

The employment of persons with disabilities

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

**Methodology and general
description of the operation**

Index

I. The employment of persons with disabilities	3
Introduction	3
1 Information sources	4
2 Project Objectives	5
3 Population Scope	5
4 Geographical Scope	6
5 Reference period	6
6 Analysis units	6
7 Classification Variables	6
8 Processing of information	7
9 Estimators and sampling errors	8
10 Publication of results	10
Annex I: Description of the APS, the State Database of Persons with Disabilities, employment promotion measures, and social protection measures	13
Annex II: Variables of the APS and SDPD: Definitions and modalities considered in The Employment of Persons with Disabilities	20
Annex III: Classifications used to code the basic sources	36
Bibliography	41

I. The employment of persons with disabilities

Introduction

Persons with disabilities, as a group, constitute a priority that has underpinned the different social policies deployed in recent decades. The integration of these persons into the workforce is one of the fundamental objectives of these policies, which are oriented toward guaranteeing their inclusion and full participation in the job market.

To make progress in this goal, various plans and strategies have been implemented at the national and international level. For example, the Spanish Disability Strategy Action Plan of 2022-2030 sets out specific measure to encourage employment and improve the job prospects of persons with disabilities. In additions, the Employment Law 3/2023 of 28 February reinforces the right to work and promote equal opportunities.

These initiatives are in step with European guidelines, such as the European Strategy for the Rights of Persons with Disabilities 2021-2030, which sets clear objective for facilitating access to employment and combating labour discrimination.

The integration of this group in the workforce is also framed within the commitments made by Spain within the scope of the Sustainable Development Goals (SDG), especially SDG 8: Decent work and economic growth, promoting full and productive employment and decent work for all.

To evaluate the effectiveness of these plans and strategies, it is essential to have up-to-date data that reflect the situation of persons with disability in the job market.

Among the statistics sources that the National Statistics Institute (INE) provides on disability is found in the Survey on Disabilities, Personal Autonomy and Dependency Situations (DPAD), whose most recent edition is 2020. Similarly, specific modules of the Active Population Survey (APS) are included, related to disability and employment, as well as biennial variable of the APS health module, which report on limitation in the realisation of activities due to health problems.

Although these surveys offer detailed information on persons with disabilities, their periodicity hinders the short-term monitoring of the impact of social policies on this group.

To address this limitation, and under a Collaboration Agreement between CERMI (Spanish Commission of Representatives of People with Disabilities), the ONCE Foundation, the Institute of Seniors and Social Services (IMSERSO) and the INE, “The Employment of Persons with Disabilities” statistics operation has been conducted since 2010. This operation analyses data from the INE’s APS against information from the State Database of Persons with Disabilities (SDPD) of the IMSERSO. This provides a more detailed and updated overview of the employment of persons with disability without increasing the response burden from the APS.

In addition, this statistics operation has been enriched with additional information provided by the General Treasury of Social Security (TGSS), on employment and sheltered employment promotion measures, the Registry of Public Social Benefits of the INSS (National Institute of Social Security) on benefits received and the System for Personal Autonomy and Care of Dependent Adults (SAAD).

The consideration of a person with officially recognised disability was established by Royal Legislative Decree 1/2013 of 29 November, which defines people with disabilities

as those with a degree equal to or greater than 33%, including Social Security pensioners with permanent disability of a total, absolute or severe degree.

Subsequently, Law 3/2023 of 28 February, on Employment, reinforces this regulatory framework by equating the labour rights of permanent disability pensioners with those of people with officially recognised disabilities, thus facilitating their access to employment and promoting equal opportunities.

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

1 Information sources

The Active Population Survey (APS) is ongoing, sample-based research done quarterly on persons residing in main family homes, conducted by the INE since 1964. In this way, information is gathered in the four quarters to assemble the annual “The employment of persons with disabilities” survey.

The main objective of the APS is to obtain data on the labour force and its various categories (employed, unemployed), as well as on the population outside the labour market (inactive).

The State Database of Persons with Disabilities (SDPD) was created 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.

These situations of disability are rated in degree according to their scope, as previous set out in the Royal Decree.

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

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

The **General Treasury of Social Security (TGSS)** is responsible for adopting measures to promote the employment of workers with disabilities. Some of the notable ones include those aimed at promoting regular work, either through incentives such as subsidies, rebates and reductions in contribution fees, or by setting a reserve quota in companies intended for jobs for the disabled.

Social protection measures refer to two systems that make up fundamental aid to persons in a situation of disability. On one hand, these consist of Public Security Benefits

from the **National Institute of Social Security (INSS)**, and on the other, the **System for Personal Autonomy and Care of Dependent Adults (SAAD)**.

Public Social Benefits are pensions and subsidies paid from public resources and whose purpose is to cover situations of disability, retirement, death and survival and family protection, unemployment for persons over 52, plus other statutory improvements and complementary benefits. These have proved to be an important means of support for a situation of disability.

In addition, aid is granted through the System for Personal Autonomy and Care of Dependent Adults.

This aid is based on the recognition of the situation of dependency, understood as the permanent state in which people find themselves who, for reasons derived from age, illness or disability, and linked to the lack or loss of physical, mental, intellectual or sensory autonomy, require the care of another person or people or significant assistance to carry out basic activities of daily life or, in the case of people with intellectual disabilities or mental illness, other support for their personal autonomy.

2 Project Objectives

The fundamental goal of this project is to know the circumstances of the disabled population and their integration in the job market, combining existing information in the State Database of Persons with Disabilities (as of 31 December of the year prior to the reference year) with that obtained from the Active Population Survey (the four quarters of the reference year). In particular, research is done on:

1. Demographic, employment and educational characteristic of persons with disability.
2. The equal opportunities/discrimination of persons with disability in areas of labour and education. Disability from a gender-based perspective.
3. Typology of households where these people live and employment status of members of these households.
4. The prevalence and severity of disability.
5. The level of protected received by persons with disability, taking into account the measures taken regarding: pension benefits, incentives for their incorporation in the job market; and recognition of their status of dependency.

3 Population Scope

The population studied in the APS consists of persons who reside in main family homes, that is, those used all or most of the year by that person as regular or permanent home. Thus, so-called group homes (hospitals, residences, barracks, etc.) are not considered, nor are secondary or seasonal homes (summer or weekend homes, etc.). It does include, however, families which, forming an independent group, reside in these group establishments (for example, the director or concierge of the centre).

Therefore, persons of the SDPD living in groups have not been considered under cross-analysis with the APS.

