

## **Immigrants' Employment Situations and *Decent Work* Determinants in the Spanish Labour Market**

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### **Abstract**

*Using a sample of workers taken from the administrative data set Muestra Continua de Vidas Laborales 2008, we investigate the determinants of immigrants' employment situations in the Spanish Labour market from the perspective of the International Labor Organization concept of Decent Work via logistic regressions. Special attention has been given to the impact of economic conjuncture at arrival and time of residency. Our findings show that early arrivals are more likely to achieve full time Decent Work employment while late arrivals are more likely to work part time under low decentness levels. There is a slow assimilation process which is interrupted when arrival takes place in a negative economic context.*

**Keywords** - Immigrants, Decent Work, Spain, open ended contracts, income level, employment duration.

### **1. Introduction**

Immigration is a relatively recent phenomenon in Spain. While in 1990 immigrants accounted for only around 1% of the Spanish population, in 2008 they accounted for 11%. Until 2008, this increase in the proportion of immigrants took place in a context of high employment growth, with the number of jobs rising from less than 13 million in 1996 to more than 20.5 million at the end of 2008. However, during the current recession, although at a slower pace and despite the fact that the Spanish labour market destroyed more than 2 million jobs, the number of immigrants has continued increasing and in 2010 immigrants made up 12.2% of Spanish population. This paper aims to test two hypotheses regarding immigrants' *Decent Work* (DW) determinants in the Spanish labour market. Firstly, whether the earlier an immigrant started to work in Spain, the higher his/her likelihood of achieving a DW. And secondly, whether such an assimilation process is affected by the economic situation of the year of arrival. Similar hypotheses have been validated by several studies for different countries: Husted *et al.* (2000) for Denmark, Zorlu and Hartog (2008) for the Netherlands, Barth *et al.* (2005) for Norway, Cabral and Duarte (2010) for Portugal, Akayy (2007) for Sweden, and Causa and Jean (2006) for a set of European countries, the US, Australia and New Zealand, although not all countries show such an ongoing process of assimilation, notably Germany (Schimdt, 1997, and Licht and Steiner, 1994), nor is such assimilation complete (Lubotsky, 2000).

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In the Spanish case, the existence of a process of assimilation of immigrants has been studied from the perspective of employment (Fernández and Ortega, 2006, Amuedo-Dourantes and De la Rica, 2007) and in terms of education mismatch (Sanromà, Ramos and Simón, 2008), although only Izquierdo *et al.* (2009) study the process of wage assimilation, finding a reduction in the wage gap with time that practically stops a decade after arrival. In this paper we continue this line of research with two additions.

First we broaden the concept of assimilation by placing it in relation to the International Labour Office (ILO) multidimensional definition of DW that includes both income and working conditions (type of contract and employment duration). We are assuming that the higher the level of DW achieved by an immigrant, the higher the degree of assimilation by the labour market. And second, we pay special attention to the economic context of the year of arrival as a possible determinant of the relative success or failure of the process of assimilation.

To fulfil that aim we first constructed a cross-sectional data set using administrative data (Muestra Continua de Vidas Laborales, MCVL 2008). Secondly, we adapted the ILO concept of DW to the data by establishing a set of employment situations and by ordering full time (FT) and part time (PT) jobs according to their level of decentness. That made it possible to classify workers according to their job situation and DW levels at the end of the sampling period, December 2008. Finally, we estimated the determinants of each situation using logistic regressions including the year of arrival as an explanatory variable. The paper is organized as follows. Section 2 defines DW and its implementation to the data set. Section 3 analyses the sample, describing the dependent variables, employment situations and DW levels, and the independent variables. Section 4 uses logistic regressions to estimate determinants of the assimilation process of immigrants into DW. Finally, section 5 presents the main conclusions obtained from the analysis performed.

## **2. Decent Work (DW) definition and its implementation to MCVL data**

The idea of *Decent Work* (DW) conveys the broad and varied dimensions associated with work (Ghai, 2003). According to the ILO (ILO, 2002), several components can be included in the notion: employment, social protection, labour rights, and adequate income. In order to study immigrants' DW determinants in the Spanish labour market, we have implemented this idea to a Spanish administrative micro data set, the MCVL 2008, classifying workers in the sample according to their employment situation and their DW levels using four criteria: employment, type of contract, yearly income and employment spell.

As a result, using MCVL 2008 we constructed a cross section data set representative of workers who had a relationship with the Spanish Social Security system during 2008. This implies either being employed or receiving unemployment benefits at any moment during that year. The MCVL 2008 has information on past and current labour episodes of more than a million workers. After implementing several filters, the resulting sample is composed of 650,000 workers, 76,567 of whom are "economic" immigrants; those coming from countries with lower income levels in comparison with Spain. The resulting cross-sectional data set contains variables that refer to:

- information on current employment situation (referring to the end of the sampling period, 31 December 2008) such as occupational levels, sector of activity, type of contract, duration of employment and 2008 annual income;
- information on former labour experiences (such as types of contracts, changes of sector of activity, long term unemployment, inactivity and number of contracts) divided into two types: those that took place within the last five years (2004-2008) and those before 2004.
- other relevant variables related to demographics (age and gender), family (having children under 18 years old at home) and economic context (living in a Region with income per capita above the national average and living in a town with more than 40,000 inhabitants).

Using information on current employment situations, we have classified workers in the sample according to **employment situations** that capture the alternative employment status in which workers may find themselves at the end of the sample period (Table 1a). Those who finished the sampling period employed (FT<sub>oe</sub>, FT<sub>ft</sub>, PT<sub>oe</sub>, PT<sub>ft</sub>) have been classified according their DW levels. It is important to bear in mind that in Spain, a part time (PT) job differs considerably in terms of its attractiveness to workers with respect to other countries such as, for example, The Netherlands. A significant proportion of PT workers in Spain are part timers because they do not have an alternative full time (FT) job available; they are involuntary PT workers (Pedraza et al. 2010).

Thus we could say that most FT workers are better off than those in any other employment situation even if they hold a fixed term contract. In the case of immigrants, it is even more clear that PT job is an involuntary option. When economic reasons are the major drive of immigration it does not seem reasonable to leave home aiming to work PT in another country. Because of that we have separately classified (FT) and (PT) workers using in both cases the same classification criteria that, among employed workers, are: type of contract, annual income and duration of current employment.

Starting with full time *Decent Work* (FTDW) levels, the first level includes all FT workers regardless of whether they have an open ended or a fixed term contract. However, working FT already implies a certain degree of assimilation (as those working FT are, in general, better off than those in any other situation), working with an open ended contract implies more social protection, and labour rights and, therefore, a higher degree of DW. As a result, FT workers with an open ended contract are included in the second FTDW level. According to international (ILO) and national (Ministerio de Trabajo, 2005) criteria, an additional condition of DW should be adequate remuneration. We have established an annual income threshold of 14,000€. According to the *Structure of Earnings Survey* (2006), such a threshold is below 2/3 of the average salary in Spain. Any FT employee whose yearly income is below that limit could be considered a *low income worker* (Muñoz de Bustillo and Antón, 2007). The threshold also coincides with the popular term *mileurismo* which refer to people earning 1000€ monthly. However, although having an open ended contract is a necessary condition to consider a job as decent, it is not enough because in practice many of those contracts do not survive for more than several months (Toharia and Cebrián 2007). Therefore, an additional criterion is the duration of employment in a specific job. According to Spanish Employment Protection Legislation, longer duration of employment implies higher severance cost for employers and therefore a lower likelihood of being laid off, higher income stability and, in most cases, better matches between employer requirements and employee qualities. The last two levels of DW are defined then by employment spells in the current job (more than a year and more than two years, respectively). Table 1.b summarizes FTDW levels

In a similar way, part time (PT) workers have also been classified according to different **Part Time Decent Work (PTDW)** levels (Table 1c). The PT classification follows the same criteria as the FT, although this time income thresholds have been calculated taking into account partiality coefficients<sup>i</sup>. We use the aforementioned information, available at MCVL 2008, to define a set of dependent (employment situations and *Decent Work* levels) and explanatory variables to estimate logistic regressions; the following section offers a descriptive analysis of both.

### 3. Descriptive analysis

In this section we focus on the descriptive analysis of explanatory and dependent variables, as well as the relationship between the dependent variables and the year of arrival. Table 2 shows the relative frequencies of the explanatory variables, for immigrants and nationals, by gender. Focusing on the differences between nationals and immigrants, we can see, firstly, that the proportion of women is higher among nationals and that immigrants are, overall, around three years younger than nationals. Secondly, the proportion of immigrants with high occupational levels is three times lower than among nationals and the proportion of immigrants working in agriculture and construction almost doubles the corresponding proportions among nationals. Thirdly, mobility across sectors is more common among immigrants: while only around 31% of nationals have changed sector of activity during the last five years (after 2003), more than 45% of immigrants have done so. Fourthly, although higher proportions of immigrants have worked with temporary contracts during the last five years, the proportion of immigrants experiencing long term non-employment spells is lower than the proportion for nationals<sup>ii</sup>. Additionally, the proportion of nationals and immigrants that, during the previous five years, worked with an open ended fulltime contract are very similar. Fifthly, a very low proportion of immigrants, 15.9%, have had only one contract during the previous five years; in contrast, more than 30% of nationals have had this kind of job stability. Sixthly, the proportion of immigrants living with children below eighteen (50.1%) is clearly higher than the proportion of nationals (36.4%). Seventhly, immigrants tend to concentrate in regions where income per capita is higher and in bigger and more dynamic cities in terms of economic activity. Finally, 54% of immigrants had their first relationship with Social Security in 2005 or later, which shows the relative recentness of the immigration phenomenon in Spain.

