



Módulo transversal

# **English for Vocational Training (GM)**

Anexo para Andalucía

ALTAMAR





# Anexo para Andalucía





## Workplace accidents on the up in Andalucía with one job-related fatality every three days

There have been 88,921 work accidents recorded in the region so far this year. These are the most common causes and the industries with the worst records

The occupational accident rate in Andalucía has increased in 2024. A total of 88,921 work-related accidents have been recorded, according to data collected up to 31 October, which means 760 more such incidents than in the same period in 2023 (88,161). The region is responsible for 16.76% of all work-related accidents in Spain. This increase affects not only the total number of accidents but also their severity, with a total of 109 fatalities, compared to 103 the previous year, an increase of 5.8%. This is equivalent to one occupational death almost every three days.

Of the total number of accidents registered 87,891 were classed as minor, which represents the vast majority. According to data provided by the Junta's department of employment, Enterprise and Self-Employment in collaboration with central government's Ministry of Labour, Migration and Social Security, there were 921 serious accidents. This shows the prevalence of minor incidents as well as the persistence of situations of extreme risk leading to fatal outcomes.

Those accidents occurring during working hours account for the majority of cases, with 75,813 incidents, of which 75,022 were minor, 705 serious and 86 fatal.

On the other hand, 'in itinere' accidents – those occurring while commuting to or from work - totalled 13,108 cases, including 12,869 minor, 216 serious and 23 fatal. This figure is particularly significant when compared to the 12,662 that occurred from January to October of the previous year. This difference represents an increase of more than 3.5%.

The regional spread of accident rates shows significant differences between provinces. Seville leads in the number of accidents, with 23,370 cases, followed by Malaga, which reported 18,985 and ranks as the province with the highest number of occupational fatalities, with 24 deaths. Cadiz recorded 11,732 accidents while Almeria registered 8,143 incidents and 18 fatalities. Cordoba and Granada have similar figures, with 7,777 and 7,660 accidents respectively and ten and eleven fatalities. Meanwhile, Huelva with 6,150 accidents and Jaen with 5,104 are the Andalusian provinces with the lowest number of occupational accidents.

The number of fatalities across Andalucía mostly follow proportionally the total number of accidents by province. Almeria and Seville topped the list with 18 deaths each, followed by Malaga with 17. Jaen recorded 15 deaths, while Cadiz and Granada had 12 and 11 deaths respectively. Cordoba and Huelva recorded the lowest figures, with ten and eight people losing their lives in 2024.

Analysis by gender revealed a marked inequality: men account for the majority, with 61,119 incidents of this type and 101 fatalities (92.66% of occupational fatalities). Women, on the other hand, are recorded in only 27,802 incidents and eight fatalities (7.34%). This disparity is closely related to the greater presence of men in high-risk sectors for accidents such as construction, heavy industry and agriculture.



## Economic sectors

The occupational accident rate also varies according to economic sector. The services sector is the most affected, with 54,802 accidents, representing 61.7% of the total. This is due to the high concentration of workers in activities such as hospitality, commerce and transport, where risks such as trips and falls and repetitive strain injuries predominate.

The construction industry, with 14,257 accidents (16% of the total), has as its main risk factors high-rise work, the use of heavy machinery and changing working conditions on different work sites.

The heavy industry category reports 12,459 incidents (14% of the total), with hazards associated with the handling of machinery, chemicals and heavy materials. Finally, agriculture reports 7,403 accidents (8.3% of the total), being the least represented sector in this area.

In the younger age groups, 96 occupational accidents were recorded among 16-17 year olds, rising sharply to 936 for 18-19 year olds. In the 20-24 age group, incidents rise sharply to 6,736 cases, and reach 8,379 among workers aged 25-29. The 30-34 age group totals 9,949, while workers aged 35-39 experience a significant increase with 10,515 cases.

This upward trend reaches its peak between the ages of 40 and 44, with 12,556 occupational accidents. Subsequently, although still high, the occupational accident rate starts to decrease. Between the ages of 45 and 49, 13,084 cases were reported, while workers aged 50 to 54 are recorded for 11,690 accidents. In the 55-59 age group, the number of accidents falls to 8,932 and for the 60-64 age group the figure drops to 5,590 cases. Finally, among people aged 65 and over, 949 incidents of this type were recorded.

