



PROJECT CIBELES

STATISTICAL STUDY OF THE DIMENSION AND
CHARACTERISTICS OF THE POSTING OF WORKERS TO SPAIN
WITHIN THE FRAMEWORK OF TRANSNATIONAL PROVISION OF
SERVICES¹

Madrid - 2011



With support from the European Union

¹ This study has been prepared by the consulting company, Accenture, for the State Labour and Social Security Inspectorate [*Dirección General de la Inspección de Trabajo y Seguridad Social*], within the framework of Project CIBELES, with the support of the European Union.

This publication is supported by the European Union Programme for Employment and Social Solidarity - PROGRESS (2007-2013).

This programme is implemented by the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment, social affairs and equal opportunities area, and thereby contribute to the achievement of the Europe 2020 Strategy goals in these fields.

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1. INTRODUCTION

The aim of Project CIBELES is assist the Senior Labour Inspectors Committee and the Commission on how to improve and enhance co-operation between Labour Inspectorates, setting ground rules in order to establish a network for exchanging information in the framework of mutual assistance and recognition requests in the inspection and sanctioning proceedings.

The project's scope will cover several EU labour inspectorates (Austria, Belgium, France, Germany, Hungary, Italy, Malta, Portugal and Spain) and its specific objectives are as follows:

Objective 1:

Enhancement of the exchange of information system between Labour Inspectorates in order to attain cross border enforcement and mutual assistance as regards inspection and sanctioning proceedings.

A preliminary research should point to the range of content to be covered by the information exchange system and should provide for the most appropriate and cost-effective technical support, taking into consideration the possibility of using other specific applications such as SLIC-KSS².

The project should pay particular attention to proceedings related to accidents at work cases in which companies from of different Member States are involved and identify competent authorities who would be users of a specific information system.

The project should also:

- Examine and propose rules for mutual cooperation in order to verify or check documents related to sanctioning proceeding;
- Study feasibility and added value of European network for cooperation between labour inspectorates in order to enforce sanctions;
- Survey at the role of a network of legal correspondents;
- Examine the feasibility of joint inspection teams, also by means of bilateral agreements, with respect to accidents at work, borderline works and/or posted workers and companies;

² The initials KSS correspond to Knowledge Sharing Site or internet site for the exchange of knowledge. It is an intra-European communication system, the basic communications tool of which is CIRCA, the European intranet, where all types of queries relating to workers' safety and health can be made.

- Analyse and up-date, yet in a practical approach, the different legal systems and sanctions of each Member State' inspectorate in the OSH field, depicting a framework of competent authorities, powers of the labour inspectors to gather evidence, types of sanctions and requirements needed for giving procedural relevance to evidence;

- Examine the feasibility of mutual assistance in OSH proceedings and mutual recognition of financial penalties between Member States enforcement authorities and the legal instruments in force on which cooperation could rely (special attention should be paid to Convention of 29 May 2000 on Mutual Assistance in Criminal Matters and Council Framework Decision 2005/214/JHA of 24 February 2005 and the transposing legislation of each Member State);

- Point out detailed and adequate safeguards for the protection of personal data un the above-mentioned areas;

- Study examples of the dimension of posting of workers in the EU.

Objective 2:

Making proposals to the Senior Labour Inspectors Committee and the Commission about:

- Further initiatives, programmes and/or regulations of a European level, and
- definition of the specific Labour Inspection exchange information system and the network or how to stitch it into other related cooperation systems.

As part of **Objective 1**, one of the actions to be tackled is this statistical study, to serve as an example of the dimension of this posted workers phenomenon.

2. OBJECTIVE OF THE STATISTICAL STUDY

The study's objective is the statistical analysis of the dimension and characteristics of the posting of workers to Spain within the framework of transnational provision of services.

The study's purpose, from a statistical perspective, is to establishment the evolution of the main characteristics of worker posting within the framework of transnational provision of services in Spain in the last three years (2008-2010), relating to the following areas:

1. Communication of worker postings to Spain
2. Workers posted to Spain in the study target period
3. Member State of origin of companies and workers
4. Activity of the companies posted and services rendered in Spain
5. Duration of the posting and the services rendered
6. Age, gender, training and professional group of the posted workers

The data will cover the national, autonomous regions and provincial scopes, comparing the workers' country of origin with their destination country in the provision of the services.

3. SPANISH LABOUR MARKET

In the last three and a half years (date selected as the study start period), the Spanish labour market has suffered a reduction in the working population and a sharp increase in unemployment. Up to 2007, there was a continuous growth in employment but as from that year the number of people in work started to fall, from 20.4 million in March 2008 to 18.3 million at the end of June 2011³.

This process has occurred in a short time span due to several factors, such as the international financial situation and the crisis in the real estate and construction sectors, which have shown up the productive system's weakness.

In the first quarter of 2008, the number of unemployed was 2.1 million whereas in June 2011 this figure had risen to 4.8 million. The 2.7 million new unemployed include the incorporation into the labour market of previously non-active persons.

Current employment data by sectors are as follows:

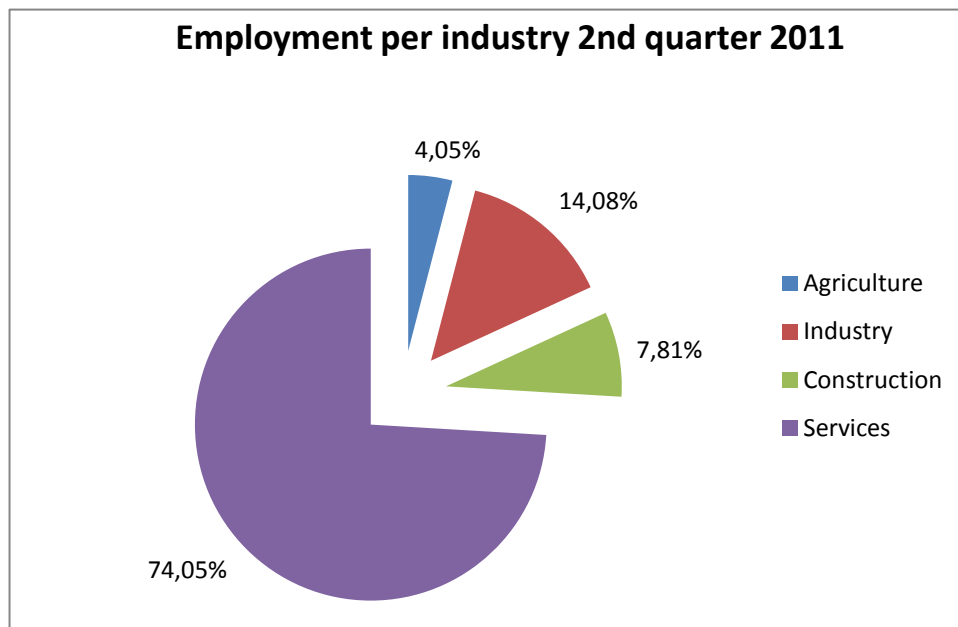


Figure 1: INE-Employment by Sector (Labour Force Survey 2nd quarter of 2011)

³ INE – Labour Force Survey 1st quarter 2008 and 2nd quarter 2011

As can be seen, 74% of occupied workers are in the services sector, 14% are in the industrial sector, 7.81% in the construction sector (with a large demand for posted workers) and 4% in agriculture.

This situation compares with that of three and a half years ago as follows:

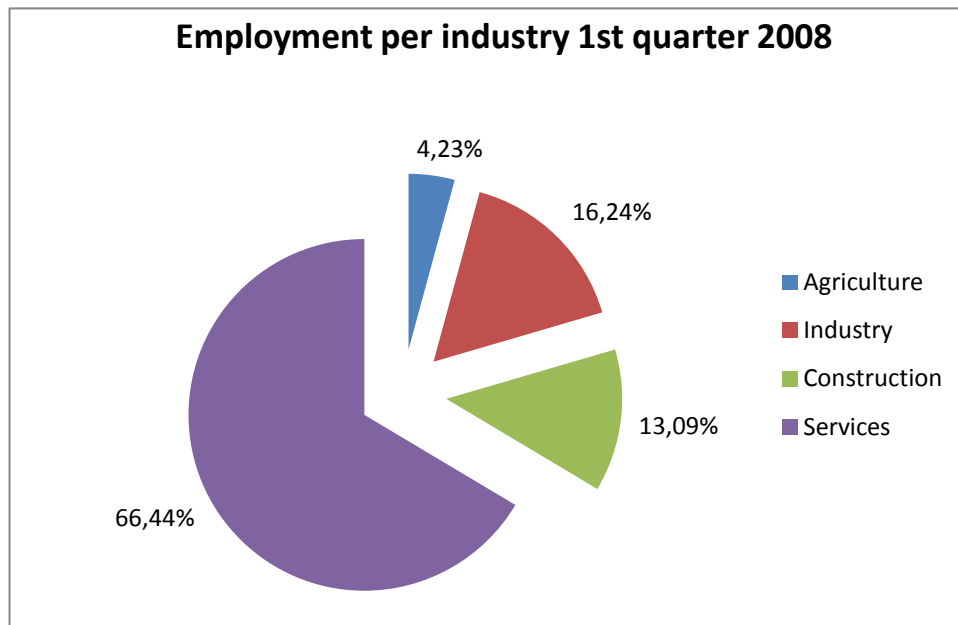


Figure 2: Employment by Sector (Labour Force Survey 1st quarter 2008)

In the case of the construction sector, its gradual loss of importance as a source of employment in Spain can be observed, falling from 13.09% of occupation to 7.81%, which, in absolute terms, has meant that in 2008 2.6 million workers were occupied in construction whereas at present this sector occupies 1.4 million workers. This sector has lost 1.2 million jobs in the last few years.

