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Atypical Employment in Spain

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The Institutional Determinants of Atypical Employment and Social Inequality in Europe, founded by the Hans Böckler Foundation and supervised by Jutta Allmendinger, Johannes Giesecke, and Kathrin Leuze



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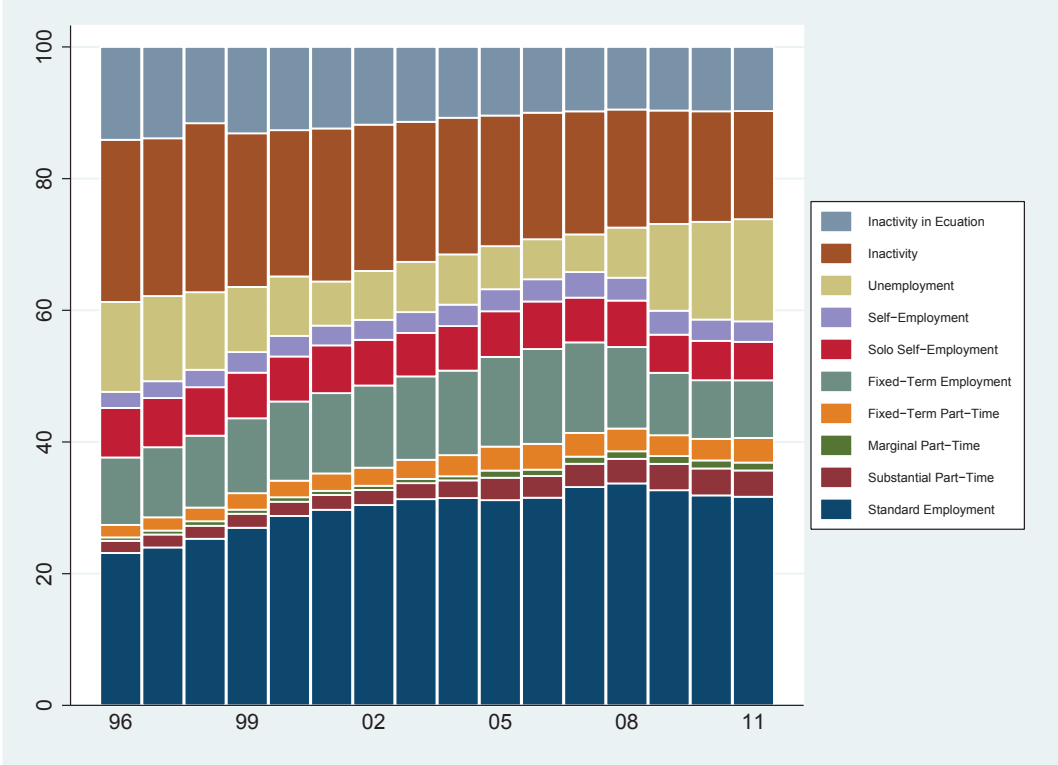
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Spain

The proportion of people in standard employment increased between 1996 and 2008, while unemployment fell consistently. Men were better integrated into the labor market during the period under consideration, although increasing numbers of women took up employment. This increase in the number of women in the labor market was possible due to almost equal increases in standard and nonstandard employment. However, men were markedly more affected by the crisis than women. The employment rate for men fell to a much greater extent than for women (11 and approximately 2.5 percentage points respectively). Among the under-30s the proportion of people in standard employment was consistently smaller than the numbers of people in atypical employment. Unemployment for this group was also much higher than for any other age group. The over-49 age group was particularly likely to be inactive. The differences between these age groups became especially apparent at the onset of the crisis. Whereas more than half of the 16 to 29 age group were in employment before the crisis, only 39 percent of this group were in employment in the year 2011. Almost half of this drop can be linked to a fall in standard employment, and over 40 percent can be linked to a drop in fixed-term employment. By contrast, among people over the age of 50, employment did not even fall by 2 percent. In Spain, the type of employment is strongly connected with qualification level. The higher the qualification, the better the chance that a person will be integrated into the labor market, although the difference between low-skilled workers and those with medium-level qualifications was remarkably small. Low-skilled workers had high levels of inactivity, which continuously declined in the period of the study. As is also the case in other countries, highly qualified individuals were less affected by the crisis of 2009, with a drop in employment of 4.8 percent, than those with medium-level qualifications (-8.5 percent) and low-skilled workers (-8.4 percent).

