

FACT SHEET – Spain

Contents

I. Economic indicators	
Table 1	Population and forecast (1990, 2004, 2020) - population in million (2004-2010)
Table 2	GDP per capita in PPS (EU27=100); 2004-2008
Table 3	Economy by sectors (1996, 2006)
Table 4	The size of the shadow economy (2001-2007)
Table 5	Risk of being detected for undeclared work (2007) - reasons for doing undeclared work (2007)
Table 6	Labour productivity per hour worked (2004-2009)
II. Labour market indicators	
Table 7	Total employment rate (2004-2009) - employment rate: total and by gender (2004-2009) - employment rate by age group (2004-2008) - men employment rate by age group (2004-2008) - women employment rate by age group (2004-2008)
Table 8	Activity rate: total and by gender (2004-2008) - activity rate by age group (2004-2008) - men activity rate by age group (2004-2008) - women activity rate by age group (2004-2008)
Table 9	Unemployment rate: total and by gender (2004-2009) - unemployment rate by age group (2004-2008) - men unemployment rate by age group (2004-2008) - women unemployment rate by age group (2004-2008)
Table 10	Employment by sector (2000-2008) - employment by sectors (2004-2007)
Table 11	Inequalities of income distribution (2008, Eurostat)
Table 12	In-work at-risk-of-poverty rate: total and by gender (2004-2008)
Table 13	Job satisfaction of workers (2005, EWCO)
Table 14	Educational attainment: adult population (2004-2007)
Table 15	Trends in educational attainment: 25-64 year-old population (2004-2007)
III. Flexicurity indicators	
Contractual arrangements	

Table 16	Employment by type of contract (2000-2008)
Table 17	Transition by employment status (2005/2006; 2006/2007)
Table 18	Transition by type of contract (2005/2006; 2006/2007)
Table 19	Access to flexitime (2004)
Table 20	Strictness of employment protection - overall, regular employment and temporary employment (2005-2009) - employment protection dynamic perspective
Table 21	Diversity and reasons for contractual and working arrangements (2008)
Lifelong learning	
Table 22	Spending on human resources (2001-2006)
Table 23	Percentage of employees (all enterprises) participating in CVT courses by gender (2005)
Table 24	Lifelong learning (2004-2008) - lifelong learning participation: total and by gender (2004-2008) - total participation in lifelong learning by age (2004-2008) - men participation in lifelong learning by age (2004-2008) - women participation in lifelong learning by age (2004-2008)
Table 25	Investment by enterprises in training of adults (1995, 2005)
Active labour market policy	
Table 26	Public expenditure on labour market policies - public expenditure on labour market policies: by type of action (2004-2008)
Table 27	Activation of long-term unemployed: total and by gender (2004-2008)
Table 28	Participants in labour market policy measures: by type of action (2004-2008)
Table 29	New start/prevention (2004-2008)
Social protection	
Table 30	Average duration of unemployment (2003-2008)
Table 31	Net replacement rates and unemployment insurance benefit duration (2004)
Table 32	Incidence of long-term unemployment (2007)
Table 33	Unemployment trap: tax rate on low wage earners (2004-2008)
IV Industrial relations indicators (IR in Europe 2009)	
Table 34	Industrial relations indicators, in %

I. Economic indicators

Table 1. Population and forecast (1990, 2004, 2020)

Total population (million)			Average annual population growth rate (%)		Population age composition (%, 2004)			Dependency ratio (dependants as proportion of working-age population, 2004)	
1990	2004	2020	1990 - 2004	2004- 2020	Ages 0-14	Ages 15-64	Ages 65+	Young	Old
38.8	42.7	44.4	0.7	0.2	14.3	69.2	16.5	0.2	0.2

Source: The World Bank Group, World Development Indicators 2006.
(<http://devdata.worldbank.org/wdi2006/contents/Section2.htm>)

Population in million (2004-2010)

2004	2005	2006	2007	2008	2009	2010*
42.34	43.03	43.75	44.47	45.28	45.82	45.98

* As of January, 1, 2010.