The loss of jobs in the services sector has not been so pronounced. In three years 150,000 jobs have been destroyed, although the loss varies from one sub-sector of the activity to another.

By breaking down the sectorial data, it can be seen that, in spite of the crisis, branches of activity exist in which jobs have been created in the last two years, the majority in the services sector: public administration; health, social services and education; and artistic activities and entertainment.

	2011II	2008II	DIFERENCIA
Total	18.303.100	20.402.200	-2.099.100
A Agriculture, cattle breeding, forestry and fishing	741.200	863.700	-122.500
B Extractive industries	42.600	53.200	-10.600
C Manufacturing industry	2.324.100	3.072.800	-748.700
D Supply of electrical energy, gas, steam and air conditioning	82.100	72.300	9.800
E Water supply, sewage, waste management and remediation activities	128.900	115.100	13.800
F Construcción	1.430.200	2.670.300	-1.240.100
G Wholesale and retail trade; repair of motor vehicles and motorcycles	2.932.700	3.210.200	-277.500
H Transport and storage	878.600	955.200	-76.600
I Accommodation	1.435.700	1.396.400	39.300
J Information and communications	515.100	526.400	-11.300
K Financial and insurance activities	460.500	518.100	-57.600
L Real estate activities	96.800	121.200	-24.400
M Professional, scientific and technical activities	825.500	876.100	-50.600
N Administrative and support service activities	919.400	915.400	4.000
Or Public Administration and defence; Compulsory social security activities	1.442.000	1.223.600	218.400
P Education	1.199.000	1.159.200	39.800
Q Health activities and social services	1.413.900	1.182.700	231.200
R Arts, recreation and entertainment	319.600	281.400	38.200
S Other services	381.000	435.900	-54.900
T Household activities such as those employing domestic personnel and such as those producing goods and services for their own use	729.600	750.800	-21.200
U Activities of extraterritorial organisations and bodies	4.600	2.200	2.400

Figure 3: Employed by industry. (Labour Force Survey)

4. SCOPE AND METHODOLOGY OF THE STUDY

In order to achieve the study's objective, the necessary tasks were divided into the following methodological phases:

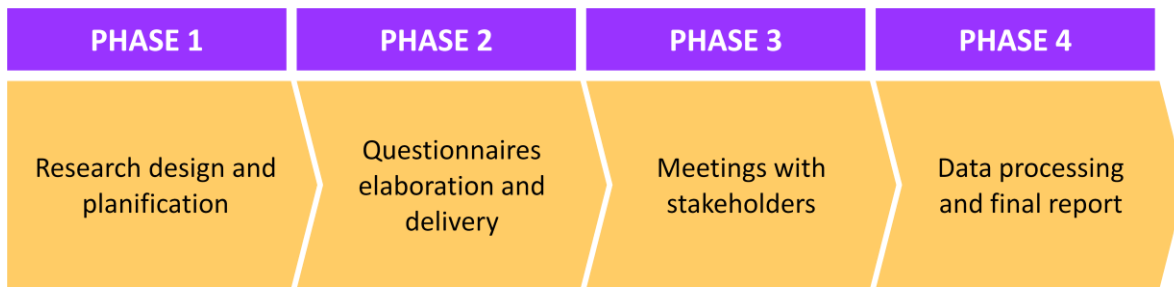


Figure 4: Methodology phases of the study

These methodological phases have been described briefly below so that the study's tasks and how they were undertaken can be better understood.



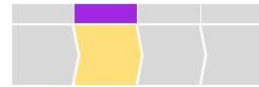
4.1 Phase 1. Research Design and Planning

The main task of this phase was to define the study's objective and scope. The data to be included in the study and the methodology and tools used in the project's development were identified.

The following activities were carried out:

1. Initial project planning
 - Preparation of data collection tools
 - Preparation of action time schedule
2. Meetings with representative of the Labour and Social Security Inspectorate Office [*Dirección General de la Inspección de Trabajo y Seguridad Social*]
 - Definition of the study's objective and scope
 - Establishment of the data to include in the statistical study
 - Identification of sources of information for each defined datum: information available, information to be collected through forms or personal interviews, etc.
 - Validation of the information collection methodology and tools

- Validation of the action time schedule
- Establishment of the report's structure and the data to be included in it

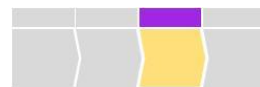


4.2 Phase 2: Preparation and Sending of Questionnaires

This phase was concentrated on providing the persons in possession of the data needed for the study with a comprehensible and easily completed questionnaire designed to produce the necessary study data.

To this end, the following activities were carried out:

1. Design of the questionnaires and other study documents required for collecting relevant data on worker postings within the framework of the transnational provision of services
2. Validation of questionnaires and study documents by the Labour and Social Security Inspectorate
3. Identification of the labour authorities responsible for the transnational provision of services who will act as stakeholders
4. Requests for personal interviews with these stakeholders
5. Sending of questionnaires to the stakeholders
6. Gathering of completed questionnaires



4.3 Phase 3. Meetings with Stakeholders

So as to guarantee the quality of the data obtained from the forms, interviews were held with the different Autonomous Region stakeholders. The objectives pursued by Project CIBELLES and the data already reported in the forms were explained and discussed during these interviews.

For this the following actions were taken:

1. Sending of interview notifications to the stakeholders based on the time schedule defined in the previous phase
2. Programming of the gathering of documentation
3. Preparation of interviews:
 - Review of the information obtained from the forms

- Analysis of the fields not completed on the form and the fields for which greater detail or additional information was required
4. Conducting of interviews: The most noteworthy aspects of the information submitted on the subject of posted workers is discussed with a view to a better understanding of the situation. To this end, interviews were held not only with the labour authorities but also the Territorial Directorates with the highest level of posted worker-related activity.

4.4 Phase 4: Data Processing and Preparation of Report with Conclusions



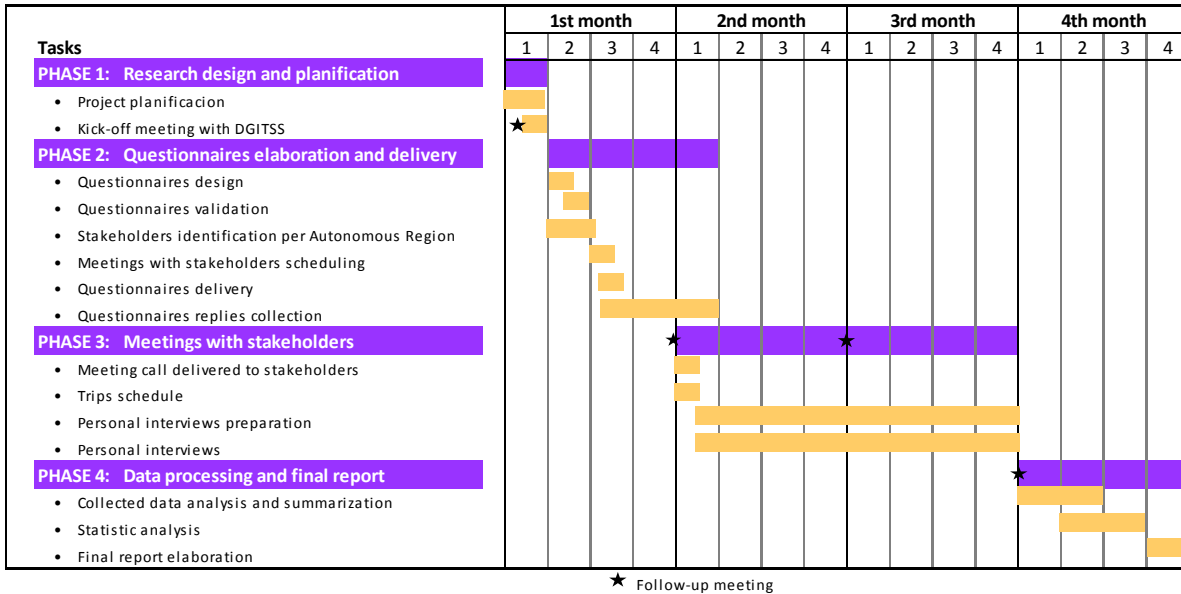
The object of this last phase was to analyse and consolidate the information received in the questionnaires completed by the stakeholders from the different Autonomous Regions and reviewed in the meetings provided for in the previous phase, in order to arrive at conclusions and draw up the statistical report.