As to the nature of these accidents, hitting a stationary object while the worker was in motion were the most frequent type of accident within the total number of incidents (27,914) and a common problem in the construction and services industry sectors. This was followed by collisions with a moving object or just collisions (24,752 accidents), common in activities related to transport and the use of machinery. Physical overexertion and exposure to radiation accounted for 19,416 cases, reflecting the incidence of activities involving heavy loads or repetitive body movements or positions.

On the other hand, contact with sharp, cutting or hard agents resulted in 8,477 accidents, especially in manufacturing and construction, while those in which workers were crushed, trapped or suffered amputations amounted to 2,709 cases linked to the use of heavy equipment and machinery.

Contact with electrical current, fire, extreme temperatures or hazardous substances generated 3,505 accidents, a frequent risk in industrial and agricultural sectors. Bites or kicks (from animals or people) accounted for 1,248 cases. Drowning, being trapped or entangled in something accounted for 199 accidents, generally associated with work in hazardous or confined environments.

Finally, 365 incidents were recorded with no information available on their specific cause, and 180 mishaps related to non-traumatic medical incidents such as heart attack or a stroke, and other unclassified occurrences.



## Get the Message Across

### Junta aims to attract even more international investment to Andalucía

**The president of the regional government has presented the strategy to attract more companies from outside Spain to the area**

Andalucía has made a determined push to attract more foreign investment and, setting aside its demographics, strategic position and low business costs, its key selling point is the confidence generated by its policies. This is how the Andalusian president, Juanma Moreno, stated his case for the region when in Madrid this week to present at the conference 'Andalucía, where it all begins', organised by the public agency TRADE for investment agents and heavyweight influencers.

The event was held at the Reina Sofía Museum, where Moreno made his pitch to investment agents and leaders with influence in politics and business, including a large number of ambassadors assigned to Madrid. He presented the region's 'investment notebook', a document prepared by the TRADE agency (part of the regional ministry of economy in Seville) that is the basis of the Junta's new strategy for attracting foreign investment.

Moreno emphasised the generation of confidence as the main asset of this strategy. "We don't change the rules in the middle of the game," he said, stressing that Andalucía is a stable community that enjoys a solvent, political majority and has drawn up a road map that is generating results. To prove his point, he mentioned that 80% of new companies registered in Spain last year did so in Andalucía.

#### Low cost and low absenteeism

The Junta de Andalucía often cites economic data that it considers relevant for attracting investors, but Moreno had saved three new nuggets of info for just this occasion that were pretty new even to those who closely follow the vicissitudes of this region's economy. One, that the Andalusian economy is already among the 12 regional economies with the highest GDP (gross domestic product) in Europe. Two, that it is the region with the lowest rates of job absenteeism in Spain. The third is that business costs in Andalucía are 30% below the European average. "We have everything," said the president after introducing himself as "the first to make a sales pitch for Andalucía: the space, the talent, professional training, low absenteeism and a region without serious labour conflicts."

He also predicted that this year will see the Andalusian economy as the fastest growing in Spain. "From 2019 to 2024, Andalucía's GDP has grown in a solid, robust way," he stressed, "up 9.6%, which is six tenths of a percent more than the average for Spain. This means that, from 2019 to the present day, we have grown above the Spanish average and well above the European average. Coincidentally, the year 2019 was when my team and I assumed responsibility for the government of Andalucía."

The conference was also attended by senior executives from companies that have recently made a commitment to Andalucía, such as IMEC, Moeve and Amazon. The Junta's head cited among the main attractions that the region offers investors the privileged geographical location of Andalucía, facing both the Atlantic and the Mediterranean with a bridge to Africa and special relations with

Latin America. Also, the largest number of protected areas in Europe and a vast historical and cultural heritage.

### **Young population**

Moreno also mentioned the region's demographic reality, as it is the most populated region in Spain and also the one with the youngest population, which means it has "the largest pool of workers in Spain." On a similar theme, he highlighted its university pool, with 15 public and private universities. He also flagged its six airports, including Malaga Airport, with almost 25 million passengers passing through annually, and its seven deep-water ports.

He also highlighted the policies developed by the Junta to establish "a friendly relationship between regional government and business" and stressed that, in the last six years while he has been president, 720 investment projects have come to Andalucía, bringing in five billion euros, the highest ever figure.

