

Economically Active Population Survey 2005 Methodology

**Description of the survey,
definitions and instructions to
complete the questionnaire.**

Madrid, 2008

1. Introduction

The Economically Active Population Survey was published for the first time in 1964. From that date, and until the end of 1968, results were obtained quarterly. From 1969 to 1974, the reference period was six-monthly, and as of 1975, it became quarterly once again.

In 1987, the survey questionnaire was modified to adapt to the latest international recommendations at the time (International Conference of Labour Statisticians in Geneva 1982, and the demand to adapt the EAPS to the European Community Labour Force Survey to coincide with Spain's incorporation into the European Communities in 1986) and retrospective series were recalculated with the new methodology beginning the third quarter of 1976. This is the origin of the so-called "homogeneous series" of the EAPS that is currently offered to users of INEBASE and other supports via the final survey files available from this period and to date.

In 1999, the Economically Active Population Survey became a "continuous survey", given that the interviews are conducted throughout the 13 weeks of each quarter, as opposed to 12 of those 13 weeks, as had been customary until that time.

In 2002, a new operative definition of unemployment was introduced, producing a break in the unemployed and active series, whose impact was calculated by compiling a double estimation of both definitions throughout the year 2001.

Finally, in 2005, the last substantial methodological change to date was produced, introducing a new questionnaire and centralised control of the collection system, via a computer-assisted telephone survey. As of said year, part of the survey variables were collected exclusively in an annual sub-sample that was representative of the average situation for the year, instead of obtaining it quarterly. These are the so-called "annual sub-sample variables", and the corresponding results are disseminated annually.

Also in 2005, retrospective series were calculated for the period 1996-2004 with the new population base founded that year, for the purpose of maintaining the homogeneity of the estimates. The previous period remained without variation.

The current figures of the survey are encompassed in the methodology founded in 2005.

As of the third quarter of 2009, the additional sample collected by the *Galician Statistics Institute* (IGE) has been incorporated, using the same fieldwork system as, and identical methodology to that of the INE.

-The EAPS is a sampling-based investigation that is performed quarterly, considering the population living in family dwellings in the Spanish national territory. Its main goal is to reveal the characteristics of that population with regard to the labour market.

The interviewers contact, in person or by telephone, the dwellings selected to take part in the survey and collect information on the persons resident within.

Data collected by means of an interview (in person and by telephone) with the aid of a computer. The information is carefully filtered and processed using IT media. Results are obtained within the month following the end of the reference quarter for the data.

The EAPS is described briefly below, including the definitions used and the instructions followed to complete the main questionnaire.

2. Description of the Survey

2.1 Objectives

The main objective of the Economically Active Population Survey (EAPS) is to reveal information on economic activities as regards their human component. It focuses on providing data on the main population categories related to the labour market (employed, unemployed, active population, inactive population) and obtaining classifications of these categories depending on different characteristics. It also allows the creation of homogeneous time series of results. Finally, since all definitions and criteria used are in line with those established by international organisations dealing with labour-related topics, all data can be compared with information on other countries.

Detailed results are available for the whole country. As regards autonomous communities and provinces, information is provided on the main characteristics with the level of breakdown allowed by the variation coefficient of the estimators.

2.2 Relevance

Although there are other statistical sources that provide information on these topics, they all present some kind of inconvenience that calls for a specific survey.

Population Censuses are the sources used to obtain information on the labour force, but have the inconvenience of being carried out infrequently, of using auto-complete questionnaires (i.e., the respondent completes the questionnaire him/herself), and of being expensive and slow, since the size of the operation leads to great tardiness in the collection of results.

Wage Surveys and Industrial Surveys only provide information on a section of the employed persons: wage-earners; moreover, they do not garner information on all branches of activity.

Registered unemployment and affiliation to the Social Security, and all statistics provided by administrative registers, are subject to variable legal regulations; therefore, apart from only offering information on a section of the group under analysis (registered unemployed or employed persons affiliated to the Social Security, respectively), they do not provide homogeneous series.

Conversely, an economically active population survey offers the following advantages:

- it can be carried out continuously with the periodicity desired.
- it allows researchers to further the aspects that are most relevant to the labour force, since the survey focuses specifically on these issues.
- questionnaires are completed by specialised interviewers.
- results are obtained swiftly, since the survey is based on sampling.

