

THE SPANISH JOB MARKET



A) BASIC JOB MARKET INDICATORS

B) BRIEF OVERVIEW OF THE JOB MARKET

C) THE MOST IMPORTANT ECONOMIC SECTORS

D) JOB OPPORTUNITIES AND OCCUPATIONS WITH AN EXCESS OF MANPOWER

E) COMPANY INFORMATION

F) SOURCES

Date: April 2011

A) BASIC JOB MARKET INDICATORS: ([+INFO](#))

Population: 47,021,031 (01/01/2011 Provisional)

Population density: 93 inhabitants per Km²

Per capita GNP: 23,063 € per inhabitant per year (2010) UE-27 average: 24,486€

Mínimal Interprofessional Wage: 748.30 Euros gross/month (2011)

Average monthly wage: 1,992.90 € (Q4 2010)

Unemployment rate: 20.5% (February 2011)

Language: Spanish

« [Back to TOC](#)

B) BRIEF OVERVIEW OF THE JOB MARKET:

- Ever since the start of the economic crisis in 2008, the Spanish job market situation has been worsening; the number of people employed has fallen and unemployment has risen sharply. After a continuous period of growth in employment up to 2007, the number of people employed fell from 20.4 million in the first quarter of 2008 to 18.4 million by the end of 2010. In other words, in three years two million jobs were destroyed.
- The growth in unemployment that resulted from the economic crisis has been worsened by the continuing addition of workers to the active population. The data on activity and occupation make it possible to interpret the growth in unemployment over the last three years appropriately. Spain has gone from 2.1 million unemployed in the first quarter of 2008 to 4.6 million in the fourth quarter of 2010. There is therefore a total of 2.5 million people newly unemployed. But not all of them come from job destruction and company closures. We must also keep in mind the entry into the labour market of people who were previously inactive (as a result of another member of the family losing his or her job).
- In fact, in 2010 the process of job destruction slowed down: From 18.6 million employed in Q4 2009, the figure fell to 18.4 million in the same period in 2010.
- The most significant result of the employment crisis has been that for the first time in several decades the number of men unemployed overtook the number of unemployed women (although in relative terms, female unemployment continues to be higher).
- Although the unemployment rate for young people under the age of 25 is very high, it does not have great significance for the entire group of unemployed workers. This fact is explained by the aging of the active population and the growing trend among young people of remaining within the education system. Also, they do not suffer as much from the effects of long-term unemployment as the more mature groups (those over the age of 45).
- Unemployment is particularly affecting foreigners, and they have an unemployment rate that is almost double that of Spanish nationals.
- Although all groups are being affected, the effects of unemployment are especially striking among those who have not had some specific kind of vocational training.
- As is happening with the distribution of wealth, the recession is exacerbating the traditional differences between the regions in terms of unemployment. North-south inequalities are being strengthened.
- The economic recession of the last three years is also intensifying some of the negative features of the Spanish labour market structure, including temporary work (more than 30% of wage earners have temporary contracts) and the irregular economy.
- Job destruction is mainly affecting the industrial and construction sectors. Agriculture seems to be resisting better but the service industries are exhibiting a more ambiguous trend, as they are affected by the cyclical nature of tourist activities and by the growth of occupation in some non-market activities (health, education and the civil service).
- With regard to occupations, generalised job destruction can be observed, with only some service occupations that require very specific qualifications escaping the trend: healthcare, entrepreneurial activities, the social services and security. Jobs that do not require qualifications (and qualified, building-related jobs) are those that are suffering the greatest losses.
- When economic recovery starts, some of the occupations that were continuing to create jobs during the crisis may face serious shortages of manpower.

Changes in Employment by Sector (2008-2010)

Although job destruction in Spain has been generalised – in three years more than 2 million jobs have been lost – not all the productive sectors have been affected equally. In **agriculture**, just over 60,000 jobs have been destroyed, falling from 864,000 at the beginning of 2008 to 804,000 in Q4 2010.

In **industry**, the changes in employment are extremely negative, as more than 690,000 jobs have been eliminated (falling from 3.3 million employed in 2008 to 2.6 million today).

Job destruction has been even more serious in **construction**, with 1.1 million jobs lost in the last three years.

In the **service** sector, the job losses have not been as significant. In three years, only 150,000 jobs have been destroyed. We should, however, take into account the changes in the various areas of activity that are included in this large sector of the Spanish economy.

Changes by Productive Area

A breakdown of the data for the sectors makes it possible to prove that, in spite of the crisis, there are productive areas that have created jobs over the last two years, the majority of them in the service sector: in the civil service, healthcare and the social services and education, artistic activities and entertainment.