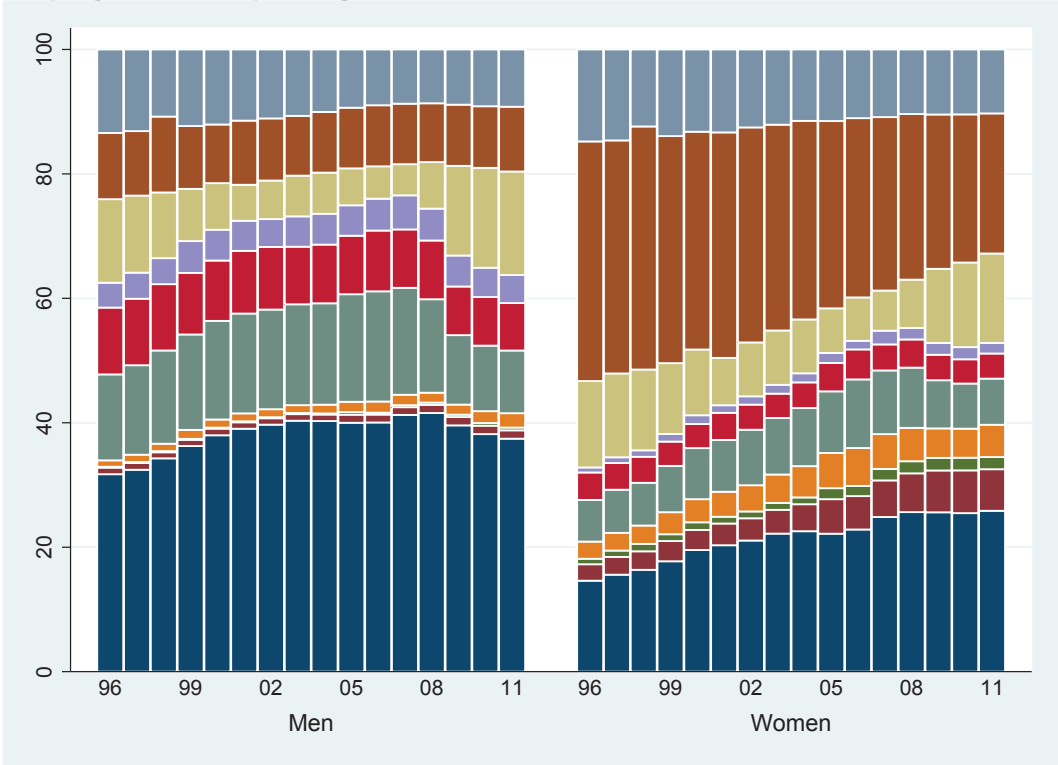
In the crisis year of 2009, the numbers of unemployed people increased dramatically, and reached similar levels to those reported in the mid-1990s. This rise was linked with a fall in the numbers of atypically employed individuals, in particular those in fixed-term employment. However, the proportion of people in fixed-term and part-time employment had increased consistently up to the year 2008. From the beginning of the economic crisis in the year 2009, employment in Spain fell by 6.6 percent. In contrast to other countries, standard employment fell astonishingly little (2 percent). More than half of the fall in employment was due to the drop in fixed-term employment.

Employment in Spain (1996–2011).



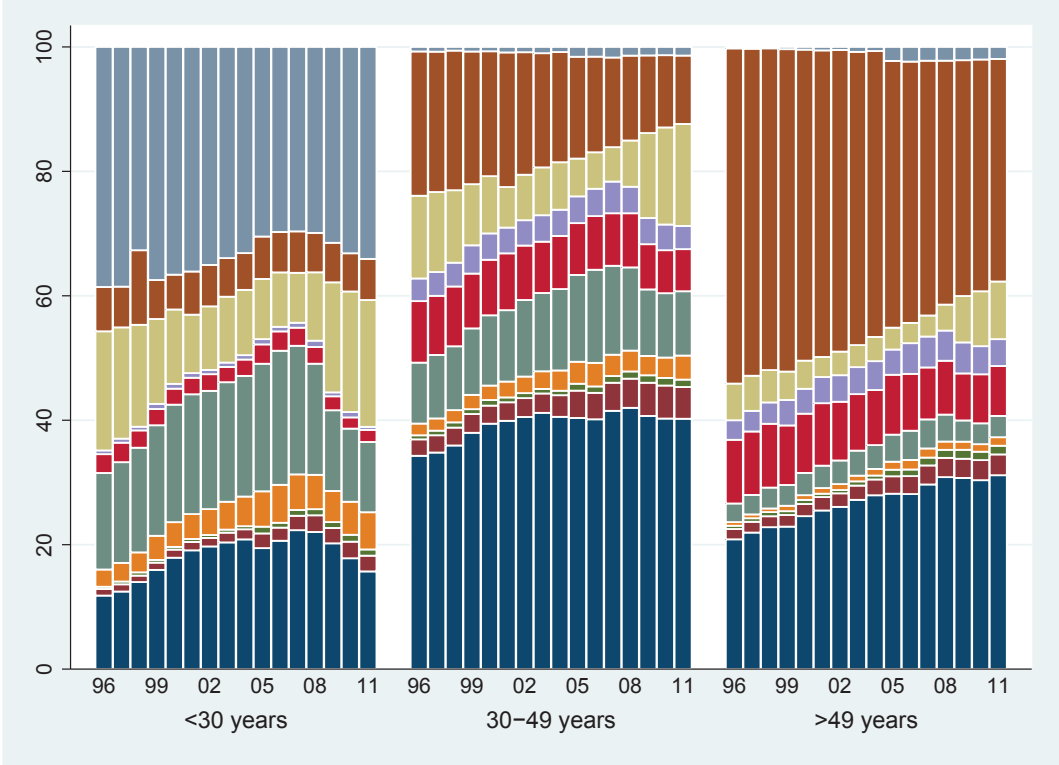
Data source: ELFS (second quarter based on yearly and quarterly surveys).

