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THE STRUCTURE OF SPAIN'S LABOUR MARKET

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I. Introduction

The purpose of this paper is to present a discussion of the structure of the labour market in Spain, based both on the official labour force statistics as well as on a specific survey whose aim was, among others, to investigate in a more profound way, some of the structural aspects of the operation of the Spanish labour market.

The paper is thus divided in two sections. Section II presents the data coming from the official labour force sample survey (EPA). We present a series of data on the structure of Spain's labour market by sex and gender, industry, and occupation. In each case, we compare the figures corresponding to 1976 to those of a decade later. In particular, we investigate the issue of the increasing importance of female employment, trying to explain this evolution by means of a shift-share analysis.

On the other hand, Section III presents the results of a special sample survey aimed at ascertaining some of the structural aspects of the Spanish labour market, including the size and composition of the "underground" economy. We shall present an analysis of labour market segmentation based on the results of this survey.

II. Main Trends in Spanish Labour Market 1976-1986

The aim of this section is to analyze the basic information available in order to highlight the main trends experienced by the labour market in Spain during the last ten years. As established elsewhere ¹, this is not a homogeneous period in terms of employment trends and it actually comprises two different sub-periods, the dividing line being 1981 when huge declines in employment levels and extremely rapid increases in unemployment halted.

For the purposes of this paper, namely structural changes, we have deemed appropriate to study the period mentioned above as a whole, since it allows a span of time long enough to infer some lasting shifts.

The analysis in this section is based on data from the Labour Force Sample Survey (EPA), quarterly collected by the INE (Instituto Nacional de Estadística). Four major changes have occurred: a drastic fall in total employment and the attainment of extraordinarily high unemployment rates, the "expulsion" of youngsters and old adults from the work force, the feminization of the labour force - to use an expression

¹. See Ll. Fina and L. Toharia, "New Forms and New Areas of Employment Growth: A Note on the Spanish Case", paper presented at the International Conference on The Changing Nature of Employment: New Forms and Areas, organized by the Commission of the EEC, DG V, and B.I.P.E., Paris 19-20 June 1987.

coined by the known anthropologist Marvin Harris- and the labour tertiarization of the economy. None of these changes are particularly new, but what makes them relevant is that all of them together amount to the configuration of a labour market which is significantly different to the previous one existing in Spain.

II.1. Basic trends

Table 1 ² shows some aggregates of the transition that has taken place in the Spanish labour market. The figures of this table clearly show the major points already mentioned ~~clearly show up with the figures we will use~~. It should also be noticed that the composition of employment has somewhat changed. There has been a considerable decrease in absolute and relative terms in wage-earners; a drop that is entirely attributable to employees in the private sector of the economy at a time when public employment has increased, probably as a conscious policy to soften the impact of the crisis on employment levels.

To fully understand the amount of job destruction that has taken place in the Spanish economy, it is worth noting that it occurred while participation rates for males have bent down and those for females have only recently started to increase; despite the fact that they are considerably low by

² Tables are to be found at the end of the paper.

European standards ³. Since total population has continued to grow and the size of the cohorts approaching the age to enter the labour market is still relatively large, the need to create more jobs to curb unemployment is evident; particularly since, as Table 1 shows, participation rates for the very young (under 20) have decreased. No matter how important the effort to open up enrollment in higher education has been, it is all clear that the figures mean an important discouraged worker effect for this age group and, in relation with the fact that youth unemployment lies over 50%, adequately reflect the fall in the opportunity costs of further education.

II.2. Employment by age, professional status, industry and occupation

Leaving aside the changes in the composition of the labour force and focussing on the evolution of employment, Table 2 shows the total amount of job loss over the ten years period, more than one and half million ⁴.

From the perspective of the changes in the age composition of the work force, it is clear that both extremes of the

³. See F. Fernández Méndez de Andés, Actividad laboral de la mujer en relación con la fecundidad, Instituto de la Mujer, Madrid, 1987.

⁴ From now on, data in all Tables refer to the fourth quarter of 1976 and 1986, respectively.

age range (population under 20 and over 60) have been "thrown out of the market". Their relative share (second part of the table) has decreased but their absolute presence has been strongly curtailed. Consequently, the "prime-age group" dominates the market, particularly those between 30 and 60, whose relative presence has gone up more than 3 points while in absolute values there are now (December 1986) 182,000 less workers in the category. This is, obviously, another consequence of youth unemployment and a way to ascertain the particular impact of unemployment on this age group. Again, it should be remembered that participation rates for youngsters have also decreased substantially, contributing to the "relative scarcity" of young workers under 20. As for the older group, the political decision to subsidize early retirement has proven effective and has contributed to a 3 percentage points drop in its relative presence in the market.

Table 2 also helps to show what we have called the tendency to the feminization of the labour market. Despite the fact that the Spanish economy employs in 1986 almost 400,000 women less than in 1976, their relative share has grown to 29.3% in 1986 from 28.8 in 1976. Focussing in the adult group, it has increased 3.2 points and what may be more significant, the total number of women employed in that age bracket has increased almost 150,000, together with a loss of 325,000 men. Nevertheless, this process of more working women

is hindered by the special impact of youth unemployment on women which is perceived through the large fall on employment of females under 20. It is interesting to note that women in the age group 20-29 not only increase its share but also grow in absolute figures, however slightly. The distinction between working females according to age would have been much neater, had we had the chance to break in groups 16-24 and 25-29. Previous studies (such as that mentioned in footnote 3) show that particularly the latter is the one who mostly has gained weight in the Spanish economy.