The main activities conducted in this phase were as follows:

1. Contact and interviews with the stakeholders as per the time schedule defined in the previous phase
2. Processing, analysis and synthesis of the information gathered: analytical study of the information received in response to the requested data
 - Geography: analysis at the provincial and regional levels
 - Duration of the posting
 - Number of workers posted
 - Country of establishment that notify postings
3. Preparation of statistical analysis: the report was broken down into the established analytical areas, consolidating the data at the provincial, regional and national levels.
4. Preparation of report with conclusions.

5. TIME SCHEDULE

The following graph shows the duration of execution of the methodological phases described above and of the tasks included in each one.



6. IDENTIFICATION OF SOURCES OF INFORMATION

The Labour and Social Security Inspectorate participated in the identification of the stakeholders needed for the statistical study's preparation by sending out a communication addressed to the Autonomous Regions' labour authorities and the Territorial Directors of the Labour and Social Security Inspectorate, requesting their collaboration in the study.

This communication contained a letter of presentation on Project CIBELES and the data-taking questionnaires to be completed by the labour authorities (see Annexes I and II).

7. REFERENCE FRAMEWORK

So as to facilitate understanding of the information required for the study and its conclusions, the preliminary aspects taken into account have been summarised below.

7.1 Transnational Posting of Workers

One of the main consequences of the market expansion and growth processes encountered around the world is the posting of professionals.

At the same time, the free provision of services is one of the basic liberties present in the Treaty of the then European Economic Community since it was signed.

The activities of the numerous companies in the common market that have benefited from the opening up of public and private markets, with contracts for works and services, and the growing activity of holdings and temporary employment business are phenomena that have increased in recent years.

The growth in the transnational provision of services within the scope of the European Union has also influenced another of the EEC's basic rights, that of the free movement of workers. The aim of the original concept of free movement of workers was so that workers from one Member State could move to another Member State in order to gain employment. In parallel, the transnational provision of services has given rise to a new form of worker mobility linked to the free provision of services: the temporary posting of workers. For instance, whenever an EU company has to move from its country of establishment to a different Member State in order to provide services it does so with its own workers, posting them in the receiving Member State for the services' duration, by definition limited and temporary.

Spain implemented Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services through Spain's Law 45/1999 of 29 November 1999 of the Posting of Workers in the Framework of the Transnational Provision of Services and regulates this type of activity, attributing to the Labour and Social Security Inspectorate the functions of oversight and enforcement of compliance with the Law.

7.2 Transnational Posting Notification Procedure

Whenever an undertaking wishes to post workers to Spain, according to the Law by virtue of which Directive 96/71/EC was implemented into Spanish legislation, it must make the following notifications:

1. Communication of the worker's posting to the source country's Social Security.
2. Communication, prior to the start of the posting and irrespective of its duration, to the competent Spanish labour authority, depending on the territory in which the services are going to be provided.

This second notification is in possession of the labour authorities and the data included in this study on posted worker postings have been taken from it.

In connection with this notification, Article 5 of Law 45/1999 of 29 November 1999 states the following:

1. For the purpose of compliance with Law 45/1999 of 29 November 1999, the employer that posts workers in Spain within the framework of providing transnational services must notify the posting prior to its commencement, irrespective of its duration, to the competent Spanish labour authority, depending on the territory where the services are going to be provided.

2. The posting notification must contain the following data and information:

a) Identification of the company posting the workers

b) Fiscal domicile of the company and its tax number for Value Added Tax purposes

c) The posted workers' personal and professional data

d) Identification of the company or companies and, as and when applicable, the work centre or centres where the posted workers will provide the services

e) The posting's expected start date and duration

f) Description of the provision of services to be conducted in Spain by the indicating the corresponding case of those outlined in Article 2.1.1.

3. The notification referred to in the foregoing points will not be enforceable in the case of the postings defined in letters a) and b) of Article 2.1.1. when the duration thereof does not exceed eight days.

4. When the company posting workers to Spain is a temporary employment agency, the posting notification must include, in addition to the provisions of point 2 above:

a) Evidence that it meets the requirements imposed by the legislation of its country of establishment for making the workers contracted by it available to another user company, on a temporary basis.

b) Without prejudice to the provisions of letter f) of point 2 above, the precise description of the user company's temporary requirements that are to be met with the temporary employment contract, indicating the corresponding case of those outlined in Article 6 of Spain's Law 14/1994 of 1 June 1994 by virtue of which temporary employment agencies are regulated.

7.3 General overview of company sanctions process within the framework of the transnational provision of services

As already indicated, the Labour and Social Security Inspectorate has been entrusted with the oversight and enforcement of compliance with Law 45/1999, which regulates the transnational posting of workers, conducting the functions established in Spain's Law 42/1997 of 14 November 1997 of the Organization of the Labour and Social Security Inspectorate.

The Labour and Social Security Inspectorate check if an infringement in the social order, is entitled to raise for drawing up infringement notices on companies providing transnational services in relation to their non-fulfilment of the applicable regulations, in respect of which the final decision corresponds to the Autonomous Region's labour authority.

The Autonomous Region can confirm, amend or annul the fine proposal contained in the infringement notice.

In order to carry out an analysis of the fines imposed on service-provider companies, the following information was requested from the appropriate labour authorities:

- Fine's Notification: Number of fines notified and means of notification.

- Collection: Information on the number of fines paid voluntarily and those collected through an enforcement procedure
- Infringement notices placed on companies: This indicates the number of infringement notices placed on service-provider companies
- Companies' claims: This indicates the number of companies that have submitted claims against the infringement notices placed on them
- Decisions passed
- Companies that have appealed: This indicates the number of service-provider companies that have appealed a judgment
- Fine amounts: Number of fines in which the judgment amount is greater, equal to or less than 1,500 euros
- Collected fine amounts: Number of collected fines in which the amount is greater, equal to or less than 1,500 euros

Other areas of interest which should be deeper to achieve a higher level of certainty are:

- Problems detected in the handling of sanctioning proceedings that have interrupted or paralysed them
- Number and analysis of the causes of accidents at work involving
- Other matters for which the Labour and Social Security Inspectorate is responsible within the scope of workers' transnational posting for provision services in Spain (working hours, wages, working conditions, etc.)

7.4 Statistical Study Data Collection Procedure

Taking into account the scope and objectives of Project CIBELES, the legal procedure of the foregoing sections and different examples of standard questionnaires provided for the Communication of postings by companies, two questionnaires were prepared (one relating to the notification of posted workers and another relating to the fines imposed on companies providing transnational services), with the necessary fields to be completed by the different labour authorities in order to complete the study. After the questionnaires' review and approval, they were sent to the labour authorities and Territorial Directorates (Annexes I and II).

The labour authorities submitted the requested information, from which it could be seen that, due to the non-existence of an official form, each company uses its own template to prepare its worker posting notification.

In this connection it should be noted that, in recent years, some labour authorities have prepared forms accessible via the Internet, although the requested data are not common to all of them and their use is voluntary.

In the light of this situation, the questionnaire sent out for collecting information on posting communications was redesigned to include the data that appear in the majority of the fine notices received.

The information included in the new questionnaire is as follows:

1. Autonomous Region
2. Province
3. Year of the fine notice (2008, 2009 or 2010)
4. Number of per fine notice
5. Posting duration
6. Name of the company notifying the posting
7. Member State in which the company notifying the posting is established
8. Name of the company receiving the service

8. STATISTICAL ANALYSIS OF WORKER TRANSNATIONAL POSTING NOTIFICATIONS AND THE FINES IMPOSED ON COMPANIES IN THE PERIOD 2008-2010

The study commences with an overview of the sample of Autonomous Regions that submitted the requested information and continues with an in-depth breakdown by province or island.

The metrics studied at a national level and specifically for each Autonomous Region are:

- Percentage of , globally and per year of the study period
- Analysis of the average posting duration using measures of central tendency (mean, median and mode)
- Percentage of by Member State where the company is established, globally and per year of the study period
- Mean duration of the posting, by Member State where the company is established, globally and per year of the study period
- Number of fines imposed, globally and per year of the study period
- Types of notification means used, total number of notifications per means and comparative figures per year of the study period
- Amount and comparison of the means of collecting the fines imposed on companies, globally and per year of the study period
- Amount and comparison of proceedings against companies that notify workers' postings, globally and per year of the study period
- Amount and comparison of judgments, globally and per year of the study period

The major part of the information relating to workers' posting communications will be provided in relative or percentual terms with the information received from those of the Autonomous Regions that provided the requested information, to which a confidence level of 95% has been applied.

8.1 Analysis of Worker Posting Communications

A sample of the total of 23,421 worker posting communications (data provided by eleven Autonomous Regions) has been taken as the starting point. The number of communications analysed (sample size) is 6,318, a datum which has been obtained by applying the 95% confidence level to the study population.

The following Autonomous Regions submitted the requested information:

Autonomous Region of Aragon, Autonomous Region of Balearic Islands, Autonomous Region of Castile and Leon, Autonomous Region of Catalonia, Autonomous Region of Extremadura, Autonomous Region of Galicia, Autonomous Region of Madrid, Region of Murcia, Foral Chartered Region of Navarre, Autonomous Region of Basque Country, Valencian Region.

8.1.1 Global Analysis

Percentage of Posted Workers: total and per year

The analysed sample comprises 6,318 posting communications involving 52,044 workers, with an average of 8 posted workers per notification.

