

Employment of persons with disabilities

**Use of the Economically
Active Population Survey
and of the State Base of
Persons with Disabilities**

**Methodology and general
description of the operation**

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Introduction

The group of persons with disabilities has formed an axis for priority action in social policies carried out in recent years. One of the primary objectives of such policies is to achieve integration of these persons in the workforce.

In order to achieve said objective, among other actions, an agreement was signed in 2002 between the Ministry for Employment and Social Affairs (MTAS) and the Committee of Representatives of Persons with Disabilities (CERMI) regarding measures for improving employment opportunities for persons with disabilities, constituting the II MTAS-CERMI 2002-2004 Employment Plan.

Since then, a variety of standards have been adopted in order to achieve incorporation into the labour market, either ordinary or protected, of the largest possible number of persons with disabilities.

Likewise, it should be noted that integration into the labour market of this group also appears as a relevant objective in the Action Plan for Employment of the Kingdom of Spain for the year 2003, and in the II Action Plan for Persons with Disabilities (2003-2007).

In order to evaluate said action plans, it is necessary to have data that allows contrasting of the effectiveness thereof, as well as keeping as up-to-date as possible on the situation of the group of persons with disabilities.

Among the statistical sources available to the National Statistics Institute (INE) regarding disabilities, are the Survey on Disabilities, Personal Autonomy and Dependency Situations 2008 (EDAD 2008) and the 2002 ad-hoc module 1 regarding Persons with disabilities and their relationship with employment of the Economically Active Population Survey (EAPS).

Both surveys provide a wealth of information regarding the group of persons with disabilities, but their periodicity means that they do not allow for ascertaining the short-term impact of social policies aimed at this population group.

On the other hand, it is necessary to ascertain how the economic situation and job losses are affecting the most vulnerable groups, among them persons with disabilities.

Therefore, as agreed in the Partnership agreement signed by the CERMI, the ONCE Foundation, the Institute for the Elderly and Social Services (IMSERSO) and the INE, a new operation has been carried out, Employment of persons with disabilities, based on **crossing information from the INE Economically Active Population Survey (EAPS) with the existing IMSERSO State Database of Persons with Disabilities (BEPD)**. Added to the employment and demographic data in the survey are those on disabilities, supplied by the Base, obtained for persons with certified disabilities. Use of the BEPD administrative register avoids increasing the EAPS response burden.

¹In the year 2012, a new module on disabilities has been published.

In order to carry out the project, financing has also been forthcoming for technical tasks from the ONCE Foundation in the framework of the Operational Programme for Fighting Discrimination 2007-2013, Talent Programme, jointly financed by the European Social Fund.

The project began as a pilot study in 2010, with reference data for the year 2008. In 2001, provisional results were obtained for reference periods 2009 and 2010. Moreover, for the first time, data was included regarding the measures encouraging employment and regarding protected employment from the General Social Security Treasury (TGSS), as well as information regarding the receipt of benefits from the Register of Public Social Benefits from the National Social Security Institute (INSS), and data regarding dependency from the System for Autonomy and Care of Dependent Persons (SAAD?). The following chapters of this document express the methodology followed

1 Sources of information

The **Economically Active Population Survey (EAPS)** is an ongoing, quarterly sample survey aimed at persons who reside in main family dwellings, and conducted by the INE since 1964.

In this way, it contains information for the four quarters for producing the annual “Employment of Persons with Disabilities” survey.

The essential 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 market (inactive persons).

Work on the **State Database of Persons with Disabilities (BEPD)** began in 1992 with the data on those persons whose disabilities had been recognised since 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 recognised 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 disabilities².

These disability situations appear ranked according to their extent, pursuant to the Royal Decree.

The **General Social Security Treasury (TGSS)** is in charge of adopting measures for encouraging employment of workers with disabilities. The following are of note among those aimed at encouraging regular work: either through incentives such as subsidies, discounts and reductions in contribution quotas; or through the establishment of a reserve quota in companies intended for the employment of persons with disabilities.

The social protection measures refer to two systems constituting basic aid for persons in a disability situation. This refers, on the one hand, to Public Social Benefits from the **National Social Security Institute (INSS)**, and on the other, to the **System for the Autonomy of and Support for Dependent Persons (SAAD)**.

Public Social Benefits are pensions and subsidies paid out of public funds, and whose purpose is to cover disability situations, retirement, death and survival, family protection, unemployment for persons aged over 52 years old, and other regulatory improvements and supplementary benefits. Therefore, they represent an important support tool for disability situations.

Moreover, aid has been tendered via the System for the Autonomy of and Support for Dependent Persons.

This aid begins with the acknowledgement of the dependency situation, taken to mean the permanent status of persons who, for reasons deriving from age, illness or disability, and associated with the lack or loss of physical, mental,

² Article 1 point 1 of LIONDAU Law 51/2003, of 2 December, establishes that those persons who have a recognised degree of disability greater than or equal to 33 percent shall be considered persons with disabilities.

intellectual or sensory autonomy, require care from (an)other person(s) or significant assistance performing simple, everyday activities or, in the case of persons with learning difficulties or mental illness, other support for their personal autonomy

2 Project objectives

The essential objective of this project is to ascertain the population situation of persons with disabilities and their integration into the labour market, combining information existing in the State Database of Persons with Disabilities (at 31 December 2010) with that obtained in the Economically Active Population Survey (the four quarters of 2011). In particular, research is carried out on:

- The demographic, labour and educational characteristics of persons with disabilities.
- Equal opportunities/discrimination of persons with disabilities in the areas of employment and education. Disability from a gender perspective.
- The typology of households in which these persons reside and the employment situation of the members of said households.
- Prevalence and seriousness of disabilities.
- The degree of protection that persons with disabilities receive, bearing in mind the measures taken referring to the following: benefits in the form of a pension; incentives for their inclusion in the labour market; and the recognition of the dependency situation.

3 Population scope

The population studied by the EAPS is made up of those persons residing in main family dwellings, in other words, those used throughout the year or most of the year as a regular or permanent dwelling. Therefore, the survey does not consider the so-called group households (hospitals, residences, barracks, etc.) or secondary or seasonal dwellings (used during summer or holiday periods, at weekends, etc.). The survey does include, however, families that, forming an independent group, reside in said group establishments (for example, the director or caretaker of the centre).

Therefore, persons from the BEPD resident in groups have not been considered in the cross carried out with the EAPS.

The population included in the BEPD is that requested by the disability evaluation procedure. From a legal point of view, the disability certificate is issued to those persons whose degree of disability, measured in the terms set out by said procedure, is greater than or equal to 33%.

In view of the objectives of the operation, the population studied is restricted to persons aged 16 to 64 years old, in other words, those of working age.

In short, the population scope of the study is the group of persons aged 16 to 64 years old with a certificate of disability and who reside in main family dwellings

4 Geographical scope

The whole of the national territory is investigated.

5 Reference period

The reference period for the data is annual. EAPS microdata for each of the four quarters is crossed with the Base. Therefore, the results correspond to the annual average.