Focusing now on differences between immigrants by gender, while immigrant men tend to work in construction and agriculture, immigrant women tend to work in trade and the services. The proportion of men and women working in high occupational levels is very similar but they differ in that most immigrant men (almost 53%) hold medium occupational level positions while most immigrant women (55.5%) have low occupational level jobs. Looking at recent and past types of contracts, it is clear that part time jobs are much more common among immigrant women. The descriptive analysis of dependent variables included in Tables 3, 4 and 5 shows the relative frequencies of immigrants' employment situations, FTDW and PTDW levels conditional to the year of arrival. The tables also show the proportions for the total sample of nationals and for nationals entering the labour force before and after 1990. Temporary FT job and non-employment situations, with and without unemployment benefits, are more common among immigrants. In contrast, FT open ended positions are more common among nationals. However, the proportion of immigrants in each employment situation changes with the year of arrival: the longer the time elapsed from year of arrival to December 2008, the smaller the immigrant- national gap in relation to this item. The proportions of immigrants in PT and FT open ended contracts and in higher FTDW levels clearly increase with the time of residency in Spain. Nevertheless, although these tables show that there is a process of assimilation into DW, they also show that this process is not fully completed. For example, even among those arriving before 1990 (almost two decades ago), less than 50% hold a FT job contract. That proportion for nationals entering the labour force in 1990 is just a bit better, 51%. To allow for a better comparison, Figure 1, derived from Table 4, presents the FTDW employment situation gaps between nationals and immigrants. It clearly shows how the stricter the DW, level the higher the gap between nationals and immigrants.

#### **4. Estimation**

In what follows we present two sets of estimations. In the first group, we use the whole sample, pooling nationals and immigrants, in order to estimate the impact of being an immigrant on different employment situations and the likelihood of DW. In the second group, we limit the analysis to the sample of immigrants. In both cases logistic regressions have been estimated for men and women separately using as dependent variables employment situations, FTDW and PTDW levels. The explanatory variables are those included in Table 2, namely, demographic variables (gender, age), variables referring to current job (occupation and sector of activity), variables referring to recent past (within the last five years) and not so recent past (before 2004), labour background (changes in sector of activity, types of contracts not including the current one, long term non-employment spells), family variables (children below 18 years old living at home) and economic context (living in a region with an income per capita above the national average and living in a town with more than 40 000 inhabitants). Additionally, in the second set of estimations using only the sample of immigrants, we introduced two immigrant specific explanatory variables: the year of arrival<sup>iii</sup> and having Spanish nationality. The first one is organized in the following intervals: 1980-1984, 1985-1989, 1990-1994, 1995-1999, 2000-2004 and after 2005. We use the interval 1990-1994 to test for the impact of arriving in a negative economic situation. For the first set of estimations, we report only the impact of being an immigrant (Table 6). Results from the second set of models have been included in Tables 7 to 9.

##### **4.1. Impact of being an immigrant on employment situations and likelihood of DW levels.**

Regarding the first set of estimations, Table 6 shows the percentage impact of being an immigrant on the workers' likelihood of being in a specific employment situation and DW degree. It is clear that immigrants have a lower likelihood of working FT and a higher probability of working PT and ending the period without a job, both with and without unemployment benefits. The negative impact of being an immigrant on the probability of holding a FT job increases with FTDW levels. For example, while among men being an economic immigrant reduces the likelihood of working FT (1st FTDW level) by 29%, it reduces the likelihood of achieving the maximum level of FTDW (5th FTDW) by 62%. Although these results are applicable to men and women alike, there are also some gender specific effects, especially regarding PT job. While for men being an immigrant increases the likelihood of working PT in the lowest PTDW levels, for women being an immigrant does not have any impact whatsoever on the likelihood of holding that type of job. In both cases being an immigrant reduces the likelihood of achieving most DW categories of PT. Although a PT job is an option for immigrant workers, most immigrants, like many nationals, accept this type of job when they do not find a FT job option. Involuntary PT reduces part time employment spells due to willingness to move into a FT position. As a result, the impact of being an immigrant on the likelihood of PTDW turns negative when the duration of employment criterion is introduced in the definition of DW.

#### **4.2. Explanatory variables of immigrants' employment situations and DW levels.**

The second set of estimations uses only the sample of immigrants to identify Immigrants' DW determinants. Although the paper aims to estimate the impact of year of arrival and the economic conjuncture of the moment of arrival on immigrants' employment situations and DW levels, it is worth referring briefly to other explanatory variables included in the specified model that give evidence of certain characteristics of immigrants' assimilation process into DW. Regarding occupations, the lower the occupational level, the higher the likelihood of being unemployed, with or without unemployment benefits, and working PT. In the case of women, the positive impact of low occupational levels on the likelihood of PT employment applies also to the higher levels of PTDW. In contrast, the higher the occupational level, the higher the likelihood of achieving both a FT open ended contract and higher FTDW levels.

Workers in the industry and trade sectors face a higher likelihood of having a FT job not only with an open ended contract but with higher DW levels. PT, however, is concentrated in the service sector.

Changing sector of activity increases the likelihood of both working FT with an open ended contract and achieving higher FTDW degrees. Among men, it also reduces the probability of being unemployed. Therefore, mobility among sectors of activity until a DW is achieved is one of the factors behind the assimilation process.

Regarding types of employment experiences (types of contracts), although in the model estimated for the whole sample, including nationals, temporary PT and FT experiences before 2004 are shown to be stepping stones for FTDW, for immigrants, there is no evidence supporting the idea that temporary jobs are stepping stones for a FT open ended job. Only FT open ended contracts before 2004 can be considered as a stepping stone to FTDW, as they increase the likelihood of holding, at the end of 2008, both a FT open ended position and higher levels of FTDW. In the case of PTDW, in contrast, recent PT experiences, regardless of being under an open ended or fixed term contract, are stepping stones for PTDW: they increase the current likelihood of holding a PTDW. Therefore, while for immigrants temporary work only give access to PTDW, for nationals it also give access to FTDW.

At the same time, the estimations show that those who have been working with a fixed term contract during the previous five years have a higher likelihood of being unemployed at the end of the sampling period.

Past and recent long term non-employment experiences reduce considerably the likelihood of FTDW, especially when they have taken place in the recent past. The impact of long term non-employment experiences on PTDW are gender specific. While long term non-employment experiences reduce PT work and PTDW likelihood for women, they increase the likelihood of men's PT work in lower DW levels. This is evidence of the marginal role of PT work in Spain as the second worst option, before unemployment, for men.

The higher the number of contracts during the last five years, the lower the likelihood of holding a FTDW and the higher the likelihood of being unemployed. Workers below 25 and above 60 years old have a lower likelihood of holding a FT open ended contract and a higher likelihood of being non-employed, with and without benefits. Among women, being over 41 years old increases the likelihood of working PT with an open ended contract while being over 46 reduces the probability of holding a FT open ended contract. Having at least one child below 18 increases men's likelihood of working FT while it increases women's likelihood of both working PT and achieving higher degrees of PTDW.

Living in a high income per capita region increases the likelihood of holding a FTDW position and acquiring Spanish nationality increases the likelihood of holding a FT open ended contract but has no impact on the likelihood of working PT.

Finally, years of residence in Spain have a clear and increasingly positive effect on the probability of having a FTDW. There is a clear assimilation process. The impact of years in Spain is lower on PT work and for men. The next section focuses on years of residence and its impact on each employment situation and each FTDW and PTDW level.

#### **4.3. Year of arrival, job situation and DW levels**

Table 7 reproduces the estimated coefficients of explanatory variables, including the impact of the year of arrival (a proxy of the length of stay in the country), on each employment situation (FToe, PToe, FTft, PTft, Ub, NoU as defined in Table 1a).

Figures 2 and 3 summarize the main results obtained regarding year of arrival. The horizontal axis represents the year of arrival in the following intervals: after 2005, 2000-2004, 1995-1999, 1990-1994, 1985-1989 and 1980-1984. The vertical axis represents the impact (in % change) on the likelihood of an immigrant worker holding each specific employment situation of arriving during the corresponding interval with respect to arriving after 2005. Each type of line represents one of the aforementioned employment situations. Whenever the impact was not significant at 90% the diagram shows a 0% impact. As estimations have been done accounting for the aforementioned set of variables, we assume that differences among immigrants arriving in different intervals can be attributed to the impact of the time spent in Spain.