The following graph [Figure 5] shows how the percentage of posted workers is distributed in the 2008-2010 study period at a national level. One observation is that this percentage fell 2% in 2009 with respect to the previous year and 10% in 2010 when compared with 2009. In general, the percentage of posted workers has fallen by 12% over the study period.

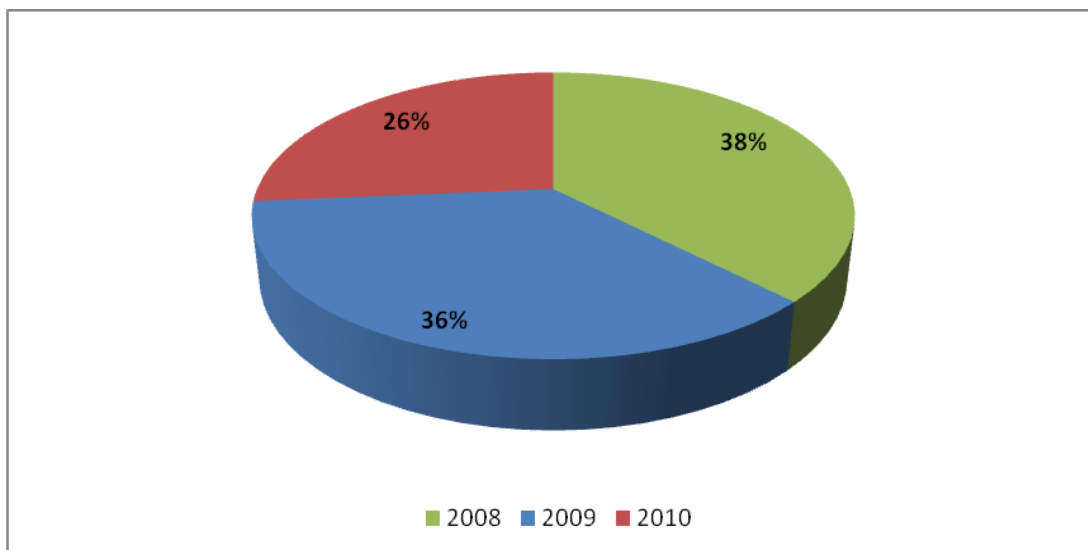


Figure 5: Global percentage of posted workers per year

Mean Posting Duration: total and per year

The mean duration of workers' posting to Spain is 5.7 months. The median and mode values of total duration coincide, at 6 months.

However, although the mean or most repeated duration is 6 months, as per the standard deviation, there is a large number of postings with a duration of between four and eight months. See the table [Table 1].

The median, which corresponds to the central value, taking into account all the durations analysed arranged from low to high (percentil 50) is a duration of 6 months.

The mode or duration value that is most repeated in the analysed sample is also 6 months.

The observation from table [Table 1] is that the median and mode values are the same for all the study years. This means that there are no extreme values distorting the sample's distribution.

There are some communications in which workers are posted for an indeterminate duration (no specific term is indicated) or until the job is completed.

The percentage of workers in the analyzed sample who are posted without a specific term being indicated is 5% compared with those who have an established duration before being posted.

DISPLACEMENT DURATION (months)	2008	2009	2010	TOTAL
Average	6,1	6,0	4,8	5,7
Standard deviation	4,3	3,6	4,7	4,2
Median	6	6	6	6
Mode	6	6	6	6

Table 1: Descriptive measures of the total displacement duration per year

Percentage of Posted Workers by Member State: total and per year

Of all the companies established in an EU Member State that notify the posting of workers to Spain during the study period, 89% state Portugal as their country of establishment. These are followed by the companies established in Romania and Poland, with just 3% of communications, as can be seen in the following graph [Figure 6]:

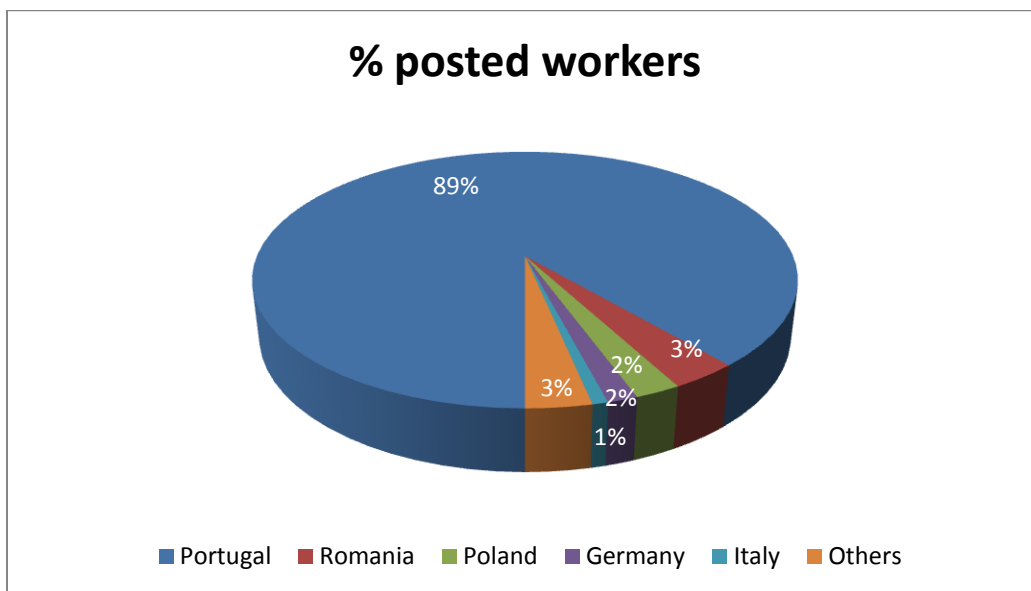


Figure 6: Average displacement duration based on the sending company's establishment country per year

This percentage is a consistent datum throughout the study period.

Details are given below of the number of workers posted by the Member State in which the companies that notify the posting of workers during the study period are established [Table 2].

States	2008	2009	2010	Total
Portugal	17.689	16.523	12.505	46.717
Romania	433	824	540	1.797
Poland	762	274	180	1.216
Germany	262	238	299	799
Italy	58	166	190	414
United Kingdom	159	136	100	395
Czech Republic	7	238	43	288
France	55	57	86	198
Lithuania	86	73	29	188
Slovenia	31	44	45	120
Luxembourg		110	3	113

States	2008	2009	2010	Total
Denmark	29	24	49	102
Hungary	38	34	4	76
Austria	23	22	30	75
Netherlands	8	27	34	69
Bulgaria	15	45	3	63
Belgium			20	20
Finland		6	2	8
Total	19.655	18.841	14.162	52.658

Table 2: Total posted workers by sending company's establishment country

Mean Duration of Posting based on the Notifying Company's Country of Establishment: total and per year

The mean duration of workers' postings for the transnational provision of services, based on the notifying companies' country of establishment, is 5.7 months; the median and mode values are 6 months.

The majority of the companies established in Portugal that post workers for the transnational provision of services do so for a mean term of 6 months.

The companies established in Hungary, Finland and the Netherlands post workers to Spain for a mean duration of 7.1 months, whereas those established in Slovenia and Denmark post workers for an average duration of 1.7 months. See the following graph [Figure 7]:

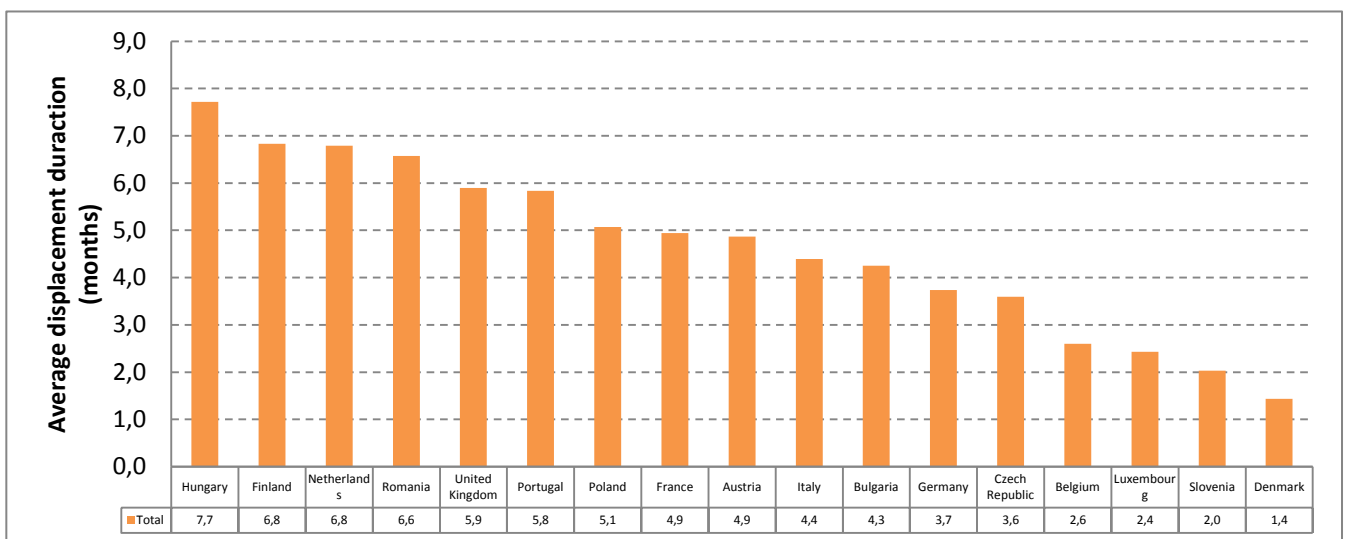


Figure 7: Average displacement duration based on the sending company's establishment country

If a comparison of the analysed data is made based on the study period's years, the following graph [Figure 8] is obtained, which shows that the mean duration of workers' posting has fallen 22% in the three years of the study.