Considering now the status of the work force, Table 2 allows us to add some comments to those already made in the previous section; in particular, it presents the age and gender composition of employees (wage-earners) and the rest of workers (the sum of employers, family workers and self-employed people). The increase in the presence of women is basically concentrated in the category "wage-earners, public sector". An increase of almost ten percentage points and over 300,000 more women employed in government-related services, which amounts to over 50% of the increase in total public employment, a figure well above the presence of women in the total work force.

Once again it is the adult group which accounts for most of this development with a small contribution from the 20-29 age bracket and net reductions in the employment of women in other ages. This strong presence of women in the

public sector can be explained by considering that, in this sector, there are no possibilities of direct discrimination against them and, very significantly, this type of employment offers women the guarantee of coming back, should they decide to drop temporarily from the labour market for child-rearing purposes.

As for female employment in the private sector, despite big losses in total employment of over one and half million, women have succeeded to increase their relative share. This is due to a net increase of 60,000 women in the 20-59 bracket, while men in the same group have dropped by 450,000. Nevertheless, young women have, once again, been taken out of the market, loosing 4 percentage points and 340,000 net jobs.

One particular development that has taken place in this respect in the labour market, and which somehow contradicts the trends so far specified, is related to the presence of women in other status besides employees. What can be loosely called self-employment[□] shows a marked relative increase in the presence of men, specially in the age group 20-29. Reasons for this are not all clear, although it seems to be related both with the decline in agricultural employment, where family workers are important, and with the fact that self-employment being a better alternative for unemployment

[□] As mentioned before, this includes not only self-employed workers proper, but also employers and family workers, the latter being an important source of female employment.

or inactivity for males than females.

Table 3 looks into the changes in employment by industries and demonstrates the significant shift in the industry-mix of the Spanish economy in the last ten years. In that respect, it confirms the results of many other studies, this time in terms of employment: the tertiarization of the economy.

In aggregate terms, it is evident from the figures shown in Table 3 that there has been a heavy loss of agricultural employment, both in absolute and in relative terms; a considerable decrease in employment in all manufacturing industries except "energy and water" and a substantial increase in services particularly noticeable in "health and education" and "business services" and common to all services with the only exception of "transportation".

Finally, Table 4 shows the distribution of employment by broad occupational groups and gender, distinguishing once again between wage-earners and others. Three basic trends emerge from these data: first, the sharp increase in the relative importance of technical and professional workers, relevant for all the groups considered and especially noticeable in the case of female, public-sector employees; secondly, the slight relative increase of white-collar occupations, with a larger increase among non-wage earners salespeople; finally, the decrease in farm and non-farm blue-collar workers, except in the case of non-wage-earners blue-

collar males, where there is a sharp increase, probably associated with the increase in self-employment in construction.

The process of marching towards a service economy suggested by tables we have just commented is parallel to the feminization already mentioned and in a certain way reinforces it. More so if we take into consideration that some of the service trades, particularly those with a fastest rate of growth like "health and education" and "other services" have a strong presence of the public sector. Therefore, out of the three major developments that we have accounted for, in terms of employment growth: adulthood, public sector and services, two of them work in the direction of the feminization of the labour force.

To quantify these effects, we have carried out a shift-share analysis of the change in the percentage of women employed both by industry and by occupation, distinguishing between total employment and employment in the public sector, where, as mentioned above, the increase in female employment has been greatest. The results of this shift-share analysis appear in Table 5. As can be seen, in both types of analysis, while the "inter-sector" effect is positive with respect to total employment, the "intra-sector" effect is positive, offsetting the positive influence of the structural change (both in terms of occupations and in terms of industries). The results are very different if one merely considers public

sector employment. In this case, both types of effect reinforce each other, but the intra-sector effect is much stronger than the structural change effect, both in terms of the occupations and in terms of the industries. These analyses confirm our earlier suggestion of the feminization of the labour force but qualifies it in the sense that within occupations and industries women have gained weight in the public sector but not in the private sector or in non-wage-earning situations. At any rate, this is merely a first analysis which would merit further investigation. Our purpose here was merely to point out the basic trends and to offer some quantitative evidence.

III. Labour market segmentation: results from the ECVT ⁴

The purpose of this section is to present the results of a specific sample survey carried out in 1985, which provides additional information on the structure of the Spanish labour market: the "working and living conditions survey", thereafter ECVT. Specifically, three segments of the employed population will be distinguished: a "primary" segment, composed of employers and full-time regular employees, an

⁴ This section draws heavily upon a wider research on the ECVT carried out by one of the authors (L. Toharia) together with Juan Muro, José L. Raymond and E. Uriel, the complete results of which will be published by the Spanish Ministry of the Economy and Finance, probably by December 1987.

"intermediate" segment, composed of other regular employees and regular self-employed, and a "secondary" segment, composed of occasional and accidental employees, family workers, and occasional and accidental self-employed. Before explaining in greater detail these segments, however, it is necessary to briefly describe the ECVT and the definitions which follow from it.

III.1. The ECVT: characteristics and definition

The ECVT was a sample survey launched in Fall 1985 by a number of public bodies with the principal aim of assessing the size and characteristics of the Spanish "underground" or "hidden" economy, which, so it was widely agreed, the official statistics (the EPA on which section I was based) failed to capture. Our purpose here is not to deal with this issue or with the comparison between the results derived from the ECVT and those obtained from the EPA ⁷, but rather

⁷ For such a comparison, see Muro, Raymond, Toharia and Uriel, "Measuring labour force variables in Spain: the 'Labour Force Survey' (EPA) and the 'Living and Working Conditions Survey' (ECVT)", paper presented at the Conference on Labour Force Statistics as an Employment Policy Instrument, Fontevraud (France), september 1987. The main conclusion of this paper is that the number of unemployed people derived from ECVT is about 500 thousands below the EPA figure while the number of "marginal" workers is some 500 thousands greater. Taking into account the EPA unemployment figure (close to 3 million people) and the technical differences between the two surveys (questionnaire, sample design, computer treatment of the responses and so on), these differences are quite modest. One of the main elements for this comparison is the fact that the basic EPA self-classi-

emphasize the structural components which can be derived from the ECVT.

