

English for Vocational Training (GS)

Anexo para Andalucía



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Navigating Crisis

Andalucía still plagued by high number of workplace accidents and deaths

Some 116 people died last year in the region in such incidents: "this doesn't make the news, but if they were all inside a single plane and it crashed, it would"

Sunday 28 April was World Day for Safety and Health at Work, a moment to reflect on how more workplace accidents and deaths can be prevented. The issue hangs in the balance and triggers great public concern. So far this year such accidents in the Andalucía region have already claimed the lives of 35 people. There were 116 fatalities in total for 2023 resulting from more than 100,000 accidents each year. Dramatic statistics surround this topic and the authorities register the death of a worker every 2.5 days on average in the region, with an accident at work occurring every five minutes. Serious accidents are on the increase, currently exceeding 20% in Andalucía, with one out of every four accidents being of a serious nature.

This data reflects the stark reality behind the tragedy of the occupational accident rate despite the continuous plans and measures that have been put in place by the various authorities over the years. It is proving to be a hard nut to crack.

The regional minister for Employment, Enterprise and Self-Employment, Rocío Blanco, defended the raft of measures being promoted by her department to put a stop to this scourge, highlighting "the budgetary effort put into prevention policies, more than 11 million euros in the last two years, which has also been reflected in the latest figures for accidents at work."

Not surprising then that last year the death rate from such accidents was reduced by 21.6%, with 35 fewer work-related deaths than in 2022.

104,798 work accidents logged

According to Blanco, "last year a total of 104,798 work accidents were logged and in 2019, when the new Action Plan began to be developed, 111,383 work accidents were recorded", underlining how much of this plan has been put into action across the board (more than 82% of plans rolled out), "which represents the highest rollout percentage of all the plans resulting from our regional strategy to combat this accident rate."

Rocío Blanco also mentioned that work is under way on a new strategy to 2027 and there is a 16% increase in incentives for companies to reduce work-related accidents this year (4.6 million euros available).

Secretary-general for the Andalusian branch of the trade union CC OO, Nuria López, flagged that her union is noticing an increase in accidents at work due to "the lack of diligence on the part of companies when it comes to complying with health and safety legislation on accident prevention", and stressed that "companies should not view accident prevention as a cost, rather as an investment for the future."

Everyday tragedy

López commented further on the lack of visibility of this everyday tragedy in which 116 people per year died last year in workplace accidents: "this doesn't make the news, but if they were all inside a single aeroplane and it crashed, it would."

The secretary for Labour Relations and Employment in the UGT-A trade union, Julián Vileya, stressed the need to have better representation across the region for accident prevention and to have a proper accident prevention service in all SMEs (small to medium-sized enterprises) to reduce accident rates there, the latter being the type of company in which there is no trade union representation, because "where there are more trade unions, the lower the accident rate." He also mentioned the growth in illnesses related to mental health and the effects of climate change and whether these should be considered as occupational illnesses.

The Confederation of Employers of Andalucía (CEA) has shown its firm commitment to engage in the battle to promote and push forward a culture of accident prevention. Manuel Carlos Alba, director of CEA's legal department, believes that prevention "is core to companies in Andalucía", and that there is a need to provide "easily accessible advice to companies on a daily basis, with special attention given to SMEs, the bulk of our productive fabric."

Adapted from: <https://www.surinenglish.com/andalucia/occupational-safety-andalusia-an-unfinished-business-that-20240429081807-nt.html>

Driving Projects

The Junta de Andalucía launches 'InnovAndalucía', which includes €59M in aid to promote business and technological innovation

The Regional Ministry of University, Research and Innovation has activated the 'InnovAndalucía' initiative, which brings together six incentive programs endowed with 59 million euros to promote business and technological innovation in strategic sectors for Andalusia. The counsellor José Carlos Gómez Villamandos has presented in Córdoba the regulatory bases approved and published today in BOJA that allow this public support strategy to be launched.

These lines of subsidies, which will be supported by the Andalusia FEDER 2021-2027 Program, will inject resources both to promote innovation and technological development actions in companies, innovation clusters and technology centres in Andalusia, and to launch novel technological solutions in the aeronautical segment in favour of sustainable aviation. All of them will be published simultaneously before the summer, with the application period opening in July 2025 for three of them and, after the summer period, for the remaining three.

The incentives will be aimed at companies, innovation clusters, technology centers and other knowledge generation agents, including universities, which may apply individually or in collaboration. These subsidies range, in the case of companies, between 50% and 80% of the eligible budget, depending, among other factors, on the size of the entities. They may also reach up to 100% in the case of knowledge generation agents that do not carry out economic activity.

The programmes, which will be announced on a competitive basis, have been designed to encourage collaboration between companies and the different agents of the Andalusian knowledge system, including universities, technology centres and innovation clusters.

Additionally, and apart from this allocation, the Department of University will allocate another 15 million euros to support research technicians in non-university structures.

