

The Employment of Persons with Disabilities

Exploitation of the Economically Active Population Survey and the State Database of Persons with Disabilities.

Methodology and general description of the operation

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Introduction

The group of persons with disabilities has been a key priority for social policies developed in recent years. One of the essential aims of these policies is to integrate these people into the labour market.

In order to achieve this objective, among other actions, an agreement was signed in 2002 between the Ministry of Labour and Social Affairs (MTAS) and the Spanish Committee of Representatives for Persons with Disabilities (CERMI) on measures to improve employment opportunities for persons with disabilities, which constituted the II Employment Plan MTAS-CERMI 2002-2004.

Since then, various regulations have been adopted so as to ensure that as many persons with disabilities as possible may enter the labour market, whether ordinary or sheltered.

It should also be noted that the integration of this group into the labour market also appears as a relevant objective in Spain's National Action Plan for Employment for 2003 and in the Second Action Plan for Persons with Disabilities (2003-2007).

In order to evaluate these action plans, it is necessary to have data that allows a comparison of their effectiveness, as well as an updated view on the situation of the group of persons with disabilities.

Among the available statistical sources that the Spanish National Statistics Institute (INE) has on disability are the Disability, Independence and Dependency Situations Survey 2008 (EDAD 2008) and the 2002¹ ad hoc module for Persons with disabilities and their relationship with employment in the Economically Active Population Survey (EAPS).

Both surveys provide a wealth of information on the group of persons with disabilities, but due to its periodicity it is not possible to ascertain the short-term impact of social policies directed at this population group.

On the other hand, it is necessary to understand how the economic situation and the breakdown of employment are affecting the most vulnerable groups, including persons with disabilities.

To this end, as agreed in the Collaboration Agreement signed by CERMI, the ONCE Foundation, the Institute for the Elderly and Social Services (IMSERSO) and the INE, a new operation has been developed, the Employment of persons with disabilities, based on **cross-checking the information from the Economically Active Population Survey (EPAS) from the INE with that existing in the IMSERSO State Database of Persons with Disabilities (BEPD)**. In addition to the labour and demographic data in the survey, there is also the disability data provided by the Base, obtained for persons with a disability certificate. Making use of the BEPD administrative register avoids increasing the EPAS's response burden.

¹A new module on disability was published in 2012.

In order to carry out the project, there has also been funding for technical tasks provided by the ONCE Foundation within the framework of the Operational Programme to Combat Discrimination 2007-2013, the Por Talento Programme, co-financed by the European Social Fund.

The project began as a pilot test in 2010 with reference data from 2008. During 2011, provisional results were obtained for the reference periods 2009 and 2010. For the first time, it included data on employment promotion measures and sheltered employment from the General Social Security Treasury (TGSS), as well as information on benefits received from the Registry of Public Social Benefits of the National Social Security Institute (INSS) and data dependence from the System for the Autonomy and Support for Dependent Persons (SAAD).

The consideration of persons legally recognised as disabled, which was extended through legal assimilation in 2003, (Law 51/2003), definitively established under Royal Legislative Decree 1/2013, 29 December, published on 3 December 2013, which approves the revised text of the “General Law of rights of persons with disabilities and their social inclusion”.

According to this Royal Decree, persons officially recognised as disabled are considered those with a degree of disability greater than or equal to 33%. In addition, it establishes that social security pensioners who have a recognised permanent disability pension to the degree of total, long-term or severe disability will be considered as having a degree of disability greater than or equal to 33%, and state pensioners who have a retirement pension or retirement due to permanent incapacity or unfitness for work.

As a result of this Royal Decree, the population scope of The Employment of Persons with Disabilities extended to include the aforementioned group. 2014 was the first year in which this change took place, causing a rupture in the data series for The Employment of Persons with Disabilities.

Such inclusion implies an increase in the total estimate of persons with disability officially recognised in Spain, albeit not in an amount equal to that of the total of said group, since the persons who have a pension recognised for permanent disability and at the same time appear in the State Database of Persons with Disability were already accounted for in the total number of persons with disability previously published.

The following chapters of this document set out the methodology followed.

1. Information sources

The **Economically Active Population Survey (EAPS)** is a continuous sample-based quarterly study aimed at persons residing in main family dwellings, conducted by INE since 1964.

Therefore, information is available on the four quarters for the elaboration of the annual survey "The Employment of persons with disabilities".

The main purpose of the EAPS is to obtain data on the labour force and on its different categories (employed, unemployed), as well as on the population outside of the labour force (inactive).

The creation of the **State Database of Persons with Disabilities (BEPD)** began in 1992 with the data on those persons whose disabilities had been recognised as of the beginning of the 70s.

It contains the data on all those persons resident in Spain who have requested the assessment of the degree of disability, considering all those persons recognized to have a degree of disability greater than or equal to 33% (a requirement to access certain benefits, tax benefits, payments in social contributions, parking vouchers and others) to have disabilities¹.

These situations of disability are classified in degrees according to their extent, as provided for in the Royal Decree.

The National Institute of Social Security (INSS), is the entity responsible for the Registry of Public Benefits whose purpose is to register social benefits of economic content, intended for individuals and families, using public resources. In particular, the benefits associated with social security pensioners with a permanent disability pension to the degree of total, long-term or severe, and state pensioners who have a retirement pension or retirement due to permanent incapacity or unfitness for work.

This register makes it possible to identify the group of pensioners who are considered as having a degree of disability equal to or greater than 33% according to Royal Legislative Decree 1/2013.

The **General Social Security Treasury (TGSS)** is responsible for taking measures to promote the employment of disabled workers. These include those intended to promote ordinary employment: either through incentives such as subsidies, bonuses and reductions in contribution quotas; or through the establishment of a reserve quota in companies for the employment of persons with disabilities.

Social protection measures refer to two systems that constitute a fundamental aid for persons with disabilities. This refers, on the one hand, to the Public Social Benefits from the **National Social Security Institute (INSS)** and, on the other, to the **System for Personal Autonomy and Care of Dependent Adults (SAAD)**.

¹ In art. 1 point 2 of Law 51/2003 of 2 December, LIONDAU establishes that persons with disabilities are those who have been recognised as having a degree of disability equal to or greater than 33 per cent.

Public Social Benefits are pensions and subsidies paid from public resources and whose purpose is to cover situations of disability, retirement, death and survival, family protection, unemployment for persons over 52 and other statutory improvements and complementary benefits. Therefore, they are an important tool for the disabled population.

In addition, aid has been awarded through the System for Personal Autonomy and Care of Dependent Adults.

These aids are based on the recognition of the dependency situation, understanding this as the permanent state in which people find themselves who, for reasons relating to age, illness or disability, and linked to the lack or loss of physical, mental, intellectual or sensory autonomy, require care from one or more other people or significant help to carry out basic daily activities or, in the case of people with intellectual disability or mental illness, other support for their personal autonomy.

2. Project objectives

The fundamental objective of this project is to ascertain the situation of the disabled population and their integration into the labour market, combining the existing information in the State Database of Disabled Persons (on 31 December of the year prior to the reference year) with that obtained in the Economically Active Population Survey (the four quarters of the reference year). In particular, it investigates:

1. The demographic, employment and educational characteristics of persons with disabilities.
2. Equal opportunities/discrimination of people with disabilities in employment and education. Disability from a gender perspective.
3. The type of households in which these persons reside and the employment situation of the members in said households.
4. The prevalence and severity of disability.
5. The level of protection that persons with disabilities receive, taking into account the measures adopted with regard to: benefits in the form of a pension; incentives for their incorporation into the labour market; and dependency status recognition.

3. Population scope

The population being studied in the EAPS is made up of persons residing in main family dwellings, that is, those used throughout the year or most of it as a habitual or permanent dwelling. Therefore, neither so-called collective households (hospitals, homes, barracks, etc.) nor secondary or seasonal dwellings (summer, weekend, etc.) are considered. It does include, however, families who live in such collective establishments as an independent group (e.g. the director or caretaker of the centre).

The persons of the BEPD resident in groups have therefore not been considered when cross-checking with the EPA.

The population included in the BEPD is that which has requested the disability assessment procedure. From the legal point of view, the disability certificate is granted to those whose degree of disability, measured in the terms stipulated in the aforementioned procedure, is greater than or equal to 33%.

Given the operation's objectives, the population under study is restricted to persons aged 16 to 64, i.e., those of working age.

In short, the population scope of the study is the group of people aged 16 to 64 with a degree of disability greater than or equal to 33% and equivalent (according to Royal Legislative Decree 1/2013) and who live in main family dwellings.

4. Geographical scope

the entire national territory is investigated.

5. Reference period:

The reference period for the data is annual. The EPAS microdata for each of the four quarters is cross-referenced with the Base. The results therefore correspond to the annual average.

6. Analysis units

The units of analysis are persons with disabilities and the households in which such persons live.

7. Classification Variables

1. Autonomous Community
2. Size of the municipality
3. Age (16-24, 25-44, 45-64)
4. Sex
5. Marital Status
6. Level of education attained:
7. Ongoing studies
8. Type and degree of disability
9. Relationship of persons with disabilities with the labour market. Activity and unemployment rates
10. For employed persons: professional situation, type of contract, type of working day, activity sector, occupation, contract duration or employment relationship, multiple employments,

11. Type of household according to composition (single person, single couple, couple with children, single parent with children) and according to the age of its members.
12. Households according to activity
13. Households depending on whether or not they receive an income
14. Receipt of public social benefits
15. Employment driven by any of the measures proposed to encourage access to the labour market
16. Dependency situation

8. Processing of information

In order to cross-check the two data sources (EPAS and BEPD), first of all, identifiers (national identity card or foreign identification number) are assigned to each person between the ages of 16 and 64 interviewed in the EPAS, for which the survey records are compared with the Municipal Register of Inhabitants. The EAPS has the following personal data, which are collected during the interview: name, surname, sex, place and date of birth and place of residence of the family dwelling. Through them, the identification number that appears in the Register is assigned, using direct or probable assignment techniques.