The Employed by Area of Activity			
	Q1 2008	Q4 2010	DIFFERENCE
Total	20,402,300	18,408,200	-1,994,100
A Agriculture, stock breeding, forestry and fishing	863,700	804,500	-59,200
B Extractive industries	53,200	46,800	-6,400
C Manufacturing industries	3,072,800	2,375,000	-697,800
D Supply of electricity, gas, steam and air conditioning	72,300	83,500	11,200
E Supply of water, sanitation activities, waste management and decontamination	115,100	117,600	2,500
F Construction	2,670,300	1,572,500	-1,097,800
G Wholesale and retail trade; motor vehicle and motorcycle repair	3,210,200	2,958,800	-251,400
H Transportation and warehousing	955,200	933,500	-21,700
I Hotels	1,396,400	1,323,100	-73,300
J Information and communications	526,400	505,200	-21,200
K Financial and insurance activities	518,100	446,600	-71,500
L Real estate activities	121,200	81,700	-39,500
M Professional, scientific and technical activities	876,100	841,000	-35,100
N Administrative activities and ancillary services	915,400	899,700	-15,700
O Civil service and defence; compulsory Social Security	1,223,600	1,435,700	212,100
P Education	1,159,200	1,182,100	22,900
Q Healthcare and social services activities	1,182,700	1,388,200	205,500
R Artistic, recreational and entertainment activities	281,400	323,900	42,500
S Other services	435,900	354,800	-81,100
T Household activities as employers of domestic personnel and producers of goods and services for personal use	750,800	731,400	-19,400
U Activities of extraterritorial organisations and bodies	2,200	2,900	700

« [Back to TOC](#)

C) THE MOST IMPORTANT ECONOMIC SECTORS:

Primary Sector (Agriculture, stock breeding, forestry and fishing): 2.5% GDP and 4.7% Employment.

Secondary Sector (Industry + Energy): 15.3% GDP and 14.6% Employment.

Construction Sector: 10.2% GDP and 9.3% Employment.

Tertiary Sector (Services: Trade, Tourism, Banking, Healthcare, Civil Service, Education, etc.): 72.0% GDP and 71.4% Employment.

« [Back to TOC](#)

D) JOB OPPORTUNITIES AND OCCUPATIONS WITH AN EXCESS OF MANPOWER:

JOB OPPORTUNITIES (SHORTAGES)

The perceptible change in the economic cycle in Spain in recent months is also affecting the demand for workers. Notable changes can be seen in the sectors that are offering job opportunities. Building-related occupations have stopped being the most sought after and become the area in which the greatest number of jobs are being destroyed. Other sectors that were growing in recent years, even if less vigorously, have slowed down their demand for manpower and have also started to get rid of workers: equipment goods manufacturing, the manufacture of furniture and other building-related goods, the car industry, retail trade, ground transportation and real estate activities.

However, other areas of production are continuing to create employment: the postal service and communications, the hotel industry, the civil service, research and development and, above all, healthcare and the social services. Jobs are being generated by the following subsectors, although to a lesser extent: forestry work, the food and drinks industry, recycling, education, public sanitation, special interest groups, recreational, cultural and sporting activities and a variety of activities related to personal services.

The Destruction and Creation of Jobs by Occupation

Studying the changes in employment by occupation (the big occupational groups) shows that job destruction has not affected all workers equally. Some groups have not only not lost jobs but have seen them increase to a notable extent. These include technicians and scientific and intellectual professionals (these can be identified as occupations that call for a university degree) and some semi-qualified service occupations that must be explained in a more detailed analysis.

The Employed by Occupation (big groups)

Units: Thousands of people

	Q1 2008	Q4 2009	DIFFERENCE
Total	20,402.30	18,645.90	-1,756.40
2 Company and civil service management	1,554.30	1,493.60	-60.70
3 Technicians and scientific and intellectual professionals	2,529.40	2,610.30	80.90
4 Ancillary technicians and professionals	2,449.20	2,296.10	-153.10
5 Administrative employees	1,826.00	1,747.30	-78.70
6 Workers in restaurants, personal and protection services and sales assistants	3,174.30	3,192.80	18.50
7 Qualified workers in agriculture and fishing	501.60	472.40	-29.20
8 Craftsmen and qualified workers in manufacturing industries, construction and mining, except for operators	3,322.50	2,497.80	-824.70
9 Facilities and machinery operators; assemblers	1,938.50	1,554.50	-384.00
10 Unqualified workers	3,014.90	2,679.20	-335.70
11 Armed forces	91.60	102.00	10.40

By breaking down the data on the changes in employment into the different occupational groups, we can have an idea which professions are withstanding the crisis best. The following table shows the groups that have increased their numbers in recent years:

Occupations with an Increase in the Number of Jobs¹

Occupational Group	Growth 2008-2009 (individuals)	Comments
Members of the executive and legislature, directors of non-profit organisations	2,900	
Managers of hotel companies with fewer than 10 employees	6,700	
Managers of other companies with no employees	19,100	Not hotels or trade
Natural sciences and healthcare professionals	18,000	Mainly doctors
Legal professionals	5,700	
Professionals in company organisation and the human and social sciences	29,600	Economists; business management graduates
Writers and artists	29,600	
Professionals with diplomas in health sciences	22,300	Nurses
Professionals with teaching credentials	3,500	Teachers
Other professionals with diplomas	16,400	Accountants, labour relations graduates, social workers
Ancillary professionals (with no university degree)	1,100	Nursery school education, driving school instructors
Other ancillary technicians and professionals	6,700	Security, social promotion, arts, sports
Office machinery operators	4,400	
Administrative assistants with customer service duties	13,300	
Personal services	126,600	Nursing auxiliaries, home helps, hairdressers
Protection and security services	34,500	
Qualified agricultural workers	4,800	
Unqualified transport workers and unloaders	2,600	
Armed forces	10,400	

¹ In 2010, there was a change in the classification of occupations, which prevents us from creating one single comparative table for 2008 to 2010.

Occupational Group	Growth 2010 (individuals)	Comments
Administrative and sales department directors	5,800	
Production and operations directors	3,700	
Healthcare professionals	27,400	Mainly doctors
Physical and chemical sciences, mathematics and engineering professionals	39,000	
Social science professionals	26,200	Includes economists
Cultural and show business professionals	4,300	
Healthcare technicians and alterative therapy professionals	20,800	Includes nurses
Ancillary financial and mathematical professionals	3,800	
Ancillary administrative management professionals, security force and organisation technicians	8,300	
Information and communications technology (ICT) technicians	5,900	
Accounting and financial services and production and transportation support servuces employees	6,000	
Travel agency employees, receptionists and telephonists; ticket office employees and similar (except for box office clerks)	27,000	
Salaried workers in restaurant services	7,200	
Shop owner-operators	16,800	
Cashiers and box office clerks (except for banks)	17,200	
Health service personal caregivers	23,900	
Other caregivers	10,800	
Protection and security service workers	8,100	
Specialised electricity and electro-technology workers	11,100	
Facilities and fixed machinery operators	21,100	
Engine drivers, agricultural machinery and mobile heavy equipment operators and sailors	5,600	

These are the occupations that have had the best prospects for job creation in recent years, since they have been able to grow even during the worst moments of the recession.

- Occupations with Vacancies and Their Profiles. [\(+ INFO\)](#)
- Specific requirements for the occupations offering opportunities (licences, languages, skills tests, etc.)
- What type of job offers does SPE (Public Employment Service) tend to handle? Degree of job market intermediation [\(+ INFO\)](#)
- SPE's labour and social insertion services for job seekers to help them enter the job market.
- Other intermediary agents, by order of importance (newspapers, temporary work agencies (Spanish initials, ETT), etc.)
- Criteria for assigning a blue flag to job offers posted on the **Eures Network** web site.
- Causes of shortages.

OCCUPATIONS WITH THE HIGHEST UNEMPLOYMENT RATES (SURPLUSES)

- Which are they?.
- Are there known causes?

A completely different forecast can be made for the occupations that have destroyed the most jobs between 2008 and 2010. The table below shows only the most important:

Occupations that Have Reduced Their Number of Employees

Occupational Group	Job Destruction 2008-2009 (individuals)	Comments
Directors and managing directors of companies with salaried workers	- 75,100	
Managing directors of companies with no salaried workers	- 14,100	Trade and hotels
Graduate science and engineering professionals	- 9,600	Includes architects
Graduate teaching professionals	- 9,400	
Graduate science and engineering professionals	- 25,200	Includes quantity surveyors
Ancillary financial and commercial operations and administrative management technicians and professionals	- 140,200	
Administrative assistants	- 44,700	
Restaurant service workers	- 45,200	
Sales assistants and related jobs	- 97,300	
Qualified construction workers	- 606,000	
Qualified industrial workers	- 218,600	
Facilities and machinery operators; assemblers	- 384,000	
Unqualified workers	- 335,700	
Occupational Group	Job Destruction 2010 (individuals)	Comments
Nursery school, primary, secondary and post-secondary teaching professionals	- 34,200	
Legal professionals	- 12,600	
Ancillary legal, social, cultural, sports and similar services professionals	- 23,400	
Other administrative employees, with no customer service duties	- 27,200	
Personal services workers	- 27,200	Hairdressers, etc.
Structural construction work and similar workers	- 37,700	
Basic occupations	- 44,400	Labourers, cleaners

[«Back to TOC](#)

E) COMPANY INFORMATION

- Index of Small and Medium Sized Businesses and Large Companies.
- The most important companies in the country.
- Does any company or company sector regularly employ Community citizens?
- Sources of information on companies.