Lastly, he commented on the fact that, when foreign investors come to Andalucía, they come to stay, with 87% expecting to increase or at least maintain their levels of investment.

### **More than 3,000 foreign companies**

In the information provided to potential investors in the regional investment strategy document, it is highlighted that, at the end of 2024, Andalucía had 3,171 foreign capital companies based in the region from 80 different countries. In the last year, these companies had a combined turnover of nearly 36.26 billion euros that provided 88,472 jobs. In addition to these companies, there are more than 1,200 companies controlled by foreign capital that are based in other regions, but with offices in Andalucía. In the last five years (2020-2024), an average of 143 projects per year have been announced for Andalucía, with an associated investment of more than 2.8 billion euros each year and an estimate of generating over 9,500 local jobs. Andalucía is the third largest destination for this type of project in Spain, after Catalonia and the whole region of Madrid. These figures have been comfortably exceeded in the last two years. In 2023, a record was reached in terms of both the number of projects announced (176) and planned employment (13,207 jobs), for a total of over 2.56 billion euros of associated investment. The advanced data for 2024 (still pending adjustment) raise the estimated investment in the year to just over 3.70 billion euros, the second best ever figure since these particular records began, spread over 156 projects and generating more than 10,860 jobs.

Adapted from: <https://www.surinenglish.com/andalucia/the-junta-launches-itself-into-the-conquest-20250527084845-nt.html>



## Complaints Book

When a consumer, whether resident or tourist has an incident or problem or complaint with any company or commercial entity, hotel, shop or service provider in Andalucía they can register a complaint with the regional government the Junta de Andalucía. This is carried out via the complaints book.

Every business should have a complaints book. Sometimes just asking for the 'hoja de quejas y reclamaciones de la Junta de Andalucía' (complaints book) is enough to resolve the issue.

The complaint is described in the book on a triplicate sheet. One copy is for the consumer, one copy if for the business and one copy is for the Junta de Andalucía.

### Complete the complaint form

If the complaint form is completed in the moment at the business premise, it must be signed by both parties (consumer and company), and stamped by the company, solely for the purposes of acknowledgment of receipt. The company will keep their copy and the consumer keeps the other 2 copies: "copy for the Administration" and "copy for the complaining party".

Alternatively, if the complaint sheet has been downloaded directly from the Consumo Responde website, the three copies completed by the consumer can be sent to the company or professional to whom the claim is against. This must be delivered by any means that provides proof of reception such as registration at the office reception or a postal registered letter. The entity receiving the complaint or claim must fill in their fields in all the three copies, and return two copies to the claimant within a maximum period of 5 days from receipt.

### Company responds

The company or professional now has 10 business days to respond in writing to the claim to the complainant. Failure to reply is an administrative offense. In the reply, the company should propose a solution to the complaint or where appropriate, justify the refusal to offer a solution.

### Claim made to Consumer Department

In the event that an agreement is not reached or if the company does not respond in time, the claim can now be made to Consumer Department which will mediate with the company, offer their technical assessment of the facts and propose a solution, while advising on the best way forward.

The claim form may be submitted to the Municipal Consumer Service office or a Provincial Consumer Service office of the Junta de Andalucía in person (with id) or by electronic means.

If one chooses electronic means, this is through the General Electronic Presentation system of the Junta de Andalucía and the claimant will need an electronic certificate.

When registering a claim with the Administration, the corresponding copy of the complaint sheet must be provided, as well as all the available documentation that may serve as evidence to study the case, such as the company's response, copies of the invoice or proof of payment made, copy of the contract, advertising and information brochures, guarantee document, etc.



## Time Hack

## Reduction of working week to 37.5 hours will benefit more than two million employees in Andalucía

**“The dignity of people is not earned by overtime at work, but by upgrading the quality of life and recognising their rights,” said central governments’s delegate in the region**

The delegate of the Spanish government in Andalucía, Pedro Fernández, has stated that some two million workers will benefit from the reduction of the working week to 37.5 hours in Spain. Fernández highlighted the government’s commitment to building “a heritage of labour rights, with the objective of full, stable, quality employment with decent pay”.