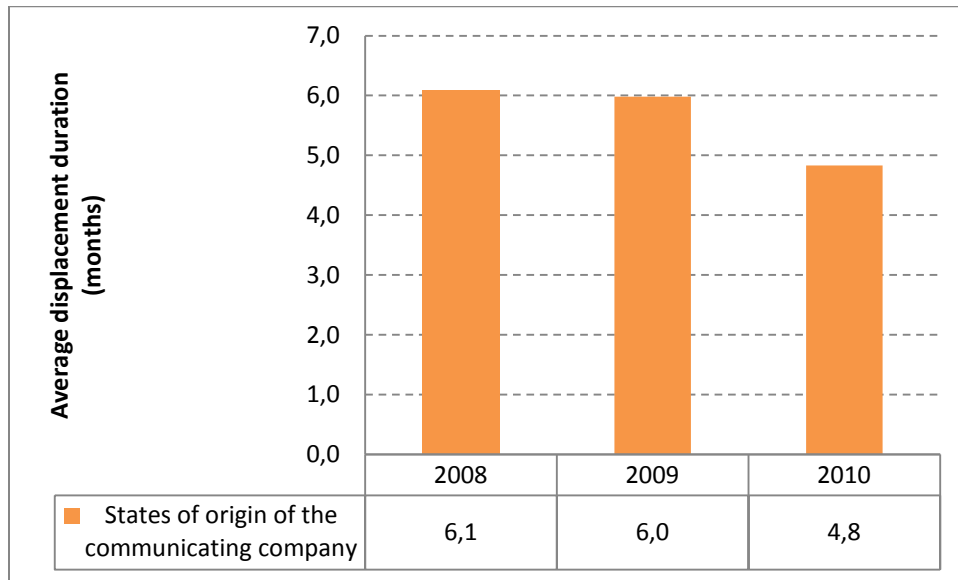


Figure 8: Global average displacement duration based on the sending company's establishment country per year

The next graph [Figure 9] gives details of the country of establishment of the companies making the notification, the posting duration in the years 2008, 2009 and 2010.

It can be seen that, due to the general crisis, the mean duration fell for the majority of the companies pertaining to EU Member States. The effect was differed for:

- The companies established in Hungary, Finland, Netherlands, Poland, Czech Republic and Luxembourg, in respect of which worker postings from companies established in these countries increased in 2010.
- The companies established in Belgium (2010 data).

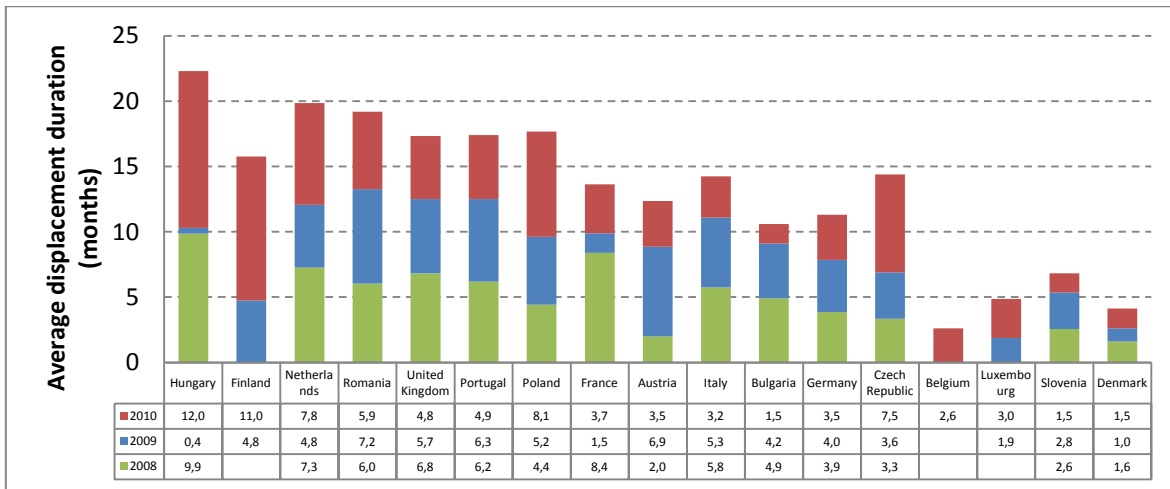


Figure 9: Average displacement duration based on the sending company's establishment country per year

8.1.2 Analysis by Autonomous Region

The total number of communications that shape the study population is 23,421 communications and the sample size selected with a confidence level of 95%, is 6,317 communications.

For the analysis of this section, the notification sample indicated in the following table [Table 3] has been taken into account:

Autonomous Regions	Provinces/Islands	Communications (Population)	Communications Sample size (95% confidence level)
A.R. of Aragón	Huesca	105	83
	Teruel	29	27
	Saragossa	2.274	329
A.R. of Balearic Islands	Ibiza	304	170
	Majorca	563	229
	Minorca	16	15
A.R. of Castile and Leon	Avila	160	113
	Burgos	1.350	299
	Leon	1.110	286
	Palencia	209	136
	Salamanca	407	198
	Segovia	76	64
	Soria	231	144
	Valladolid	864	266
	Zamora	178	122
A.R. of Catalonia	Barcelona	1.828	318
	Girona	830	263

	Lleida	35	32
	Tarragona	306	171
A.R of Extremadura	Badajoz	155	111
	Caceres	91	74
A.R. of Galicia	A Coruña	910	270
	Lugo	342	181
	Ourense	200	132
	Pontevedra	1.912	320
A.R. of Madrid	Madrid	3.000	341
Region of Murcia	Murcia	26	24
C.R.Foral Chartered Region of Navarre	Navarre	230	144
A.R. of Basque Country	Alava	496	217
	Bizkaia	803	260
	Gipuzkoa	2.492	333
Valencian Region	Alicante	586	232
	Castellon	195	130
	Valencia	1.108	285
TOTAL		23.421	6.317

Table 3: Total amount of transnational displacements requests (entire population and research sample)

Percentage of Posted Workers: total and per year

The following graph [Figure 10] shows the total percentage of workers posted to each one of the Autonomous Regions included in the study sample.

As can be seen, the Autonomous Region receiving the largest percentage of posted workers in the 2008-2010 period is the Basque Country with 28%, followed by Castile and Leon with 18%, Catalonia with 16% and Galicia with 12%.

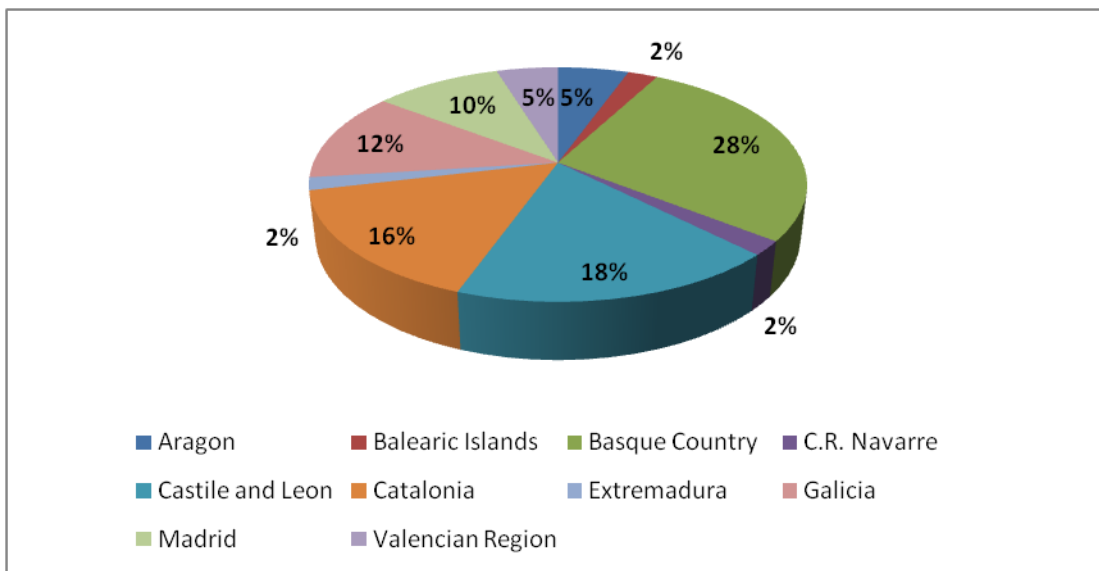


Figure 10: Percentage of total posted workers by Autonomous Region

A study is explained below of whether or not the global percentages are maintained for each one of the study years:

- Year 2008: From the following graph [Figure 11] the observation is the global tendency continues. In relation to the global graph [Figure 10] the observation is that the percentage of workers posted to Basque Country has fallen 2% and the number posted to Galicia has fallen 3%; however, there has been a 5% increase in the percentage of workers posted to Castile and Leon.