At the same time, the State Database of Persons with Disabilities is cleaned, in order to ensure the correct identification of all its registers and to eliminate those corresponding to deceased persons and those of residents in collective dwellings. For this purpose, the Municipal Register, the Death Statistics and the Directory of Centres used in the DIDSS-2008 survey are used as comparative files.

Each quarter of the EAPS is then cross-checked with the Base, adding information from the administrative source to the survey information.

After that, further cross-checks are carried out at a person level using the information received through three new sources of information. On the one hand, the National Institute of Social Security (INSS) provides data from the Register of Public Social Benefits, allowing data to be added regarding those who have a recognised benefit, whether contributory or non-contributory and whether or not it is derived from a disability.

This data also makes it possible to identify social security pensioners who have a recognised permanent disability pension to the degree of total, long-term or severe, and state pensioners who have a retirement pension or retirement due to permanent incapacity or unfitness for work.

On the other hand, thanks to the Social Security Registration File sent by the General Social Security Treasury (TGSS), information on the impact of the approved measures for improving accessibility to employment for disabled persons is incorporated.

Finally, there is the information contained in the Information System of the System for Personal Autonomy and Care of Dependent Adults (SISAAD), for which

IMSERSO is administratively responsible. Using this third source, information is included in the study on whether the person with a disability also appears as a person in a situation of dependency.

It should be noted that in each of the completed cross-checks, there are records that link directly and others that are the subject of further detailed study, as there are several candidates from one of the two sources considered to be the same individual in the other.

The resulting final file incorporates the elevation factors, calculated in the same way as usual in the quarterly EAPS (that is, those deduced from the design calibrated subsequently to the five-yearly sex and age groups by Autonomous Community, to the population of 0-15 and 16 and over by Province, to the total number of Spanish/foreigners by Autonomous Community) and also calibrating them to the following variables, by means of the CALMAR procedure:

MARGINAL EPAS (Autonomous Communities, population 16-64 years old)

Employed persons by sex
Unemployed persons by sex

Inactive persons by sex

MARGINALES BEPD (Autonomous Communities, population aged 16-64)

Sex
Age Groups (16-24, 25-44, 45-64)
No. of people according to type disability (9 groups)
No. of people according to degree of disability (33%-44%, 45%-64%, 65%-74%, 75% and more)

MARGINAL PERMANENT DISABILITY (Autonomous Communities, population 16-64 years old)

Sex

Once the factors have been assigned, the four quarterly files for each year are merged, their average is calculated and the results tables are compiled. Finally, an analysis of data and comparison between sources is carried out. It should be noted that the results of the EAPS variables that have not been calibrated do not coincide with those obtained in the operation Employment of persons with disabilities, although they are coherent.

9. Estimators and sampling errors

9.1 Estimators

After the cross-check validation with each of the data files received with the quarterly EAPS files and the subsequent calibration of elevation factors, the annual average of

the 4 quarterly files is calculated for each variable considered, publishing annual results tables (calculated as an annual average from the high quarterly results).

$$\hat{Y} = 1/4 \sum_h F_h Y_h = \sum_h \frac{F_h}{4} Y_h$$

where:

Y_h Is the value of the characteristic in quarter h

\hat{Y} It is the annual average obtained after merging the four quarterly files.

F_h is the calibrated elevation factor.

9.2 Sampling errors

The Jackknife indirect method is used to calculate the sampling errors of the main characteristics investigated. This method is based on the formation of subsamples where each one is obtained by eliminating a primary unit from the total sample.

The estimation of the estimator variance has the expression:

$$\hat{V}(\hat{X}) = \sum_h \frac{(n_h - 1)}{n_h} \sum_{j \in h} (\hat{X}_{(hj)} - \hat{X})^2$$

where:

$\hat{X}_{(hj)}$ It is the annual average of characteristic X when primary unit j of stratum h is removed from each quarterly sample file.

\hat{X} is the annual average of X obtained when the four original files are merged.

n_h is the number of primary units in stratum h.

In this case, each subsample is a combination of the four quarterly files for the year after removing primary unit j from stratum h in each one. The same calibration process is applied to each of the generated quarterly files as for the original file, having previously recalculated the design factors. Then, for each quarter, if Ph is the population in stratum h and $p(hj)$ the corresponding population in the subsample, the recalculated design factor is $Ph/p(hj)$ in stratum h and, for the other strata, it is the design factor in the original file.

Sampling theory determines that in the interval between

$$\left(\hat{X} - 1,96\sqrt{\hat{V}(\hat{X})} \quad , \quad \hat{X} + 1,96\sqrt{\hat{V}(\hat{X})} \right)$$

there is a confidence, measured in terms of probability, of 95 percent that the true value of parameter X is found

The INE website (www.ine.es) publishes the relative sampling errors (provisional data) of the population with a disability from 16 to 64 years of age, according to the relationship with economic activity at a national level.

Formally, these errors are estimates of the variation coefficient expressed as a percentage:

$$CV(\hat{X}) = \frac{\sqrt{\hat{V}(\hat{X})}}{\hat{X}}$$

10. Publication of results

The information in The Employment of Persons with Disabilities is published in a press release commenting on the main data. At the same time, the results tables are available in INEbase, whose index is reproduced below, and which are supplemented by the use of the Disabled Persons Database.

1. ACTIVITY: LEVELS (thousands of units)

A1. ACTIVITY AND SEX.

A2. ACTIVITY AND AGE GROUPS

A3. ACTIVITY AND TYPE OF MUNICIPALITY

A4. RELATIONSHIP WITH ACTIVITY

A5. ACTIVITY AND LEVEL OF EDUCATION

A6. ACTIVITY AND AUTONOMOUS COMMUNITY

A7. ACTIVITY AND HOUSEHOLD INCOME

A8. ACTIVITY AND TYPE OF DISABILITY

A9. ACTIVITY AND DEGREE OF DISABILITY

ACTIVITY: ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES

A1. ACTIVITY AND SEX

A2. ACTIVITY AND AGE GROUPS

A3. ACTIVITY AND TYPE OF MUNICIPALITY

A4. ACTIVITY AND TYPE OF DISABILITY

A5. ACTIVITY AND SEVERITY

2. HOUSEHOLD TABLES

H1. HOUSEHOLDS ACCORDING TO DISABILITY PRESENCE

H2. TYPE OF THE HOUSEHOLD ACCORDING TO RELATIONSHIP OF ITS MEMBERS

H3. TYPE OF THE HOUSEHOLD ACCORDING TO AGE OF ITS MEMBERS

H4. HOUSEHOLDS ACCORDING TO INCOME RECEIVED

H5. HOUSEHOLDS ACCORDING TO ACTIVITY

H6. HOUSEHOLDS ACCORDING TO ACTIVITY AND INCOME

3. OCCUPATION

O01. EMPLOYED PERSONS BY PROFESSIONAL SITUATION.

O02. EMPLOYED PERSONS BY TYPE OF CONTRACT AND SEX

O03. EMPLOYED PERSONS BY TYPE OF CONTRACT AND AGE.

O04. EMPLOYED PERSONS BY TYPE OF WORKING DAY AND REASONS FOR PART-TIME WORK

O05. EMPLOYED PERSONS BY TYPE OF WORKING DAY AND SEX

O06. EMPLOYED PERSONS BY TYPE OF WORKING DAY AND AGE.

- Q07. EMPLOYED PERSONS BY ECONOMIC SECTOR (CNAE09)
- Q08. EMPLOYED PERSONS BY LEVEL OF EDUCATION AND SEX
- Q09. EMPLOYED PERSONS BY LEVEL OF EDUCATION AND AGE
- Q10. OCCUPATION
- Q11. EMPLOYED PERSONS BY TERM OF CONTRACT OR REL. LABOUR AND SEX
- Q12. EMPLOYED PERSONS BY TERM OF CONTRACT OR REL. LABOUR AND AGE
- Q13. MULTIPLE EMPLOYMENT

4. EDUCATION

- E01. LEVEL OF EDUCATION AND SEX
- E02. LEVEL OF EDUCATION AND AGE GROUPS.
- E03. LEVEL OF EDUCATION AND MUNICIPALITY TYPE
- E04. LEVEL OF EDUCATION AND TYPE OF DISABILITY
- E05. LEVEL OF EDUCATION AND SEVERITY
- E06. ONGOING EDUCATION AND SEX
- E07. ONGOING EDUCATION AND AGE GROUPS
- E08. ONGOING EDUCATION AND MUNICIPALITY TYPE
- E09. ONGOING EDUCATION AND TYPE OF DISABILITY
- E10. ONGOING EDUCATION AND SEVERITY

5. DISABILITY: Prevalence

- D01. PREVALENCE BY SEX AND AGE
- D02. PREVALENCE BY SEX AND AGE
- D03. PREVALENCE BY TYPE OF MUNICIPALITY
- D04. PREVALENCE BY AUTONOMOUS COMMUNITY

6. SHELTERED EMPLOYMENT

DISABILITY REDUCTION/GRANT

- T01. BY SEX
- T02. BY AGE GROUPS
- T03. ACCORDING TO IMPAIRMENT GROUP
- T04. ACCORDING DEGREE OF DISABILITY
- T05. ACCORDING TO EMPLOYEES OR SELF-EMPLOYED

