

STUDIES ON GROWTH WITH EQUITY

SPAIN

QUALITY JOBS FOR A NEW ECONOMY

INTERNATIONAL LABOUR ORGANIZATION

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

TABLE OF CONTENTS

	Page
Foreword	V
Table of Contents	VI
List of abbreviations	XI
Executive summary and policy recommendations	1
Chapter 1 : Economic and labour market performance	15
Introduction	15
A. Macroeconomic developments	16
B. Labour market performance	21
C. The recovery and adjustment process	28
D. Concluding remarks	30
Annex A: Detailed Labour market developments	31
References	32
Chapter 2 : Policy developments to support the adjustment process	33
Introduction	33
A. Measures to support the financial sector and aggregate demand	34
B. The Fiscal Consolidation Plan	43
C. Recent reform initiatives to foster adjustment	46
D. Policy considerations	49
References	51
Chapter 3 : Improving competitiveness and fostering productivity	53
Introduction	53
A. Proximate factors of external competitiveness before the crisis	56
B. Underlying causes of competitiveness before the crisis: multi-factor productivity, job quality and investment	59
C. Recent developments towards improved competitiveness	71
D. Policy considerations	84
Annex A: An empirical analysis of the determinants of overall labour costs: Wage and non-wage costs	97
References	104

	Page
Chapter 4 : Labour market reform: Overview and policy challenges	109
Introduction	109
A. Employment protection legislation	110
B. Part-time employment	120
C. Policy considerations	124
References	129
Chapter 5 : The role of employment and skill policies in supporting structural transformation	131
Introduction	131
A. Active labour market policies	132
B. Training and employment policies for youth	139
C. Unemployment benefits and labour market objectives	144
D. Public employment services: Role of effective delivery	149
E. Policy considerations	154
Annex A: Specific labour market measures introduced to mitigate the effects of the crisis	158
Annex B: Share of population in Spain aged 18–24, by region, who leave high school and do not continue with other education or training	159
References	160