The questionnaire of the ECVT starts with a question dealing with the use of time of the individual surveyed during the preceding week. This allows a first distinction to be made between those who worked in the reference week and those who did not work during that week ⁶.

People who worked were then asked to define their jobs as "regular" or "occasional" (i.e. whether the job had to be carried out permanently independently of the precise status of its holder). Those holding a regular job (whom we shall define as REGULAR workers) were then asked about their relationship to the job (full-time vs. part-time and permanent vs. temporary); those holding an occasional job (whom we shall refer as OCCASIONAL workers) were then asked the average time intensity of their work over the past three months ⁷.

People who did not work during the reference week were then asked whether they had carried out "casual work activities" over the preceding three months, as well as the average

fication question, which in the EPA is located at the very beginning of the questionnaire, was also included in the ECVT, although at the very end of the questionnaire.

⁶ As a matter of fact, allowance is also made for those who did not work for "justified causes", who are included among those who did work.

⁷ For the purposes of our analysis here, we shall not use this time intensity.

time intensity of such activities. We shall refer to those giving a positive answer as ACCIDENTAL workers.

The sum of these three main categories (regular, occasional and accidental) form what we call the "widely-defined employed population", which is, we feel, the appropriate basis for our analysis of labour market segmentation. Diagram 1 presents graphically the steps followed to construct these definitions ¹⁰.

This widely-defined employed population is then asked a number of different questions such as professional status, industry, occupation, qualifications required for their job, earnings, mobility and so on. An important part of the questionnaire refers to the relationship of the surveyed person to the Social Security system, which was the criterion upon the which the ECVT relied to define the "underground" economy ¹¹.

These definitions, when crossed with the professional status (wage-earners, family workers, employers, self-employed) provide the basic categories to be used in our analysis of labour market segmentation.

¹⁰ For the sake of expositional brevity and clarity, we are leaving out of the picture a number of groups of "non-classified workers" who did not provide enough information. This does not affect in any substantial way our results. In the research mentioned in footnote 6, qualitative response models have been used to assign these workers to the different categories included in Diagram 1.

¹¹ The term used in the ECVT is "irregular" economy. We shall refrain from using this term so as to avoid the confusion with "non-regular" workers, as defined above.

III.2. Labour market segmentation

Table 6 presents our basic analysis of labour market segmentation in Spain based on the ECVT. Three broad segments can be distinguished: a "primary" segment, formed by regular, permanent, full-time employees and employers; an "intermediate" segment, formed by other regular employees and by regular self-employed; and a "secondary", or marginal, segment, formed by the remaining four groups which we have identified.

The two groups which constitute the "primary" segment, namely, employers and regular, permanent, full-time employees (RPFE), share almost all of their characteristics: their earnings are relatively high, they work primarily in manufacturing (the weight of the RPFE is specially relevant in the heavy industries) y in services, their job tenure is relatively high, they have possibilities for advancement (as suggested by the importance of "voluntary quits" as a reason for mobility), their level of education is relatively high, the requirements for their jobs, both formal and on-the-job are relatively important and they see themselves as belonging to a relatively high social class. In addition, their rate of "abnormality" with respect to Social Security is pretty small (it is even smaller in the case of the RPFE).

As for the intermediate segment, a greater diversity

appears to exist between the two groups which form it: the regular self-employed and the other regular employees. Their labour earnings are lower than those prevailing in the primary segment but higher than those of the secondary one. The regular self-employed have a higher weight in agriculture and the other regular employees in construction and the services (where their importance is similar to that observed in the primary sector). The skills (as measured by the level of education) of the other regular employees is similar to the skills of the groups in the primary segment, whereas the education level of the regular self-employed is clearly lower. However, both the school and the post-school skill requirements for the jobs are clearly below those prevailing in the primary sector, and they are quite similar in the case of the groups belonging to this intermediate sector. As for job tenure, the regular self-employed show figures similar to those observed in the primary sector, whereas the other regular employees exhibit clearly lower figures. Regarding mobility, the pattern is not very different from that observed in the primary segment, even though the other regular employees tend to have higher mobility and less advancement possibilities, as shown by the lower importance of voluntary quits and the higher relevance of dismissals and end of contract period. On the other hand, the proportions of people who see themselves as belonging to the "modest" social class, are substantially lower than those observed in the

primary segment, although not very different from those observed in the secondary sector. Finally, with respect to "abnormality" as regards Social Security, their rates are in-between those of the two main segments. to primario e inferiores a los del secundario. In this connection, however, a distinction should be made between temporary full-time employees, whose abnormality rate is lower -20 per cent- than the average of the segment, and part-time employees (both permanent and temporary) with much higher rates (although not as high as those prevailing in the secondary segment).

Finally, as for the secondary segment, it is composed by the remaining four groups which we have been able to identify:

- occasional or accidental employees, with even lower labour earnings, a much higher presence in agriculture (similar to that of regular self-employed but lower to that of family workers), an even lower job tenure, a much higher mobility in which voluntary quits represent a relatively small proportion, lower levels of education together with low skill requirements for the jobs, and very low social class levels; on the other hand their "abnormality" rate with respect to Social Security is very high, especially among occasional employees with low worktime intensity and among accidental employees ¹².

¹² As a matter of fact, the "abnormality" of this latter group is rather unclear, given that they did not work at all during the reference week. The interesting result is that not

- regular family workers, with low earnings (although not always equal to zero, as could be expected given the definition of family workers), a very important presence in agriculture, retail trade and small-sized industries, a very high job tenure, a very low mobility in which voluntary quits are not very important, a relatively low education level together with also low skill requirements, and a feeling of belonging to a very low social class; as for their "abnormality" rate with respect to Social Security, it reaches an extremely high value: 85 per cent.