6 Units of analysis

The units of analysis are those persons with disabilities and the households in which said 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 Educational level completed
- 7 Current studies
- 8 Type and degree of disability
- 9 Relationship of persons with disabilities with the labour market. Economic activity and unemployment rates
- 10 For employed persons: professional situation, type of contract, type of working day, activity sector, occupation, duration of the contract or labour relationship, having more than one job,
- 11 Type of household according to the composition (one person, couple, couple with children, one parent with children) and according to the age of its members.
- 12 Households according to economic activity
- 13 Households according to whether or not they receive income
- 14 Receipt of public social benefits
- 15 Employment encouraged by any of the measures proposed for motivating access to the labour market
- 16 Dependency situation

8 Data processing

In order to carry out the **crossing of two data sources** (EAPS and BEPD), first of all, identifiers have been assigned (national identity document or foreign national identification number) to every person aged 16 to 64 years old interviewed in the EAPS, for which records from the survey have been compared with the Municipal Register of Inhabitants. The EAPS has the following personal data, which is collected at the interview: name, surname(s), sex, place and date of birth and place of residence of the family dwelling. Through this information, an identification number is assigned appearing in the Register, using direct or probabilistic assignation techniques.

In parallel, the State Database on Persons with Disabilities has been filtered, in order to ensure the correct identification of all its registers, and eliminate those corresponding to persons deceased and those of persons resident in groups. To this end, contrasting files have been used from the Municipal Register, the files in the Death Statistics and the Directory of Centres used in the DIDSS-2008 survey.

Next, each quarter of the EAPS has been crossed with the Base, adding the information from the administrative source to the survey information.

Following this, new crossings have been performed on a person level, using the information received through the three information sources. On the one hand, the National Social Security Institute (INSS) provided its Register File on Public Social Benefits, enabling adding data regarding who had a recognised benefit, whether contributory or non-contributory, and whether or not this was derived from disabilities.

On the other hand, thanks to the Social Security Registration File submitted by the General Social Security Treasury (TGSS), information has been included regarding the effect of the measures passed for improving the access of persons with disabilities to employment.

Lastly, this has included the information collected in the Information System from the System for the Autonomy and Care of Dependency (SISAAD), under the administrative jurisdiction of the IMSERSO. Using this third source, it has been possible to include in the study information regarding whether or not the person with disabilities also appeared as a person in a dependency situation.

It must be noted that in each one of the crossings performed, there are registers that link directly and others that are targets of subsequent detailed study, due to there being several candidates from one of the two sources to be considered as the same individual in the other.

The final resulting file, which is a combination of the Economically Active Population Survey and the state Base of persons with disabilities, has included the **elevation factors**, calculated in the same way that is customary in the quarterly EAPS (that is, those deducted from the design, calibrated subsequently to the sex and five-year age groups by Autonomous Community, to the population 0-15 and 16 years old and over by province, to the total Spaniards/foreign nationals by Autonomous Community) and also calibrating them to the following variables, using the CALMAR procedure:

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

Employed persons, by sex

Unemployed persons, by sex

Economically inactive persons by sex

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

Sex

Age groups (16-24, 25-44, 45-64)

Number of persons according to type of disability (9 groups)

Number of persons according to degree of disability (33%-44%, 45%-64%, 65%-74%, 75% and over)

Once the factors are assigned, the four files from the year 2011 have been joined and their average has been calculated and the results tables compiled. Lastly, a data analysis and contrast among sources have been performed. It must be noted that the EAPS variables that have not been calibrated do not coincide in their results with those obtained in the Employment of persons with disabilities operation, though they are coherent.

9 Estimators and sampling errors

9.1 Estimators

After validating the crosses of each of the data files received with the quarterly EAPS files and the subsequent measurement of elevation factors, the annual average of the 4 quarterly files for each variable considered is calculated, publishing the tables with the annual results (calculated as an annual average from the elevated 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} is the annual average obtained by combining the four quarterly files.

F_h is the measured elevation factor.

9.2 Sampling errors

After validating the crosses of each of the data files received with the quarterly EAPS files and the subsequent measurement of elevation factors, the annual average of the 4 quarterly files for each variable considered is calculated, publishing the tables with the annual results (calculated as an annual average from the elevated quarterly results).

To calculate the sampling errors of the main characteristics researched, the Jackknife indirect method is used. This method is based on the formation of subsamples, and each subsample is obtained by eliminating a primary unit from the total sample.

The estimate of the variance of the estimator has the following expression:

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

where:

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

\hat{X} is the annual average of X obtained by combining the four original files.

n_h is the number of primary units in stratum h .

In this case, each subsample is the combination of the four quarterly files of the year, after eliminating the primary unit j of stratum h from each of them. The same process of measurement applied to the original file is applied to each of the quarterly files obtained. The design factors had been previously recalculated. Thus, for each quarter, if P_h is the population in stratum h and $p(hj)$ is the corresponding population in the subsample, the

recalculated design factor is $Ph/p(h_j)$ in stratum h and, for the rest of strata, it is the design factor in the original file.

Sampling theory states 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 95 percent confidence, measured in terms of probability, in finding the real value of parameter X .

Relative sampling errors (provisional data) of persons with disabilities aged 16 to 64 by relation to the economic activity at a national level are published on the INE website (<http://ine.es/en/>).

Formally, these errors are the estimations, as a percentage, of the coefficient of variation whose expression is:

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

10 Publication of results

The dissemination of the information from the Employment of persons with disabilities is carried out through a press release commenting on the main data. At the same time, the results tables are available in INEbase, whose index is shown below, and which are supplemented by a use of the Database of Persons with Disabilities.

1. **ACTIVITY: LEVELS (thousands of units)**

- A1. ACTIVITY AND SEX.
- A2. ACTIVITY AND AGE GROUPS.
- A3. ACTIVITY AND TYPE OF MUNICIPALITY.
- A4. RELATIONSHIP WITH ECONOMIC ACTIVITY
- A5. ACTIVITY AND EDUCATIONAL LEVEL
- 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 THE PRESENCE OF DISABILITIES
- H2. TYPOLOGY OF THE HOUSEHOLD, ACCORDING TO THE RELATIONSHIP OF ITS MEMBERS.
- H3. TYPOLOGY OF THE HOUSEHOLD, ACCORDING TO THE AGE OF ITS MEMBERS.
- H4. HOUSEHOLDS ACCORDING TO THE RECEIPT OF INCOME.
- H5. HOUSEHOLDS ACCORDING TO ACTIVITY.
- H6. HOUSEHOLDS ACCORDING TO ACTIVITY AND INCOME.

3. **EMPLOYMENT**

- O01. EMPLOYED PERSONS, BY PROFESSIONAL SITUATION.
- O02. WAGE EARNERS BY TYPE OF CONTRACT AND SEX.
- O03. WAGE EARNERS BY TYPE OF CONTRACT AND AGE.
- O04. EMPLOYED PERSONS BY TYPE OF WORKING DAY AND REASONS FOR WORKING PART TIME.
- O05. EMPLOYED PERSONS BY TYPE OF WORKING DAY AND SEX.

- O06. EMPLOYED PERSONS BY TYPE OF WORKING DAY AND AGE.
- O07. EMPLOYED PERSONS BY SECTOR (CNAE-09).
- O08. EMPLOYED PERSONS BY EDUCATIONAL LEVEL AND SEX.
- O09. EMPLOYED PERSONS BY EDUCATIONAL LEVEL AND AGE.
- O10. OCCUPATION.
- O11. EMPLOYED PERSONS BY DURATION OF THE CONTRACT OR LABOUR RELATIONSHIP AND SEX.
- O12. EMPLOYED PERSONS BY DURATION OF THE CONTRACT OR LABOUR RELATIONSHIP AND AGE.
- O13. EMPLOYED PERSONS WITH MORE THAN ONE JOB.

