

COMPANIES- WORKERS DATA PANEL

INTRODUCTION

The Companies - Workers Data Panel (CWDP) is a project for the establishment of an information source comprised of certain administrative records of the General Treasury of the Social Security (GTSS) so that it may serve statistical research purposes. The CWDP aims at extending research lines within the scope of the labour market which were already opened in the past by means of the Continuous Sample of Employment Histories (CSEH).

Whenever a company registers with the General Treasury of the Social Security (GTSS), the employer acting as main employer is assigned a Contribution Account Number (CAN). Such CAN is in turn assigned a secondary CAN (sCAN) for control purposes or for any other management purposes. Therefore, a company may have more than one CAN.

The CWDP is a compilation of data from companies (secondary CANs) and their workers showing the characterisation of these companies and the employment histories of their workers. This first version includes information collected from Social Security databases although data from the Continuous Municipal Register (Padrón Continuo Municipal or INE, as per the Spanish acronym) are to be added, as well as from the annual summary of tax withholdings and advance payments on personal income taxes (Form 190) of the State Tax Administration Agency.

The CWDP aims to become the source of reference data for the study of the Spanish labour market from a dynamic perspective, providing a significant sample of workers to characterise the workforce of companies at any given time, the recruitment processes, termination, mobility and the opening and closing of workplaces.

The sample comprising the CWDP is obtained from the population of secondary CANs, allowing to maintain the information on provinces and economic activities, since the same main CAN may have secondary ones with different provinces and/or economic activities.

DETERMINATION OF THE REFERENCE POPULATION

The CWDP only includes those CANs falling within the **General System**, with 0111 code, since it is considered to be representative enough.

Therefore, system codes 0112 to 0137 of the General System (artists, professional football players, bullfighting professionals, railwaymen, trade representatives, SS resin, SS canned vegetables, SS fruit and

vegetables, SS tomatoes, SS catering, SS film exhibition, SS public opinion), the Special Systems for the Home and Agriculture as well as the Special System for the Sea, both for self-employed and employed workers, the Special System for Coal, and the Special System for Self-Employed Workers are therefore excluded.

Public Bodies are included within the population from which the sample will be extracted.

The **unemployed** are not included in the sample, that is, CANs corresponding to the Public State Employment Service (Servicio Público de Empleo Estatal or SEPE, as per the Spanish acronym) are not included in the population from which the CAN sample shown in the table “Contribution Accounts” will be extracted. Once the employment histories of the workers have been extracted from the sampled CANs, there may be periods during which a worker may have been unemployed, that is to say, such periods may be included in conventional CANs corresponding to the SEPE in which the unemployed person is contributing during the term he or she is receiving the relevant unemployment allowance, and which therefore are shown in the Affiliates data table.

Temporary Employment Agencies, if they are selected, only their own employees are included, excluding any temporary workers, given the complexity of generating variables allowing to show the difference. Likewise, they are deemed to cause a misrepresentation of the time variable.

SAMPLING SELECTION CRITERIA

The sampling procedure regarding the CANs will be applied to each one of the relevant sets, each one corresponding to a given year.

Once the sample of CANs is obtained for each set, the employment histories of all workers who have been registered during the period corresponding to the set regarding that CAN are obtained. A panel comprised of 4 sets is established at that CWDP, from 2013 to 2016. Such panels will be provided in a disconnected manner; that is to say, if the first panel includes the 4 sets from 2013 to 2016, the following panel including another 4 different sets, adjacent or not, will originate from a sample of different CANs.

CANs population is divided into strata based on the size of the CAN, based on the number of workers. Likewise, based on the categories of workers, the extraction percentages corresponding to each stratum that have been applied to the CWDP are those determined by the Foundation of Studies in Applied Economics (Fundación de Estudios de Economía Aplicada or FEDEA, as per the Spanish acronym).

Regarding each stratum, the relevant percentage corresponding to each economic activity category will be extracted.

Regarding the first set, sampling will be carried out on the CANs corresponding to the reference population, which are those CANs that have been registered for at least one day during the year 2013 (first year of the Panel), and that have included at least one worker in said period.

The **allocation criteria of CANs to each stratum** for sampling purposes is the following: the annual average of the total amount of workers at the end of the month corresponding to each of the twelve months is calculated for each CAN, and based on the results of this calculation, the relevant CAN is then allocated to the corresponding population stratum.