According to the delegate, the government has “made progress in the protection of the working class, responding to fair demands”. The objective “has not been abandoned since June 2018, when it set out on the path”.

To achieve this, the government has been engaging in “social dialogue, working hand in hand with the unions”. The collaboration has facilitated other improvements such as the increase of over 60% of the minimum wage (SMI) to adapt it to the cost of living, placing it at 1,184 euros compared to 736 just seven years ago.

The revaluation of pensions, “also promoted and committed to by this government, has meant safeguarding the purchasing power of nearly one and a half million Andalusian pensioners, with an increase of almost 5% in the last year and more than 40% compared to 2018”.

In addition, Fernández commemorated other measures in favour of the working class such as “the alignment of domestic workers’ rights with those of other workers to allow access to unemployment benefits, the recognition of job-related illnesses specific to hotel housekeepers and the 2021 regulation of the working conditions of so-called riders”.

“These are just a few examples that show that the Spanish government has, among its main objectives, the strengthening and extension of the social shield, as well as the defence and improvement of the working conditions of our workers, which is now being extended again with the reduction of the working day, giving the working class the right to leisure,” the delegate said.

“The dignity of people is not earned by overtime at work, but by upgrading the quality of life and recognising their rights,” said Fernández

Adapted from: <https://www.surinenglish.com/andalucia/the-reduction-the-working-week-375-hours-20250513070737-nt.html>





## Andalusian Technology Park (PTA)

The PTA is the largest technology park in Spain

Located in Málaga for more than 25 years, the Technological Park of Andalusia (PTA) is a space of high quality and innovation for the installation of SMEs, large multinational companies and research entities. Currently the PTA already has 646 firms, which invoice more than 2,000 million euros annually and employ almost 20,000 workers.

In addition to the assets that the PTA has for the implementation of companies in its premises, from the technopolis a large number of services are offered that favor business development and facilitate innovative work. We can highlight the following services and products:

- Offices and warehouses for purchase or rent
- Plots
- Boosting the creation of startups and spin-offs through pre-incubation and business incubation centers in the PTA and The Green Day: Global Entrepreneurship by PTA-UMA space
- PTA-UMA service catalog
- Advice to the installation of companies
- Support to the internalization of companies
- Advice on the development of R + D + i projects
- Access remote control and Security. Video surveillance
- Science and Technology Center (CCT)
- Meeting and event rooms
- Carpooling service through the PTA website
- Press Agency
- Public transport (Bus line)
- Photovoltaic Power Station
- Heliport
- Job portal through the web
- Softlanding for foreign companies
- Schools
- Financial services, restoration

### 646 companies installed

The number of companies installed in the PTA grows year after year. And not only is the number very important (646 companies currently) but the relevance and technological profile of companies is increasing. For example, firms such as Oracle, Ericsson, Opplus, Accenture, Mades, Dekra, Premo, Viewnext, The Workshops, Ciklum, Viatek, Aertec and Ingenia.

## Technological spearhead

In the fourth Industrial Revolution we live in, the PTA has decided to position itself with a global technological hub. This strategy highlights the creation of initiatives with companies in the park for the development of disruptive technologies such as Big Data, Artificial Intelligence, Blockchain, Connected Vehicle, Cybersecurity, Aerospace Systems and Railwal Technologies.

In the PTA there are cutting-edge technological facilities in their respective fields, such as a test circuit for connected vehicles, LiFi Technology rooms (light connectivity), Nanomedicine and Biotechnology laboratories (Bionand) or the UMA Picasso Supercomputer (one of the 12 supercomputers of the country).

## The Green Ray

The Green Ray by PTA UMA is the link between the University of Malaga and the Technology Park of Andalusia. The Green Ray develops various activities to promote entrepreneurship with a global vocation, with advice and incubation of startups as well as coworking spaces and all kinds of informative and training activities.

Julio Verne described in his novel "The Green Lightning" that last beam of light that the sun throws when it sets on the horizon of the sea. A physical phenomenon that is very difficult to see, but which with longing can be found. The same enthusiasm and the same determination that move The Green Ray in the search for global entrepreneurs.

Adapted from: <https://smartcitycluster.org/en/project/pta/>



## 7 Proven Tips to Manage and Resolve Conflict in the Workplace

Conflict at work is normal. But if left unresolved, it can result in increased workplace stress, decreased job satisfaction, higher rates of absenteeism, lower productivity, poor morale, and low work quality.