4. STUDIES

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

5. DISABILITY: Prevalence

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

6. PROTECTED EMPLOYMENT

REDUCTION/PAYMENT DUE TO DISABILITIES

- T01. BY SEX
 - T02. BY AGE GROUP
 - T03. ACCORDING TO IMPAIRMENT GROUP
 - T04. ACCORDING TO DEGREE OF DISABILITY
 - T05. ACCORDING TO WHETHER THEY ARE WAGE EARNERS OR SELF-EMPLOYED WORKERS
- SPECIFIC DISABILITY CONTRACT

- T06. BY SEX
- T07. BY AGE GROUP
- T08. ACCORDING TO IMPAIRMENT GROUP
- T09. ACCORDING TO DEGREE OF DISABILITY
- T15. WAGE EARNERS WITH DISABILITIES
- T16. EMPLOYED PERSONS ACCORDING TO THE RESERVATION QUOTA OF THE COMPANY
- T17. EMPLOYED PERSONS ACCORDING TO THE RESERVATION QUOTA OF THE BUSINESS GROUP

7. BENEFITS

- DUE TO DISABILITIES
- P01. ACCORDING TO SEX
- P02. BY AGE GROUP
- P03. ACCORDING TO ACTIVITY
- P04. ACCORDING TO DEGREE OF DISABILITY
- P05. ACCORDING TO IMPAIRMENT GROUP
 - CONTRIBUTORY/NON-CONTRIBUTORY
- P06. ACCORDING TO SEX
- P07. BY AGE GROUP
- P08. ACCORDING TO ACTIVITY
- P09. ACCORDING TO DEGREE OF DISABILITY
- P10. ACCORDING TO IMPAIRMENT GROUP

8. DEPENDENCE

- S01. ACCORDING TO SEX
- S02. BY AGE GROUP
- S03. ACCORDING TO ACTIVITY
- S04. ACCORDING TO DEGREE OF DISABILITY
- S05. ACCORDING TO IMPAIRMENT GROUP

9. DISABILITY: State Database of Persons with Disabilities

- BEPD01. Persons with certified disabilities, by type of disability: according to age group and sex
- BEPD02. Persons with certified disabilities, by type of disability: according to degree of disability and sex
- BEPD03. Persons with certified disabilities, by type of disability: according to degree of disability and age group
- BEPD04. Persons with certified disabilities, by impairment group: according to age group and sex

- BEPD05. Persons with certified disabilities, by impairment group: according to degree of disability and sex
- BEPD06. Persons with certified disabilities, by impairment group: according to degree of disability and age group
- BEPD07. Persons with certified disabilities, by degree of disability: according to age group and sex
- BEPD08. Persons with certified disabilities, by Autonomous Community: according to sex
- BEPD09. Persons with certified disabilities, by Autonomous Community: according to age group
- BEPD10. Persons with certified disabilities, by Autonomous Community: by type of disability
- BEPD11. Persons with certified disabilities, by Autonomous Community: according to impairment group
- BEPD12. Persons with certified disabilities, by Autonomous Community: according to degree of disability

Annex I. Description of the EAPS and the State Database of Persons with Disabilities, of the measures taken to encourage employment and of the social protection measure

Economically Active Population Survey

The **Economically Active Population Survey (EAPS)** is an ongoing, quarterly sample survey aimed at persons who reside in main family dwellings, and conducted by the INE since 1964. Its essential purpose 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 65,000 families per quarter, which in practice is reduced to approximately 60,000 families actually interviewed, and is the equivalent of some 180,000 persons.

Results are obtained within the month following the end of the reference quarter for the data, and therefore, information from a total of four quarters is used.

The survey has been modified on numerous occasions over the years, for the purpose of better reflecting the changes in the Spanish labour market and of adapting to international recommendations. The latest modification was carried out in the first quarter of 2005. The fundamental reasons for said modification were as follows: the need for it to adapt to the new demographic and labour reality of our country, mainly due to the increase in the number of foreign residents; the incorporation of new European regulations created by the Statistical Office of the European Union (Eurostat); and finally, the introduction of improvements in the collection method.

In order to guarantee the continuity of the data series, the population base as of the first quarter of 2005 (Census 2001 population base) is the same as that with which the 1996-2004 series has been calculated (revised 30 March 2005). Moreover, they link perfectly with the previous series.

General features

Objectives

The main objective of the Economically Active Population Survey (EAPS) is to attain information on economic activity as regards its human component. It focuses on providing data on the main population categories related to the labour market (employed persons, unemployed persons, economically active persons, economically inactive persons) and obtaining classifications of these categories according to different characteristics. It also enables the creation of homogeneous time series of results. Finally, since all definitions and criteria used are in line with those established by international organisations dealing with labour-related topics, all data can be compared with information on other countries.

Detailed results are available for the whole country. As regards the Autonomous Communities and provinces, information is provided on the main characteristics with the level of breakdown allowed by the variation coefficient of the estimators.

Survey Units

There are two types of survey unit:

- *Sampling*. The primary sampling units are census sections (perfectly delimited geographical areas). The latter units are dwellings (the dwellings selected in the sample remain in it and are researched for six consecutive quarters).
- *Analysis*. Dwellings and persons are taken as the analysis units.

Geographical scope

The geographical scope is the whole national territory.

Population scope

The EAPS is aimed at the population residing in main family dwellings, that is to say, those used throughout the whole year or most of it as the regular or permanent dwelling. Therefore, the survey does not consider group dwellings (hospitals, residences, barracks, etc.) or secondary or seasonal dwellings (used during summer or holiday periods, at weekends, etc.). The survey does include, however, families that, forming an independent group, reside in said group establishments (for example, the director or caretaker of the centre).

Reference period

The following periods are distinguished:

- 1 Reference period of the results of the Survey. Quarters.
- 2 Information reference period. The week (Monday to Sunday) immediately prior to the interview according to the calendar. The answers to the questionnaire will, therefore, always refer to said week. Nevertheless, some questions have special reference periods, such as:
 - The employment search methods, the peculiarities of the working day and those relating to ongoing training refer to the four weeks prior to the interview.
 - The availability to work refers to the two weeks subsequent to 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 applies to registration in the State employment agency.
 - Labour situation and residence situation one year ago.

Main definitions

Definitions are based on the recommendations endorsed by the International Labour Organisation (ILO) in the 13th and 16th International Labour Statisticians Conference (Geneva, 1982 and 1998, respectively). They are identical to those applied in the Labour Force Survey of the European Union.

Furthermore, all characteristics defined refer to the national concept, not to the domestic concept, in line with the definitions of the European System of National

and Regional Accounts (ESA-95). This is due to the fact that information cannot be collected for the population who work in Spain and live abroad, since the Survey is aimed at the population resident in the family dwellings in the Spanish territory.

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

Classifications

The main classifications used in the Survey may be viewed 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 recognised 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 disabilities ³

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, statement and qualification of the degree of disability⁴ within the scope of the Social Services and Social Security, pursuant to that established in articles 148 and 182 ter, as per Non-contributory disability and Economic assignment for each dependent child, the degree of disability for the purposes of its recognition. Likewise, it regulates the determining of the bodies with jurisdiction to carry out said recognition and the procedure to follow, all for the purpose of the evaluation and qualification of the degree of disability affecting the person being uniform throughout the Spanish territory, thereby guaranteeing equal conditions for citizen access to the benefits, economic rights and services provided by the 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 impairments in the Base.

