiation, the decisions adopted only took into account the majority sectors. There were a lot of minor sectors that were not included in the agreements. It provoked the continuity of precarious conditions in the labour market for “unprivileged” workers.

² Contrato para la formación.

³ Like workers between 18 and 29 years, workers over 45 or long term unemployed.

2. Employment Relationships

2.1 Evolution of the temporality rate

The deep changes in the stability of work happened during the eighties have not been overcome in last decade, but the tendency could be different from 1997. The instability has been slightly reduced in proportion of salaried people, but, in a context of growing employment rates, the proportion of stable employment has grown more than 10 points from the mid nineties. (1.7 million jobs).

Table 2: Evolution in the type of contracts in the last decade (Thousands of workers)

| | TOTAL | | | Male | | | Female | | |
|------|----------|---------------------|--------------------|---------|---------------------|--------------------|---------|---------------------|--------------------|
| | TOTAL | Indefinite Contract | Temporary Contract | TOTAL | Indefinite Contract | Temporary Contract | TOTAL | Indefinite Contract | Temporary Contract |
| 1991 | 6.546,2 | 4.350,8 | 2.195,4 | 4.750,2 | 3.280,5 | 1.469,6 | 1.796,0 | 1.070,2 | 725,8 |
| 1992 | 6.414,4 | 4.333,0 | 2.081,4 | 4.585,4 | 3.235,4 | 1.350,0 | 1.828,9 | 1.097,6 | 731,3 |
| 1993 | 5.987,4 | 4.160,9 | 1.826,5 | 4.233,2 | 3.078,0 | 1.155,2 | 1.754,2 | 1.082,9 | 671,3 |
| 1994 | 5.871,7 | 4.030,3 | 1.841,4 | 4.118,2 | 2.951,5 | 1.167,1 | 1.753,5 | 1.078,7 | 674,9 |
| 1995 | 6.023,8 | 4.126,5 | 1.897,4 | 4.180,3 | 2.983,7 | 1.196,9 | 1.843,6 | 1.142,8 | 700,8 |
| 1996 | 7.900,6 | 5.047,7 | 2.852,9 | 5.273,9 | 3.490,0 | 1.783,9 | 2.626,7 | 1.557,7 | 1.069,0 |
| 1997 | 8.300,6 | 5.209,9 | 3.090,8 | 5.451,2 | 3.513,5 | 1.937,7 | 2.849,4 | 1.696,4 | 1.153,0 |
| 1998 | 8.891,2 | 5.571,2 | 3.320,1 | 5.772,6 | 3.666,0 | 2.106,6 | 3.118,5 | 1.905,1 | 1.213,4 |
| 1999 | 9.486,9 | 5.997,1 | 3.489,8 | 6.072,9 | 3.863,3 | 2.209,6 | 3.414,0 | 2.133,8 | 1.280,3 |
| 2000 | 10.149,7 | 6.411,3 | 3.738,3 | 6.409,3 | 4.065,0 | 2.344,3 | 3.740,4 | 2.346,4 | 1.394,0 |

Source : MTAS, Encuesta de Coyuntura Laboral (ECL)

The evolution can be seen clearer if we make the analysis by percentages:

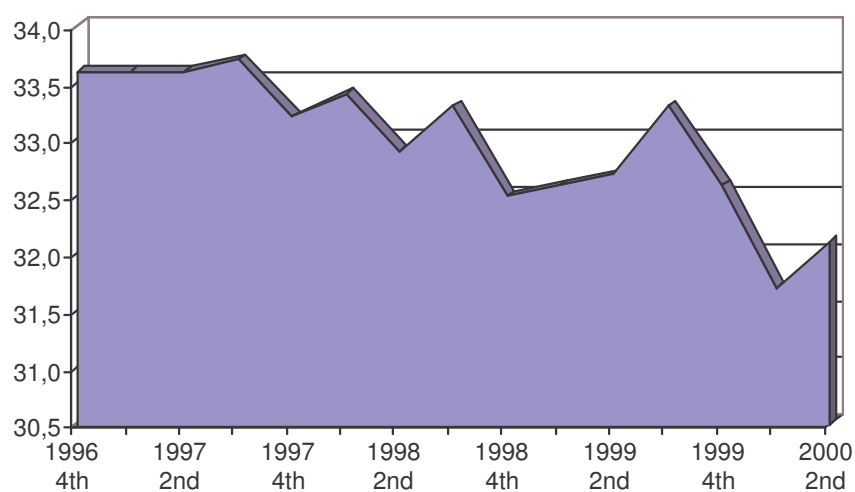
Table 3: Evolution in the type of contracts in the last decade (%).

| | Total | | | Male | | | Female | | |
|------|------------|----------|-----------|------------|----------|-----------|------------|----------|-----------|
| | Indefinite | | Temporary | Indefinite | | Temporary | Indefinite | | Temporary |
| | TOTAL | Contract | Contract | TOTAL | Contract | Contract | TOTAL | Contract | Contract |
| 1991 | 100,0 | 66,5 | 33,5 | 100,0 | 69,1 | 30,9 | 100,0 | 59,6 | 40,4 |
| 1992 | 100,0 | 67,6 | 32,4 | 100,0 | 70,6 | 29,4 | 100,0 | 60,0 | 40,0 |
| 1993 | 100,0 | 69,5 | 30,5 | 100,0 | 72,7 | 27,3 | 100,0 | 61,7 | 38,3 |
| 1994 | 100,0 | 68,6 | 31,4 | 100,0 | 71,7 | 28,3 | 100,0 | 61,5 | 38,5 |
| 1995 | 100,0 | 68,5 | 31,5 | 100,0 | 71,4 | 28,6 | 100,0 | 62,0 | 38,0 |
| 1996 | 100,0 | 63,9 | 36,1 | 100,0 | 66,2 | 33,8 | 100,0 | 59,3 | 40,7 |
| 1997 | 100,0 | 62,8 | 37,2 | 100,0 | 64,5 | 35,5 | 100,0 | 59,5 | 40,5 |
| 1998 | 100,0 | 62,7 | 37,3 | 100,0 | 63,5 | 36,5 | 100,0 | 61,1 | 38,9 |
| 1999 | 100,0 | 63,2 | 36,8 | 100,0 | 63,6 | 36,4 | 100,0 | 62,5 | 37,5 |
| 2000 | 100,0 | 63,2 | 36,8 | 100,0 | 63,4 | 36,6 | 100,0 | 62,7 | 37,3 |

Source : MTAS, ECL

The index of temporality has only decreased 1.5 points in the last three years since the signing of the *Acuerdo Interconfederal para la estabilidad del empleo*. The figure shows a slow clear tendency in the reduction of temporality at work. The number of temporary salaried in the second quarter of 1997 was 33,6 %. Three years later the percentage only reduced to 32.1%.

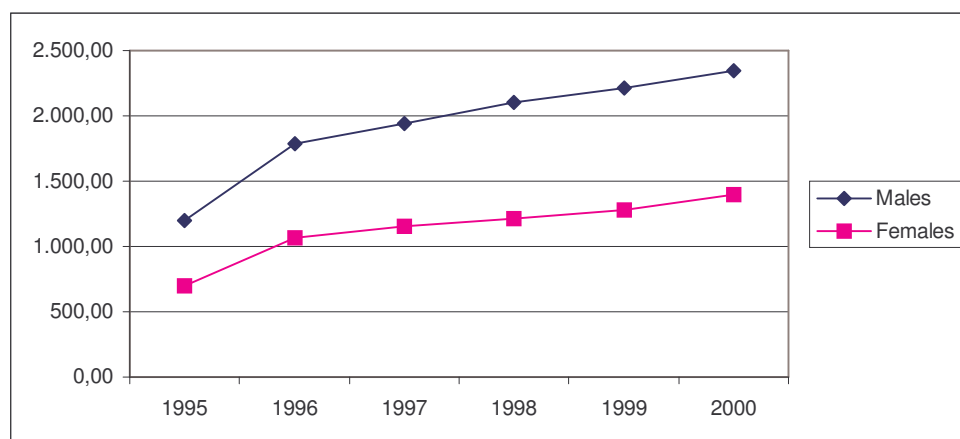
Table 4: Temporary worker rate



Source: EPA. Quarters.