The number of active companies fell by 2.0% in 2009, to 3,291,264 on 1 January 2010, according to the latest update from the Central Company Directory (Spanish acronym, DIRCE). This was the second consecutive year in which the number of companies had shrunk.

The following table classifies active companies according to two basic characteristics: the **economic sector** to which they belong and the number of salaried workers.

Active Companies by Economic Sector and Number of Wage Earning Employees					
	Total	Industry	Construction	Commerce	All Other Services
TOTAL	3,291,263	230,301	510,243	796,815	1,753,904
No wage-earners	1,774,005	81,941	282,203	402,032	1,007,829
1-2 wage-earners	893,005	60,592	125,797	245,578	461,038
3-5 wage-earners	318,155	32,666	50,935	85,488	149,066
6-9 wage earners	143,016	18,625	22,537	36,682	65,172
10-19 wage earners	88,396	17,698	16,861	15,583	38,254
20 or more wage-earners	74,686	18,779	11,910	11,452	32,545

The Service sector, excluding Trade, continues to have the greatest weight in the company population structure.. On 1 January 2010, it was 53.3% of the total. This sector includes all companies in the hotel industry, transportation and warehousing, information and communications, financial and insurance activities, real estate activities, professionals, scientists and technicians, administrative activities and ancillary services, education, healthcare and social welfare and other types of social activities, including personal services.

The weight of Trade is significant since it accounts for 24.2% of the total economy. The Trade segment is made up of companies that are involved in wholesale and retail sales and middlemen.

Finally, the companies in the Construction sector constitute 15.5% of the total, while companies in Industry account for 7.0%.

From the point of view of **size**, as measured by the number of wage-earning employees, Spanish companies continue to be small.

According to the data for 1 January 2010, more than 1.7 million companies do not have any wage-earning employees. This is 53.9% of the total, an increase of 1.2 points from the previous year. Also, another

893,005 companies, or 27.1% of the total, have one or two employees. If we add these two groups together, more than eight out of every ten companies has two or fewer wage-earning employees.

If we count only the companies that have salaried workers, those that employ 20 or more workers account for 4.9% of the total. The highest percentage of small companies is in the Service sector, excluding Trade, (83.7% have two or fewer salaried workers) and Trade (81.3%). On the other hand, the weight of the big companies is concentrated in the industrial sector, where 8.2% of the total has 20 or more wage-earning workers.

F) SOURCES used:

- a) **EUROSTAT**: <http://epp.eurostat.ec.europa.eu/> (April 2011).
- b) **National Institute of Statistics (Spanish initials, INE)**. www.ine.es (April 2011)).
- c) **National Public Employment Service** www.redtrabaja.es (April 2011)

« [Back to TOC](#)

A) BASIC JOB MARKET INDICATORS

1. POPULATION

1.1. Changes in the Spanish Population, 1998-2010

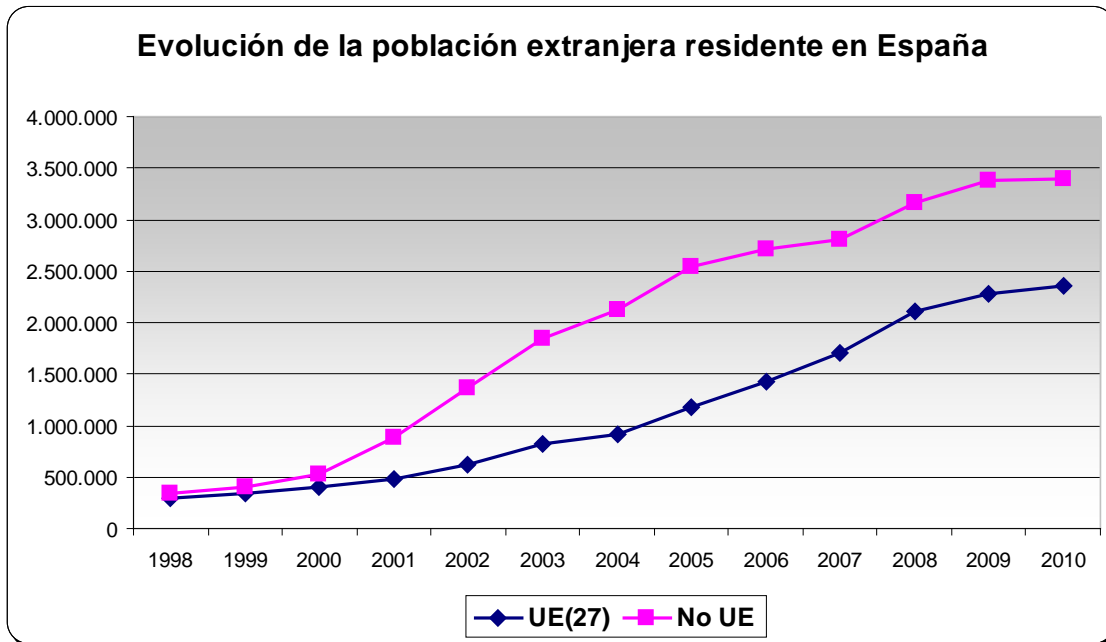
The population of Spain has experienced a notable increase in the last decade, growing from 39.8 million inhabitants in 1998 to 47.0 million in 2010. This growth is due in large part to the massive arrival of people from other countries, both inside and outside the European Community. This group increased from 637,000 people in 1998 to more than 5.7 million today (12% of the resident population of Spain).

