



International  
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INTERNATIONAL  
INSTITUTE FOR  
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STUDIES ON  
GROWTH WITH EQUITY



SPAIN

QUALITY JOBS  
FOR  
A NEW ECONOMY

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The International Institute for Labour Studies (IILS) was established in 1960 as an autonomous facility of the International Labour Organization (ILO) to further policy research, public debate and the sharing of knowledge on emerging labour and social issues of concern to the ILO and its constituents — labour, business and government.

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## FOREWORD

The ILO's Declaration on Social Justice for a Fair Globalization provides scope for assisting Members in strengthening their research capacity, empirical knowledge and understanding of how the strategic objectives of employment, social protection, social dialogue and rights at work interact with each other and contribute to social progress, sustainable enterprises, sustainable development and the eradication of poverty in the global economy.

In accordance with this plan of action, the 304th Session of the Governing Body set in motion a plan to strengthen the ILO's knowledge base through a series of pilot country studies conducted under the aegis of the International Institute for Labour Studies. The purpose of these studies is to examine how employment and social policies can contribute to a more sustainable and equitable growth pattern. Moreover, if policies are well-designed and introduced in a complementary manner, they can be both pro-growth and equity-enhancing. This report on Spain documents how such policy complementarities among the strategic objectives of the ILO can be achieved.

This report has been prepared by Verónica Escudero and Sameer Khatiwada (International Institute for Labour Studies). Excellent research assistance provided by Elva López Mourelo and Byung-jin Ha is gratefully acknowledged. The report has benefited greatly from a background paper prepared by Professor Miguel Angel Malo of the Universidad de Salamanca, Spain. The study has been coordinated by Steven Tobin under the supervision of the Director of the Institute, Raymond Torres. A preliminary draft of the report was presented at a seminar organized by the Spanish Ministry of Employment and Immigration on 10 May 2011 in Madrid. The final report takes into consideration many of the comments received from national authorities, the social partners and other stakeholders during and following the seminar.

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