Conflict could be due to a clash of personalities, unclear responsibilities, competing goals or myriad other reasons. More than the reason, you need to focus on developing capabilities to manage conflict effectively. That's why conflict resolution in the workplace isn't just an HR responsibility; it's a business imperative.

### Tip #1. Identify Workplace Conflict Early

Conflict doesn't always start with shouting matches or team standoffs. Often, it begins with subtle cues: passive resistance, miscommunication, or a visible change in body language.

The sooner you recognize these signs, the easier it becomes to de-escalate. According to the April 2024 State of Conflict in Workplace survey, 23% respondents had left job due to workplace conflict and 18% of participants witnessed project failures due to conflict

So, always be on the lookout for team members avoiding eye contact, becoming unusually quiet, or pulling back from group discussions. These behaviours often indicate deeper concerns or brewing tension.

Early recognition is key. Managers who intervene early prevent emotional buildup, reduce gossip, and create a culture of openness.

### Tip #2. Create a Safe Space to Talk

One of the biggest barriers to resolving conflict is fear. Fear of being misunderstood, penalized, or dismissed. That's why setting the stage for a safe, respectful conversation is critical.

Start by choosing a neutral setting. In person, that might be a quiet meeting room. In a remote setup, it could be a private 1:1 Zoom call. Make it clear that the goal isn't to understand each party's perspective before anything else.

When conducting meetings between the aggrieved parties, encourage them to share without interruption. Sometimes, even just being heard can ease defensiveness and open the door to resolution.

### Tip #3. Use Behavior-Based Conflict Resolution, Not Personal Attacks

When emotions run high, it's easy to slip into labels: "She's difficult" or "He's always defensive."

But personal attacks only deepen conflict. They shift attention away from the issue and toward defending egos. Instead, focus on what happened, not who someone is. Say: "The client presentation was delayed because we had different views on how to proceed." Not: "You never take others' ideas seriously."

By separating the person from the behaviour, you lower defensiveness and increase the chance of real progress.

### Tip #4. Understand Different Conflict Management Styles at Work

Not everyone deals with conflict the same way. Some people withdraw at the first sign of tension. Others push hard for their point of view. Understanding these differences is key to resolving issues without making them worse.

The Thomas-Kilmann Conflict Mode Instrument outlines five distinct approaches people use to handle conflict. Each mode reflects how much importance a person places on asserting their own needs (assertiveness) versus cooperating with others (cooperativeness):

- Avoiding (Low assertiveness, low cooperativeness): You sidestep the issue entirely. This style may delay tension temporarily but rarely leads to resolution.
- Accommodating (Low assertiveness, high cooperativeness): You yield to others' needs, sometimes at your own expense. Useful when the relationship matters more than the issue.
- Competing (High assertiveness, low cooperativeness): You push hard for your own solution. This can be necessary in urgent situations but may damage relationships if overused.
- Compromising (Moderate assertiveness and cooperativeness): Everyone gives up something to reach a middle ground. It's efficient, but sometimes results in no one being fully satisfied.
- Collaborating (High assertiveness, high cooperativeness): You work together to find a win-win. It's the most constructive approach but requires time, trust, and communication skills.

Understanding your own default style as well as how others differ can improve how you approach tension at work. It also helps in guiding teams through tough conversations with less friction.

### Tip #5. Follow Up After Resolving Workplace Conflict

A single conversation won't always fix a conflict. People may agree in the moment but still carry doubts, resentment, or confusion. That's why follow-up matters.

Check in a few days after the initial resolution. Ask each party how things are going. Are they sticking to the agreement? Has communication improved? Are any new issues emerging?

This step reinforces accountability. It also signals that resolution isn't a box to tick but an ongoing process of rebuilding trust.

### Tip #6. Train Managers to Handle Conflict Resolution Effectively

Too often, managers are expected to resolve conflict but aren't equipped to do it well. They rely on instinct, past experience, or trial-and-error. That's a risk.

Investing in conflict resolution training gives managers the tools to respond calmly, listen actively, and guide conversations toward a productive outcome.

Even simple resources like conversation frameworks, role-play scenarios, or ready-to-use templates can dramatically improve how managers handle difficult moments.

