03 - CONTEXT ANALYSIS

Each outplacement intervention must take into account the socio-economic environment whose direct/indirect target groups belong and where career guidance services and training actions for professional placement will be realized.

This is a template for the context analysis.
TIP: you should have completed this document during the Designing Process.

The main dimensions of analysis to be considered are:

A - Geographical area of interest: to describe the territorial boundaries and the location of the planned actions; to define the spatial limits of the analysis.	The region of Aragón is one of the seventeen autonomous communities that form Spain. Aragón is divided in 3 provinces: Huesca, Zaragoza (Saragossa) and Teruel, with 739 municipalities (Huesca: 202, Zaragoza: 291 Teruel: 236). It has a total land area of 47.650 square kilometers. Zaragoza is the biggest province with 17.252 square kilometers, followed by Huesca with 15.613 and Teruel, 14.785. As a result of its size, Aragón is the fourth Spanish autonomous community. Aragón is located in the northeastern part of Spain, bording on Cataluña (Catalonia), Valencia, Madrid y País Vasco (the Basque Country); also, Aragón has excellent connections with the rest of Spain, road access to France, train and plane. The Ebro River Valley which crosses the region is considered as the most active development priority in Spain in the last years. Thanks to its strategic location, Aragón plays a remarkable role as frontier with Europe through the Pyrenees (Some people define Aragón as the "European door" for the rest of Spain). Furthermore, the capital Zaragoza and the Ebro River Valley become a center of logistic interest because of their good location with reference to other important centers within a distance of 300 kilometers from Madrid, Barcelona, Bilbao y Valencia, defining Zaragoza as a junction of communications. The phisical map emphasizes the large depression that extends from Cantabrian Mountains to the Mediterranean coast,

	running between the mountains with the Pyrenees to the north and the Iberian System to the south and east. The Ebro River which runs in the center of this depression shows a triangular-shaped watershed. The base of this triangle is the coast Mediterranean and their sides, the Pyrenees and the Iberian System meeting at the top of the Cantabrian Mountains.

B - Economic and productive system:	
B1 - classification of economic activities (sectors): composition of the productive structure of the territory and description of economic specializations	Aragón has an open and diversified economy, with a per capita income above the Spanish average and a positive trade balance turning it into one of the most balanced economies in Spain. Moreover, the 70% of Spanish GDP is less than 3 hours from Aragón. The traditional economy of Aragón is based on the primary sector with a predominance of cereal and forage crops, supported by an important sheep population. But in the last years it has been modified due to the rise of industrial sector, services and commerce sectors, and tourism. For that purpose, it is necessary to emphasize the role of Zaragoza as metropolis and also its commercial and logistic capability in the northeast area sector. Opel (General Motors) has a factory near Zaragoza, located in the municipality of Figueruelas. There are other important companies of electric generation such as Endesa with its Teruel Termal Power Station at Andorra; SAICA paper mills, in Zaragoza y Burgo de Ebro; ICT Ibérica, also in Burgo de Ebro; Pikolín, Sabeco, Inditex or BSH, in Zaragoza; Lacasa chocolates in Utebo; or the wood company of Cella, the third in Europe. The PLAZA Complex, close to the airport, is the largest wholesale centre of merchandise and transport logistics in southern Europe. It has been possible the creation of the regional radio and television after nearly 15 years of a continuing delay as a consequence of “extraordinary circumstances” in relation to political and economical measures, where respective interests of the local media and the lack of general political consensus had delayed this multimedia initiative. There are internationally known products, such as Ternasco de Aragón, tomato bread, Somontano wines, Teruel ham, Bajo Aragón olive oil, Calanda peach and almonds. Existing guarantees of origin have helped them to open up new international markets, for example Japan, China, United States and Europe. The future is focused on the tertiary sector growth, the secondary sector maintenance and the gradual reduction of the primary sector, as well as the most occidental economies. The growth of Sport-touring which is promoted by Aramón (ski resort group) is one of the most important economical activities; besides, cultural tourism is a recent event provided by the improvement of road communications (Mudéjar highway), where Teruel is becoming an attractive nationwide place due to its historic heritage (Mudejar Aragonés, a UNESCO World Heritage Site), “Dinópolis” theme-park and its proximity to Albarracín.

PROFITABLE SECTORS

Primary sector: Agriculture and Stockbreeding

Aragón´s agricultural area is 4.429.174 hectares, 59% of cultivated lands and 41%, non-cultivable lands. The latter are mainly in Huesca and Teruel provinces, whereas agriculture predominates in Zaragoza. Irrigation takes up one fifth of cultivated lands in Aragón (392.000 hectares), whereas it is a tenth in the rest of Spain.

The larger irrigation areas are in Medio and Bajo Cinca (canal of Aragón and Cataluña), south of Cinco Villas and northwest of Monegros (Bardenas Monegros plan), ribera del Ebro- Canal Imperial, and in Jalón-Jiloca traditional systems. Vegetables, fruit trees, cereal and vine associations are the major part of the latter. New irrigation lands are more specialized in herbaceous crops (cereal and fodder) and vegetables.

