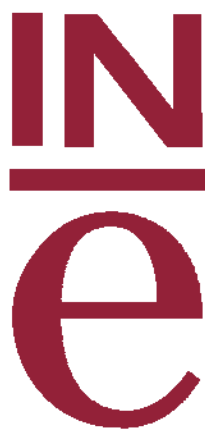


INSTITUTO NACIONAL DE ESTADÍSTICA



# **Apprentices Annex Module to the 2018 Wage Structure Survey**

Methodology

Madrid, 2020.

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# Introduction

Information on apprentices has been obtained from an annex module to the Quadrennial Wage Structure Survey (WSS).

The WSS is a statistical operation carried out within the framework of the European Union (EU) with common criteria of methodology and contents in order to obtain comparable results on the level, structure and distribution of wages among its Member States. It therefore uses the same reference period, coverage scope, characteristics of information requested, data collection method, representativeness, and results processing and transmission, in accordance with EU Regulations No. 530/1999 and No. 1738/2005, which are mandatory for all Member States. The survey is also adapted to the specific case of each country.

Training and apprenticeship contracts are aimed at enhancing young people's professional qualifications. Paid work activity in a company is alternated with training activity received as part of a professional training system for the employment or education system.

There are EU countries where this type of worker is very important. As such, it is given special relevance by studying labour costs and wages for these workers in isolation. This is why the Regulations require data for apprentices separately.

These workers barely represent 1% of the total number of employees in Spain, meaning that we need complete and specific information in order to obtain adequate results for this group. Until 2004, an ad hoc survey was carried out with companies, which requested information exclusively in the field of training and apprenticeship contracts. From that year to the reference year 2016, Spain was exempt from sending data on these employees due to their low representation. From 2016 onwards there has been a change in strategy, however, and this group must now be investigated at least once every four years.

On this occasion, the information used comes entirely from administrative records of the General Social Security Treasury (GSST). All results are thus obtained without placing an additional response burden on companies.

# Methodological description

## 1. Objectives

The primary interest lies in determining the salary level for these types of workers and its relationship with variables such as economic activity, occupation, educational level and age.

As already mentioned, these workers represent barely 1% of total employees in Spain, meaning that the continuous surveys (Quarterly Labour Cost and Annual Labour Cost and Annual Wage Structure Survey) are not included. Instead, study is carried out every two years in the quadrennial surveys (the 2016 LCS and the 2018 WSS).

The statistical units are Social Security contribution accounts with workers with training and apprenticeship contracts. The contribution account concept is similar, but not equivalent, to that of an establishment or workplace.

## 2 Scope, Coverage and Reference Period

The population scope is made up of all workers with training and apprenticeship contracts.

The geographical scope encompasses the entire national territory. It is not possible to provide results by Autonomous Community.

Contribution accounts whose economic activity falls within the three major economic sectors are investigated: Industry, Construction and Services, specifically those centres with economic activities included in sections B through S of the 2009 National Classification of Economic Activities (CNAE-09):

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<b>CNAE-09</b>	<b>Economic activity:</b>
B	Extractive industries
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

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The following sections are excluded: Agriculture, livestock, forestry and fishing (A), Household activities such as employers of domestic personnel (T) and Activities of extraterritorial organisations and bodies (U).

The reference period is the year 2018.

### 3. Definitions

#### Annual earnings

Includes all economic payments made to workers, in cash or in kind, for the professional provision of labour services, whether it be payment for actual work -whatever the form of remuneration- or for rest periods computable as work.

In general, wage payments include: Base Salary, Salary Complements, Payment for Overtime and/or Supplementary Hours, Extraordinary Bonuses, In Kind Wages and Payments to employee savings plans. However, workers with a training and apprenticeship contract by the nature of said contract cannot perform overtime, night work, or shifts, except in the case provided for in article 35.3 of the Workers Statute (prevent and repair accidents and other extraordinary and pressing damages).

#### Working time

##### Working day:

The hours legally established by verbal agreement, individual contract or collective agreement between the worker and the company. For these types of workers, this refers to paid hours.

##### Effective hours:

The hours actually worked.

No exhaustive investigation has been carried regarding working time. In order to estimate working time, we have therefore taken into account that these types of contracts establish that the effective working time -which must be compatible with the time dedicated to training activities- may not exceed 75% during the first year, or 85% during the second and third year, of the maximum working day provided for in the collective agreement or, failing that, in the maximum legal working day. Furthermore, as has been mentioned, these types of workers are not allowed to work overtime.

#### Other variables considered

- Activity section according to the CNAE - 2009
- Occupation according to the CNO - 2011
- Level of studies according to CNED-2014
- Age

## 4. Sample design

The population framework used is the Directory of Social Security Contribution Accounts for training and apprenticeship contracts, updated as of September 30, 2018.