The population included in the SDPD is the one from whom the disability assessment procedure has been requested. From a legal standpoint, the certificate of disability is granted to those persons whose degree of disability, measured in the term stipulated in the aforementioned procedure, is greater or equal to 33%.

Given the object of the operation, the population studied is restricted to persons from 16 to 64 years of age, that is, those of working age.

In summary, the population scope of the study is the group of persons from 16 to 64 years of age with a degree of disability equal to or above 33% and similar (according to RD Law 1/2013) who reside in main family homes.

4 Geographical Scope

The research applies to the whole national territory.

5 Reference period

The reference period for the data is annual. The APS microdata for each of the four quarters are analysed against the State Database. The results therefore correspond to the annual average.

6 Analysis units

The analysis units are persons with disabilities and the households where these people live.

7 Classification Variables

1. Autonomous Community
2. Size of municipality
3. Age (16-24, 25-44, 45-64)
4. Sex
5. Civil status
6. Level of education completed
7. Ongoing studies
8. Type and degree of disability
9. Relationship of persons with disability with the job market. Activity and unemployment rates
10. For the employed: professional status, type of contract, type of workday, activity sector, occupation, duration of contract or employment relationship, multi-employment

11. Type of household according to its members (one-person, couple, couple with children, single-parent) and age of its members
12. Households by activity
13. Households according to income or lack of income
14. Receipt of public social benefits
15. Employment promoted by one of the measures proposed to encourage access to the job market
16. Situation of dependency

8 Processing of information

In order to make a cross analysis of the two data sources (APS and SDPD), first identifiers were assigned (national ID or foreign resident's ID) to each person from 16 to 64 interviewed in the APS, in order to compare the survey records with the Municipal Register of Inhabitants. The APS has the following personal data, which are collected in the interview: name, surname(s), sex, place and date of birth, and place of residence of the family home. Through them, the identification number that appears in the Register is assigned, using direct or probabilistic assignment techniques.

In parallel, the State Database of Persons with Disabilities is cleaned in order to ensure the correct identification of all its registers and to eliminate those corresponding to deceased persons and those of residents in collective dwellings. To do this, the Municipal Register, Death Statistics records and the Centre Directory used in the SDPD-2008 survey are used as contrast files.

Then each quarter of the APS is crossed with the State Database, adding information from the administrative source to the survey information.

After that, new cross analyses are made at the person level using information taken from three new information sources. On one hand, the National Social Security Institute (INSS) provides data on the Public Social Benefits Register, which can add data on who has been granted a benefit, whether it is contributory or non-contributory, and is derived from their disability or not.

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

On the other hand, thanks to the Social Security New Registry File submitted to the General Treasury of Social Security (TGSS), information is gathered on the repercussion of the measure approved to improve access to employment of the disabled.

Finally, there is the information gathered from the Information System of the System for Personal Autonomy and Care of Dependent Adults (SISAAD), administrated by IMSERSO. The use of this third source provides the study with information on whether the person with disability is also registered as a person in situation of dependency.

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

The resulting end file is incorporated with the elevation factors, calculated in the same way as is usual in the quarterly APS (that is, those deduced from the design subsequently calibrated to the five-year sex and age groups by autonomous community, to the population aged 15 and over by provinces, to the total number of Spaniards/foreigners aged 15 and over by autonomous community), to the sizes of the dwelling and also calibrating them to the following variables:

- APS MARGINALS (autonomous communities, population 16-64 years of age)
 - Employed by sex
 - Unemployed by sex
 - Inactive by sex
- SDPD MARGINALS (autonomous communities, population 16-64 years of age)
 - Sex
 - Age groups (16-24, 25-44, 45-64)
 - No. of people acc. to degree of disability (33%-44%, 45%-64%, 65%- 74%, 75% and over)
- PERMANENT DISABILITY MARGINALS (autonomous communities, population 16-64 years of age)
 - Sex

Once the factors are assigned, the four quarterly files for each year are combined, their average is calculated and the results tables are prepared. Finally, a data analysis and source contrast are made. It should be noted that the APS variables that have not been calibrated do not coincide in their results with those obtained in the operation Employment of People with Disabilities, although they are consistent.

9 Estimators and sampling errors

9.1 ESTIMATORS

After the cross-validation of each data file received with the APS quarterly files and subsequent calibration of elevation factors, the annual mean of the 4 quarterly files is calculate for each variable considered, publishing annual results tables (calculated as annual mean based on 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 mean obtained from joining the four quarterly files.

F_h is the calibrated elevation factor.

9.2 SAMPLING ERRORS

The indirect Jackknife method is used to calculate the sampling errors for the main characteristics investigated. This method is based on the creation of sub-samples where each of these is obtained by eliminating a primary unit from the total sample.

Estimating 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 mean of characteristic X after removing the primary unit j from stratum h from each quarterly sample file.

\hat{X} is the annual mean of X obtained from joining the four original files.

n_h is the number of primary units in stratum h.

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

Sampling theory determines that in the interval between

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

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

The INE website (www.ine.es) publishes the relative sampling errors (provisional data) for the population with disabilities from 16 to 64 years of age based on its relationship with economic activity at the national level.

Formally, these errors are a percent estimate of the variation coefficient, expressed as:

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

10 Publication of results

The method of dissemination for information on The Employment of Persons with Disabilities consists in INEbase results tables, the index of which is given below:

1. ACTIVITY: LEVELS (thousands of units)

- A1. ACTIVITY AND SEX
- A2. ACTIVITY AND AGE GROUPS.
- A3. ACTIVITY AND TYPE OF MUNICIPALITY
- A4. RELATIONSHIP WITH THE ACTIVITY
- A5. ACTIVITY AND LEVEL OF EDUCATION
- A6. ACTIVITY AND AUTONOMOUS COMMUNITY
- A7. ACTIVITY AND HOUSEHOLD INCOME
- A8. ACTIVITY AND TYPE OF DISABILITY
- A9. ACTIVITY AND DEGREE OF DISABILITY

ACTIVITY: ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES

- A1. ACTIVITY AND SEX.
- A2. ACTIVITY AND AGE GROUPS
- A3. ACTIVITY AND TYPE OF MUNICIPALITY
- A4. ACTIVITY AND TYPE OF DISABILITY
- A5. ACTIVITY AND SEVERITY

2. HOUSEHOLD TABLES

- H1. HOUSEHOLDS WITH DISABILITY
- H2. TYPE OF HOUSEHOLD BY RELATIONSHIP BETWEEN ITS MEMBERS
- H3. TYPE OF HOUSEHOLD BY AGE OF ITS MEMBERS
- H4. HOUSEHOLDS BY EARNED INCOME
- H5. HOUSEHOLDS BY ACTIVITY
- H6. HOUSEHOLDS BY ACTIVITY AND INCOME