The **secondary CANs** are the subject matter of the sampling, although once each secondary CAN has been selected, an additional field is added to the Contribution Accounts table that shows the main CAN associated with that secondary CAN, as well as the number of workers in the company (main CAN), showing the size of the company to which the selected secondary CAN belongs. This means that the remaining information associated with the company corresponding to all provinces in which the company may operate is not shown (for example, the CAN of the El Corte Inglés may not be shown in some provinces while being shown in others). Therefore, company groups are not considered as a whole since they comprise different CIFs (Tax Id. Code, as per the Spanish acronym) and Main CANs; that is to say, companies such as El Corte Inglés, Opencor, Hipercor, Supercor, etc., comprising a company group, might not be considered as a whole. Therefore, the employment histories shown in the table containing the data of Affiliates are the ones corresponding to the selected secondary CAN, not the ones corresponding to the main CAN.

Sample replenishment: the purpose is to maintain the same CANs in the samples corresponding to the same sets, as long as they remain registered. If terminations of CANs occur when switching from one set to another, the sample would decrease, so new additions would be required to maintain the sample size. The replenishment of CANs is carried out by sampling once again the total population of each stratum, deducting the ones that are already included in the sample within the corresponding stratum. On the other hand, there might be CANs whose number of workers may increase or decrease when switching from one set to another. In those cases where such switch may cause a change of category, they will not be removed from the Panel.

GROUNDINGS FOR THE ELECTION OF THE SAMPLE EXTRACTION PERCENTAGES

The election of the percentages for each CAN size (1-4 and 5-9, 3%; 10-14 and 25-49, 5%; 50-99 and 100-249, 8%; 500-1,499 and 1,500+, 15%) was carried out by means of a process consisting of reducing an initial extended sample of CANs. Said initial sample was larger regarding all segments under consideration.

The main criteria for the reduction of the initial sample was the obtaining of a percentage of CAN which was representative enough of each one of the segments corresponding to the CAN population, while avoiding any statistical alteration of the two key indicators of the CANs: turnover rates and short-term working rate. That is why the extraction percentage increases proportionally to the size of the company.

The stability of these indicators is guaranteed by means of a relatively small percentage of small companies representing the whole (3%), a percentage that increases proportionally to the size of the company, up to a maximum of 15% for large or very large companies.

DESCRIPTION AND CONTENTS OF THE FILES

CONTRIBUTION ACCOUNTS FILE

It includes those CANs obtained through sampling. It is comprised of the following fields:

- Anonymised code of the Contribution Account
- The **Selection Probability** field provides information on the probability that each CAN is included within the sample. Probability corresponds in fact to the percentage of its category, which, regarding each stratum, complements each category with those CANs that were not selected from that stratum. As for the economic section, within a given stratum, the probability will be the same for all economic activities, that is, the same percentage of the stratum will be obtained in each of the economic activity sections. The percentages corresponding to each stratum by company size are the following:

Tramo trabajadores	1 - 9	10 - 49	50 - 249	250 - 499	> 500
Porcentaje	3%	5%	8%	10%	15%

- Code of the municipality
- Economic activity: 4-digit CNAE [Spanish National Code of Economic Activities]
- Number of workers of the secondary CAN
- Main CAN
- Number of workers of the main CAN
- The field **Cross-reference CAN-IGAE** (General State Comptroller), shows whether or not each CAN is associated to the public sector. Those workers whose CAN value is other than “NP” will be deemed as publicly employed. The obtaining of such value arises from a marking of the CANs by the GTSS, which was complemented with information from the Inventory of Public Bodies of the IGAE. These are the different values for this field:

Name	Value
STATE-LEVEL	C1, C2, C4, X2
AUTONOMOUS COMMUNITY-LEVEL	A1, Y1
LOCAL-LEVEL	L1, L2, L3, Z1, Z2, Z3, Z4
MUTUAL INSURANCE COMPANIES COLLABORATING WITH THE SOCIAL SECURITY	C5
NON-PUBLIC	NP

Geographical areas are shown at a state, autonomous community and local levels. Value C5 refers to Mutual Insurance Companies Collaborating with the Social Security which are included in the Administrative Public Sector, as set out in Article 3 of the General Budgetary Act (Act 47/2003).

- Successor CAN refers to any CAN within the sample that is taken over by another one, and therefore is taken out of the Panel while adding an additional field showing the successor CAN.
- Type of employment relationship: code associated to the CAN for the identification of those groups of Affiliates with certain contribution singularities.
- Special Group of the Contribution Account: associated to different types of employers.