- definitions and information processing is uniform every time the survey is performed. This gives way to homogeneous series of results.
- results can be obtained for the national total and for territorial subgroups (as regards the EAPS, this means the Autonomous Communities and provinces).

The main inconvenience derives from its actual condition as a sampling-based survey, since it cannot provide information for certain characteristics with the greatest level of breakdown. For example, the figure for the active population in each of the sixty divisions of the National Classification of Economic Activities in each province is not very reliable, since a greater level of breakdown of the information results in a greater sampling error.

2.3 Survey units

There are two types of survey units:

- Sampling units. The primary sampling units are census sections (perfectly limited geographical areas). The secondary units are dwellings.
- Analysis units: dwellings and persons.

2.4 Geographical scope

After the inclusion of Ceuta and Melilla in the second quarter of 1988, the EAPS covers the whole of the Spanish territory.

2.5 Population scope

The EAPS is aimed at the population living in family dwellings, that is to say, those used throughout the whole year (or most of it) as the habitual or permanent dwelling. Therefore, the survey does not consider *group dwellings* (hospitals, residences, barracks, etc.) or secondary or seasonal dwellings (used during holiday periods, at weekends, etc.). The survey does include families that, forming an independent group, reside in said group establishments (for example, the director or caretaker of the centre).

In the specific case of families that use both dwellings habitually (the mother lives in one of them, alone or with the children, and the father lives in another, where he works, studies, etc., or whole families using both dwellings at the same time or for different periods), the main dwelling is the residence the family thinks of as such, asking all members of the family in order to come to a correct conclusion. The other dwelling will be considered secondary. In case of doubt, check with the fieldwork team or the survey promotion unit.

Finally, as regards the limitation of what is considered a dwelling that can be surveyed or is *surveyable*, it is necessary to state that the generic designation *family dwelling* includes components who do not have family ties, on the

condition that, as a human group, they fulfil the precise characteristics that render them surveyable, which are analysed hereunder.

When a dwelling is selected for a sample and considered surveyable, in accordance with all the aforementioned terms, the next step is to analyse the human group inhabiting said dwelling.

The persons composing the human group are classified as *surveyable* or *non-surveyable*, in line with the criteria listed below.

These criteria aim mainly to avoid a person being interviewed in two dwellings.

A.- Persons in the dwelling

- Persons are provisionally surveyable:

. if they have been in the dwelling for three or more months, regardless of whether they do or do not live in another dwelling permanently (see **exception** regarding **persons who have moved temporarily** further on)

. if they have been in the dwelling for less than three months but do not live in another dwelling permanently.

- Persons are non-surveyable:

. if they have been in the dwelling for less than three months and live in another dwelling permanently (see **exception** regarding **domestic workers** further on)

B.- Persons absent from the dwelling

- Persons are provisionally surveyable:

. if they have been absent from the dwelling for less than three months and do not live in another dwelling permanently (see **exception** regarding **domestic workers** further on)

- Persons are non-surveyable:

. if they have been absent for less than three months and do live in another dwelling permanently.

. if they have been absent from the dwelling for three or more months, regardless of whether they do or do not live in another dwelling permanently (see **exception** regarding **persons who have moved temporarily below**).

Exception

1. **Domestic workers** performing domestic chores (cooks, maids, chauffeurs, etc.) are always interviewed in the **dwelling where they work**, regardless of the time they have been employed in the same. Therefore, they cannot be interviewed in their family dwellings.

2. **Persons who have moved temporarily** to another place, such as:

- patients

- persons travelling on business or for leisure
- fishermen at sea
- crew on airlines or sea transport, either national or foreign
- students and employees who have moved temporarily to another municipality or country

are always interviewed in the **family dwelling where the rest of the family lives**, even if they have been absent for three months or more.

Students and employees will be considered temporarily displaced if they are planning to move back with the rest of family after the reason that led them to move disappears. If they are not sure of this circumstance, they will be considered non-surveyable if they have been absent for more than a year.

Present or absent means the prevailing situation during the reference week, which is, as established in the next section, the week just before the interview according to the calendar (from Monday to Sunday).

Persons considered provisionally surveyable will be considered (definitely) surveyable if they have a Spanish nationality or are foreigners who are not part of the military or diplomatic service and have been in Spain for a year or more.