In spite of the fact that temporary rate decrease, the number of temporary contracts have grown in the last five years as it can be seen in next chart. That can be explained for the bigger growth of stable employment.

Table 5: Evolution of temporary contracts. Thousands of workers



Source: ECL

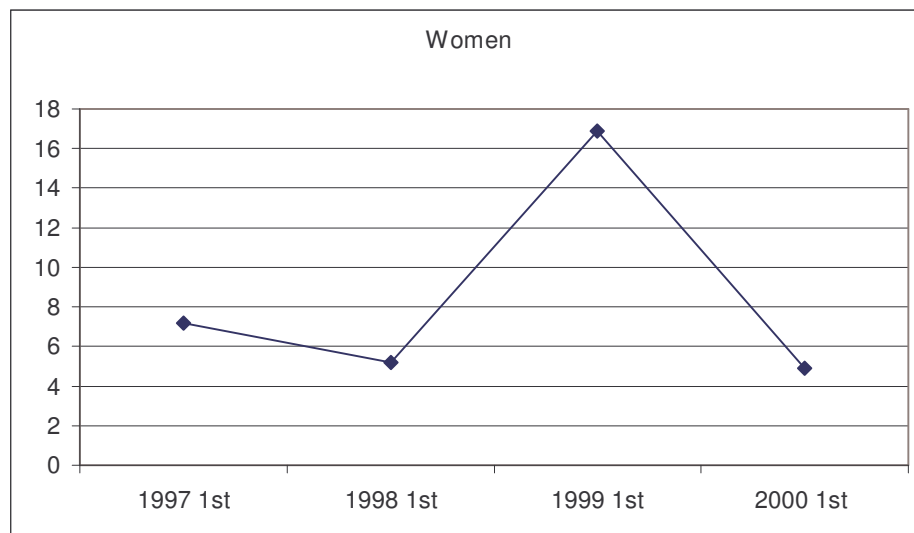
The AIEE has not had the expected impact in the labour market. The cutback in the temporality index during an expanding period has been totally insufficient. Temporality at work has not been appropriately reduced in the last period of three years. From the second quarter of 1997 the number of wage earners per temporary contracts began to decrease reaching the lowest rate in the fourth quarter of 1998 -2.1- to increase to the maximum rate in a year -8.0- in the fourth quarter of 1999 according to the *Encuesta de Población Activa (EPA)*. Although the index decreased in 2000, the rate was considerably higher than the one of 1998.

The increase of temporality in the last decade has not been crucial in the adult sector and the most substantial differences are related to young and female sectors.

By age, the index of temporality was notably higher in the young collective under 25 years . Although the index dropped from 75,4 in the second semester of 1996 to 68,6 in the second semester of 2000 the proportion was still alarming. The adults slightly decreased from 26,8 in 2nd trimester of 1996 to 25.9 in the 2nd trimester of the year 2000.

By gender, the index of female temporality had four points more than the male index at the beginning of 2000. The reduction of the index from 1997 to 2000 was very low in both cases, 1.5 points for women and 1.8 for men.

Table 6: Salaried women with a temporary part time job.

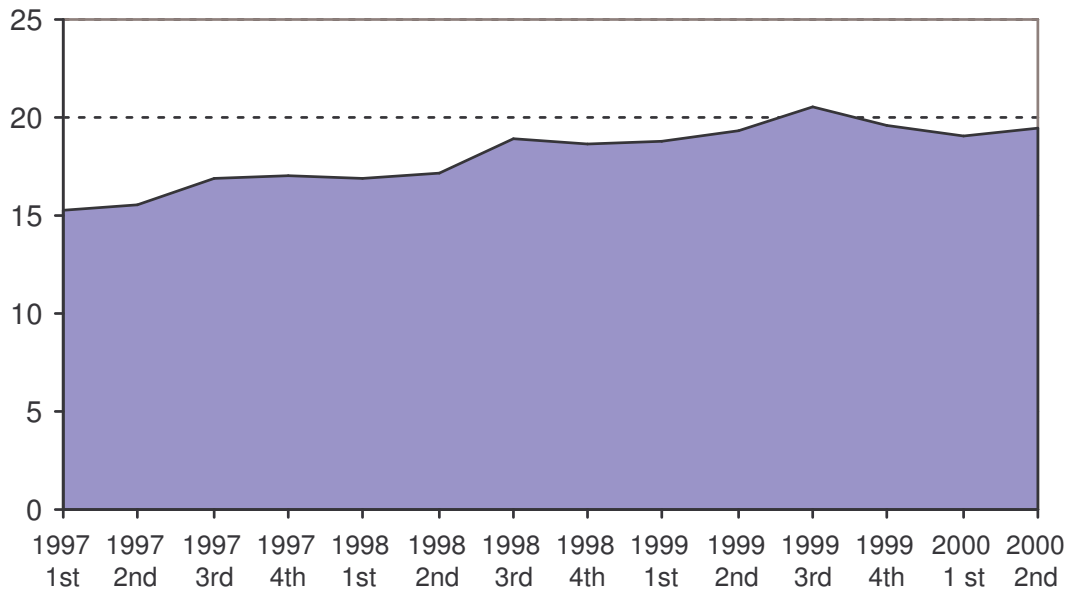


Source: EPA 1st Quarter.

The index of temporality of part timers was spectacularly higher than full timers with a difference of 24 points in the second semester of 1998 and 27 points in the second semester of 2000.- 29.9% full time and 56.4% part time- The diminution of part time work was almost null from 1997 to 2000 dropping from 56.7 % in 1997 to 56.4% in 2000.

Temporality evolved in a very different way depending on the sectors. The public and the private sector have presented substantial dissimilarities. In the public sector there has been an increase worthy of consideration. The rate increased from 15,3 in the first quarter of 1997 to 19.5 in the second semester of 2000. In the private sector there has been a slight reduction of temporality.

Table 7: Temporary workers in public sector (%)



Source: EPA

The analysis of the stability of employment in the public sector can be structured in five sectors according to types of administration: Public enterprise, Local enterprises, Central, Social Security and Autonomy. In all of them the index of temporality grew. A possible cause could be the limitation of the public personnel approved of the budget because it reduced the number of indefinite public posts to one of each four leaves. With these figures Spain exceeded the average European rate.

The index of temporality differed depending on the sectors. Although the service sector created more than 1200.000 jobs from 1997 to 2000. -77% was indefinite- it slightly reduced a point of temporality decreasing from 29 to 28. In construction, one of the most temporary sector, the index of temporality dropped 2.3 points from 1997 to 2000. The industrial sector had one of the lowest rates with a reduction in the temporary index of 3 points. The temporary index in Spain was 20 points higher than Europe in 2000 and affected to all the sectors of the economy. Almost all the different activities of all the sectors were ten points higher than the European average.