Unirrigated land is in Iberian System, Pyrenees and buttes of Central Depression, away from rivers. The Mediterranean trilogy, cereal, vine and olive tree, is fruitful there.

Natural fresh pastures are located in high Pyrenees and Iberian System, where seasonal migration of sheep and goat farming established themselves in the past coming from the central plain. Nowadays, the seasonal migration crisis is responsible for pastures increase by artificial irrigation, especially in cattle breading. In Ebro River Depression, the cattle's farming has changed into an intensive and industrial system in stables and farms.

Depending on the production, the first is poultry farming (16 millions), followed by cattle breading, pigs and sheeps.

Secondary Sector: Industry and Power

Since the second half of the 19th century, the metal transformed tends to be in Zaragoza due to its intermediate location between Catalonian and Basque industrial areas. Nowadays, we can find the biggest industry of the metropolitan area of Zaragoza, General Motors (in Figueruelas), and also many companies involved in automotive and mechanical equipment and machinery, and in other demanding industries: chemistry, glass, paper, graphic arts, etc.

Electrochemical and electrometal industries (in Sabiñánigo and Monzón) which appeared due to the electric power of Pyrenean rivers are very important, or timber industry (in Cella and Teruel), close to Iberian forests.

It is important to mention provincial industrial areas specialized in textile (Barbastro, Fraga, Tarazona, Alcañiz, etc), leather and footwear (Brea, Illueca, Calatayud), or point locations, for example Morata cement company.

In relation to power production, it should be noted the mining development in Val de Ariño, Utrillas and Gargallo-Estercuel basins, associated with thermal power plants located in Andorra, Escucha and Escatrón. There are hydroelectric power plants in the Pyrenean rivers (Aragón, Gállego, Esera, Isábena y Noguera Ribagorzana), and also in tributaries on the right bank of Ebro river (Jalón, Jiloca, Martín y Guadalope).

Tertiary Sector: Commerce and Tourism

In Aragón, the commercial metropoli is Zaragoza sharing provincial influence with Calatayud. In the province of Huesca, there are town

<table>
<tr><td></td><td>centers: Huesca, Jaca, Barbastro, Monzón y Fraga, and in the province of Teruel, the province itself and Alcañiz.
In these points, we can find health services (hospitals, outpatients department and clinics), economic (banks, insurances, agencies), professional (notaries, lawyers, optician's shops, hairdressers, hotels, etc.), and entertainment.
Tourism in Aragón has important tourist points based on its natural and cultural heritage: ski resorts in the Pyrenees and Iberian System, protected Natural Spaces of both mountains, monumental areas such as the Maestrazgo turolense, the Mudéjar Route and different churches, for example in Serrablo, Tarazona, Huesca, Zaragoza, etc.

Sources:
http://www.aragon.es/estaticos/GobiernoAragon/Departamentos/EconomiaEmpleo/Areas/06_Servicio_de_estudios/BTC39%20Punto%202%20Arag%C3%B3n.pdf

http://www.crea.es/generalcrea.nsf/Informesweb/FAE74517B25C2723C1257A0200399DB7/$FILE/08-13.%20PIB%20Cuarto%20Trimestre%202012.pdf

http://www.crea.es/generalcrea.nsf/Informesweb/75904B532AEFDA13C1257B3A00301310/$FILE/15428920.pdf