- occasional or accidental family workers, who distinguish themselves from the preceding group by their lower job tenure and their higher education levels but also their clearly lower skill requirements, sharing with it the sectoral distribution and the relatively low mobility; as for its "abnormality" rate with respect to Social Security, it is close to 100 per cent.

- occasional or accidental self-employed, with relatively small earnings, a relatively important weight in light industries and "other services" (where domestic and other personal services are included), with a small job tenure, a quite high mobility in which voluntary quits play a minor role, intermediate school and post-school skill requirements and a very low subjective social class; as for their "abnormality" rate with respect to Social Security, despite its

all of them are in an "abnormal" situation.

pretty high level, it does not reach the figures observed in the case of family workers. On the other hand, this is the group in which work at home is most important (this indicator is not included in Table 6).

The description made so far clearly suggests that the Spanish labour market is segmented. The issue which arises is to what extent this segmentation can be explained in terms of supply factors (human capital) or in terms of demand factors (productive structure). The indicators presented in Table 6 suggest that both types of factors may be at work. This implies that it cannot be argued that we are merely talking about different groups of workers who, due to their background characteristics, particularly their skills, hold a better or worse position in the labour market. However, one cannot say either that the specific position of a worker is wholly determined by the characteristics of his/her job. In other words, the differences which we have been able to identify seem to be explained both by supply and demand factors.

To complete our paper, we would like to present the age and gender composition of our three segments. Table 7 presents the relevant data. As the figures of this table show, a large majority of the workers in the primary segment are males (especially those in their prime ages -25-54

years-, who represent about 60 per cent of the total number of workers in the segment). Within the segment, one can notice the higher proportion of young people in the RPFE as compared to employers.

With respect to the intermediate segment, in addition to the lower weight of the prime-age groups, a phenomenon which is somewhat more marked in the case of the other regular employees than within the regular self-employed, one can observe two quite distinct trends:

- first, the relative importance of young people is much higher in the case of the other regular employees than in the case of the regular self-employed, whereas older people tend to prevail much more heavily in this latter group.
- secondly, while the percentage of women in regular self-employment is similar to the figures observed in the primary sector, the weight of women within the other regular employees is much higher with figures closer to those observed in the secondary segment.

Finally, as regards the secondary segment, the percentages of youngsters and women are generally higher, although there are some qualifications to be made. Thus, one should distinguish between the two sub-groups of family workers and the other two sub-groups. While over half of the people in the first two sub-groups are less than 25 years old and both sexes are equally represented, in the case of the occasional or accidental self-employed, youngsters represent about 25

per cent of the group, to the benefit of people 55 and older, and women represent about 40 per cent, i.e. a smaller proportion than in the case of family workers, but higher than the figure prevailing in either the primary or the intermediate segments; on the other hand, in the case of occasional or accidental employees, youngsters have a higher weight (although without reaching the figures of family workers) and women a lower one (although without reaching the levels of the primary segment).

In addition, the lower part of Table 7 presents the probabilities of the different groups of belonging to each of the segments. Thus, while over half of men belong to the primary segment, a proportion which rises to over 60 per cent in the case of prime-age men, the figures corresponding to women are 35 and a bit over 40 per cent, respectively. On the other hand, young people of both sexes belong primarily to the secondary segment.

Table 1.- Main labour market aggregates, 1977-1987 (yearly averages, absolute figures in thousands)

				Average yearly changes			
				1977-1981		1981-1986	
	1977(a)	1981	1986	Percent Thousands		Percent Thousands	
POPULATION (>16)	26187.0	27115.2	28907.8	1.0	252.1	1.3	358.5
Male	12480.8	13015.5	13902.8	1.1	133.7	1.3	177.5
Female	13626.2	14099.7	15005.0	0.9	118.4	1.3	181.1
LABOUR FORCE	13183.2	13845.8	13781.2	-0.1	-14.6	1.1	147.2
Male	9374.8	9292.8	9530.3	-0.2	-20.5	0.5	47.5
Female	3728.4	3752.2	4250.9	0.2	6.0	2.5	99.7
PARTICIPATION RATES (%)	50.2	48.1	47.7				
Male	75.1	71.4	68.5				
Female	27.4	26.6	28.3				
EMPLOYMENT	12411.0	11171.5	10820.4	-2.6	-309.9	-0.6	-70.2
Male	8892.0	8028.1	7657.3	-2.5	-216.0	-0.9	-74.2
Female	3519.0	3143.4	3163.1	-2.8	-93.9	0.1	3.9
UNEMPLOYMENT	692.0	1873.4	2960.7	28.3	295.4	9.6	217.5
Male	481.9	1264.7	1873.0	27.3	195.7	8.2	121.7
Female	210.1	608.7	1087.7	30.5	99.7	12.3	95.8
EMPLOYMENT RATES (%)	47.5	41.2	37.4				
Male	71.2	61.7	55.1				
Female	25.8	22.3	21.1				
UNEMPLOYMENT RATES (%)	5.3	14.4	21.5				
Male	5.1	13.6	19.7				
Female	5.6	16.2	25.6				
WAGE EARNERS							
Total	8613.6	7733.0	7591.4	-2.7	-220.1	-0.4	-28.3
Male	6451.1	5760.4	5458.4	-2.8	-172.7	-1.1	-60.4
Female	2162.5	1972.6	2133.0	-2.3	-47.5	1.6	32.1
Private sector	7253.3	6170.8	5701.1	-4.0	-270.6	-1.6	-93.9
Male	5448.9	4637.7	4200.6	-3.9	-202.0	-2.0	-87.4
Female	1804.4	1533.1	1500.5	-4.0	-67.8	-0.4	-6.5
Public sector	1360.3	1562.2	1890.3	3.5	50.5	3.9	65.6
Male	1002.2	1122.7	1257.8	2.9	30.1	2.3	27.0
Female	358.1	439.5	632.5	5.3	20.4	7.6	38.6
OTHER EMPLOYED							
Total	3653.0	3333.8	3099.4	-2.3	-79.8	-1.4	-46.9
Male	2390.9	2221.0	2130.2	-1.8	-42.5	-0.8	-18.2
Female	1262.1	1112.8	969.2	-3.1	-37.3	-2.7	-28.7