3. OCCUPATION

- O01. EMPLOYED WORKERS BY PROFESSIONAL STATUS

- O02. SALARIED WORKERS BY TYPE OF CONTRACT AND SEX
- O03. SALARIED WORKERS BY TYPE OF CONTRACT AND AGE
- O04. EMPLOYED WORKERS BY TYPE OF WORKDAY AND REASONS FOR PART-TIME WORK
- O05. SALARIED WORKERS BY TYPE OF WORKDAY AND SEX
- O06. EMPLOYED WORKERS BY TYPE OF WORKDAY AND AGE
- O07. EMPLOYED WORKERS BY SECTOR (CNAE09)
- O08. EMPLOYED WORKERS BY LEVEL OF STUDIES AND SEX
- O09. EMPLOYED WORKERS BY LEVEL OF STUDIES AND AGE
- O10. OCCUPATION
- O11. EMPLOYED WORKERS BY DURATION OF WORK CONTRACT OR REL. AND SEX
- O12. EMPLOYED WORKERS BY DURATION OF WORK CONTRACT OR REL. AND AGE
- O13. MULTI-JOB EMPLOYED WORKERS

4. EDUCATION

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

5. DISABILITY: Prevalence

- D01. PREVALENCE BY SEX AND AGE
- D02. PREVALENCE BY CIVIL STATUS
- D03. PREVALENCE BY TYPE OF MUNICIPALITY
- D04. PREVALENCE BY AUTON. COMM.

6. PROTECTED EMPLOYMENT

REDUCTION/ALLOWANCE FOR DISABILITY

- T01. BY SEX

- T02. BY AGE GROUP
- T03. BY IMPAIRMENT GROUP
- T04. BY DEGREE OF DISABILITY
- T05. BY SALARIED OR SELF-EMPLOYED WORKERS

SPECIFIC DISABILITY CONTRACT

- T06. BY SEX
- T07. BY AGE GROUP
- T08. BY IMPAIRMENT GROUP
- T09. BY DEGREE OF DISABILITY
- T15. SALARIED WORKERS WITH DISABILITY
- T16. EMPLOYED WORKERS BY COMPANY QUOTA
- T17. EMPLOYED WORKERS BY BUSINESS GROUP QUOTA

7. BENEFITS

DERIVED FROM DISABILITY

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

CONTRIBUTORY/NON-CONTRIBUTORY

- P06. BY SEX
- P07. BY AGE GROUP
- P08. BY ACTIVITY
- P09. BY DEGREE OF DISABILITY
- P10. BY IMPAIRMENT GROUP

8. DEPENDENCE

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

Annex I: Description of the APS, the State Database of Persons with Disabilities, employment promotion measures, and social protection measures

1 Active Population Survey

The **Active Population Survey (APS)** is ongoing, sample-based research done quarterly on persons residing in main family homes, conducted by the INE since 1964. Its essential purpose is to obtain data on the labour force and its various categories (employed, unemployed), as well as on the population outside the labour market (inactive). The initial sample is from 55,000 households per quarter, equivalent to some 130,000 people.

The results are obtained within the month following the end of the data reference quarter, which means that information from a total of four quarters is processed.

The survey has undergone various alterations over the years, with the aim of better reflecting changes in the Spanish labour market and adapting to international recommendations. The last modification was carried out in the first quarter of 2021 as a result of the implementation of the new European regulations regarding household surveys. Among the modifications are: the possibility of there being more than one household in the same dwelling, gradual modification of the sample design, introduction of improvements in the collection method, etc. The complete list of changes can be consulted on the APS page of the INE website. Currently, the INEbase has three data series available: from 2009 to 2014, 2014 to 2022 and the current one, which began in 2021 and has a two-year overlap with the previous series.

GENERAL CHARACTERISTICS

– Objectives:

The main purpose of the Survey is to understand economic activity with regard to its human component. It aims to produce data on the main population categories related to the job market (employed, unemployed, active, inactive) and yield classifications of these categories by various characteristics. It also enables the compilation of homogeneous time series of results. Finally, since the definitions and criteria used are consistent with those established by international organisations involved in labour issues, comparison with data from other countries is possible.

Detailed results are obtained for the country as a whole. For the autonomous communities and provinces, information is provided on the main characteristics with the degree of disaggregation allowed by the coefficient of variation of the estimators.

– Survey Units:

There are two types:

- *Sampling.* The initial sampling units are the census sections (perfectly demarcated geographical areas). The final sampling units are households (the households selected in the sample remain in it and are researched over six consecutive quarters).
- *Analysis.* Households and persons are used for the units of analysis.

– **Geographical scope**

The geographical scope consists of the entire national territory.

– **Population scope**

The APS targets the population residing in main family dwellings, that is, those used all or most of the year as usual and permanent residences. Thus, so-called group homes (hospitals, residences, barracks, etc.) are not considered, nor are secondary or seasonal homes (summer or weekend homes, etc.). It does include, however, families which, forming an independent group, reside in these group establishments (for example, the director or concierge of the centre).

– **Reference period**

The following periods are included:

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

– **Main definitions**

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

On the other hand, all the defined characteristics refer to the *national* concept and not to the *domestic* one, in accordance with the definitions of the European System of National and Regional Accounts. This is because it is not possible to gather information on the population who works in Spain and resides abroad, as the Survey is addressed to the population who lives in family homes within the national territory.

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

– **Classifications**

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

2 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.

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

This Royal Decree regulates the recognition, declaration and qualification of the degree of disability¹ in the scope of Social Services and Social Security, in accordance with the stipulations of Articles 148 and 182 ter for the purposes of non-contributory disability and the economic allowance for a dependent minor child, the degree of disability for the purposes of its recognition. It also regulates the determination of the competent bodies to conduct said recognition and the procedure to follow, all with the aim of ensuring that the assessment and qualification of the degree of disability affecting the person is uniform throughout the territory of the State, thereby guaranteeing equal conditions for the citizen's access to the benefits, economic rights and services that public bodies grant.

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 Activity Limitations caused by permanent impairments, associated with a given health condition. All impairments suffered are taken into account in the assessment, and the three most important are included in the Database.

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

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

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

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

¹ According to the legislation: "The qualification of the degree of disability constitutes a sole implementation with regard to the competent teams to conduct it and the scales determining the assessment."