http://www.fundear.es/
http://www.fundear.es/fotosbd/305273839rad82B33.pdf</td></tr>
<tr><td>B2 - number and size of firms: numerical consistency of the enterprises per classes of employees</td><td><u>BUSINESS RANKING</u>
<table>
<tr><th></th><th></th><th>Turnover (millions ($)</th></tr>
<tr><td>1</td><td>General Motors- Spain</td><td>7.643</td></tr>
<tr><td>2</td><td>Alliance Healthcare</td><td>2.406</td></tr>
<tr><td>3</td><td>Sabeco Supermarkets</td><td>1.510</td></tr>
<tr><td>4</td><td>Celulosa Aragonesa Industries</td><td>1.191</td></tr>
<tr><td>5</td><td>Esprinet Ibérica</td><td>904</td></tr>
<tr><td>6</td><td>Schindler Ibérica Management</td><td>779</td></tr>
<tr><td>7</td><td>Schindler</td><td>735</td></tr>
<tr><td>8</td><td>Caladero</td><td>734</td></tr>
<tr><td>9</td><td>Álvarez Beltrán</td><td>455</td></tr>
<tr><td>10</td><td>El Kilochicha</td><td>407</td></tr>
<tr><td>11</td><td>Utisa Tableros del Mediterráneo</td><td>404</td></tr>
<tr><td>12</td><td>Adidas</td><td>391</td></tr>
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	<table><tr><td>13</td><td>Novapet</td><td>380</td></tr><tr><td>14</td><td>Arcelormittal Zaragoza</td><td>360</td></tr><tr><td>15</td><td>Distribuidores de Alimentación para Grandes Empres</td><td>354</td></tr><tr><td>16</td><td>Zaragoza Plaza Logistic Platform</td><td>304</td></tr><tr><td>17</td><td>Pikolín</td><td>293</td></tr><tr><td>18</td><td>Galerías Primero</td><td>293</td></tr><tr><td>19</td><td>Expo Zaragoza Empresarial</td><td>285</td></tr><tr><td>20</td><td>Zaragoza Alta Velocidad 2002</td><td>283</td></tr><tr><td>21</td><td>Electronic Data Systems España</td><td>277</td></tr><tr><td>22</td><td>Fagor Ederlan Borja</td><td>270</td></tr><tr><td>23</td><td>Minera Catalano Aragonesa</td><td>232</td></tr><tr><td>24</td><td>Prainsa Prefabricados</td><td>229</td></tr><tr><td>25</td><td>Lecitrailer</td><td>227</td></tr><tr><td>26</td><td>Rivasam Intercontinental</td><td>207</td></tr><tr><td>27</td><td>Construcciones Mariano López Navarro</td><td>207</td></tr><tr><td>28</td><td>Aragón Oil</td><td>204</td></tr><tr><td>29</td><td>Mann Hummel Ibérica</td><td>201</td></tr><tr><td>30</td><td>Horcona</td><td>194</td></tr></table> More information: Company ranking in Aragón with a great number of employees. http://www.fundear.es/fotosbd/13005243rad0A1A5.pdf
B3 - Presence of clusters, productive specialization and local labour systems: if so, describe them	Aragón has 11 clusters which generate € 17.440,5 millions, with 86.187 employees and 472 partners. Besides, these clusters export worth € 843, 4 millions becoming 48% of GDP regional. Aecae (lifts), Aera (aeronautics), Alia (logistic), Anmopyc (machinery), Caar (self-propulsion), Innoalimen (food), IDiA (horizontal), Metal Huesca, Tecnara (TIC) y Zinnae (water) y CESLA (software).
B4 – Produced added value, GDP per capita	**<u>Macroeconomic data Aragón 2011 (Source, IAEST):</u>** GDP: € 34.098 millions +0.3% in 2011

Per capita income: Aragón: € 25.920 España: € 23.271 UE27: € 25.134
Gross average salary: €19.697/year
Exports: € 9.267 millions
Imports: € 7.700 millions
Coverage ratio: 119.78%

1) GDP Components. Aragón. 2010:
   - Agriculture 4%
   - Power 5%
   - Industry 16%
   - Construction 14%
   - Services 61%
2) GDP Components. Spain. 2010:
   - Agriculture 3%
   - Power 3%
   - Industry 13%
   - Construction 12%
   - Services 69%

Aragón GDP means 3% of the total Spain GDP.

Source: http://www.cai.es/sestudios/paginas/home.asp?idNodo=699

ECONOMIC SITUATION IN 2012

The level of economic activity in Aragón underlined its slowdown in the third quarter of 2012, together with national economy and European developments. However, the labour market showed a little improvement, as employment appeared, although a significant increase of job seekers was a new rise in unemployment.
For its part, the inflation showed a new rise in the summer, and then it slowed, and labour costs were moderate in the third quarter of 2012.

TRENDS IN THE REGIONAL ECONOMY

In 2013, it is expected the pace of economic activity records a new decrease in Aragón during the last third quarter, and the negative GDP growth is located in a contraction ,short of 1,5%, as we prognosticated for the year 2012 according to it was expected to the

