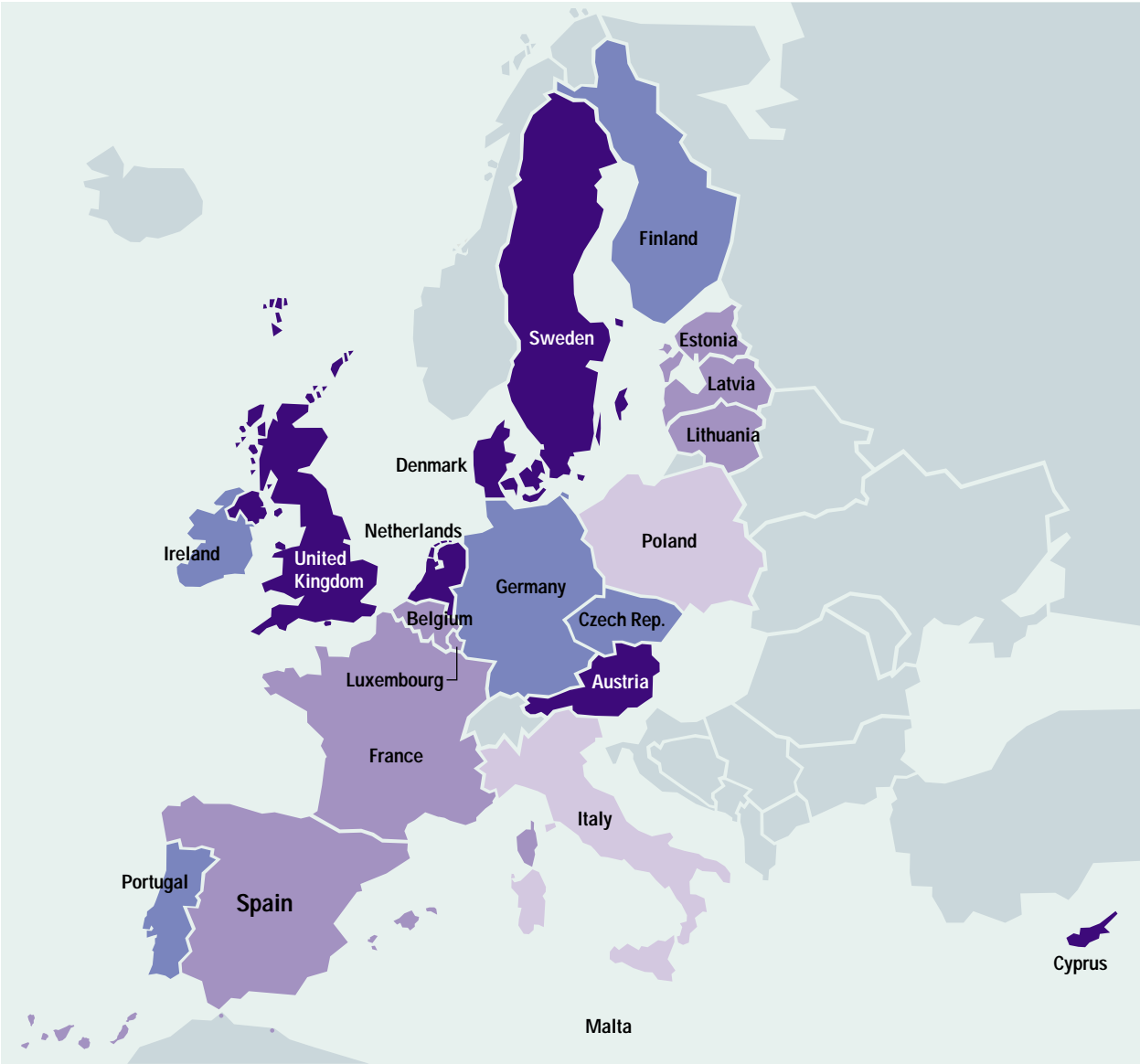


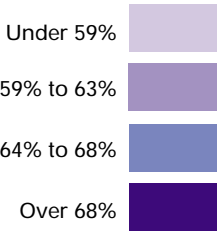
Labour market





Employment rate in the 25 state EU 2003

Persons 15-64 years old employed as a percentage of the total population of the same age group.