Starting with the impact of years of residency on the likelihood of holding a FT open ended (FToe) contract, the earlier the year of arrival the higher the likelihood of working under this type of contract (dark solid line). Assuming that holding a FToe can be interpreted, to a certain extent, in terms of a first step in the process, there is a clear positive impact of time on the likelihood of being assimilated. However, that general rule does not hold for those arriving during the early 1990s economic recession. Among men, those arriving in the period 1990-1994 have a lower probability of holding a FT open ended job than those arriving immediately after, between 1995 and 1999, and have a similar probability to those arriving between 2000 and 2004. Among women, the assimilation tendency is also interrupted when arrival takes place during a recession; however, in comparison with men, the interruption is smoother: those arriving between 1990 and 1994 have a similar likelihood of working with a FToe contract as those arriving immediately after and a higher likelihood than those arriving between 2000 and 2004. It is important to bear in mind that we are measuring the impact of arriving during an economic recession (1992-1993) that took place fifteen years before the moment in which we are measuring employment situations (2008). The negative impact would probably be stronger if employment situations were measured closer to the recession. As we have seen, negative labour experiences such as non-employment have stronger impacts if they take place within the last five years.

For both men and women, the earlier the year of arrival, the lower the likelihood of working FT with a fixed term (FTft) contract (dotted dark line). This reduction in the likelihood of a temporary FT job can be considered as another indicator of assimilation through time. In this case, the assimilation trend is not interrupted by arriving during a recession: those arriving in 1990-1994 have a lower likelihood of holding a FTft contract than those arriving in 1995-1999. Although FT temporary job does not capture the negative impact of arriving during hard times, among men, PT job does (grey solid line): those arriving between 1990 and 1994 have a higher probability of working PT with a fixed term (PTft) contract than those arriving after the crisis, between 1995 and 2004, but a lower likelihood than those arriving after 2005. Therefore, although the earlier the arrival the lower the likelihood of working PTft, that trend is also interrupted for arrivals in a negative economic context. Among women, this phenomenon is not as clear, although those arriving during the 1990s recession have a higher likelihood of working PTft than those arriving between 1995 and 1999. Among both men and women, late arrivals (after 2005) have a higher likelihood of working PTft than anyone else, although sometimes the impact is not significant.

Among men, part time open ended contracts (PToe) are an option soon after arrival (for those arriving between 2000 and 2004) but not immediately after arrival (after 2005) (grey dotted line). At the same time, arriving between 1985 and 1999 does not affect men's likelihood of working PToe with respect to arriving after 2005. However arriving before 1985 reduces the likelihood of holding that type of job. Among women, on the contrary, PToe employment is an option over a longer time: women arriving between 1990 and 2004 have a higher likelihood of working PToe than those arriving after 2005. Arriving before 1990 does not influence women's likelihood of working PToe and it is precisely for arrivals before 1990 when women's likelihood of working FToe increases at a faster rate.

Summing up, among men, late arrivals (after 2005) and those arriving during an economic recession are more likely to hold a temporary PT job position. In contrast, those arriving between 2004 and 2000 are more likely to work in a permanent PT job than anyone else. One probable explanation of this result could be that it takes time to move from a temporary to a permanent position even in PT jobs. Women, however, are more likely to stay longer periods in permanent PT positions: those arriving between 1990 and 2004 are more likely to work PToe than those arriving after 2005. In this respect, it is important to note that women arriving during the recession are more likely than the rest to work PToe. Finally, arriving before 1984 has a negative impact on working PToe for men and is not significant for women, as probably the former workers are very likely to have been already assimilated in a FToe job.

Regarding the two situations that imply not being employed, the earlier the arrival, the less likely are both men and women to finish the sample period without a job and without receiving unemployment benefits. Obviously, the longer the time they have been working in Spain, the higher the likelihood they will gain the right to receive unemployment benefits. At the same time, immigrants without a job and without unemployment benefits are more likely to return to their home countries or move to a third country. The probability of finishing the sampling period non-employed and receiving unemployment benefits differs greatly between men and women. While time hardly affect women's probabilities of finishing in such a situation, among men, the early arrivals (1980-1984) and those arriving during the recession have a higher likelihood than the rest.

The above comparison of immigrants arriving in Spain during the last three decades gives evidences of the existence of an assimilation process that starts with temporary PT jobs (those arriving after 2005 have a higher probability than anyone else of having this kind of job) and continues with permanent PT jobs (those arriving between 2000 and 2004 among men and between 1990 and 2004 among women) before moving, in some cases, into a FT time permanent position (the likelihood of working FT<sub>oe</sub> increases with time). In relation to the impact of past and recent employment experiences, those without spells of non-employment within the last five years, regardless of the type of contract, increase their likelihood of stepping into FTDW. Having a FT open ended contract only increases the current likelihood of DW for those contracts signed before 2004. This gives an idea of how slow the assimilation process is. Regarding PTDW, both open ended and fixed term PT experiences within the last five years increase the likelihood of PTDW. Arriving during an economic recession clearly increases the likelihood of receiving unemployment benefits and holding a PT<sub>ft</sub> position among men, while among women it only increases the likelihood of holding a PT<sub>oe</sub> position. In both cases arriving during an economic recession interrupts FT<sub>oe</sub> assimilation trends.

Focusing now on FTDW levels, Table 8 shows the estimated coefficients of the explanatory variables and Figures 4 and 5 show the impact of year of arrival on the likelihood of immigrants' holding different FTDW levels. As can be seen, the more demanding the definition of DW, the higher the impact of time on the likelihood of assimilation. This statement can be generalized for men and women but whereas for men the relationship between time and assimilation takes the shape of a quadratic function, for women it has an exponential one. With respect to the prospects of those arriving after 2005, while for men the likelihood increases faster immediately after the reference interval (between 2000 and 2004), for women the fastest increases are registered for those arriving after 1990. The negative impact of arriving during the 90s recession is very clear in the lower levels of FTDW (Ft, FT<sub>oe</sub>, FT<sub>oe14</sub>). In all these cases the probability of getting DW for those arriving during the crisis is lower than for those arriving immediately after. On the highest level of FTDW, however, the impact of arriving during an economic recession is not so clear, since the increasing assimilation trend, although slowed down, is not interrupted.

Turning our attention now to PTDW levels, (Table 9 and Figures 6 and 7), we can conclude that, among men, the likelihood of working PT is higher for those arriving after 2005 and for those arriving during the 1990s recession. These two groups are also more likely than the others to hold a PTDW. These differences are higher the more stringent the definition of DW. Men and women clearly differ in the impact that time of residency have on their likelihood of working PT and on their likelihood of reaching PTDW. Among women, the likelihood of holding decent PT work increases with time with the only exception of those arriving immediately before the 1990s recession. For men, being an early comer (1980-1984) always implies having a lower likelihood than the rest of working and holding a PTDW; for women it implies a lower probability of working PT but a higher likelihood of holding a PTDW.

## **5. Conclusions**

Using data from the MCVL we constructed a cross-sectional data set composed of 650,000 individuals who had a relationship with Spanish Social Security during 2008. 11.7% of the sample, 76,567 individuals, were economic immigrants. A first look at the data shows that immigrants and national workers differ in their characteristics, not only in their current (December 2008) job situation and level of DW but in their past labour experiences, such as former types of contracts and unemployment, mobility across sectors, family life, type of household and place of residency in Spain (they are more likely to concentrate in rich regions and big cities).

Among immigrants there are also gender differences, especially regarding PT work: immigrant men are more likely than nationals to work PT, but being an immigrant woman does not affect the likelihood of working PT with respect to being a woman national. A descriptive approach of proportions of immigrants in each employment situation and DW levels conditioned to year of arrival shows that the longer the time elapsed since arrival the more similar those proportions are to national ones. We estimated a set of logistic regressions using job situations and DW degrees as dependent variables, aiming at capturing the main characteristics of the labour market assimilation into DW process, the year of arrival being one of the explanatory variables. Our conclusions corroborate the two main hypotheses presented in this paper: time of residency and the economic conjuncture of the year of arrival clearly influence the assimilation process. A deeper look into the estimated models allows us to give a more precise account of the assimilation process in terms of DW degrees.

Regarding part time, this type of work is an option for those having more difficulties in the labour market in the long run (lower rates of assimilation): women, working in low occupations and those arriving during an economic crisis. Changing sector of activity proves to be, overall, a good strategy, contributing to the assimilation process, except when such changes imply having many contracts within a short period of time. It is clear that years of residence in Spain increase the chance of having a FTDW.

In contrast, we did not find clear evidence of stepping stones to FTDW for immigrants, although the same model implemented to nationals did. For example, only open ended jobs in the distant past (before 2004) have a clear positive impact on the probability of achieving a FTDW. For nationals, FTft experiences before 2004 are also clear stepping stones to current FTDW. For the rest, having a temporary job increases the risk of becoming trapped in this type of jobs-contracts, which, at the same time, implies a higher likelihood of becoming unemployed. However, PT experiences operate as stepping stones to PTDW. At the same time, for men PT work seems to be an alternative to unemployment while for women PT is a working life alternative. Although immigrants have more descendents, family-working life specialization by gender is quite similar to that of nationals: having at least one child below 18 increases men's likelihood of working FT and women likelihood of working PT.