Obviously, a surveyable dwelling must include at least one surveyable person (absent or present) who is 16 years old or older.

The human group inhabiting the dwelling can be classified as:

- surveyed, if at least one of the surveyable persons in the group is interviewed.
- absent, if all persons who are 16 years old and older in the group are absent from the dwelling.
- refusal, if all persons who are 16 years old and older in the group refuse to take part.

2.6 Reference period

The following periods apply:

1. Reference period for the results of the Survey: Quarters.
2. Reference period for the information: the week (Monday to Sunday) just before the interview according to the calendar. The answers to the questionnaire will, therefore, always refer to said week. Nevertheless, some questions have special reference periods, such as:
 - seeking work methods, peculiarities of the working day and questions about studies refer to the four weeks prior to the interview.

- availability to work refers to the two weeks subsequent to the Sunday of the reference week.
- the age of the interviewee refers to age on the last day (Sunday) of the reference week. The same applies to registration in the State employment agency.
- some questions refer to place of residence one year ago, and persons over 16 years old are also asked about their professional situation.
- question J-1 refers to the previous year.

2.7 Treating incidents

In terms of the type of incident, the following cases have been established:

Empty dwelling, seasonal dwelling or dwelling used for other purposes.

The dwelling is visited during the following quarters to see if it is surveyable.

Unreachable dwelling or absent human group.

Depending on the features of the section, contacts (by telephone and in person) are repeated at different times and on different days. As a rule, these contacts should be performed as soon as possible and, in any case, before the closing date for the quarterly survey.

Refusal

If all persons 16 years old and older living in the same dwelling refuse to take part in the **first interview**, the dwelling will be replaced by the first substitute dwelling whose human group agrees to take part in the survey.

In the **second and subsequent interviews** dwellings will not be replaced and contacts will be repeated in subsequent quarters to ascertain whether the human group will agree to answer the questions. The refusal questionnaire will be completed by all human groups who refuse to take part the first time.

3. Definitions

3.1 Introduction

Definitions are based on the recommendations endorsed by the International Labour Organisation (ILO) in the 13th and 16th International Conference of Labour Statisticians (Geneva, 1982 and 1998, respectively).

Furthermore, all characteristics defined refer to the *national* concept, not to the *domestic* concept, in line with the definitions of the European System of National and Regional Accounts (ESA-95) This is due to the fact that information cannot be collected for the population who work in Spain and live abroad, since the Survey is aimed at the population resident in family dwellings on the Spanish territory.

Therefore, this includes:

- Spaniards established in Spain.
- Spanish civilians resident abroad for a period under a year (border workers, seasonal workers, tourists, patients, etc.).
- foreign civilians resident in Spain for a year or more (including the personnel¹ working in European community institutions and civil international organisations located in Spain).
- foreign military¹ working in international military organisations in Spain.
- foreign technical assistance personnel¹ on long-term missions working in Spain and considered employed by the Spanish Public Administration on behalf of the public administration or international organism financing their work.

By agreement, the total population also includes, regardless of the duration of their stay abroad:

- Spanish students abroad.
- members¹ of the armed forces posted abroad.
- Spanish¹ personnel on Spanish scientific bases located outside the Spanish geographic territory.
- Spanish¹ diplomats working abroad.
- crew on fishing boats, other vessels, aircraft and floating platforms (in international waters) operated by units resident in Spain.

In parallel, this does not include:

- Foreign civilians resident in Spain for a period under a year (border workers, seasonal workers, tourists, patients, etc.).
- Spanish civilians residents abroad for a year or more.

¹ and the members of their households

- Spanish military working in international organisations located abroad.
- Spanish technical assistance personnel on long-term missions working abroad and considered employed by the Public Administration of the country of residence on behalf of the public administration or international organism effectively financing their work.

By agreement, the following are not included:

- foreign students, regardless of the duration of their studies in Spain.
- members of the armed forces of a foreign country posted in Spain.
- foreign personnel from foreign scientific bases posted in the geographic territory of Spain.
- foreign diplomatic personnel posted in Spain.
- residents in Spain working as crew on fishing boats, other vessels, aircraft or floating platforms (in international waters) operated by non-resident units.

3.2 Economically active population

Group of persons in a specific age interval who, during the established reference period, furnish the supply of labour for the production of economic goods and services or who are available and carrying out procedures to start doing so.