SPECIFIC DISABILITY CONTRACT

- T06. BY SEX
- T07. BY AGE GROUPS
- T08. ACCORDING TO IMPAIRMENT GROUP
- T09. ACCORDING DEGREE OF DISABILITY

- T15. DISABLED EMPLOYEES
- T16. EMPLOYED PERSONS ACCORDING TO COMPANY'S RESERVE QUOTA
- T17. EMPLOYED PERSONS ACCORDING TO COMPANY GROUP RESERVE QUOTA

7. BENEFITS

ARISING FROM DISABILITY

- P01. ACCORDING TO SEX
- P02. BY AGE GROUPS
- P03. ACCORDING TO ACTIVITY
- P04. ACCORDING DEGREE OF DISABILITY
- P05. ACCORDING TO IMPAIRMENT GROUP

CONTRIBUTORY/NON-CONTRIBUTORY PENSIONS

P06. ACCORDING TO SEX

P07. BY AGE GROUPS

P08. ACCORDING TO ACTIVITY

P09. ACCORDING DEGREE OF DISABILITY

P10. ACCORDING TO IMPAIRMENT GROUP

8. DEPENDENCY

S01. ACCORDING TO SEX

S02. BY AGE GROUPS

S03. ACCORDING TO ACTIVITY

S04. ACCORDING DEGREE OF DISABILITY

S05. ACCORDING TO IMPAIRMENT GROUP

9. DISABILITY: State Database of Persons with Disabilities

BEPD01. Persons with disability certificate by type of disability: according to age groups and sex

BEPD02. Persons with disability certificate by type of disability: according to the degree of disability and sex

BEPD03. Persons with disability certificate by type of disability: according to the degree of disability and age groups.

BEPD04. Persons with disability certificate by impairment group: according to age groups and sex

BEPD05. Persons with disability certificate by impairment group: according to the degree of disability and sex

BEPD06. Persons with disability certificate by impairment group: according to the degree of disability and age groups.

BEPD07. Persons with disability certificate by type of disability: according to age groups and sex

BEPD08. Persons with a disability certificate by Autonomous Community: according to sex

BEPD09. Persons with a disability certificate by Autonomous Community: according to age groups

BEPD10. Persons with a disability certificate by Autonomous Community: according to type of disability

BEPD11. Persons with a disability certificate by Autonomous Community: according to impairment group

BEPD12. Persons with a disability certificate by Autonomous Community: according to the degree of disability

Annex I

**Description of the EPAS,
the State Database of
Persons with
Disabilities,
employment promotion
measures and social
protection measures.**

Economically Active Population Survey

The **Economically Active Population Survey (EAPS)** is a continuous sample-based quarterly study aimed at persons residing in main family dwellings, conducted by INE since 1964. Its primary objective is to obtain data on the labour force and on its different categories (employed, unemployed), as well as on the population outside of the labour force (inactive). The initial sample is made up of 65,000 families per quarter, reduced in effect to approximately 60,000 families actually interviewed, equivalent to some 180,000 persons.

Results are obtained in the month following the end of the reference quarter of the data, therefore, information is processed for a total of four quarters.

The survey has undergone various alterations over the years, with the aim of better reflecting changes in the Spanish labour market and adapting to international recommendations. The last modification was made in the first quarter of 2005. The main reasons for this amendment were: the need to adapt to the new demographic and labour reality in Spain, especially due to the increase in the number of foreign residents; the incorporation of the new European regulations developed by the Statistical Office of the European Union (EUROSTAT); and finally, the introduction of improvements to the collection method.

In order to guarantee data series continuity, the population base used from the first quarter of 2005 (population base Census 2001) is the same as that used to calculate the 1996-2004 series (Revised 30 March 2005). At the same time, it links perfectly with the previous series.

General features

Objectives

The main purpose of the Survey is to understand the economic activity with regard to its human component. It is aimed at providing data on the main population categories in relation to the labour market (employed, unemployed, active, inactive) and at obtaining classifications of these categories according to different characteristics. It also makes it possible to produce a uniform time series of results. Finally, since the definitions and criteria used are consistent with those established by international bodies dealing with labour issues, it allows a comparison with data from other countries.

Detailed results are obtained for the nation as a whole. For Autonomous Communities and provinces, information is provided on the main characteristics with the degree of disaggregation provided by the estimator variation coefficient.

Survey Units

There are two types:

- *Sampling*. The primary sampling units are the census areas (clearly defined geographical areas). The last units are the dwellings (dwellings selected in the sample remain in it and are investigated over six consecutive quarters)
- *Analysis*. Households and persons are taken as units of analysis.

Geographical scope

The geographical scope comprises the whole national territory.

Population scope

The EAPS targets the population residing in main family dwellings, that is, those used throughout the year or most of it as a habitual or permanent dwelling. Therefore, neither so-called collective households (hospitals, homes, barracks, etc.) nor secondary or seasonal dwellings (summer, weekend, etc.) are considered. It does include, however, families who live in such collective establishments as an independent group (e.g. the director or caretaker of the centre).

Reference period

The following periods are distinguished:

1. Reference period of the Survey results is the quarter.
2. Reference period of the information: The week immediately before (Monday to Sunday) the interview according to the calendar. The answers to the questions in the questionnaire will therefore always be expressed in relation to that week. However, there are questions with special reference periods such as:
 - Employment search methods, peculiarities of the working day and those relating to lifelong learning refer to the four weeks prior to the interview.
 - Availability for work refers to the two weeks following the Sunday of the reference week.
 - The age of the interviewee refers to the age on the last day (Sunday) of the reference week. The same occurs with registration at the Administration's employment office.
 - Employment and residence situation one year ago.

Main definitions

The definitions are based on the recommendations adopted by the International Labour Organisation (ILO) at the Thirteenth and Sixteenth International Conferences of Labour Statisticians (Geneva, 1982 and 1998, respectively). They are identical to those applied in the European Union Labour Force Survey.

On the other hand, all the defined characteristics refer to the national concept and not to the domestic one, in accordance with the definitions of the European System of National and Regional Accounts (ESA-95). This is due to the fact that it is not possible

to collect information from the population who work in Spain and live abroad, as the survey is aimed at people who live in family dwellings in the national territory.

The main definitions used in the Survey appear in annex II of this document.

Classifications

The main definitions used in the Survey appear in annex III of this document.

State Database of Persons with Disabilities

The State Database of Persons with Disabilities began in 1992 with the data on those persons whose disabilities had been recognised as of the beginning of the 70s.

It contains the data on all those persons resident in Spain who have requested the assessment of the degree of disability, considering all those persons recognized to have a degree of disability greater than or equal to 33% (a requirement to access certain benefits, tax benefits, payments in social contributions, parking vouchers and others) to have disabilities¹.

The information collected in the Base is a result of the evaluations performed by the Base Centres of the Territorial Directorates of the IMSERSO in Ceuta and Melilla, and by the bodies with jurisdiction regarding evaluation in the Autonomous Communities, pursuant to the procedure established in Royal Decree 1971/1999, of 23 December (amended by RD 1856/2009 of 4 December).

This Royal Decree regulates the recognition, declaration and qualification of the degree of disability² in the field of Social Services and Social Security, and in accordance with the provisions of articles 148 and 182 ter, for the purpose of non-contributory disability and the Economic allowance for a minor dependent child, the degree of disability for the purpose of recognition. It also regulates the determination of the organisations with jurisdiction for performing said recognition, and the procedure to follow, all with the purpose of the assessment and classification of the degree of disability affecting the person being uniform throughout the State, thereby guaranteeing equal conditions for citizen access to benefits, economic rights and services granted by public bodies.

The assessment of disabilities is carried out in accordance with the scale established in annex 1.A of the aforementioned RD 1971/1999. The said annex establishes the guidelines for determining the limitations of an activity caused by permanent impairments, associated with a given health condition. The assessment considers all impairments suffered, including the three most important in the Base.

The degree of disability is obtained by applying the pre-set scales and is increased with an assessment of supplementary social factors (family situation, economic resources, employment situation, cultural level, social environment); Annex 1B of the aforementioned procedure.

For the purposes set out in the Royal Decree, disability situations are qualified in degrees, according to the Activity Limitations and/or Participation Restrictions.

¹In art. 1 point 2 of Law 51/2003 of 2 December, LIONDAU establishes that persons with disabilities are those who have been recognised as having a degree of disability equal to or greater than 33 per cent.

² In accordance with the legislation: "The qualification of the degree of disability constitutes a unique voluntary action in terms of the competent teams involved and the determining scales of the evaluation".

The degree of disability is obtained by applying the pre-set scales and is corrected with an assessment of supplementary social factors (family situation, economic resources, employment situation, cultural level, social environment).

For the purposes set out in the Royal Decree, disability situations are qualified in degrees, according to the scope of disability.

File structure: Content of the Database

Variable	Observations
Numerical identifier	The foreign population is identified with the NIE (identification number for foreign nationals), passport number or residence card. The letters D or R that precede the ID number indicate the existence of a "legal representative". When the person acting as representative has one or two assessed representees with no ID, 1 or 2 is added.
Sex	"M/F" (male/female)
Name	(available as of 2011 for BEPD2009, 2010, etc.)
Surname(s)	(available as of 2011 for BEPD2009, 2010, etc.)
Address	(available as of 2011 for BEPD2009, 2010, etc.)
Municipality	(available as of 2011 for BEPD2009, 2010, etc.)
Date of birth	"DDMMYYYY"
Date of evaluation	"DDMMYYYY"
Impairment	According to the Table of Impairments
Degree of disability	Greater than or equal to 33% and less than or equal to 100%

Updating of the Database

The degree of disability is subject to revision whenever a reasonable improvement in the circumstances causing its recognition is expected, and the deadline by which said revision should be carried out must be established.