The degree of disability is obtained by applying the pre-established scales, and is increased with an evaluation of complementary social factors (family situation, economic resources, labour situation, cultural level, social environment); Annex 1.B of the aforementioned.

For the purposes set out in the Royal Decree, disability situations are qualified in degrees, according to the scope of the Limitations of activities and/or Restrictions of participation.

³ Article 1 point 2 of Law 51/2003, of 2 December, LIONDAU establishes that those persons for whom a degree of disability greater than or equal to 33 percent has been recognised shall be considered persons with disabilities.

⁴ In accordance with the following legislation: "The qualification of the degree of disability constitutes a single voluntary action referring to the teams responsible for performing it and to the determining scales of the assessment"

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

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

File structure: Content of the Database

Variable	Observations
Numeric identifier	The foreign population is identified with the NIE (identification number for foreign nationals), passport number or residence card. The letters D or R preceding the DNI indicate the existence of a "legal representative". When the person acting as a representative has one or two persons represented evaluated and without a DNI, a 1 or 2 is added.
Sex	"M/F" (male/female)
Given name	(available as of 2011 for BEPD2009, 2010, etc.)
Surname(s)	(available as of 2011 for BEPD2009, 2010, etc.)
Residence	(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 Impairment Table
Degree of disability	Greater than or equal to 33%, and less than or equal to 100%

Update 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 the remaining cases, the revision of the degree of worsening or improvement cannot be encouraged, at least until a minimum of two years have elapsed since the resolution was dictated, except in those cases in which a sufficient diagnostic error is established or substantial changes have occurred in the circumstances leading to the recognition of degree, in which it will not be necessary to complete the minimum period of time.

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.

Likewise, changes in the residence, personal situation of the individual, etc., will be updated so long as the interested party notifies the responsible Body.

The Base is updated annually.

Classifications

In the year 1991, a new form of classifying impairments was implemented, adapting the information requested and the contents of the evaluation statements.

For the computer processing, the codes were compiled for impairment, diagnosis and etiology. In the preparation of the codes, the criterion was adopted to register, on the one hand, those alterations that had caused the disability (impairment codes), and on the other hand, the causes of those alterations (diagnosis code) and the large etiological groups in order to have data available regarding the origin of the disabilities evaluated (etiology code).

This has studied adapting the codes existing in the Base to the International Classification of Diseases (ICD 10).

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

Measures to encourage employment

Among the measures adopted to encourage employment of workers with disabilities, worth noting are those aimed at encouraging regular work, Information on which is provided by the TGSS. Measures are created either through incentives such as subsidies, discounts and reductions in contribution quotas; or through the establishment of a reserve quota in companies intended for the employment of persons with disabilities.

One way of offsetting the negative trends of the economic activity situation of the group are those policies aimed at encouraging inclusion in ordinary employment. Significant among these are reductions and discounts in contribution quotas, both for wage-earning workers and for freelance workers.

With the reduction in the total cost of the job factor, it is intended that permanent contracting of workers for lower productivity jobs will be more attractive to companies. Thus, the objective of intervention is to provide access and job security for groups with poor employment prospects.

The notion of ordinary employment working for others refers to employment in regulated companies, in which the majority percentage of workers are persons without disabilities, whether public or private companies.

On the other hand, self-employed work is that which is generated by the worker with disabilities her/himself, setting up as a freelancer, whether with or without other hired workers. Starting up one's own company or business is an alternative for those persons seeking employment, and in the case of persons with disabilities, they have access to aid and subsidies to support their projects.

Specifically, persons with disabilities who first register with the Special Social Security System for Freelance Workers will enjoy a 50% discount on the resultant quota from applying the prevailing rate on minimum base from their date of registration.

In the case of wage-earning workers, there is another measure that encourages ordinary employment: the specific hiring modality for workers with disabilities. With this, in addition to giving rise to the discounts in the aforementioned Social Security contribution quotas, different subsidies are considered.

In general, the measures integrating the discount policy fundamentally intend to increase the employability of given groups who have more restricted access to a permanent work contract, in such a way that their labour integration is facilitated.

Besides the measures mentioned, se a reserve quota is established, this being another relevant measures in terms of ordinary employment. Considering this quota, those public and private companies that employ a fixed number of workers exceeding 50 are obligated a number of workers with disabilities no less than 2.0%, except in the case of a collective agreement or the application of alternative measures.

The alternative measures that businesspersons may apply include, for example: the carrying out of any type of donation for labour insertion; or the creation of employment for persons with disabilities.

In the Public Administration, 7.0% of the job postings in the calls must be reserved for persons with disabilities (pursuant to Law 7/2007 of the Basic Statute of Civil Servants⁵ and Law 30/1984 of Public Function).

⁵ The percentage of reserved places was set in section 1 of article 59 of Law 7/2007. This was amended as published in article 11 of Law 26/2011, of 1 August, on standardised adapting to the International Convention on the Rights of Persons with Disabilities, published in the BOE on 2 August 2011.

Social protection measures

Social protection measures refer to two systems constituting basic aid for persons in a disability situation. This refers, on the one hand, to Public Social Benefits from the National Social Security Institute (INSS), and on the other, to the System for the Autonomy of and Support for Dependent Persons.

Public Social Benefits are pensions and subsidies paid out of public funds, and whose purpose is to cover disability situations, retirement, death and survival, family protection, unemployment for persons aged over 52 years old, and other regulatory improvements and supplementary benefits. Therefore, they represent an important support tool for disability situations.

The benefits may be classified via two criteria: based on whether or not they are due to disabilities; or according to their contributory nature

With reference to the first classification, it is specified that pensions due to disabilities encompass those due to disability, those for retirement due to disabilities, LISMI subsidies and family allocation per dependent child. Meanwhile, those not due to disabilities account for retirement, widowhood and orphanhood pensions, etc.

Via the second classification, contributory pensions are defined as economic benefits of an indefinite duration, whose granting is generally conditional upon a prior legal relationship with Social Security (accrediting a minimum contribution period), so long as the remaining requirements are met. Within the protection programme of the General Social Security System and of the Social Security Special Regimes, with the exceptions that are indicated in the respective special regime in each case and for each modality, the following pensions are included: disability, retirement (normal or due to disabilities), death (widowhood, orphanhood or family assistance), family allocation per dependent child, unemployment subsidy for persons over 52 years of age, supplementary improvements and others.

On the other hand, the State guarantees by way of Social Security the option of receiving non-contributory pensions to those persons included in its scope of application. This may be due to performing a contributory professional activity, or due to meeting the requirements demanded in the non-contributory modality. This group encompasses pensions due to disability, LISMI subsidies and family allocation per dependent child and care pensions for elderly Spanish emigrants.

In addition to this, aid has been tendered via the System for the Autonomy of and Support for Dependent Persons.

Dependency is taken to mean the permanent status of persons who, for reasons deriving from age, illness or disability, and associated with the lack or loss of physical, mental, intellectual or sensory autonomy, require care from (an)other person(s) or significant assistance performing simple, everyday activities or, in the case of persons with learning difficulties or mental illness, other support for their personal autonomy.

As established by the endorsement of Law 39/2006, of 14 December, on Promoting Personal Autonomy and Assistance for persons in a dependency situation, a

procedure was set out for assessing the dependency situation for persons voluntarily requiring it.