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/refreshTableAction.do?tab=table&plugin=1&pcode=tps00001&language=en>)

Table 2. GDP per capita in PPS (EU-27=100); 2004-2008

Area/Year	2004	2005	2006	2007	2008
EU-25	104	104*	104	104	103
Spain	101	102*	105	105	103

* break in series

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsieb010>)

Table 3. Economy by sectors (1996,2006)

Gross domestic product (\$ mln)		Agriculture (% of GDP)		Industry (% of GDP)		Manufacturing (% of GDP)		Services (% of GDP)	
1996	2006	1996	2006	1996	2006	1996	2006	1996	2006
596,751	1,224,676	5	3	29	30	-	15	66	67

Source: The World Bank 2008.

(http://books.google.pl/books?id=O67oDJW01pwc&pg=PA195&lpg=PA195&dq=world+development+indicators+2007&source=bl&ots=iBqVToOWcG&sig=7pTjNMA2o2Cz6cXbUH35pA0vrAA&hl=pl&ei=u-DqS5KnLZuhOIP05P0K&sa=X&oi=book_result&ct=result&resnum=2&ved=0CB4Q6AEwAQ#v=onepage&q=world%20development%20indicators%202007&f=false, p.202)

Table 4. The size of the shadow economy as % of GDP (2001-2007)

Area/Year	2001/2002	2002/2003	2004	2005	2006	2007
Spain	22.5	22.0	21.9	21.3	20.2	19.3
Average (chosen 21 OECD countries)	16.7	16.3	16.1	15.6	14.5	13.9

Source: Schneider, Kepler 2007.

(<http://ec.europa.eu/social/search.jsp?langId=en&menuType=basic>)

Table 5. Risk of being detected for undeclared work (2007); in %

Area/Risk degree	High	Small	Refusal to answer (spontaneous)	Do not know
EU27	33	55	1	11
Spain	25	48	1	26

Source: Eurobarometer 2007.

(http://ec.europa.eu/public_opinion/archives/ebs/ebs_284_en.pdf, p.36).

Reasons for doing undeclared work (2007); in %

	Salaries in the regular businesses are too low	Taxes and/or social security contributions are too high	Lack of control by authorities	Lack of regular jobs on the labour market
EU27	26	17	12	10
Spain	19	10	18	8

Source: Eurobarometer 2007.

(http://ec.europa.eu/public_opinion/archives/ebs/ebs_284_en.pdf, p.41)

Table 6. Labour productivity per hour worked (2004-2009)

	2004	2005	2006	2007	2008	2009
EU27	86.8	86.9b	86.9	87.2	87.6	87.5
Spain	88.6	88.9b	90.6	92.5	92.5	97.5

b- break in series

Source: Eurostat 2010

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tsieb040&plugin=1>)

II. Labour market indicators

Table 7. Total employment rate (2004-2009); in %

	2004	2005	2006	2007	2008	2009
EU27	63.0	63.5	64.5	65.4	65.9	64.6
Spain	61.1	63.3*	64.8	65.6	64.3	59.8

* break in series

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&language=en&pcode=tsiem010&tableSelection=1&footnotes=yes&labeling=labels&plugin=1>)

Employment rate: total and by gender (2004-2009); in %

	2004	2005	2006	2007	2008	2009
Total	61.1	63.3*	64.8	65.6	64.3	59.8
Men	73.8	75.2*	76.1	76.2	73.5	66.6
Women	48.3	51.2*	53.2	54.7	54.9	52.8

* break in series

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&language=en&pcode=tsiem010&tableSelection=1&footnotes=yes&labeling=labels&plugin=1>)

Employment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	34.7	38.3*	39.5	39.1	36.0
25-54	72.5	74.4*	75.8	76.8	75.3
55-64	41.0	43.1*	44.1	44.6	45.6
60-64	30.6	32.2*	32.9	33.0	34.0