Part time work

The use of part time work has increased in the last years without reaching the number of other European countries. (8.2% in Spain VS 18% in Europe in 2000 according to Eurostat). This process of flexibilization of the labour market is very slow. Spain has not reached the standards of the EU yet. In

1998, after the AIIE, a new agreement between the Unions -CCOO and UGT-⁴ ended with the RDL 15/1998 of 27th November created to improve the quality of part time work. This new regulation complied with the European commitment in the *Acuerdo Marco sobre el Trabajo a Tiempo Parcial* permitting to expand flexibility in the labour market. It guaranteed some basic principles: The right of part time workers be discriminated in relation to full time workers, the volunteer principle in the access to part time work, the right of worker be fired if he/she denies to be transferred from a full time to a part time job. The development of these principles carried with some legal modifications in the regulation of the part time contract, basically contained in the 12 article of the Statute of Workers. It was also a realignment in the basic criteria of social protection for this type of contracts in order to make compatible the taxation principle of Social Security with the Equity treatment and proportionality in part time work. With these policies a new labour legislation for part time work was created. It was not only sensible to the necessities of improvement in the development of employment, but was coherent with the plan of foment of employment of 63/1997 and 64/1997. The work was defined as part time when the working day was less than 77 per cent of the full time working day -including the extra and complementary hours-. The part time contract had the possibility to be concluded like a full time contract on the event that it is legally allowed the usage of this type of contract except for the contract for training.

Table 8: Part time contract evolution

| Year | TOTAL | INDUSTRY | CONSTRUCTION | SERVICE |
|------|----------|----------|--------------|----------|
| 1991 | 2.195,40 | 604,10 | 454,10 | 1.137,10 |
| 1992 | 2.081,40 | 534,50 | 413,50 | 1.133,30 |
| 1993 | 1.826,50 | 426,80 | 332,40 | 1.067,20 |
| 1994 | 1.841,40 | 420,70 | 307,20 | 1.113,30 |
| 1995 | 1.897,40 | 452,90 | 308,40 | 1.135,90 |
| 1996 | 2.852,90 | 566,70 | 495,00 | 1.791,10 |
| 1997 | 3.090,80 | 620,70 | 588,20 | 1.881,90 |
| 1998 | 3.320,00 | 646,90 | 684,80 | 1.988,30 |
| 1999 | 3.489,80 | 625,10 | 792,70 | 2.072,10 |
| 2000 | 3.738,30 | 654,90 | 883,80 | 2.199,60 |

Source: MTAS, MLR

⁴ Acuerdo sobre trabajo a tiempo parcial y fomento de su estabilidad. It is compulsory to determine the timing of the working day and its monthly, weekly and daily concretion. The part time workers have the same rights as the full time workers in proportion of the worked hours.

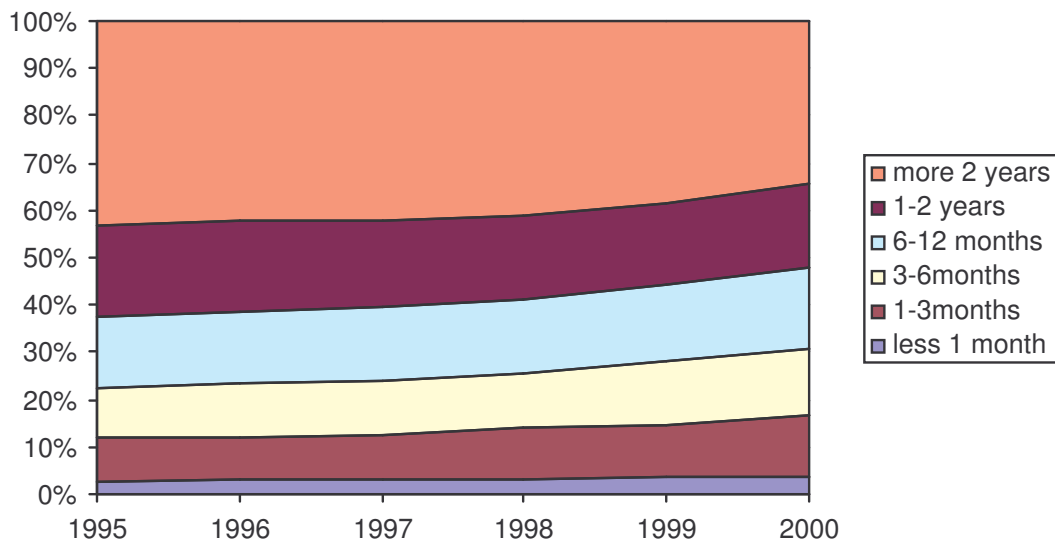
2.2 Job tenure

We distinguish between contractual temporality and empirical temporality that is the continuity of worker in their jobs -job tenure in English-⁵. The data from the EPA-Encuesta de Población Activa- provides a relevant analysis for the evolution of temporary employment in Spain. Job security as measured in “job tenure” has not almost improved between 1995 and 2000, with around three quarters of all the employed having been in their job for less than 2 years. The share of employed people who have been in their job for less than two years increased between 1995 and 2000 in Spain from 66.1% to 68.9%.

This increase can be caused by cyclical effects and reflects higher labour turnover to increased job mobility - According to Eurostat-.

The third European Survey on Working Conditions shows that the short job tenure is more usual in Spain than in other European countries-23,3% less than a year-.

Table 9: Female index of job tenure



Source: EPA

⁵ It is an indicator of employment rotation of workers.

2.3 Unemployment

Long Term Unemployment

The long term unemployment (12 months or more) as percent of the total unemployment dropped in 1998 in Spain from 49.9% to 42.4 % in 2000 . Although the female rate decreased from 54.5% in 1998 to 46.6% in 2000 it was still higher than the male one - 36.6% in 2000-.

Table 10: Long term unemployed as % of total unemployed

| | 1998 | 1999 | 2000 |
|---------|-------|-------|-------|
| Males | 44,3% | 40,2% | 36,6% |
| Females | 54,5% | 50,7% | 46,6% |

Short term and long term unemployment rates by age, educational level and sex

The rate of short term unemployed looking for a job-from 1to 3 months- increased to 15% in 2000. In the male sector the rate from 3 to 6 months in 1995 is 13,9 and went up to 17.3% in 2000, demonstrating the limitations of the labour reforms since 1995.

Table11: Unemployed by unemployment duration

| Year | less 1 month | 1-3 months | 3-6 months | 6-12 months | 1-2 years | more 2 years |
|------|-----------------|---------------|---------------|----------------|--------------|-----------------|
| 1995 | 3,3 | 11,6 | 12,3 | 15,8 | 19,3 | 37,6 |
| 1996 | 3,6 | 11,4 | 12,8 | 16,5 | 18,8 | 36,9 |
| 1997 | 3,8 | 11,6 | 12,8 | 16,3 | 18,5 | 37 |
| 1998 | 3,9 | 12,6 | 13,1 | 16,2 | 17,9 | 36,2 |
| 1999 | 4,3 | 13,3 | 14,5 | 16,7 | 16,4 | 34,8 |
| 2000 | 4,6 | 15 | 15,6 | 17,3 | 16,6 | 31 |

Source: EPA

2.4 Training

On the last decades the acceleration in the technological development has increased the number of theories about the impact of this development on the augmentation of qualified workforce demand. In Spain, training policies were initiated as part of the global employment policy in the eighties⁶ and they focused until middle nineties in occupational training, continuous training and regulated training because of the increasing demand of qualified workers and the augmentation of the unemployment rate among unqualified workers.