In the final first provision of the aforementioned Law, there appears the calendar according to which dependency benefits have gradually been applied. The dates of implementation progress in accordance with the degree and level of disability, such that persons with amore serious dependency situation were dealt with first. Thus, 2007 began with in benefits for those assessed as having a Major Dependency (3rd degree); in 2008, it was those with a Severe Dependency (2nd degree); and in 2011 aid began to be directed at those persons with a Moderate Dependency (1st degree).

Registration of persons in a dependency situation peaked in the year 2010, standing at 275,300 persons. The origin of this rise is to be found, on the one hand, in the increase in persons with disabilities.

Nevertheless, it also originates from the sum of benefits, as was anticipated in the calendar, since in the year 2010, in addition to the Law having become more firmly established, both persons with a Major Dependency and those with a Severe Dependency had been included

Annex II. EAPS and SDPD (BEPD) variables: Definitions and modalities 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 the purposes of tabulation, the following groups are considered:

1. **Densely population area** (Municipalities with a population density greater than 500 inhabitants/km², and comprising a continuous set of municipalities with at least 50,000 inhabitants).
2. **Intermediate density area** (Municipalities not densely population with a density greater than 100 inhabitants/km², and comprising a continuous set of municipalities with at least 50,000 inhabitants).
3. **Sparsely populated area** (Municipalities that are neither densely nor moderately populated).

Age

This considers the age expressed as the number of birthdays celebrated up until the reference date, that is, the age at the last birthday.

It is calculated with regard to the birth date 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 old**
2. **25 to 44 years old**
3. **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 defining men and women, whereas gender refers to socially learned behaviours.

For tabulation purposes, the following are considered:

1. **Male**
2. **Female**

Kinship relationship with the reference person

The following relationships are considered:

1. **Reference person (R.P.)**
2. **Spouse or partner of the R.P.**
3. **Son/daughter, stepson/stepdaughter (of the R.P. or partner thereof)**
4. **Son-in-law, daughter-in-law (or partner of the son/daughter, stepson/stepdaughter)**
5. **Grandson/granddaughter, adoptive grandson/granddaughter (or partner thereof)**
6. **Father, mother, father-in-law, mother-in-law (or partner thereof)**
7. **Another relative of the R.P. (or partner thereof)**
8. **Domestic service person**
9. **No relationship with the R.P.**

The reference person is that person from the human group, aged 16 to 64 years old, considered to be such by the rest of the members of the household, due to age, due to being the person who economically sustains the household or for other reasons. In case of doubt, the reference person will be considered to be the oldest economically active person.

In the case in which the relationship with the reference person is that of stepfather or stepmother, code 6 is assigned (father, mother, father-in-law/mother-in-law). If the relationship with the reference person is that of guardian, and the person has no kinship relationship with the reference person, code 9 is assigned (without a relationship with the reference person).

If a person has more than one relationship with the reference person, the relationship carrying the lowest code number is assigned.

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

1. **One person**
2. **Couple alone**

3. **Couple with children**
4. **Single parent**
5. **Another type**

Households according to economic activity

For tabulation purposes, the following non-comprehensive categories are considered:

1. **Households with some economically active person**

- 1.1. **with all members employed**
- 1.2. **with all members unemployed**

2. **Households where all members are economically inactive**

Typology of household according to whether or not it receives income

For tabulation purposes, the following categories are considered:

1. **Households which receive income**

- 1.1. **With one recipient, two recipients, three or more, etc.**

2. **Households which do not receive income**

Marital status

The marital status refers to the marital state of each individual with regard to the Civil Register (that is, de jure).

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

Those persons living in a "consensual union" are classified as single, married, widowed or divorced, according to their legal status.

Those persons who are legally separated are included in the Divorced category.

For tabulation purposes, the following categories are considered:

1. **Single**
2. **Married**
3. **Widowed and has not remarried**
4. **Separated or divorced and has not remarried**

Nationality

Citizenship or nationality is defined as the specific legal obligation between an individual and her/his State, acquired by birth or by naturalisation, by declaration, option, marriage or other means, according to national legislation.

The information relating to nationality is collected in accordance with the administrative/legal situation existing during the reference period of the data.

If the person has dual citizenship, and one is Spanish, s/he is classified as Spanish.

If the person does not have Spanish citizenship, but does have dual citizenship and one corresponds to an EU country, s/he is considered to have the nationality of that EU country.

Otherwise, this is encoded according to the nationality chosen by the individual.

The classification of the countries is performed according to a list used by the Municipal Register. This list includes the countries recognised by the Ministry of Foreign Affairs.

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

Educational level completed

Educational level completed is understood to be the highest level of an educational program successfully completed.

Studies are considered to be completed if the respondent is in possession of the corresponding qualification or diploma or if, s/he has passed all the subjects included in the degree or course even if s/he has not requested the corresponding qualification/diploma.

In determining the highest level attained, this considers both vocational training and general education. Those persons who have not completed their studies shall be encoded in the highest level completed. Those persons who have currently undertaken studies must indicate the highest educational level successfully attained.

This will also consider professional education lasting over 300 hours (or, if the respondent does not know the specific number of hours, education lasting at least 6 months) that has increased the person's educational level.

The EAPS uses the National Classification of Education (NCE-2000) for encoding this question. For tabulation purposes, the following categories have been considered.

- 1. Illiterate persons (code 80 of NCE-2000)**
- 2. Primary education or lower (codes 11-12)**
- 3. Secondary and labour training and insertion programmes (codes 21-41)**
- 4. Higher education and doctorates (codes 51-61)**

Current studies

Studies or training undertaken in the last 4 weeks, as compared with the reference week of the interview, whether they are regulated studies included in the official

study plans, or non-regulated studies, that is, outside the official study plans (courses taught at academies, courses in the workplace, courses for unemployed persons, seminars, conferences, personalised classes received, other).

For tabulation purposes, the following categories are considered:

- 1. Undertaking studies**
- 2. Not undertaking studies**

Disability

According to the WHO, a disability is considered to be the restriction or absence of the capacity to carry out an activity, in the way or within the scope of what is considered to be normal for a human being.

For the purposes of these statistics, those persons with a degree of disability greater than or equal to 33% shall be considered persons with disabilities, according to the assessment established by RD 1970/1999, amended by RD 1856/2009.

Percentage of disability

According to the WHO, a disability is considered to be the restriction or absence of the capacity to carry out an activity, in the way or within the scope of what is considered to be normal for a human being.

The evaluation of disability is expressed as a percentage. Said evaluation is carried out using the application of the scales set out in Royal Decree 1971/1999⁶ of 23 December, on the procedure for the recognition, statement and qualification of the degree of disability (amended by RD 1856/2009, of 4 December).

Chapter 1 of the aforementioned decree establishes the general norms for proceeding to establishing the disability caused by permanent impairments, understanding these to be those organic or non-recoverable functional operations, that is, with no reasonable possibility of restitution or improvement of the structure or of the function of the affected organ.

Permanent impairments of the different organs, apparatus or systems are evaluation, whenever possible, using objective parameters. However, the evaluation guidelines are not based on the scope of the impairment, but rather on its effect on the ability to carry out activities of daily living (ADL)⁷, that is, on the degree of disability caused by the impairment.

Activities of daily living are considered to be those that are common to all citizens. Among the multiple existing descriptions of ADS, this considers the proposal by the American Medical Association from 1994:

⁶ Chapter 6 (Haematology system), in section 10 (HIV infection) is amended by R.D. 1169/2003, of 12 September

⁷ The criteria for assessing disabilities due to Mental Retardation constitute an exception to this general rule, due to the fact that intellectual impairments, regardless of the extent, always cause a certain degree of interference with the performance of ADLs.