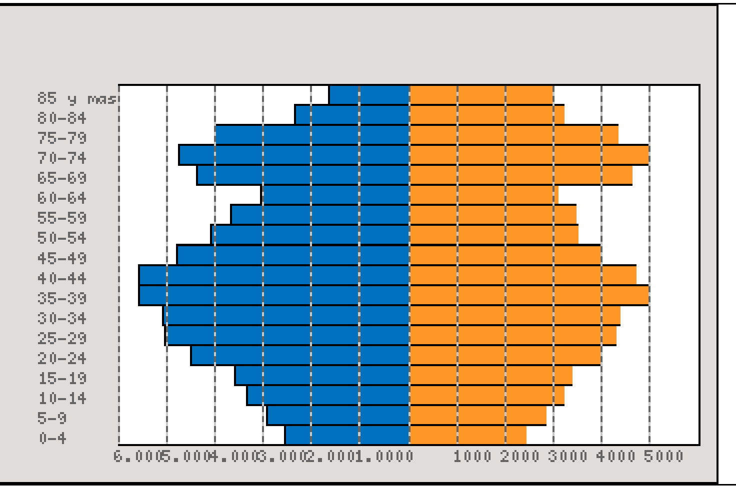
	national average from the government of Spain. In relation to 2013, there is a GDP variation rate of -0, 7%, with a more negative development in the first half of the year, starting small positive increases after summer. This recovery would be motivated by the external contribution, with the Euro area recovery (the main customer of our production), and the tendency for exportations growth in the emerging countries. This external sector improvement should motivate, firstly, a major pace of domestic demand activity, due to group investment, and then, job creation which generates incomes and promotes consumption. Then, from a sectorial point of view, industry should lead the growth in 2013, promoted by productive branches pointed to the exportation and becoming internationalized, due to the external demand will present a more positive behaviour than domestic demand. The services should help in a lesser extent to the industry recovery, although it is important to mention the importance of a sector in the Aragonese economy. Finally, the construction will continue its adjustment process, with a negative development during the year. These predictions about the progress of Aragonese economy face the same threats as in the national area, but in the case of Aragón, it should underline the model of foreign trade, due to its major openness and productive industrial specialization. But in this sense, the negative development of the major European economies for 2013, which are still our main business partners, could have a major effect on Aragonese Community regarding the national group, if it is extended by the time. Therefore, it is very important the openness of new markets for the Aragonese products, especially in those countries with a major growth.
B5 – Presence of path-dependence effects related to the economical history of the area: elements of economic and industrial history of the area	In relation to the Aragonese economy, there is a high concentration of its own economy in a particular sector: self-propulsion and its automotive-supply industries. In particular, this concentration is produced around a company, OPEL in Figueruelas, involving several thousand people, and representing a high part of production and exportations in Aragón. Since its settlement, it has been a high driver for growth for Aragón and especially for Zaragoza and the Ebro Valley, but according to some experts, there are problems of amount of overcapacity in this sector. Therefore, there would be an important loss of productive capacity and employment. The discussion about the diversification of Aragonese economy reappears in connection with automobile industry uncertainties. Low expectations and Opel restructuring force to study in depth strategy about productive fabric. Aragón is not starting from scratch: it has just made considerable progress, such as the dependence on “car monoculture” is lower than ever. There are not specific statistics about the influence of automobile in Aragonese economy. In relation to the regional industry, it represents a quarter of its production value, 17% of gross value added (GAV) and about 15% of employment. Opel is the half of these numbers. But the importance of Figueruelas´ plant and its satellites is not only quantitative. Opel is a reference to attract investment for the image of advanced and dynamic economy to the community. “GM introduced a new business management culture in Aragón”, Larraz

	highlights. Therefore, Opel is not replaceable, but, at the same time, the search for spares and alternatives is extremely urgent. There are doubts whether the policy of diversification promoted by the regional government has borne fruit. All experts consulted agree that the dependence on car has been reduced, especially over the past decade. The exportations development shows this tendency: in 1990, self-propulsion sector represented 66,8% of export sales in Aragón; in 2000,it fell to 52,5% and it was in 49% in 2008 (under 50% for the first time). The value of this sector also has reduced its proportion to GAV and employment (see graphic). In respect of industry, metal, machinery and equipment, electric and electronic material and paper sectors have became more important. In services, transport, logistic, financial activity and tourism have also increased considerably. This results from the fact that Aragón is “more vulnerable” than other economies due to its specialization in the industrial sector, one of the most affected sectors by the current economic crisis. It does not mean the recession is slowing the diversification process; this is what Gobierno de Aragón (Regional Government) thinks, it has prioritized in logistic, renewable energies, tourism, service companies and the thrust of Zaragoza as shopping and leisure city in the last few years. These have stabilised in general terms despite the economic crisis. There are fewer possibilities in relation to aeronautics or recycling. ¿Where should now diversifications insist on? The commission of the College of Economists of Aragón has a good impression of the emphasis in “medium companies with high added value” and related to the knowledge (biotechnology, pre-cooked convenience food or renewable energies). **Source:** http://www.aragon.es/estaticos/ImportFiles/02/docs/Areas/Publicaciones/InformesAnuales/Informes%202009/CAPITULO_ESTRELLA_definitivo.pdf

B6 - other elements useful to understand the economic and productive structure of the area	**Estrategia Aragonesa de Competitividad y Crecimiento (Aragonese Competitiveness and Development Strategy)** La Estrategia Aragonesa de Competitividad y Crecimiento–EACC 2012–, presented on July 2012, collects Gobierno de Aragón´s key economic policy for the coming years. Its primary objective is the job creation. The resolutions collecting in this strategy have been grouped based on four fundamental planes with a cross-sectional nature: competitiveness, internationalization, financing and social dialogue and institutional coordination. At the same time, the strategy, based on these cross-cutting themes, has a detailed planning by strategic sectors. These sectors are identified as strategic, with the specific criterion and/or key growth opportunities in the future, are: Agricultural engineering, Power, Industry, Automotive industry, Logistic, Tourism and New Technology sector. In this way, this quest for this strategic sectors which has been defined by la Estrategia Aragonesa de Competitividad y Empleo in 2005 is mantained, also modified in 2008, and automotive industry is incorporated as a new strategic sector. **Estrategia del Gobierno de Aragón: (Gobierno de Aragón Strategy)** The Europe Union (EU),to revover from a economic crisis, needs an intelligent, sustanaible and conciliatory development. It requires an European innovation strategy, as it is established in the document “ Innovation Union”. The purpose is to invest in investigation, innovation and entrepreneurship in all EU member states and EU regions, as well as the full potential of the economy. The European Commision wants national and regional authorities from all over Europe prepare research and innovation strategies for the intelligent specialization, in order to the Structural Funds can be used in a more effective way and synergies between different EU, national and regional policies can be increased, as well as public andd private investments. On the other hand, there is a planning tradition in this field. The Research Regional,Development and Knowledge Transfer Plans, and also different Innovation Strategies taken by Gobierno de Aragón are a good example of this. Besides, there is a economic and social development policy which has been based on different sector in the last few years. Therefore, it consists on defining a development strategy in which public administrations, companies, research centres and universities work together identifying areas of specialization in our Community at the same time that different points hindering the innovation process are identified.