POPULATION CHANGE (SPANIARDS/FOREIGNERS) 1998-2010				
Units: Individuals				
Year	TOTAL	Spaniards	Foreigners	% Foreigners
1998	39,852,651	39,215,566	637,085	1.60%
1999	40,202,160	39,453,206	748,954	1.86%
2000	40,499,791	39,575,912	923,879	2.28%
2001	41,116,842	39,746,185	1,370,657	3.33%
2002	41,837,894	39,859,948	1,977,946	4.73%
2003	42,717,064	40,052,896	2,664,168	6.24%
2004	43,197,684	40,163,358	3,034,326	7.02%
2005	44,108,530	40,377,920	3,730,610	8.46%
2006	44,708,964	40,564,798	4,144,166	9.27%
2007	45,200,737	40,681,183	4,519,554	10.00%
2008	46,157,822	40,889,060	5,268,762	11.41%
2009	46,745,807	41,097,136	5,648,671	12.08%
2010	47,021,031	41,273,297	5,747,734	12.22%

Source: National Institute of Statistics (Spanish initials, INE).

1.2. Changes in the Foreign Population

The growth in the resident foreign population of Spain has included both Community citizens and nationals of third countries, although the latter still have the clear lead that they reached at the beginning of the nineties. The growth in foreign residents from EU countries has been particularly significant since the beginning of the 21st century, with the arrival of immigrants from countries that were not yet part of the EU, like Rumania and Bulgaria. But the arrival of citizens from the 14 countries that were EU members before the expansion has also been decisive, as this number grew from 277,000 in 1998 to 1,208,000 in 2010.



Traducción del gráfico:

Evolución... = Changes in the Resident Foreign Population of Spain

UE(27): EU(27)

No UE: Non-EU

1.3. Population by Autonomous Community

The population of Spain is not distributed homogeneously around the country: there are great differences between the very densely populated Autonomous Communities, such as Madrid, the Basque Country, the Mediterranean coast and the islands, and the extremely depopulated interior regions.

	Population	Area (Km ²)	Population Density
Spain	47,021,031	505,990	93
Andalusia	8,370,975	87,598	96
Aragon	1,347,095	47,720	28
Asturias (Principality of)	1,084,341	10,604	102

Balearic Islands	1,106,049	4,992	222
Canary Islands	2,118,519	7,447	284
Cantabria	592,250	5,321	111
Castilla-Leon	2,559,515	94,225	27
Castilla-La Mancha	2,098,373	79,462	26
Catalonia	7,512,381	32,113	234
Valencian Community	5,111,706	23,255	220
Extremadura	1,107,220	41,635	27
Galicia	2,797,653	29,574	95
Madrid (Community of)	6,458,684	8,028	805
Murcia (Region of)	1,461,979	11,313	129
Navarre (Foral Community of)	636,924	10,390	61
Basque Country	2,178,339	7,235	301
La Rioja	322,415	5,045	64
Ceuta	80,579	19	4,241
Melilla	76,034	13	5.849

1.4. Territorial Distribution of Foreigners from the EU

According to the data from the Municipal Register of Inhabitants (01/01/2010), there are 2,350,172 Community residents living in Spain, or 5% of the total population. However, this group is not distributed homogeneously across the country but is concentrated in a few Autonomous Communities: Valencian Community (495,102 people), Madrid (370,886), Andalusia (354,102) and Catalonia (309,290).

Also, the different groups of Community citizens have different settlement patterns. While those from the EU-15 countries mostly live in Madrid, on the Mediterranean coast or on the islands, those from the countries involved in the expansion are spread out all over the country.

1.5. Main National Groups

The main group of Community foreigners residing in this country is, without doubt, the Rumanians, with 831,235 individuals. They are followed by the British (387,677), Germans (195,824), Italians (184,277), Bulgarians (169,552), Portuguese (142,520) and French (123,870). In spite of the economic situation, all these groups increased their numbers during 2010.

