



LABOUR MARKET INTELLIGENCE SOURCES

Country fiche - SPAIN

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TABLE OF CONTENTS

BACKGROUND	4
LMI-EUniv project	4
Consortium	4
Aims	4
Objectives	4
INTRODUCTION	5
GENERAL INFORMATION	6
Demography	6
Labour market	6
Higher education market	7
LMI SOURCES AT NATIONAL LEVEL	9
LMI providers	9
<i>National Institute of Statistics (Instituto Nacional de Estadísticas - INE)</i>	9
<i>Public Employment Service</i>	9
<i>Ministry of Education</i>	10
<i>Ministry of Labour and Social Economy</i>	10
<i>Ministry of Inclusion, Social Security and Migration</i>	10
<i>Ministry for Social Rights and the 2030 Agenda</i>	11
<i>Employers organizations</i>	11
<i>Non-governmental organisations</i>	11
Assessing the sources of LMI at national level	12
REFERENCES	14

LIST OF ABBREVIATIONS

EU	European Union
HEI	Higher Education Institution
LMI	Labour Market Intelligence
LMI-EUniv	Innovating the use of Labour Market Intelligence within European Universities
OVATE	Skills Online Vacancy Analysis Tool for Europe (Skills OVATE)
ESCO	European Skills, Competences, Qualifications and Occupations
ICT	Information and Communication Technologies
CEOE	Confederación Española de Organizaciones Empresariales
EPA	Encuesta de Población Activa
INJUVE	Instituto de la Juventud
PES	Public Employment Service
INE	Instituto Nacional de Estadística
SEPE	Servicio de Empleo Público Estatal
ODISMET	Observatorio sobre discapacidad y mercado de trabajo en España

BACKGROUND

LMI-EUniv project

“Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv”, the project was the subject of a successful application to Key Action 2 - Cooperation among organisations and institutions - of the Erasmus+ programme.

Consortium

The consortium is composed of West University of Timisoara (project leader), University of Milano-Bicocca (Italy), University of Tallinn (Estonia), Prospektiker (Spain) and Luxembourg Institute of Socio-Economic Research (Luxembourg).

Aims

The primary focus of the project is to understand how are European Universities using labour market information and labour market intelligence in the planning and delivery of their provision and how can this be improved. Therefore, the project aims to help HEI to develop appropriate skills and competencies through better matching of education supply to demand through innovative learning and teaching practices.

Objectives

The LMI-EUniv project has three main objectives: (1) to map essential LMI sources at national level, (2) to explore how HEI in Europe are using LMI, and (3) to produce a training course, guide and a Labour Market Intelligence Hub. This will be an online platform, aggregating LMI sources and information, and aims to become a reference point for all HEI.

INTRODUCTION

This country fiche provides information concerning the essential LMI sources at national level with a particular focus on LMI sources used by HEI. It was developed within the Intellectual Output 1 of the LMI-EUniv project - Mapping essential LMI sources at national level. The role of the country fiches is to systemize information related to LMI sources and gather them into a LMI Hub. The country fiches will form the basis for the Data (Evidence) Report and in turn, will inform the production of the Final Report.

During the inception phase of the project, we have noticed the existence of a large number of LMI sources but also a lack of information about them. We consider that having access to a single point of information with LMI sources will enable HEI to better use this for their activities. Thus, this research represents the first step in this direction through mapping the LMI sources at the European level.

We believe that this study is the first of its kind focused on LMI sources across Europe and is in itself a considerable innovation. Through this activity, we are seeking to influence how universities in Europe view, analyse, utilise and produce their own LMI to aid with their decision-making. Further, we aim to make this available to help stakeholders such as policymakers in national and regional governments, employers, and regional development agencies to be better able to bring their demand-side knowledge to support universities and ensure higher education supply fits to current and future labour market need.

The Final Report Recommendations given the project's geographical coverage and the pressing need for action on using labour market intelligence should have considerable transferability potential.

GENERAL INFORMATION

Demography

On the 1st of January 2022, Spain had a population of 47,432,893 inhabitants. This represented about 10.6 per cent of European Union population. The median age was 45.1 years. The Spanish population is on an increasing trend. Although it is being strongly affected by demographic ageing, this is offset by a positive net migratory balance (the weight of the foreign population in 2002 was 4.7 per cent, in 2022 it was 11.7 per cent). The registered crude rate of total population change, per 1 000 persons was 0.7 in 2021, with a crude birth rate of 7.1 and a crude death rate of 9.5. Life expectancy estimated for the year of 2021 was 83.3 years, with 80.4 years for males and 86.2 years for females.