Nevertheless training policies changed from 1993. The first attempt of joint the three systems of formation takes place - regulated, occupational and continuous. The reforms included in First Agreement for the Continuous Training⁷ signed by employers, unions and Government. The National Institute of Employment (INEM) began to manage the occupational training for unemployed (Plans F.I.P.) and were approved the directives on the titles and the corresponding minimum lessons of the Regulated Professional Formation

In successive years agreements have been ratified, new plans have been approved and have been improved the Certificate System of Professionalism initiated by the INEM. In 1999 the National Institute of Qualifications is created (INCUAL) whose objective is to establish the levels and characteristic of the professional competition that must be reached in the fields of the productive activity. Besides INCUAL have to deal in a global way the professional formation to people, organizations and companies. It has gathered the directives of the celebrated European Council in Lisbon in March of 2000.

- Educational level of the active population: the number of people with medium and high-level degrees has increased considerably. At the same time there has been a reduction in the number of low-level qualification actives, from a percentage of 7% in 1995 into a 5% in 1999.

⁶ National Plan of Insertion and Professional Training in 1985, creation of the General Council for the Professional Formation in 1986 and Statutory law of Arrangement of Training System, (LOGSE) in 1990 that reforms the regulated professional training.

⁷ First Agreement for The Continuous Training, 16/12/1993. This foundation was in charge of managing the income coming from the training quote established as a salary tax.

Table 12: Active population. Study level

| | Total Active | Without Primary Studies | Primary Studies | Secondary Studies | High school | Professional Skills | University level | Others |
|------|-----------------|----------------------------|--------------------|----------------------|----------------|------------------------|---------------------|--------|
| 1995 | 15564900 | 7,7 | 30,4 | 26,0 | 9,7 | 12,4 | 13,7 | 2 |
| 1996 | 15877800 | 6,3 | 28,3 | 26,4 | 10,1 | 12,8 | 15,3 | 2 |
| 1997 | 16071400 | 6,5 | 26,8 | 27,0 | 10,4 | 13,4 | 15,7 | 2 |
| 1998 | 16230600 | 5,7 | 25,6 | 27,3 | 10,9 | 14,0 | 16,4 | 2 |
| 1999 | 16323700 | 5,5 | 23,8 | 27,4 | 11,2 | 14,8 | 17,2 | 2 |

- Unemployed population :within the new employment policies there is an attempt to adapt the offer to the demand of the unemployed workforce. Since reform in 1993 it is established that some groups will be positively discriminated in the training policies. Those groups are: people receiving unemployment benefit, unemployed below 25 searching for the first job, and unemployed over 25 specially long-term unemployed and unemployed with special difficulties accessing labour market. Finally in the last five years it has become more important training actions oriented to unemployed over 45 years.

Table 13: Unemployed students trained

| | 1996 | 1997 | 1998 | 1999 | 2000 |
|-------|---------|---------|---------|---------|---------|
| Total | 228.035 | 197.864 | 210.148 | 232.787 | 289.710 |

As far as training characteristics are concern the more frequent courses were *occupational* and for *specialisation (specially since 1998)*. The first ones are oriented to unemployed people without any qualification with the aim of giving them the minimum skills to assume a new job. The second ones are oriented to those qualified workers who have lost their job and need to be trained in a new professional field.

Table 14: Unemployed students trained by training level

| | 1996 | 1997 | 1998 | 1999 | 2000 |
|---------------------------|--------|--------|---------|---------|---------|
| Total | 16.382 | 16.016 | 210.148 | 232.787 | 289.710 |
| General basis | 5.142 | 4.662 | 40.827 | 37.702 | 3.543 |
| Occupational | 6.951 | 7.801 | 44.175 | 117.226 | 158.400 |
| Specialisation | 3.006 | 2.708 | 24.466 | 53.608 | 80.703 |
| Occupational adaptability | 1.283 | 845 | 4.524 | 19.396 | 29.698 |
| Professional certificate | - | - | 1.768 | 4.855 | 17.366 |

Source: MTAS, EPA

- Employed Population: Educational level among employed population has increased in the last decade. The percentage of employed population without primary studies has decreased from 39 to 29%. Meanwhile employed population with higher educational levels has increased ten points from 61 in 1995 to 71 in 1999.

Table 15: Employed. Educational level

| | Illiteracy | Without primary studies | Secondary studies | Professional Technical qualification | University studies |
|------|------------|-------------------------|-------------------|--------------------------------------|--------------------|
| 1995 | 0,074 | 31,4 | 34.1 | 12.0 | 15.1 |
| 1996 | 0,066 | 29.1 | 34.9 | 12.5 | 16.8 |
| 1997 | 0,062 | 27.5 | 36.1 | 13.0 | 17.1 |
| 1998 | 0,053 | 26.3 | 37.3 | 13.6 | 17.5 |
| 1999 | 0,053 | 24.1 | 38.0 | 14.5 | 18.0 |

Source INE, EPA

- Salaried population: it is possible to analyse apart the training actions specifically oriented to salaried. This is the target population of the Occupational Continuing Education Foundation (FORCEM) .

In spite of the fact that occupational continuing education tries to suit its offer to labour market demands, we observe a decrease in the number of workers attending training organized by FORCEM in the last years.

Table 16: Salaried attending FORCEM training plans

| | Salaried (Total) | Attending FORCEM | |
|------|------------------|------------------|-------|
| | | Plans | % |
| 1995 | 8.937.800 | 1.279.501 | 14,32 |
| 1996 | 9.227.900 | 1.257.071 | 13,62 |
| 1997 | 9.639.400 | 1.336.247 | 13,86 |
| 1998 | 10.115.200 | 1.343.658 | 13,28 |
| 1999 | 10.771.200 | 1.413.193 | 13,12 |

Source : Elaboración propia a partir de datos de la EPA y FORCEM

2.5 Accidents at work

Accidents at work are the most evident effect of quality deficits in employment in Spain. The measures established in Spain to diminish the index of accidents rate have really been insufficient. Since the prevention risk Law -Ley de prevención de Riesgos Laborales- or Labour health Law, that brought us into the line with the rest of the countries of the European Union, the evolution of the index of accidents has been alarming. The law 31/1995 of the 8TH of November established the basic guarantees and responsibilities required for an adequate health protection level for workers to protect them from the continuous risks at work.⁸ In 1997 the regulation of the services of prevention was passed by the *Real Decreto* 39/1997 of 17Th of January this regulated the aspects that made possible the prevention of labour risks as an integrated activity in the overall decisions of the enterprise, based on the principles of coordination, participation and efficiency. The regulation governed in the first place the evaluation of the risks as a starting point to the planning of the preventive action. The basic points were: the integration of prevention in all the hierarchical levels of the enterprise, the implantation of an integrated plan of prevention risks, to plan the preventive actions according to the results of the risk assessment. Although we have made legal reforms the accidents rate has grown, giving clear proof of the inefficiency of the regulation and the system of penalization and compensation

After passing prevention risks law in November of 1995, from 1996 to 2000 there were more than 7.5 million of accidents at work in Spain. In these five years there have been 5537 fatal accidents at work, 55.597 serious accidents. 288.000 in itinerate. It showed that every working day 4 workers died. From

⁸ The employer has to apply to this Ley the prevención de Riesgos laborales. His/her obligation is to: Avoid, prevent and oppose risks. To guarantee health and security at work. To analyse the new technologies at work. To plan the inevitable risks. To adapt the place of work to the person-not the opposite- with techniques of ergonomics. To replace the risky tasks by safer ones. To establish measures that prefer the collective security to the individual. To give the appropriate advices to the workers. To guarantee regular checks of health for workers. To consult the workers and allow their participation in all the policies that are related to their security at work. To guarantee that each worker has de adequate formation in labour risks -related to his/her place at work-.