PERSONAL DATA FILE

- Natural Person Identifier (NPI)
- Age
- Gender
- Nationality ([Table 1](#))
- Birth province (blank) is shown as a consequence of the reuse of the computer programming applied to the analogous table of the CSEH. Information collected from the Municipal Register of the INE (National Statistics Institute) which is not included in this first version of the CWDP, so such field is blank.
- NAF (Contribution No.) Province: identifies the province in which the person first registered as a Social Security Affiliate
- Address: municipality
- Date of death

- Country of birth: (blank) is shown as a consequence of the reuse of the computer programming applied to the analogous table of the CSEH. Information collected from the Municipal Register of the INE (National Statistics Institute) which is not included in this first version of the CWDP, so such field is blank.
- Education level: (blank) is shown as a consequence of the reuse of the computer programming applied to the analogous table of the CSEH. Information collected from the Municipal Register of the INE (National Statistics Institute) which is not included in this first version of the CWDP, so such field is blank.

AFFILIATION DATA FILE

- Natural Person Identifier (NPI)
- System¹
- Contribution Group
- Type of contract ([Table 5](#))
- Part-Time Ratio
- Actual registration date
- Actual termination date
- Cause for termination: in the event that the relationship between the worker and the selected CAN is terminated, this variable shows the reason for such termination ([Table 6](#))
- Degree of disability: The range of values, 0-99, shows the degree of disability as a percentage.
- Secondary account: Secondary CAN
- Address of the secondary account: municipality (see clustering in the ANONYMISATION section)
- 4-digit economic activity code of the Contribution Account (CNAE 2009)
- Number of workers of the secondary CAN
- Registration date of the first worker

¹ The CWDP only includes those Contribution Accounts corresponding to the General System; however, the employment histories of their workers may correspond to other different systems.

- Type of employment relationship -TER- ([Table 2](#))
- Special group of the contribution account ([Table 4](#))
- Type of employer: shows the type of identifier of the employer (DNI [National ID. Card No.], NIE [Alien's Id. No.], Passport no., CIF [Tax Id. Code], etc.), allowing to identify whether the employer is a natural person or not
- Type of legal entity: NIF letter of the paying organisation
- Main Account: Main CAN
- Corporate address: province of the main CAN
- Date of the first amendment to the contract
- Type of the first amendment to the contract
- First amendment part-time ratio
- Date of the second amendment to the contract
- Type of the second amendment to the contract
- Second amendment part-time ratio
- Date of the first amendment of the initial contribution group
- First amendment contribution group
- 4-digit economic activity code of the Contribution Account (CNAE 1993)
- SETA Indicator (Special System for Self-Employed Agricultural Workers): although sampling corresponds to General System CANs with code 0111, once workers corresponding to such code have been selected, their employment histories may include periods in which they may have been included in the Special System for Self-Employed Workers (RETA), and this indicator reflects whether or not in this case they were included in the Special System for Self-Employed Agricultural Workers (SETA).
- Type of Relationship with Other Organisations or Self-Employed Workers, in those cases where their relevant employment history includes records as a self-employed workers, such field identifies the type of relationship with other self-employed workers or employers, such as in the case of TRADE (Economically Dependent Self-Employed Worker) ([Table 3](#))

- Effective Registration Date
- Effective Termination Date

CONTRIBUTION BASIS FILE

- Anonymised natural person identifier
- Anonymised code of the secondary Contribution Account
- Year of contribution
- Monthly contribution basis for common contingencies
- Total annual contribution basis

This file includes the contribution basis corresponding to each month and year of the CWDP period, showing the addition of the contribution basis for common contingencies in relation to the same NPI and CAN for each month.

In order to link the 4 previous files, two additional files are provided:

LINK FILE

It links the CAN to the Natural Person Identifier.

DIVISION FILE

It links the Natural Person Identifier to the Affiliation Data File and the Contribution Basis File due to the division carried out as a result of the size of such files. The code of the Affiliation File has one digit while the one corresponding to the Contribution Basis File has two digits, since there are more Contribution Basis Files and two digits are necessary to name it.

The CWDP lacks information on Allowances, since it is considered that they do not have an impact on the labour market analysis, which is the main subject matter of the CWDP.

For further information on the of the fields common to the CSEH, please refer to the following Social Security site:

http://www.seg-social.es/Internet_1/Estadistica/Est/Muestra_Continua_de_Vidas_Laborales/index.htm

under CSEH DOCUMENTATION [DOCUMENTACIÓN MCVL]: Document **CSEH GUIDE [MCVL GUIA]**

ANONYMISATION

Measures to ensure the anonymisation of data contained in the CWDP have been implemented according to the provisions of the Spanish Data Protection Agency (AEPD, as per the Spanish acronym). Such measures include: suppression, de-identification, decoupling or clustering.

Suppression is the non-inclusion of those fields that allow for the identification, such as the corporate name.

De-identification is the modification of the values of the identifiers such as the NPIs or the CANs by means of the relevant encryption.