FILE STRUCTURE: CONTENT OF THE DATABASE

Variable	Observations
Numeric identifier	The population of foreigners is identified with the NIE (Foreign Resident ID no.), passport or residency card. The letters D or R that precede the ID number indicate the existence of a "legal representative". When the person acting as a legal represent has one or two representatives and no ID, a 1 or 2 is added.
Sex	"M/F (male/female)
Name	(available since 2011 for SDPD2009, 2010...)
Surnames	(available since 2011 for SDPD2009, 2010...)
Address	(available since 2011 for SDPD2009, 2010...)
Town	(available since 2011 for SDPD2009, 2010...)
Date of birth	"DDMMYYYY"
Impairment	By Impairment Table
Degree of disability	Greater or equal to 33% and less or equal to 100%

UPDATING OF THE DATABASE

The degree of disability is subject to review provided a reasonable improvement is foreseen in the circumstances that arose to the disability being recognised. The period in which such review should be performed must be noted.

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

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

Similarly, changes in residence, personal situation of the individual, etc., will be up to date so long as the data subject notifies them to the body with jurisdiction in this respect. The Database is updated annually.

CLASSIFICATIONS

A single person may have multiple diagnoses associated with their disability. In the assessment process, the criterion is to prioritise registering the diagnosis that has the greatest impact on the person's life, followed by diagnoses of lesser relevance until all are identified.

The preparation of statistics on disability in the workplace has utilised the main diagnosis reported by the assessing body, considering it the most representative of the person's situation.

The coding of diagnoses is conducted in accordance with the International Statistical Classification of Diseases and Related Health Problems (ICD-10/WHO, 2001), ensuring comparability and standardisation of the data.

3 Employment promotion measures

Among the measures adopted to promote employment among workers with disabilities, those intended to foster regular work should be highlighted, information on which is provided by the TGSS (General Treasury of Social Security). The measures are created either through incentives such as subsidies, rebates and reductions in contribution fees, or by setting a reserve quota in companies intended for jobs for the disabled.

One way of reversing the negative trends in the state of activity of this group are policies aimed at fostering their inclusion in regular work. Notable among them is the reductions and discounts in contribution quotas, both for salaried workers and the self-employed.

By reducing the total cost of the labour factor, the aim is to make the permanent hiring of workers for lower productivity positions more attractive for companies. Thus, the objective of the intervention is to facilitate access to and permanence in the workplace for groups with difficult employability.

In the case of regular work, this refers to employment for others, employment in standard companies, whether public or private, in which the majority percentage of workers is made up of people without disabilities. On the other hand, self-employment is understood as that which is generated by the disabled worker him or herself by becoming self-employed, whether or not he or she has hired other workers. Setting up a company or business of their own is an alternative for people looking for work, and in the case of people with disabilities, they have help and subsidies to support their projects.

Specifically, people with disabilities who register for the first time in the Special Social Security Scheme for the Self-Employed will benefit, for the five years following the date of registration, from a 50% discount on the contribution resulting from applying the current rate to the minimum base.

In the case of salaried workers, there is another measure that encourages regular employment: the specific contracting modality for workers with disabilities. This, in addition to bringing about discounts in the Social Security contribution rates indicated, includes certain subsidies.

In general, the measures that make up the discount policy fundamentally seek to increase the employability of certain groups that have more restricted access to a permanent employment contract, in order to promote their integration into the labour market.

In addition to the aforementioned measures, a reserve quota is established, another relevant issue in terms of regular employment. Taking this quota into account, public and private companies that hire a number of permanent workers exceeding 50 must employ a number of workers with disabilities of no less than 2.0%, except for a collective agreement or application of alternative measures.

Some of the alternative measure that companies can apply are: making some type of donation for job placement; or job creation for people with disabilities.

In Public Administration, 7.0% of the vacancies in job announcement must be set aside for persons with disabilities (as set out in Law 7/2007 of the Basic Statute of the Public Servant¹ and Law 30/1984 of the Civil Service).

4 Social protection measures

Social protection measures refer to two systems that make up fundamental aid to persons in a situation of disability. On one hand, these consist of Public Security Benefits provided by the INSS and on the other, the System for Personal Autonomy and Care of Dependent Adults.

Public Social Benefits are pensions and subsidies paid from public resources and whose purpose is to cover situations of disability, retirement, death and survival and family protection, unemployment for persons over 52, plus other statutory improvements and complementary benefits. These have proved to be an important means of support for a situation of disability.

These benefits can be classified by two criteria: depending on whether they are derived from disability or not; or by their contributory nature.

Regarding the first classification, it is specified that pensions derived from disability those derived from disability, retirement benefits derived from disability, LISMI subsidies [*Ley de Integración Social de los Minusválidos*-Act on the Social Integration of the Disabled], and family-related protections for dependent children. On the other hand, non-disability pensions include retirement, widowhood, orphanhood, etc. pensions.

The second classification defines contributory pensions as indefinite economic benefits, the granting of which is generally subject to a prior legal relationship with Social Security (proving a minimum contribution period), provided that the other required requirements are met. Within the protective action of the General and Special Regimes of Social Security, with the exceptions indicated in each case and under each modality in the respective special regime, disability, retirement (normal or derived from disability), death (widowhood, orphanhood or in favour of relatives), family protection for dependent

¹ The percentage of reserved position was set out in Section 1 Article 59 of Law 7/2007. This was amended with the enactment of Article 11 of Law 26/2011 of 1 August on the regulatory adaptation of the International Convention of Right of Persons with Disabilities, published in Official State Gazette of 2 August 2011.

children, unemployment benefits for those over 52 years of age, complementary improvements and others are included.

On the other hand, the State guarantees through Social Security the option of receiving non-contributory pensions to people included in its field of application.

This is either by carrying out a contributory professional activity, or by meeting the requirements for the non-contributory modality. This group includes retirement pensions, disability pensions, LISMI subsidies and assistance pensions for old age on behalf of Spanish emigrants.

In addition to this, aid is granted through the System for Personal Autonomy and Care of Dependent Adults.

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

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

The first final provision of the aforementioned Law contains the calendar according to which dependency benefits have been progressively applied. The application dates advance according to the degree and level of disability, so that people with a more serious dependency situation were attended to first. Thus, in 2007, benefits began to be provided to those assessed as having Major Dependency (grade III); in 2008, to those with Severe Dependency (grade II); and in 2011, aid began to be directed towards people with Moderate Dependency (grade I).

The register of people in a situation of dependency reached its highest figure in 2010, with 275,300 people. The origin of this increase is found, on the one hand, in the increase in people with disabilities.

However, it also comes from the increase in the sum of benefits as planned in the calendar, since in 2010, in addition to the Law being more established, both people with Major Dependency and those with Severe Dependency had been included.