When frontline leaders are confident in these skills, HR doesn't have to step in as often. More importantly, teams feel heard and supported within their working environment.

### Tip #7. Turn Workplace Conflict Into a Growth Opportunity

Handled well, conflict can be a catalyst for better workplace culture. Proactive conflict resolution reveals blind spots, surfaces buried frustrations, and challenges stagnant ways of thinking.



Once resolution is in sight, help the team reflect:

- What caused the issue?
- What have we learned about how we work together?
- What should change moving forward?

Turning conflict into growth takes a mindset shift. But when teams see conflict as a chance to improve and not just something to survive, they come out stronger. More connected and aligned with each other.

Adapted from: <https://www.hrcloud.com/blog/7-tips-on-how-to-manage-and-resolve-conflict-in-the-workplace>



## Embracing Diversity

### Andalusia, among the leading communities in inclusion of persons with disabilities in companies in the Social Economy

This is one of the main conclusions of the study *The social economy as an engine of employment for people with disabilities* prepared by the ONCE Foundation and the Spanish Business Confederation of Social Economy (CEPES), with co-financing from the European Social Fund and presented today at the Pavilion of Seville ONCE Foundation in collaboration with CEPES-Andalusia.

The event was attended by the territorial delegate of ONCE in Andalusia, Ceuta and Melilla, Cristóbal Martínez, CEO of People with Disabilities of the Government of Andalusia, Gonzalo Rivas; the regional director of FSC Inserts, Francisco López and the vice president of CEPES-Andalusia, Rosa María Martínez.

One of the main findings is that companies and state level institutions incorporate social economy "a much higher percentage" of people with disabilities in their workforce (6.2% of workers) compared with the rest of trading companies (1.7%).

An important variable in hiring people with disabilities in the Social Economy is the size of the companies, Since the percentage of workers with disabilities is higher in those large on the medium (9.3% and 2.2% respectively). In this aspect, Andalusia, together with Catalonia, Valencia and Madrid clump together 63% of disabled workers in medium and large social economy companies.

In addition, Andalusia is, with Murcia, Asturias, Cantabria, Catalonia, the Balearic Islands and Castilla y Leon, one of the regions with the highest compliance (between 70% and 75%) of the booking fee to integrate people with disabilities in Social Economy companies and organizations with over 50 staff workers.

### Disability and employment

The CEO of Persons with Disabilities Government of Andalusia, Gonzalo Rivas, he highlighted that since the regional administration is conducting a series of protest movements to defend the rights of people with disabilities and their employment. Rivas pointed out that "not so long ago that disability and employment variables were incompatible, but now the situation has changed and improved".

The territorial delegate of ONCE in Andalusia, Ceuta and Melilla, Cristóbal Martínez, said that these days of reflection serve to "give value to the social economy, which serves as a lever for social inclusion through employment".

Martínez stressed that "we must give value to people against capital" and that "the inclusion of people with disabilities in business is profitable, but also a benefit to society." It has also insisted that the ONCE Foundation talent is an important value which takes into account people, especially now where "all the institutions agree that we must support employment policies".

The vice president of CEPES Andalucía, Rosa María Martínez, highlighted in the presentation ceremony that the study comes to finding "business leadership that is playing the Andalusian Social Economy on cohesion and social inclusion in creating companies that put the people and their needs at the heart of its performances. "

In this sense, Martínez has emphasized that “equal opportunities and assimilation of diversity are indispensable for the Social Economy modes of action to ensure the employability of groups at risk of social exclusion.”

The vice president of CEPES concluded by highlighting that much remains still to do in terms of social inclusion, stating that the matter “should articulate more efficient collaboration between government forms Social Economy businesses and agents engaged in promoting skilled, intermediate and create jobs for people with disabilities”.

Francisco López, Regional director of FSC Inserta Andalucía, explained the services that the ONCE Foundation entity expert in human resources management offers companies under the Talent program, funded by the European Social Fund.

López emphasized that at FSC Inserta Andalucía, “every persona with a disability is treated individually, because no two people are alike”: “We guide, train, and present them with job offers. At FSC Inserta, we create the best person-position match to unleash the full potential of their talent, qualities, and experience, and provide the optimal fit for the profile required by the hiring company.”