Depending on the duration of the reference period –long (twelve months, for example) or short (one week maximum)–, the survey will reflect a habitual or short-term situation, respectively. Given the periodical nature of the EAPS, this survey employs the second option, using a week as the reference period.

Thus, in this Survey the economically active population comprises all persons 16 years old and older who, during the reference week (week prior to the interview according to the calendar), fulfil all the conditions required to be included among the employed or unemployed persons, as defined below.

The active population considered in the Survey is subdivided into:

- Armed Forces, constituted by Army professionals (it did not include persons in the mandatory military service, when it existed).
- Active civil population, the rest of the workforce.

A group related to the economically active population is the *active population potential*, composed by the economically active population and the potentially active population (see definition of potentially active population in section 3.5).

3.3 Employed population (or persons with jobs)

All persons 16 years old and older who, during the reference week, either were employed by others or performed freelance work, as defined below.

A) Persons employed by others or wage-earners are all persons described in the following categories:

- *Working*: persons who worked for at least one hour during the reference week, even sporadically or occasionally, in exchange for a salary, wages or another form of remuneration in cash or in kind.

- *Employed but not working*: persons who, having worked in their current job, were absent from said job during the reference week, but are closely tied to the job. The intensity of this tie is determined by whether or not the respondent intends to return to the company, by the period of absence, or by whether or not the respondent is receiving some type of remuneration.

Persons absent from work due to illness or accident, holidays or maternity leave, are considered persons with work.

Persons absent from work due to permanent seasonal contracts, who are seasonal workers or are waiting to begin a new job, are considered unemployed.

Persons absent from work due to reasons other than the aforementioned (for example: on sabbatical to take care of a newborn child, on a summer or flexible schedule, carrying out union representation activities, bad weather, partial shutdown for technical or economic reasons, employment regulation, strike or labour conflict, having received education or training outside of the establishment, personal reasons or family responsibilities), are considered wage-earners if the employer pays them at least 50% of their salary or if they are going to return to their job in the next three months.

Apprentices who have received remuneration in cash or in kind and students who have worked full-time or part-time in exchange for remuneration are considered wage-earners and are classified as *working* or *not working* based on the same criteria as the rest of persons employed by others.

Persons absent from work due to illness or accident, work conflict, disciplinary suspension of work and salary, holidays, study leave, maternity leave and other leaves, voluntary absence, temporary disorganisation of work for reasons such as bad weather or mechanical faults, are considered to be employed persons. Persons suspended or separated from their job as a result of an employment regulation will only be considered wage-earners if their employer pays at least 50 per cent of their salary or if they expect to be able to return to the job in the next three months. Apprentices who have received remuneration in cash or in kind and students who have worked full-time or part-time in exchange for remuneration are considered wage-earners and classified as *working* or *not working* based on the same grounds as the rest of persons employed by others.

Active members of the armed forces are considered among the wage-earning population.

The following persons are not considered wage-earners:

- entrepreneurs and independent workers, even if under contract as wage-earners in their own company.
- unpaid family workers (*family assistance*) and members of cooperatives who work in said cooperatives.
- persons absent from work, on leave or suspended, who are weakly tied to their job.
- seasonal, occasional or discontinuous workers employed by others during the period of least activity, who did not work during the reference week.

B) Freelance or self-employed workers are all persons included in the following categories:

- *Working*: persons who worked for at least one hour during the reference week, even sporadically or occasionally, in exchange for personal gain or family earnings, in cash or in kind.
- *Employed but not working*: persons who should have worked during the reference week in exchange for personal gain or family earnings, but were temporarily absent from work, due to illness or accident, holidays, public holidays, bad weather or other similar reasons.

According to this definition, the following persons perform freelance work: entrepreneurs, independent workers, members of cooperatives who work in said cooperatives and unpaid family workers (*family assistance*).

The following are not considered freelance workers:

- unpaid homemakers, unpaid social or charitable service providers and other unpaid persons who perform activities outside the scope of economic activities.
- seasonal freelance workers and seasonal or occasional unpaid family workers during the season of least activity who did not work during the reference week.