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Men employment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	40.0	43.5*	44.4	44.2	39.3
25-54	86.2	86.9*	87.2	87.6	84.4
55-64	58.5	59.7*	60.4	60.0	60.9
60-64	44.5	46.2*	46.6	45.6	47.3

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Women employment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	29.2	32.8*	34.4	33.8	32.5
25-54	58.5	61.5*	63.7	65.6	65.9
55-64	24.5	27.4*	28.7	30.0	31.1
60-64	17.5	19.1*	20.1	21.3	21.6

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 8. Activity rate: total and by gender (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
Total	68.5	69.7*	70.8	71.6	72.6
Men	80.2	80.9*	81.3	81.4	81.8
Women	56.6	58.3*	60.2	61.4	63.2

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Total activity rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	44.7	47.7*	48.2	47.8	47.7
25-54	80.5	80.9*	82.0	82.8	83.8
55-64	44.3	45.9*	46.8	47.4	49.2
60-64	33.0	34.1*	34.6	34.9	36.4

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Men activity rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	49.6	52.3*	52.2	52.1	51.5
25-54	92.6	92.4*	92.5	92.6	92.6
55-64	62.2	63.2*	63.5	63.1	65.1
60-64	47.4	48.8*	48.9	48.0	50.3

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Women activity rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	39.6	42.9*	43.9	43.3	43.7
25-54	68.1	69.0*	71.2	72.7	74.7
55-64	27.3	29.6*	31.0	32.5	34.2
60-64	19.5	20.4*	21.3	22.8	23.5

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 9. Unemployment rate: total and by gender (2004-2009); in %

	2004	2005	2006	2007	2008
Total	11.1	9.2*	8.6	8.3	11.4
Men	8.2	7.1*	6.4	6.4	10.1
Women	15.3	12.2*	11.6	10.9	13.1

* break in series

Source: Eurostat 2010.

Unemployment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	22.4	19.7*	17.9	18.2	24.6
25-54	9.9	8.0*	7.5	7.2	10.2
55-64	7.3	6.1*	5.7	5.9	7.3
60-64	7.3	5.7*	4.9	5.5	6.7

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Men unemployment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	19.3	16.7*	15.0	15.2	23.7
25-54	6.9	5.9*	5.4	5.4	8.9
55-64	6.0	5.4*	4.8	4.9	6.4
60-64	6.1	5.4*	4.6	4.8	6.0

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Women unemployment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	26.4	23.4*	21.6	21.9	25.8
25-54	14.0	10.9*	10.5	9.7	11.8
55-64	10.1	7.5*	7.4	7.7	8.9
60-64	10.2	6.4*	5.5	6.8	8.1

* break in series

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 10. Employment by sector (2000-2008), as % total employment

Sector/Year	2000	2001	2002	2003	2004	2005	2006	2007	2008
Services	63.8	63.8	64.2	64.7	65.1	65.5	66.3	66.8	68.5
Industry	29.9	30.1	29.9	29.7	29.5	29.3	29.0	28.8	27.3
Agriculture	6.3	6.1	5.9	5.7	5.4	5.2	4.7	4.5	4.3

Source: Employment in Europe 2009, statistical annex, p. 165.

Employment by sectors (2004-2007); number of persons employed, in thousand

Sector/Year	2004	2005	2006	2007
Mining and quarrying	41761	39509	38635	38500
Manufacturing	2584251	2599254	2589588	2545358
Electricity, gas and water supply	64632	65768	69653	74832
Construction	2455722	2657642	2797501	2880513
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	3207619	3285812	3358418	3413189
Hotels and restaurants	1161188	1199098	1259354	1283295
Transport, storage and communications	990094	1027735	1053481	1095701
Real estate, retting and business activities	2333885	2511999	2741163	2929331

Source: Eurostat 2009.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tin00004>)

Table 11. Inequalities of income distribution (2004-2009); in %

The ratio of total income received by the 20% of the population with the highest income (top quintile) to that received by the 20% of the population with the lowest income (lowest quintile). Income must be understood as equivalised disposable income.