In all other cases, revision of the degree due to worsening or improvement may not be commenced, until at least a minimum period of two years has elapsed since the date on which the resolution was handed down, except in cases in which there is sufficient evidence of a misdiagnosis or substantial changes have occurred, giving rise to the recognition of degree, whereby it will not be necessary to wait until a minimum period of time has elapsed.

The updated Base includes those persons who have requested an evaluation for the first time, and will likewise include the revisions of the degree of disability of those individuals already evaluated, so long as they are in the circumstances described in the paragraphs above.

Similarly, changes in residence, personal situation of the individual, etc., will be up-to-date so long as the interested party notifies them to the body with jurisdiction in this respect.

The Base is updated annually

Classifications

In 1991, a new means of classification of impairments was implemented, adjusting to the information required and to the contents of the assessment reports.

The codes of impairment, diagnosis and etiology were developed for computer processing. In the preparation of the codes, criteria were adopted to record the changes that gave rise to the disability on the one hand (deficiency codes) and, on the other hand, the causes of these changes (diagnostic code) and the large etiological groups in order to have data on the origin of the assessed disabilities (etiology code).

The adaptation of the existing codes in the Base to the International Classification of Diseases ICD10 is being studied.

The deficiency codes used in the study are specified in Annex III of this Report.

Measures to encourage employment

Among the measures adopted to promote the employment of workers with disabilities are those aimed at promoting ordinary employment, the information on which is provided by the TGSS. These measures are created either through incentives such as subsidies, bonuses and reductions in contribution quotas; or through the establishment of a reserve quota in companies for the employment of persons with disabilities.

One way to counteract negative trends in the collective activity situation is through policies aimed at promoting inclusion in ordinary employment. Notable policies include the reductions and discounts in contribution quotas, both for salaried workers and self-employed.

With the reduction in the total labour cost, the aim is to make the permanent recruitment of workers for lower productivity jobs more attractive for companies. Therefore, the objective of the operation is to facilitate access and permanence in the workplace for groups that are difficult to employ.

When we speak of ordinary employment as employees, we refer to employment in standardised companies, whether public or private, in which the greatest percentage of workers is made up of people without disabilities.

On the other hand, self-employment is understood to be that which is generated by the disabled worker them self, being considered as self-employed, whether or not there are other contracted workers. Setting up a company or own business is an alternative for people seeking employment, and in the case of persons with disabilities, they receive grants and subsidies to support their projects.

More specifically, persons with disabilities who are initially registered in the Special Social Security Scheme for Self-Employed or Self-Employed Workers will benefit, during the five years following the registration date, from a 50% discount on the quota resulting from applying the current minimum rate to the minimum base.

In the case of salaried workers, there is another measure that encourages ordinary employment: the specific recruitment method for workers with disabilities. As a result, in addition to the discounts on the aforementioned Social Security contributions, certain subsidies are provided for.

In general, the measures included in the subsidy policy are fundamentally aimed at increasing the employability of certain groups that have more restricted access to a permanent employment contract, so as to favour their integration into the labour market.

In addition to the aforementioned measures, a reserve quota is established, another relevant issue in terms of ordinary employment. In accordance with this quota, public and private companies that hire a number of permanent workers exceeding 50 are obliged to employ a number of workers with a disability of no less than 2.0%, unless a collective agreement or alternative measures are applied.

The alternative measures that can be applied by employers are, for example: making some type of donation for labour insertion; or creating employment for people with disabilities.

In Public Administration, 7.0% of vacancies must be reserved for people with disabilities (according to Law 7/2007 on the Basic Statute of Public Employment¹ and Law 30/1984 on Public Service).

Social protection measures

Social protection measures refer to two systems that constitute a fundamental aid for persons with disabilities. This refers, on the one hand, to the Public Social Benefits and, on the other, to the **System for Personal Autonomy and Care of Dependent Adults**.

Public Social Benefits are pensions and subsidies paid from public resources and whose purpose is to cover situations of disability, retirement, death and survival, family protection, unemployment for persons over 52 and other statutory improvements and complementary benefits. Therefore, they are an important tool for the disabled population.

Benefits can be classified according to two criteria: according to whether or not they arise from a disability; or according to their contributory nature.

With regard to the first classification, it is specified that pensions arising from disability include those arising from disability, retirement pensions arising from disability, LISMI benefits and family protection for dependent children. Meanwhile, those not arising from disability include pensions for retirement, widowhood, orphanhood, etc.

Through the second classification, contributory pensions are defined as permanent economic benefits, the granting of which is generally subject to a prior legal relationship with Social Security (proof of a minimum contribution period), provided that the other requirements are met. Within the protective action in the General Regime and Special Regimes of Social Security, except as indicated in each case and for each modality in the respective special regime, the following pensions are included: disability, retirement (normal or arising from disability), death (widowhood, orphanhood or in favour of relatives), family protection for dependent children, unemployment benefit for persons over 52 years of age, supplementary benefits and others.

On the other hand, the State guarantees the option of receiving non-contributory pensions through the Social Security system for persons within its scope of application. Either for carrying out a contributory professional activity, or for fulfilling the requirements of the non-contributory category. This group includes retirement pensions, disability pensions, LISMI subsidies and old-age assistance pensions for Spanish emigrants.

In addition to this, aid has been awarded through the System for Personal Autonomy and Care of Dependent Adults.

¹ The percentage of reserved places was established in section 1 of article 59 of Law 7/2007. This was modified as reported in article 11 of Law 26/2011 of 1 August, adapting regulations to the International Convention on the Rights of Persons with Disabilities, published in the Official State Gazette of 2 August 2011.

Dependency is defined as the permanent state in which people find themselves who, for reasons relating to age, illness or disability, and linked to the lack or loss of physical, mental, intellectual or sensory autonomy, require care from one or more other people or significant help to carry out basic daily activities or, in the case of people with intellectual disability or mental illness, other support for their personal autonomy.

As a result of the approval of Law 39/2006 of 14 December, on the Promotion of Personal Autonomy and Care for Dependent Persons, a procedure for the assessment of the dependency situation has been established for those persons who voluntarily request it.

In the first final provision of the Act, there is a timetable according to which dependency benefits have been progressively implemented. The application dates progress according to the degree and level of disability, so that people with a more serious situation of dependency were dealt with earlier. Therefore, in 2007, the benefits of those assessed as having High Dependency (grade III) began; in 2008, those with Severe Dependency (grade II); and in 2011, assistance began focusing on people with Moderate Dependency (grade I).

The register of dependent persons reached its highest figure in 2010, with 275,300 persons. The origin of this increase lies, firstly, in the increase in the number of people with disabilities.

However, it also stems from an increase in the amount of benefits as provided for in the calendar, as in 2010 the Act had not only become more established, but also included both persons with High Dependency and those with Severe Dependency.

Annex II:

EPAS and BEPD variables: Definitions and methods considered in The employment of persons with disabilities

This annex presents the definitions and concepts of each variable considered in The employment of persons with disabilities.

Autonomous Community of residence

1. **Andalucía**
2. **Aragón**
3. **Asturias (Principado de)**
4. **Baleares (Illes)**
5. **Canarias**
6. **Cantabria**
7. **Castilla y León**
8. **Castilla-La Mancha**
9. **Cataluña**
10. **Comunitat Valenciana**
11. **Extremadura**
12. **Galicia**
13. **Madrid (Comunidad de)**
14. **Murcia (Región de)**
15. **Navarra (Comunidad Foral de)**
16. **País Vasco**
17. **Rioja (La)**
18. **Ceuta and Melilla**

Size of the municipality

For tabulation purposes, the following groups are considered:

1. **Densely populated area** (Municipalities with a population density of more than 500 inhabitants/Km² that make up a continuous set of municipalities of at least 50,000 inhabitants.)
2. **Intermediate density area** (Non-densely populated municipalities with a density of more than 100 inhabitants/Km² and forming a continuous set of municipalities of at least 50,000 inhabitants.)
3. **Disperse area** (Municipalities that are not densely populated or intermediate areas.)

Age

Age is considered as the number of birthdays had up to the reference date, i.e. the age at the last birthday.

It is calculated with respect to the date of birth and the last day (Sunday) of the reference week of the survey.

For tabulation purposes, the following classification by age group is used to study the relationship of individuals with the labour market.

1. **16 to 24 years of age**
2. **From 25 to 44 years old**
3. **From 45 to 64 years old**

Sex

This refers to the biological sex of the person. According to the World Health Organisation, sex refers to the biological and psychological characteristics that define men and women, while gender refers to learned social behaviours.

For tabulation purposes the following are considered:

1. **Man**
2. **Woman**

Family relationship with the Reference Person

The following relationships are considered:

1. **Reference person (R.P.)**
2. **Spouse or partner of the R.P.**
3. **Child, stepchild of the R.P., or their partner**
4. **Son-in-law, daughter-in-law (or partner of the child, stepchild)**
5. **Grandchild, grandchild-in-law (or their partner)**
6. **Father, mother, parent-in-law (or partner)**
7. **Another relative of the R.P. (or partner)**
8. **Domestic service person**
9. **Not related to the R.P.**

The reference person is from the human group, aged between 16 and 64, who is considered as such by the remaining members of the household, due to their age, because they are the economic supporters of the household or for other reasons. In case of doubt, the oldest active person is taken as the reference person.

If the relationship with the reference person is that of a stepfather or stepmother, code 6 is assigned (father, mother, father-in-law). If the relationship with the reference person is that of guardian and the guardian is not related to the reference person, code 9 is assigned (no relationship with the reference person).