With respect to the year of arrival, those arriving after 2005 have a greater likelihood than anyone else of holding temporary PT jobs; men arriving between 2000 and 2004, and women arriving between 1990 and 2004, are more likely to hold a permanent PT job; finally, the likelihood of working FToe increases with time. Although the analysis was performed using a cross-sectional data set, we interpreted the existence of differences among individuals arriving at different moments of time in terms of the existence of an assimilation process. In doing so, we assume that after accounting for all the above-mentioned explanatory variables, the only remaining difference among immigrants is the year of arrival. From this perspective, the cross-sectional results can be interpreted (*ceteris paribus*) in terms of the existence of an assimilation process through time. Such assimilation would be very slow, starting with temporary PT jobs and continuing with permanent PT jobs before moving, in some cases, into FT jobs. With respect to the negative consequences of arriving during an economic crisis, the analysis shows that arriving during an economic recession reduces the chances of assimilation. According to our analysis this negative impact lasts for a long time, more than fifteen years.

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## 7. Annex: Tables and Figures

**Table 1a.** Employment situations

<b>Employment situations</b>
- Working <b>full time</b> with an open ended contract (FToe).
- Working <b>full time</b> with a fixed term contract (FTft).
- Working <b>part time</b> with an open ended contract (PToe).
- Working <b>part time</b> with a fixed term contract (PTft).
- <b>Not employed</b> receiving unemployment benefit (Ub).
- <b>Not employed</b> and not receiving unemployment benefits (NoUb).

Source: Authors’ own elaboration.

**Table 1b.** Full Time *Decent Work* (FTDW) levels

1st - Working <b>full time</b> (FT).
2nd - Working <b>full time</b> with an open ended contract (FToe).
3rd - Working <b>full time</b> with an open ended contract and a yearly income above 14000€ (FT14).
4th - Working <b>full time</b> with an open ended contract, a yearly income above 14000€ and holding that position for more than one year (FT1y).
5th - Working <b>full time</b> with an open ended contract, a yearly income above 14000€ and holding that position for more than two years (FT2y).

Source: Authors’ own elaboration.

**Table 1c.** Part time decent work levels

1st - Working <b>part time</b> (PT).
2nd - Working <b>part time</b> with an open ended contract (PToe).
3rd - Working <b>part time</b> with an open ended contract and a yearly income above an amount proportional to 14000€ (PT14).
4th - Working <b>part time</b> with an open ended contract, a yearly income above an amount proportional to 14000€ and holding that position for more than one year (PT1y)
5th - Working <b>part time</b> with an open ended contract, a yearly income above an amount proportional to 14000€ and holding that position for more than two years (PT2y).

Source: Authors’ own elaboration.

**Table 2.** National and immigrant percentages

	Immigrants	Nationals	Immigrant Women	National Women	Immigrant Men	National Men
<b>% of women</b>	39.9	44.6	-	-	-	-
<b>Average age</b>	36.6	39.3	36.3	38.2	36.8	40.2
<b>Occupational level</b>						
High	5	16.6	5.5	16.7	4.7	16.6
Medium	47.3	44.3	39.1	33.8	52.7	52.7
Low	47.7	39.1	55.5	49.5	42.6	30.7
<b>Sector of Activity</b>						
Agriculture	4.2	2.2	2.7	1.8	5.1	2.5
Industry	10.2	16.9	6.7	10.5	12.5	22
Construction	21.6	11.7	2.6	2.6	34.2	18.9
Trade	14.8	17.2	19.1	21.3	12	15.6
Services	49.3	51.2	69	63.8	36.3	40.9
Change sector before 2004	24.3	56.3	19.8	49.3	27.3	62
Change sector in 2004 or after	45	31.4	38.8	29.4	49.1	33
<b>Recent types of contracts (2004 and after)</b>						
Full time fixed term	71.2	49	64.4	49.3	75.8	48.8
Part time fixed term	33	25.3	48.7	36.4	22.5	16.3
Full time open ended	29.9	29.4	26.4	26.8	32.3	31.4
Part time open ended	10.4	8	16	12.8	6.8	4.1
Self-employed	4.2	5.6	3.6	4.4	4.6	6.5
<b>Past types of contracts (before 2004)</b>						
Full time fixed term	25.9	52.1	20.9	49	29.3	54.6
Part time fixed term	12.8	33.8	17.5	43.3	9.7	26.2
Full time open ended	7.1	26	6	20.6	7.8	30.4
Part time open ended	2.1	4.5	3	6.5	1.5	2.8
Self-employed	1.4	13.8	1.7	14.2	1.2	13.4
<b>Long term unemployment and inactivity experiences</b>						
2004 and after	15.1	25.6	19.9	33	11.9	19.7
Before 2004	7.7	44.4	8.9	41.6	6.9	46.6
<b>Number of contracts after 2003</b>						
1	15.9	30.3	15.3	26.8	16.4	33.2
2	13.8	17.4	14.1	17.4	13.7	17.4
3-5	29.9	25.8	31.7	27	28.7	24.9
6-10	23.9	15.3	23.5	16.3	24.3	14.5
11-20	12.2	7	10.9	7.4	13.1	6.6
21-30	2.4	1.6	2.3	1.8	2.4	1.4
More than 30	1.8	2.7	2.3	3.5	1.5	2
<b>Under 18 children</b>	50.1	36.4	53.3	38.7	47.9	34.5
<b>Disabled</b>	0.5	2.6	0.4	1.9	0.6	3.2
<b>Region: GDPpc &gt; national average</b>	60.1	44.9	61	46.6	59.6	43.6
<b>Population &gt;40 000 inhabitants</b>	62.8	53.8	65.4	55.3	61.1	52.6
<b>Year of first relationship with Social Security Services</b>						
2005 and after	54.1	10.9	54.4	13	53.9	9.2
Between 2000 and 2004	32.4	17.1	31.9	20.3	32.8	14.5
Between 1995 and 1999	6.2	17.7	6.8	19.6	5.7	16.1
Between 1990 and 1994	3.9	13.6	3.6	15.2	4	12.3
Between 1985 and 1989	1.7	15.3	1.7	14.7	1.8	15.8
1984 and before	1.7	25.5	1.6	17.3	1.8	32.2

Source: Authors' analysis from MCVL 2008 data

**Table 3.** Year of arrival and employment situation

Year of arrival	PTft	FTft	PToe	FToe	Ub	NoUb
2007-08	7.9	28.5	4.7	16.3	5.2	37.4
2005-06	8.8	17.4	7.2	19.6	6.2	40.9
2003-04	4	15.3	6.3	27.5	13.1	33.7
2001-02	3.6	15.4	5.8	27.8	16.2	31.1
1999-00	3.5	13.5	5.6	30.2	17.1	30.1
1997-98	3.2	13	6.2	34	14.9	28.7
1995-96	4	13.9	7.1	32.6	14.5	28
1993-94	5.5	14	9.1	33.4	11.9	26
1991-92	3.2	11.2	6.1	36.7	16.6	26.1
1990 and before	3.9	9.5	5.2	49.9	10.2	21.3
Nationals 1990 and before	4.1	9.5	5.4	51	10.5	19.5
Total immigrants	5.1	18.4	5.9	25.4	12.1	33.1
Total nationals	4.9	12.6	6.2	42.2	8.9	25.2

Source: Authors' analysis from MCVL 2008 data

**Table 4.** Year of arrival and FTDW degrees

Year of arrival	FT	FToe	FT14	FT1y	FT2y
2007-08	44.8	16.3	6.2	4.1	0
2005-06	41.3	23.3	13.2	11.6	6.4
2003-04	42.9	27.5	17.7	15.6	10.4
2001-02	43.2	27.8	18.7	17.1	12.7
1999-00	43.7	30.2	21.4	19.7	15.2
1997-98	47	34	24.1	22	17.3
1995-96	46.5	32.6	24.1	22.2	17.4
1993-94	47.5	33.4	23.9	22.5	19.1
1991-92	48	36.7	28.4	26.9	23.1
1990 and before	59.3	49.9	42.7	40.7	36
Nationals 1990 and before	60.5	50.1	42.6	41	36.9
Total immigrants	43.8	25.4	15.8	14	9.3
Total nationals	54.8	42.2	33.6	31.9	26.9