Decoupling refers to the fact that the anonymised identifiers match within each Panel among its different sets but will be different in different panels.

Clustering means giving each of the referenced variables a dummy code when they meet a number of conditions, separately:

- **Municipalities** under 40,000 inhabitants, the postal code shows the Province (first 2 digits) and the last three become '000'. Regarding municipalities over 40,000 inhabitants, no coding is implemented; the 5-digit code included in the database is shown instead.
- Regarding **Nationality** a table codes such field by means of a three-digit key, for example: the one corresponding to Spain is N00, code N10 groups France, Guadeloupe, Martinique, French Guiana, French Polynesia, etc. Coding depends on the number of Affiliates.
- **Birth Country:** the coding follows the same procedure applied in the case of Nationality.
- **TER:** three-digit code; there are 58 different keys grouped in 19 values.
- **Causes for Termination of the Worker:** coded by means of two-digit keys from 50 to 99. Only 19 values are shown.
- **Special Group of the CAN:** there are more than three hundred different keys; only 12 values are shown. Example: 0100 for the CANs of the Ministries, 2200 for Local Administration Bodies and 2600 for the CANs of the Bodies of the Autonomous Communities.

(Tables in the CSEH - GUIDE)

COMPLIANCE MEASURES FOR THE CWDP

DATA PROTECTION GUARANTEE

In order to ensure the CWDP meets all legal requirements, a specific report by the Spanish Data Protection Agency on the compliance of the CWDP with data protection regulations was required. Said report included the favourable opinion by the AEPD and gave rise to the addition of a number of protection measures to the CWDP's data protection protocol, as well to the adaptation of the anonymisation procedure to the recommended criteria (discontinuation of the correlation of the keys according to the use of the information, recoding or reduction of variables, application of data reduction and data disruption techniques, delimitation of the geographical level of disaggregation, periodic review of the process, etc.).

Likewise, a Risk Assessment of the CWDP was carried out, as well as the necessary Impact Assessment required for the Panel's data processing by means of the implementation by the GTSS of a procedure to which the IT Department of the Social Security incorporated the sequence and development of its tasks in each of the stages in which it participated.

Finally, all CWDP documentation was reviewed pursuant to the guidelines of the Legal Department of the Social Security and the Inspection of Services of the GTSS.

TABLES

TABLE 1.- NATIONALITY

Code	Country or Group of Countries
N00	Spain
N01	Germany
N03	Argentina
N04	Bulgaria
N05	China; including Hong Kong and Macao.
N06	Colombia
N07	Cuba
N08	Dominican (Republic)
N09	Ecuador
N10	France; includes Mayotte, Guadeloupe, Martinique, Reunion, St. Pierre and Miquelon, Wallis and Futuna, Metropolitan France, French Guiana, French Polynesia, New Caledonia, French Southern and Antarctic Lands, New Caledonia.
N11	Italy
N12	Morocco
N13	Peru
N14	Poland
N15	Portugal
N16	United Kingdom; including Bermuda, British Indian Ocean Territory (BIOT), British Virgin Islands, Cayman Islands, Falkland Islands, South Georgia Islands, Gibraltar, Montserrat, Pitcairn, Santa Helena, Anguilla, Turks and Caicos Islands, Channel Islands, Isle of Man.
N17	Romania
N18	Ukraine
N19	Rest of EU15; includes Austria, Belgium, Denmark with Faroe Islands and Greenland, Finland, Greece, Ireland, Luxembourg, Netherlands with Netherlands Antilles and Aruba, Sweden.
N20	Rest of EU New Partners; includes Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Slovakia, Slovenia.
N21	Other European countries; including Albania, Andorra, Azerbaijan, Armenia, Bosnia-Herzegovina, Bouvet Island , Belarus, Croatia, Georgia, Vatican City, Iceland, Israel, Kazakhstan, Kyrgyzstan, Liechtenstein, Monaco, Moldova, Montenegro, Norway, Russia, San Marino, Serbia, Svalbard Islands , Switzerland, Tajikistan, Turkey, Turkestan, Uzbekistan, T. former Yugoslav Republic of Macedonia, other territories of former Yugoslavia, Palestinian Territories.
N22	Rest of Central and South America; includes Antarctica, Antigua and Barbuda, Bahamas, Barbados, Belize, Chile, Costa Rica, Dominica, El Salvador, Grenada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Puerto Rico, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay, Venezuela.
N23	Rest of Africa; includes Algeria, Angola, Botswana, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Congo, Zaire, Benin, Equatorial Guinea, Ethiopia, Eritrea, Djibouti, Gabon, Gambia, Ghana, Guinea, Ivory Coast, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Guinea Bissau, Rwanda, St. Thomas and Prince, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, Zimbabwe, Western Sahara, Sudan, Swaziland, Togo, Tunisia, Uganda, Egypt, Tanzania, Burkina Faso, Zambia.