The age structure reflects the existence of demographic ageing phenomenon, which has determined the fall in the share of young population (0-14 years) and the absolute and relative increase in the share of older people (60 years and over). Proportion of population aged 0-14 years was 14.0 per cent in 2022, while the proportion of population aged 65 years and more was 20.1 per cent, resulting an age dependency ratio (population aged 0-14 and 65 and more to pop. aged 15-64) of 51.6 per cent.

Labour market

The Spanish Labour Market is characterised by a very high dynamic. The lifting of Covid 19 restrictions at the beginning of 2022, the trend of Spanish employees to look for new job opportunities, digitalization and remote or hybrid work options have generated an increase in employment opportunities and intensification in the activity of job seekers.

According to National Institute of Statistics, in Q4 2022, the employment rate of the working-age population (25-64 years) was 72.4 per cent, a decrease of 0.1

percentage points compared to the previous quarter.

The most advertised occupation (using OVATE as a source) in the period of Q1 2022 - Q4 2022 were Office associate professionals, ICT professionals, Researchers and engineers, Sales workers and Personal service workers. The most requested skills (at level 1 ESCO skill) were Communication, collaboration and creativity; Attitudes; Business, administration and law; Assisting and caring; and, Management skills.

In the fourth quarter of 2022, the activity rate was 82.0 per cent, higher than the EU-27 average, which was 81.4 per cent. Unemployment rate is generally much higher than the EU average. In the fourth quarter of 2022 was 11.8 percent in Spain and 5.4 percent in EU-27.

Higher education market

Spain has a long history of university education, the university system dating back to the Middle Ages. The education system in Spain is regulated by the Ministry of Education and has both publicly and privately owned universities.

Currently, there are 76 universities of which 50 are public and 26 are private. They are distributed throughout the Spanish territory and the cities that concentrate the largest number of universities are Madrid, Barcelona and Valencia. There are some 1.5 million university students in Spain, a figure generally considered to be too high for a country with a population of 47 million.

Higher education in Spain faces significant challenges according to the “Education and Training Monitor 2019 Spain” by the European Commission. At 42.4%, Spain’s higher education attainment rate in 2018 is high, above the EU average of 40.7%. However, 21.5% of enrolled students drop out of university (12.1% of master’s students). Although employment rates of recent graduates are improving (from 76.6% in 2017 to 77.9% in 2018), they are still below the EU average (85.5%). The percentage of people aged 20-24 in tertiary education out of the total population in the age range is 39,4%.

Universidad Santiago de Compostela, followed by Universidad Pontificia de Comillas and Universidad de Navarra are the higher education institutions in Spain best ranked, according to the national report released by Forbes for 2022.

LMI SOURCES AT NATIONAL LEVEL

LMI providers

LMI comprises any information and knowledge about labour market dynamics. It covers topics such as labour demand and supply, unemployment, employment and earnings, emergence of new occupations, new skills required on labour market, post-graduate path, career expectations, etc.

The Spanish labour market is dominated by a large number of actors organised on multiple levels. Most of them provide LMI in different forms. The Government, through its departments and specialised agencies represents the main provider of LMI.

National Institute of Statistics (Instituto Nacional de Estadísticas – INE)

National Institute of Statistics (INE) organizes and coordinates official statistics in Spain. INE is a specialized body of the central public administration, with legal personality, subordinate to the Government, financed from the state budget. Under the INE, the regional statistical directorates, corresponding to the territorial structure of Spain, operate as public institutions with legal personality. INE provides data series about employment structure, unemployment, educational structure, career information, post graduate path, etc. Data are provided by sector, occupation, level of education etc., being available at local, regional and national level.

Public Employment Service

Public Employment Service of Spain (Servicio Público de Empleo Estatal - SEPE) it represents the main actor of labour administration at a national level. Each autonomous community has its own Public Employment Service, but the SEPE also has territorial offices in each autonomous community. The SEPE has more than 700 offices spread

throughout the Spanish geography, in addition to its Provincial Directorates. PES Spain provides data series about unemployment by sector and occupation at regional and national level.