Gómez Villamandos stressed that ‘InnovAndalucía’ is an initiative that is not just a set of financial aid, but “a declaration of intent”. “We want Andalusia to consolidate itself as a benchmark in innovation, generating opportunities, attracting talent and contributing to economic and environmental sustainability”, he stressed, emphasising that “the community is facing a transcendental challenge at the moment, which is none other than improving its position in the European innovation landscape”. Currently, according to the Regional Innovation Scoreboard (RIS), the region is in the category of moderate innovator, although with significant advances compared to previous years. For the university minister, this means that “we have enormous potential, but also a clear margin for improvement.”

Gómez Villamandos has also highlighted that “innovation is not only technology, it is the ability to transform ideas into solutions that generate value for society” and the objective of the regional government is to convert “Andalusia into a favourable environment for ideas to grow, develop and become drivers of employment and growth in our own land.” In this context, he has stressed that “for the first time, the community has a policy and roadmap for innovation clusters, designs incentives aimed exclusively at the aeronautical sector to promote sustainable aviation and supports the consolidation of technological centres.”

Six lines for innovation clusters, technological centres and companies

Two of these six programmes, which total ten million euros, will be aimed at financing the actions of innovation clusters, funding both growth and consolidation actions (two million) and industrial research or experimental development projects (eight million), with the ultimate goal of promoting the competitiveness of SMEs and the regional economy.

These entities group together, in a geographical area or productive sector, a set of companies and research and training centres. They constitute a vector of competitiveness and business growth, capable of attracting talent, promoting innovation and attracting investments in their sectors. In addition, they offer SMEs the opportunity to collaborate and participate in this dynamism and in the sectorial strategies that they advocate. These specific incentives for these strategic business groups are part of the Andalusian cluster policy that comes from The regional government is deploying these centres with the aim of providing them with an appropriate framework for action that promotes their capacity to generate innovation. This deployment also includes the consideration of innovation clusters as agents of the Andalusian knowledge system, taking into account a series of requirements.

The regional government’s planning within the ‘InnovAndalucía’ initiative also contemplates the allocation of 22.68 million to boost the activity of technology centres by supporting industrial research or experimental development projects (16.18 million) and the acquisition of equipment to improve their infrastructures (6.5 million). Technology centres are agents that seek to contribute to improving the competitiveness of companies, especially in the case of SMEs, participating in the generation and development of technology, in its dissemination and transfer and in the implementation of innovative actions. In addition, these entities maintain close ties with universities, the main generators of knowledge.

Likewise, the Department of University has reserved 26.4 million to call for two lines of incentives aimed at companies. Of this amount, 11.4 million will fund the launch of industrial research or experimental development projects aimed at offering innovative technological solutions to administrations, companies and citizens in general, through technological transfer and cooperation between these entities and Andalusian knowledge agents. This line of work aims to increase the business network that is committed to R&D&I and knowledge transfer and improve the intensity of innovation in the productive system, especially in small and medium-sized companies.

Companies may participate in this call both individually and in cooperation mode. In any case, the participation of a knowledge generating agent and the presence of SMEs will be required.

15 million for business initiatives in favour of sustainable aviation

In this section of business incentives, 15 million have also been budgeted to support industrial research and experimental development projects that favour the implementation of more sustainable aviation with less emissions and noise, in line with the principles advocated by the European programme 'Clean Aviation'.

The regional government has doubled its commitment to this line, going from an initial allocation of ten million to this final 15 million, in order to respond to the demands of this strategic sector for Andalusia, which requires the generation of new, more ecological technologies in favour of zero-emission aviation. This line of aid is aimed at companies, which may compete alone or in cooperation with other firms and with Andalusian knowledge agents.

The order of bases that includes the characteristics and requirements for obtaining the incentives is aligned with key strategies such as the Smart Specialisation Strategy for the Sustainability of Andalusia (S4 Andalusia), the R&D&I Strategy of Andalusia (EIDIA) and the Aerospace Strategy of Andalusia.

Adapted from: <https://www.aeropolis.es/boletin/en/the-junta-de-andalucia-launches-innovandalucia-which-includes-e59m-in-aid-to-promote-business-and-technological-innovation/>

Inspire, Decide, Lead

Costa del Sol: Elevate Team Spirit with Ultimate Corporate Retreats

When planning a memorable getaway, Incentive Travel Costa del Sol offers a unique experience that combines relaxation and business. The Costa del Sol boasts stunning beaches and cultural attractions in the sunny south of Spain.

With over 300 days of sunshine each year, it's an ideal location for corporate retreats or reward trips. Discovering the Costa del Sol is about exploring its perfect blend of modern amenities and traditional charm. You can enjoy luxury resorts, engage in team-building activities, or simply relax by the sea.

The region provides numerous opportunities for corporate travelers, from world-class venues for business meetings to exciting outdoor adventures. Choosing the Costa del Sol for incentive travel means immersing yourself in its vibrant cultural scene.