TABLE 1.- NATIONALITY

Code	Country or Group of Countries
N24	Rest of Asia and Pacific countries; includes Afghanistan, Australia, Bahrain, Bangladesh, Bhutan, I. Solomon, Brunei, Myanmar, Cambodia, Sri Lanka, Taiwan, Christmas Island, Cocos Island, Cook Island, Fiji, Kiribati, Guam, Heard and McDonald Islands, India, Indonesia, Iran, Iraq, Japan, Jordan, Korea (Dem. Rep.), Korea (Republic), Kuwait, Laos, Lebanon, Malaysia, Maldives, Mongolia, Oman, Nauru, Nepal, Vanuatu, New Zealand, Niue, I. Norfolk, Micronesia, Marshall Island, Palau, Pakistan, Papua New Guinea, Philippines, East Timor, Qatar, Saudi Arabia, Singapore, Vietnam, Syria, Thailand, Tokelau, Tonga, United Arab Emirates, Tuvalu, Samoa, Yemen.
N25	Other countries and territories; includes United States, Canada, American Samoa, Northern Marianas, Minor Islands, Virgin Islands.
N26	Bolivia
N27	Brazil
N99	Not applicable, includes stateless persons and unknown country.

TABLE 2.-TYPE OF EMPLOYMENT RELATIONSHIP (TER)

Code	Name
000	No record (contribution with no special characteristics)
087	Training / apprenticeship contract
400	They have some special characteristic by virtue of which they are not considered as employment registration
500	They have some special characteristic which do not prevent them from being considered as employment registration
751	Unemployment allowance (contract termination)
752	Unemployment allowance (contract suspension)
753	Unemployment benefits >52/55 yo or permanent seasonal contracts (contract termination)
754	Unemployment benefits >52/55 yo or permanent seasonal contracts (contract suspension)
755	Unemployment benefits including the agricultural industry (contract termination)
756	Unemployment benefits (contract suspension)
901	Civil servants and statutory personnel
902	Temporary civil servants
910	Civil servants from MUNPAL (Local Administration)
930	Working partners of cooperatives
932	Temporary statutory personal of Health Bodies
937	Newly employed civil servants Royal Decree Law 13/2010
951	Managing directors share capital trading company/working partners
980	Extension of temporary incapacity (dated)
986	Training programmes Royal Decree 1493/2011
999	Other

**TABLE 3.- TYPE OF RELATIONSHIP WITH OTHER ORGANISATIONS OR
 SELF-EMPLOYED WORKERS**

Code	TYPE OF RELATIONSHIP
01	Member of a cooperative or a general partnership
02	Member of the governing body of a share capital trading company
03	Relative of a member of a share capital trading company
04	Non-subsidised collaborating relative of the business owner
05	Religious institutions
06	Professional association
07	Dependent self-employed worker (TRADE)
08	Subsidised collaborating relative of the business owner
50	Temporary modification of registration. Special Agricultural System
99	No relationship with companies, institutions and/or other self-employed workers

TABLE 4.- SPECIAL GROUP OF THE CONTRIBUTION ACCOUNT

Code	Name
0100	Ministries
0110	Public Bodies and Agencies of the Public Administrations (State, Autonomous C. and Local level); Councils, Courts, Social Security Bodies, Parliaments.
0120	Foundations and Public Companies of the Public Administrations (State, Autonomous C. and Local level); majority shareholding company of the Public Administrations, Public Banking, Bank of Spain
1303	Subsidised education centres
2200	Local Administration (including consortia and associations)
2600	Autonomous Administration (including universities and consortia)
2601	Healthcare and Social Services Centres
4100	Unemployed workers of the Public Employment Service
5081	Temporary Employment Agencies (only temporary workers)
5161	Associated Work Cooperatives
5180	Public Limited Labour Companies and Limited Liability Labour Companies.
9999	Other

TABLE 5.-TYPE OF EMPLOYMENT CONTRACT
(Those codes including a “B” are no longer valid)