1. Self-care activities (getting dressed, eating, avoiding risks, personal cleanliness and hygiene, etc.)
2. Other activities of daily living:
 - 2.1. Communication.
 - 2.2. Physical activity:
 - 2.2.1. Intrinsic (getting up, getting dressed, reclining, etc.)
 - 2.2.2. Functional (carrying, picking up, pushing, etc.)
 - 2.3. Sensory function (hearing, seeing, etc.)
 - 2.4. Manual function (grabbing, holding, squeezing, etc.)
 - 2.5. Transport (referring to the capacity to use means of transport)
 - 2.6. Sexual function
 - 2.7. Sleep
 - 2.8. Social and recreational activities

Establishing the percentage of disability:

Both the degrees of disability and the activities of daily living constitute reference guidelines for assigning the percentage of disability.

This percentage is established according to the criteria specified in each one of the chapters in Annex 1.A. of Royal Decree 1971/1999. In general, five categories or classes are established, in order from least to greatest percentage, according to the importance of the impairment and the degree of disability caused.

Nonetheless, the particularities of the pathology affecting each apparatus or system make it necessary to individualise the evaluation guidelines.

When two or more impairments included in classes II to V coexist in the same person, the percentages can be combined, using the table of values appearing at the end of Annex 1.a of RD 1971/1999 (amended by RD 1856/2009), given that it is considered that the consequences of those impairments may potentiate each other, producing a greater interference in the performance of the ADLs, and therefore, a degree of disability greater than those caused by them separately.

The percentages obtained due to impairments of different apparatus or systems will be combined, unless specified otherwise.

When there are impairments that affect different organs in the same apparatus or system, the criteria for establishing the cases in which the percentages should be combined appear in the chapters corresponding to said apparatus or systems.

When the permanent impairments that have been diagnosed, treated appropriately, proven using objective parameters (analytical data, x-rays, etc. specified within each apparatus or system), but that do not affect the performance of the activities of daily living, they are classified with a 0% degree of disability.

Those severe permanent impairments that, fulfilling the objective parameters specified for each apparatus or system, imply the dependence on other persons in order to carry out the most essential activities of daily living, are qualified with a degree of disability greater than or equal to 75%.

Degree of disability (%)

Disability is defined as the social disadvantage of a person affected by an impairment or disability. In this sense, it arises in the relationship of the person with her/his environment, in cultural, material or social obstacles that prevent her/him from adequate integration in society.

For this reason, a series of social factors are assessed: family, economic, labour, cultural and environmental factors, which can limit the integration of an individual in society. The maximum evaluation is 15 points.

The degree of disability qualification, expressed as a percentage, responds to unified technical criteria, established through the scales described in Annex 1 of Royal Decree 1971/1999, and both the disabilities (caused by a permanent impairment) in the person, and as pertinent, the social factors hindering her/his social integration, will be targets of assessment.

The social factors considered in the evaluation of disabilities are as follows:

1. Family factor
2. Economic factor
3. Labour factor
4. Cultural factor
5. Environmental factor

In determining the degree of disability, the percentage obtained in the evaluation of the disability will be modified, as pertinent, with the addition of the punctuation obtained in the scale of complementary social factors, and without this exceeding 15 points:

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

where: D=Disability and BS = Scale of social factors

The minimum percentage for legally recognising disabilities is 33%.

This percentage of 33% or greater provides the **Certificate of disability**, and provides access to the rights linked to the degree of disability.

The consideration of persons with disabilities is established in article 1 point 2 of Law 51/2003, of 2 December, LIONDAU. This article establishes that those persons for whom a degree of disability greater than or equal to 33% has been recognised shall be considered persons with disabilities.

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

Less than 33%

33% and more

For the Employment of persons with disabilities, this has considered only those registers of persons with a degree greater than or equal to 33%.

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

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

1. **33% to 49%**
2. **50% to 64%**
3. **65% to 74%**
4. **75% and more**

Impairment

Alteration leading to a disability. This is encoded to 4 digits of the BEPD. For tabulation purposes, the following groups 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** ⁸

2. Intellectual

3. Mental

4. Sensory:

- 4.1. **Visual system**
- 4.2. **Auditory system**

⁸ The "Other" impairment group is not comparable with those years prior to 2011. It includes persons with expression, undetermined and unknown disabilities, and as of 2011, persons registered in Social Security and for whom the type of disability is not recorded.

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

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

The following definitions are considered:

The **ECONOMICALLY ACTIVE** population comprises all those persons aged 16 to 64 years old who, during the reference week, meet the conditions necessary to be included amongst the employed or unemployed persons, according to the definitions below:

EMPLOYED PERSONS: All persons aged 16 to 64 years old who, during the reference week, were employed by others or performed freelance work, are considered to be employed persons, according to the definitions below:

A) All those **persons who are employed by others or are wage earners** are included in the following categories:

- *working*: persons who worked during the reference week, even sporadically or occasionally, for at least one hour in exchange for a salary, wage or other form of remuneration in cash or in kind.
- *employed but not working*: persons who, having worked in their current job, are absent from the same during the reference week and are closely linked to the job. The strength of the link is determined in terms of whether the interviewee aims to return to the company or not, and whether the interviewee is receiving any type of remuneration or not.

B) Freelance or self-employed workers are all those persons included in the following categories:

- *working*: persons who worked during the reference week, even sporadically or occasionally, for at least one hour in exchange for a salary, wage or other form of remuneration in cash or in kind.
- *employed but not working*: persons who, during the reference period, should have worked in exchange for personal gain or family earnings, but have been temporarily absent due to illness or accident, holidays, public holidays, bad weather or other similar reasons.

UNEMPLOYED PERSONS: Unemployed persons are all those persons aged 16 to 64 years old who simultaneously meet the following conditions:

- *without work*, in other words, who have not been employed by others or have not carried out freelance work during the reference week.

- *seeking work*, in other words, who have taken specific measures to look for a job employed by others or who have performed procedures to set up as freelancers during the previous month.
- *available to work*, in other words, in conditions to start work within two weeks from Sunday of the reference week.

Unemployed persons are also those persons aged 16 to 64 years old who were without work during the reference week, who were available to work and who were not seeking work because they had found a job which they would start in the three months following the reference week.

The **ECONOMICALLY INACTIVE** population comprises all those persons aged 16 to 64 years old who do not classify as employed or unemployed persons during the reference week.

This definition includes the following functional categories:

- *retired or pre-retired persons*: persons who have had a previous economic activity and who because of their age or other reasons have abandoned it, thereby receiving a pension (or some pre-retirement income) because of their previous activity.
- *Pensioners*: - persons currently perceiving a pension other than a retirement or pre-retirement pension.
- *Homemakers*: persons who perform household chores: persons who perform household chores without performing an economic activity; for example, housewives and other family members looking after their homes and children.
- *persons incapacitated to work*.
- *Another situation*: persons who, without exercising any economic activity, receive public or private aid, and all those who are not included in any of the previous categories, for example, the independently wealthy. Also included in "another situation" are the following:
 1. *Students*: persons who receive systematic instruction in any degree of education without performing an economic activity:
 2. *Unpaid persons who perform social work, charitable activities, etc.* (excluding family assistance).