If a person has more than one relationship with the reference person, they are assigned the relationship to which the lower code applies.

For tabulation purposes, the following Household type is considered, according to composition and relationship of its members

1. **Single person**
2. **Single Couple**
3. **Couple with children**
4. **Single Parent**
5. **Other type**

Households according to activity

For tabulation purposes, the following categories are considered, but not exhaustive:

1. **Households with an active person**
 - 1.1. **With all members employed**
 - 1.2. **With all members unemployed**
2. **Households with all members inactive**

Household type according to whether or not they receive an income

For tabulation purposes, the following categories are considered:

1. **Households that receive an income.**
 - 1.1. **With one recipient, two recipients, three or more**
2. **Households that do not receive an income.**

Marital Status

Legal marital status refers to the marital status of each individual in relation to the Civil Registry (i.e. de jure).

Married persons for whom the marriage has been annulled are classified according to the marital status they had prior to the marriage.

People living in a " civil partnership " are classified as single, married, widowed or divorced according to their legal status.

Those legally separated are included in the Divorced category.

For tabulation purposes, the following categories are considered:

1. **Single**
2. **Married**
3. **Widowed and never remarried**
4. **Separated or divorced and not remarried**

Nationality

Citizenship or nationality is defined as the particular legal obligation between an individual and his or her State acquired by birth or naturalisation, whether by declaration, choice, marriage or other means pursuant to national law.

Information on nationality is collected in accordance with the administrative/legal situation existing in the data reference period.

If the person has dual nationality and one of them is Spanish, the person is classified as Spanish.

If they do not have Spanish nationality but still have a dual nationality corresponding to an EU country, the nationality of the EU country is considered.

Otherwise, the code is based on the nationality chosen by the individual.

The classification of the countries is done according to the list used by the Register.

This list includes the countries recognised by the Ministry of Foreign Affairs.

The nationality variable is applied in the study to obtain population factors calibrated to the number of foreign persons.

Level of education attained:

The level of education attained is understood as the highest level of a successfully completed educational programme.

The study will be considered to have been completed successfully if the interviewee holds the corresponding degree or diploma, or failing that, if they have passed all the subjects of the study or career even if they have not applied for the corresponding degree.

In determining the highest level attained, both vocational training and general education are considered. People who have not completed their studies will be coded at the highest level completed. People who are currently studying must indicate the highest level of education they have successfully attained.

This includes professional studies of more than 300 hours (or, in the case that the interviewee does not know the number of hours, lasting at least 6 months) that have increased the training level of the person.

In coding this question, the National Classification of Education (CNED-2000) is used in the EAPS. For tabulation purposes, the following categories were considered:

1. **Illiterates (CNED-2000 code 80)**
2. **Primary education or lower (codes 11-12)**
3. **Secondary education, training programmes and labour insertion (codes 21-41)**
4. **Higher education and doctorate (codes 51-61)**

Ongoing studies

Studies or training carried out during the last 4 weeks, with respect to the interview reference week, either regulated studies included in official study programmes, or non-regulated studies, that is, outside study programmes (courses given by academies, courses in the workplace, courses aimed at the unemployed people, seminars, conferences, private classes received, others).

For tabulation purposes, the following categories are considered:

1. **Studying**
2. **Not studying**

Disability

According to WHO, disability is understood as the restriction or absence of capacity to perform an activity, in the form or within the margin that is considered normal for a human being.

For the purposes of this statistic, persons with disabilities are considered to be those with a degree of disability equal to or greater than 33 % and similar, according to Legislative Royal Decree 1/2013.

DEGREE OF DISABILITY

The assessment of disability is expressed as a percentage. This assessment is carried out by applying the thresholds specified in Royal Decree 1971/1999¹, of 23 December, on the procedure for the recognition, declaration and classification of the degree of disability (amended by Royal Decree 1856/2009, of 4 December).

Chapter 1 of the aforementioned decree establishes the general rules for determining disability caused by permanent deficiencies, understanding those as non-recoverable

¹ Chapter 6 (Haematological system) in section 10 (HIV infection) is modified by Royal Decree 1169/2003, of 12 September.

organic or functional alterations, that is, without reasonable possibility of restitution or improvement of the structure or function of the affected organ.

The permanent deficiencies of various organs, parts or systems are assessed, where possible, by objective parameters. However, the assessment guidelines are not based on the extent of the impairment but on the effect it has on the ability to carry out activities of daily living (ADLs)¹, i.e., on the degree of disability that caused the impairment.

Activities of daily living are those that are common to all citizens. Among the multiple descriptions of existing ADLs, the one proposed by the American Medical Association in 1994 has been taken:

1. Self-care activities (dressing, eating, avoiding risks, cleanliness and personal hygiene...)
2. Other activities of daily living:
 - 2.1. Communication.
 - 2.2. Physical activity:
 - 2.2.1. Intrinsic (getting up, getting dressed, lying down...)
 - 2.2.2. Functional (carrying, lifting, pushing...)
 - 2.3. Sensory function (hearing, seeing...)
 - 2.4. Manual functions (grasping, holding, squeezing...)
 - 2.5. Transport (refers to the ability to use means of transport)
 - 2.6. Sexual Function
 - 2.7. Dream
 - 2.8. Leisure and social activities.

Determination of the disability percentage:

Both the degrees of disability and the activities of daily living described constitute reference standards to assign the percentage of disability.

This percentage is determined in accordance with the criteria specified in each of the chapters of annex 1.A. of Royal Decree 1971/1999. As a general rule, five categories or classes are established, ordered from lowest to highest percentage, according to the importance of the impairment and the degree of disability it causes.

¹ The criteria for the evaluation of disability due to Mental Retardation is an exception to this general rule, because intellectual impairments, however slight, always cause a certain degree of impairment to the performance of ADLs.

However, the specific characteristics of the pathology affecting each part or system make it necessary to highlight the evaluation guidelines.

When two or more deficiencies coexist in the same person included in classes II to V, the percentages may be combined by means of the table of values that appears at the end of annex 1.a of Royal Decree 1971/1999 (modified by Royal Decree 1856/2009), given that it is considered that the consequences of these deficiencies may be enhanced, producing greater interference in the performance of the ADLs and, therefore, a greater degree of disability than each one of them separately.

The percentages obtained by deficiencies of different parts or systems shall be combined, unless otherwise specified.

Where deficiencies affect different parts of the same part or system, the criteria for determining how the percentages are to be combined are set out in the chapters relating to those parts or systems.

When permanent deficiencies that have been diagnosed, adequately treated, demonstrated by means of objective parameters (analytical data, radiographic data, etc., which are specified within each part or system), but which do not affect the performance of activities of daily living, they are classified with a degree of disability of 0%.

Severe permanent impairments which, while complying with the objective parameters specified for each part or system, involve the dependence of other people to carry out the most essential activities of daily life, are classified as a degree of disability greater than or equal to 75%.

Degree of disability (%)

Disability is defined as the social disadvantage in an individual affected by an impairment or disability. Therefore, it arises in the relationship of the person with the environment, in the cultural, material or social obstacles that prevent an adequate integration into society.

For this reason, a series of social factors are valued: family, economic, work, cultural and environment, which can limit the integration of an individual in society. The highest rating is 15 points.

The classification of the degree of disability, expressed as a percentage, responds to unified technical criteria, established by means of the thresholds described in Annex 1 of the Royal Decree 1971/1999, and both the disabilities (caused by a permanent impairment) presented by the person and, where appropriate, the social factors that hinder their social integration, will be evaluated.

The social factors that are considered in the disability assessment are:

1. Family Factor
2. Economic Factor

3. Labour Factor
4. Cultural Factor
5. Environmental Factor

In order to determine the degree of disability, the percentage obtained in the disability assessment will be amended, where appropriate, with the addition of the score obtained from the scale of additional social factors and not exceeding 15 points:

$$\% \text{ GM} = \begin{cases} \% \text{ D} + \text{BS} & \text{Yes } \% \text{ D} \geq 25\% \\ \% \text{ D} & \text{Yes } \% \text{ D} < 25\% \end{cases}$$

where: **D**=Disability and **BS** = scale of social factors

The percentage above which disability is legally recognised is 33%.

A percentage of 33% or higher provides the **Certificate of Disability** and gives access to rights linked to the degree of disability.

The classification of persons with disabilities is established in article 1 point 2 of Law 51/2003, of 2 December, LIONDAU. This article establishes that persons with disabilities are those who have been recognised as having a degree of disability equal to or greater than 33 per cent.

The population is divided into two categories, according to the percentage of the degree of disability

- Less than 33%
- 33% and over

For the employment of persons with disabilities, only records of persons with a degree equal to or greater than 33% have been considered.

45% and 65% are the degrees of disability that establish limits regarding the receipt of pensions or the granting of early retirement.

For tabulation purposes, the following classification for the degree of disability variable shall be considered:

1. **33% - 49%**
2. **50% - 64%**
3. **65% - 74%**
4. **75% and over**
5. **No evidence 2**

Impairment

An impairment that results in a disability. It is coded at the 4-digit level in the BEPD. For tabulation purposes, the following groupings are considered:

1. **Physical and other:**
 - 1.2. **Osteoarticular system**
 - 1.3. **Neuromuscular system**
 - 1.4. **Cardiovascular, immunological and respiratory systems**
 - 1.5. **Digestive, metabolic and endocrine systems**

- 1.6. **Other** ¹
2. **Intellectual**
3. **Mental**
4. **Sensory:**
 - 4.1. **Visual system**
 - 4.2. **Auditory system**
5. **No evidence** ²

Situation of persons with disabilities in the labour market (persons aged 16 or over): Relationship with economic activity and class of inactivity

The relationship with the economic activity is a variable derived from the questions asked in the EAPS. This variable classifies persons according to the ILO definitions, in the interpretation applied by the Statistical Office of the European Union (EUROSTAT) in the Labour Force Survey.