Ministry of Education

Ministry of Education also provides Labour Market Information. The information provided by this department ranges from statistics on the educational structure of the country, teaching staff, academic performance, to statistics on financing and expenditure. The Ministry of Education provides data series at local, regional and national level.

Ministry of Labour and Social Economy

Ministry of Labour and Social Protection is the main provider of statistics on the number of employees, unemployment, wages, and social insurance. Information is provided by occupation and at the sectoral level. It covers both regional and national level. Every quarter they publish a quarterly report on the labour market. SEPE is functioning under the authority of the Ministry of Labour and Social Economy (however, we decide to present it separate in this report, see above).

Labour Inspection including the Territorial Labour Inspectorates is an institution subordinated to the Ministry of Labour and Social Economy. Its main goal is to verify that employers comply with their obligations related to the labour relations and working conditions. Labour Inspection collecting all working contracts and therefore, by request, they can provide information about employment structure at local, regional and national level.

Ministry of Inclusion, Social Security and Migration

This ministry, and more specifically the *Department of Social Security*, through its website provide information on the affiliation of workers. Apart from this information, it also provides information on contribution accounts, basic income, pensions and other benefits. All this information is available both nationally and regionally.

Ministry for Social Rights and the 2030 Agenda

This ministry, through the *Youth Institute* (INJUVE - Instituto de la Juventud), publishes monthly reports on registered unemployment among the youth population. The Youth Institute is a public body, attached to the Ministry of Social Rights and Agenda 2030, whose main activity is aimed at promoting actions for the benefit of young people. One of the tools available on the institute's website is the observatory, which among other aspects analyses the youth labour market.

Employers organizations

The CEOE (Confederación Española de Organizaciones Empresariales) is the main representative of companies in Spain before the Administration, State bodies, trade unions, political parties and international institutions. Among its tasks is the monthly publication of various studies and analyses, where among other aspects the labour market is analysed. This Labour Market Observatory carries out an analysis of the situation of the Spanish labour market, focusing on the official data on registered unemployment, recruitment and affiliation to Social Security in order to study and assess the reality and prospects of employment and hiring. Complementary to the general study, and with the purpose of descending to the various variables that make up employment and hiring, the examination of the data is approached from a territorial and sectoral perspective, without lacking special attention to the different groups of greatest interest for employment - young people, the elderly, women, foreigners.

Non-governmental organisations

Randstad, one of the leading human resources companies nationwide, has a platform called "Randstad Research" where apart from making periodic publications on labour market information also makes available to the user data visualization tools so that any user can make the queries they consider appropriate on the main market variables: absenteeism, affiliation, unemployment, employment regulation files, Economically

Active Population Survey of the National Institute of Statistics (EPA - Encuesta de Población Activa), contracts, etc.

CaixaBank is a Spanish bank founded in 2011. Through Dualiza and through the Observatory of Vocational Training, Caixabank wants to respond to the need for data expressed by the world of vocational training. The Observatory is a tool constituted with the aim of being useful, promoting knowledge and helping the analysis of the VET system in Spain. This Observatory brings together in a single portal the main data of VET both current and evolving; all of them being official sources that are updated periodically, where interested people can download data and useful tables.

ODISMET (Observatorio sobre discapacidad y mercado de trabajo en España) is the Observatory on disability and the labour market in Spain. This observatory is a data visualization tool from the Survey of Disability, Personal Autonomy and Situations of Dependency. In this way it is possible to know in a quick and simple way the current reality of the group of people with disabilities.

Assessing the sources of LMI at national level

Once the sources of LMI have been identified, their quality is needed to be assessed. There are many organisations that produce LMI but only through a standardized evaluation process they can be considered as being qualitative. The quality of LMI sources is sustained by their representativeness, validity and reliability.

The **Table 1** below contains a list of LMI sources identified at national level and their rating in accordance with LMI-EUniv methodology.

Table 1: LMI Sources at national level

[SEE THE LMI SOURCES HERE](#)

REFERENCES

LMI EUniv, URL: <https://lmi-euniv.eu/>

Forbes, URL: <https://forbes.es/listas/166000/lista-forbes-estas-son-las-25-mejores-universidades-de-espana-2022/>

Skills OVATE, URL: <https://www.cedefop.europa.eu/en/tools/skills-online-vacancies>

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