1.6 Spanish Residents in Europe

According to data from the Electoral Census Office, 466,441 Spaniards over the age of 18 are resident in a country in the European Economic Space (data on 01/01/2011). Their distribution over the main host countries is shown in the following table:

COUNTRY	Spanish Residents 01/01/2010	Spanish Residents 01/01/2011
Belgium	35,024	36,226
France	160,364	165,153
Italy	12,511	12,958
United Kingdom	48,129	50,969

Netherlands	14,899	15,266
Germany	84,118	85,875
Switzerland	71,608	73,369

There has been a slight increase in the number of Spanish residents in other EES countries but we cannot talk yet of a significant migratory trend. We must also take into account the fact that not all Spanish residents abroad are registered with the Electoral Census.

Sources:

National Statistics Institute:

Municipal Register

http://www.ine.es/inebmenu/mnu_cifraspob.htm

National Statistics Institute:

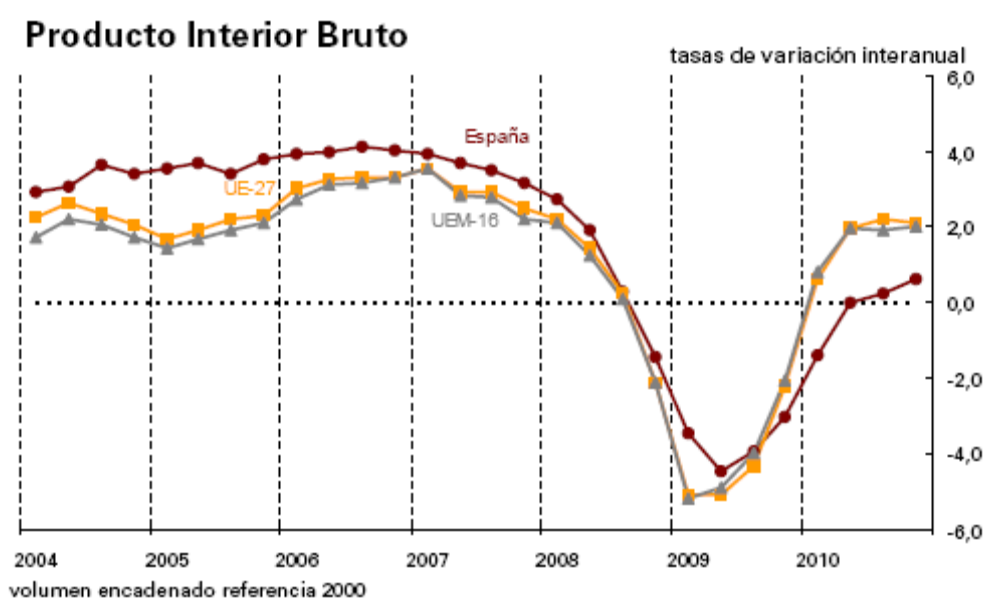
Electoral Census of Spanish Residents Abroad (Spanish initials, CERA)

http://www.ine.es/oficina_censo/cifras_electores.htm

2.1. Changes in GNP

The Gross National Product (GNP) generated by the Spanish economy in the fourth quarter of 2010 showed a rise of 0.6% compared with the same period the previous year, four tenths higher than the estimate for the previous quarter. Therefore, in the second half of the year, the Spanish economy showed slight interannual growth, which contrasts with the negative figures recorded for the first half of the year. In inter-quarter terms, GNP grew by 0.2%, two tenths more than in the previous quarter.

With regard to the European context, growth in the European Union as a whole slowed down by one-tenth, from 2.2% to 2.1%, while in the Eurozone the opposite occurred, as growth accelerated by one-tenth, from 1.9% to 2.0%. Among the major economies of the Eurozone, Germany was the country that continued to enjoy the highest growth (4.0%), followed by Austria with 2.7%, Holland with 2.4%, the United Kingdom with 1.7%, France with 1.5% and Italy with 1.3%. All these economies recorded growth rates that were higher than that of the Spanish economy. However, growth slowed down in France and especially in the United Kingdom in comparison with the third quarter of the year.



Traducción del gráfico:

Producto Interior Bruto: Gross Domestic Product

Tasas de variación interanual: Interannual variation rates

España: Spain

UE-27: EU-27

UEM-16: EMU-16

Volumen encadenado referencia 2000: Chain-linked values, reference year 2000

Sources:

National Statistics Institute:

Quarterly National Accounts of Spain. Press release (16/02/2011)

<http://www.ine.es/prensa/cntr0410.pdf>

3. INCOME AND WAGES

3.1. Gross National Product per Inhabitant (2010)

Looking at the nominal Gross National Product per inhabitant, the Basque Country is in first place with 31,314 euros per inhabitant, followed by the Foral Community of Navarre with 29,982 euros, the Community of Madrid with 29,963 euros and Catalonia with 27,053 euros per inhabitant.