For tabulation purposes, the following are considered to be classification categories:

1. Economically active persons
Economically inactive persons

2. Employed persons
Unemployed persons
Economically inactive persons

3. Activity situation

- Economically active persons
 - Employed persons
 - Wage earners (employees)
 - from the public sector
 - from the private sector
 - Self-employed workers (freelancers)
 - Employers
 - Businesspersons without wage earners and independent workers
 - Members of cooperatives
 - Family assistance
 - Other
- Unemployed persons
 - looking for first job
 - who have worked before
- Economically inactive persons
 - Students
 - Retired persons or pensioners
 - Homemakers
 - Persons incapacitated to work
 - Another situation (independently wealthy, etc.)
 - Does not know

Occupation (main job)

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, those workers who have more than one job decide which they consider to be their main job. In case of doubt, the main job should be that which corresponds to the greatest number of hours worked.

The classification of occupation in NCO-94 is carried out on the basis of the nature of the job itself, and of the required level of aptitude.

A "job" is defined as the set of tasks and obligations that must be carried out.

"Aptitudes" are understood to be those abilities to carry out the tasks and obligations of the job. Aptitudes refer to the level thereof and to the expertise in the specialisation. The level of "aptitude" (ability) refers to the educational level attained.

For tabulation purposes, all those persons who worked and had a job during the reference week are classified in 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 and administrative employees and other office employees**
- 5. Workers in catering, personal and protection services and salespersons**
- 6. Skilled workers in the agricultural, livestock, forestry and fishing sector**
- 7. Artisans and skilled workers in the manufacturing and construction industries (except installation and machinery operators)**
- 8. Installation and machinery operators and assemblers**
- 9. Elementary occupations**

Activity of the establishment (main job)

The "economic activity" is understood to be the Activity of the local unit where the person interviewed in the EAPS works.

In the event that the local unit or the company carries out more than one economic activity, the main such activity is indicated.

The activity of the establishment is encoded according to CNAE-1993 Rev.1 to three digits.

For tabulation purposes, all those persons who worked or had a job during the reference week are classified in 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 independently carries out an activity, 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/ Businessperson without employees or independent worker.- Any person who runs her/his own company or independently carries out an activity, trade, industry or business without having dependent wage earners.

c/ Member of a cooperative.- These are all of the production cooperative members working therein. Working partners of associated work cooperatives, community land exploitation cooperatives, etc., however, are included.

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/ Wage earners.- 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.

Based on the sector in which they work, two groups are considering:

- *Private sector wage earner.* These are wage earners who work for a private businessperson or employer.
- *Public sector wage earner.* This includes all those persons who, during the reference week, were working for the Public Administration (Central, Autonomous Community, Local, etc.) or for a public company in exchange for economic pay.

f/ Another situation.-

For tabulation purposes, all those persons who worked or had work during the reference week are classified in one of the following categories:

- 1. Employer (Businessperson with employees)**
- 2. Independent worker or businessperson without employees**
- 3. Other self-employed workers (members of cooperative, family assistance)**
- 4. Public sector wage earner**
- 5. Private sector wage earner**
- 6. Another situation**

Type of contract or labour relationship (main job)

In general terms, a contract can be defined as **temporary** when the end of the labour relationship or the contract is determined by objective conditions, such as the expiry of a certain deadline, the performance of a specific task, the reincorporation of an employee who was temporarily replaced, the performance of work placement or a training period or the replacement of part of the tasks not performed by persons who are partially retired. As regards limited duration

contracts, the conditions for their termination are usually envisaged in the contract.

If there are no objective criteria for the termination of the contract or labour relationship, it is considered **indefinite** (permanent). Work may be carried out on a permanent basis throughout the year or only at specific times of the year.

For tabulation purposes, wage-earning persons are classified in one of the following categories:

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

Size of the establishment (main job)

All those persons who work or have work are classified in 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 workers or more**
6. **Does not know, but fewer than 11 workers**
7. **Does not know, but more than 10 workers**

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

Working day (main job)

The distinction between **full-time working day** and **part-time working day** is based on the perspective of the interviewee, though it must be borne in mind that part-time work must always be less than or equal to 35 regular hours a week, and full-time work must be greater than or equal to 30 regular hours a week.

For tabulation purposes, all those persons who work or had work during the reference week are classified in one of the following categories:

1. **Full-time working day**
2. **Part-time working day**
 - 2.1. **Due to illness or disability**
 - 2.2. **For other reasons**

Rates

•Economic activity rate of the total population, of the population with disabilities and of the population without disabilities:

This is the quotient between the total number of economically active persons and the population aged 16 to 64 years old. It is calculated for both sexes and for each sex separately.

•Employment rate of the total population, of the population with disabilities and of the population without disabilities:

This is the quotient between the total number of employed persons and the population aged 16 to 64 years old. It is calculated for both sexes and for each sex separately.

•Unemployment rate of the total population, of the population with disabilities and of the population without disabilities:

This is the quotient between the number of unemployed persons and that of the economically active population. It is calculated for both sexes and for each sex separately.

Receipt of benefits due to disabilities

Public Social Benefits are pensions and subsidies paid out of public funds, and whose purpose is to cover disability situations, retirement, death and survival, family protection, unemployment for persons aged over 52 years old, and other regulatory improvements and supplementary benefits. Therefore, they represent an important support tool for disability situations.

The benefits may be classified via two criteria: based on whether or not they are due to disabilities; or according to their contributory nature.

First classification:

1. Pensions due to disabilities, the types being as follows:
 - Pension due to disabilities
 - Retirement pension due to disabilities
 - LISMI subsidy
 - Family allocation per dependent child.
2. Pensions not due to disabilities, including the following:
 - Retirement pension
 - Widowhood pension
 - Orphanhood pension
 - Family assistance pension
 - Unemployment subsidy for persons over 52 years of age
 - Supplementary improvements
 - Other

Second classification:

1. Contributory pensions:

These are economic benefits of an indefinite duration, though not always, whose granting is generally conditional on a prior legal relationship with Social Security (accrediting a minimum contribution period), so long as the remaining requirements are met.

The amount thereof is established depending on the contributions made by the worker and the businessperson, if dealing with wage earners, during the period considered as per the regulating base of the pension in question.

Within the protection programme of the General Social Security System and of the Social Security Special Regimes, with the exceptions that are indicated in the respective special regime in each case and for each modality, the following pensions are included:

- Disability pension
- Retirement pension (normal or due to disabilities)
- Survivor's pension (widowhood, orphanhood or family assistance)
- Family allocation per dependent child
- Unemployment subsidy for persons over 52 years of age
- Supplementary improvements
- Other

2. Non-contributory pensions:

The State, through Social Security, guarantees those persons included in its scope of application, due to performing a contributory professional activity or due to meeting the requirements demanded in the non-contributory modality, adequate protection facing the contingencies and situations considered in the General Social Security Law.

To this end, the State guarantees the pensions indicated below:

- Retirement pension
- Disability pension
- LISMI subsidies, including the following:
 - i. Minimum Income Guarantee Subsidy (SGIM)
 - ii. Help from Third Party Subsidy (SATP)
 - iii. Mobility Subsidy and Compensation for Transport Expenses (SMGT)
- Care pensions for elderly Spanish emigrants

For tabulation purposes, the following are considered:

- 1. Benefits according to whether or not they are due to disabilities**
- 2. Benefits according to their contributory nature**

Measures encouraging participation in the labour market

The measures adopted in order to encourage the employment of workers with disabilities can be classified in two large groups:

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

1. Reductions, discounts

One way of offsetting the negative trends of the economic activity situation of the group are those policies aimed at encouraging inclusion in ordinary employment. Significant among these are reductions and discounts in contribution quotas, both for wage-earning workers and for freelance workers.