The following definitions are considered:

ECONOMICALLY ACTIVE population includes all persons aged 16 to 64 who, during the reference week, satisfy the necessary conditions for their inclusion among employed or unemployed persons, as defined below.

EMPLOYED PERSONS Employed persons are all those persons aged 16 to 64 who, during the reference week, have been employed or self-employed, according to the definitions given below.

A) Persons employed by others or salaried employees are all those who fall into the following categories:

- *Working*: persons who, during the reference week, have worked, even sporadically or occasionally, for at least one hour in exchange for a salary, wage or other form of related payment, in cash or in kind.
- *Employed but not working*: persons who, having already worked in their current job, are absent from it during the reference week and have a close link with it. The strength of this link is determined by the interviewee's view on whether or not to rejoin the company and whether or not to receive any type of remuneration.

B) Self-employed persons are all those included in the following categories:

- *Working*: persons who, during the reference period, have worked, even sporadically or occasionally, for at least one hour in exchange for a benefit or a family earning, in cash or in kind.
- *with work but not working*: persons who during the reference period had to perform some work in exchange for a family benefit or earning

¹ The 'Other' impairment group is not comparable to years prior to 2011. It includes persons with an expressive, indeterminate or unknown disability and, since 2011, persons registered with Social Security for whom the type of disability is not available.

² The group "No evidence" consists of pensioners who have a recognised permanent disability pension and are not registered in the BEPD.

but were temporarily absent from it due to illness or accident, vacations, holidays, bad weather or other similar reasons.

UNEMPLOYED PERSONS All persons between the ages of 16 and 64 shall be considered as unemployed if they simultaneously meet the following conditions:

- *Without work*, i.e. who were not employed or self-employed during the reference week.
- *In search of work*, i.e. who have taken specific measures to look for employment or have made arrangements to establish themselves as self-employed during the previous month.
- *Available for work*, i.e. able to start work within two weeks of the Sunday of the reference week.

Unemployed persons are also considered to be persons aged 16 to 64 who, during the reference week, have been without work, available to work and who are not looking for work because they have already found a job which they will start within the three months following the reference week.

The **ECONOMICALLY INACTIVE** population comprises all persons aged 16 to 64, not classified as employed or unemployed during the reference week.

It comprises the following functional categories:

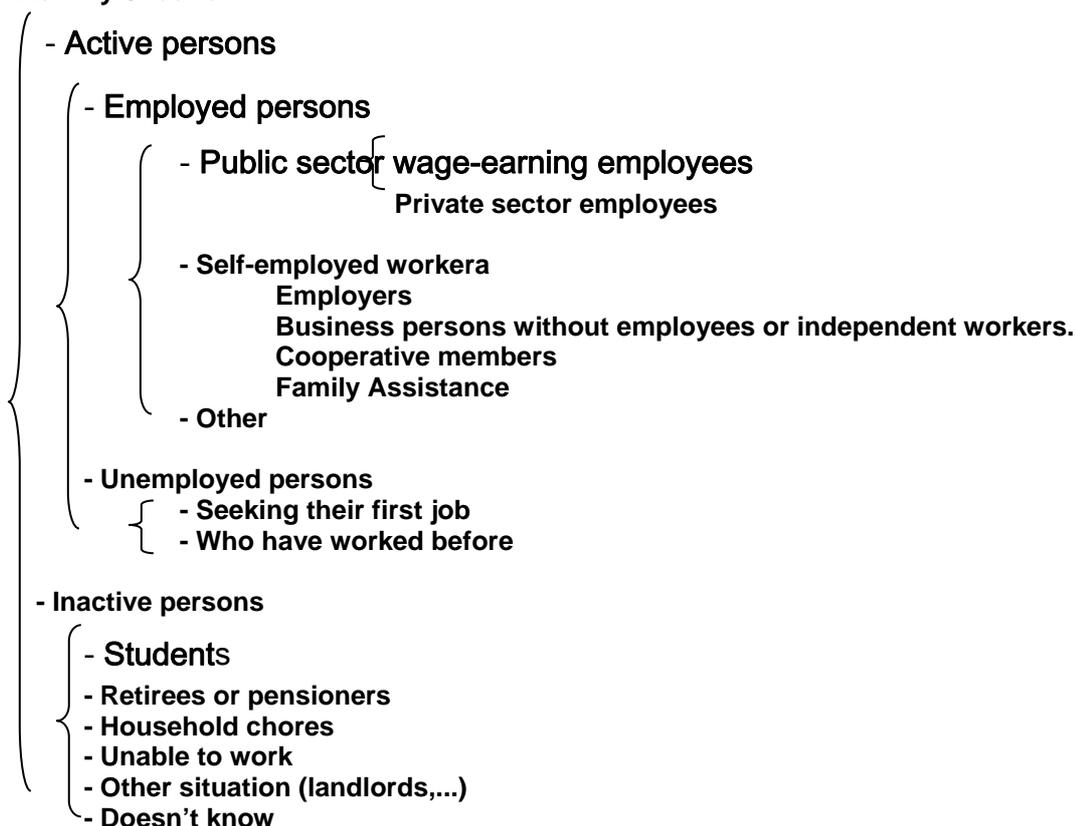
- *Retired people or early retirees*: persons who have had a previous economic activity and who, due to age or other causes, have ceased it, receiving a pension (or early retirement income) due to their previous activity.
- *Pensioners*: persons who receive a pension other than retirement and early retirement.
- *Household chores*: persons who look after their household: persons who, without exercising any economic activity, dedicate themselves to looking after their own homes; for example, housewives and other relatives who take care of the house and the children.
- *Unable to work*.
- *Other situation*. persons who, without exercising any economic activity, receive public or private aid and all those who are not included in any of the above categories, for example, income earners. These are also included in other situation:
 1. Students: persons who, without exercising any economic activity, receive systematic instruction at any level of education, and:
 2. Persons who perform, without remuneration, social work, charitable activities, etc. (excluding those that are family benefits).

For tabulation purposes, the following are considered as classification categories:

1. **Active persons**
Inactive persons

2. **Employed persons**
Unemployed persons
Inactive persons

3. **Activity Situation**



Occupation (main occupation)

The professional situation and the characteristics of the main job are defined based on the activity of the person during the reference week of the survey.

In the Economically Active Population Survey, workers who perform more than one job decide which of them should be considered the main job. In case of doubt, the main job should be the one that corresponds to the one with the highest number of hours worked.

The classification of occupation in NCO-2011 is based on the nature of the job itself and the level of skill required.

Work is defined as the set of tasks and obligations that must be performed.

"Skills" is understood as the skills required to perform the tasks and obligations of the job. The skills refer to the level of the same and the command of specialisation. The level of " skill " (aptitude) refers to the level of education attained.

For tabulation purposes, all persons who worked and had a job during the reference week fall into one of the following categories:

0. Military occupations

1. **Directors and managers**
2. **Scientific and intellectual technicians and professionals**
3. **Technicians; support professionals**
4. **Accounting, administrative and other office employees**
5. **Workers in catering, personal, and protection services and trade salespersons**
6. **Skilled agricultural, livestock, forestry and fishing sector workers**
7. **Craftspersons and skilled workers in manufacturing industries and construction (except installation and machinery operators)**
8. **Installation and machinery operators and assemblers**
9. **Basic occupations**

Activity of the establishment (main job)

Economic activity is understood as the Activity of the local unit where the person interviewed in EAPS works.

If the local unit or company carries out more than one economic activity, the main one is indicated.

The activity of the establishment is coded in accordance with CNAE-1993 Rev.1 to three digits.

For tabulation purposes, all persons who worked or had a job during the reference week fall into one of the following categories:

1. **Agriculture, livestock breeding, forestry and fishing**
2. **Industry**
3. **Construction**
4. **Services**

Professional situation (main job)

The following definitions are considered:

a/ *Employer* - Person who runs his or her own company or carries out a self-employed profession, trade, industry or business and who, for this reason, hires one or more employees or workers who are paid by salary, day's wage, commission, etc.

Therefore, the employers, businesspersons and professionals employed wage-earning personnel are included in this section.

b/ *Employer without employees or independent workers* - Any person who runs their own business or self-employed in a freelance profession, trade, industry or commerce without having employees who depend on them.

c/ *Cooperative member* - All those members of the cooperatives who work in them. This includes working members of associated labour cooperatives, community land cooperatives, etc.

d/ *Family assistance* - This considers those persons who work without a specific pay in a company, business or farm owned by a relative they live with.

e/ salaried employee- This group includes all those persons who work for a public or private businessperson and receive a salary, wage, commission, bonus or any other form of remuneration in cash or in kind.

According to the sector in which they work, two groups are considered:

- Private sector employee These are employees who work for a private employer.
- Public sector employee This includes all persons who, in the reference week, were working for the Public Administration (Central, Autonomous, Local, etc.) or for a public company in exchange for economic compensation.

f/ Other situation.-

For tabulation purposes, all persons who worked or had a job during the reference week fall into one of the following categories:

1. **Employer(Employer with employees)**
2. **Self-employed worker or employer without employees**
3. **Other self-employed (cooperative members, family assistance)**
4. **Public sector employee**
5. **Private sector employee**
6. **Other situation**

Type of employment contract or relationship (main job)

A contract can be defined as temporary when the end of the employment relationship or contract is determined by objective conditions, such as the expiration of a certain term, the performance of a certain task, the reincorporation of an employee who had been temporarily replaced, the completion of an internship or training period or the replacement of part of the work not performed by a partially retired person. In the case of an employment contract of limited duration, the corresponding conditions for its termination are generally mentioned in the contract.