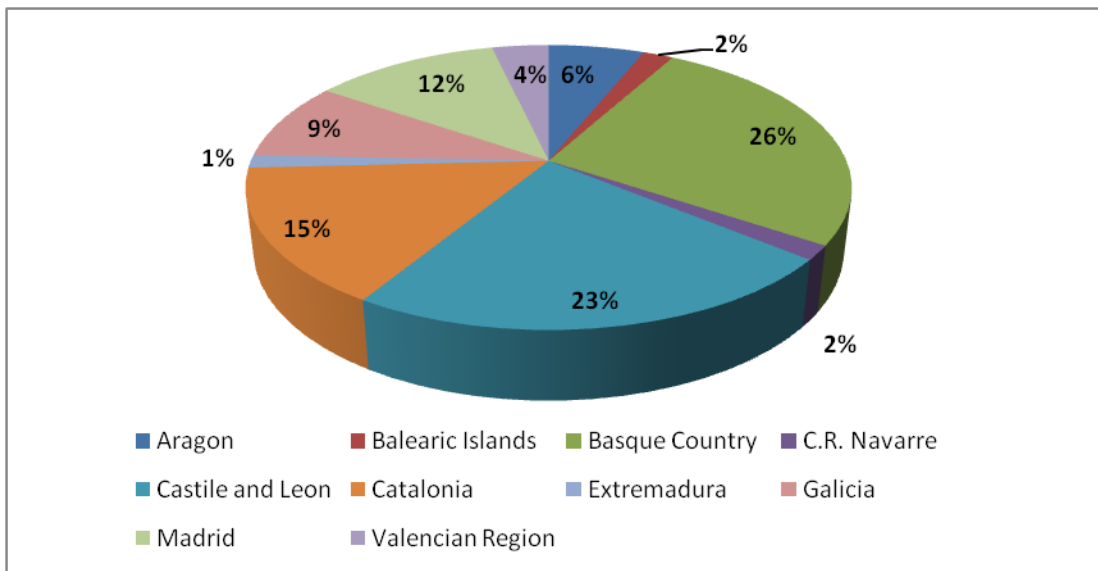


Figure 11: Percentage of posted workers by Autonomous Region in 2008

- Year 2009: From the following graph [Figure 12] the observation is that the global tendency continues. There is a 9% increase in the number of workers posted to the Basque Country with respect to the mean and a 13% increase with respect to the previous year; Galicia increases the number of posted workers with respect to the previous year by 2%; Catalonia maintains its percentage and in Castile and Leon it falls by 19%. In general, in 2009 all the dominant Autonomous Regions, with the exception of Castile and Leon, maintain or increase their percentages with respect to the previous year.

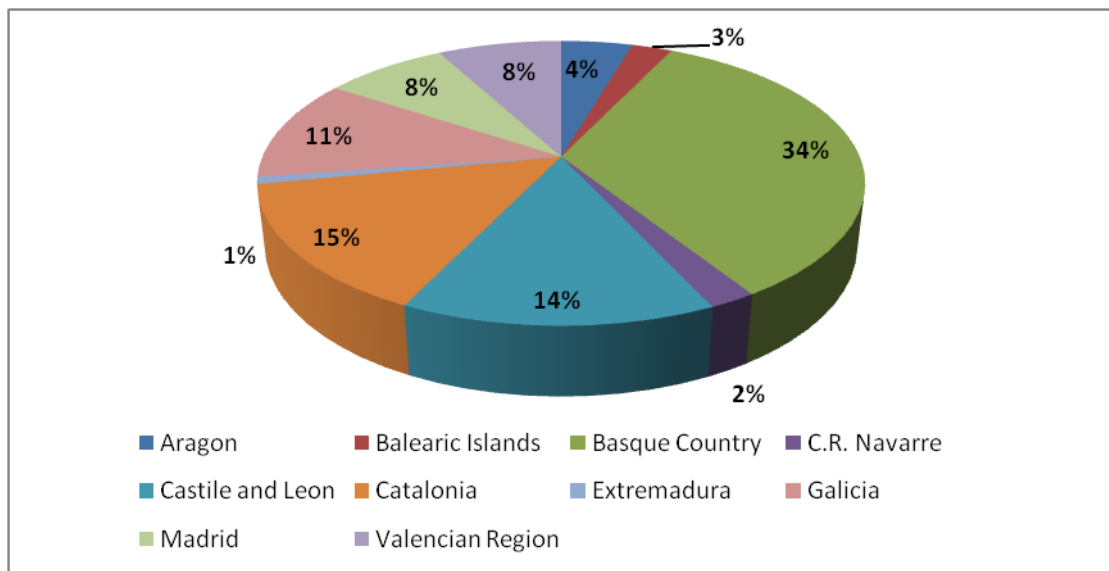


Figure 12: Percentage of posted workers by Autonomous Region in 2009

- Year 2010: From the following graph [Figure 13] the observation is that the global tendency continues. Once again the Basque Country occupies first place although with a 13% drop with respect to 2009 and 5% with respect to the previous year; Galicia has a 7% increase and Catalonia a 3% increase, with both regions in second place; Castile and Leon has an increase of 2%. In general, in 2010 postings increase to all dominant Autonomous Regions with respect to the previous year, with the exception of the Basque Country in which there is a fall.

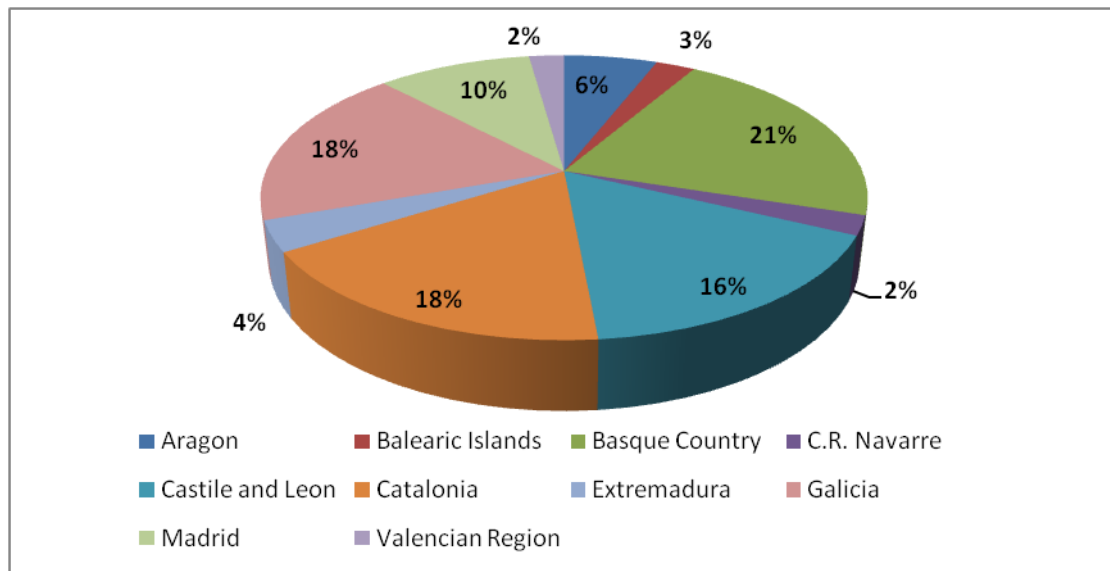


Figure 13: Percentage of posted workers by Autonomous Region in 2010

Autonomous Region of Aragon

The number of communications of posted worker postings from the study population to the Autonomous Region of Aragon is 2,408 and the sample size is 439.

The number of worker postings within the framework of transnational provision of services during the period between the years 2008 and 2010 pertaining to the same study sample is 2,867. It is estimated that a total of 15,726 workers posted to Autonomous Region of Aragon during the study period.

The following graph [Figure 14] shows the percentage of posted workers per year, which has fallen by an average of 7% throughout the three years.