Code		Name
000		No record
001	B	Ordinary. Open-ended. Full-time.
003	B	Ordinary. Open-ended. Part-time.
004	B	Fixed term. Part-time.
005	B	Hand-over contract. Fixed term.
006	B	Apprenticeship. Fixed term. Part-time.
007	B	Training Royal Decree 1992/84 not every day
008	B	Contract for persons older than 45 (prior to 8-4-92)
009	B	Disabled persons. Open-ended. Under 45 yo
010	B	Replacement Early retirement for a fixed term
011	B	Transformation into open-ended contracts.
012	B	Agreements between the INEM and the State Administration
013	B	Agreements between the INEM and other bodies.
014	B	Specific work or service. Fixed term.
015	B	Specific production circumstances. Fixed term
016	B	Temporary contracts. Fixed term.
017	B	Fixed term Royal Decree 2104/84 launching of New activity
018	B	Permanent seasonal contracts.
019	B	Contracts which are not included in other sections
020	B	Open-ended contracts Royal Decree 799/85 unemployed person under 26 yo
022	B	Temporary contract for employment promotion Royal Decree 1989/84
023	B	Part-time open-ended contract Royal Decree 1991/84 decrease in working time
024	B	Part-time fixed-term contract Royal Decree 1991/84 decrease in working time
025	B	Part-time hand-over contract Royal Decree 1991/84 decrease in working time
026	B	Part-time apprenticeship contract Royal Decree 1992/84 decrease in working time
027	B	Training contract Royal Decree 1992/84 decrease in working time
028	B	Open-ended+45 yo unemployed person from 8-4-92
029	B	Reinstated permanent or partial incapacity.
030	B	Contracts based on Act 10/4 y 42/94 unemployed person over 45 yo
031	B	Contracts based on Acts 10/4 and 42/94 unemployed person over 45 yo. 1 worker per company
032	B	Contracts based on Acts 10/4 and 42/94 Unemployed person under 45 yo. Company 25 worker
033	B	Contracts based on Acts 10/4 and 42/94 Unemployed person under 45 yo 1 worker per company 25
034	B	Part-time fixed-term contract Royal Decree 1991/84 partial retirement
035	B	Promotion of stable employment 1999 full-time transformation into open-ended contracts -45
036	B	Apprenticeship contract Royal Decree 1992/84 full-time prior to 8-4-92
037	B	Training contract Royal Decree 1992/84 full-time prior to 8-4-92

TABLE 5.-TYPE OF EMPLOYMENT CONTRACT
(Those codes including a “B” are no longer valid)

Code		Name
038	B	Promotion of stable employment 1999 transformation from part-time into open-ended contracts -45
039	B	Disabled person at a special employment facility.
040	B	Persons over 45 yo. Open-ended.
041	B	Under 30 yo and long-term unemployed person. Open-ended
042	B	Under-represented woman. Open-ended.
043	B	Stable employment promotion 1999 full-time woman -30 yo
044	B	Full-timeopen-ended contractRoyal Decree 799/85 member cooperatives
045	B	Open-ended contract Royal Decree 799/85 final transformation hand-over contract
046	B	Open-ended contract Royal Decree 799/85 final transformation apprenticeship contract
047	B	Open-ended contract Royal Decree 799/85 final transformation training contract
048	B	Open-ended contract Royal Decree 799/85 conversion into category Art.15 Statute of Workers Rights
049	B	Full-time open-ended contract for women in under-represented trade Royal Decree 22/92
050	B	Stable employment promotion 1999 full-time man +45 yo
051	B	Repealed provisions contract -disabled persons in protected companies
052	B	Repealed provisions contract -unemployed persons over 40 yo
053	B	Training contract Royal Decree 1992/84 full-time with no professional training-25. +8-4-92
054	B	Training contract Royal Decree 1992.min.full-time with no professional training-25. +8-4-92
055	B	Training contract Royal Decree 1992/84 full time with professional training -25. +8-4-92
056	B	Training contract Royal Decree 1992.min. full-time with professional training -25. +8-4-92
057	B	Training contract Royal Decree 1992/84 full time with professional training -25.-8-4-92
058	B	Apprenticeship contract Royal Decree 1992/84 full-time after 8-4-92
059	B	Disabled persons. Open-ended. Persons over 45 yo.
060	B	Full-time open-ended contract Royal Decree 799-26 replacement due to retirement -1-6-88
061	B	Full-time open-ended contract Royal Decree 799/85 replacement due to retirement -1-6-88
062	B	Stable employment promotion 1999 full-time man -30 yo
063	B	Stable employment promotion 1999 part-time man -30 yo
064	B	Temporary part-time contract under 12h/week 48h/month
065	B	Part-time open-ended contract under 12h/week 48h/month
066	B	Training Contract Royal Decree 1992/84 full-time with no professional training +25. +8-4-92
067	B	Training Contract Royal Decree 1992/84 full-time with no professional training +25.-8-4-92
068	B	Training Contract Royal Decree 1992 disabled persons full-time with no professional training +25. +8-4-92