Source: Authors' analysis from MCVL 2008 data

**Table 5.** Year of arrival and PTDW degrees

Year of arrival	tyf_tp	fijos_tp	fijos_tp14s	fijos_tp14s_365	fijos_tp14s_730
2007-08	12.7	4.7	1.8	1.0	0.0
2005-06	11.7	6.6	3.7	2.9	1.3
2003-04	10.3	6.3	3.2	2.6	1.5
2001-02	9.4	5.8	3.4	3.0	2.0
1999-00	9.1	5.6	3.1	2.6	1.7
1997-98	9.4	6.2	3.9	3.4	2.4
1995-96	11.0	7.1	4.5	3.9	2.8
1993-94	14.6	9.1	5.8	5.2	3.6
1991-92	9.3	6.1	3.4	3.1	2.1
1990 and before	9.2	5.2	3.5	3.2	2.5
Nationals 1990 and before	9.5	5.4	3.6	3.3	2.7
Total immigrants	11	5.9	3.2	2.5	1.3
Total nationals	11	6.2	3.8	3.5	2.5

Source: Authors' analysis from MCVL 2008 data

**Table 6. Impact of being an immigrant worker in employment situations FTDW and PTDW levels (%).**

	Employment situations						Full Time Decent Work Levels (FTDW)					Part Time Decent Work Levels (PTDW)				
	FToe	FTft	PToe	PTft	Ub	noUb	FT	FToe	FT14	FT1y	FT2y	PT	PToe	PT14	PT1y	PT2y
<b>All</b>	60↓*	30↑*	9↑*	4↑*	36↑*	17↑*	27↓*	40↓*	52↓*	55↓*	62↓*	6↑*	9↑*	6↓*	13↓*	29↓*
<b>Men</b>	55↓*	35↑*	49↑*	8↑**	40↑*	17↑*	29↓*	46↓*	53↓*	55↓*	62↓*	26↑*	49↑*	20↑*	3↑	20↓*
<b>Women</b>	29↓*	25↑*	4↓	9↑*	29↑*	14↑*	20↓*	29↓*	52↓*	54↓*	62↓*	1↓	4↓	15↓*	19↓*	33↓*

\*95% \*\*90%. ↓ shows negative impact; ↑ shows positive impact

Source: Authors' analysis from MCVL 2008 data.

**Table 7.- Determinants of immigrant's employment situations (men & women)**

	FToe		FTft		PToe		PTft		Ub		NoUb	
	M	W	M	W	M	W	M	W	M	W	M	W
<b>Occupational level</b>												
Medium	.78*	.81*	1.60*	1.79*	.98	.60*	1.40*	1.12	2.49*	2.86*	.97	1.08
Low	.58*	.55*	1.54*	1.81*	.91	.58*	1.83*	1.67*	2.86*	3.37*	1.18*	1.20*
<b>Sector of Activity</b>												
Agriculture	.69*	.43*	.17*	.10*	1.75*	1.71*	.034*	.066*	.93	.71*	1.15*	2.18*
Industry	1.55*	1.51*	.26*	.71*	.99	1.05	.28*	.30*	.99	1.12	.88*	.94
Construction	.40*	.72*	.10*	.69*	1.18*	1.24*	.21*	.38*	1.44*	1.08	1.80*	1.55*
Trade	1.70*	1.53*	.83*	1.20*	.77*	.97	.59*	.55*	.78*	.80*	.86*	.86*
Change before 2004	.94	.90*	1.10	.98	.99	1.08	.85	1.07	1.12*	.97	.95	1.03
Change 2004 and after	1.29*	1.14*	1.08	.95	1.03	1.04	.95	1.10	.88*	1.13*	.92*	.84*
<b>Recent types of contracts (2004 and after)</b>												
Full time fixed term	.33*	.64*	.33*	.30*	.66*	1.04	.43*	.44*	3.09*	2.64*	5.10*	2.89*
Part time fixed term	.80*	.57*	1.44*	1.18*	.64*	.52*	2.15*	1.44*	.81*	.94	1.57*	2.07*
Full time open ended	.56*	.73*	.65*	.43*	.54*	.62*	.59*	.47*	1.08*	1.10*	2.58*	2.85*
Part time open ended	.52*	.48*	2.98*	1.61*	.57*	.50*	1.15	.75*	.64*	.89*	1.74*	2.17*
Self-employed	.47*	.57*	.99	.57*	1.06	1.16	1.39*	1.23**	1.06	1	1.46*	1.70*
<b>Past types of contracts (before 2004)</b>												
Full time fixed term	.91*	1.09**	.43*	.79*	1.18*	1.04	.66*	.86**	1.17*	1.27*	1.09*	.93
Part time fixed term	1.06	1	1.35*	1.25*	1.02	1.03	1.46*	1.11	.97	1	.93	.90*
Full time open ended	1.29*	1.48*	.71*	.78*	.92	.80*	1.03	.84	.99	.94	.86*	.87*
Part time open ended	.82*	.87	1.81*	1.48*	.83	.90	1.15	.79	.82	1.10	1.16	.98
Self-employed	1.02	.88	.78	1.08	1.48*	1.02	.56	.99	1.09	1.38*	.90	1.03
<b>Long term unemployment and inactivity experiences</b>												
2004 and after	.32*	.34*	.92	.60*	.86*	1	1.59*	1.37*	1.73*	1.98*	1.62*	1.69*

Before 2004	.85*	.82*	1.51*	1.17**	1.16**	.94	1.30	1.01	.85*	1.12	1.13*	1.11
<b>Number of contracts after 2003</b>												
1	.92	.92	.54	.52*	.56*	.71*	.52*	.57*	.54*	.86	2.67*	2.59*
2	1.18*	1.07	.87	.86*	.72*	.71*	.92	.71*	.55*	.78*	1.46*	1.64*
3-5	.51*	.77*	.89	.98	1.41*	1.75*	1.19*	1.46*	2.05*	1.34*	.77*	.64*
11-20	.28*	.49*	.71*	.89	1.59*	2.43*	1.29*	2.11*	2.74*	1.47*	.79*	.58*
21-30	.22*	.36*	.83	1	1.76*	2.69*	1.13	1.99*	3.20*	1.55*	.75*	.65*
More than 30	.30*	.30*	.36*	.58*	1.45*	2.11*	1.15	1.71*	2.90*	1.89*	1.09	1.01
<b>Age</b>												
20 or less	.15*	.20*	1.03	.79	1.29*	1.37*	1.76*	1.74*	.67*	.44*	2.26*	2.13*
21-25	.57*	.72*	1.18	1.17**	1.04	1.08	1.36*	1.16**	.89*	.74*	1.34*	1.23*
26-30	.89*	1	.97	1.02	1.03	1.17*	1.17**	.98	.97	.88*	1.05	.96
36-40	.97	.95	.89	1.10	.97	1.03	.93	1	1.07	1.10	1.03	.92**
41-45	.96	.96	.83	1.29*	.95	.97	1.02	1	1.12*	.94	1.03	.96
46-50	.94	.85*	.70*	1.25*	.90*	1.07	.90	.93	1.21*	1.12	1.07	.96
51-55	.93	.82*	.81	1.24*	.78*	.86**	1.01	1.02	1.40*	1.10	1.05	1.10
56-60	.94	.63*	1.04	1.65*	.89	.57*	.92	.97	1.44*	1.50*	.95	1.21*
61a65	.67*	.49*	.94	1.47*	.74*	.52*	1.14	.81	2.43*	1.70*	.99	1.64*
More than 65	.34*	.38*	2.54*	1.19	.44*	.11*	1.03	.90	2.06*	.52	2.14*	4.23*
<b>Under 18 children</b>	1.12*	.89*	1.10	1.16*	1.02	.89*	1	1.03	1.10*	1.32*	.85*	.96
<b>Region: GDP pc &gt; national average</b>	1.46*	1.52*	1.16*	1.38*	.90*	.80*	.86*	.92*	.92*	.76*	.88*	.85*
<b>Population &gt;40 000 inhabitants</b>	1	1.21*	1.39*	1.17*	1.04	1.06	1.28*	1.18*	.83*	.69*	.99	.86*
<b>Spanish nationality</b>	1.23*	1.19*	.97	.94	.99	.97	.77*	.98	.88*	.95	.95	.92*
<b>Year of incorporation into the labour market</b>												
2000 – 2004	2.7*	2.30*	1.19*	1.40*	.57*	.60*	.56*	.57*	.95	.94	.73*	.71*
1995 - 1999	2.82*	2.56*	.97	1.34*	.46*	.60*	.62*	.47*	1.19*	.86	.67*	.70*
1990 - 1994	2.65*	2.57*	1.02	1.49*	.40*	.55*	.76*	.57*	1.27*	1.02	.68*	.56*
1985 - 1989	3.22*	3.09*	.85	.91	.37*	.53*	.48*	.70	1.02	.60*	.66*	.67*
1980 - 1984	3.05*	3.63*	.31*	.97	.31*	.50*	.99	.56*	1.72*	1.29	.58*	.40*
<b>R<sup>2</sup></b>	<b>0.21</b>	<b>0.13</b>	<b>0.18</b>	<b>0.10</b>	<b>0.05</b>	<b>0.06</b>	<b>0.13</b>	<b>0.08</b>	<b>0.12</b>	<b>0.09</b>	<b>0.09</b>	<b>0.08</b>

Observations: 46.036 for men; 30.531 for women; \*level of significance: 95% ; \*\*level of significance: 90%  
 Source: Author’s analysis from MCVL 2008 data.