If there are no objective criteria for the termination of a contract or employment relationship, it should be considered **permanent**. The work can be carried out permanently throughout the year or only during certain periods of the year.

For tabulation purposes, salaried persons are classified in one of the following categories:

1. **With a permanent contract**
2. **With a temporary contract**

Size of establishment (main job)

All persons who work or are employed fall into one of the following categories:

1. **1 to 10 workers**
2. **11 to 19 workers**
3. **20 to 49 workers**
4. **50 to 249 workers**
5. **250 or more workers**
6. **Doesn't know, but less than 11 workers**
7. **Doesn't know, but more than 10**

This variable has been used in the development of the Employment of persons with disabilities, since it is a stratification variable of the EAPS, and therefore, an essential pillar in the sample design and in the calculation of elevation factors.

Working day (main job)

The distinction between full-time and part-time work is based on the interviewee's assessment, although it should be noted that part-time work must always be equal to or less than the usual 35 hours per week and full-time work must be equal to or more than 30 normal hours per week.

For tabulation purposes, all persons who worked or had a job during the reference week fall into one of the following categories:

1. **Full time work**
2. **Part time work:**
 - 2.1. **Due to illness or incapacity**
 - 2.2. **For other reasons**

Rates

- **Activity rate of the total population, of the population with a disability and of the population without a disability:**

This is the ratio between the total active population and the population aged 16 to 64. It is calculated for both sexes together and for each of them separately.

- **Employment rate of the total population, of the population with a disability and of the population without a disability:**

This is the ratio between the total employed population and the population aged 16 to 64. It is calculated for both sexes together and for each of them separately.

- **Unemployed rate of the total population, of the population with a disability and of the population without a disability:**

This is the ratio between the number of unemployed persons and the number of active persons. It is calculated for both sexes together and for each of them separately.

Receipt of benefits due to a disability

Public Social Benefits are pensions and subsidies paid from public resources and whose purpose is to cover situations of disability, retirement, death and survival, family protection, unemployment for persons over 52 and other statutory improvements and complementary benefits. Therefore, they are an important tool for the disabled population.

Benefits can be classified according to two criteria: according to whether or not they arise from a disability; or according to their contributory nature.

First Classification:

1. Pensions arising from disability, the types of which are:
 - Pensions derived from disability
 - Retirement pension arising from disability
 - LISMI Subsidies
 - Family protection per dependent child
2. Pensions not arising from disability, which include:
 - Retirement Pension
 - Widow or Widower Pension
 - Orphan's pension
 - Pension in favour of family members
 - Unemployment benefit for over 52s
 - Additional Improvements
 - Others

Second Classification:

1. Contributory pensions:

These are permanent economic benefits, although not always permanent, the granting of which is generally subject to a prior legal relationship with Social Security (proof of a minimum contribution period), provided that the other requirements are met.

Its amount is determined according to the contributions made by the worker and the employer, in the case of employed persons, during the period considered for the purposes of the regulatory base of the pension in question.

Within the protective action in the General Regime and Special Regimes of Social Security, except as indicated in each case and for each modality in the respective special regime, the following pensions are included:

- Disability Pension
- Retirement pension (normal or arising from disability)
- Death pension (widowhood, orphanhood or in favour of relatives)
- Family protection per dependent child
- Unemployment benefit for over 52s
- Additional Improvements
- Others

2. Non-contributory pensions:

Through the Social Security system, the State guarantees persons included in its scope of application, by carrying out a contributory professional activity or by fulfilling the requirements in the non-contributory modality, adequate protection against risks and in the situations covered in the General Law on Social Security.

For this reason, the State guarantees the pensions indicated below:

- Retirement Pension
- Disability Pension
- LISMI subsidies, including:
 - i. Minimum Income Guarantee Subsidy (SGIM)
 - ii. Third-Party Assistance Grant (SATP)
 - iii. Mobility Subsidy and Transportation Expense Compensation (SMGT)
- Old-age care pensions for Spanish emigrants

For tabulation purposes the following are considered:

1. **Benefits according to whether they arise from a disability**
2. **Benefits according to their contributory nature**

Measures that encourage participation in the labour market

Measures taken to promote the employment of workers with disabilities can be classified into two broad groups:

- Those promoting sheltered employment (through Special Employment Centres, CEE)
- Those intended to promote ordinary employment: either through incentives such as subsidies, bonuses and reductions in contribution quotas; or through the establishment of a reserve quota in companies for the employment of persons with disabilities.

1. Reductions, subsidies

One way to counteract negative trends in the collective activity situation is through policies aimed at promoting inclusion in ordinary employment. Notable policies include

the reductions and discounts in contribution quotas, both for salaried workers and self-employed.

Ordinary employment refers to employment in standardised companies, whether public or private, in which the greatest percentage of workers is made up of people without disabilities.

On the other hand, self-employment is that which is generated by the disabled worker them self, being considered as self-employed, whether or not there are other contracted workers. Setting up a company or own business is an alternative for people seeking employment, and in the case of persons with disabilities, they receive grants and subsidies to support their projects.

2. Specific disability contracts

In the case of salaried workers, there is another measure that encourages ordinary employment: the specific recruitment method for workers with disabilities. As a result, in addition to the discounts on the aforementioned Social Security contributions, certain subsidies are provided for.

In general, the measures included in the subsidy policy are fundamentally aimed at increasing the employability of certain groups that have more restricted access to a permanent employment contract, so as to favour their integration into the labour market.

3. Special Employment Centres (EEC)

These are public or private centres that carry out productive and welfare work, regularly participating in market transactions.

The main objective of the EEC is both to ensure gainful employment associated with the performance of productive work, carrying out the personal and social adjustment services required by their disabled workers; and to serve as a means of integrating as many persons with disabilities as possible into the unprotected work regime.

4. Reserve quota

The establishment of a reserve quota is another relevant issue in terms of ordinary employment. In accordance with this quota, public and private companies that employ a number of permanent workers exceeding 50 are obliged to employ a number of workers with a disability of no less than 2.0%, unless a collective agreement or alternative measures are applied.

The alternative measures that may be applied by employers are, for example: the company's use of EEC services, or self-employed workers with disabilities, for the provision of services other than and ancillary to the company's normal activity, or for the supply of any goods necessary for the company; making some form of donation for employment insertion; or the creation of employment for people with disabilities.

In Public Administration, 7.0% of vacancies must be reserved for people with disabilities (according to Law 7/2007 on the Basic Statute of Public Employment¹ and Law 30/1984 on Public Service).

For tabulation purposes the following are considered:

1. **Employed persons with disabilities according to reductions/subsidies in Social Security contributions**
2. **Salaried employees with disabilities according to their specific disability contract**
3. **Reserve quota**
 - **Percentage of employees with disabilities in relation to the total number of employees, in companies with more than 50 workers, with the exception of Special Employment Centres.**
 - **Employed persons with disabilities who contribute in companies with > 50 employees, except Special Employment Centres, according to the company's reserve quota.**
 - **Employed persons with disabilities who contribute in companies with > 50 employees, except Special Employment Centres, according to the company group's reserve quota.**

Dependency situation

Dependency is defined as the permanent state in which people find themselves who, for reasons relating to age, illness or disability, and linked to the lack or loss of physical, mental, intellectual or sensory autonomy, require care from one or more other people or significant help to carry out basic daily activities or, in the case of people with intellectual disability or mental illness, other support for their personal autonomy.

As a result of the approval of Law 39/2006 of 14 December, on the Promotion of Personal Autonomy and Care for Dependent Persons, a procedure for the assessment of the dependency situation has been established for those persons who voluntarily request it.

For tabulation purposes the following are considered:

1. **Dependent persons**
2. **Rest**

¹ The percentage of reserved places was established in section 1 of article 59 of Law 7/2007. This was modified as reported in article 11 of Law 26/2011 of 1 August, adapting regulations to the International Convention on the Rights of Persons with Disabilities, published in the Official State Gazette of 2 August 2011.

Annex III.