Employment rate

2003 %

| | |
|-----------------------|-------------|
| Denmark | 75.1 |
| Netherlands | 73.5 |
| Sweden | 72.9 |
| United Kingdom | 71.8 |
| Cyprus | 69.2 |
| Austria | 69.2 |
| Finland | 67.7 |
| Portugal | 67.2 |
| Ireland | 65.4 |
| Germany | 65.0 |
| Czech Republic | 64.7 |
| France | 63.2 |
| European Union | 62.9 |
| Estonia | 62.9 |
| Luxembourg | 62.7 |
| Slovenia | 62.6 |
| Latvia | 61.8 |
| Lithuania | 61.1 |
| Spain | 59.7 |
| Belgium | 59.6 |
| Greece | 57.8 |
| Slovakia | 57.7 |
| Hungary | 57.0 |
| Italy | 56.1 |
| Malta | 54.2 |
| Poland | 51.2 |

The employment rate of Spanish women is among the lowest

The labour market in Spain has suffered a transformation in the last few years, not only as a consequence of the progressive incorporation of women into the labour market but also due to the incorporation of the population of immigrants.

The **employment rate** - persons between the ages 15 and 64 - as an annual average has risen from 46.9% in 1995 to **59.7% in 2003** when it reached a decade high. Even so, it is still **less than the community average which is 62.9%**.

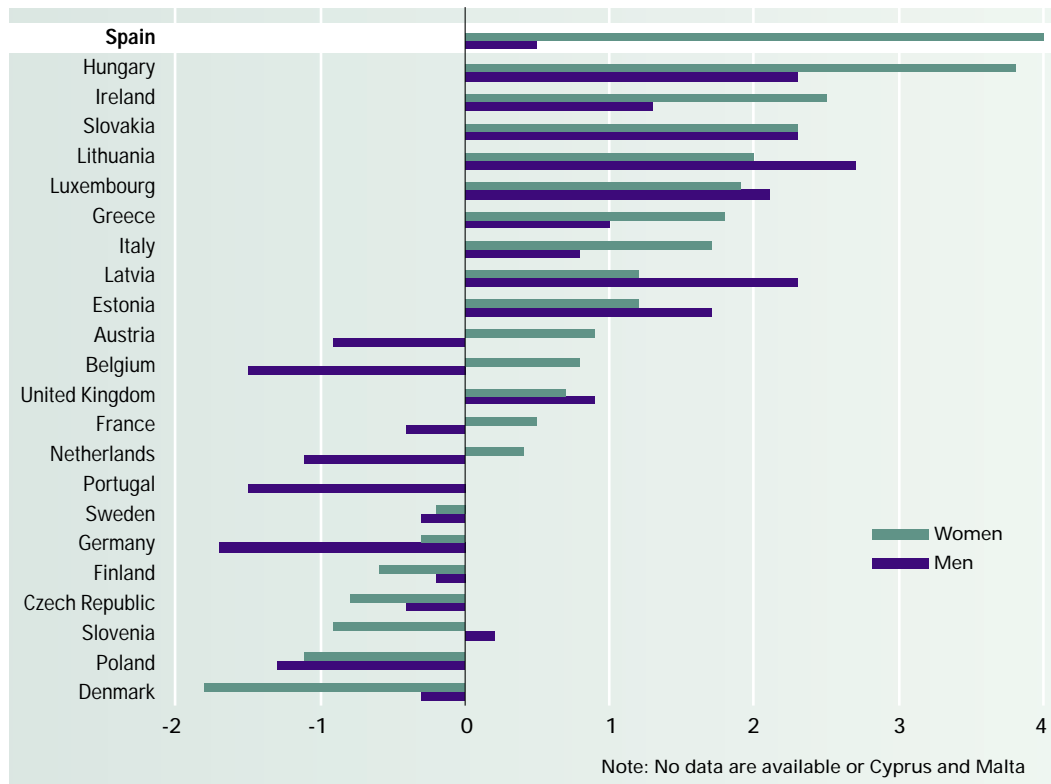
Despite the **occupation rate for women** having increased progressively in the last 10 years (**30.7% in 1994** and **46% in 2003**), it is still much less than the same **rate for men (73.2%)**.

Poland has an employment rate for women which is the same for Spain and only Greece, Italy and Malta have a lower rate with 43.8%, 42.7% and 33.6% respectively.