<b>Número de cuentas de cotización y de trabajadores con contrato para la formación y aprendizaje a 30 de septiembre de 2018 por secciones de actividad (CNAE-09)</b>		
	<b>Número de cuentas de cotización</b>	<b>Número de trabajadores</b>
<b>Total</b>	21.097	40.852
<b>B Industrias extractivas</b>	5	8
<b>C Industria manufacturera</b>	2.104	3.411
<b>D Suministro de energía eléctrica, gas, vapor y aire acondicionado</b>	10	10
<b>E Suministro de agua, actividades de saneamiento, gestión de residuos y descontaminación</b>	27	40
<b>F Construcción</b>	1.168	1.514
<b>G Comercio al por mayor y al por menor; reparación de vehículos de motor y motocicletas</b>	7.654	11.579
<b>H Transporte y almacenamiento</b>	331	452
<b>I Hostelería</b>	3.682	5.330
<b>J Información y comunicaciones</b>	398	717
<b>K Actividades financieras y de seguros</b>	434	511
<b>L Actividades inmobiliarias</b>	359	454
<b>M Actividades profesionales, científicas y técnicas</b>	1.542	2.091
<b>N Actividades administrativas y servicios auxiliares</b>	674	1.254
<b>O Administración Pública y defensa; Seguridad Social obligatoria</b>	376	7.067
<b>P Educación</b>	629	3.580
<b>Q Actividades sanitarias y de servicios sociales</b>	517	1.145
<b>R Actividades artísticas, recreativas y de entretenimiento</b>	280	421
<b>S Otros servicios</b>	907	1.268

The procedure for random selection of units corresponds to a stratified two-stage sampling, where the first stage units are the Social Security contribution accounts, while the second stage units are the workers.

The first stage units are classified by economic activity section according to the CNAE -09 classification. These sections are considered independent populations for sampling purposes, and the following characteristics are taken into account:

- Sections B, D and E were not considered, as they have an insignificant number of apprentices.
- Four size strata are considered:
  - from 1 to 4 apprentices
  - from 5 to 19
  - from 20 to 99
  - from 100 onwards

In the second stage, the number of apprentices to be selected in each account depends on the size stratum:

- In stratum 1, all are selected
- In stratum 2, 5 workers are selected
- In stratum 3 and 4, 10 workers are selected

<b>Muestra final de cuentas de cotización y de trabajadores con contrato para la formación y aprendizaje por secciones de actividad (CNAE-09)</b>		
	<b>Número de cuentas de cotización</b>	<b>Número de trabajadores</b>
<b>Total</b>	969	2.240
<b>C Industria manufacturera</b>	89	205
<b>F Construcción</b>	64	99
<b>G Comercio al por mayor y al por menor; reparación de vehículos de motor y motocicletas</b>	118	288
<b>H Transporte y almacenamiento</b>	47	73
<b>I Hostelería</b>	90	169
<b>J Información y comunicaciones</b>	50	109
<b>K Actividades financieras y de seguros</b>	57	77
<b>L Actividades inmobiliarias</b>	55	74
<b>M Actividades profesionales, científicas y técnicas</b>	79	137
<b>N Actividades administrativas y servicios auxiliares</b>	60	134
<b>O Administración Pública y defensa; Seguridad Social obligatoria</b>	40	305
<b>P Educación</b>	62	258
<b>Q Actividades sanitarias y de servicios sociales</b>	45	135
<b>R Actividades artísticas, recreativas y de entretenimiento</b>	48	73
<b>S Otros servicios</b>	65	104

## 5. Obtaining of Results

Information on each of the 2,240 selected workers was available in the Social Security affiliation file. It provided sex, year of birth and work start date and end date, in the case of completed contracts.

Based on this information, and taking into account the characteristics of this type of contract, the following variables were estimated:

- Effective working time, which must be compatible with the time dedicated to training activities and which may not exceed 75% during the first year, or 85% during the second and third year, of the maximum working day provided for in the collective agreement or, failing that, in the maximum legal working day.

Working day, which has been obtained as the annual average of agreed upon hours provided by the Quarterly Labour Cost Survey (QLCS), broken down by CNAE-09 division. Taking into account contract age and the eco-

conomic activity assigned to the contribution account, the effective day worked by each worker is obtained.

- Wages and salaries, calculated in such way that the worker's remuneration is proportional to the effective working time, in accordance with the agreement provisions, and never less than the proportional part of the interprofessional minimum wage.
- Level of studies was obtained using the Spanish Population Register (“Padrón”).

All information about this module can be found at [INEBase](#).