Furthermore, López added that companies that incorporate persons with disabilities into their teams find it to be a smart and profitable decision, as they contribute as much or more than any other employee.

It also demonstrated how people with disabilities can easily access the labour market through FSC Inserta’s portal ([www.portalento.es](http://www.portalento.es)), an interactive platform that connects job seekers with disabilities and employers who need to meet staff needs in real time.

Adapted from: [https://www.cepes.es/nota-prensa/427\\_andalucia-entre-comunidades-lideres-inclusion-personas-discapacidad-empresas-economi-a-social&lng=en](https://www.cepes.es/nota-prensa/427_andalucia-entre-comunidades-lideres-inclusion-personas-discapacidad-empresas-economi-a-social&lng=en)



## Malaga overtakes Seville and now has the highest average salary in Andalucía

The recovery after the coronavirus pandemic has allowed the province to climb up the salary ranking, but it is still almost 2,500 euros below the national average

Salaries in Malaga province are still below the national average, but after the pandemic they experienced a recovery that has allowed the province to climb a few places in the ranking, overtaking Seville and placing first in Andalucía. Salaried workers in Malaga have an average pay packet of 24,812 euros gross per year which, in net monthly terms, divided into 14 payments (traditionally workers in Spain are paid twice in July and December), is equivalent to around 1,411 euros. The Andalusian annual average is 880 euros lower (or 3.7% in proportional calculations). And the difference with Seville, which until last year was the province with the best average salary and is now in third place in Andalucía, is narrower: 204 euros (0.8%). The data is extracted from a report prepared by the Andalusian statistics institute IECA with fiscal data from the Social Security corresponding to 2022.

Malaga reaches the first place in the Andalusian salary ranking after an annual growth in the average annual way of 4.6% in 2022. This increase has been greater than the regional average (4.2%) and that of Seville (3.7%). The Andalusian provincial ranking is formed by Malaga (24,812), Cadiz (24,741), Seville (24,604), Granada (24,386), Cordoba (23,447), Jaen (22,530), Huelva (22,092) and Almeria (21,828).

In five years (i.e. since 2017), Malaga has accumulated an average wage increase of 15.4%. This is approximately the same as the average annual salary increase at the Andalusian level (15.6%) and is one point above the increase in Seville (14.4%), which clearly dominated the regional ranking in 2017 and is now in third position. However, this increase is below the 17.8% increase at national level. And if we compare this with the rise in prices in this period, the gain is very little: the CPI between December 2017 and December 2022 has risen by 14.3%.

The above data corresponds to what a worker in each province would earn on average if he/she worked full time for the whole year (statisticians call this «full-time equivalent annual salary»). But this is not always the case in reality: there are people who do not work for part of the year and others who have part-time contracts. In 2022, the 645,825 salaried workers resident in Malaga actually received a gross annual income of 18,280 euros, as they worked on average 72% of the time that a full-time, full-year contract would take. This figure is also the highest in Andalucía, the first time Malaga has overtaken Seville.

### Wage gap: women earn 2,226 euros less per year

The average salary is, in reality, a screen that hides large differences that depend on many variables: age, sex, sector, nationality... To begin with, the wage gap between men and women continues to exist: female salaried workers in Malaga earn, for the same working day, 2,226 euros less on average than men each year (the average gross annual salary is 25,882 for men and 23,656 for women). This difference cannot be attributed to the fact that women have a higher percentage of part-time work, as it is calculated on the equivalent full-time salary. It is due to two main causes: that women are more present in low paid activities (such as cleaning, hotel and



catering, commerce or care for dependants) and that their presence in technical and managerial positions is not nearly as high as that of men.

### **By sector: agriculture is the worst and government the best**

By sector, the worst salaries are in agriculture (with an annual average of less than 18,000 euros) and the best are in public services, where the average salary is 31,873 euros (with a large difference between the sexes: women earn 29,498 euros and men earn more than 36,568 euros). The second highest paid sector in the Malaga economy is industry, with just over 27,000 euros per year (and almost 6,000 euros difference between the average salary for men and women). Precisely the scant weight of industry in Malaga (with less than 35,000 employees) is one of the reasons why this province has traditionally been trailing behind in terms of salaries in Spain. The group of «other sectors», which is above average with almost 25,300 euros per year, includes financial or technological services, among others. And already below the average are construction (with 22,217) and retail and hotel and catering (with 21,723), where a third of Malaga's salaried workers are found.