1996 to 2000 the number of serious accidents raised from 10805 to 11640 and the number of accidents with leave increased from 622.095 to 932.932. The thesis of increase of the accidents correlated to economic growth is not valid at all. From 1996 to 2000 the increase of accidents rate duplicated the economic growth rate.

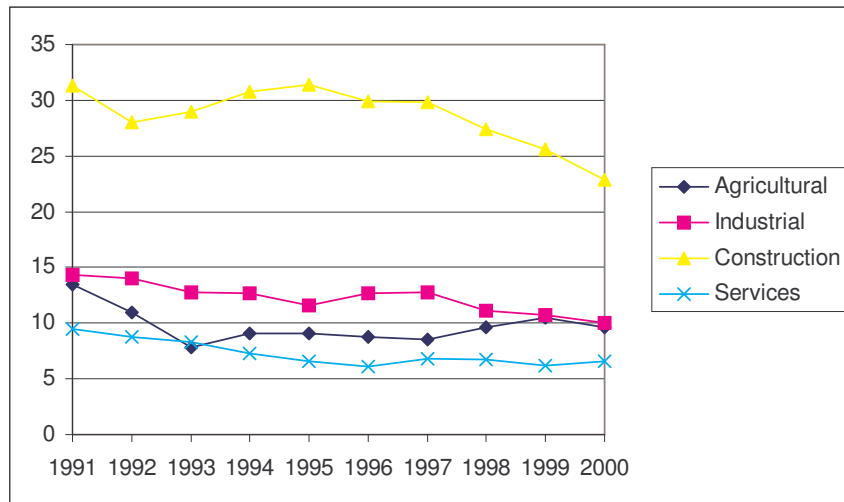
The index of incidence of fatal accidents had the maximum rate in 1991 with 13,4 dropping in the following years with the exception of 1997 to 9,2 in 2000 -the lowest rate of the decade.

Table 17: Accidents at work per 100.000 persons in employment in 1998 (EUROSTAT)

| More than 3 day's absence * | SPAIN | EU |
|-----------------------------|-------|------|
| 18-24 years | 8497 | 5751 |
| 25-34 years | 7490 | 4390 |
| 35-44 years | 6335 | 3766 |
| 45-54 years | 5932 | 3558 |
| 55-64 years | 4828 | 4063 |
| Total | 6736 | 4229 |
| Fatal accidents. | | |
| 18-24 years | 5.9 | 3.8 |
| 25-34 years | 5.7 | 4.2 |
| 35-44 years | 5.6 | 4.7 |
| 45-54 years | 8 | 6.3 |
| 55-64 years | 6.9 | 8.7 |
| total | 5.9 | 5.3 |

By activity sectors the index of incidence of fatal accidents in construction has its maximum rate in 1995 with 31,4 decreasing from 29,9 to 22,2 from 1996 to 2000.

Table 18: Incidence of fatal accidents.



Source: MTAS RESL.

In the first semester of 2001 the index of accidents at work increased 3.65 points in relation to the first semester of the previous year. The number of accidents *in itinere*⁹ have also raised spectacularly 7,3%, what meant more than 35.000 accidents- more than 200 were fatal-. According to Joaquin Nieto¹⁰, secretary general of environment and health at work of CCOO union, it has been caused by the pitiful lack of application of the prevention risk norms by the Government and the passiveness of the enterprises to favour security for its workers. It is necessary to apply to the Action plan put forward by the Unions to the Government to be discussed in the Mesa Sectorial de Salud Laboral. It pleaded for the continuation of the *Plan de actuación preferente de empresas* which had good results.

According to Joaquin Nieto a possible solution to this problem would be the “creation of especial departments of labour risks in the office of the public prosecutor to attend to the matter of controlling and persecuting the non fulfilment of the law of prevention risks.” The unions also claim for a law that regulates the activities of the outsourcings.

Another important aspect is the limited knowledge of employers of the law of preventive risks. Diverse researches made in industries from 5 to 60 workers (PYMES) have demonstrated that more than 75% of the businessmen did not know the law of preventive risks, the rest had an acceptable knowledge. The knowledge rate increases in the industries with *Delegados de Prevención* in 50%, demonstrating that the union’s presence in enterprises is really positive.

⁹ The accidents suffered by the worker on his/her way home.

¹⁰ 7th of April. Article of Gaceta de los Negocios. “Seguridad laboral y Prevención de Riesgos Laborales”.

Data from the *Encuesta de Calidad y Vida en el Trabajo (ECTV)* of 2000 show how the index of frequency of perception of the place of work as stressful was very high in the sector of construction and mining with 28,4 % of workers perceiving stress in their job -always or regularly-.

According to the European Foundation for the Improvement of Living and Working Conditions -March of 2000-, the index of workers exposed all of the time at vibrations from machinery, hand tools. in Spain in the year 2000 was the highest in Europe with 7,7 % . Spain had also the second highest rate in workers exposed at high temperatures at work all the time with 3,8 % -only Italy exceed Spain-. Alarmingly the index of workers exposed all the time at radiation was very high with 3,5%. -Italy had only 0,7-. *34,5% workers are working in bad physical job environment*

Table 19: % share of persons employed exposed to different risks %. Year 2000

| | All or almost all of the time | Sometimes | Almost never |
|------------------------------------|-------------------------------|-----------|--------------|
| Time exposed at work to vibrations | 21,6 | 9,8 | 12,2 |
| Exposed to loud noise | 20,6 | 12 | 16,4 |
| Exposed to high temperatures | 13,4 | 13,4 | 19,5 |
| Handling dangerous products | 10,4 | 6,5 | 15,1 |
| Exposed to radiation | 4,3 | 2,7 | 7,9 |

Source: European Foundation for the Improvement of Living and Working Conditions. (March 2000)

1.6 Other indicators

Geographic mobility

According to data from Eurostat, geographic mobility between EU Member States was very low, with 225000 people- changing official residence between two countries in 2000. In EU has an average of 0.2, while in Spain the average is 0.1.

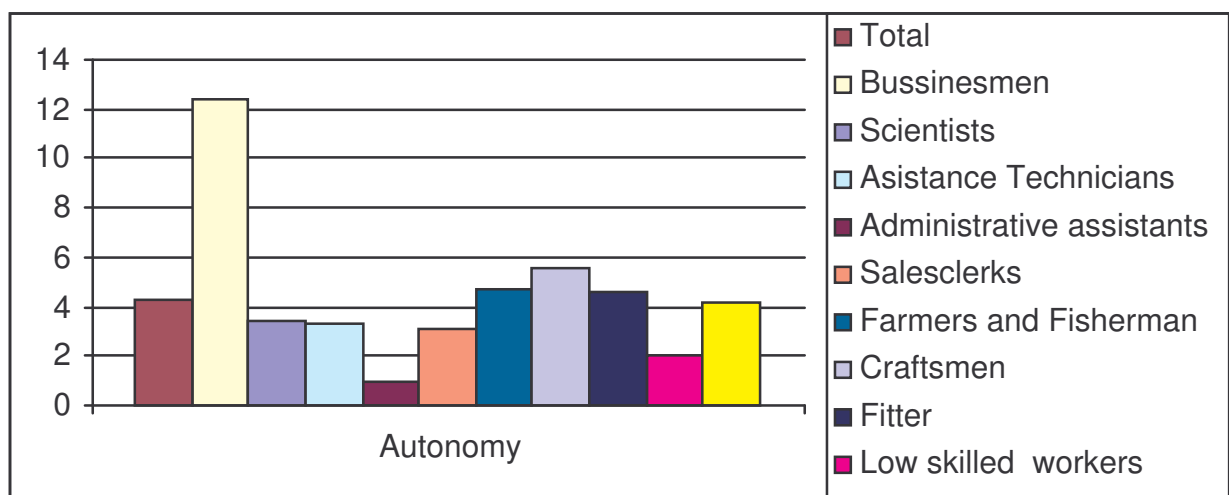
*Autonomy at work*¹¹

The average level of autonomy at work for the salaried was 3.65 points in 2000. It has been a little bit lower in relation to the punctuation of the previous year 3.71. The most independent salaried in their place of work were the businessmen . While the salaried who worked in the service sector had 3.94