	2004	2005	2006	2007	2008	2009
EU27	:	4.9s	4.8s	5.0	:	:
Spain	5.1	5.5	5.3	5.3	5.4	:

: data not available

s – Eurostat estimation

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsisc010>)

Table 12. In work at-risk-of-poverty rate: total and by gender (2004-2009); in %

	2004	2005	2006	2007	2008	2009
Total	10.8	10.4	9.9	10.7	10.7	:
Men	12.2	11.4	11.2	12.0	11.7	:
Women	8.5	8.6	7.8	8.8	9.2	:

: data not available

Please note, that according to Eurofund report, *Working poor in Europe*, published by Eurofund in 2010 "If persons are at risk of poverty, this may not be simply because of low wages but because their wages are insufficient to maintain the income of the household in which they live at a certain level. Equally, a person can earn a wage well below the poverty threshold but not be at risk of poverty because the income of other household members is sufficient to raise the overall household income above the poverty threshold. Such a person is, therefore, not counted as being working poor as defined here. A person can have earnings well above the poverty threshold but, because they share a household with people who are not working, they can be counted as being working poor" (page 2 of the report; the whole report available at:

<http://www.eurofound.europa.eu/pubdocs/2010/25/en/2/EF1025EN.pdf>.

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/refreshTableAction.do?tab=table&plugin=1&pcode=tsdsc320&language=en>)

Table 13. Job satisfaction of workers: total and by gender (2005); in %

percentage of workers that are either very satisfied or satisfied with working conditions in their main paid job

	UE27	Spain
Total	82.3	78.6
Males	81.5	76.3
Females	83.4	82.2

: data not available

Source: EWCS 2005.

(http://www.eurofound.europa.eu/ewco/surveys/ewcs2005/4ewcs_10_02.htm)

Table 14. Educational attainment: adult population (2004-2007)
distribution of the 25-64 year-old population, by highest level of education attained

Year/Area	Spain			OECD		
	Below upper secondary	Upper secondary and post-secondary non-tertiary	Tertiary education	Below upper secondary	Upper secondary and post-secondary non-tertiary	Tertiary education
2007	49	22	29	30	43	27
2006	50	21	28	30	43	26
2005	51	21	28	31	43	26
2004	55	19	26	32	43	25

Source: OECD, *Education at Glance 2009*.
 (<http://www.oecd.org/dataoecd/41/25/43636332.pdf>, p.41)

Table 15. Trends in educational attainment: 25-64 year-old population (2004-2007)
percentage, by age groups

Education level	2004	2005	2006	2007
Below upper secondary	55	51	50	49
Upper secondary and post-secondary non-tertiary	19	21	21	22
Tertiary education	26	28	28	29

Source: OECD, *Education at Glance 2009*.
 (<http://www.oecd.org/dataoecd/41/25/43636332.pdf>, p.40)

III. Flexicurity indicators

1. Contractual arrangements

Table 16. Employment by type of contract (2004-2008), as % total employees

	2004	2005	2006	2007	2008
Self-employed	14.8	14.6	14.1	13.8	13.8
Part-time employment	8.7	12.4	12.0	11.8	12.0
Fixed-term contracts	32.5	33.3	34.0	31.7	29.3

Source: Employment in Europe 2009, statistical annex, p.165.

Table 17. Transition by employment status (2005/2006; 2006/2007)

persons aged 16-64; % of status in year t

2005 (year t)	2006 (year t+1)		2006 (year t)	2007 (year t +1)	
Total	Full-time	58	Total	Full-time	61
	Part-time	6		Part-time	5
	Unemployed	8		Unemployed	7
	Inactive	28		Inactive	26
	Undef status	.		Undef status	.
Full-time	Full-time	89	Full-time	Full-time	91
	Part-time	3		Part-time	2
	Unemployed	5		Unemployed	4
	Inactive	3		Inactive	3
Part-time	Full-time	32	Part time	Full-time	36
	Part-time	46		Part-time	47
	Unemployed	9		Unemployed	7
	Inactive	13		Inactive	10
Unemployed	Full-time	33	Unemployed	Full-time	30
	Part-time	8		Part-time	7
	Unemployed	41		Unemployed	41
	Inactive	19		Inactive	21
Inactive	Full-time	7	Inactive	Full-time	9
	Part-time	4		Part-time	3
	Unemployed	6		Unemployed	6
	Inactive	83		Inactive	83

2006: data updated June 2009

2007: data updated October 2009

Source: EU-SILC 2009.