Annex II: Variables of the APS and SDPD: Definitions and modalities considered in The Employment of Persons with Disabilities

This annex contains the definitions and concepts of each variable considered 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. *Comunidad 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 MUNICIPALITY

For tabulation purposes, the following groups are considered:

1. **Densely populated area** (Municipalities with a population density over 500 inhab/km² which make up a continuous group of municipalities of at least 50,000 inhabitants).
2. **Intermediate density area** (Municipalities not densely populated with a density over 100 inhab/km² and make up a continuous group of municipalities of at least 50,000 inhabitants).
3. **Disperse area** (Municipalities that are neither densely populated nor intermediate density areas).

AGE

Age is considered expressed in number of birthdays celebrated up to the reference date, i.e. the age at one's last birthday.

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

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

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

SEX

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

For tabulation purposes, it considers:

1. *Man*
2. *Woman*

FAMILY RELATIONSHIP WITH THE REFERENCE PERSON

The following relationships are considered:

1. *Reference person (R.P.)*
2. *Spouse or partner of the R.P.*
3. *Child, stepchild of the R.P. or partner thereof.*
4. *Son-in-law, daughter-in-law (or partner of the son/daughter, stepson/daughter)*
5. *Grandchild, grandchild-in-law (or partner thereof)*
6. *Father, mother, father-in-law, mother-in-law (or partner thereof)*
7. *Other relative of the R.P. (or partner thereof)*
8. *Domestic servant*
9. *No relation to the R.P.*

The reference person is the person in the human grouping, aged 16 to 64, who is considered as such by the other members of the household, due to their age, because they are the financial supporter of the household or for other reasons. For clarification purposes, the oldest active person is taken as the reference person.

If the relationship with the reference person was as stepfather/mother, this situation will be assigned code 6 (father, mother, father/mother-in-law). If the relationship with the

reference person was as guardian and this person was not related to the reference person, this situation will be assigned code 9 (no relation with the reference person).

If a person has more than one relationship with the reference person, this situation will be assigned the lowest code number.

For tabulation purposes, the following Household typology is considered, arranged according to make-up and relation of its members:

1. *Single person*
2. *Couple with no children*
3. *Couple with children*
4. *Single parent*
5. *Other type*

HOUSEHOLDS BY ACTIVITY

For tabulation purposes, the following non-exhaustive categories are included:

1. *Households with one actively working member*
 - a) with all of its members employed
 - b) with all of its members unemployed
2. *Households with all its members not actively working*

HOUSEHOLD TYPES ACCORDING TO INCOME OR LACK OF INCOME

For tabulation purposes, the following categories are included:

1. *Households receiving income*
 - a) With one, two, three or more income earners
2. *Households not receiving income*

CIVIL STATUS

Legal civil status refers to the marital status of each individual with regard to the Civil Registry (that is, in legal form).

Married people whose marriage has been annulled are classified according to the civil status they had prior to the marriage.

Persons living in a “common law union” are classified as singles, married, widowed or divorced, according to their legal status.

Those legally separated are included in the Divorced category.

For tabulation purposes, the following categories are included:

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

NATIONALITY

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

The information regarding nationality is collected according to the administrative/legal situation existing in the reference period of the data.

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

If the person has dual nationality but does not have Spanish nationality, and one nationality corresponds to an EU country, the nationality of the EU country is considered.

Otherwise, it is coded according to the nationality chosen by the individual.

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

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

LEVEL OF EDUCATION COMPLETED

Level of completed studies is understood as the highest level of a successfully completed educational programme.

Studies are considered to have been successfully completed if the interviewee holds the corresponding degree or diploma or, failing that, has passed all the subjects of the study or course even if he or she has not applied for the corresponding degree.

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

This includes professional studies of over 300 hours (or, if the interviewee does not know the number of hours, of at least 6 months' duration) that have raised the person's level of training.

In coding this question, the National Classification of Education (CNED-2014) is used in the APS. For tabulation purposes, the following categories have been included:

1. *Illiterates and primary education or less (codes 01, 02 and 10 in the CNED-2014)*

2. *Secondary education, training and work placement programmes and (codes 21-24, 32-35, 38 and 41)*
3. *Higher education and doctorate studies (codes 51, 52, 61-63, 71-75, 81)*

ONGOING STUDIES

Studies or training carried out during the 4 weeks prior to 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 study plans (courses given by academies, courses in the workplace, courses aimed at the unemployed, seminars, conferences, private lessons received, others).

For tabulation purposes the following categories are included:

1. *Enrolled in studies*
2. *No current studies*

DISABILITY

In accordance with the WHO, disability is understood as the restriction or lack of capacity to carry out an activity, in the way or within the margins considered normal for a human being.

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

DEGREE OF DISABILITY

The degree of disability is assessed using a percentage, in accordance with the procedure regulated by Royal Decree 888/2022 of 18 October, which came into force on 20 April 2023. This regulation repeals Royal Decree 1971/1999 and adapts the process to the biopsychosocial model.

The assessment combines clinical and functional criteria, paying special attention to the impact of impairments—and environmental barriers—on the person's ability to perform daily activities, participate socially, and exercise their autonomy. The assigned percentage reflects this overall impact.

For statistical purposes, a person with a recognised disability is considered to be someone with a degree equal to or greater than 33%. The data is recorded in the state database managed by IMSERSO [Spain's Institute for the Elderly and Social Services] and the diagnoses are coded according to the ICD-10 classification.

In studies that cross-reference data on employment, wages and working life, the indicator "recognised degree of $\geq 33\%$ " will be used as the disability variable, as set out in the State Database managed by IMSERSO.

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

1. *from 33% to 49%*
2. *from 50% to 64%*
3. *from 65% to 74%*
4. *75% and over*
5. *Not known*¹

IMPAIRMENT

Alteration that gives rise to a disability. For tabulation purposes, the following groups are included:

1. *Physical and other:*
 - a) Cardiovascular, hematological, immunological, or respiratory
 - b) Digestive, metabolic, or endocrine
 - c) Genitourinary, reproductive, or neoplastic
 - d) Neuromusculoskeletal or movement
 - e) Other²
2. *Intellectual*
3. *Mental*
4. *Sensory*
5. *Not known*³

STATUS OF PERSONS WITH DISABILITY IN THE LABOUR MARKET (PERSONS AGED 16 AND OVER) RELATIONSHIP WITH ECONOMIC ACTIVITY AND INACTIVITY CLASS

Relationship with economic activity is a variable obtained from the questions asked in the APS. This variable classifies persons according to the definitions of the ILO, in the interpretation applied by the European Union Statistics Office (EUROSTAT) in the Workforce Survey.