At the other end of the scale, Extremadura with 16,828 euros per inhabitant, Andalusia with 17,405 euros and Castilla–La Mancha with 17,621 euros per inhabitant came at the bottom of the list.

The national average was 23,063 euros, while for the 27 countries of the European Union it was 24,486 euros per inhabitant. As in 2009, eight Autonomous Communities were above the national average and, with the exception of Cantabria, were also above the European average.

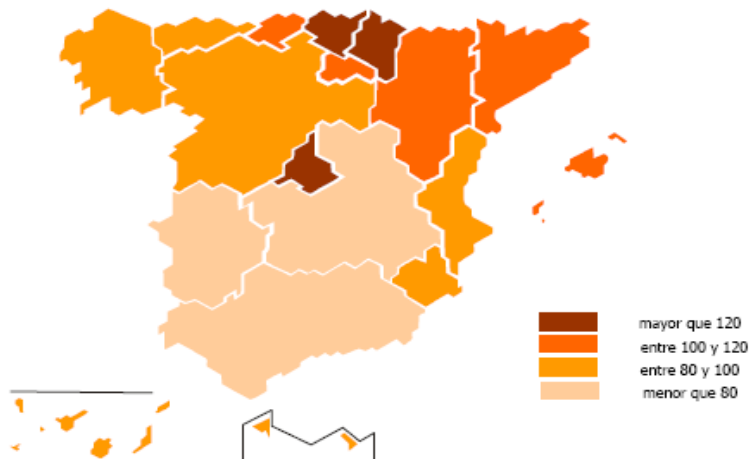
Gross National Product 2010. Euros per Inhabitant

Above the National Average		Below the National Average	
Basque Country	31,314	Castilla-Leon	22,974
Navarre, Foral Community of	29,982	Ceuta	21,960
Madrid, Community of	29,963	Asturias, Principality of	21,882
Catalonia	27,053	Melilla	20,832
La Rioja	25,000	Valencian Community	20,465
Aragon	24,886	Galicia	20,343
Balearic Islands	24,672	Canary Islands	19,746
Cantabria	23,464	Murcia, Region of	18,654
		Castilla-La Mancha	17,621
		Andalusia	17,405
		Extremadura	16,828
Spain	23,063		
Pro memoria			
EUROPEAN UNION EU-27	24,486		

In relative terms, in 2010 the per capita GNP of the Basque Country was 35.8% higher than the national average, that of the Foral Community of Navarre 30.0% higher and that of the Community of Madrid 29.9% higher. In contrast, the GNP per inhabitant for Andalusia was 24.5% below the national figure and that of Extremadura 27.0% less.

The following map shows these results, dividing up the Autonomous Communities into four blocks.

PIB per capita. Año 2010.
Índices España=100



[Traducción del gráfico:]

PIB per capita, año 2010: Per capita GNP, 2010

Indices España = 100: Indices for Spain = 100

Mayor que 120 : Over 120

Entre 100 y 120: From 100 to 120

Entre 80 y 100: From 80 to 100

Menor que 80: Less than 80

3.2. Minimum Interprofessional Wage, 2011

The Minimum Interprofessional Wage (Spanish initials, SMI) is the minimum amount that can be paid to a worker for a legal working day in any activity in agriculture, industry or the services. It makes no distinctions for the age or sex of the workers and they may be permanent, casual or temporary, or personnel in domestic service.

The Minimum Interprofessional Wage is set annually by the government by Royal Decree, after consultation with the most representative trade unions and employers' associations. It takes into account the consumer price index, average national productivity, the increase in the amount contributed to the national income by work and the general economic situation. The amount is set as a daily or monthly wage and, in the case of domestic employees, it is also set as an hourly wage.

There can also be a six-monthly review, if the forecasts for the consumer price index are not met.

In 2011, the minimum wage for any activity was set at 21.38 euros per day or 641.40 euros per month, depending on whether an individual's wage or salary is calculated by the day or by the month.

The annual 2011 Minimum Interprofessional Wage, including the extra payments, may not be less than 8,979.60 euros for workers who work a full legal working day.

3.3. Average Wage (2010)

Labour Costs by Cost Component

The labour cost per worker per month was 2,642.17 euros in the Q4 2010, a decrease of 0.3% compared to the same period in 2009. This rate was similar to that recorded for the previous quarter.

Out of the total cost per worker per month incurred by an employer for the use of the work factor, 1,992.90 euros corresponds to wages and 565.79 euros to compulsory Social Security contributions. The remainder corresponds to compensation for dismissal and social benefits.