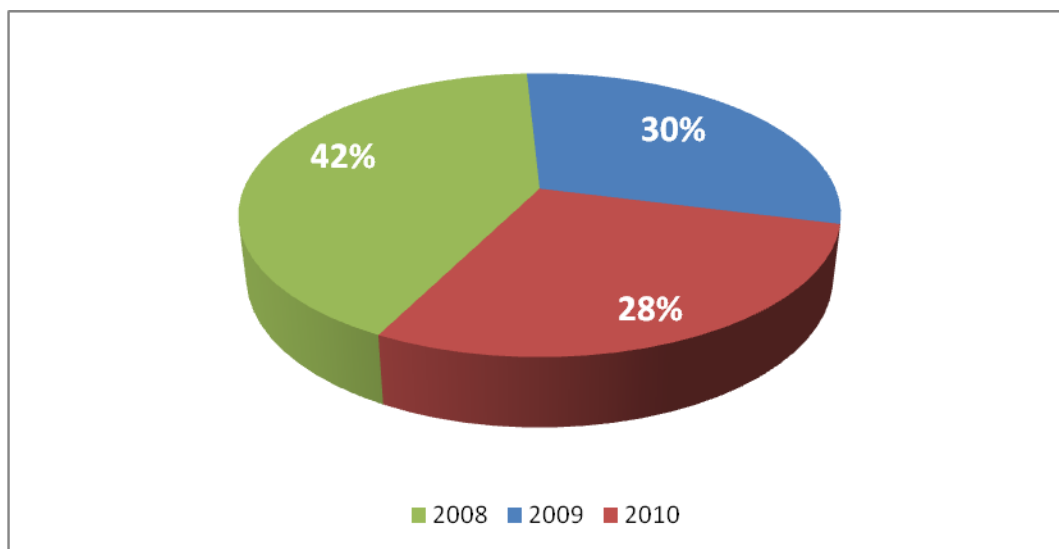


Figure 14: Global percentage of posted workers to the Autonomous Region of Aragon per year

This decreasing tendency is directly proportional to the drop in the Aragon Autonomous Region's Gross Domestic Product (GDP) in the period. The following table [Table 4] gives the total number of jobs, in thousands, in the Autonomous Region of Aragon in the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
A.R. of Aragon	676,1	632,9	616,5
Construction	72,9	60,7	n.a. ⁴

Table 4: INE - Spanish Regional Accounting - Autonomous Region of Aragon

The following graph [Figure 15] shows the percentage of posted workers, by province, during the study period.

The province of Saragossa concentrates 73% of posting communications, with this percentage falling by an average of 2% each year.

The percentage of communications in the province of Huesca fell 3% in 2009 with respect to 2008; however, in 2010 communications increased by 2% with respect to the previous year.

Teruel concentrates 10% of posting communications and the number of communications fell by approximately 9% during the study period.

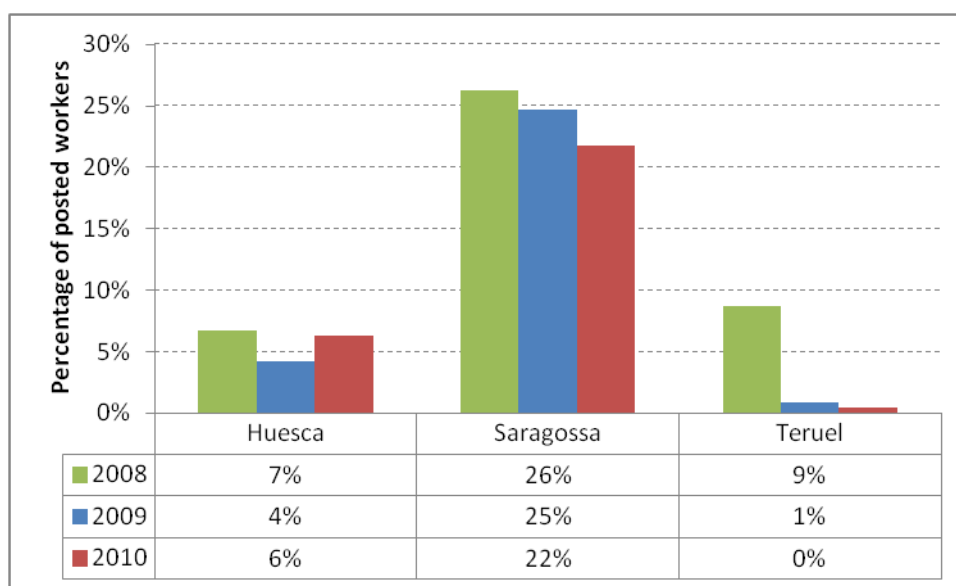


Figure 15: Percentage of posted workers to the provinces of the Autonomous Region of Aragon per year

⁴ Data not available at the date of completion of this study
<http://www.ine.es/daco/daco42/cre00/dacocre.htm>

Autonomous Region of Balearic Islands

The number of communications of transnational postings of workers from the study population pertaining to the Balearic Islands is 883 and the number of communications of the sample, is 414.

The number of posted workers within the framework of transnational provision of services during the period between the years 2008 and 2010 pertaining to the study sample is 1,200. On this basis, it is estimated that a total of 2,559 workers were posted to the Autonomous Region of Balearic Islands during the study period.

The following graph [Figure 16] shows the percentage of posted workers per year.

The percentage of postings increased in 2009 with respect to 2008 by 7% but in 2010 it fell 12% with respect to 2008.

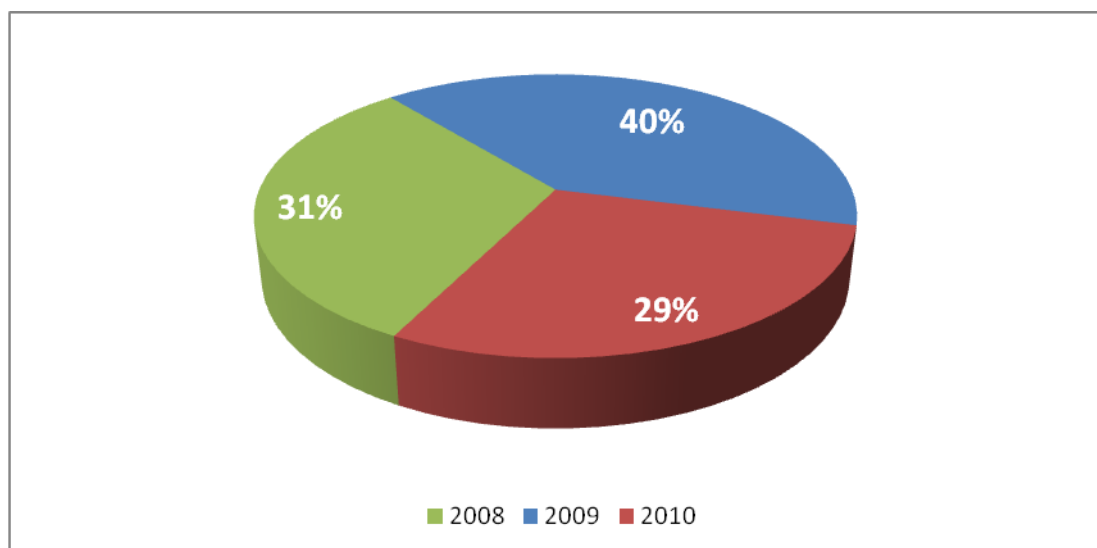


Figure 16: Global percentage of posted workers to the Autonomous Region of the Balearic Islands per year

The drop in the percentage of posting communications received throughout the study period is related to the fall in the Balearic Islands Autonomous Region's Gross Domestic Product (GDP).

The following table [Table 5] shows the total number of jobs, in thousands, in the Autonomous Region of Balearic Islands during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
A.R. of Balearic Islands	536,8	504,8	488,4
Construction	80,7	65,3	n.a.

Table 5: INE - Spanish Regional Accounting - Autonomous Region of the Balearic Islands

The following graph [Figure 17] gives the percentage of posted workers to the Balearics archipelago.

The majority of posting communications received by the Autonomous Region of Balearic Islands in the years 2008, 2009 and 2010 corresponds to the island of Majorca, where the percentage of postings has fallen by an average of 3% per year. The islands of Majorca and Minorca continue the decreasing annual trend whereas in the case of Ibiza communications increased by 10% in 2010 with respect to 2008.

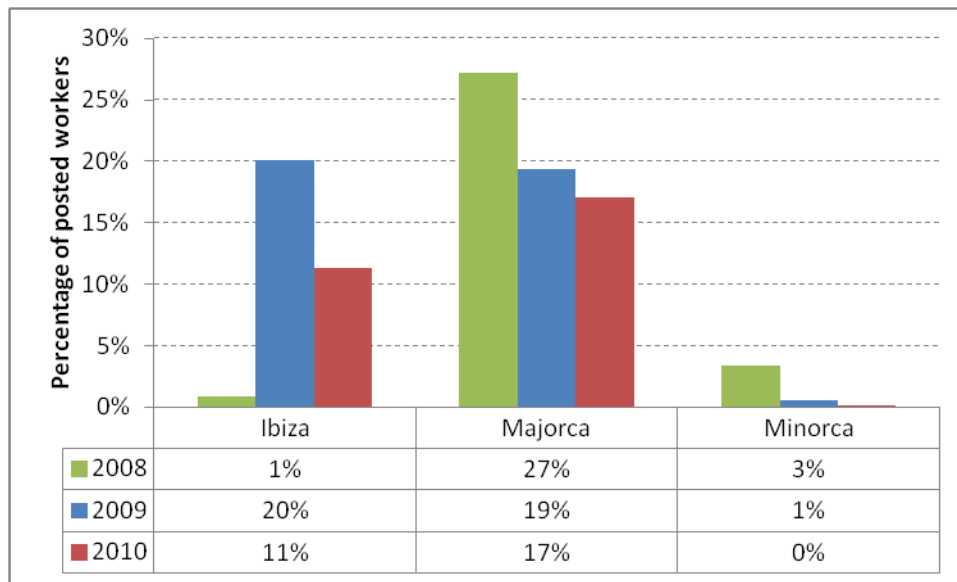


Figure 17: Percentage of posted workers to the islands of the Autonomous Region of the Balearic Islands per year

Autonomous Region of Castile and Leon

The number of communications of transnational postings of workers from the study population pertaining to the Autonomous Region of Castile and Leon is 4,585 and the sample size is 1,628.