Classifications used to code basic sources

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
1	OSTEOARTICULAR	1101	ALTERATION IN ALINEATION, SPINAL COLUMN, WITHOUT FUNCTIONAL LIMITATIONS
		1102	ALTERATION IN ALINEATION, SPINAL COLUMN, WITH FUNCTIONAL LIMITATIONS
		1103	FUNCTIONAL LIMITATION OF THE SPINAL COLUMN
		1104	ABSENCE OF FINGERS OR PHALANGES
		1105	ABSENCE OF MSD OR ITS ESSENTIAL PARTS
		1106	ABSENCE OF MSI OR ITS ESSENTIAL PARTS
		1107	ABSENCE OF MMI OR ITS ESSENTIAL PARTS
		1108	FUNCTIONAL LIMITATION OF THE RIGHT HAND
		1109	FUNCTIONAL LIMITATION OF THE LEFT HAND
		1110	BIMANUAL FUNCTIONAL LIMITATION
		1111	FUNCTIONAL LIMITATION OF MSD
		1112	FUNCTIONAL LIMITATION OF MSI
		1113	FUNCTIONAL LIMITATION OF BOTH MS (UPPER LIMBS)
		1114	FUNCTIONAL LIMITATION OF A FOOT
		1115	BIPODAL FUNCTIONAL LIMITATION
		1116	FUNCTIONAL LIMITATION OF A LOWER LIMB
		1117	FUNCTIONAL LIMITATION OF BOTH MI (LOWER LIMBS)
		1118	FUNCTIONAL LIMITATION OF AN UPPER LIMB AND A LOWER LIMB
		1119	FUNCTIONAL LIMITATION OF BOTH UPPER LIMBS AND ONE LOWER LIMB
		1120	FUNCTIONAL LIMITATION OF BOTH LOWER LIMBS AND ONE UPPER LIMB
		1121	FUNCTIONAL LIMITATION OF FOUR EXTREMITIES
		1122	FUNCTIONAL LIMITATION OF EXTREMITIES AND CV
		1123	SHORT STATURE
		1124	MORPH-THORACIC ANOMALY
		1125	DISABILITY OF THE OSTEOARTICULAR SYSTEM
2	NEUROMUSCULAR	1201	PARALYSIS OF THE PERIPHERAL NERVE
		1202	PARESIS OF THE PERIPHERAL NERVE
		1203	PARALYSIS OF THE CRANIAL NERVE
		1204	PARESIS OF THE CRANIAL NERVE
		1205	MONOPLÉGIA OF THE RIGHT UPPER LIMB
		1206	MONOPARESIS OF THE RIGHT UPPER LIMB
		1207	MONOPLÉGIA OF THE LEFT UPPER LIMB
		1208	MONOPARESIS OF THE LEFT UPPER LIMB
		1209	MONOPLÉGIA OF A LOWER LIMB

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
		1210	MONOPARESIS OF A LOWER LIMB
		1211	DIPARESIS
		1212	DIPLEGIA
		1213	PARAPLEGIA
		1214	PARAPARESIS
		1215	RIGHT HEMIPLEGIA
		1216	LEFT HEMIPLEGIA
		1217	RIGHT HEMIPARESIS
		1218	LEFT HEMIPARESIS
		1219	TETRAPLEGIA
		1220	TETAPARESIS
		1221	GENERALISED SEIZURES
		1222	GENERALISED NON-SEIZURE CRISES
		1223	PARTIAL CRISES
		1224	COORDINATION DISORDER
		1225	BALANCE DISORDER
		1226	COORDINATION AND BALANCE DISORDER
		1227	VASOMOTOR DISORDER
		1228	NEUROVEGETATIVE DISFUNCTION
		1229	DISABILITY OF THE NEUROMUSCULAR SYSTEM
3	CHRONIC ILLNESS	6001	DISEASE OF THE RESPIRATORY SYSTEM
		6002	DISEASE OF THE CIRCULATORY SYSTEM
		6003	DISEASE OF THE DIGESTIVE SYSTEM
		6004	DISEASE OF THE ENDOCRINE-METABOLIC SYSTEM
		6005	DISEASE OF THE BLOOD AND HAEMATOPOIETIC ORGANS
		6006	DISEASE OF THE GENITO-URINARY SYSTEM
		6007	SKIN DISEASE
		6008	IMMUNE SYSTEM DISORDER
		6009	TRANSPLANT PATIENT
		6010	TERMINAL PATIENT
		6011	CHRONIC ILLNESS
		8002	TOTAL SURGICAL LOSS OF AN ORGAN
		8003	PARTIAL SURGICAL LOSS OF AN ORGAN
4	MENTAL RETARDATION	2100	PROFOUND MENTAL RETARDATION
		2101	SEVERE MENTAL RETARDATION

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
		2102	MODERATE MENTAL RETARDATION
		2103	SLIGHT MENTAL RETARDATION
		2104	LIMITED INTELLIGENCE
		2105	DEVELOPMENTAL DELAY
5	MENTAL DISORDER	2106	DEVELOPMENTAL DISORDER
		2107	COGNITIVE DISORDER
		2108	AFFECTION DISORDER
		2109	BEHAVIOURAL ALTERATION
		2300	MENTAL DISORDER
6	VISUAL	3101	SLIGHT LOSS OF BINOCULAR VISUAL ACUITY
		3102	MODERATE LOSS OF BINOCULAR VISUAL ACUITY
		3103	SEVERE LOSS OF BINOCULAR VISUAL ACUITY
		3104	SERIOUS LOSS OF BINOCULAR VISUAL ACUITY
		3105	BLINDNESS
		3106	LOSS OF SIGHT IN ONE EYE
		3107	DECREASE IN VISUAL EFFICIENCY
7	AUDITORY	3201	SLIGHT HEARING LOSS
		3202	MODERATE HEARING LOSS
		3203	SEVERE HEARING LOSS
		3204	PROFOUND HEARING LOSS
		3205	DEAFNESS
		3206	DEAF-MUTENESS
		3207	TOTAL LOSS OF HEARING IN ONE EAR
		3208	TINNITUS
		3209	DISABILITY OF THE AUDITORY SYSTEM
8	EXPRESSION	4101	APHASIA
		4102	DYSARTHRIA
		4103	DYSPHEMIA
		4104	DYSPHONIA
		4105	MUTENESS
		4106	LARYNGECTOMY
		4107	DISABILITY IN EXPRESSION
9	MIXED	5200	POLY-MALFORMATIVE SYNDROME
		8001	MULTIPLE DISABILITIES
10	OTHER	7000	UNKNOWN IMPAIRMENT
		8000	WITHOUT DISABILITIES

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODE	NAME
		9000	NON-ASSESSABLE ACUTE PROCESS

<p>Structure of the level of education achieved. (CNED-2014)</p>

0 Less than Primary

- 01 Illiterates
- 02 Incomplete primary education

1 Primary education

- 10 Primary education

2 First stage of secondary education and the like

- 21 First stage of secondary education without graduate qualification in Compulsory Secondary Education and similar
- 22 First stage of secondary education with Compulsory Secondary Education graduate qualification and equivalent
- 23 Level 1 professional certificates and similar
- 24 Level 2 professional certificates and similar

3 Second stage of secondary education and the like

- 32 Baccaureate and similar
- 33 Vocational training, visual arts and design and sports education of middle level and similar
- 34 Professional education in music and dance and similar
- 35 Certificates of official language schools, advanced level and similar
- 38 Basic vocational training

4 Non-higher post-secondary education

- 41 Level 3 Certificates of Professionalism; Short-term programmes requiring second stage of secondary education and similar

5 Vocational training, visual arts and design, and higher-level sports education and the equivalent; university degrees requiring a baccaureate diploma, lasting two years or more.

- 51 Vocational training, visual arts and design and sports training of a high level and equivalent.
- 52 University own qualifications that require a baccaureate of two years or more

6 University degrees of up to 240 ECTS credits, university graduates, own university expert or specialist qualifications and equivalent.

- 61 University degrees of up to 240 ECTS credits and equivalent.
- 62 University diplomas and equivalent

63 Expert or specialist University qualifications, of less than 60 ECTS credits, with access requiring a university degree

7 University degrees of over 240 ECTS credits, university graduates, master and specialisation degrees in Health Sciences through the residency system and equivalent

71 University degrees of over 240 ECTS credits and equivalent

72 Graduates and equivalent

73 Official University Master's Degree and equivalent

74 Specialities in Health Sciences for the residence system and similar

75 University own Master's qualifications, of 60 or more ECTS credits, with access requiring a university degree Whose access required to be university graduates

8 Doctorate studies

81 University PhD

CNAE-2009: National Classification of Economic Activities^(*)

Code	Description
A	Agriculture, livestock breeding, forestry and fishing
B	Mining and quarrying
C	Manufacturing industry
D	Electricity, gas, steam and air conditioning supply
E	Water supply, sewerage, waste management and decontamination activities
F	Construction
G	Wholesale and retail business; repair of motor vehicles and motorcycles
H	Transport and storage
I	Accommodation
J	Information and communications
K	Financial and insurance activities
L	Real estate activities
M	Professional, scientific and technical activities
N	Administrative and support services activities
O	Public Administration and defence, compulsory Social Security
H	Education
Q	Health and social services activities
R	Artistic, recreational and entertainment activities
S	Other services
T	Private households with employed housekeeping staff; activities of households as producers of goods and services for their own use
U	Activities of extraterritorial organisations and bodies

^(*) The complete classification can be found at www.ine.es

NCO-11 National Classification of Occupations 2011^(*)

Code	Description
1	Directors and managers
A	<i>Directors and managers</i>
2	Scientific and intellectual technicians and professionals
B	<i>Scientific and intellectual technicians and professionals in health and education</i>
C	<i>Other scientific and intellectual professionals and technicians</i>
3	Technicians; support professionals
D	<i>Technicians; support professionals</i>
4	Accounting, administrative and other office employees
E	<i>Office employees who do not deal with the public</i>
F	<i>Office employees who deal with the public</i>
5	Workers in catering, personal, and protection services and trade salespersons
G	<i>Workers in catering, personal, and protection services and trade salespersons</i>
H	<i>Health service and personal care workers</i>
I	<i>Health service and personal care workers</i>
6	Skilled agricultural, livestock, forestry and fishing sector workers
J	<i>Skilled agricultural, livestock, forestry and fishing sector workers</i>
7	Craftspersons and skilled workers in manufacturing industries and construction (except installation and machinery operators)
K	<i>Skilled construction workers, except machines operators</i>
L	<i>Skilled workers in manufacturing, except installation and machines operators</i>
8	Installation and machinery operators and assemblers
M	<i>Fixed installation and machinery operators and assemblers</i>
N	<i>Drivers and operators of mobile machinery</i>
9	Basic occupations
O	<i>Unqualified services workers (excluding transportation)</i>
H	<i>Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers</i>
0	Military occupations
Q	<i>Military occupations</i>

^(*) The complete classification can be found at www.ine.es

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