The main determining factor of the total cost is the wage component, which is made up of the base salary, salary supplements, overtime payments, extra payments and delayed payments, measured in gross terms. This wage cost has undergone hardly any interannual variation, falling from 1,993.15 euros per worker per month in the fourth quarter of 2009 to 1,992.90 euros per worker per month currently. Excluding the variable factor from wages (the extra and delayed payments) gives the ordinary wage cost, which decreased 0.2% in interannual terms.

Average Wage by Economic Sector

Industry is the sector with the highest average wage (2,277.28 €/month), followed by construction (1,969.86 €/month) and services (1,935.81 €/month). The Quarterly Labour Cost Survey (Spanish initials, ETCL) provides no data on agriculture, although the available sources indicate that this is the sector with the lowest wages.

Average Wages by Autonomous Community

The highest average wages are in the Basque Country (2,371 €/month), Madrid (2,268 €/month) and Navarre (2,174 €/month). The Autonomous Communities with the lowest wages are the Canary Islands (1,608), Extremadura (1,698) and Valencian Community (1,772).

Sources:

National Statistics Institute:

Spanish Regional Accounts. Press release, 24 March 2011.

<http://www.ine.es/prensa/np645.pdf>

Royal Decree 1795/2010 of 30 December, setting the minimum interprofessional wage for 2011. (BOE 31-12-2010)

National Statistics Institute:

Quarterly Labour Cost Survey

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/p187&file=inebase&N=&L=0>

« [Back to TOC](#)

D) JOB OPPORTUNITIES AND OCCUPATIONS WITH AN EXCESS OF MANPOWER

OCCUPATIONS WITH VACANCIES

According to the *European Vacancy Monitor* of March 2011, the following are the 25 occupations in Spain with the most growth:

ES 2010Q3	1. Computer associate professionals 2. Electrical and electronic equipment mechanics and fitters 3. Finance and sales associate professionals 4. Transport labourers and freight handlers 5. Library, mail and related clerks 6. Housekeeping and restaurant services workers 7. Computing professionals 8. Messengers, porters, doorkeepers and related workers 9. Field crop and vegetable growers 10. Administrative associate professionals 11. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers 12. Manufacturing labourers 13. Health professionals (except nursing) 14. Food and related products machine operators 15. Other office clerks 16. Protective services workers 17. Rubber- and plastic-products machine operators 18. Customer services clerks 19. Printing-, binding- and paper-products machine operators 20. Teaching associate professionals 21. Safety and quality inspectors 22. Assemblers 23. Artistic, entertainment and sports associate professionals 24. Chemical-products machine operators 25. Optical and electronic equipment operators
--------------	---

Source: *European Vacancy Monitor* (EVM), European Commission

<http://ec.europa.eu/social/main.jsp?catId=955&langId=en>

« [Back to](#)

D) JOB OPPORTUNITIES AND OCCUPATIONS WITH AN EXCESS OF MANPOWER

LABOUR MARKET INTERMEDIATION

There are no recent studies showing the percentages of intermediation that each of the agents involved in the Spanish job market manages to achieve. Although the results vary according to the source used, it seems clear that the role of the Public Employment Services is relatively unimportant and is tending to decrease, especially due to the growing influence of intermediation via the Internet.

One general study, carried out by a web site, is:

Aragón Álvarez, Salvador: *La intermediación laboral en España (Labour Market Intermediation in Spain)*, *Capital Humano* Journal, No. 193, Nov. 2005

http://capitalhumano.wke.es/noticias_base/la-intermediaci%C3%B3n-laboral-en-espa%C3%B1a

Other studies compare the role of the Public Employment Services in a number of EU countries:

Gómez Sánchez, Valeriano, *La intermediación laboral pública en España. Una perspectiva comparada (Labour Market Intermediation in Spain: A Comparative Perspective)*, *Circunstancia* Journal. Year II - Number 4 - May 2004

http://www.ortegaygasset.edu/contenidos.asp?id_d=371

The most recent study, focusing on the intermediation carried out by the Spanish Public Employment Services, can be found in the latest edition (2011) of the journal *Cuadernos del Mercado de Trabajo (Job Market Notebooks)*, published by the National Public Employment Service's Occupational Observatory:

Alujas Ruiz, José Antonio, *Eficacia del servicio público de empleo en los procesos de intermediación laboral (The Effectiveness of the Public Employment Service in Labour Market Intermediation Processes)*, *Cuadernos del Mercado de Trabajo* journal, No. 6, January 2011 (pp. 75-81)

<https://www.redtrabaja.es/es/redtrabaja/static/Redirect.do?page=af08>

« [Back to TOC](#)