¹¹ The construction of this index is done with creativity variables: the interviewed salaried considers his/her job interesting and thinks that he/she participates in the decisions that affect his/her task. Participation: The salaried gives his opinion of work and his valuation is taken into account by his "boss". Flexibility in the working day: the salaried can decide his schedule, he can enjoy short pauses during his working day and he can also enjoy a free day "-not retrievable"-..Integration: The salaried knows the organization chart and the objectives of the enterprise. Those variables are assessed and normalized with a Likert scale -from cero to ten-. Cero denotes a null autonomy at work and ten denotes the maximum autonomy at work.

points, the administrative had 1.0. -the lowest sector-. The structure of employment in Spain might have had slight modifications in relation to the previous year. Nowadays the conditions at work are still precarious, the level of autonomy is very low and the satisfaction of salaried in their place of work needs to increase substantially.

Table 20: Autonomy at work



(Source:ECVT)

3. Working time: working-day length and calendar flexibility grows

3.1 Working hours

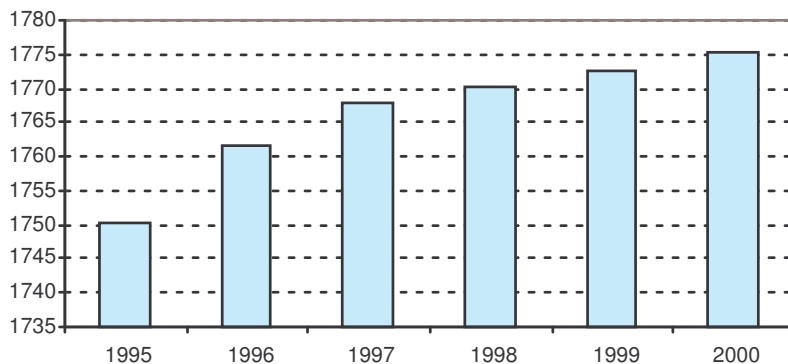
Table 21: Working hours by year in main sectors (1995-2000)

| | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 |
|------------------|--------|--------|--------|--------|--------|--------|
| All jobs | | | | | | |
| Total | 1698.9 | 1680.8 | 1675.2 | 1617.7 | 1674.3 | 1675.2 |
| Industry | 1733.9 | 1728.3 | 1726.6 | 1730.7 | 1732.3 | 1733.3 |
| Construction | 1783.8 | 1759.7 | 1793.7 | 1794.4 | 1795.3 | 1781.6 |
| Services | 1665.1 | 1647.9 | 1623.8 | 1626.7 | 1629.2 | 1632.6 |
| Full time | | | | | | |
| total | 1750.3 | 1761.6 | 1767.8 | 1770.1 | 1772.5 | 1775.3 |
| Industry | 1748.2 | 1752.3 | 1756.5 | 1759.2 | 1763.4 | 1767.7 |
| Construction | 1802.7 | 1801 | 1825.3 | 1826.7 | 1826.7 | 1812.3 |
| Services | 1742.1 | 1759.4 | 1762.1 | 1763.4 | 1764.5 | 1770 |
| Part time | | | | | | |
| Total | 934.1 | 927.9 | 942.0 | 987.4 | 997 | 978.1 |
| Industry | 968.3 | 964.3 | 987.3 | 1119.7 | 1092.7 | 1056.8 |
| Construction | 944.5 | 934.8 | 960.7 | 1024.8 | 1057.4 | 1024 |
| Services | 930.0 | 923.7 | 936.3 | 972.2 | 984.4 | 967.7 |

Source: MLR

The average working hours per year in full time jobs raised from 1750,3 in 1995 to 1.775 in 2000, while in part time the amount of hours raised from 934 in 1995 to 980 in 2000 according to MTAS. According to INE -Instituto Nacional de Estadística- the average working hours per week in full time jobs was 37.8 for males and 32.5 for females in 2000.

Table 22: Number of hours worked per year in full time workers.

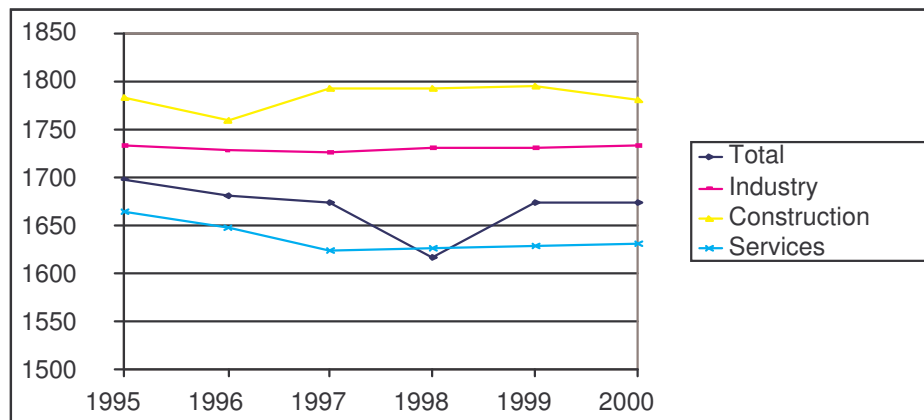


Source: MTAS. ECL

According to The Labour Force Survey of 2000 the number of usual hours worked per week in the main job was the highest in Spain with 40.6 hours in 1998 and 40.4 in 2000. While the male sector worked 42.4 hours per week in 2000 the female did an average of 36.9. During this decade working hours have been crucial in the analysis of the labour market due principally due to the relatively high unemployment rates in the EU.

The sector of industry is outstanding. It has raised the total of hours worked per year from 1.726.3 in 1997 to 1733,3 in 2000. While the industry sector has raised, the construction sector has dropped from 1.793,7 in 1997 to 1.781,6 in the year 2000. These data can be misleading because the number of hours worked by full time workers in the construction sector has decreased 13 hours in the last three years, and part time workers do 64 hours more compensating the full timers. The other sectors have not had significant variations.

Table 23: Hours worked per year by sectors.