3.4 Unemployed population

Unemployed persons are those persons 16 years old or older who combine the following conditions simultaneously:

- *without work*, in other words, who have not been employed by others or have not freelanced during the reference week.
- *seeking work*, in other words, who have taken specific measures to look for work employed by others or who have performed procedures to set up as freelancers during the previous month.

- *available to work*, in other words, in conditions to start work within two weeks from Sunday of the reference week.

Unemployed persons are also persons 16 years old and older who were without work during the reference week, who are available to work and who were not seeking work because they have found a job which they would be starting in the three months following the reference week. This case does not require the effectively seeking work criterion.

Persons suspended or separated from their job as a consequence of an employment regulation who are not considered employed, that is those whose employer pays less than 50 per cent of their wage and expect to be able to return to the company in the next 3 months, are considered unemployed if they have sought work and are available to perform it.

Persons who fulfil the conditions required to be defined as an unemployed person will be considered as such, even if they combine this situation with others such as studies or household chores.

Unemployed persons are subdivided into: unemployed persons seeking first job and unemployed who have worked previously.

3.5 Economically inactive population

The economically inactive population comprises all persons 16 years old and older who do not classify as employed, unemployed or population counted separately during the reference week.

This definition covers the following functional categories:

- *Persons who perform household chores*: persons who perform household chores without performing an economic activity; for example, housewives and other family members looking after houses and children.
- *Students*: persons who receive systematic instruction in any degree of education without performing an economic activity.
- *Retired or pre-retired persons*: persons who have had a previous economic activity and who because of their age or other reasons have abandoned it, thereby receiving a pension (or some pre retirement income) because of their previous activity.
- *Persons currently perceiving a pension other than a retirement or pre-retirement income*.
- *Unpaid persons who perform social work, charitable activities, etc.* (excluding family assistance).
- *Incapacitated to work*.

- *Another situation*: persons who, without exercising any economic activity, receive public or private aid and all those who are not included in any of the previous categories, for example the independently wealthy.

Considering the reasons that lead to an inactive situation, inactive persons can be divided into the following groups:

A).- Persons **without work** but **available** to work:

1 - have found employment (whether they were seeking employment or not) and will start during the three months after the reference week.

2 - not seeking work because they do not think they will find work, having sought work before. This group is known as the **downhearted**.

3 - not seeking work due to one of the following causes:

- Affected by an employment regulation process (persons affected by an employment regulation process who think they will not be able to join the company again).

- Other reasons for not seeking work (other than illness, family or personal problems, such as looking after children or sick elderly persons, studying or being retired).

These groups 1, 2 and 3 constitute the so-called **Potential Active Population**

4 - who have sought work, but not actively (and have not found employment).

Groups from the previous sections 2, 3 and 4 form the **active population potential**.

*Potentially active persons together with active persons form the group known as the **active persons potential**.*

5 - persons who have not sought work for one of the following reasons:

- Sickness or incapacity.

- Care of children or sick adults, disabled or the elderly.

- Other family or personal responsibilities

- Studying or receiving training

- Retired.

- Does not know.

B).- Persons **without a job** who are **not available** for work:

1.- are over 74 years old.

2.- have found a job which they have not started at yet (or have not returned to), regardless of the deadline for them to do so and of having or not having sought work during the last four weeks.

3- have not sought work for one of the following reasons:

- Do not believe will find employment
- Are affected by an employment regulation process (do not think they will be able to return to the company)
- Sickness or incapacity.
- Care of children or sick adults, disabled or the elderly.
- Other family or personal responsibilities
- Studying or receiving training
- Retired.
- Other reasons, (to be specified)
- Does not know.

4.- seeking work (actively or not)

3.6 Population counted separately

Males undertaking the mandatory military service (or corresponding social services) were considered population counted separately, that is to say, they were not included among the active or inactive population, regardless of having worked or not during the reference week. The mandatory military service disappeared in December 2001.

3.7 Analytical relations I

- Wage-earning workforce = wage-earners with work + persons looking for wage-earning work.
- Non-wage-earning workforce = freelance workers + persons looking for freelance work.
- Total workforce = wage-earning workforce + non-wage-earning workforce.

3.8 Analytical relations II

- Employed = Persons employed by others + freelance workers.
- Total unemployed = unemployed persons looking for wage-earning work + unemployed persons looking for freelance work.
- Active population = employed + unemployed.
- Civil assets = active population - armed forces.