**Table 8 .- Estimations of full time decent work degrees for immigrants (men & women)**

	FT		FToe		FT14		FT1y		FT2y	
	M	W	M	W	M	W	M	W	M	W
<b>Occupational level</b>										
Medium	.72*	.60*	.78*	.81*	.64*	.47*	.81*	.58*	.92	.67*
Low	.55*	.44*	.58*	.55*	.44*	.31*	.57*	.39*	.68*	.46*
<b>Sector of Activity</b>										
Agriculture	1.33*	1.16**	.69*	.43*	.44*	.33*	.46*	.32*	.55*	.47*
Industry	1.52*	1.45*	1.55*	1.51*	1.75*	2.05*	1.80*	2.07*	1.81*	1.87*
Construction	.66*	.90	.40*	.72*	.57*	1.10	.59*	1.07	.64*	1.03
Trade	1.38*	1.39*	1.70*	1.53*	1.41*	1.28*	1.46*	1.36*	1.45*	1.36*
Change before 2004	.93**	.93	.94	.89*	.93	.93	.92	.90	.96	.95
Change 2004 and after	1.22*	1.13*	1.29*	1.14*	1.42*	1.08	1.43*	1.11**	1.46*	1.08
<b>Recent types of contracts ( 2004 and after)</b>										
Full time fixed term	.28*	.69*	.33*	.64*	.44*	.81*	.44*	.78*	.47*	.75*

Part time fixed term	.60*	.45*	.80*	.57*	.84*	.70*	.90*	.71*	1.10	.75*
Full time open ended	.44*	.61*	.56*	.73*	.59*	.78*	.47*	.64*	.23*	.38*
Part time open ended	.43*	.41*	.52*	.48*	.54*	.53*	.53*	.50*	.50*	.43*
Self-employed	.62*	.71*	.47*	.57*	.46*	.63*	.37*	.53*	.32*	.44*
<b>Past types of contracts (before 2004)</b>										
Full time fixed term	.96	1.08**	.91*	1.09**	.97	1.15*	1.02	1.19*	1.05	1.31*
Part time fixed term	1.06	.99	1.06	1	1.04	.99	1.04	.97	1.04	.94
Full time open ended	1.25*	1.34*	1.29*	1.48*	1.25*	1.44*	1.28*	1.44*	1.44*	1.50*
Part time open ended	.79*	.87**	.82*	.87	.79*	.87	.85	.85	.87	.84
Self-employed	1.16	.85	1.02	.88	.99	1	.91	.98	1.02	1
<b>Long term unemployment and inactivity experiences</b>										
2004 and after	.42*	.45*	.32*	.34*	.30*	.30*	.26*	.29*	.19*	.21*
Before 2004	.91	.81*	.85*	.82*	.81*	.69*	.79*	.72*	.69*	.72*
<b>Number of contracts after 2003</b>										
1	.65*	.77*	.92	.92	1.03	.96	1.12**	1.06	1.84*	1.63*
2	.90*	.87*	1.18*	1.07	1.21*	1.03	1.33*	1.13**	2.04*	1.51*
3-5	.85*	1.15*	.51*	.77*	.48*	.76*	.39*	.66*	.27*	.45*
11-20	.69*	1.08	.28*	.49*	.25*	.46*	.17*	.38*	.085*	.27*
21-30	.66*	.97	.22*	.36*	.25*	.35*	.16*	.27*	.08*	.26*
More than 30	.58*	.71*	.30*	.30*	.35*	.36*	.29*	.33*	.18*	.20*
<b>Age</b>										
20 or less	.40*	.47*	.15*	.20*	.08*	.03*	.08*	.03*	.03*	.04*
21-25	.71*	.81*	.57*	.72*	.47*	.53*	.45*	.49*	.37*	.44*
26-30	.94**	1.09*	.89*	1	.84*	.97	.82*	.97	.76*	.96
36-40	.96	.98	.97	.95	.95	.95	.98	.98	1.04	1
41-45	.94**	.96	.96	.96	.94	.92	.96	.95	.99	.94
46-50	.88*	.92**	.94	.85*	.90**	.75*	.91	.79*	.96	.83**
51-55	.81*	.79*	.93	.82*	.87*	.72*	.89	.72*	.94	.77*
56-60	.87*	.54*	.94	.63*	.87**	.61*	.90	.66*	.84	.65*
61a65	.61*	.44*	.67*	.49*	.54*	.50*	.61*	.49*	.68*	.48*
More than 65	.27*	.24*	.34*	.38*	.25*	.26*	.29*	.29*	.31*	.29*
<b>Under 18 children</b>	1.10*	.86*	1.11*	.89*	1.09*	.76*	1.12*	.78*	1.17*	.83*
<b>Region: GDP pc &gt; national average</b>	1.18*	1.19*	1.46*	1.52*	1.37**	1.55*	1.32*	1.49*	1.24*	1.32*
<b>Population &gt;40 000 inhabitants</b>	1.04	1.20*	1	1.21*	.94*	1.13*	.92*	1.12*	.95	1.03
<b>Spanish nationality</b>	1.20*	1.14*	1.23*	1.19*	1.29*	1.39*	1.28*	1.38*	1.20*	1.33*
<b>Year of incorporation into the labour market</b>										
2000 – 2004	1.43*	1.47*	2.7*	2.30*	2.97*	2.63*	3.65*	3.22*	7.71*	6.61*
1995 - 1999	1.37*	1.70*	2.82*	2.56*	3.37*	3.28*	4.07*	3.97*	8.91*	7.89*
1990 - 1994	1.28*	1.67*	2.65*	2.57*	3.36*	3.92*	4.19*	4.56*	9.68*	9.75*
1985 - 1989	1.59*	2.04*	3.22*	3.09*	4.58*	5.95*	5.62*	6.90*	12.26*	13.92*
1980 - 1984	1.50*	2.37*	3.05*	3.63*	4.75*	7.20*	5.71*	8.67*	12.85*	19.08*
<b>R<sup>2</sup></b>	<b>0.12</b>	<b>0.09</b>	<b>0.21</b>	<b>0.13</b>	<b>0.20</b>	<b>0.15</b>	<b>0.23</b>	<b>0.17</b>	<b>0.33</b>	<b>0.25</b>

Observations: 46.036 for men; 30.531 for women; \*level of significance: 95% ; \*\*level of significance: 90%

Source: Author's analysis from MCVL 2008 data.

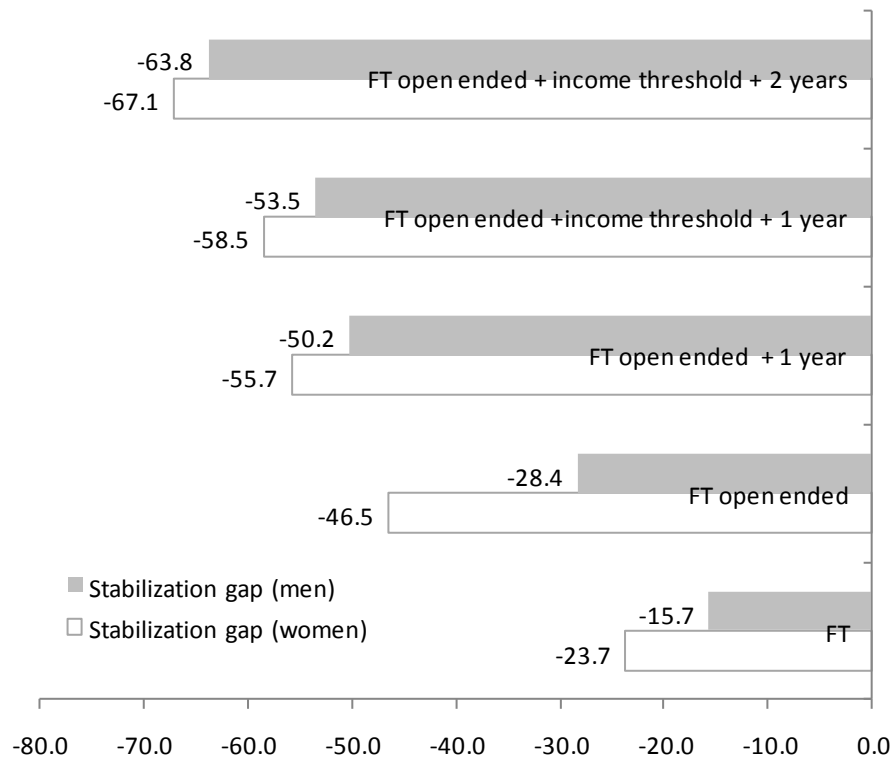
Table 9 .- Estimations of part time decent work degrees for immigrants (men &amp; women)