C - Social system and demography: statistical and stratified data to describe the	**Demography in Aragón:** Aragón has 1.346.293 inhabitants and its population density, with 26, 77 inhabitants/ km².

reference population	**<u>Aragón Population Density:</u>** Aragón is the fourth autonomous community with less population density. The proportion of foreigners in 2006 was 8,25%. **<u>Province distribution of population:</u>** In 2006: 1 Province of Zaragoza 917. 288 71'8 % 2 Province of Huesca 218. 023 17'1 % 3 Province of Teruel 142. 160 11'1 % **POPULATION OF ARAGÓN** Aragón has 1.346.293 inhabitants, and more and more inhabitants due to the foreigners´ coming. Aragón has a positive migratory growth because there are more immigrants than emigrants, with more than 100.000 foreigners. Aragón has a small density population and is the second least populated autonomous community in Spain. Almost the half of the autonomous community's people lives in Zaragoza. The main cause of Aragonese population ageing is the migration. **SOME CONSEQUENCES OF ARAGONESE POPULATION MIGRATIONS ARE:** - Depopulation of Aragón - Aragonese population ageing **DISTRIBUTION OF ARAGONESE POPULATION:** - In Zaragoza, it is almost the half of aragonese population - Teruel is the least populated region. - Huesca is not very populated. Jaca and Sabiñanigo are the most populated villages. **HOW ARAGONESE POPULATION IS DISTRIBUTED:** Aragonese population is distributed in an irregular way: - The most populated areas: Zaragoza is the region with higher population density. - The least populated areas: Iberian System regions.



D - Labor market and institutions:
Inaem. Instituto Aragonés del Empleo, (Aragonese Employment Institute).
SEPE, Servicio Público de Empleo Estatal (State Public Employment Service)

Training Agencies

Cooperating Entities and Employment Agencies

Vocational Guidance and Occupational Integration are actions of career guidance related to employment and assistance for self-employment, focussed on the improvement of possibilities for finding work of people registered on Employment Offices of Instituto Aragonés del Empleo (Aragonese Employment Institute).

Special Employment Centers are companies whose purpose is to ensure a remunerated job and the provision of personal and social services to disabled employees, and at the same time founding a method of social integration.

Support programme for professional reinsertion (Programa de Apoyo a la Reinserción Laboral, FEAG).encourages the development of active policies and the outplacement for those construction unemployed based in Aragón.

Employment and Local Development Agents are workers on local authorities, subsidiaries entities or linked with a local administration whose main purpose is to collaborate in the promotion and implantation of active employment policies relative to the creation of entrepreneurial activity.

Cooperation with Non-profit organisations and Entities. Organizations that would be beneficiaries of this programme: General Administration of the State Bodies and its regional bodies, Autonomous Region of Aragón Administration of the State Bodies and its dependent or independent bodies, universities and non-profit institutions that fulfil conditions defined by regulatory bases.

Collaborating Centres are those institutions, organizations, companies and private or public training agencies to provide Proffesional Training for Employment with approved teaching specialities.

Cooperation with Local Entities Local Governments of Autonomous Region of Aragón, its Regional Bodies, just like dependent institutions, which have different skills promoting employment, could be beneficiaries of this programme.

Employment Agencies are entities that, in colaboration with Gobierno de Aragón through Instituto Aragonés de Empleo, perform labour intermediation activities whose purpose is to provide a suitable job to hard-working people.

Professional Integration Companies (Empresas Inserción ARINSER) companies that perform any economic activity relative to the production of goods or provision of services and whose social objective could be social and vocational integration and formation of peple in a social exclusion situation.