TABLE 5.-TYPE OF EMPLOYMENT CONTRACT
(Those codes including a “B” are no longer valid)

Code		Name
069	B	Woman full-time open-ended contract resumption+5 years Act 22/92
070	B	Young people -25 yo Full-time open-ended contract Act 22/92
071	B	Young people-25/29 yo Full-time open-ended contract Act 22/92
072	B	Temporary full-time contract for the replacement of a family-related voluntary leave of absence for a fixed-term 1 year
073	B	Temporary part-time contract for the replacement of a family-related voluntary leave of absence for a fixed-term 1 year
074	B	Part-time temporary contract for the replacement of a maternity leave 1 year less than 12 or 48
075	B	Temporary contract replacement rest maternity leave for a fixed term full-time
076	B	Temporary contract replacement rest maternity leave for a fixed term part-time
077	B	Training contract Royal Decree 1992/84 full time with professional training+25.-8-4-92
078	B	Training contract Royal Decree. 1992/84 full time with professional training+25.+8-4-92
079	B	Training Contract Royal Decree 1992 disabled persons full-time with professional training+25. +8-4-92
080	B	Employment promotion 1999 full-time unemployed persons 12 months men
081	B	Employment promotion 1999 part-time unemployed persons 12 months
082	B	Temporary full-time contract for the replacement of a voluntary maternity leave of absence for a fixed-term 2 years
083	B	Temporary part-time contract for the replacement of a voluntary maternity leave of absence for a fixed-term 2 years
084	B	Part-time temporary contract for the replacement of a maternity leave 2 years under 12 or 48
085	B	Training. Fixed term.
086	B	Stable employment promotion 1999 full-time woman +45 yo
087	B	Apprenticeship. Fixed term.
088	B	Employment promotion 1999 full-time under-represented women
089	B	Employment promotion 1999 part-time under-represented women
090	B	Registration of workers by means of social partnership
091	B	Employment promotion 1999 full-time unemployed persons 12 months women
092	B	Temporary full-time contract for the replacement of a voluntary maternity leave of absence for a fixed-term 3 years
093	B	Temporary part-time contract for the replacement of a voluntary maternity leave of absence for a fixed-term 3 years
094	B	Part-time temporary contract for the replacement of a maternity leave 3 years under 12 or 48
095	B	Part-time contract per days
096	B	Apprenticeship with disabled person for a duration between 6 months and 2
097	B	Training of disabled persons.
098	B	Stable employment promotion 1999 part-time man +45 yo
100		Ordinary full-time open-ended contract

TABLE 5.-TYPE OF EMPLOYMENT CONTRACT
(Those codes including a “B” are no longer valid)

Code		Name
101	B	Stable employment promotion 1999 full-time transformation from temporary into open-ended +45
102	B	Promotion of stable employment 1999 transformation from temporary into open-ended +45
109		Transformed full-time open-ended, subsidised
130		Full-time open-ended for disabled persons
131	B	Full-time open-ended contract for disabled persons in special employment facilities
139		Full-time open-ended contract for disabled persons, transformed
141	B	Open-ended. Full-time hand-over contract
150		Initial full-time open-ended contract, subsidised
151	B	Full-time open-ended contract. Social exclusion
152	B	Initial SEP [Stable Employment Promotion] full-time open-ended contract ² . Special Agricultural System benefits
153	B	Initial SEP full-time open-ended contract under-represented woman from 12 months+45
154	B	Initial SEP full-time open-ended contract under-represented woman 45
155	B	Initial SEP full-time open-ended contract +45.from 12 months 1 worker
156	B	Initial SEP full-time open-ended contract -30 under-represented woman 1 worker
157	B	Initial SEP full-time open-ended contract Social exclusion
181	B	Stable employment promotion 1999 permanent seasonal contracts -30
182	B	Stable employment promotion 1999 permanent seasonal contracts +45
183	B	Stable employment promotion 1999 permanent seasonal contracts 12 months unemployment
184	B	Stable employment promotion 1999 permanent seasonal contracts under-represented woman
185	B	Stable employment promotion 1999 transformation from temporary contract into permanent seasonal contract-45
186	B	Stable employment promotion 1999 part-time permanent seasonal contract transformed from temporary into open-ended+45
189		Transformed full-time open-ended, non-subsidised
200		Ordinary part-time open-ended contract
209		Transformed part-time open-ended contract, subsidised
230		Disability part-time open-ended contract
231	B	Part-time open-ended contract for handicapped persons Special Employment Facility
239		Part-time contract for disabled persons transformed
241	B	Part-time open-ended hand-over contract
250		Initial part-time open-ended contract, subsidised
251	B	Part-time open-ended contract social exclusion
252	B	Initial SEP part-time open-ended contract Special Agricultural System benefits