The region is known for exquisite cuisine, picturesque villages, and lively festivals. Embark on a culinary journey at local tapas bars or visit renowned tourist spots, such as the beautiful city of Málaga.

The Role of Motivation in Corporate Events

Motivation is crucial in driving the success of any corporate event. When employees feel valued, they become more engaged and productive. Incentive travel plays a significant role by providing experiences beyond typical office settings.

The Costa del Sol, with its natural beauty and cultural richness blend, is an excellent location for such events. Activities here can include luxurious golf outings or spa retreats that rejuvenate and inspire. These experiences foster a sense of achievement and camaraderie among employees.

Effective incentive travel strategies can increase company loyalty and a stronger team spirit. By prioritizing motivation, companies can ensure that corporate events are not just gatherings but transformative experiences that contribute positively to individual and organizational growth.

Aligning Incentive Travel with Business Goals

Successful incentive travel requires a clear alignment with your business goals. Define your aim, whether it's rewarding performance, enhancing team commitment, or fostering networking opportunities. Focus on activities that build teamwork and motivation.

Choose accommodations that support these objectives. Costa del Sol offers a range of five-star hotels with meeting facilities and luxury amenities. Consider team-building events like wine tastings or golfing at renowned courses in the area.

Collaborate with local providers to create bespoke experiences that resonate with your team's interests and reflect the company's values. This approach ensures the trip is memorable and impactful, driving long-term benefits for your organization.

Adapted from: <https://spainincentives.com/incentive-travel-costa-del-sol/>

Tech Evolution

Regional government in Andalucía unveils its artificial intelligence tool, the first of its type in Spain

The new AI assistant understands questions, generates answers, helps summarise and write emails, making day-to-day tasks easier for public employees

JuntaGPT – the artificial intelligence tool announced last week by the president of Junta de Andalucía regional government, Juanma Moreno, is already up and running. Regional minister Antonio Sanz and mayor of Cadiz Bruno García presented it on Monday, 16 June, as "a revolutionary tool and an unprecedented technological leap forward". Although it will serve the regional government's services internally, it will allow the Andalusian society to advance as a whole.

JuntaGPT is the new corporate conversational assistant of the regional government for public employees. With JuntaGPT, the Andalusian administration becomes the first in Spain to have a tool similar to the well-known ChatGPT - "a secure solution aligned with the principles of digital sovereignty and data protection of the Andalusian administration".

The aim of JuntaGPT, which is already partly active, is to provide public employees with a tool that improves their productivity, enabling them to be more efficient in processing documentation, analysing information and drafting new texts. It allows them to upload documents and ask questions in an agile and data-safe way. All this with a natural language and in a simple, secure and efficient way.

The new assistant, developed by the digital agency of Andalucía (ADA), understands questions, generates answers, helps summarise and write emails, making day-to-day tasks easier for public employees. In addition, it complies with the premises of security, privacy and transparency, as the data is not exposed externally.

Questions

Among the characteristics of JuntaGPT, the following stand out: the agile response to general questions, facilitating access to information in a natural and intuitive way; the hot loading of multiple documents in different formats; and the possibility of carrying out queries on different subjects without the need to upload files on pre-loaded information organised by functional domains, related to the Andalusian administration.

In addition, it maintains the thread of the conversation, understanding the context of the previous questions, allowing for chained queries, as if it were a human conversation. It is also able to provide answers to multiple users simultaneously and incorporates guidelines for the responsible use of AI, ensuring ethical and safe use.

The project has been piloted on the Hercules Supercomputer at the Andalusian scientific computing centre (CICA), which has been the infrastructure used to deploy this solution. "This high-performance infrastructure reduces costs and ensures that all information remains secure and under public control, without leaving the Junta's environment," said the minister.

Adapted from: <https://www.surinenglish.com/andalucia/the-andalusian-administration-launches-its-artificial-intelligence-20250617075701-nt.html>

Bridging Cultures at Work

EU report finds that 53% of LGBT+ people in Spain have suffered some level of harassment

LGBT+ associations in Andalucía condemn the high level of under-reporting and consider that measures to eradicate homophobia are seriously lacking

In the last two weeks several cases of LGBT-phobia have been reported. The most recent one happened just a couple of days ago, when a 14-year-old trans girl reported to the Guardia Civil a brutal beating by another girl of the same age who had already been bullying her prior to this escalation to actual assault. A few days ago, the openly gay singer Miguel Garena publicly denounced a homophobic attack at his workplace.

Then last week a health worker was the victim of harassment and threats because of his sexual orientation: he received an intimidating letter in his letterbox at home, a threatening letter accompanied by a photograph of him and his partner in the crosshairs of a gun.

These are just some examples of the most recent hate attacks against LGBT+ people in Andalucía as International Day Against Homophobia, Transphobia and Biphobia is commemorated (an annual event held on 17th May since 2005).