Disability and Employment

D1 – Stratified statistical data on employment and unemployment: static data and dynamic data (pre/post crisis)	During the summer, the Aragonese labour market showed a little improvement, creating jobs, although there were more job-seekers and the result was an unemployment increase. According to data from the Labour Force Survey (EPA), the Aragonese labour market created 1.100 jobs in the third quarter of the year, equivalent to a 0, 2% quarter-to-quarter growth. However, new active populations incorporations into the labour market were higher, 2.200 people (0,3%), so the unemployment increased in relation to the difference, 1.100 unemployed (0,9%). In this way, the unemployment rate was in 18,8% of working population, two tenths above the last third quarter of the year, but below Spain (25,0%), and which Aragón increased the favourable differential to 6,3

percentage points.
Nevertheless, the comparison with the same period of the last year follows showing a worsening scene in the Aragonese labour market, as a consequence of the previous trimesters. Thus, in the last third quarter of 2012, there was in Aragón 535.200 employees, 9.900 people less than in the same period of the last year, so there is a 1,8 % annual rate drop.
Moreover, working population grew the sixth quarter running in Aragón, also in a fast way, increasing 1,3% per year in the third quarter to achieve a total of 658.600 people, 8.400 more than the last year and closer to the levels of their historic highs in 2008 and 2009. The rate of employment stood at 77,4% of the working-age population, meaning a historic record in Aragón.
The female population is responsible for this strong increase of employed population in the labour market. The unemployment achieves 123.500 unemployed people in Aragón, 18,75% of regional working population.
In relation to the gender, men´s behaviour was more unfavourable than women´s behaviour. The female employment reduced 0,2% annual rate, which means 238.600 employed women, 500 less than the last year. The activity increased in women, 3,3% per year which is equal to 9.500 more employed women. As a consequence, the number of unemployed women was increased 10.000 women to achieve 58.700 unemployed women, 19,7% working female population.
About men, employment was reduced 3,1% annual rate, 9.400 less employees than the last year. The working population also was reduced, 0,3% per year which is equal to 1.000 less employed men. The male unemployment rate increased 17,9% of its working population.

In relation to productive sectors, the employment decreases in all of them in inter-annual terms, except in service sector. Thus, construction continued its settlement with 10,2% drop in employment in the annual rate (4.300 less employees); in the agriculture, the drop in employment was 4,4% (-1.500 employees), and in industry, 8,5% per year (-8.800 jobs). All these drops were made up for the employment increase in the service sector, with a 1,3% growth in annual rate, which was equal to 4.800 new jobs, having a growth in these numbers for six consecutive quarters.

EMPLOYMENT TRENDS
According to the labour market, the outlook for the last quarter of 2012 is to extend its negative tendency, but not like in the third quarter of 2012. The number of people registered in Social Security indicates a year-on-year decline on October (-3,5%), and November (-4,2%) superior to the average in the third quarter (-2,6%). Besides, the registered unemployment increases in October (13,4%) and November (11,3%) to inter-

	annual rates closer to the rate of the third quarter (12,8%). The need to comply with the deficit targets ha caused a cutback. This year, the State will spend in each unemployed about €5.000 in allowances and benefit and only €999 to promote their reintegration, in relation to 1.466 and 6.096 assigned in 2011. Therefore, the policies to facilitate the returning of unemployed people to the labour market have been reduced in the last two years. Thus, they decreased 21,3% this year, according to data from The Exchequer. In relation to the total number of unemployed people, the qualified population rate is 10,5% and not qualified population rate is 24,7%; this shows the need of training for employment. **Sources:** http://www.aragon.es/estaticos/GobiernoAragon/Departamentos/EconomiaEmpleo/Areas/06_Servicio_de_estudios/IE%20n%C3%BAm.34%20(2).pdf http://www.aragon.es/estaticos/GobiernoAragon/...
D2 - Main rules of the labour market (national and other levels of government): types of labour contracts available and allowed permitted by the national or regional laws	**Main measures of Labour Market (at a national level and other goverment levels): types of employment contracts which are available and allowed according to national or regional laws.** The Basic Law in the field of Labour Law is the Workers' Statute (Legislative Royal Decree 1/1995), which defines the respective rights of employees and employers, general terms of labor employment contracts, procedures for dismissal and collective bargaining rules, and other aspects. Moreover, there are specific regulations for different productives sectors and certain groups of employees such as commercial representatives or senior management personnel. Another important source of Labour Law is collective labor agreements, which can be negotiated at a company level (or more reduced level) or by industries at the state level (or more reduced Territorial level). Individual employment contracts contain numerous mandatory provisions which govern labour relationships. There is also a detailed regulation affecting working hours and occupational health and safety in specific industries. In the last years, different regulations have been approved to adopt measures according to the current special economic circumstances. This process reaches with the approval of the most important and ambitious development until the moment on labour and employment matters, Royal Decree-Law 3/2012, of February 10, 2012, on Urgent Measures to Reform the Labour Market, which objective is to put in place a