(a) corrected figures for new population estimates

Table 3.- Employment by industries, professional status and gender, Spain, 1976-1986 (4th. quarter) (absolute figures in thousands)

	EMPLOYMENT						WAGE-EARNERS					
	1976		1986		1976		1986					
	MALES	FEMALES	BOTH	MALES	FEMALES	BOTH	MALES	FEMALES	BOTH	MALES	FEMALES	BOTH
Agriculture	1857.1	753.9	2611	1184	415.9	1600	639.2	86.7	725.9	416.9	53.7	470.6
Fisheries	93.5	2.6	96.1	102.4	2.1	104.6	69.9	1.3	71.2	77.1	1	78.1
Coal and petroleum	75.1	0.8	75.9	58.3	2.5	60.8	73.8	0.8	74.6	57.2	2.4	59.6
Energy and water	74.6	4.7	79.3	76.1	4.4	80.5	74.5	4.7	79.2	75.4	4.4	79.8
Other mining	322.9	29.2	352.1	243.2	20.8	263.9	301.2	26.3	327.5	225.2	18.9	244.1
Chemicals	133.6	49.5	183.1	120.8	31.5	152.3	129.7	40.6	170.3	117.2	30.8	148
Engineering	596.9	78.8	675.7	482	56	537.9	558.4	78.4	636.8	427.8	53.7	481.5
Transport equipment	278.2	19.6	297.8	234.2	14.6	248.8	270.9	18.8	289.7	228.3	14.4	242.7
Food beverages & Tob	309.8	140.6	450.4	277.1	98	375.2	261.6	118.2	379.8	239.2	80.2	319.4
Textiles	247.9	444.3	692.2	199.4	240.5	439.8	220.5	345	565.5	170.5	200.1	370.6
Wood & Furniture	263.8	28.7	292.5	190.1	11.8	201.8	200.2	26.1	234.3	120.4	9.4	137.8
Paper & Printing	138.5	34.3	172.8	123.4	24.9	148.3	125.7	33.2	158.9	110.8	24	134.8
Plastics & Other man	122.1	41.5	163.6	122.9	30.1	152.9	108.1	39.9	148	104.2	29.6	133.8
Construction	1105.4	27.1	1212.5	857.1	19.3	876.5	1015.8	23.8	1039.6	639.1	17.7	656.8
Trade & Repairs	1152.5	687.3	1839.8	1105.1	644.6	1749.6	711.2	333.4	1044.6	619.6	273	892.6
Hotels & restaurants	279.4	176.9	456.3	347	184.5	531.5	168.5	74.7	243.2	198.1	81.2	279.3
Transportation	537	29.4	566.4	481.6	34.2	515.7	385.7	28	413.7	318	32	350
Communications	71.8	30	101.8	86.7	26.5	113.2	71.8	29.3	101.1	85.7	26.1	111.8
Fin, ins. & real est	225.6	54.3	279.9	233.7	55.8	289.4	218.3	53.7	272	224.8	52.7	277.5
Business services	84.9	28.8	113.7	155.4	61	216.4	56.2	26.5	82.7	106	52.7	158.7
Health & Education	354.4	398.7	753.1	496.8	612.8	1109.6	323.9	370.6	702.5	460.5	590.5	1051
Other services	506	548.9	1054.9	575.7	616.8	1192.6	467.8	509.3	977.1	550.8	570.3	1121.1
TOTAL	8910.9	3609.8	12520.7	7752.7	3208.7	10961.3	6460.9	2205.3	8746.2	5580.7	2218.8	7799.5
(percentages)												
Agriculture	14.8	6.0	20.9	10.8	3.0	14.6	7.3	1.0	8.3	5.3	0.7	6.0
Fisheries	0.7	0.0	0.8	0.9	0.0	1.0	0.8	0.0	0.8	1.0	0.0	1.0
Coal and petroleum	0.6	0.0	0.6	0.5	0.0	0.6	0.8	0.0	0.9	0.7	0.0	0.8
Energy and water	0.6	0.0	0.6	0.7	0.0	0.7	0.9	0.1	0.9	1.0	0.1	1.0
Other mining	2.6	0.2	2.8	2.2	0.2	2.4	3.4	0.3	3.7	2.9	0.2	3.1
Chemicals	1.1	0.4	1.5	1.1	0.3	1.4	1.5	0.6	2.0	1.5	0.4	1.9
Engineering	4.8	0.6	5.4	4.4	0.5	4.9	6.4	0.9	7.3	5.5	0.7	6.2
Transport equipment	2.2	0.2	2.4	2.1	0.1	2.3	3.1	0.2	3.3	2.9	0.2	3.1
Food beverages & Tob	2.5	1.1	3.6	2.5	0.9	3.4	3.0	1.4	4.3	3.1	1.0	4.1
Textiles	2.0	3.5	5.5	1.8	2.2	4.0	2.5	3.9	6.5	2.2	2.6	4.8
Wood & Furniture	2.1	0.2	2.3	1.7	0.1	1.8	2.4	0.3	2.7	1.6	0.1	1.8
Paper & Printing	1.1	0.3	1.4	1.1	0.2	1.4	1.4	0.4	1.8	1.4	0.3	1.7
Plastics & Other man	1.0	0.3	1.3	1.1	0.3	1.4	1.2	0.5	1.7	1.3	0.4	1.7
Construction	9.5	0.2	9.7	7.8	0.2	8.0	11.6	0.3	11.9	8.2	0.2	8.4
Trade & Repairs	9.2	5.5	14.7	10.1	5.9	16.0	8.1	3.8	11.9	7.9	3.5	11.4
Hotels & restaurants	2.2	1.4	3.6	3.2	1.7	4.8	1.9	0.9	2.8	2.5	1.0	3.6
Transportation	4.3	0.2	4.5	4.4	0.3	4.7	4.4	0.3	4.7	4.1	0.4	4.5
Communications	0.6	0.2	0.8	0.8	0.2	1.0	0.8	0.3	1.2	1.1	0.3	1.4
Fin, ins. & real est	1.8	0.4	2.2	2.1	0.5	2.6	2.5	0.6	3.1	2.9	0.7	3.6
Business services	0.7	0.2	0.9	1.4	0.6	2.0	0.6	0.3	0.9	1.4	0.7	2.0
Health & Education	2.8	3.2	6.0	4.5	5.6	10.1	3.7	4.3	8.0	5.9	7.6	13.5
Other services	4.0	4.4	8.4	5.3	5.6	10.9	5.3	5.8	11.2	7.1	7.3	14.4
TOTAL	71.2	28.8	100.0	70.7	29.3	100.0	73.9	26.1	100.0	71.6	28.4	100.0