- Population 16 years old and older = active population + inactive persons + population counted separately.

3.9 Rates

- *Global activity rate:*

Quotient between the total number of active persons and the total population.

Calculated for both sexes and for each sex separately.

- *Specific activity rate:*

The specific activity rate for a specific age interval is the quotient between the number of active persons in that age branch and the population corresponding to said interval.

$$T_i (\text{activity}) = A_i / P_i, \quad i \geq 16$$

$[i, i + k)$ age interval, k amplitude

T_i = specific activity rate for interval $[i, i + k)$

A_i = number of active persons in the interval $[i, i + k)$

P_i = population in the interval $[i, i + K)$

Generally calculated for both sexes and for each sex separately. Intervals usually refer to five or ten year periods.

The *activity rate* is the quotient between the total of active persons and the population aged 16 years old and older.

- *Global employment rate:*

Quotient between the total number of active persons and the total population.

Calculated for both sexes and for each sex separately.

- *Specific employment rate:*

The specific employment rate for a specific age interval is the quotient between the number of employed persons in those ages and the population corresponding to the interval.

$$T_i (\text{employment}) = O_i / P_i, \quad i \geq 16$$

$[i, i + k)$ age interval, k amplitude

T_i = specific job rate for interval $[i, i + k)$

O_i = number of employed persons in the interval $[i, i + K)$

P_i = population in the interval $[i, i + K)$

Generally calculated for both sexes and for each sex separately. Intervals usually refer to five or ten year periods.

The so-called *employment rate* is the quotient between the total active population and the population aged 16 years old and older.

-Unemployment rate:

Quotient between the number of unemployed persons and the active population. Calculated for both sexes and for each sex separately.

- Specific unemployment rate:

The specific unemployment rate for a specific age interval is the quotient between unemployed persons aged between the years established in the interval and the active population in said interval.

$$T_i \text{ (unemployment)} = D_i / A_i, \quad i \geq 16$$

$[i, i + k)$ age interval, k amplitude

T_i = specific unemployment rate for interval $[i, i + k)$

D_i = number of unemployed in the interval $[i, i + K)$

A_i = number of active persons in the interval $[i, i + k)$

Generally calculated for both sexes and for each sex separately. Intervals are usually every fifteen or every ten days.

- Wage-earner rate.

The quotient between the number of wage-earners and total number of employed persons.

-Temporary employment rate.

The quotient between the number of wage-earners with a temporary contract and the total number of wage-earners.

- Part-time employment rate.

The quotient between the number of part-time employed persons and the total number of employed persons.

3.10 Underemployed population

A resolution on statistics for underemployment and inappropriate employment situations was passed during the 25th International Labour Statisticians Conference (Geneva, October 1998).

Time-related underemployment refers to situations in which the number of hours an employed person works are less than those assigned in an alternative job the person wants to perform and is available to perform.

Persons suffering time-related underemployment are all persons with work, as defined in the valid international regulations on employment statistics, who fulfil these three criteria during the reference period used to define employment:

- a) *want to work more hours*, in other words, have another job (or jobs) as well as their current job(s) so as to increase the total number of working hours; replace any of the current jobs with another job (or jobs) involving more working hours; increase the number of working hours in any of the jobs; a combination of these possibilities. In order to illustrate how the *desire to work more hours* is expressed in actions, and considering national circumstances, persons who have actively requested to work additional hours should be considered separately from those who have not. Actively requesting additional hours must be defined in accordance with the criteria for the "seeking work" definition used in the measurement of the economically active population, considering the activities required to increase the number of working hours at the present job;
- b) *are available to work more hours*, that is, are effectively able to work more hours during a specific subsequent period, in terms of the additional work opportunities that appear. The subsequent period required to determine the availability of the workers to work more hours should be selected considering the national situation and ensuring it comprises the period workers generally need to leave one job and start another.
- c) *work less than a specific number of hours*, in other words, persons who *work an effective number of hours* in all jobs held during the reference period, as described in the valid international guidelines on working hours statistics, that is lower than a limit established considering national circumstances. This limit can be defined, for example, bearing in mind the border between full-time and part-time employment, median values, averages and work schedules established in the corresponding legislation, collective agreements, agreements on the work schedules or national work placement.