¹ The “not known” group consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

² The Other Impairment group includes those with disabilities related to the skin or related structures and involved in the voice or speech. Since 2011, persons registered in the Social Security systems for whom the type of disability is not available.

³ The “not known” group consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

The following definitions are included:

The **ECONOMICALLY ACTIVE** population encompasses all persons aged 16 to 64 who during the reference week meet the necessary conditions to be included among the employed or unemployed persons, as defined further below.

EMPLOYED: Considered as persons aged 16 to 64 who during the reference week have had a job for others or carried out an activity on their own, according to the definitions given below:

1. **Persons employed by others or salaried employees** are all those who fall into the following categories:
 - a) working: persons who, during the reference week, have worked, even sporadically or occasionally, for at least one hour in exchange for a salary, wage or other form of related payment, in cash or in kind.
 - b) employed but not working: persons who, having already worked in their current job, are absent from it during the reference week and have a close link with it. The strength of this link is determined according to the interviewee's belief that they will rejoin their company or not, and on whether they receive some sort of salary.
2. **Persons employed in an activity of their own** are considered all those included in the following categories:
 - a) working: persons who, during the reference period, have worked, even sporadically or occasionally, for at least one hour in exchange for a benefit or a family earning, in cash or in kind.
 - b) employed but not working: people who during the reference period had to do some work in exchange for a benefit or family gain but have been temporarily absent from it due to illness or accident, holidays, bank holidays, bad weather or other similar reasons.

UNEMPLOYED: All persons aged 16 to 64 who simultaneously meet the following conditions will be considered unemployed:

- *Without work*, that is, they have not been employed or self-employed during the reference week.
- *In search of work*, that is, they have taken specific measures to seek work for others or have taken steps to establish themselves on their own during the preceding month.
- *Available for work*, i.e. able to start work within two weeks of the Sunday of the reference week.

Also considered unemployed are persons aged 16 to 64 who during the reference week have been without work, available for work and who are not looking for a job because they have already found one to which they will join within three months after the reference week.

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

It encompasses the following functional categories:

- *Retirees or early retirees*: persons who have had a previous economic activity and who, due to age or other causes, have ceased it, receiving a pension (or early retirement income) due to their previous activity.
- *Pensioners*: persons who receive a pension other than retirement and early retirement.
- *Housework*: persons who look after their household: persons who, without exercising any economic activity, dedicate themselves to looking after their own homes; for example, housewives and other relatives who take care of the house and the children.
- *Unable to work*.
- *Other situation*: persons who, without exercising any economic activity, receive public or private aid and all those who are not included in any of the above categories, for example, those living off investment income. Also included in “other situation” are:
 - *Students*: people who, without engaging in any economic activity, receive systematic instruction at any level of education, and:
 - *Persons who carry out unpaid social work, charitable activities, etc.* (excluding those involved in family assistance).

For tabulation purposes, the following classification categories are considered:

1. *Active*

Inactive

2. *Employed persons*

Unemployed

Inactive

3. *Situation of activity*

a) *Active*

i) *Employed persons*

- *Employee*
 - ◆ *In the public sector*
 - ◆ *In the private sector*
- *The self-employed*
 - ◆ *Employers*
 - ◆ *Businesspersons without employees or independent workers*
 - ◆ *Members of a cooperative*
 - ◆ *Family assistance*
- *Other*

- ii) Unemployed
 - Those seeking their first job
 - Those having prior work

b) *Inactive*

- i) Students
- ii) Retirees or pensioners
- iii) Housework
- iv) Unable to work
- v) Other situation (those living off investment income,...)
- vi) Do not know

OCCUPATION (MAIN JOB)

Professional status and the characteristics of a person's main job are defined based on their activity during the survey's reference week.

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

Occupation is classified in CNO-2011 is according to the nature of the job itself and the level of aptitude required.

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

"Aptitudes" are understood to be the skills needed to perform the tasks and obligations of the job. Aptitudes refer to the level and the mastery of the specialisation. The level of "aptitude" (ability) refers to the level of education attained.

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

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

ACTIVITY OF THE ESTABLISHMENT (MAIN JOB)

Economic activity is understood as the activity of the local unit where the person interviewed for the APS works.

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

The activity of the establishment is coded according to the CNAE-2009.

For tabulation purposes, all persons who during the reference week worked or had a job 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 included:

1. *Employer.*

This is any person who runs his or her own business or engages on their own account in a liberal profession, trade, industry or commerce and who, for this reason, hires one or more employees or workers who are paid a salary, daily wage, commission, etc.

Therefore, this section includes employers, business owners and professionals who employ salaried personnel.

2. *Businessperson without employees or independent workers.*

Anyone who runs their own business or engages on their own account in a liberal profession, trade, industry or commerce with or without employees.

3. *Member of a cooperative.*

Any member of a cooperative who works there. This includes working members of worker cooperatives, community farming cooperatives, etc.

4. *Family assistance.*

This situation applies to people who work without regulated remuneration in the company, business or farm of a family member with whom they live.

5. *Employees.*

This group includes all persons who work for a public or private employer and who receive a salary, wages, commission, gratuity or any other form of remuneration in money or in kind.

Depending on the sector where they work, two groups are considered:

- a) *Private sector employee.* These are salaried workers working for a businessperson or private patron.

- b) *Public sector employee*. Understood as all persons who during the reference week were working for the government (central, autonomous community, local, etc.) or for a public company in exchange for economic compensation

6. *Other situations*.

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

1. *Employer (Businessperson with employees)*.
2. *Self-employed worker or entrepreneur without employees*.
3. *Other self-employed workers (members of a cooperative, family assistance)*.
4. *Public sector employee*.
5. *Private sector employee*.
6. *Other situations*.

TYPE OF CONTRACT OR EMPLOYMENT RELATIONSHIP (MAIN JOB)

A contract is considered to be **temporary** when the end of the employment relationship or contract is determined by objective conditions, such as the expiry of a certain period, the completion of a certain task, the reinstatement of an employee who had been temporarily replaced, the completion of a period of training or apprenticeship, or the replacement of the part of work not performed by partially retired persons. In the case of an employment contract of limited duration, the corresponding conditions for its termination are generally mentioned in the contract.

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

For tabulation purposes, employees are classified into one of the following categories:

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

SIZE OF THE ESTABLISHMENT (MAIN JOB)

All persons who work or have a job are classified in one of the following categories:

1. *From 1 to 10 workers*
2. *From 11 to 19 workers*
3. *From 20 to 49 workers*
4. *From 50 to 249 workers*
5. *250 or more workers*
6. *Does not know but less than 11 people*
7. *Does not know but more than 10 people*

This variable has been used to create the Employment of Persons with Disability, as it is an APS stratification variable, and thus an essential pillar in the sampling design and calculation of elevation factors.