### **Age: the older, the higher the salary**

Age is another very important factor when comparing salaries in Malaga. The equation in this case is very clear: the more years behind you, the higher your salary in the bank. Between the average salary of those under 30 (20,394 euros gross per year) and those over 60 (28,420) there is a difference of more than 8,000 euros or, in other words, a gap of 39%.

### **Municipalities: Rincón de la Victoria, the best paid**

There are also differences depending on the municipality where you live. Within the province of Malaga, and counting only towns with more than 40,000 inhabitants (the rest are not detailed in the statistics), Rincón de la Victoria has the highest salaries: its inhabitants earn an average of 28,655 euros gross per year. This figure makes it the third highest paid municipality in Andalucía, behind Granada city (with 29,668 euros) and Mairena de Aljarafe in Seville province (with 29,077).

Returning to the ranking of Malaga municipalities according to their average salary, Rincón de la Victoria is followed by two other towns in the metropolitan area of Malaga: Alhaurín de la Torre, with 27,277 euros, and Torremolinos, with 26,237. It should be noted that these data refer to the place of residence and not of work, that is, they measure the salary of the people who live in each municipality, not those who work there. Malaga city comes fourth in the ranking, with 26,200. This is followed by four of the large municipalities on the western Costa del Sol: Benalmádena, Fuengirola, Marbella and Estepona, in that order. Next come Antequera, Mijas and, finally, Vélez-Málaga, which closes the ranking with an average annual salary of 22,894 euros.

Adapted from: <https://www.surinenglish.com/malaga/malaga-overtakes-seville-and-now-the-highest-20240209165313-nt.html>



## The Andalusia Bioeconomy Strategy

In July 2016 the Council of Government of Andalusia approved the formulation of a Bioeconomy Strategy, considering it to be a key concept to mark the priorities of sustainable development. Furthermore bioeconomy opens up a world of opportunities, knowledge and business for the industries and citizens of Andalusia.

We have different challenges that the actual society must face, such as assuring a supply and fair delivery of food, palliating the negative effects of climate change and reducing the use of fossil fuels. Within these years climate change is going to play a key role in the future economy; bioeconomy will be the engine for growth and development.

Indeed, experts in energy resources estimate that humanity has consumed, in just one hundred years, nearly half of the oil initially existing. This means that our future generations will have to face the decline in the availability of this resource, which supports the economic system and the current way of life.

One action in the strategy will be creating a Cluster on Bioeconomy, allowing us to connect demands and opportunities as well as promoting services linked to bioeconomy.

In the scope of the Andalusia Bioeconomy Strategy, bioeconomy is defined as: "Economic model based on the production and use of biological renewable resources, and their sustainable and efficient transformation into biological products, bioenergy and services for society."

As in the European Strategy, the Andalusian Bioeconomy Strategy includes the sectors of agriculture, forestry, fisheries, food and pulp and paper production, as well as part of the chemical, biotechnological and energy industries.

Having these premises in mind, Andalusia develops an agrifood model with great capacity to include research and innovation, with a growing interest in obtaining bioproducts from vegetal waste, with a strong technical-scientific infrastructure, including renewable energies, and with an entrepreneurial tissue interrelated, plural and diverse, where biotechnological novelties are rapidly spread and implemented. Therefore, today our agriculture, agroindustry, fisheries or forestry resources, among others, can contribute successfully to this new economic model.

The Andalusia Bioeconomy Strategy will direct actions within the three basic segments that make up the value chain of bioproducts in a frame of sustainable use of resources:

- Production of biological raw materials or biomass, which constitutes the beginning of the chains.
- Technological processing, transforming raw material into bigger added value products.
- Consumption markets of the bioproducts obtained.

Both the strategic lines and the measures for the development of the bioeconomy in Andalusia aim at settling a production ecosystem favouring the start up of activities associated to this new way of production based in R+D+i+F, that solves the research and technological development needs of its associated sectors, and favours synergies between the involved actors. In this sense, they seek to stablish a steady regulation frame for its development, and to communicate the benefits that bioeconomy brings to society.



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