

## XXVI IUSSP INTERNATIONAL POPULATION CONFERENCE

**Title: “Cohort replacement in the Spanish labour market”.**

### *ABSTRACT*

The Spanish population structure has changed significantly in the past decades. Also the structure of the Spanish labour market has changed a great deal, due to a vertiginous economic and social development. We would like to stress the importance of three key factors in these changes. Firstly, young women active rates are presently much higher than ever. Secondly, a huge contingent of immigrants has arrived in the first years of the new century: a trend never experienced before in Spain. Finally, it has been observed an increase in young people educational level, actually those who are presently getting into their first job.

It is important to analyse the present situation of Spanish labour market in order to understand basic and important things as public benefit planning for pensioners and labour marked insertion policies. The objective of this paper is to know the kind of job replacement which is taking place, describing the relationship between job categories. That refers to intergenerational complementarity. The point is to find the relationship between jobs left by pensioners and jobs occupied by first-time workers.

Our source of data is the *Muestra Continua de Vidas Laborales* (Labour Course Continuous Sample) that allows us to investigate the whole labour course of each individual. This new dataset makes possible applying longitudinal analysis on labour course issues. It has been developed a new index from this resource, that is, the labour

marked Replacement Index (RI). This index shows the relationship between the different job categories and the way they are linked to different age-groups.

On one hand, it is noticed that the replacement of workers in each category depends very much on the year we are observing, although we can always talk about a continuous expansion of the Spanish labour market (in quantity of workers). Also it is seen that some job categories are typical of young first-time workers, since others are typical of last occupations of those people who are leaving their active life. On the other hand, it is viewed the feminization of all the categories in the labour market, trend registered from mid-eighties.

To summarize, this paper deals with the established relationship between those who finish their labour life and those who start it. This relationship is the better reflection of the concept of intergenerational solidarity within the labour market.