When writing these instructions, no decisions had been made regarding the way the aforementioned recommendations should be implemented in order to obtain a definition of time-related underemployment in the scope of the European Union. The Spanish EAPS considers persons suffering time-related underemployment as employed persons who would like to work more hours, who are available to work more hours (in the two weeks following the reference week) or who cannot leave their current position until after a period of notice and whose working hours in the reference week, both in their main job and possible secondary job, are less than the number of hours usually worked by employed persons working full-time in the same branch of activity as the main job.

Alongside recommendations on time-related underemployment, recommendations are also presented for **situations of inappropriate employment**.

The inappropriate employment indicators describe labour situations that limit the capacity and welfare of the employees, as regards an alternative employment situation. In most cases, the definitions and statistical methods needed to describe these situations require further development.

Certain countries may want to consider persons with an inappropriate employment as all employed persons who during the reference period want to change their current labour situation or (especially independent workers) who want to change activity or work environment, for a certain reason selected from a series of causes established in line with national circumstances. Among others, these causes could be: inappropriate or insufficient use of professional skills; inappropriate income at the current job(s); excessive working hours; unstable work; inappropriate tools, equipment or training to perform tasks; inappropriate social services; difficulty to get to workplace; variable, arbitrary or inconvenient working hours; frequent interruptions due to flaws in the provision of raw material or the provision of energy; prolonged interruption of wages; delays in payments from clients. These inappropriate employment situations are neither comprehensive nor exclusive. The availability of workers to change their current situation and actively seek work, as defined in the section dedicated to time-related underemployment, can also be applied in this case.

When dealing with the different types of inappropriate employment, different countries may consider the relevance of obtaining different indicators for:

- a) *inappropriate employment related to skills*, characterised by an inappropriate or insufficient use of professional skills, that is to say a subuse of the human capital. This employment category can include all employed persons who during the reference week wish to change their current employment situation to make better use of their professional skills and are available to do so;
- b) *inappropriate employment related to income*, as a consequence of the insufficient organisation of work or low productivity, or insufficient tools, equipment or training, or deficient infrastructure. This inappropriate employment category may include all employed persons who, during the reference period, wanted to or aimed to change their current employment situation to improve their income considering they were limited by one or more of the aforementioned factors and who are available to do so. Different countries can determine a limit, established in terms of national circumstances, above which persons cannot be included;
- c) *inappropriate employment related to excessive working hours*, can be defined in relation to a situation in which employed persons want or aim to find a job involving less working hours than they are assigned in the reference period, either at another job or at the same job for less pay. Different countries may wish to implement a limit of hours below which persons cannot be included in this definition.

The questions in the EAPS questionnaire can be used to obtain the different categories of employed persons with inappropriate employment.

3.11 Classification of the population

- Under 16 years old

| | | | | |
|--------------------------------------|--------------------------------------|---|-------------------|---|
| - Persons aged 16 years old or older | Active population | Employed | Wage-earners | from the public sector from the private sector |
| | | | Freelance workers | Employers Businesspersons without wage-earners and independent workers Members of cooperatives Family worker |
| | | Unemployed | Others | looking for first job who have worked before |
| | Inactive population | Students Retired persons or pensioners Housework Incapacitated to work Another situation (independently wealthy,...) Does not know | | |
| | Population Counted Separately (PCS)* | who work who do not work | | |

*The mandatory military service disappeared in 2002, therefore, as from that year, said population category ceased to exist.

4. Dissemination

4.1 Quarterly results of the EAPS

Each quarter, according to the short-term statistics calendar of the INE, the following is published in INEBASE:

Main Results:

<http://www.ine.es/jaxiBD/menu.do?L=1&divi=EPA&his=0&type=db>

Detailed Results:

<http://www.ine.es/jaxiBD/menu.do?L=1&divi=EPA&his=1&type=db>

4.2 Annual results of the EAPS

Each year, the following are provided:

Results of the annual average of the four quarters of the year

Results regarding the subsample variables

Results regarding the wage decile of the main job

4.3 Microdata from the EAPS and customised information

The microdata from the survey is made available to users via free access:

http://www.ine.es/en/prodyser/micro_epa_en.htm

Moreover, it is possible to request the customised tabulation of survey results, which is provided depending on the sample available for computing the requested estimates:

<http://www.ine.es/infoine/?L=1>