The hard data continue to flag up that LGBT+ people are victims of hate crimes: across Spain 53% of the community claim to have suffered harassment because of their sexual orientation or gender identity in the last year, a percentage that highlights the lack of measures to combat LGTBI-phobic hatred. That percentage is similar in all EU countries, according to the 3rd report by the LGBT Survey for the EU's Fundamental Rights Agency. In this regard, one of the countries among those with the highest percentages is Poland at 58%, while Portugal stands out at the other end of the scale - still high at 48%. Inbetween are Italy at 51%, Belgium with 53%, France at 56%, and 57% of LGBT Germans and Hungarians reported harassment, the EU average thus being 54%.

The same report reveals that 12% of LGBT in Spain have been assaulted in the last five years and 4% in the last year. That is one percentage point below the EU average for both periods. Portugal also stands out with 8% citing assaults in the last five years and 2% in the last year. German, French and Polish LGBT people are the ones who have been victims of these hate attacks the most: 16% and 6% respectively. "LGBT people are more visible, which is good because that gives freedom, but it also means that we are more susceptible to hate crimes," says Charo Alises, president of the LGBT association Ojalá and head of Human Rights at the Malaga Bar Association.

Spain is one of the countries where people feel that violence against LGBT people has increased the most, 75% feel this way, while 66% say that prejudice and intolerance towards LGBT people have increased in their country in the last five years. The EU average stands at 59% on the increase in violence and 53% on prejudice and intolerance. "One thing is the data coming in from the complaints and another thing is the real data from the people who know that there are many things that go unreported", explains Alises. For her part, Irene Navarro, president of Seville's LGBTI association DeFrente, blames this perception on the increase in hate crimes. Her words focus on the transgender community, the most affected according to recent reports. "The data produced indicate that there is a certain increase in hate crimes, especially against the transgender community. This is partly due to political hate speech and the transgender feminist sector," says Navarro.

According to Alises, complaints may have increased thanks to awareness-raising campaigns by LGBT groups, but they are still not representative of the total number of hate crimes against LGBT people. "There are several reasons: people are afraid of reprisals, there are people who think it won't do any good, and there are people who, as they say colloquially, are still in the closet and find it hard to go and report it", says Alises aligning with Navarro's previous words. "That's why I say that we need more awareness and training at all levels that have any dealings with hate crimes."

To fight LGBT-phobia, Alises calls for the LGBT law in Andalucía to be implemented in a "real and effective" way. "We need training and information at all levels. Education regarding sexual, gender and family diversity in Andalucía is still conspicuous by its absence", says the president of Ojalá. This is something that is also demanded at state level with the Trans Law. "It is necessary to prevent this happening. If you prevent, then bad things don't happen. And that means training, raising awareness and making sexual, gender and family diversity visible", she says. These requests are echoed by Navarro, who adds that the data must be "clearer" in order to take specific measures.

The president of DeFrente denounces the lack of data on the part of the ruling authorities, which is why she speaks of poor detection. "At the state level, data on the evolution of hate crimes are only available from 2022 via the Ministry of the Interior and, in Andalucía, the latest figures are only from 2021", comments Navarro, who remains concerned about not being able to act in a more effective way.

Innovative Forward

Andalucía Emprende, among the new members of the Andalusian Bioeconomy Platform of SCALE-UP

Andalucía Emprende, a foundation affiliated to the Department of University, Research and Innovation of the Andalusian Regional Government, is one of the five new members of the Andalusian Bioeconomy Platform of the European project SCALE-UP. This platform, born in the framework of the SCALE-UP project of which CTA is a partner, brings together more than 30 entities committed to the promotion of the bioeconomy in Andalusia.

SCALE-UP, funded with nearly €3 million by the Horizon Europe programme, aims to generate bio-based partnerships, tools and solutions to foster the bioeconomy in six European regions. To this end, its partners have created six regional platforms, located in Northern Sweden, Mazovia (Poland), the Atlantic Arc of France, Upper Austria, Strumica (North Macedonia) and Andalusia (Spain), where different entities come together to exchange bioeconomy knowledge, cooperate and implement innovation support services.

Since its foundation in March 2023, the Andalusian Bioeconomy Platform has managed to bring together public and private entities such as universities and R&D&I centres, public administrations, cooperatives, investment funds and agri-food companies that participate in the activities proposed by CTA as its driving force. Thus, until the end of the project in August 2025, its members will be able to support the exchange of knowledge and the creation of capacities for the sustainable rural development of the olive sector in Andalusia.