Table 18. Transition by type of contract (2005/2006; 2006/2007)
persons aged 16-64; % of status in year t

2005 status	2006 status		2006 status	2007 status	
Total	Employee-permanent	38	Total	Employee-permanent	41
	Employee-temporary	15		Employee-temporary	14
	Self-employed	11		Self-employed	12
	Unemployed	8		Unemployed	7
	Inactive	28		Inactive	26
Employee-permanent	Employee-permanent	85	Employee-permanent	Employee-permanent	87
	Employee-temporary	7		Employee-temporary	5
	Self-employed	2		Self-employed	2
	Unemployed	3		Unemployed	3
	Inactive	3		Inactive	3
Employee-temporary	Employee-permanent	30	Employee-temporary	Employee-permanent	26
	Employee-temporary	50		Employee-temporary	56
	Self-employed	2u		Self-employed	2
	Unemployed	13		Unemployed	11
	Inactive	6		Inactive	5
Self-employed	Employee-permanent	6	Self-employed	Employee-permanent	6
	Employee-temporary	4		Employee-temporary	3
	Self-employed	82		Self-employed	85
	Unemployed	3u		Unemployed	2

	Inactive	6		Inactive	4
Unemployed	Employee-permanent	9	Unemployed	Employee-permanent	10
	Employee-temporary	28		Employee-temporary	24
	Self-employed	4u		Self-employed	3
	Unemployed	41		Unemployed	41
	Inactive	19		Inactive	21
Inactive	Employee-permanent	3	Inactive	Employee-permanent	3
	Employee-temporary	7		Employee-temporary	7
	Self-employed	1		Self-employed	2
	Unemployed	6		Unemployed	6
	Inactive	83		Inactive	83

u - unreliable and/or data are removed in accordance with EU-SILC publication requirements.

2005/2006: data updated June 2009

2006/2007: data updated October 2009

Source: EU-SILC 2009.

Table 19. Access to flexitime (2004); % of total employees
persons aged 15-64

	Total	Men	Women
EU27	31.3	33.0	29.4
Spain	15.3	15.4	15.0

Source: Eurostat, EU LFS 2008.

Table 20. Strictness of employment protection (2004-2009)

Area/Year	2005	2006	2007	2008	2009
OECD countries – overall	1.95	1.95	1.95	1.94	:
Spain					
- overall	2.98	2.98	2.98	2.98	:
- regular employment	2.46	2.46	2.46	2.46	:
- temporary employment	3.50	3.50	3.50	3.50	:

: data not available

Source: OECD 2009.

(http://stats.oecd.org/Index.aspx?DataSetCode=EPL_OV)

Employment protection – dynamic perspective

Labour market measures	Unit (earlier year, latest year)	Earlier year	Latest year	Latest year, OECD total
Overall EP strictness	Scale 0-6 (1998,2008)	3.0	3.0	2.1
EP strictness for regular employment	Scale 0-6 (1998,2008)	2.6	2.5	2.1
EP strictness for temporary employment	Scale 0-6 (1998,2008)	3.3	3.5	1.8

Source: OECD, Employment Outlook 2009.

(http://www.oecd.org/document/53/0,3343,en_2649_39023495_42788213_1_1_1_1,00.html)

Table 21. Diversity and reasons for contractual and working arrangements (2008)
by area/country and gender

Area/Country		Total employees in part-time and/or fixed-term contracts + total self-employed as % of persons	Total employees in part-time jobs	Total employees in fixed-term jobs	Total self-employed as % of total persons in employment
EU27	Total	38.7	14.5	10.3	14.8
	Men	33.2	4.7	11.0	18.7
	Women	45.5	25.5	9.5	10.0
Spain	Total	46.1	6.6	23.6	16.6
	Men	43.1	1.6	25.2	20.0
	Women	50.2	12.9	21.5	11.8

Source: EU LFS 2009.