Table 4.- Employment by occupation, gender and professional status, Spain, 1976-1986 (4th. quarter) (absolute figures in thousands)

	EMPLOYMENT		WAGE-EARNERS				OTHERS	
	1976	1986	Public S.		Private S.		1976	1986
			1976	1986	1976	1986		
Professional & technical								
Males	488.6	684.8	197.3	289.3	218.2	227.5	73.1	88
Females	258.5	405.8	138	276	88.4	94.8	24.1	35
Both	739.1	1081.5	335.3	565.3	306.6	322.3	97.2	122.9
Managers & executives								
Males	187.3	177.6	4.2	11.7	82.5	75.8	188.6	98.1
Females	6.4	8.3	1.3	1.5	2.3	2.7	2.8	4.1
Both	193.6	185.9	5.5	13.2	84.9	78.5	183.2	94.2
Clerical workers								
Males	881.4	751.2	211.7	251.9	578.9	498.3	18.8	9
Females	455.7	585	97.9	186.5	345.7	382.4	12.1	16.1
Both	1257.1	1256.2	309.6	438.4	924.6	792.6	22.9	25.2
Sales								
Males	696.8	693.5	3.2	4.9	358.9	319.2	334.7	369.4
Females	525.4	499.1	2.1	0.6	198.9	157.9	324.4	348.6
Both	1222.1	1192.6	5.3	5.5	557.9	477.1	658.9	718
Service workers								
Males	575.8	678.4	116.9	175	317.9	326.7	141	168.7
Females	821.5	881	97.9	163.3	583.5	568.4	148.1	149.3
Both	1397.3	1551.4	214.9	338.3	901.3	895.1	281.1	318
Farm workers								
Males	1938.6	1282.9	31.2	48.5	668.6	458.5	1238.8	791.9
Females	752.2	413.4	0.7	1.1	81.5	49.2	678	363.1
Both	2690.8	1696.3	31.8	41.6	758.1	499.7	1988.9	1155
Non-farm blue-collar w.								
Males	4117	3475.3	326.3	392	3239.6	2428.4	551.1	654.9
Females	797.2	494.9	8.2	22.2	637.8	391.5	151.2	81.2
Both	4914.1	3970.2	334.5	414.2	3877.4	2819.9	782.2	736.1
TOTAL								
Males	8918.9	7752.7	995.7	1262.4	5465.2	4318.3	2458	2172
Females	3689.8	3288.7	346.3	651.7	1939	1567	1324.5	998
Both	12528.7	10961.3	1342	1914.2	7404.2	5885.3	3774.5	3161.8

Table 4.- (cont.)