The new additions to the Andalusian platform are the following:

- **Andalucía Emprende:** foundation of the Junta de Andalucía to promote entrepreneurship and business development. It has a network of 259 Andalusian Entrepreneurship Centres (CADE). Andalucía Emprende provides comprehensive support services ranging from advice, feasibility studies or the search for funding, among others. It also promotes entrepreneurship, especially among young people and from the classroom, to encourage the generation of ideas based on knowledge.
- **Mar Océana:** the first fund manager set up in Cadiz in 2022. It is dedicated to investing in innovative companies mainly focused on the agrotech, sports and health tech, leisure and entertainment, technology companies in the scaling phase and university spin-offs.
- **Tragsatec:** technological subsidiary integrated in the public company Grupo Tragsa and dedicated to the development of engineering and technical assistance works in the fields of Biodiversity or Rural Development and Land Management, among others. It has more than 35 years of experience in the creation and implementation of advanced technological solutions.
- **Austral Venture:** investment management company specialising in the renewable energy sector, founded in 2021 and headquartered in Seville. It offers investment opportunities in ready-to-build (RTB) photovoltaic projects through two managed investment vehicles. It also manages investment vehicles focused on start-ups, university spin-offs and technology transfer, with a focus on Andalusia. Its founding partners have extensive experience in activities focused on the value chain of investments in renewables, industry and startups.
- **Inter-American Institute for Cooperation on Agriculture (IICA):** an organisation founded in 1942 and headquartered in Costa Rica, specialising in agriculture in the Inter-

American System. It is made up of 34 Member States and has a permanent office in Spain. Its objective is to promote agricultural development and rural well-being through international technical cooperation of excellence. IICA has a Hemispheric Programme on Innovation and Bioeconomy in the Americas that promotes awareness, capacity building, public policies and investments for the bioeconomy in the region.

Adapted from: <https://www.corporaciontecnologica.com/en/noticias/andalucia-emprende-members-andalusian-bioeconomy-platform-scale-up/>

Financial Power

These are the municipalities in Malaga province that collect the highest amount per head in local taxes

One Costa del Sol town tops the table with almost 3,000 euros per capita, while at the other extreme is a Serranía de Ronda village where the figure is just 300 euros

How much tax do the local councils in Malaga province collect? One of the ways to measure this, especially to find out the impact of local tax policy on each citizen or resident, is to calculate the average municipal tax revenue paid per inhabitant. This is one of the data analyses done by Andalucía's IECA institute of statistics and cartography using data from the national Ministry of Finance in Madrid.

Although there are around a dozen localities in Malaga province for which no data is available, of the total of 92 municipalities for which details are available the first noteworthy figure to be extracted is that these councils receive an average of 640 euros per capita strictly in taxes and fees (one must add what is paid by the public and what is received in transfers from other governing bodies to calculate total municipal income, as will be seen).

Despite this healthy average, the range of deviation from that is enormous. For example, Benahavís town hall is the one to receive the most money per inhabitant in the whole of Malaga province - nearly 3,000 euros (2,897.50 euros, to be precise) in 2023, the last year for which information is available. A long way behind that figure is the town in second place, Casares, collecting almost 2,050 euros per head.

At the opposite end of the scale are Júzcar and Algatocín, with around 300 euros per capita. Meanwhile, Malaga city is closer to the bottom of the list than the top in terms of tax revenue per capita, standing at 580 euros, an amount that is also slightly below the provincial average.

These revenue figures correspond to the taxes that all local councils in Spain are obliged to collect in accordance with the law regulating local finances. They consist of the property tax (IBI), the tax on economic activities (IAE, for businesses) and road vehicle tax (IVTM). These are tax figures to which, if that is the will of those in charge of local government (all too often the case, especially in the larger municipalities), can be added a requirement to pay other optional taxes. These optional taxes are the tax on any increase in urban land values (like a municipal capital gains tax) and the tax on building work. The third element to municipal income is the proportion of state taxes paid to local councils,

especially from IVA (sales tax on goods and services) and personal income tax (IRPF), although these barely account for 5% of the tax revenue of local councils in Malaga province as a whole.

Among the municipalities with the highest tax revenue per inhabitant, apart from Benahavís and Casares, the variety is considerable with Viñuela in third place at around 1,900 euros per capita, then in fourth place is Marbella with 1,640 euros. Other towns collecting over 1,000 euros per inhabitant in these taxes are Teba, Estepona, Manilva, Torremolinos and Nerja.

Politics and demography

The fact that per capita tax revenues are higher in these municipalities is not exclusively, nor necessarily, related to the fact that taxes are higher in these locations. For example, IBI, the most significant of all municipal taxes, is influenced by the way in which each council has designed it and also by the volume and value of the property stock in that particular municipality, as well as the number of inhabitants by which the revenue is divided to obtain the per capita figure.

A few examples may serve to clarify this situation. The average property tax (IBI) paid in Benahavís is limited to 341 euros, compared to the average of 640 euros paid in Torremolinos, according to data calculated by SUR in a report published last July. The difference is that in Benahavís around 16,000 IBI bills are issued for a total of 9,244 inhabitants, whereas in Torremolinos there are 73,000 properties that are subject to this tax with a total of 70,400 residents.

Let's take another couple of examples: in Casares the per capita tax revenue is around 2,050 euros, a figure that contrasts with that of Marbella at 1,640 euros. In the first case, the town's 13,166 IBI bills are levied at an average of 521 euros, which have to be divided between just over 8,100 residents. Meanwhile, in Marbella there are 176,444 IBI bills charged at an average of 556 euros for 156,300 inhabitants. In Estepona, where the per capita tax income is 1,160 euros, there are 83,319 tax bills paid at an average of 566 euros per capita for around 77,000 residents.

Something more striking happens in certain cases with road tax (IVTM). This is a devilishly complex tax because the bill varies not only according to the type of vehicle (car, motorbike, van, lorry or trailer), but also according to its characteristics in terms of cylinder capacity, seating capacity or the volume of load it can hold. Some cases really stand out if one contrasts the number of bills issued (in terms of the number of vehicles) with the number of residents. For instance, in the village of Montejaque there are 20,655 vehicles for less than 1,000 inhabitants and in Macharaviaya there are over 7,500 vehicles for 523 residents. Interestingly, these are two of the municipalities for which IECA has no information on income per inhabitant. In contrast, in Malaga city the number of vehicles is around 430,700 for its nearly 590,000 inhabitants, while in Marbella there are just over 113,500 vehicles for over 156,000 residents.

As far as the business tax (IAE) is concerned, the coefficients applied by the local councils vary and, given that it is a tax on business activities on companies with a turnover of over one million euros, the volume of companies and their size has an impact on its collection. In the province of Malaga the number of companies registered with Social Security by municipality ranges from around 19,600 in Malaga city and over 8,200 in Marbella to barely half a dozen companies in villages such as Atajate and Igualeja.

César García Novoa, a taxation law professor at the University of Santiago de Compostela, says that local taxes are closely linked to the size of the population and much less to their level of income. This explains why the capital of the province, the most populated city, is the municipality with the highest total tax revenue of 340 million euros, followed by Marbella, the second most populated city, with 256 million euros. Still, Estepona collects 89.2 million euros in tax revenue, outstripping other more populated municipalities such as Mijas (85.3 million euros), Fuengirola (72.65 million) and Velez-Malaga (66.2 million).

It is worth noting that the resources available to local councils do not only come from taxes. The law governing local finances gives them the power to establish prices for the provision of public services or the performance of administrative activities. In addition, local revenues include transfers from other governing bodies, among other important items.

Tax-dependent

The municipalities where the local budget depends most on taxes are Benahavís (80%) as well as Marbella and Casares (76%), while in Mijas, Viñuela and Manilva tax revenues exceed 70% of total income at the disposal of the municipalities.

Turning to villages like Júzcar and Benarrabá in the Serranía de Ronda, taxes account for less than 5% of total income, and in Atajate, Faraján and Parauta they do not even reach 10%. The latter are some of the least populated municipalities in the province. In none of them does the number of residents reach 500. Moreover, some of these top the ranking of income per inhabitant (this means the income total, which includes taxes and fees, public charges, fines, penalties as well as subsidies and donations). This is because not all payments are made by its inhabitants, there are also transfers from other governing bodies - state, regional and provincial. Total income per capita for Benarrabá and Atajate amount to 7,000 euros each, in Júzcar it is over 6,200 euros, while in other municipalities with very few inhabitants such as Benadalid, Cartajima and Faraján, they range between 4,000 and 5,000 euros per capita.

García Novoa explains why this happens: as local taxes are closely linked to population, the most self-sufficient municipalities - those that depend less on funds from other authorities and more on contributions from their residents - are those with the largest populations. Jorge Onrubia, professor of public finance at the Complutense University of Madrid, adds that the largest municipalities are those that can have more revenue from IBI because they have more properties of higher value, large companies being charged IAE and capital gains tax on property sales and purchases, as well as more garages for which they can charge for parking. The smaller municipalities live more on the solidarity of the state system.

Adapted from: <https://www.surinenglish.com/malaga/local-councils-malaga-receive-an-average-640-20250414080119-nt.html>

People First

Almost a third of Malaga province's workers are overqualified for the jobs they do

Spain is the leader in the European Union with 31.3% of its employed occupying job positions that are below their academic qualifications

"JASP: Young but overqualified" (JASP: Joven aunque sobradamente preparado) said an advertisement from the 1990s that gave a name to a generation, which they dubbed the "best educated in the history of Spain".

Subsequent generations - millennials and Z - have surpassed Generation X in terms of educational level and are facing the same problem when it comes to looking for work. A problem, that of

over-qualification, in which Spain is the leader in the European Union: 31.3% of its workers occupy positions that are below their academic qualifications. Malaga province is slightly above this national average, with 31.9%, according to data from the CaixaBank Dualiza vocational training observatory.

Who doesn't have acquaintances, friends or relatives affected by the frustration of not working "in their own field"? Psychologists in call centres, nursery school teachers with nursery assistant contracts, graduates in business administration and management working as cashiers in bank branches, historians and philologists attending to the public in large department stores... This also extends to the public sector, which functions as a refuge for professionals who, fed up with the lack of opportunities or working conditions in certain sectors, are preparing for competitive examinations for the basic levels of the civil service.