2. Lifelong learning

Table 22. Spending on human resources (2001-2006); public expenditure on education as percentage of GDP

Area/Country	2001	2002	2003	2004	2005	2006
EU27	4.99	5.10	5.15	5.06	5.04	5.02
Spain	4.23	4.25	4.28	4.25	4.23	4.28

Source: Eurostat 2009.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsiir010>)

Table 23. Percentage of employees (all enterprises) participating in CVT courses by gender (2005)

Area/Country	Total	Men	Women
EU27	33	34	31
Spain	33	33	35

Source: CVTS3 2009.

(<http://www.cedefop.europa.eu/EN/statistics-and-indicators/continuing-vocational-training-and-adult-learning.aspx>)

Table 24. Lifelong learning (2004-2009); in %

participation of the adult population aged 25-64 participating in education or training over the four weeks prior to the study

	2004	2005	2006	2007	2008
EU27	9.3	9.8	9.7	9.5	9.6
Spain	4.7	10.5	10.4	10.4	10.4

Source: EU Labour Force Survey 2009.

Lifelong learning participation: total and by gender (2004-2008); in %

	2004	2005	2006	2007	2008
Total	4.7	10.5	10.4	10.4	10.4
Men	4.2	9.7	9.3	9.3	9.5
Women	5.1	11.4	11.5	11.5	11.3

Source: EU Labour Force Survey 2009.

Total participation in lifelong learning by age (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
25-34	10.3	17.4	16.6	16.3	16.5
35-44	3.3	9.9	9.9	10.2	10.0
45-54	1.8	7.2	7.4	7.8	7.8
55-64	1.0	4.3	4.6	4.5	4.8

Source: EU Labour Force Survey 2009.

Men participation in lifelong learning by age (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
25-34	9.5	16.3	15.3	15.3	15.3
35-44	2.7	9.0	8.9	8.9	9.2
45-54	1.5	6.5	6.2	6.7	6.8
55-64	0.7	3.3	3.3	3.4	3.8

Source: EU Labour Force Survey 2009, updated in June 2009.

Women participation in lifelong learning by age (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
25-34	11.0	18.5	17.9	17.5	17.7
35-44	3.9	10.9	11.0	11.5	10.9
45-54	2.2	7.9	8.6	8.9	8.8
55-64	1.4	5.3	5.9	5.6	5.8

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 25. Investment by enterprises in training of adults (1999,2005)
direct costs and labour costs of participants divided by total labour costs

Area/Country	1999	2005
EU27	2.3	1.6
Spain	1.5	1.2

Source: CVTS3.

3. Active labour market policy

Table 26. Public expenditure on labour market policies

Labour market measures	Unit (earlier year, latest year)	Earlier year	Latest year	Latest year, OECD total
Active	% of GDP (1998, 2007)	0.9	0.7	0.6
Passive	% of GDP (1998, 2007)	1.4	1.9	0.8

Source: OECD, Employment Outlook 2009.

(http://www.oecd.org/document/53/0,3343,en_2649_39023495_42788213_1_1_1_1,00.html)

Public expenditure on labour market policies, by type of action (2004-2008); as % of GDP

	2004	2005	2006	2007	2008
Total LMP (categories 1-9)	2.117 ^e	2.072 ^e	2.083 ^e	2.092 ^e	2.517 ^e
Labour market services	0.076	0.092	0.095	0.091	0.104
Total LMP measures (categories 2-7)	0.549 ^e	0.530 ^e	0.560	0.558 ^e	0.528 ^e
Total LMP supports (categories 8-9)	1.491 ^e	1.450 ^e	1.428 ^e	1.444 ^e	1.885 ^e

e - estimated value

Source: Eurostat 2009.