² Stable employment promotion

TABLE 5.-TYPE OF EMPLOYMENT CONTRACT
(Those codes including a “B” are no longer valid)

Code		Name
253	B	Initial SEP part-time open-ended contract under-represented woman from 12 months+45
254	B	Initial SEP part-time open-ended contract under-represented woman -45
255	B	Initial SEP part-time open-ended contract +45. from 12 months 1 worker
256	B	Initial SEP part-time open-ended contract -30 under-represented woman 1
257	B	Initial SEP part-time open-ended contract social exclusion
289		Transformed part-time open-ended contract, non-subsidised
300		Open-ended permanent seasonal contract, non-subsidised
309		Transformed open-ended permanent seasonal contract, subsidised
330		Open-ended permanent seasonal contracts for disabled persons
331	B	Open-ended permanent seasonal contract for disabled persons Special Employment Facilities
339		Open-ended permanent seasonal contract for disabled persons transformation
350		Initial open-ended permanent seasonal contract, subsidised
351	B	Initial open-ended permanent seasonal contract social exclusion
352	B	Initial SEP open-ended permanent seasonal contract Special Agricultural System benefits
353	B	Initial SEP open-ended permanent seasonal contract under-represented women from 12 months+4
354	B	Initial SEP open-ended permanent seasonal contract under-represented women -45
355	B	Initial SEP open-ended permanent seasonal contract +45 from 12 months 1 worker
356	B	Initial SEP open-ended permanent seasonal contract -30. under-represented woman 1 worker
357	B	Initial SEP open-ended permanent seasonal contract Social Exclusion
389		Transformed open-ended permanent seasonal contract, non-subsidised
401		Full-time temporary contract, specific work or service
402		Full-time temporary contract for specific production needs
403		Full-time temporary contract for labour integration
408		Full-time temporary contract of an administrative nature
410		Full-time temporary contract for replacement purposes
418		Full-time temporary contract for replacement purposes of an administrative nature
420		Apprenticeship full-time temporary contract
421		Full-time temporary training contract
430		Full-time temporary contract for disabled persons
431	B	Full-time temporary contract for disabled persons in Special Employment Facilities
441		Full-time temporary hand-over contract
450		Full-time temporary contract, subsidised
451	B	Full-time temporary contract. Social exclusion
452	B	Temporary contract for employment promotion, integration companies

TABLE 5.-TYPE OF EMPLOYMENT CONTRACT
(Those codes including a “B” are no longer valid)

Code		Name
457	B	Initial SEP full-time temporary contract Social exclusion
500	B	Ordinary part-time temporary contract
501		Part-time temporary contract, specific work or service
502		Part-time temporary contract for specific production needs
503		Part-time temporary contract for labour integration
508		Part-time temporary contract of an administrative nature
510		Part-time temporary contract for replacement purposes
518		Part-time temporary contract for replacement purposes of an administrative nature
520		Part-time temporary contract for apprenticeship purposes
530		Part-time temporary contract for disabled persons
531	B	Part-time temporary contract for handicapped persons in Special Employment Facilities
540		Partial retirement status
541		Part-time temporary hand-over contract
550		Part-time temporary contract, subsidised
551	B	Part-time temporary contract, social exclusion
552		Part-time temporary contract for labour integration purposes
557	B	Initial SEP part-time contract Social exclusion
990		Other non-subsidised contracts

**TABLE 6.- CAUSES FOR THE TERMINATION OF THE STATUS AS AFFILIATE
since the 2013 edition**
(for codes corresponding to previous periods see the Tables in the CSEH -
GUIDE)

Code	Cause for termination
00	No record
51	Resignation/voluntary termination on the part of the worker
52	Termination due to cessation of the activity
54	Non-voluntary termination
55	Termination due to merger or takeover of the company
56	Termination due to death
58	Termination due to new status as pensioner
60	Ex-officio termination, review, at the proposal of the administration
65	Termination due to Temporary Incapacity and exhaustion Temporary Incapacity
68	Termination due to a voluntary leave of absence for childcare purposes
69	Temporary suspension due to lay-off procedure
73	Termination due to a voluntary leave of absence for the care of relatives
74	Termination due to contract suspension
77	Termination due to collective redundancy
91	Termination for objective grounds regarding the company and other causes regarding the company
92	Termination for objective grounds regarding the worker and other regarding the worker
93	Termination due to maturity of the temporary or fixed term contract
94	Termination due to the relevant inactivity periods of the permanent seasonal workers
99	Other causes

* (Other tables in the CSEH - GUIDE)