The growth of the overqualified rate in the past decade in Malaga does not allow us to say the problem is on the way to being solved. In fact, in 2023 it was higher than in 2014 (the first year the data was available). The figure goes up and down slightly but is usually always close to 30%. The highest level was in 2018 (32.7%) and the lowest in 2015 (28.5%).

The causes of this problem have been pointed out in reports such as that of the Knowledge and Development Foundation: "The mismatch has its origin in the lower percentage of highly qualified occupations in Spain, which causes the mismatch between the level of qualification of the population in relation to the demand of the productive structure [...] The Spanish university has great potential in the training of talent, but its capacity should be aligned with the needs of the current productive sector and imagine those of the future. If this is not done, a series of mismatches arise in the graduate labour market insertion process that hinder their incorporation into the market: a greater number of graduates from the system compared to the demands of the market, graduates in areas that do not fit the reality of the business fabric, lack of coherence of the curriculum with what the profession requires, and finally, there is a fourth aspect, called mismatching, in those graduates who find work that does require the level and skills of a university degree but which is not theirs".

Other experts describe how the problem of over-qualification cascades down: "Graduates are displacing workers with secondary education into basic occupations (crowding-out effect)", said the Foundation for Applied Economic Studies (Fedea) in one of its latest quarterly reports on the labour market.

Daniel Lorenzo, director of external relations at human resources company Randstad, pointed out a paradox in the Spanish labour market: "The percentage of young people with a university degree is above 50%, above the European average, while 23% of all young people have low qualifications, also above average. At the same time, 23% of all young people have low qualifications, also above average, and the weight of intermediate levels of training is the lowest in the EU. What ends up happening? That there are young people with high qualifications who occupy positions with low and intermediate qualifications".

Logically, this is a problem that affects workers with a higher level of education to a greater extent: both university graduates, who suffer an overqualification rate of 42.3%, and vocational training graduates, with 42.1%. Particularly noteworthy is the case of higher vocational training, where this rate rises to 66%.

Depends on the training branch

But more than the type of studies, what determines the fate of graduates in the labour market is the field of study they choose. It sounds like a cliché, but data backs it up: the skills match of graduates in health and technology fields is twice that of those who chose arts, humanities or social sciences disciplines.

Two studies carried out by the IECA - those on the labour market insertion of graduates in public universities and vocational training in Andalucía - confirm this. "In the case of university graduates of the 2020-2021 graduating class who were residents in Andalucía at the beginning of that year and one year after graduating work in Andalucía as employees, their rate of competence adequacy for the job is 49%," said the authors of this database, who added that graduates in the field of health and social services "obtain the best rate of adequacy one year after graduation, which reaches 84.6% ". "In addition to this area, graduates in agriculture, livestock, fisheries, forestry and veterinary medicine; mechanics, electronics and other technical training, industry and construction; natural sciences, chemistry, physics and mathematics; and information and communication technologies (ICT) exceed 50%. On the other hand, graduates in the fields of business, administration and law have the lowest matching rate," they pointed out.

In the case of vocational training, graduates in the field of information and communication technologies (ICT) "obtain occupations in the higher professional categories ("graduates, technicians, assistants and administrative managers") in a proportion of 44.3%, a value more than 30 percentage points higher than that obtained in this group of categories by any of the other fields of study", according to IECA. At the other end of the scale, 38% of graduates in the field of agriculture, livestock, fishing, forestry and veterinary science are employed in the lowest professional category ("labourers and under-18s") one year after graduation.

This is happening, Lorenzo said, in a context of a "talent deficit": "In Spain we have more than 2.7 million unemployed and, at the same time, there are more than 150,000 unfilled vacancies".

The presence of overqualified workers also varies greatly depending on the sector. Financial (with 52.9% of workers performing functions below their educational level), auxiliary services (with 50.2%) and public administration, with 42%, are well above the average. Special mention should be made of domestic staff, as almost 75% of them have a qualification which in theory should enable them to work in a higher level position. The hotel and catering industry is slightly above average, with 34.4%. In the middle range (around 30%) are the information and communications sector, real estate, commerce, industry and leisure. And below the average are education, health, transport, construction and professional, scientific and technical jobs.

Women and youth

Gender and age are also important variables. Women in Málaga suffer an over-qualification rate of 38.8%, 13 points higher than that of men (25.8%), according to the data. Studies such as the one by Fedea suggest this gap is partly due to the particular difficulty for migrant women with university degrees to find work according to their qualification.

In terms of age, it is the 16-25 year-olds who most often have to settle for jobs below their qualifications: 36% of all employed in this age group. In the next age group, between 26 and 45, this rate drops slightly to 34.4%. And the oldest employed (aged 46 to 64) are those who enjoy the best match between training and professional level, with 28% over-qualification.

Javier Blasco, director of the Adecco Group Institute, said: "In our country, there are many jobs on offer where vocational training would probably be sufficient to meet the requirements of the various tasks that make up the position, but which are accessed by university graduates who are not always going to have the option of professional promotion that allows them to adjust their qualifications to new tasks with greater requirements". "What we are talking about is a lack of adjustment between the training on offer, especially in universities, and the needs of the production model," said the expert, who added this situation "is not only occurring in business and humanities degrees, but will increasingly occur in technical and digital degrees, especially due to the increase in the training on offer and the adaptability of vocational training".