PROFESSIONAL WORKING PATTERN (MAIN JOB)

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

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

1. *Full time working pattern*
2. *Part time working pattern:*
 - a) Due to illness or personal disability
 - b) For other reasons

RATES

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

The quotient between total assets and the population aged 16 to 64. The ratio between the number of unemployed persons and the number of active persons. It is calculated for both sexes and for each sex individually.

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

The quotient between total employed persons and the population aged 16 to 64. It is calculated for both sexes together and for each sex separately.

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

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

RECEIPT OF DISABILITY BENEFITS

Public Social Benefits are pensions and subsidies paid from public resources and whose purpose is to cover situations of disability, retirement, death and survival and family protection, unemployment for persons over 52, plus other statutory improvements and complementary benefits. These have proved to be an important means of support for a situation of disability.

These benefits can be classified by two criteria: depending on whether they are derived from disability or not; or by their contributory nature:

– **First classification:**

- *Disability pensions, whose types are:*
 - Disability pensions
 - Disability-derived retirement pension
 - LISMI subsidies
 - Family protection for dependent children
- *Non-disability pensions, which encompass:*
 - Retirement pension
 - Widow or widower pension
 - Orphan's pension
 - Successor pension
 - Unemployment subsidy for persons over 52
 - Complementary benefits
 - Others

– **Second classification:**

- *Contributory pensions:*

Economic benefits, mostly of indefinite duration, which are generally granted subject to a prior legal relationship with Social Security (proving a minimum contribution period), provided that the other requirements are met.

The amount of the pension is determined by the contributions made by the worker and the employer, in the case of employees, during the period considered for the regulatory basis of the pension in question.

The following pensions are included within the protection of the General Regime and the Special Regimes of Social Security, with the exceptions indicated in each case and for each type in their respective special regime:

- Disability pension
 - Retirement pension (regular or disability-derived pensions)
 - Survivor's pension (widowhood, orphanhood or in favour of family members)
 - Family protection for dependent children
 - Unemployment subsidy for persons over 52
 - Complementary benefits
 - Other
- *Non-contributory pensions:*

The State, through Social Security, guarantees to the persons included in its scope of application, for carrying out a contributory professional activity or for fulfilling the

requirements demanded in the non-contributory modality, adequate protection against contingencies and in the situations contemplated in the General Law of Social Security.

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

- Retirement pension
- Disability pension
- LISMI subsidies, which include:
 - *Subsidio de Garantía de Ingresos Mínimos* (SGIM [Subsidy for Minimum Income Guarantee])
 - *Subsidio por Ayuda de Tercera Persona* (SATP [constant attendance allowance])
 - *Subsidio de Movilidad y Compensación por Gastos de Transporte* (SMGT [allowances to promote mobility and to compensate for transport costs])
- Old age pensions for Spanish emigrants

For tabulation purposes, this considers:

1. *Benefits derived from disability*
2. *Contributory benefits*

INCENTIVE MEASURES FOR THE PARTICIPATION IN THE JOB MARKET

The measure adopted to foster the employment of workers with disabilities can be classified in two large groups:

1. *Those fostering protected employment* (through Special Employment Centres, SECs)
2. *Those aimed at promoting regular work*: either through incentives such as subsidies, rebates and reductions in contribution fees, or by *setting a* reserve quota in companies intended for jobs for the disabled.

a) *Reductions, discounts*

One way of reversing the negative trends in the state of activity of this group are policies aimed at fostering their inclusion in regular work. Notable among them is the reductions and discounts in contribution quotas, both for salaried workers and the self-employed.

Regular employment for others refers to employment in standard companies, in which the majority percentage of workers is made up of people without disabilities, whether these companies are public or private.

On the other hand, self-employment is that which is generated by the disabled worker him or herself by becoming self-employed, whether or not he or she has hired other workers. Setting up a company or business of their own is an alternative for people looking for work, and in the case of people with disabilities, they have help and subsidies to support their projects.

b) Specific disability contracts

In the case of salaried workers, there is another measure that encourages regular employment: the specific contracting modality for workers with disabilities. This, in addition to bringing about discounts in the Social Security contribution rates indicated, includes certain subsidies.

In general, the measures that make up the discount policy fundamentally seek to increase the employability of certain groups that have more restricted access to a permanent employment contract, in order to promote their integration into the labour market.

c) Special Employment Centres (SEC)

These are public or private centres that carry out productive and assistance-based work, participating regularly in market operations.

The main objective of the SEC is both to ensure paid employment associated with the performance of productive work, providing the personal and social adjustment services required by its disabled workers, and to serve as a means of integrating the greatest number of people with disabilities into the unprotected work system.

d) Reserve quota

The establishment of reserve quotas is another relevant issue in terms of regular employment. Taking this quota into account, public and private companies that employ a number of permanent workers exceeding 50 must employ a number of workers with disabilities of no less than 2.0%, except for a collective agreement or application of alternative measures.

Alternative measures that employers can apply include, for example: the use by the company of the services of a SEC, or disabled self-employed worker, to provide external and incidental services to the normal activity of the company, or to supply any goods necessary for the company; making some kind of donation for job insertion; or creating employment for people with disabilities.

In Public Administration, 7.0% of the vacancies in job announcement must be set aside for persons with disabilities (as set out in Law 7/2007 of the Basic Statute of the Public Servant¹ and Law 30/1984 of the Civil Service).

For tabulation purposes, this considers:

- 1. Employed persons with disabilities according to reductions/discounts in Social Security contribution payments*
- 2. Employees with disabilities according to whether they have a specific disability contract*

¹ The percentage of reserved position was set out in Section 1 Article 59 of Law 7/2007. This was amended with the enactment of Article 11 of Law 26/2011 of 1 August on the regulatory adaptation of the International Convention of Right of Persons with Disabilities, published in Official State Gazette of 2 August 2011.

3. *Reserve quota:*

- a) Percentage of employees with disabilities in relation to the total number of employees in companies with over 50 workers, excluding Special Employment Centres
- b) Employed persons paying contributions in companies with > 50 employees, excluding Special Employment Centres, according to the company's reserve quota
- c) Employed persons with disabilities paying contributions in companies with > 50 employees, excluding Special Employment Centres, according to the business group's reserve quota

SITUATION OF DEPENDENCY

Dependency is defined as the permanent state in which people find themselves who, for reasons derived from age, illness or disability, and related to the lack or loss of physical, mental, intellectual or sensory autonomy, require the care of another person or people or significant assistance to carry out basic activities of daily life or, in the case of people with intellectual disabilities or mental illness, other support for their personal autonomy.