	legal-labour framework to contribute to more efficient management of employment relationships, leading to the creation of jobs and stable employment, which is based on the following core principles: - Measures to enhance the efficiency of the labour market and cut down the two-tier system. - Measures to promote internal flexibility at different companies as an alternative to destroying jobs. - Measure to encourage open-ended contracts and to enhance the job-creation. - Measures to enhance the employability of workers. Source: http://www.investinspain.org/guidetobusiness/%20es/5/CAP_5_2012.
D3 – Laws or incentives/subsidies for the employment: presence of recruitment incentives and description	**Labour Guide** • I JOB SEARCHING AND SELF-EMPLOYMENT • II VOCATIONAL TRAINING • III SUPPORT TO THE CREATION OF COMPANIES AND JOBS • IV HIRING WORKERS AND CHARACTERISTICS OF EACH TYPE OF CONTRACT • V SALARY AND WORKING TIME • VI CHANGE, SUSPENSION AND EMPLOYMENT CONTRACT EXPIRATION • VII SPECIAL WORKING RELATIONSHIPS • VIII SPANISH CITIZENSHIP ABROAD AND INMIGRATION • IX HOW AN UNEMPLOYED PERSON IS PROTECTED • X INSPECTION AND SAFETY AND HEALTH SERVICES • XI UNION WORKERS • XII BARGAINING, CORPORATE SOCIAL RESPONSABILITY AND COLLECTIVE DISPUTES • XIII RIGHTS AND DUTIES RELATING TO SOCIAL SECURITY In relation to ***IX HOW AN UNEMPLOYED PERSON IS PROTECTED*** section, it has been thought to add the next information and thus, there would be a widespread idea about the current unemployment situation in Spain. Nowadays, the question of professional reinsertion is very important due to working conditions in Spain. As a consequence, there are different financial assistances for people in an unemployment situation. The unemployment allowance is a subsidy which is offered to unemployed people and also requires a previous

Social Security contribution.

SEPE, Servicio Público de Empleo Estatal (State Public Employment Service) is responsible for the management and control of these allowances, except for workers included in the Special Social Security Scheme for Seafarers (managed by other entities).

There are some situations to take into account when it comes to asking for this allowance. The protected situations are unemployment situations in which people (who want and can work) lost their job in a temporary or total way, or their working activities are reduced by entrepreneur's decision.

Moreover, it is important to understand two different concepts: total unemployment and partial unemployment.

- Total employment is the total ceasing of employment.
- Partial employment is the provisional reduction of working hours which is established by the entrepreneur (always according to the Law).

To apply for these allowances, it is necessary to meet minimum standards:

- Be registered for Social Security.
- Be in a legal unemployment situation.
- Availability to seek employment and accept an outplacement.
- Prove 360 contribution days during the preceding six years of being unemployed.
- Not be included in some of cases of incompatibility.

In the unemployment benefits section, it should be also mention the unemployment allowances in a welfare level. It consists on an economic allowance for workers over 55, and, during its payment, the managing entity should pay contributions to the contingency of retirement.

Besides these unemployment allowances, there is a programme which facilitates the professional reinsertion, Programme of Active Insertion Income. The purpose of this programme is to increase the possibilities of unemployed people with financial difficulties to return the labour market. The economic aid offered by this programme, called Active Insertion Income, is managed by SEPE.

	The development of this programme consists of: • Personalized tutorial. • Professional insertion planning. • Professional interview with a tutor to identify the professional profile of each worker. • Development of a personal planning of professional insertion. • Integration into employment schemes and/or volunteering. In addition, following with this issue, it is very important to indicate the promotion and incentives of hiring which are facilitated to unemployed people. *<u>Indefinite employment</u>: it is carried out through financial assistances and tax incentives for companies, and/or reductions of Social Security contributions. Particular groups of workers are hired and indefinite contracts are changed into these contracts:* 1. Internship contracts 2. Training and learning 3. Replacement by early retirement. *There are different indefinite contracts in which the company obtain supplements due to indefinite or temporary contracts:* ○ *<u>Contracts covered by Programme for Promotion of Employment</u>: these contracts promote the indefinite hiring of particular groups of workers in an unemployment situation, included those who are working in another company with a part-time contract, as long as their workdays are inferior to the workday of a full-time worker.* ○ *<u>Quota reductions in contracts of people over 59</u>* ○ *<u>Employment of disabled people</u>* *<u>Programmes of temporary employment of unemployed people</u> are another incentive related to employment. These programmes make possible the temporary employment of unemployed people for the execution of works and services of general interest, collaborating with Public Statement Services with Local Corporations, public bodies and non-profit entities. **Local Corporations** hires unemployed people who have the ability and management to execute works and services of general and social interest.*