Source: ECL

Table 24: Working Hours Per Week. Annual Rate. Source: EPA

| | 1999 | 2000 |
|--------------|------|------|
| TOTAL | 40.2 | 40.1 |
| Agriculture | 46.2 | 45.5 |
| Construction | 41.1 | 41.2 |
| Commerce | 41.4 | 41.4 |
| Education | 33.5 | 33.6 |

Table 25: Working Hours Per Week by Male . Annual Rate.

| | 1999 | 2000 |
|--------------|------|------|
| TOTAL | 42.1 | 42.1 |
| Agriculture | 47.1 | 46.8 |
| Construction | 41.3 | 41.4 |
| Commerce | 43.2 | 43.2 |
| Education | 34.7 | 34.9 |

Table 26: Working Hours Per Week by Female . Annual Rate.

| | 1999 | 2000 |
|--------------|------|------|
| TOTAL | 36.9 | 36.8 |
| Agriculture | 43.6 | 42.3 |
| Construction | 37.5 | 37.3 |
| Commerce | 39.1 | 39.2 |
| Education | 32.7 | 32.8 |

Data showed the continuing relevance that part time work holds today, especially for women at work. Almost half of those interviewed felt that switching to part-time would damage their career prospects, and a sizeable number **43%** are of the opinion that part timers are worse off with regard to social security and social protection. The vast majority of people working in full time conditions would like to decrease their working day (**62%**), while this is true for only one in three of the part timers. While the ideal working week consist of 34.5 hours the average working week in the EU consist of 39 hours. In Spain the ideal is 35.

Table 27: Average and ideal working week (2000)

| Year 2000 | Spain | UE |
|----------------------|-------|------|
| Average working week | 40 | 39 |
| Ideal working week | 35 | 34.5 |

Source: ESWC

2.2 Non standard working time

Data from the Labour Force Survey showed that the number of people that usually worked on Saturdays as percent of the total employment in 1998 was in Spain the highest in Europe with 36.3%. The rate of people doing shift work was the lowest in Spain in 1998 with 7.4%. The rate of people working sometimes on Sundays was the lowest by far 3.3 points. It might be caused by traditional familiar values of the Mediterranean culture.

Table 28: Non standard working time

| | Usually | Sometimes | Total |
|--|---------|-----------|-------|
| Workers at night % of total emp. | 5.1 | 6.9 | 12 |
| P. working on Saturday % of total emp. | 35.3 | 5.1 | 40.4 |
| P. working on shift work % of total | 8.3 | 1.2 | 9.5 |
| P. working on Sunday % total emp. | 14.9 | 3.5 | 18.4 |

2.3 Overtime

The total number of extra hours has increased from 57.720 in 1995 to 58.819 in the year 2000. By sectors the industrial dropped from 29.561,7 in 1995 to 27075 in the year 2000. The sector of construction increased the number of extra hours worked from 1995 to 1998 in 1348.7 hours, but it started to drop in 1999 and 2000 till 4.400,40 hours. The Service sector presented a similar evolution raising from 1995 to 1997 in 13812,1 hours and decreasing to 27.342,9 in the year 2000.

Table 29: Overtime

| | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 |
|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total | 57.720 | 65.341,40 | 71.740,20 | 67.064,40 | 57.214,40 | 58.819,00 |
| Full time worker | 10,3 | 9,2 | 9,7 | 8,6 | 6,9 | 6,6 |
| Industry | | | | | | |
| total | 29.561,70 | 27.592,40 | 29.143,90 | 29.449,60 | 27.544,30 | 27.075,70 |
| Full time worker | 15,4 | 13,1 | 13,5 | 13,7 | 12,5 | 11,8 |
| Construction | | | | | | |
| Total | 4.311,80 | 5.149,20 | 4.937,90 | 5.660,50 | 5.407,60 | 4.400,40 |
| Full time worker | 7,8 | 7,2 | 5,9 | 6 | 4,9 | 3,6 |
| Services | | | | | | |
| Total | 23.846,50 | 32.599,40 | 37.658,60 | 31.954,20 | 24.262,50 | 27.342,90 |
| Full time worker | 7,6 | 7,6 | 8,7 | 6,8 | 4,9 | 5,1 |

Source: MTAS. ECL

According to the *Labour Junction Survey* the number of extra hours worked in the second trimester of 2001 in Spain was particularly high in the industrial sector with 6,395.1, however this index has a limited reliability because of the big amount of hidden extra hours worked in this particular sector.

According to the labour Force Survey the percentage of people that usually worked at night as percent of the total employment in 1998 in Spain was the lowest in Europe with 4.4 % if we do not take into account the Netherlands. It might be caused by the traditional labour organization that concentrates the working time during the day and "let" the night free.

3. Income security

3.1 Wages

The guaranteed minimum wage: The guaranteed minimum wage for 18 years and over has slightly increased from 62.700 pts -377 €- in 1995 to 70.680pts- 425 €- in 2000. The beneficiary in the last three years has been the young sector with the pass of the Royal Decree - RD 2015/97 that put on the same level the salary of people under 18 and over 18 years. Their minimum wage increased from 356 € in 1997 to 409 € in one year. If we relate the increase of the guaranteed minimum wage with the Índice de Precios al Consumo -IPC- it can be observed that the guaranteed minimum wage has not augmented substantially. While in 1999 it increased in 1.8 per cent, the IPC raised 2,9 per cent. In the year 2000 the increase in the IPC was higher than the increase in the guaranteed minimum wage -2%.

Table 30: The Spanish guaranteed minimum wage.

| | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 |
|--------------------------|--------|--------|--------|--------|--------|--------|
| 16 years | | | | | | |
| Pts per day | 1.381 | 1.674 | 1.971 | 2.268 | 2.309 | 2.356 |
| Pts per month | 41.430 | 50.220 | 59.130 | 68.040 | 69.270 | 70.680 |
| Increase % | 3.5 | 21.2 | 17.7 | 15.1 | 1.8 | 2.0 |
| 17 years | | | | | | |
| Pts per day | 1.381 | 1.674 | 1.971 | 2.268 | 2.309 | 2.356 |
| Pts per month | 41.430 | 50.220 | 59.130 | 68.040 | 69.270 | 70.680 |
| Increase % | 3.5 | 21.2 | 17.7 | 15.1 | 1.8 | 2.0 |
| 18 years and more | | | | | | |
| Pts per day | 2.090 | 2.164 | 2.221 | 2.268 | 2.309 | 2.356 |
| Pts per month | 62.700 | 64.920 | 66.630 | 68.040 | 69.270 | 70.680 |
| Increase % | 3.5 | 3.5 | 2.6 | 2.1 | 1.8 | 2.0 |

Source: BOE

The guaranteed minimum wage in Spain was fixed in 1,80 € per hour in 2001. This rate is the lowest in the European Union where the average guaranteed minimum wage is 5,65 € per hour worked. The guaranteed minimum wage is three times lower in Spain than in Europe.

The guaranteed minimum wage in Spain in 2001 established with the pass of the Royal Decree 3476/2000 of 29th of December is 434 € per month, or 14,5 € per day and 1,8 € per hour. The

incorporation of the euro in January of 2002 might increase the clearness of the dissimilar wages in the euro zone and it will generate competitiveness across states.

3.2 Low wages ECHP 1996.

In general low wages are relatively less common in public sector jobs and jobs with indefinite contracts. The risk of low wages in the public sector is particularly low in Spain 10% and in general in the Southern countries. In the EU as a whole 15 % of jobs were low wage jobs, of which 45 % were full time and 55 % part time in 1996. In Spain the distribution is 61% full time jobs and 34% part time jobs. Highest concentrations of low wage jobs are commonly related to less skill jobs. There is an important structural effect in non manual jobs because part time work is more common.

By economic sector the most risky in Spain is the service with 70 % of low wage employees. It is not very surprising since this sector usually has a high proportion of low skilled employees.