(http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy/main_tables)

Table 27. Activation of long-term unemployed: total and by gender (2004-2008)

Activation rates	Total	Men	Women
2004	57	63	53
2005	:	:	:
2006	:	:	:
2007	:	:	:
2008	:	:	:

: data not available

Source: National data and LMP, Eurostat 2009.

Table 28. Participants in labour market policy measures: by type of action (2004-2008)
annual average stock

	2004	2005	2006	2007	2008
Total LMP measures (categories 2-7)	1860895 ^u	2721158 ^u	2796458 ^u	3470994 ^u	2716406 ^u
Training	116579 ^u	259268 ^u	262855 ^u	227705 ^u	199301 ^u
Job rotation and job sharing	17572	84733	68675	79449	93810
Employment incentives	1614876	2264848 ^u	2263439	2853392	1976803 ^u
Supported employment and rehabilitation	36742 ^u	39078 ^u	42727	49982	54472
Direct job creation	:	:	:	:	:
Start-up incentives	63894 ^u	72099 ^u	158651	258938 ^u	392020 ^u

u - unreliable or uncertain data

: data not available

Source: Eurostat 2009

(http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy/main_tables)

Table 29. New start/prevention (2004-2008)
share of young and adult unemployed not having been offered a job or an activation measure within 6 or 12 months

Regular activation

	Young unemployed			Adult unemployed		
	Total	Men	Women	Total	Men	Women
2004*	8.8	7.3	10.2	9	7.8	10
2005	:	:	:	:	:	:
2006	:	:	:	:	:	:
2007	:	:	:	:	:	:
2008	:	:	:	:	:	:

Assisted activation

	Young unemployed			Adult unemployed		
	Total	Men	Women	Total	Men	Women
2004*	8	6.8	9.3	7.7	6.7	8.4

2005	:	:	:	:	:	:
2006	7.4	:	:	:	:	:
2007	:	:	:	:	:	:
2008	:	:	:	:	:	:

* April 2004-April 2005

: data not available

Source: National data (2007 National Reform Programs)

4. Social protection

Table 30. Average duration of unemployment (2003-2008); in months

Area/Country	2003	2004	2005	2006	2007	2008
Spain	18.3	17.1	13.3	12.0	11.4	9.8
OECD countries	10.7	10.7	10.7	10.4	9.6	8.2

Source: OECD 2009.

(http://stats.oecd.org/Index.aspx?DataSetCode=AVD_DUR)

Table 31. Net replacement rates and unemployment insurance benefit duration (2004)

Initial net replacement rate (percentage of net earnings in work)	Unemployment insurance benefit duration	Average of net replacement rates over 60 months of unemployment (% of net earnings in work)
67	21	49

Source: OECD, Employment Outlook 2006.

(<http://www.oecd.org/dataoecd/28/9/36965805.pdf>)

Table 32. Incidence of long-term unemployment (2007)

Proportion unemployed more than 6 months	Proportion unemployed more than 12 months	Standardized unemployment rate
42.6	27.6	8.3

Source: Employment in Europe 2009, p. 72.

Table 33. Unemployment trap: tax rate on low wage earners (2004-2008)

The marginal effective tax rate on labour income taking account the combined effect of increased taxes and benefits withdrawal as one takes up a job. Calculated as one minus the ratio of change in net income (net in work income minus net out of work income) and change in gross income for a single person moving from unemployment to a job with a wage level of 67% of th AW.

	2004	2005	2006	2007	2008
EU27	74.26	75.52	76.12	74.90	74.75
Spain	78.00	80.00	80.00	82.00	80.00

Source: Eurostat 2009.

IV. Industrial relations indicators

Table 34. Industrial relations indicators, in %

	Spain	EU27
Collective bargaining (percentage of employees covered by collective agreements), 2006	83	63
Trade union density (Union members as percentage of all employees in dependent employment), 2005	15	25
Employers organizations density (Percentage of employees covered by collective agreements), 2006	72	n/a

*Source :*European Commission 2009, Industrial Relations in Europe Report 2008, pp. 74-75 and 78.