Ordinary employment working for others refers to employment in regulated companies, in which the majority percentage of workers are persons without disabilities, whether public or private companies.

On the other hand, self-employed work is that which is generated by the worker with disabilities her/himself, setting up as a freelancer, whether with or without other hired workers. Starting up one's own company or business is an alternative for those persons seeking employment, and in the case of persons with disabilities, they have access to aid and subsidies to support their projects.

2. Specific disability contracts

In the case of wage-earning workers, there is another measure that encourages ordinary employment: the specific hiring modality for workers with disabilities. With this, in addition to giving rise to the discounts in the aforementioned Social Security contribution quotas, different subsidies are considered.

In general, the measures integrating the discount policy fundamentally intend to increase the employability of given groups who have more restricted access to a permanent work contract, in such a way that their labour integration is facilitated.

3. Special Employment Centres (CEE)

These are public or private centres that carry out productive work in person, regularly participating in market operations.

The main objective of the CEEs is both to ensure remunerated employment associated with carrying out productive work, performing the personal and social adjustments services required by their workers with disabilities; and to serve as a means of integration of the greatest number possible of persons with disabilities in the unprotected work scheme.

4. Reserve quota

Establishing a reserve quota is another relevant matter in terms of ordinary employment. Considering this quota, those public and private companies that employ a fixed number of workers exceeding 50 are obligated a number of workers with disabilities no less than 2.0%, except in the case of a collective agreement or the application of alternative measures.

The alternative measures that businesspersons may apply include, for example: the use of the services of a CEE by the company, or a self-employed worker with disabilities, for the provision of external services and accessories for the normal activity of the company, or for the supply of any good necessary for the company; the carrying out of any type of donation for labour insertion; or the creation of employment for persons with disabilities.

In the Public Administration, 7.0% of the job postings in the calls must be reserved for persons with disabilities (pursuant to Law 7/2007 of the Basic Statute of Civil Servants⁹ and Law 30/1984 of Public Function)

For tabulation purposes, the following are considered:

- 1. Employed persons with disabilities, according to reductions/discounts on the Social Security contribution quotas**
- 2. Wage earners with disabilities, according to whether or not they have a specific disability contract**
- 3. Reservation quota:**
 - **Percentage of wage-earners with disabilities as compared with the total number of wage-earners in companies with more than 50 workers, with the exception of Special Employment Centres**
 - **Employed persons with disabilities contributing at companies with > 50 workers, except Special Employment Centres, by reservation quota of the company**
 - **Employed persons with disabilities contributing at companies with > 50 workers, except Special Employment Centres, by reservation quota of the group of companies**

⁹ The percentage of reserved spots was established in section 1 of article 59 of Law 7/2007. This was amended as published in article 11 of Law 26/2011, of 1 August, in regulatory adaptation to the International Convention on the Rights of Persons with Disabilities, published in the BOE of 2 August 2011.

Dependency situation

Dependency is taken to mean the permanent status of persons who, for reasons deriving from age, illness or disability, and associated with the lack or loss of physical, mental, intellectual or sensory autonomy, require care from (an)other person(s) or significant assistance performing simple, everyday activities or, in the case of persons with learning difficulties or mental illness, other support for their personal autonomy.

As established by the endorsement of Law 39/2006, of 14 December, on Promoting Personal Autonomy and Assistance for persons in a dependency situation, a procedure was set out for assessing the dependency situation for persons voluntarily requiring it.

For tabulation purposes, the following are considered:

- 1. Persons according to dependency situation**
- 2. The rest**

Annex III. Classifications used to encode the basic sources

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODIGO	NAME
1	OSTEOARTICULAR	1101	ALTERATION IN ALINEATION, SPINAL COLUMN, WITHOUT FUNCTIONAL LIMITATIONS
		1102	ALTERATION IN ALINEATION, SPINAL COLUMN, WITH FUNCTIONAL LIMITATION
		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

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODIGO	NAME
		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
		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

IMPAIRMENT TABLE (4 DIGITS)			
GROUP	IMPAIRMENT GROUP	CODIGO	NAME
		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
		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 DISABILITY	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 DISABILITY	3201	SLIGHT HEARING LOSS
		3202	MODERATE HEARING LOSS
		3203	SEVERE HEARING LOSS
		3204	PROFOUND HEARING LOSS

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

Structure of the educational level attained (CNED-2000)

Z Illiterate persons

80 Illiterate persons

B Primary Education

11 Incomplete primary education

12 Complete primary education

C Programmes for training and labour integration that do not require a First-stage secondary education qualification (over 300 hours)

21 Programmes for training and labour integration that do not require a First-stage secondary education qualification (over 300 hours)

D First Stage of Secondary Education

22 First stage of secondary education without a school graduate qualification or the equivalent

23 First stage of secondary education with a school graduate qualification or the equivalent

E Programmes for training and labour integration that require a First-stage secondary education qualification (over 300 hours)

31 Programmes for training and labour integration that require a First-stage secondary education qualification (over 300 hours)

F Second Stage of Secondary Education

32 Post-secondary education

33 Specific intermediate vocational training, plastic arts and design training and sports training

34 Intermediate music and dance education

G Programmes for training and labour integration that require a Second-stage secondary education academic qualification (over 300 hours)

41 Programmes for training and labour integration that require a Second-stage secondary education academic qualification (over 300 hours)

H Specific advanced vocational training courses and the equivalent, plastic arts and design training and sports training

Specific advanced vocational training courses and the equivalent, plastic arts and design training and sports training

I Other education lasting 2 years and over that requires a Post-secondary education qualification

52 University qualifications and other education that requires a Post-secondary education qualification (2 years and over)

53 Programmes for training and labour integration that require and Advanced vocational training qualification (over 300 hours)

J First and second-cycle university education

54 First-cycle university education and the equivalent, or persons who have passed 3 complete academic years of a university degree or the equivalent credits

55 First and second-cycle university education, only second-cycle and the equivalent

K Official professional specialisation studies

56 Official professional specialisation studies

L Third-Cycle University Education

University doctorate

CNAE-09: National Classification of Economic Activities⁷

Code	Description
A	Agriculture, livestock breeding, forestry and fishing
B	Mining and quarrying industries
C	Manufacturing industry
D	Supply of electrical energy, gas, steam and air conditioning
E	Water supply, waste management and decontamination activities
F	Construction
G	Wholesale and retail trade; 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
P	Education
Q	Health and social services activities
R	Arts, recreation 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

⁷ The complete classification may be viewed in www.ine.es/en/

CNO-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 technicians and professionals and intellectuals in health and education</i>
C-	<i>Other scientific and intellectual professionals</i>
3	Technicians; support professionals
D:	<i>Technicians; support professionals</i>
4	Accountancy, administrative and other office employees
S	<i>Office employees who do not deal with the public</i>
F	<i>Office employees who do not deal with the public</i>
5	Workers in catering, personal, and protection services and salespersons
G	<i>Catering and trade services workers</i>
H	<i>Health service and care workers</i>
I	<i>Protection and security services 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 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>Installation and fixed machinery operators and assemblers</i>
N	<i>Mobile machinery drivers and operators</i>
9	Elementary occupations
O	<i>Unskilled services workers (except transport)</i>
P	<i>Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers</i>
0	Military occupations
Q	<i>Military occupations</i>

^(*)The complete classification may be viewed at www.ine.es/en/

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