Percentage of employment growth. 2003

Ordered according to growth in employment for women



The **employment rate in Spain** increased by 1.9% in 2003 compared to 0.2% for the **community average**. Growth has been very unequal by countries; thus France has a growth of zero and eleven countries show negative growth.

Spain is the European Union country with **higher employment growth for women (4%)** and is in fifth place with respect to an **increase in total employment**, behind Hungary (3%), Lithuania (2.4%), Slovakia (2.3%) and Luxembourg (2%).

The creation of employment in Spain is 10 times higher than the EU average



Employment rate for older workers*

2003 %

| | |
|-----------------------|-------------|
| Sweden | 68.6 |
| Denmark | 60.2 |
| United Kingdom | 55.5 |
| Estonia | 52.3 |
| Portugal | 51.1 |
| Cyprus | 50.4 |
| Finland | 49.6 |
| Ireland | 49.0 |
| Netherlands | 44.8 |
| Lithuania | 44.7 |
| Latvia | 44.1 |
| Czech Republic | 42.3 |
| Greece | 42.1 |
| Spain | 40.8 |
| European Union | 40.2 |
| Germany | 39.5 |
| France | 36.8 |
| Malta | 32.5 |
| Austria | 30.4 |
| Italy | 30.3 |
| Luxembourg | 30.0 |
| Hungary | 28.9 |
| Belgium | 28.1 |
| Poland | 26.9 |
| Slovakia | 24.6 |
| Slovenia | 23.5 |

There is a higher percentage of older employees

In 2003, the **employment rate** for older workers was **slightly greater** than the European Union average (**40.8%** compared to **40.2%**) in Spain.

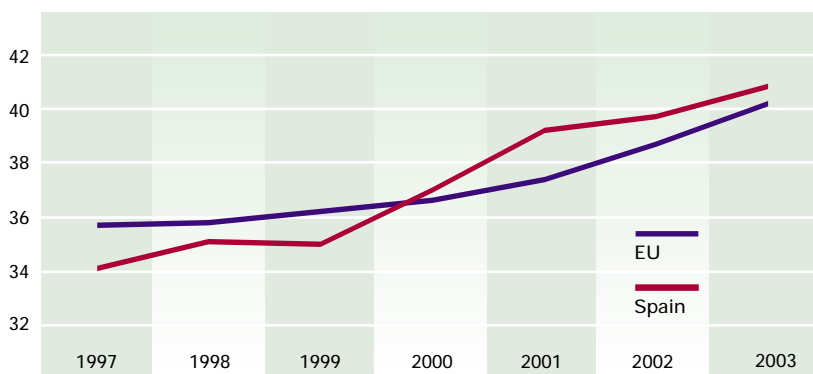
This value has been growing over the last eight years. Only **33 out of every 100** Spaniards 55 to 64 years old were working in **1996**.

The employment rate for **Spanish women** in this age group is only **23.4%** compared to a **community average** of **30.8%** for women. The difference between countries is significant. The highest rates are reached in Sweden (66.3%) and Denmark (52.9%); whilst the lowest rates are in Slovakia and Malta (11.2% and 13% respectively).



The average age of leaving the labour market for Europeans is **60**

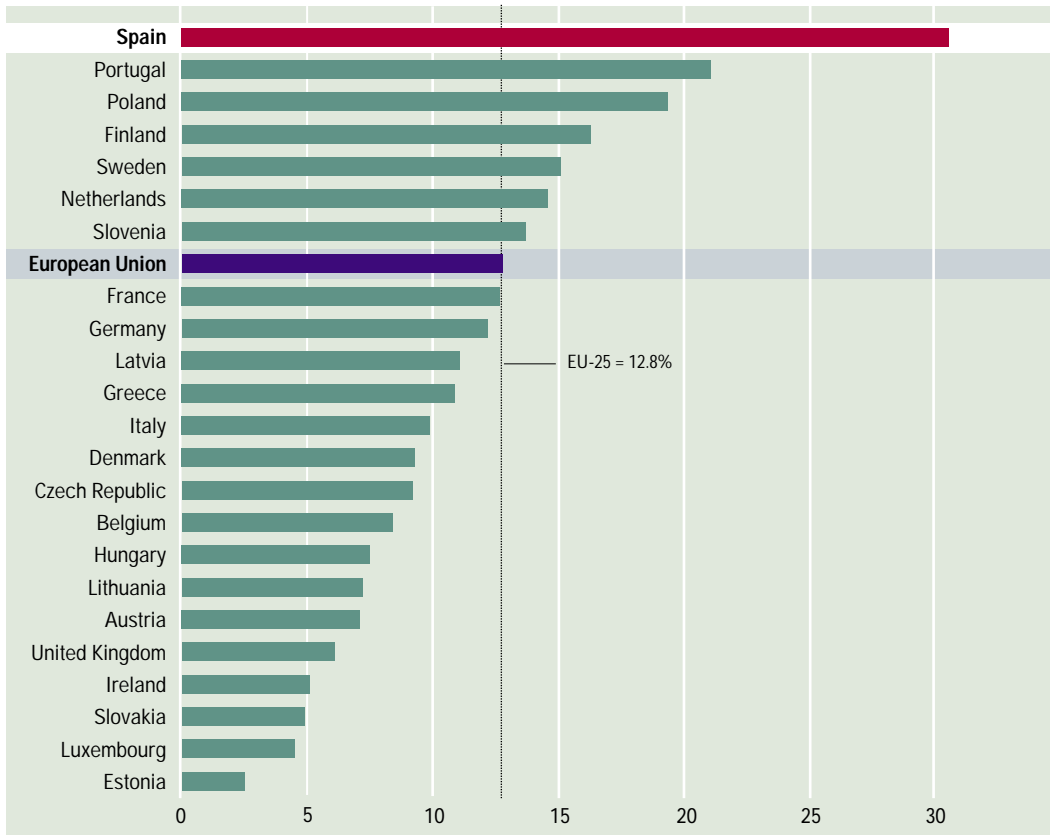
Evolution of the employment rate for older workers



* Calculated by dividing the number of persons aged 55 to 64 in employment by the total population of the same age group.

Percentage of temporary employment. 2003

As a percentage of total employment



Temporary nature of employment

Although there has been a slight improvement in the last few years, the temporary nature of employment in Spain is **still much higher than the EU average (30.6% compared to 12.8%)**. Portugal and Poland follow with 21% and 19% respectively. At the other extreme are Estonia (2.5%) and Luxembourg (4.5%) with the least percentages of temporary employment.



Dispersion of regional employment rates*

2003

| European Union | 13.0 |
|----------------|------------|
| Austria | 3.1 |
| Belgium | 7.7 |
| Cyprus | - |
| Czech Republic | 5.8 |
| Denmark | - |
| Estonia | - |
| Finland | 6.1 |
| France | 5.0 |
| Germany | 6.0 |
| Greece | 3.6 |
| Hungary | 8.5 |
| Ireland | - |
| Italy | 17.0 |
| Latvia | - |
| Lithuania | - |
| Luxembourg | - |
| Malta | - |
| Netherlands | 2.4 |
| Poland | 7.2 |
| Portugal | 3.9 |
| Slovakia | 7.6 |
| Slovenia | - |
| Spain | 8.9 |
| Sweden | 4.3 |
| United Kingdom | 6.0 |

* Countries ordered alphabetically
- Countries without regional breakdown

The differences are reduced between regions

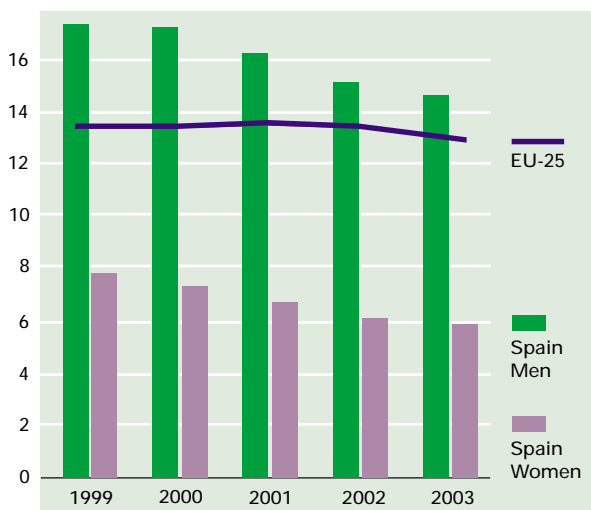
There are important territorial differences in the European Union with respect to employment. Therefore, the variation coefficient for **employment rates by NUTS-2* regions** is studied within each country. The indicator gives a measurement of the regional dispersion of employment rates.

Since 1999, the variation coefficient **has fallen by 1.8 percentage points in Spain** which indicates that the employment differences between NUTS-2 regions have reduced in our country.

Despite this, the greatest disparity between regions occurs in countries such as Italy and Spain and the least disparity in the Netherlands and Austria for 2003.

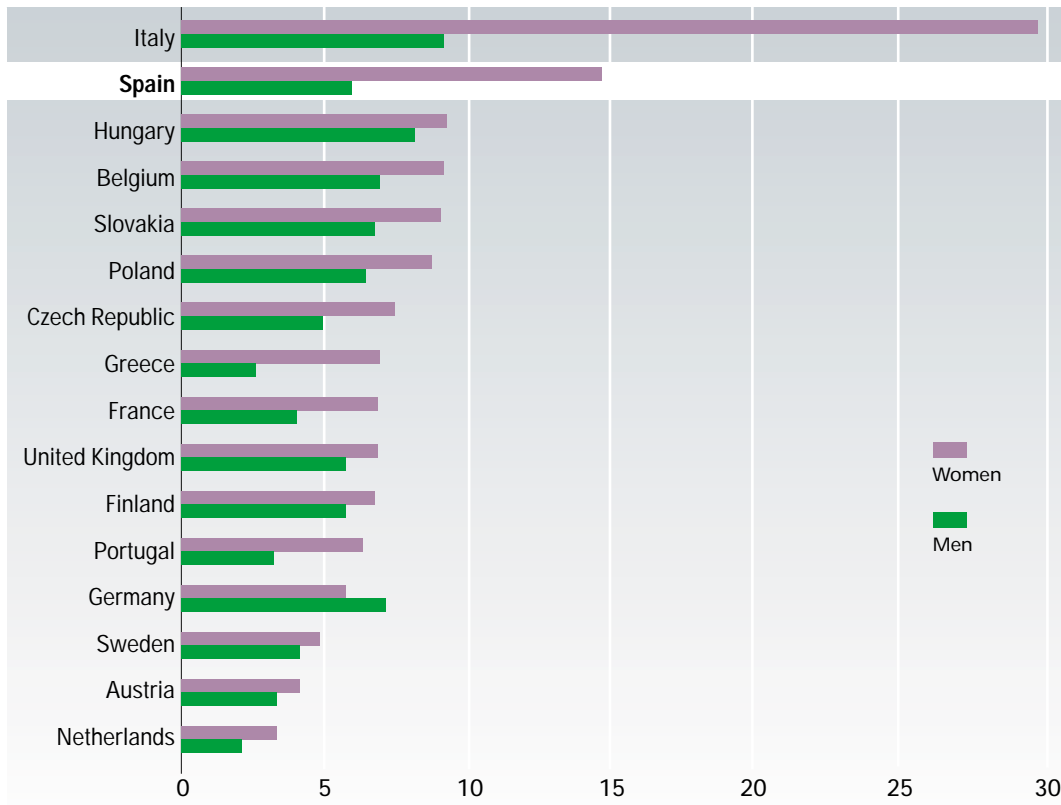
*The EU is made up of 211 regions defined as NUTS-2 by Eurostat. In the case of Spain, this corresponds to its autonomous communities, together with Ceuta and Melilla.

Evolution of regional dispersion of employment rates



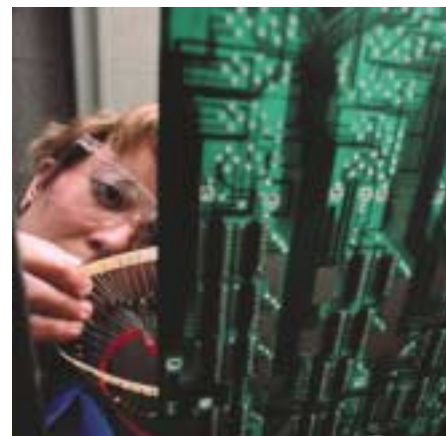
Percentage of employment dispersion. 2003

Ordered according to dispersion of employment for women



In the European Union, the percentage of dispersion of regional employment for women is greater than that for men except in Germany.

The most notable data is Italy, where the dispersion of regional employment for women is three times that for men (29.7% compared to 9.1%). In the case of Spain this difference is nine percentage points.



Unemployment rate*
2003 %

| | |
|-----------------------|-------------|
| Poland | 19.2 |
| Slovakia | 17.5 |
| Lithuania | 12.7 |
| Spain | 11.3 |
| Latvia | 10.4 |
| Estonia | 10.2 |
| Germany | 9.6 |
| France | 9.4 |
| Greece | 9.3 |
| European Union | 9.1 |
| Finland | 9.0 |
| Italy | 8.6 |
| Malta | 8.2 |
| Belgium | 8.0 |
| Czech Republic | 7.8 |
| Slovenia | 6.5 |
| Portugal | 6.3 |
| Hungary | 5.8 |
| Denmark | 5.6 |
| Sweden | 5.6 |
| United Kingdom | 4.9 |
| Ireland | 4.6 |
| Cyprus | 4.5 |
| Austria | 4.3 |
| Netherlands | 3.8 |
| Luxembourg | 3.7 |

* Percentage of people without employment in the economically active population. In other words, those who have had a job previously or are ready to work within two weeks or search for a job.

Young people and women are the groups most affected by unemployment

There were **2.1 million** unemployed people in Spain in 2003. The total **unemployment rate is 11.3%**. This figure has been falling since it reached a maximum in 1994 when twenty out of every one hundred active persons were unemployed.

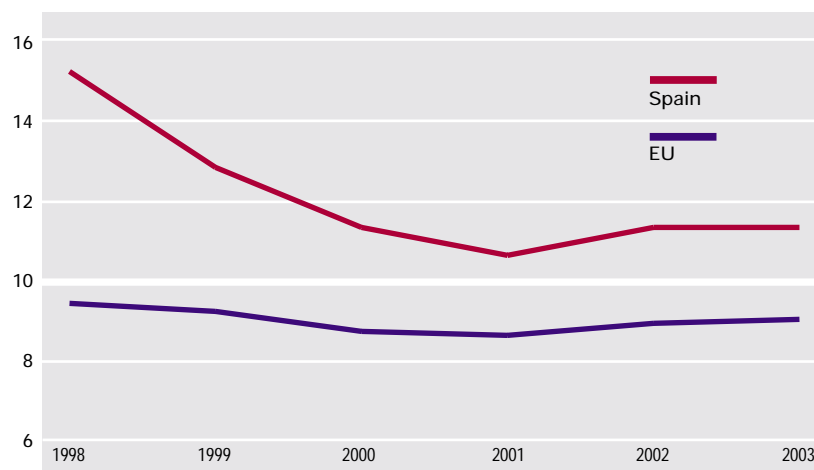
Despite this, it is one of the highest rates in the European Union and only exceeded by Poland (19.2%), Slovakia (17.5%) and Lithuania (12.7%). At the other extreme, the lowest rates are Luxembourg (3.7%) and the Netherlands (3.8%).

The groups most affected by unemployment in Spain are young people, women and the long-term unemployed.

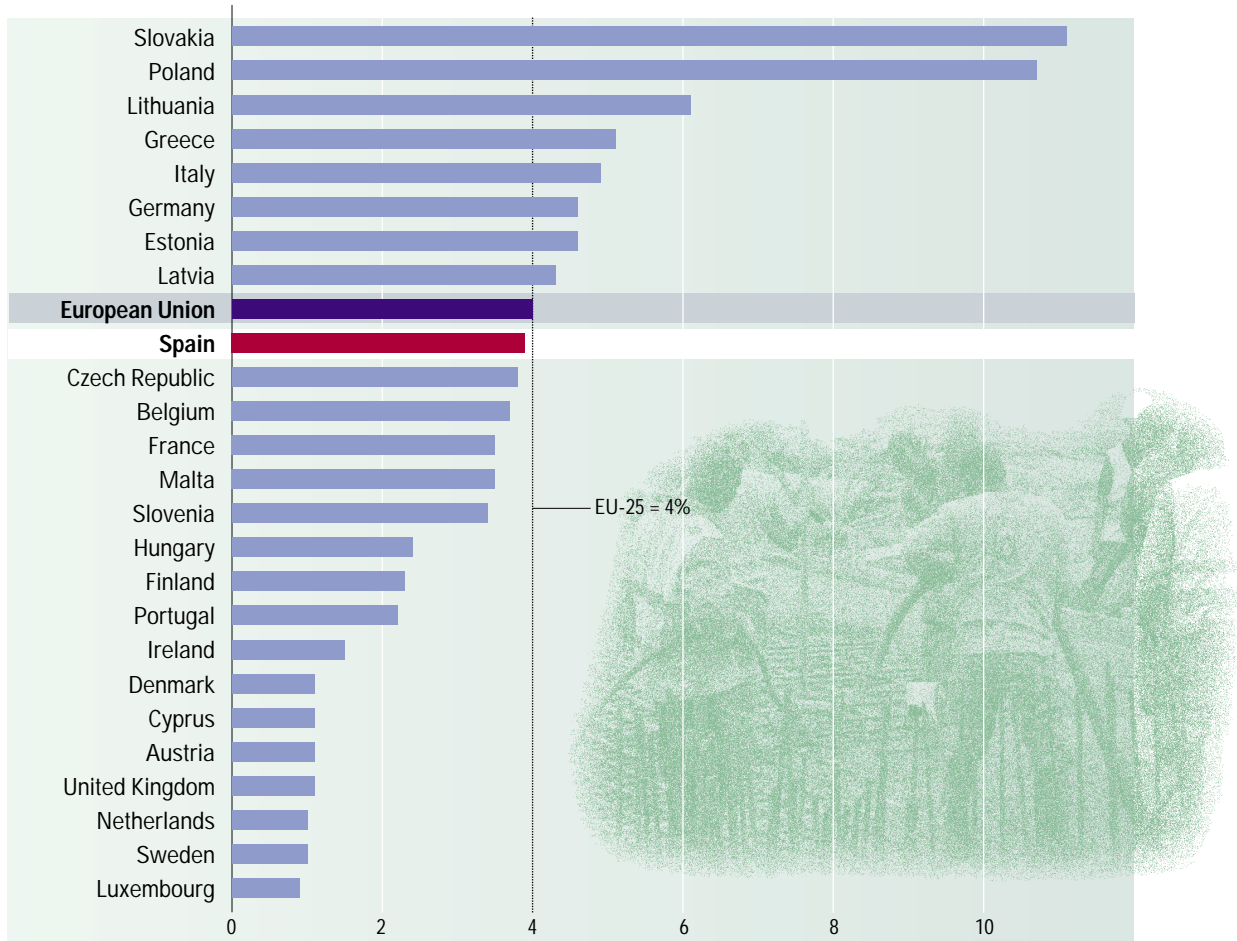
The **unemployment rate for young people** - the under 25s - is **22.7%** and is twice the general rate. There is a difference of **eight percentage points** between the rate for **women (27.2%)** and **men (19.4%)**.

As for the **unemployment rate for women**, this is **15.9%** which is nearly twice the **rate for men (8.2%)**.

Evolution of unemployment rate



Long-term unemployment rate. 2003



Long-term unemployment is falling

In the last few years in Spain, the **long-term unemployment rate** - at least twelve months - has fallen more than 7 percentage points, from **11%** in 1994 to **3.9%** in 2003. This is tenth below the European Union.

The gender difference is very marked. The unemployment rate for **Spanish women** is much higher than that for men (**6%** compared to **2.4%**).

Slovakia and Poland have the highest rates with 11.1% and 10.7% respectively. Conversely, in Luxembourg, there is hardly any long-term unemployment, only 0.9%.

Serious accidents at work*
2001

| | |
|-----------------------|------------|
| Estonia | 132 |
| Latvia | 116 |
| Sweden | 113 |
| Cyprus | 112 |
| United Kingdom | 110 |
| Spain | 106 |
| Ireland | 105 |
| France | 98 |
| Luxembourg | 97 |
| European Union | 95 |
| Malta | 94 |
| Slovenia | 94 |
| Italy | 92 |
| Netherlands | 92 |
| Czech Republic | 91 |
| Portugal | 91 |
| Denmark | 90 |
| Germany | 88 |
| Finland | 87 |
| Greece | 86 |
| Hungary | 86 |
| Lithuania | 85 |
| Slovakia | 84 |
| Belgium | 83 |
| Austria | 83 |
| Poland | 78 |

High number of accidents

In 2001, there were **4.7 million serious accidents** at work in the **European Union** which meant more than three days leave of absence. Of these, **783,000** occurred in **Spain**.

Between 1998 and 2001, there was a decrease of 6% in serious accidents in the EU. The greatest decrease took place in Denmark (-18%), Belgium and Austria (-17%). However, there was an **increase** in Sweden (13%), United Kingdom (10%) and **Spain (6%)**.

Poland registered the greatest reduction in accidents (-22%) among the new Member States, followed by Slovakia (-16%). Estonia was at the other extreme with an increase of 32 percentage points.

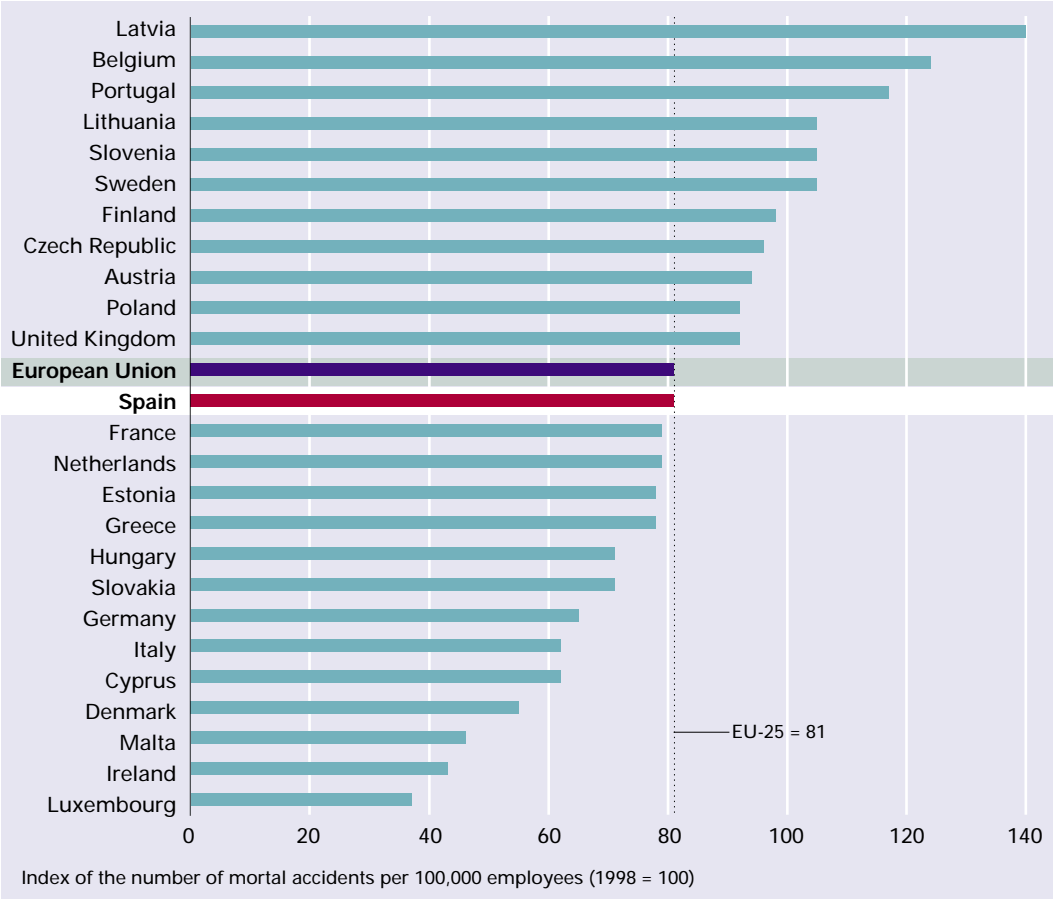
In Spain, **52%** of accidents with leave affect those **under 35**. This is seven percentage points higher than the community average.

More than half of serious work accidents are suffered by people under 35



* Index of serious accidents for every 100,000 employees (1998 = 100)

Mortal accidents. 2001*



A total of **739** persons lost their lives in Spain as a consequence of an accident at work during 2001, **8% less than the year before**.

Between 1998 and 2001, mortal accidents fell by 21% in the European Union. The country which registered the greatest decrease was Denmark (-45%). Conversely, Latvia showed an increase of 40%.



In the USA, the mortal accidents at work index in 2001 was 93 for every 100,000 persons. In Japan this was 98