	Also, it is important to talk about Insertion companies, whose purpose is promoting, through this type of companies, the laboral insertion of people socially excluded. The **purpose of these people** is to achieve their labour integration, for which reason the insertion company would make its workers easier the access to the training and guidance taking the necessary measures and actions. Intervention and accompanying measures will consist of: • group of services, benefits, guidance actions, tutorial and personalized processes • training in the workplace • laboral and social habituation fixed on satisfying or solving specific problems related to exclusion situations The employment contract between insertion companies and workers socially excluded will adapt to categories of employment indicated in the labour legislation, according to requirements established by Statute of Workers Rights (Estatuto de los Trabajadores) and other applicable regulations. Sources: http://www.empleo.gob.es/es/guia/texto/index.htm http://www.empleo.gob.es/es/Guia/texto/guia_3/contenido/guia_3_7_0.htm
D4 - Agencies active in the field of outplacement in the area: mapping of major public/private players and their intervention strategies	Overall, there are 594 placement agencies registered in Spain; 414 of them are at regional level, 94 are “online” (52 are temporary work agencies and 34, agencies located in some comunities: national and attendance agencies). **LIST OF EMPLOYMENT AGENCIES IN SPAIN:** http://www.sistemanacionalempleo.es/AgenciasColocacion_WEB/listadoAgencias.do?modo=inicio http://www.sistemanacionalempleo.es/AgenciasColocacion_WEB/listadoAgencias.do?modo=inicio http://www.anepre.es/ http://www.anac.com.es/

	ADAGCRE, Asociación Nacional de Agencias de Colocación y Recolocación, (National Association of Placement and Rehiring Agencies) http://adagcre.org/. Firstly, it consisted of 30 of 34 private placement agencies at a national level in Spain. The other 4 agencies were not at the first moment in this meeting, but they have said their interest about it. ADAGCRE´s objective is providing guidance on long-term unemployed people to facilitate their integration into labour market, by offering suitable jobs depending on their profiles, “all this is guaranteed by codes of conduct”, employers said. ADAGCRE has defended the need to motivate placement agencies due to an unemployment rate which will become 27% in 2013 and 18 moths as an average time of job-seeking. The association maintains these agencies reduce the time of job-seeking on average nine months, making possible to save money on unemployment benefits and to improve contribution income which in turn ADAGCRE defends, reducing the State deficit.
D5 - Sources of funding for the outplacement actions in the area: description of the main sources (private/public) to support outplacement actions	One of the first recommendations of European Commission is Spain should take measures to facilitate the unemployed´ outplacement and to prevent unemployment. We are far away from the Lisbon Strategy, from the employment for 2010 which was calculated in an overall employment rate of 70%. The labour reform approved by the Government has given impetus to outplacement programme in restructuring companies, forcing its outsourcing in companies with more than 50 employees and a collective redundancy, known as Redundancy Dismissal Procedure (ERE, in Spain). In Spain, the responsibility about active policy employment is assumed by Regional Governments. Outplacement programmes are used for collective dismissal (as ERE or not) and also for individual dismissal. But a year after entry force, the results do not seem very encouraging for employees. It is true that, with this, organizations which are specialised seeking new jobs for unemployed (known as “outplacement”) have increased their work in relation to the last November when there was a ERE growth. According to reports from these companies, many of these outplacement programmes were true only on paper because all legal agreement was not put into practice, affecting people who are fired and job-seeking. Market opening is making a “battle prices” which has halved fees previously paid and as a consequence to improve the way to care redundant workers. If €2000 were charged previously this law people to gain

	access to outplacement programmes, it has changed: people pay €1000 to gain access to these kinds of groups. Besides, the outplacement budgets are not enough to achieve results. In general, these fees are paid by people who sign up for this programme (a VOLUNTARY programme), instead of group of people affected by collective redundancy as it did previously and without an outplacement commitment. Finally, people affected by collective redundancies not only face to insertion salaries between 30% and 40%, but also to processes of accompaniment which have been suppressed in time and services. It does not help in this crisis time because it has been made to obtain results in 9 and 18 months instead of 6 and 9 months until the last year. We are in the initial level of this law which forces to present a programme and not carrying out, so this is the reason why most of companies show a six-month programme (the obligatory one) without monitoring insertions, according to Francisco Rueda, employment area manager of Élogos. With the following development, the market will be purged, and there will be a careful attention for redundant workers, as it happens in other countries. Both trade unions and employers consider it is necessary establishing minimum standards in the outplacement processes for their working functioning, Rueda says. According to him, there would include: a psychometric test for the unemployed, diagnosis of competences, recognition of competences acquired by experience, an individual action plan with personalised accompaniment, a formative programme to acquire new competences and support for entrepreneurship projects and self-employment. **Report on outplacement in Spain by Lee Hecht Harrison agency on April 2013.** Some data about the sector: Unemployed people aged 35 and 45 years old are the fastest getting a job. The average time is around five months. In relation to the type of labour contract, 58% of participants in outplacement programmes got a new indefinite job. 41% of professional people who aimed for an outplacement job made equal (27%) or improved (14%) their salary. The pharmaceutical sector, with 22%, is the main sector investing in seeking a professional career for its employees; followed by technological and building sectors.

	The services sector captures the high number of re-employed (33%). This confirms its flexibility transferring unemployed from other sectors. **Source:** http://www.expansion.com/2013/04/15/emprendedores-empleo/mercado-laboral/1366048443.html?cid=SIN8901

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