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

For tabulation purposes, this considers:

- 1. *Persons in a situation of dependency*
- 2. *Others*

Annex III: Classifications used to code the basic sources

Classification by type of disability

Group “Physical and others”

- Subgroup “*Cardiovascular, hematological, immunological and respiratory*”:
 - includes ICD-10 codes D50-D89, I00-J99, Q20-Q28, Q30-Q34, R00-R09.
- Subgroup “*Other deficiency (skin and related structures)*”:
 - includes ICD-10 codes L00-L99, Q80-Q82.
- Subgroup “*Digestive, metabolic and endocrine*”:
 - includes ICD-10 codes E00-E89, K00-K95, Q35-Q45, R10-R19.
- Subgroup “*Genitourinary, reproductive and neoplastic*”:
 - includes ICD-10 codes C00-D49, C4A, C7A, C7B, D3A, N00-N99, Q50-Q64, R30-R39, R80-R82, R97.
- Subgroup “*Involved in the voice and speech*”:
 - includes ICD-10 codes R47-R49.
- Subgroup “*Neuromusculoskeletal and movement*”:
 - includes ICD-10 codes M00-M99, M1A, Q65-Q79.
- Subgroup “*Other general impairment*”:
 - includes ICD-10 codes O9A, Z3A, Remainder.

“Intellectual” Group

- Subgroup “*Intellectual and developmental disorder*”:
 - includes ICD-10 codes F70-F98, Q00-Q07, Q90.

“Sensory” Group

- Subgroup “*Visual, auditory, deafblindness and pain*”:
 - includes ICD-10 codes H00-H95, Q10-Q18, R51-R53.

“Mental” Group

- Subgroup “*Nervous system and mental function*”:
 - includes ICD-10 codes F01-F69, F99, G00-G99, R25-R29, R40-R46.

Structure of the schooling level attained (CNED-2014)

0	Less than primary
01	<i>Illiterate persons</i>
02	<i>Incomplete primary education</i>
1	Primary education
10	<i>Primary education</i>

- 2 First stage of secondary education and equivalent**
- 21 *First stage of secondary education without a graduate degree in ESO and equivalent*
- 22 *First stage of secondary education with a graduate title in ESO and equivalent*
- 23 *Level 1 professional certificates and equivalent*
- 24 *Level 2 professional certificates and equivalent*
- 3 Second stage of secondary education and equivalent**
- 32 *Baccalaureate and similar*
- 33 *Vocational education, plastic arts and design, and sports education at the middle level and similar*
- 34 *Professional education in music, dance, and similar subjects*
- 35 *Certificates issued by an official language school, advanced level and similar*
- 38 *Basic vocational training*
- 4 Non-higher post-secondary education**
- 41 *Level 3 professional certificates, short-term programmes requiring second stage of secondary education and similar*
- 5 Vocational training, visual arts and design, and higher-level sports education and the equivalent; university degrees requiring a baccalaureate diploma, lasting two years or more**
- 51 *Vocational training, visual arts and design and sports training at a high level and equivalents*
- 52 *University own qualifications with courses of 2 years or more that require a baccalaureate diploma*
- 6 University degrees of up to 240 ECTS credits, university graduates, own university expert or specialist qualifications and equivalent**
- 61 *University degrees of up to 240 ECTS credits and equivalent*
- 62 *University diplomas and equivalent*
- 63 *University-specific expert or specialist degrees of less than 60 ECTS credits with access requiring a university degree*
- 7 University degrees of more than 240 ECTS credits, Bachelor's, Master's degrees and specialisations in Health Sciences through the Residency System and equivalent**
- 71 *University degrees with more than 240 ECTS credits and equivalent*
- 72 *Graduates and equivalent*
- 73 *Official University Master's Degree and equivalent*

74	<i>Specialisations in Health Sciences through the Residency System and similar</i>
75	<i>University own Master's qualifications of 60 or more ECTS credits with access requiring a university degree whose access required a university degree</i>
8	Doctoral training
81	<i>University PhD</i>

CNAE-09: National Classification of Economic Activities¹

Code	Description
A	Agriculture, livestock breeding, forestry and fishing
B	Mining and Quarrying
C	Manufacturing Industry
D	Electricity, gas, steam and air conditioning supply
E	Water supply, sewerage, waste management and remediation activities
F	Construction
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
H	Transport and Storage
I	Accommodation and food service activities
J	Information and communication
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	Artistic, Recreational and Entertainment Activities
S	Other Services
T	Activities of households as employers of domestic personnel; activities of households as producers of goods and services for own use
U	Activities of extraterritorial organisations and bodies

¹ The complete classification can be found at www.ine.es

CNO-11 National Classification of Occupations 2011¹

Code	Description
1	Directors and managers
<i>A</i>	<i>Directors and managers</i>
2	Scientific and intellectual technicians and professionals
<i>B</i>	<i>Scientific and intellectual technicians and professionals in health and education</i>
<i>C</i>	<i>Other scientific and intellectual technicians and professionals</i>
3	Technicians; support professionals
<i>D</i>	<i>Technicians; support professionals</i>
4	Accountancy, administrative and other office employees
<i>E</i>	<i>Office employees that serve the public</i>
<i>F</i>	<i>Office employees that do not serve the public</i>
5	Workers in catering, personal, and protection services and salespersons
<i>G</i>	<i>Workers in catering and retail services</i>
<i>H</i>	<i>Workers in health and personal care services</i>
<i>I</i>	<i>Workers in protection and security services</i>
6	Skilled agricultural, livestock, forestry and fishing sector workers
<i>J</i>	<i>Skilled agricultural, livestock, forestry and fishing sector workers</i>
7	Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)
<i>K</i>	<i>Skilled workers in construction, except machine operators</i>
<i>L</i>	<i>Skilled workers in manufacturing industries, except installation and machinery operators</i>
8	Installation and machinery operators and assemblers
<i>M</i>	<i>Stationary installation and machine operators, and assemblers</i>
<i>N</i>	<i>Mobile machine operators and drivers</i>
9	Elementary occupations
<i>O</i>	<i>Unskilled workers in services (except transport)</i>

¹ The complete classification can be found at www.ine.es

- P *Labourers in agriculture, fishing, construction, manufacturing industries, and transportation*
- 0 **Military-related occupations****
- Q *Military-related occupations*

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 14. *Law 39/2006 of 14 December*
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