Solutions?

Solutions to the problem: "Public-private collaboration is necessary, not only in the field of active employment policies, but also in the adjustment in the educational field, including advice and guidance to young people before they decide on their academic path, as well as to unemployed people and workers who want to retrain in order to improve their working conditions," Blasco said.

Daniel Lorenzo said Spain needs to "adapt the training offer to the needs of the market", given that on the one hand there are degrees "with an insufficient number of graduates to cover the demand for professionals, such as STEM and health sciences", and on the other hand, there is a problem of employability in the social sciences and humanities: "art history, philology, fine arts, teaching, psychology, sociology... many graduates are leaving these degrees and there are not enough places to absorb them", said the Randstad executive, who in the short term is committed to "reorienting professionals towards areas of high demand".

Lorenzo believed up-skilling and changing careers will become easier and more common with the trend towards increasingly hybrid and changing professions and the concept of "lifelong learning". "Six out of ten workers will need to update their skills in the next three years and 44% will need to retrain to stay in the labour market," he said.

Cristina Río-Miranda studied Hispanic Philology, so her natural destination was teaching. But she didn't want to reach that goal so soon. "I could have prepared for competitive examinations as soon as I finished my degree, but I am a restless person and I dreaded spending my whole life doing the same thing, so I started to try different things out," she explained. So it wasn't until she was 38 that she passed her secondary school exams; until then, this Malaga native, now 43, worked as a waitress, administrative assistant and ground hostess for Iberia and other companies at Malaga Airport.

This last job lasted longer than she planned: "Although it was not my dream job, it was comfortable and the conditions were good. Besides, there were four years without competitive examinations. At the airport, she explained, she met "many people with degrees and higher modules who have ended up working there, either temporarily or permanently". Lawyers, computer scientists, many teachers, graduates in history and other arts degrees? In fact, she added, "many end up staying even though it wasn't their initial plan because they settle in and are too lazy or afraid to change jobs".

For Cristina, working in jobs below her qualifications has been «voluntary and temporary», so she does not consider herself «a victim of the system». «My parents told me I was crazy, they didn't understand that I had to go round in circles to end up in the same place, but I am not defined only by what I have studied», she argues. However, she acknowledges that in most cases overqualification is not chosen. «In the tourism industry, there are people who are real victims and will never be able to leave. Especially in the hotel industry, where conditions can be very bad», he explains.

Now that she is working «in her own field», Cristina is satisfied, but «the way teaching is going» she does not rule out a change in the future: «I am attracted by the idea of retraining in computational language, which is a new discipline in which my world, which is linguistics, joins the world of technology», she suggests.

Adapted from: <https://www.surinenglish.com/malaga/almost-third-malagas-workers-are-overqualified-20240501093403-nt.html>

Strategies at Work

If the Simpsons took a family holiday to the Costa del Sol this is what it would look like

Two Andalusian travel bloggers have creatively imagined a trip of Homer and Margaret, together with their children Bart, Lisa and Maggie, to several Malaga province tourist hotspots

Two Andalusian travel bloggers have used artificial intelligence to create a Simpsons episode, but on the Costa del Sol.

The siblings from Huelva, Abraham and Blanca, creators of the travel blog Andaluciavibes.com showed through a string of images what a trip to Malaga province for the popular American cartoon family would look like. the creative series shows Homer and Margaret, along with their children Bart, Lisa and Maggie, at different landmarks in the province, with one image evening showing the family wearing Malaga CF and Unicaja shirts as they cheer on the teams at La Rosaleda and Martín Carpena stadiums.

Abraham, a computer engineer, and Blanca, who has a degree in tourism, said: "With the Andalucía Vibes project we aim to visit the 800 municipalities in the region and generate content for the blog to showcase everything the region has to offer tourists". As part of their strategy, they looked for an original and creative way to showcase all the good things Andalucía has to offer and chose the Simpsons series as it is known worldwide. "Anyone watching it from anywhere in the world would identify with it," Abraham added.

What would a hypothetical Simpsons holiday in Malaga be like? The young content creators reveal the journey of the family, which starts with them enjoying Christmas Malaga city, capturing the awe-inspiring Calle Larios' light show, then they recharge their batteries at El Pimpi before a visit to the Pompidou Centre, and the beaches of La Malagueta. The Simpsons family also cheered on Malaga CF at La Rosaleda and Unicaja at the Martín Carpena. In Malaga province, they made stops at the Caminito del Rey, Marbella, Ronda, Júzcar, Frigiliana and the Axarquía. They even go to the Malaga fair and enjoy the best view of Malaga city from Gibralfaro.

Adapted from: <https://www.surinenglish.com/malaga/this-what-simpsons-family-holiday-malaga-would-20231218122223-nt.html>



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