Table 31: Characteristics of low wages %

| | Spain | EU (13) |
|-------------------------|-------|---------|
| Working time | | |
| Full time | 61 | 45 |
| Part time | 39 | 55 |
| Contract type | | |
| Indefinite | 24 | 68 |
| Fixed | 76 | 32 |
| Type of Employer | | |
| Private | 90 | 77 |
| Public | 10 | 33 |
| Categories | | |
| ISCO 4-5 | 29 | 44 |
| ISCO 8-9 | 42 | 22 |
| Economic sector | | |
| Agriculture | 9 | 3 |
| Industry | 20 | 20 |
| Services | 70 | 77 |

Source: Eurostat.

The whole wages tend to increase with the level of education, and in all the countries there is, in fact a higher concentration of low wage among those with lower educational level. In Spain the rate is 65%. (with high level of education only 15%). The average risk of low wage in EU is higher among women. In Spain the rate was 66% for women and 34% for men while in the EU was 77% for women and 23% for men. Another important characteristic of Spain was the concentration of low wage employees among the young sector. It is not very surprising because wages augment in relation to length of service or experience. In the EU the ex unemployed are 2.8 times more likely to be in low-wage jobs than workers in general.

Table 32: Individual characteristics of low wage employees in the EU ECHP 1996

| | Spain | EU (13) |
|--------------------------|-------|---------|
| Sex | | |
| Men | 34 | 23 |
| Women | 66 | 77 |
| Age Group | | |
| 16-24 years | 30 | 20 |
| 25-49 years | 56 | 62 |
| 50-64 years | 14 | 19 |
| Education | | |
| High | 15 | 9 |
| Medium | 20 | 45 |
| Low | 65 | 46 |
| Situation in 1995 | | |
| Employed | 67 | 77 |
| Unemployed | 24 | 10 |
| Inactive | 9 | 13 |

ECHP1996

By contract type it can be said that the income per month of the part timers has increased in 57 €. 14.03% from 1996 to the year 2000 and the income per month in full time contracts increased in -161 €- of 12.47 % . Despite of this, the income of the part timers was still very low. In the part time the differences were significant. While the employees increased their wage from 1996 to 2000 -19%- the labourers only did in 15%.

Table 33: Income per Month. (Thousands Ptas).

| Year | Full time | | | Part time | | |
|------|-----------|----------|----------|-----------|----------|----------|
| | All | Employee | Labourer | All | Employee | Labourer |
| 1996 | 214,9 | 266,7 | 170,5 | 67,7 | 79,5 | 57,1 |
| 1997 | 223,8 | 278 | 177,1 | 68,8 | 85 | 56,7 |
| 1998 | 230,3 | 286,8 | 182,2 | 70,2 | 88,6 | 58,7 |
| 1999 | 236,2 | 294,6 | 186,4 | 72,3 | 90,6 | 60,9 |
| 2000 | 241,7 | 302,6 | 190,8 | 77,2 | 94,5 | 65,6 |

Source: MTAS. ESA

Gender segregation at the work place is still prevailing. It is prevalent in the occupational structure and in the wages. Nowadays women still earn a lower wage comparing to men.

Table 34: Income scales by gender in EU (Year 2000)

| | Men | Women | Total |
|-------------|------|-------|-------|
| Low | 9,1 | 25,8 | 16,1 |
| Low-Medium | 18,7 | 24,4 | 21,1 |
| Medium-High | 21,9 | 16,6 | 19,7 |
| High | 21,7 | 10 | 16,8 |

Source: Eurostat

The study of the female wages in Spain is really complicated because there is not complete statistics. The more usual source is the *Encuesta de Costes Salariales (ECS)*. It is a quarterly survey done in the enterprises to get data of wages. The principal problem is that women are underrepresented, and that is why its convenient to use another alternative sources like the *Encuesta de Estructura Salarial* or the *Encuesta de Presupuestos familiares*. The different researches done with these sources coincide with the conclusions: there is a big gap between male and female wages in Spain. The average wage is between 33% and 25% lower than the average male salary.

These wage differences might be interpreted in very dissimilar ways. Basically, nobody discuss its existence, but attribute it to different causes. For Gil Estallo et al. And Martín Urriza y Zarapuz Puertas¹² the wages inequalities are related to other discriminations suffered by women in the labour

¹² Gil, A., González Calvet, J. y Mir, P. (2001): "La desigualtat salarial a Catalunya" 2 Simposi sobre les desigualtats socials a Catalunya, B.arcelona, Fundació Jaume Bofia.

market - and should not be studied separately. For the neoclassic economic trend, characterized by the works of Moreno et al. and Pérez Camarero e Hidalgo Vega¹³, the wage gap can be only considered as discrimination “by objective differences” like educational level and position at work.

According to Eurostat, the female wages are lower than male wages in similar places at work. 77 per cent of the low wages are earned by women- who “have” the vast majority of temporary contracts. In Spain the negative difference is around 28 %. Hidalgo argued that if we want to avoid this situation it is necessary to foment positive actions for the development of a just female labour market and it is necessary a firm exigency of the social partners.

3.3 Social Protection

Another remarkable element of Spanish context is the lower expenditure in social protection: around 6 or 7 percentage points below the EU average (Eurostat).

Table 35: Expenditure on Social Protection(%of GDP)

| | SPAIN | EU |
|------|-------|------|
| 1990 | 19,9 | 25,5 |
| 1993 | 24,0 | 28,3 |
| 1996 | 21,8 | 28,2 |
| 1997 | 21,1 | 27,8 |
| 1998 | 20,6 | 27,6 |
| 1999 | 20,0 | 27,5 |

Martín Urriza, C. Y Zarapuz Puertas, L. (2000): Empleo y discriminación salarial, Madrid, Secretaría Confederal de la Mujer de Comisiones Obreras.

¹³ Moreno, G., Rodríguez, J.M y Vera, J. (1996): La participación laboral femenina y la discriminación salarial en España, Madrid, Consejo Económico y Social.

Pérez Camarero, S. y Hidalgo, A. (2000): Los salarios en España., Madrid Argenteria, Visor.

Table 36: Social benefits (1998)

| | SPAIN | EU |
|---|-------|------|
| Expenditure on Social Protection(%of GDP) | 20.6 | 27.6 |
| Expenditure on Social Protection per capita (100) | 124 | 122 |
| General Government Contributions | 27.2 | 35.4 |
| Social contributions total | 69.7 | 60.9 |
| Social contributions employers | 52.2 | 38.2 |
| Social contributions protected persons | 17.5 | 22.7 |
| Old age+Survivors as % of total S.Benefits | 46.1 | 45.7 |
| Sickness/Health care+Disability as % of S.Benefits | 37.3 | 35.1 |
| Family/Children as % Of total S. Benefits | 2.1 | 8.3 |
| Expenditure on unemployment function as % Of T.S.B | 13.5 | 7.2 |
| Housing+Social exclusion as % of Total S.Benefits. | 1 | 3.7 |
| <i>Perceptions of how part timers are covered by soc. sec</i> | | |
| Yes (well covered) | 51 | 43 |
| No (not well covered) | 30 | 42 |

Source: ESSPROS

The distribution of Spanish social expenditure is similar to the EU average but the expenditure in unemployment benefits is much higher:

Table 37: Social benefits by group of functions as % of total (1999)

| | SPAIN | EU |
|----------------------------------|-------|------|
| Old age and survivors | 46,2 | 46,5 |
| Sickness/Health care+ Disability | 37,0 | 34,9 |
| Family/ Children | 2,1 | 8,2 |
| Unemployment | 12,9 | 7,4 |
| Housing/Social Exclusion n.e.c | 1,9 | 2,9 |

Source: ESSPROS

According with the data from the Spanish Ministry of Work and Social Affairs this is the distribution of expenditure in Social protection: