**Analysis “Employment situation”**

**INEM FUNCTIONS**

INEM focuses on the creation, development and monitoring of employment policies.
- Plan and promote proposals for employment policies focused on the needs of individuals and companies.
-Gestion unemployment benefits, giving effect to the right of the unemployed to protection.
-To carry out research, studies and analyzes, at the state level, on the labor market situation and measures to improve it.

**SEPE (state public employment service)**Autonomous body of the General State Administration, currently attached to the Ministry of Employment and Social Security, which is entrusted with the management, development and follow-up of the programs and measures of the Employment Policy, within the framework of Law 56 / 2003, of December 16, of employment.
-Contribute to the development of employment policy.
-To manage the unemployment protection system
- Ensure information on the labor market in order to achieve.
- Integration and permanence in the labor market of the citizenship and the improvement of the human capital of the companies.

**UNEMPLOYMENT 2007**The crisis has led to a very uneven increase in the unemployment rate among European countries. It is verified that in 2007 Spain and Greece had less unemployment than Germany whereas in 2013 the Spanish and Greek rates soared and the German rate even declined. This growth was very asymmetric.

**UNEMPLOYMENT 2016**For the first time in 6 years unemployment in Spain falls below the 20% barrier. Even so, the figure shows that Spain remains the second country with the highest unemployment rate (19.8%), behind Greece (24.1%). This is the lowest rate in the EU since March 2009.

**UNEMPLOYMENT ACCORDING TO THE ESTIVAL STATION**In September contracts are made for the summer season, and on this occasion registered more than 1.9 million contracts, maximum in the historical series. In seasonally adjusted terms, unemployment is reduced by 48,579 people in the month of ministerial department. According to published data, this decrease of 3.2% is the 2nd highest recorded in the entire historical series, only surpassed by June 2013, when unemployment fell by 127,248, and is added to consecutive declines in March, April and May .
Of the 1,920,340 contracts registered in June, 1.7 were temporary, of which 2.6 were contingent due to the circumstances of full-time production and 26.2 "of work or service, Complete. Temporary contracts with part-time work accounted for 33.3%. 7.7% of the total contracts, 148,395 were of an indefinite nature.

In the last 12 months unemployment has fallen by 321,845 people, to this, they are chained for 2 consecutive months with declining unemployment. On the other hand, the affiliates to social security grow in 158,038 average members, 2.6% more, so that the number of contributors is 17,463,836 workers.
Unemployment falls in all communities.
In terms of sectors, the biggest decline is in the services sector with 50,807 fewer unemployed, construction, with a decrease of 14,190, and agriculture with 10,417.

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**TURISM**

 In 2013, while our national PIB was falling down a 1,2% , the turistic's PIB get to grow a 0,6% and leave the red numbers where it fell in the last excercise.

In 2013 the sector scored a new historical maximum with 60,66 million foreign tourists. Helped up by the problems of some rivals destinations, the sector was managing to overcome  the tourists' previous record of 2007, when 58,6 million arrivals were reached.

Spain raised in 2013 its entrys for tourism up to 45.152,9 million Euros, 3,7 % more than in 2012 and marking a new historical maximum, according to the information of the Bank of Spain.

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In the first trimester of the year 2015, each tourist spent 1.015 Euros of average in his trip to Spain and 116 Euros for day. That supposes a 1,6 % and 3,1 % more than in the previous year.

The money that the travelers spend also depends on the country wherefrom they come. For example, the expenses of the travelers of Latin America is very high, but Frenchmen or Portuguese, who  often come in car and for short elopements, reaches for it presents very little to the statistics.

In 2015, tourists spend 10764 milions of euros in Spain. Although the most profitable are the northern ones because their individual disbursement is bigger, the ones that add more money are the British people. The most expensive place to visit in Spain is Madrid and it's followed by Cataluña.

At the beginning, if the expense of the travelers rises, the tourist Spanish sector is beneficiary. Nevertheless, it is not the same thing what a tourist spends that what Spain deposits for every tourist. In January, of 2015 it appears that the revenue for tourism in Spain was 3.060 million Euros, opposite to 3.402 millions of tourist expense that indicated the survey of the Department.

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**IMPORTANT SECTORS**

Health service, trade,  restaurants and hotels lead the creation of employment in Spain. In total, 47 sectors drive the labor market, between July and August of 2015, creating 443.700 new work places in relation to the second term of the year.

The creation of employment accelerates in the final straight line of the legislature, on the creation of 544.700 working places in the third term of 2015, with regard to the same period of the previous year, and 182.200 new employments only between July and October. This advance was led by  hotel and sanitary business, trade, ... in total, 47 sectors that added 443.700 working places in the last three months, contributing to the best pace of the labor market from 2007, according to the numbers that the National Institute of Statistics had published.

Nevertheless, in this table it is possible to see which sectors are those that deposit more money in Spain

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**PROBLEMS TO SELF-EMPLOYED PEOPLE**

The crisis in our country gives us a number of unemployed is quite high and does not give truce to the young entrepreneurs who want to start a business activity in self-employment.

It is said that the only way to find employment is entrepreneurship, build your own company and help the country to exit the crisis, but the difficulties that you can encounter are many.One of them is that the environment of current consumption is not conducive to the entire world spends less than before. But the more serious problem is the difficult access to finance. The banks do not grant credits, and the few to which you can aspire will require that endorsements personally, so that triggers the risk.

When you start require you to become autonomous, which costs more than 200 euros, and many times you have no capital, nor for that since you can't pay before you have entered anything. At the end, before embarking almost, you are required to have worked for others, to be able to save money and it is a problem. When you get a stable job and money is difficult to get rid of and take the chances to do so.There are also groups that have more difficulties to become self-employed:

· Women face wage inequality, the strong segregation by gender, the increased presence of women in temporary jobs, part-time, and in the lower categories are some of the inequalities that women face in the current labour market.

· People with disabilities are undervalued and they cost more, but now the Administration has put in place positive action measures to which companies with more than 50 workers are obliged to reserve 2% of jobs to people wiTh disabilities.

What is it that happens in other countries?

Ø  In Italy, the workers only get paid based on earnings 20%.

Ø In France, the fees of the self-employed depend on the profession chosen and of the revenues they generate, but the first year do not have to pay anything.

Ø In Germany there is a fee of 140 euros when they exceed 1,700 euros of monthly income and no obligation to subscribe to a health insurance.

ØIn the United Kingdom have established a fixed fee of between 13 and 58 euros, and do not have quarterly returns of VAT, but are paid at the end of the fiscal year based on the profits made.

**CONTRACTS**

Undefined:
General characteristics:
The indefinite contracts are those contracts of work that are concluded without establishing time limits in the provision of the services, as for the duration of the contract. They are therefore suitable to offer stability, commitment and good working conditions to your workers and logically, among all types of employment contracts are the most desired by workers.
They will acquire the condition of permanent workers, whatever the modality of their contracting:
Types of indefinite contracts:
Thus, among the various types of indefinite contracts, the following are included depending on the conditioning formulas that are included:
People with disabilities.
Supporting entrepreneurs.
From a young person by micro-enterprises and self-employed entrepreneurs.
Again young entrepreneurship project.
Part-time with training.
Of workers in situations of social exclusion; Victims of domestic violence or victims of violence.
Of excluded from insertion companies.
Over 52 beneficiaries of unemployment benefits.
From young first job of ETT.
Coming from a contract for training and learning ETT.
Coming from an ETT trainee contract.
From the service of the family home. Conversion from temporary contract to indefinite.
Entrepreneur support contract
This is the new contract of indefinite work of support to entrepreneurs, contemplated by Royal Decree Law 3/2012 of February 10 (labor reform 2012) to encourage the creation of employment by self-employed, entrepreneurs and SMEs.
The indefinite contract of support to the entrepreneurs has the following characteristics:
Requirements:
The worker must be registered as unemployed so that the bonuses can be applied.
Characteristics:
Indefinite time, full day and one year trial period. Following the latest changes, this type of contract also allows for part-time employment.
Company Requirements:
Less than 50 workers, who have not made unfair or collective dismissals in the previous 6 months.
Commitment:
Maintain the employment of the hired worker for at least 3 years.
Fiscal incentive:
Tax deduction of 3,000 euros for the first employee hired by the company under 30 years.
Fiscal incentive for hiring unemployed:
If an unemployed person receives unemployment benefit, the right to a tax deduction of 50% of the benefit that the worker has pending, with a maximum of 12, being required that the worker has received at least 3 months of benefit. The worker can reconcile with his salary 25% of the benefit that he had to receive at the time of recruitment.
Bonuses in the corporate social security contribution for young people:
For ages between 16 and 30 years, € 83.33 / month the first year (1,000 e / year), € 91.67 / month the second (€ 1,100 / year) and € 100 / month the third (€ 1,200 /year). All these bonuses are cumulative to others that could be entitled up to a maximum of 100% of the business quota.
Bonuses in the corporate social security contribution for people over 45:
Must have been registered in the employment office at least 12 of the last 18. The amount is € 108.33 / month (€ 1,300 / year).
Women in sectors where they are underrepresented:
The amount of the bonus for young people would rise to € 108.33 / month (€ 1,300 / year) and from those over 45 to € 125 / month (€ 1,500 / year).
Extension of bonuses:
All these bonuses are cumulative to others that could be entitled up to a maximum of 100% of the business quota.
2. Temporary contracts:
Among all employment contracts, temporary contracts are the most appropriate when you have to incorporate a worker for a specific time or for a very specific activity.
The main types of temporary employment contracts are as follows:
Contract of work by work or service determined
Its object is the realization of a specific work or service with its own autonomy and substantivity. The duration will be the duration of the work or service determined.
Eventual contract for production circumstances
Its purpose is to meet production circumstances, accumulation of tasks, excess orders and similar situations. The duration will be a maximum of 6 months within a period of 12, and by collective agreement the duration can be up to 12 months within a Period of 18 months. A single extension can be formalized. The work contract will be made in writing unless the duration is less than 28 days and this is a full day. It can be a full day or part time.
Contract of Interim
Its purpose is to replace workers with reservation of their job, suspension of contract to temporarily cover a job during the process of selection or replacement in periods of vacations. Specifically, it may be carried out in cases of substitution for maternity, risk during pregnancy, Adoption or pre-adoptive or permanent placement of self-employed workers and members of cooperative societies. The duration will coincide with the duration of the cause that substantiates it. The work contract will be made in writing. The day will be full time unless the A part-time contract or a reduced day.
In addition, the duration of the probationary period in temporary contracts is limited to a maximum of one month in those contracts whose duration does not exceed six months.
Other types of temporary contracts:
First young job.
Contract of workers in situations of social exclusion; Victims of gender, domestic or terrorist violence.
Of workers of social exclusion by insertion company.
Of workers over 52 years of unemployment benefits.
Of partial retirement situation. Relief.
Part-time with training.
Of works of social interest / promotion of agricultural employment.
Family service workers.
Of persons with disabilities.
Of people with disabilities in special employment centers.
Of investigators.
Of workers punished in penitentiary institutions.
Minors and young people in juvenile centers.
3. Contract for training and learning:
Contract for training and regular learning:
This is the type of training contract in force since its approval in Royal Decree Law 3/2012 of February 10 to promote the labor insertion and training of young people. The contract for training and learning has the following characteristics:
Purpose: To provide the necessary qualification for the performance of a profession. Requirements: for young people under 25 (or under 30 while the unemployment rate is higher than 15%) lacking the necessary qualification to enter into a practical contract. : Minimum duration of 6 months and maximum of 3 years. Formative activity: requires to dedicate to training 25% of the day in the first year and 15% in the second. It can be in an accredited training center or in the company itself if it has the necessary resources and personnel.Retribution: the agreement in collective agreement and never less than the professional minimum wage.However, until December 31, 2014, there is The possibility of making contracts for training and learning not linked to certificates of professionalism or vocational training qualificationsBonifications in the corporate share to Social Security: 100% in companies of up to 250 workers and 75% from 250 workers.Bonifications in The share of workers to Social Security: 100%. Incentives to transformation into indefinite: 1,500 euros / year of deduction of business contributions to social security, for three years. In the case of women increases to 1,800 euros.
Other types of work contracts for learning
Of workers in situation of social exclusion, victims of gender violence, domestic violence or victim of terrorism.
Of people with disabilities in special employment centers.
Of works of social interest / promotion of agricultural employment.
4. Trainee contract:
Ordinary practice contract:
Its purpose is to facilitate the professional practice of workers appropriate to their level of studies. Workers must have a bachelor's degree, university diploma, technical or higher vocational training technician or equivalent degree, completed less than 4 years ago (for disabled workers does Less than 6 years).
Other types of trainee contracts:
Of workers in situations of social exclusion, victims of domestic violence or victims of terrorism. Of workers over 52 years of age, beneficiaries of unemployment benefits. Of persons with disabilities in special employment centers. Of social interest work / promotion of Agricultural employment
5. Part-time employment
Part-time employment contracts
Different mechanisms are established to encourage part-time recruitment. Thus, it is intended to combine greater flexibility in the management of working time while introducing measures to allow better control by the Labor Inspection and Social Security, and avoid fraud.
Among the measures put in place stands out:
The contract must be formalized necessarily in writing. The contract must include the number of ordinary hours of work per day, week, month or year contracted, as well as the manner of distribution as provided in collective agreement. It is forbidden to perform overtime hours. To extend the working day in the part-time contract through the complementary hours, distinguishing between complementary hours agreed and voluntary, provided that the average annual contracted hours are 10 hours a week
1. The agreed overtime
They may be used in temporary and indefinite work contracts. A maximum number of complementary hours agreed in the 30% of the agreed day with the worker, extendable up to 60% by agreement. The period of notice for the realization of agreed hours is reduced 7 to 3 days
2. Voluntary overtime:
Only on part-time contracts for an indefinite period.There is no minimum notice, although the percentage can not exceed 15%, expandable by collective agreement up to 30%.
It establishes an obligation to record day by day the working day, ordinary or complementary, to allow a better control by the Labor Inspection and Social Security.