(percentages)	*	*	*	*	*	*	*	*	*
-----	*	*	*	*	*	*	*	*	*
Professional & technical	*	*	*	*	*	*	*	*	*
Males	*	3.9	5.5 *	14.7	15.1 *	2.9	3.9 *	1.9	2.8 *
Females	*	2.8	3.7 *	10.3	14.4 *	1.2	1.6 *	0.6	1.1 *
Both	*	5.9	9.2 *	25.0	29.5 *	4.1	5.5 *	2.6	3.9 *
Managers & executives	*	*	*	*	*	*	*	*	*
Males	*	1.5	1.6 *	0.3	0.6 *	1.1	1.3 *	2.7	2.8 *
Females	*	0.1	0.1 *	0.1	0.1 *	0.0	0.0 *	0.1	0.1 *
Both	*	1.5	1.7 *	0.4	0.7 *	1.1	1.3 *	2.7	3.0 *
Clerical workers	*	*	*	*	*	*	*	*	*
Males	*	6.4	6.9 *	15.8	13.2 *	7.8	8.3 *	0.3	0.3 *
Females	*	3.6	4.6 *	7.3	9.7 *	4.7	5.1 *	0.3	0.5 *
Both	*	10.0	11.5 *	23.1	22.9 *	12.5	13.5 *	0.6	0.8 *
Sales	*	*	*	*	*	*	*	*	*
Males	*	5.6	6.3 *	0.2	0.3 *	4.8	5.4 *	8.9	11.7 *
Females	*	4.2	4.6 *	0.2	0.0 *	2.7	2.7 *	8.6	10.0 *
Both	*	9.8	10.9 *	0.4	0.3 *	7.5	8.1 *	17.5	22.5 *
Service workers	*	*	*	*	*	*	*	*	*
Males	*	4.6	6.1 *	8.7	9.1 *	4.3	5.6 *	3.7	5.3 *
Females	*	6.6	8.0 *	7.3	8.5 *	7.9	9.7 *	3.7	4.7 *
Both	*	11.2	14.2 *	16.0	17.7 *	12.2	15.2 *	7.4	10.1 *
Farm workers	*	*	*	*	*	*	*	*	*
Males	*	15.5	11.7 *	2.3	2.1 *	9.0	7.7 *	32.8	25.0 *
Females	*	6.0	3.8 *	0.1	0.1 *	1.1	0.8 *	17.8	11.5 *
Both	*	21.5	15.5 *	2.4	2.2 *	10.1	8.5 *	50.6	36.5 *
Non-farm blue-collar w.	*	*	*	*	*	*	*	*	*
Males	*	32.9	31.7 *	24.3	20.5 *	43.8	41.3 *	14.6	20.7 *
Females	*	6.4	4.5 *	0.6	1.2 *	8.6	6.7 *	4.0	2.6 *
Both	*	39.2	36.2 *	24.9	21.6 *	52.4	47.9 *	18.6	23.3 *
TOTAL	*	*	*	*	*	*	*	*	*
Males	*	71.2	70.7 *	74.2	65.9 *	73.8	73.4 *	64.9	68.7 *
Females	*	28.8	29.3 *	25.8	34.0 *	26.2	26.6 *	35.1	31.3 *
Both	*	100.0	100.0 *	100.0	100.0 *	100.0	100.0 *	100.0	100.0 *

Table 5.- Shift-share analyses of the change in the percentage of female employment in Spain, 1976-1986

	Inter- sector	Intra- sector	Residual	TOTAL
% of women in total employment, by occupation	1.7	-1.8	0.5	0.4
% of women in public sector employment, by occupation	2.5	5.4	0.3	8.2
% of women in total employment, by industry	2.0	-2.1	0.5	0.4
% of women in public sector employment, by industry	1.7	6.3	0.3	8.3