	PT		PToe		PT14		PT1y		PT2y	
	M	W	M	W	M	W	M	W	M	W
<b>Occupational level</b>										
Medium	1.57*	1.52*	1.60*	1.79*	.94	1.21	1.15	1.35*	.89	1.21
Low	.55*	1.88*	1.54*	1.81*	.86	1.24**	1.11	1.45*	.81	1.46*
<b>Sector of Activity</b>										
Agriculture	1.33*	.075*	.17*	.10*	.17*	.12*	.15*	.049*	.20*	(omitted)
Industry	1.52*	.47*	.26*	.71*	.26*	.63*	.24*	.65*	.26*	.70**
Construction	.66*	.49*	.10*	.69*	.13*	.88	.12*	.93	.14*	1.16
Trade	1.38*	.84*	.83*	1.20*	.57*	1.13	.48*	1.12	.45*	1.01
Change before 2004	.93**	1.03	1.10	.98	.97	.93	.93	.89	.84	.89
Change 2004 and after	1.22*	1	1.08	.95	1.11	.90	1.21**	.91	1.11	.92
<b>Recent types of contracts ( 2004 and after)</b>										
Full time fixed term	.28*	.29*	.33*	.30*	.41*	.38*	.37*	.35*	.40*	.31*
Part time fixed term	.60*	1.33*	1.44*	1.18*	1.73*	1.35*	1.80*	1.34*	1.83*	1.52*
Full time open ended	.44*	.41*	.65*	.43*	.86**	.54*	.70*	.48*	.42*	.33*
Part time open ended	.43*	1.20*	2.98*	1.61*	2.65*	1.68*	2.38*	1.53*	1.82*	1.34*
Self-employed	.62*	.81*	.99	.57*	.72**	.59*	.60*	.54*	.40*	.61*
<b>Past types of contracts (before 2004)</b>										
Full time fixed term	.96	.78*	.43*	.79*	.53*	.93	.53*	.97	.64*	.96
Part time fixed term	1.06	1.21*	1.35*	1.25*	1.42*	1.41*	1.47*	1.49*	1.52*	1.74*
Full time open ended	1.25*	.79*	.71*	.78*	.62*	.83	.56*	.89	.59*	.89
Part time open ended	.79*	1.24*	1.81*	1.48*	1.53*	1.38*	1.64*	1.38*	1.89*	1.36*
Self-employed	1.16	1.03	.78	1.08	1.03	.93	.79	1.03	1.13	.95
<b>Long term unemployment and inactivity experiences</b>										
2004 and after	.42*	.87*	.92	.60*	.64*	.49*	.53*	.44*	.37*	.39*
Before 2004	.91	1.11	1.51*	1.17**	1.18	.94	1.27	.92	1.32	.76
<b>Number of contracts after 2003</b>										
1	.65*	.47*	.54	.52*	.40*	.43*	.43*	.46*	.51*	.66*
2	.90*	.75*	.87	.86*	.83	.71*	.93	.72*	1.06	.90
3-5	.85*	1.22*	.89	.98	.84	.98	.67*	.90	.55*	.74*
11-20	.69*	1.46*	.71*	.89	.72*	.95	.53*	.79*	.30*	.58*
21-30	.66*	1.46*	.83	1	.82	1.21	.36*	.95	.179*	.43*
More than 30	.58*	1.02	.36*	.58*	.25*	.65*	.24*	.55*	.19*	.36*
<b>Age</b>										
20 or less	.40*	1.24**	1.03	.78	.52*	.41*	.51**	.41*	(omitted)	.10*
21-25	.71*	1.19*	1.18	1.17**	.86	1.08	.81	1.10	.44*	.79
26-30	.94**	1	.97	1.02	.98	.97	1.10	.90	1.04	.75**
36-40	.96	1.07	.89	1.10	.88	1.08	.98	1.11	1.16	1.06
41-45	.94**	1.17*	.83	1.29*	.91	1.36*	.94	1.37*	1.11	1.53*
46-50	.88*	1.10	.70*	1.25*	.61*	1.17	.69**	1.21	.65	1.36*
51-55	.81*	1.16*	.81	1.24*	.63*	1.15	.66**	1.21	.70	1.20
56-60	.87*	1.37*	1.04	1.65*	.87	1.17	.88	1.05	1.10	1.09
61a65	.61*	1.16	.94	1.47*	.71	1.12	.79	1.10	.96	.99
More than 65	.27*	1.07	2.54*	1.19	2.64*	.22	3.18*	.24	4.11*	.34
<b>Under 18 children</b>	1.10*	1.20*	1.10	1.16*	1.14**	1.09	1.06	1.14*	1	1.05

<b>Region: GDP pc &gt; national average</b>	1.18*	1.15*	1.16*	1.38*	1.19*	1.41*	1.13	1.42*	1	1.38*
<b>Population &gt;40 000 inhabitants</b>	1.04	1.20*	1.39*	1.17*	1.39*	1.23*	1.40*	1.21*	1.89*	1.12
<b>Spanish nationality</b>	1.20*	.96	.97	.94	1.12	1.04	1.21	1.05	1.18	1.14
<b>Year of incorporation into the labour market</b>										
2000 – 2004	.86*	.93	1.19*	1.40*	1.08	1.24*	1.50*	1.53*	2.47*	3.03*
1995 - 1999	.79**	.84*	.97	1.34*	.88	1.62*	1.20	1.85*	1.43	3.78*
1990 - 1994	.91	1	1.02	1.49*	1.29	1.71*	1.86*	1.98*	2.62*	3.79*
1985 - 1989	.66*	.80	.85	.91	1.28	1.35	1.62	1.52**	1.80	2.85*
1980 - 1984	.57*	.74**	.31*	.97	.45**	1.86*	.66	2.14*	.57	4.57*
<b>R<sup>2</sup></b>	<b>0.17</b>	<b>0.10</b>	<b>0.18</b>	<b>0.10</b>	<b>0.15</b>	<b>0.08</b>	<b>0.15</b>	<b>0.09</b>	<b>0.16</b>	<b>0.14</b>

Observations: 46.036 for men; 30.531 for women; \*level of significance: 95% ; \*\*level of significance: 90%  
 Source: Author’s analysis from MCVL 2008 data.

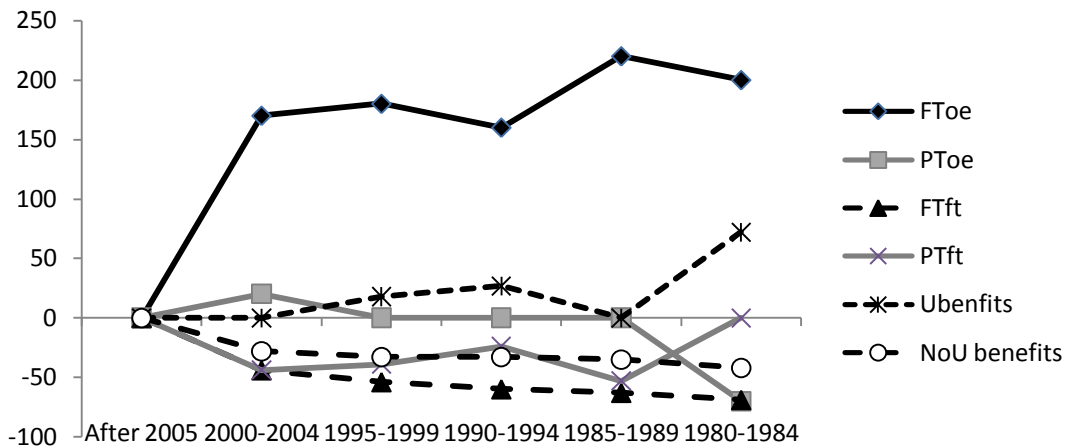
**Figure 1. Immigrants-nationals Full time Decent Work gap.**



Source: Authors’ analysis from MCVL 2008 data.  
 (Immigrants % - National %) / Nationals%. The negative sign show the unfavorable gap for immigrants.