Employment in Spain by Gender (1996–2011).



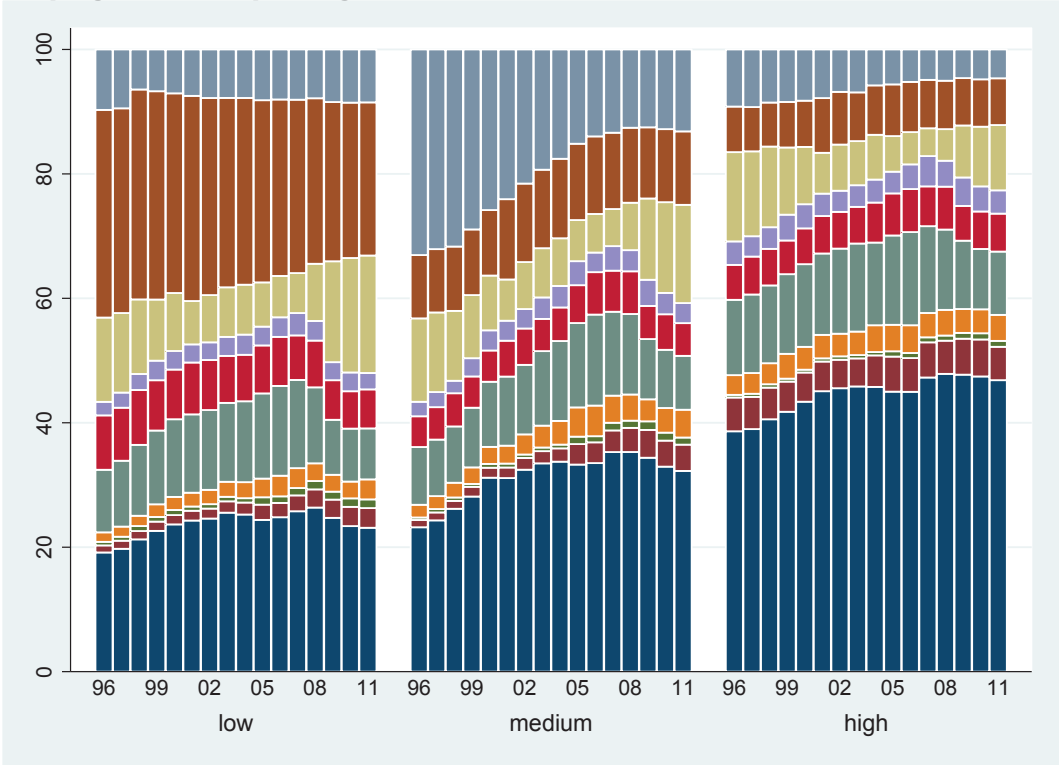
Data source: ELFS (second quarter based on yearly and quarterly surveys).

Employment in Spain by Age (1996–2011)



Data source: ELFS (second quarter based on yearly and quarterly surveys).

Employment in Spain by Education (1996–2011).



Data source: ELFS (second quarter based on yearly and quarterly surveys).

Important terms

The **population studied** includes all people who were of working age (between 15 and 64 years of age) at the time of the survey but excludes those living in collective living quarters (monasteries/convents, hospitals, etc.) and those doing military service.

A person was considered **employed** if they were working in the private or public sector, either in a dependent or self-employed capacity, for at least one hour a week and received a salary, wage, or other monetary remuneration for this.

Individuals were considered **unemployed** if they were not employed but were actively seeking work and were available to the labor market or if they were entering employment within the following three months.

Those who were neither employed nor unemployed were considered economically **inactive**. Inactive individuals who were in education or training were assigned to the inactive **in education or training** category.

A **standard employment relationship** exists when an individual is in a dependent employment relationship for at least 35 hours weekly and has a permanent employment contract.

Marginal part-time employment is employment with fewer than 20 hours a week.

Substantial part-time employment is employment with 20 hours and more a week but less than 35 hours a week.

Fixed-term employment exists when the period during which a contract is valid is limited. We differentiate between fixed-term employment (35 hours and more a week) and fixed-term part-time employment (less than 35 hours a week).

Self-employment exists when an individual's main economic activity is not dependent employment.

Solo self-employment refers to self-employment without employees.

The **educational/skill levels** "low," "medium," and "high" are based on the ISCED classification of qualifications developed by UNESCO.

The aggregated data used in our country profiles can be downloaded from the project's website (www.wzb.eu/atypical). Interested users can also find explanations regarding some of the methodological problems that exist for certain years or variables.