Diagram 1.- Definition of the basic groups to be derived from the ECV

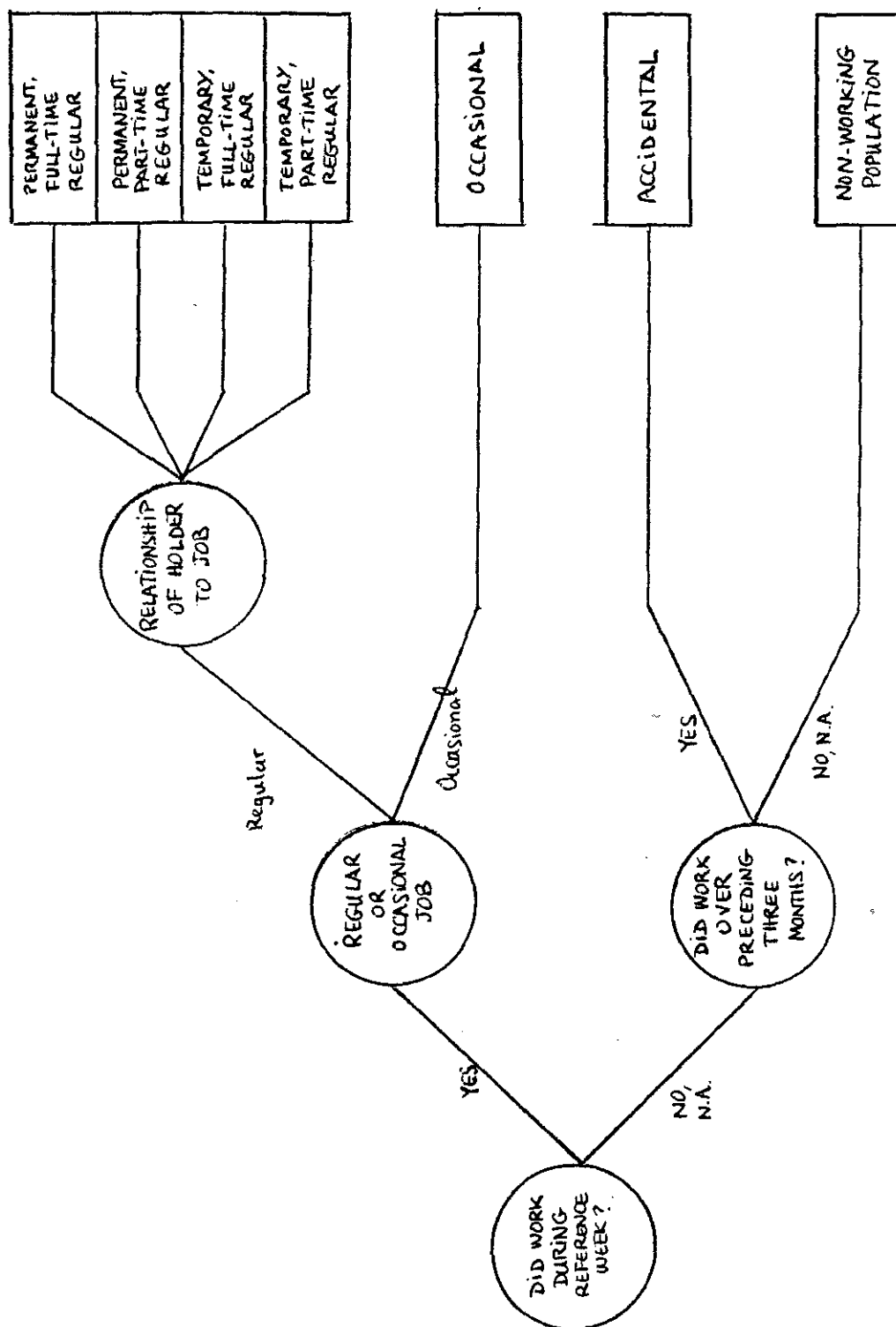


Table 6.- The structure of the Spanish labour market as derived from the ECVT

Groups	I N D I C A T O R S														
	* Number* *(000's)*	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	
1.- Regular, permanent full-time employees	* 5,549 *	31	5	32	7	56	35(17)	49(17)	39	73	38	63	23	7	
2.- Employers	* 480 *	30	10	27	12	51	30(14)	46(15)	60	75	45	66	13	16	
3.- Other regular employees (temporary/part-time)	* 1,176 *	70	10	20	12	57	32(11)	28(8)	21	31	34	33	35	32	
4.- Regular self-employed (without employees)	* 2,033 *	73	37	17	5	41	15(6)	27(5)	36	72	48	50	35	26	
5.- Occasional or accidental employees	* 1,231 *	88	33	16	12	39	20(5)	14(3)	12	21	24	19	41	60	
6.- Regular family workers	* 503 *	91	45	15	1	39	18(4)	15(1)	21	51	67	25	31	85	
7.- Occasional or accidental family workers	* 568 *	98	40	14	3	43	25(5)	9(0)	8	33	60	20	32	93	
8.- Occasional or accidental self-employed	* 434 *	90	20	23	9	49	26(10)	31(8)	30	39	37	27	43	75	

LEGEND OF INDICATORS: Percentages of people in each group who:

- (a) declare labour earnings lower than 50.000 ptas.
- (b) work in agriculture
- (c) work in manufacturing (including mining and energy)
- (d) work in construction
- (e) work in services
- (f) have an education level of at least secondary school (figures in parenthesis correspond to people with university degrees)
- (g) think that at least secondary education is necessary to perform adequately their jobs (figures in parenthesis correspond to university degrees)
- (h) think that the necessary after-school training for their job is 1 year or more
- (i) say that their current job tenure is over 5 years
- (j) have had only one job over their working life
- (k) have had at least two jobs, and the reason why they moved from their last job was voluntary quit
- (l) see themselves as belonging to the "modest social class"
- (m) are in an "abnormal" situation with respect to Social Security



Table 7.- The composition of the three labour market segments by age and gender

(percentages)*	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	Not cl.*	TOTAL
LESS THAN 25 *										
- Male *	7.0	4.8	18.7	5.5	25.7	35.6	35.5	13.9	17.8	12.8
- Female *	5.6	8.8	16.4	2.8	18.4	17.3	21.4	13.8	14.7	9.2
- Both *	12.6	4.8	35.1	8.3	44.1	52.9	56.9	26.9	32.5	22.8
BETWN 25 & 54 *										
- Male *	57.6	62.6	32.1	45.6	38.1	12.5	9.7	38.4	28.8	44.1
- Female *	16.7	11.4	23.8	17.8	17.3	23.5	20.9	22.6	21.8	18.4
- Both *	74.3	74.8	55.9	63.4	47.5	36.8	38.6	53.8	49.8	62.5
55 AND OVER *										
- Male *	18.7	17.9	3.8	28.3	5.8	3.4	6.8	13.8	9.4	18.8
- Female *	2.5	3.3	5.2	8.1	3.5	7.8	6.5	7.1	8.2	4.7
- Both *	13.2	21.2	9.0	28.3	8.5	11.1	12.5	20.1	17.7	15.5
TOTAL *										
- Male *	75.2	84.4	54.6	71.3	68.7	51.5	51.1	57.3	55.2	67.7
- Female *	24.8	15.6	45.4	28.7	39.3	48.5	48.9	42.7	44.8	32.3
- Both *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(percentages)*	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	Not cl.*	TOTAL
LESS THAN 25 *										
- Male *	23.5	1.2	13.3	6.8	19.2	18.9	12.3	3.7	9.2	100.0
- Female *	26.4	8.3	16.3	4.7	19.1	7.4	18.3	4.8	18.6	100.0
- Both *	24.7	8.8	14.6	5.9	19.1	9.4	11.5	4.2	9.8	100.0
BETWN 25 & 54 *										
- Male *	56.4	5.3	6.7	16.4	6.5	1.1	1.8	2.4	4.2	100.0
- Female *	39.3	2.3	11.8	15.4	9.8	5.8	5.8	4.2	7.8	100.0
- Both *	51.4	4.4	8.2	16.1	7.3	2.3	2.2	2.9	5.3	100.0
55 AND OVER *										
- Male *	42.7	6.2	3.3	29.8	4.4	1.2	2.5	4.1	5.8	100.0
- Female *	23.2	2.7	18.2	27.3	7.2	6.5	6.2	5.2	11.7	100.0
- Both *	36.8	5.1	5.3	29.8	5.2	2.8	3.6	4.4	7.6	100.0
TOTAL *										
- Male *	48.8	4.7	7.4	16.7	8.6	3.8	3.4	2.9	5.4	100.0
- Female *	33.3	1.8	12.9	14.1	11.6	5.9	6.7	4.5	9.2	100.0
- Both *	43.3	3.8	9.2	15.9	9.6	3.9	4.4	3.4	6.6	100.0

LEGEND OF GROUPS OF WORKERS:

- 1.- Regular, permanent full-time employees
- 2.- Employers
- 3.- Other regular employees (temporary/part-time)
- 4.- Regular self-employed (without employees)
- 5.- Occasional or accidental employees
- 6.- Regular family workers
- 7.- Occasional or accidental family workers
- 8.- Occasional or accidental self-employed