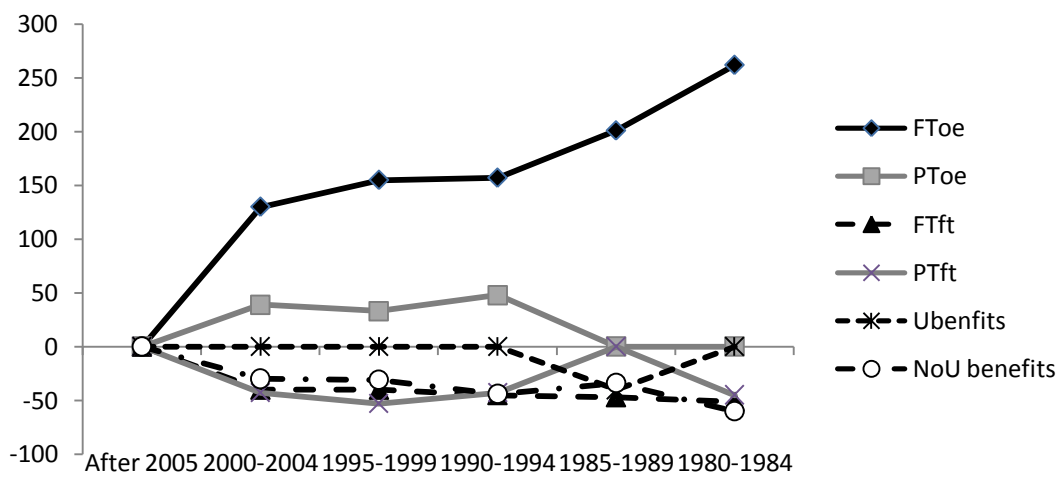


Figure 2. Impact of time on immigrants’ (men) likelihood of having a specific job situation



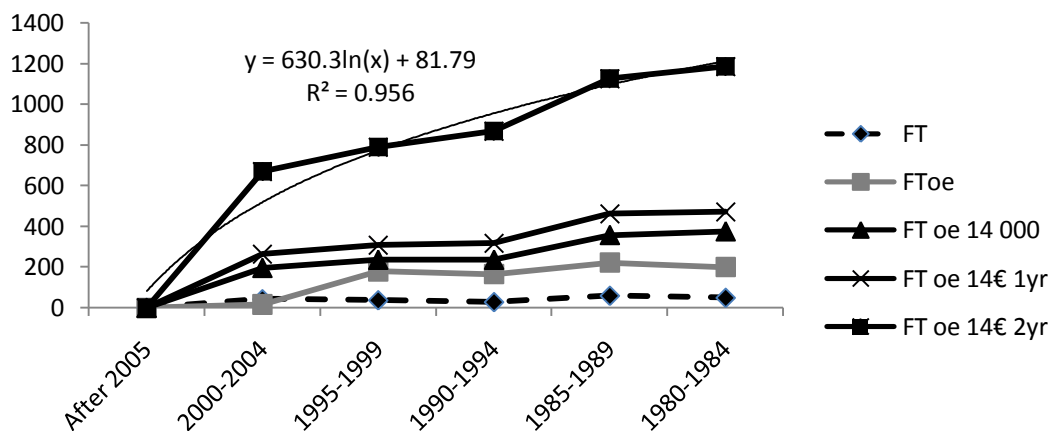
Source: Authors’ analysis from MCVL 2008 data

Figure 3. Impact of time on immigrants’ (women) likelihood of having a specific job situation



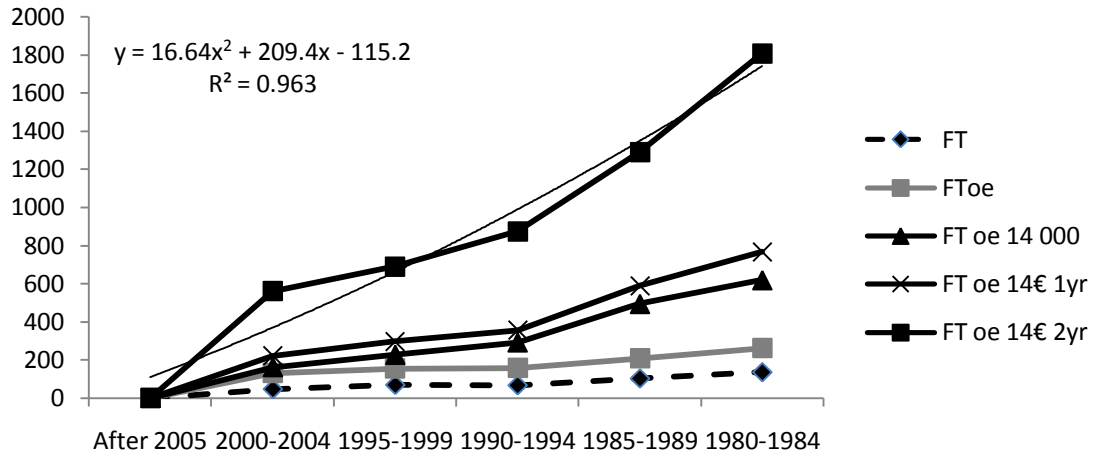
Source: Authors’ analysis from MCVL 2008 data

Figure 4. Impact of arriving before 2005 on immigrants’ (men) likelihood of having a specific level of FTDW.



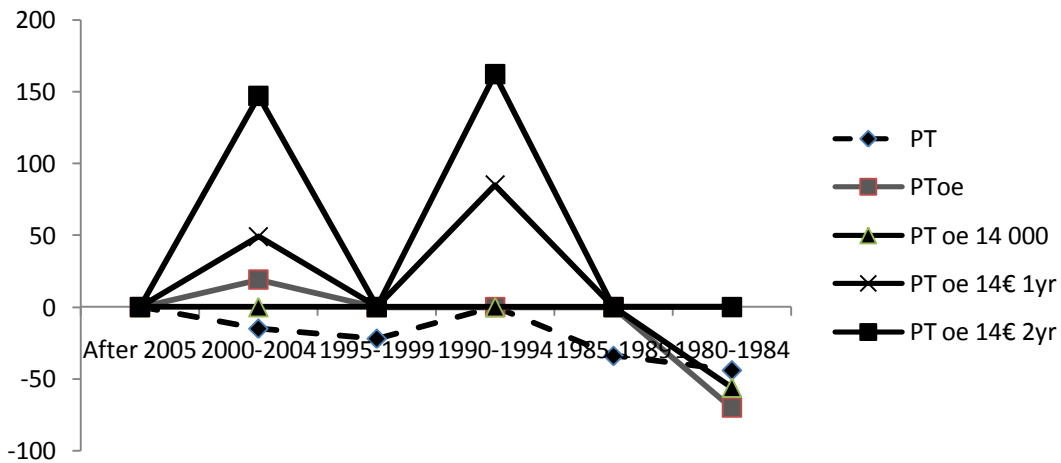
Source: Authors’ analysis from MCVL 2008 data

**Figure 5. Impact of arriving before 2005 on immigrants' (women) likelihood of having a specific level of FTDW.**



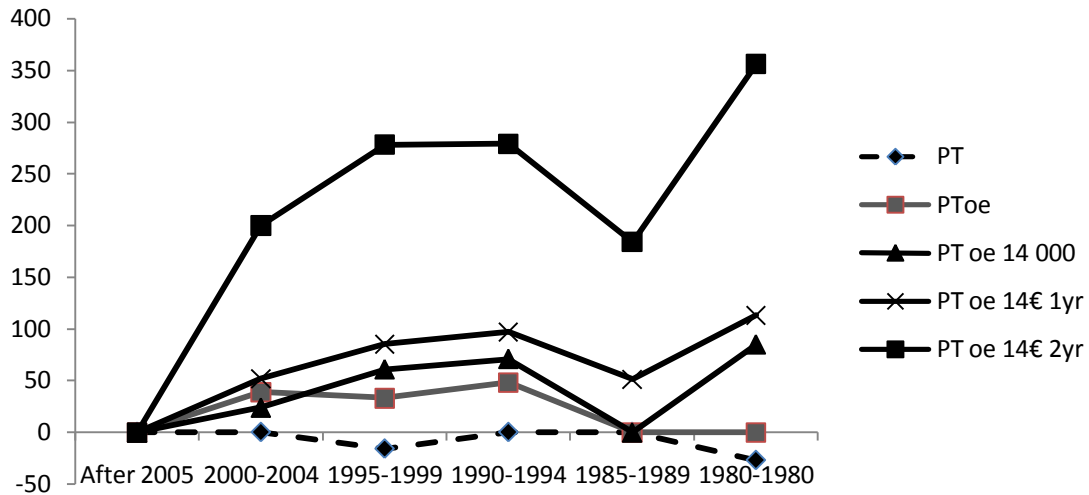
Source: Authors' analysis from MCVL 2008 data

**Figure 6. Impact of arriving before 2005 on immigrants' (men) likelihood of having a specific level of PTDW.**



Source: Authors' analysis from MCVL 2008 data

**Figure 7.** Impact of arriving before 2005 on immigrants’ (women) likelihood of having a specific level of PTDW.



Source: Authors’ analysis from MCVL 2008 data

<sup>i</sup> Part time workers’ income thresholds are the result of applying the corresponding working time partial coefficients to the FT decent job income threshold of 14000€ as follows:

- For partiality coefficients between 1 and 599 threshold above 7,000 €
- For partiality coefficients between 600 and 699 threshold above 8,400 €
- For partiality coefficients between 700 and 799 threshold above 9,800 €
- For partiality coefficients between 800 and 899 threshold above 11,200 €
- For partiality coefficients between 900 and 999 threshold above 12,600 €
- A partiality coefficient above 1000 would imply working full time.

<sup>ii</sup> It is important to bear in mind that the sample refers to people having a relationship with the Social Security Services during 2008.

<sup>iii</sup> Although throughout the paper we refer to year of arrival, this variable has been constructed using the year of the immigrant’s first relationship with the Social Security Services, which does not have to coincide exactly with the year of arrival. Employment experiences in the informal sector are not registered in Social Security and therefore are not available in this data set.