The number of worker postings within the framework of transnational provision of services between the years 2008 and 2010 pertaining to the study sample is 2,842. On this basis, it is estimated that the posting of 8,004 workers to Castile and Leon was notified in the study period.

The following graph [Figure 18] shows the percentage of posted workers by year.

The percentage of workers posted to Castile and Leon fell by 20% in 2009 with respect to 2008 and in 2010 it fell once again with respect to the previous year, by 4%. In general, the percentage of posted workers fell by an average of 8% per year.

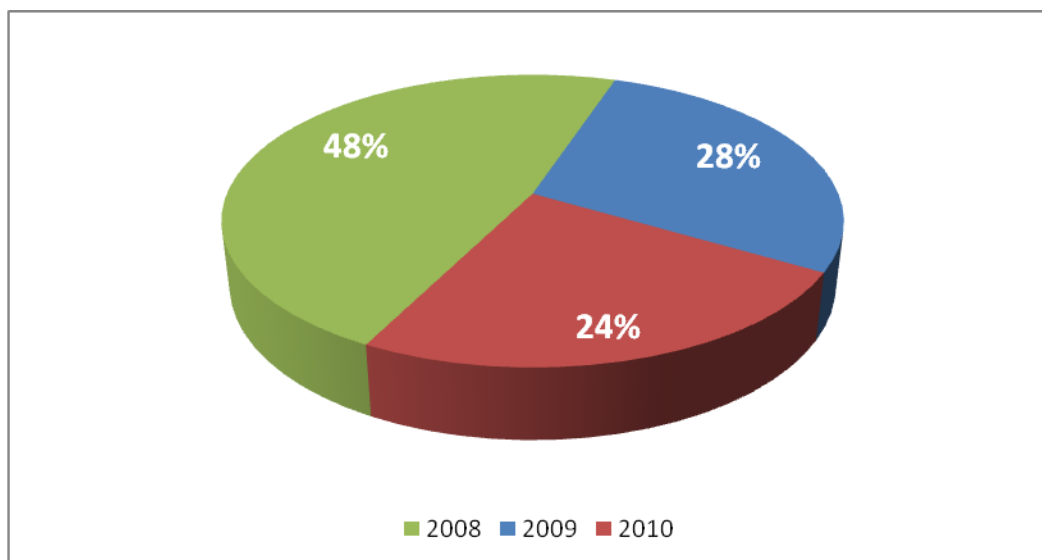


Figure 18: Global percentage of posted workers to the Autonomous Region of Castile and Leon per year

The drop in the percentage of posting communications received throughout the study period is related to the fall in the Castile and Leon Autonomous Region's Gross Domestic Product (GDP).

The following table [Table 6] gives the total number of jobs, in thousands, in Castile and Leon during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
A.R. of Castile and Leon	1.154,3	1.090,1	1.078,6
Construction	132,4	111,3	n.a.

Table 6: INE - Spanish Regional Accounting - Autonomous Region of Castile and Leon

The following graph [Figure 19] shows the percentage of posted workers by province.

The provinces that have received most posted workers are Valladolid with 20%, followed by Leon with 16%. The province with the lowest number of postings in the study

period is Segovia, with just 1% of the provinces' total. The remaining provinces show an average of 7% of the posted workers per province.

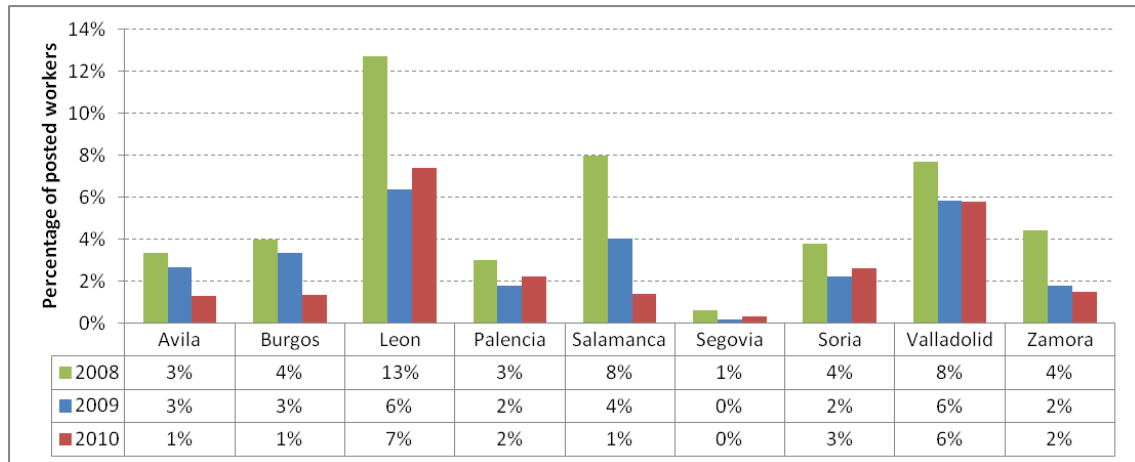


Figure 19: Percentage of posted workers to the provinces of the Autonomous Region of Castile and Leon per year

Autonomous Region of Catalonia

The number of communications of transnational postings of workers from the study population pertaining to the Autonomous Region of Catalonia is 2,999 and the sample size, is 783.

The number of worker postings within the framework of transnational provision of services between the years 2008 and 2010 pertaining to the study sample is 8,191. On this basis, it is estimated that the posting of 31,373 workers to Autonomous Region of Catalonia was notified in the study period.

The following graph [Figure 20] shows the percentage of posted workers by year.

In Catalonia the number of posted workers fell by 3% in 2009 with respect to 2008 and, once again, in 2010 this number fell by 5% with respect to the previous year. In general, the percentage of posted workers fell by an average of 2.6% per year.

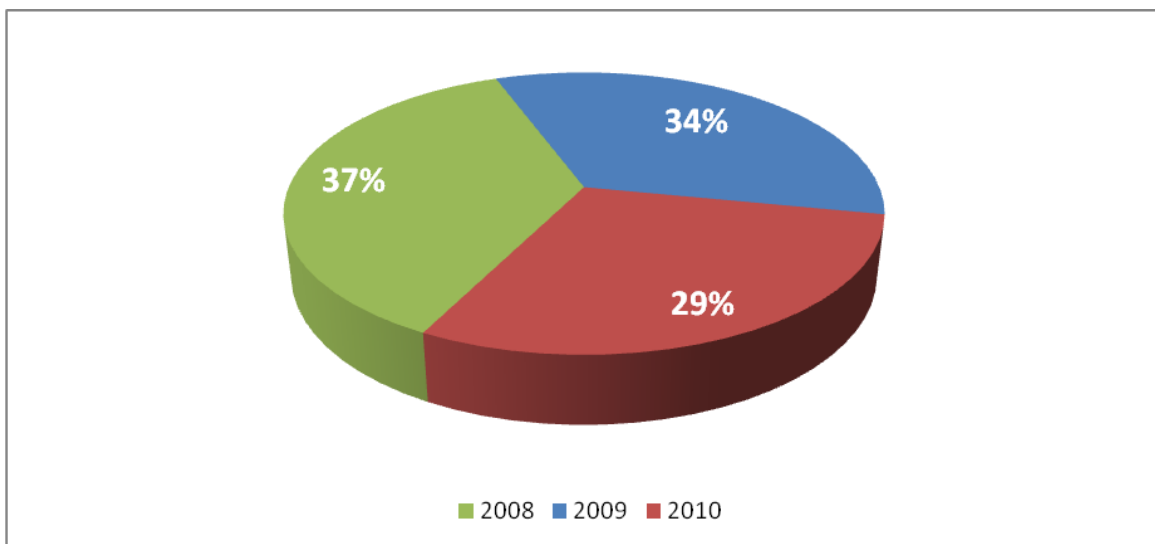


Figure 20: Global percentage of posted workers to the Autonomous Region of Catalonia per year

The drop in the percentage of posting communications received throughout the study period is related to the drop in the Catalonia Autonomous Region's Gross Domestic Product (GDP).

The following table [Table 7] gives the total number of jobs, in thousands, in Catalonia during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
A.R. of Catalonia	3.835,1	3.582,4	3.494,2
Construction	372	305	n.a.

Table 7: INE - Spanish Regional Accounting - Autonomous Region of Catalonia

The following graph [Figure 21] shows the percentage of posted workers by province. The observation is that more than half of the posting communications received by Catalonia in the years 2008, 2009 and 2010 correspond to the province of Barcelona, where the percentage of posted workers has been decreasing by an average of 2.3% per year. It is followed by Girona and Tarragona, each with approximately 20% of the posted workers, although the tendencies are different. Whereas in Girona the percentage of posted workers has fallen 2%, in Tarragona it has increased by 2%. Lleida is the province that receives the smallest number of posted workers, at just 6%, although this percentage has been maintained throughout the three-year period.

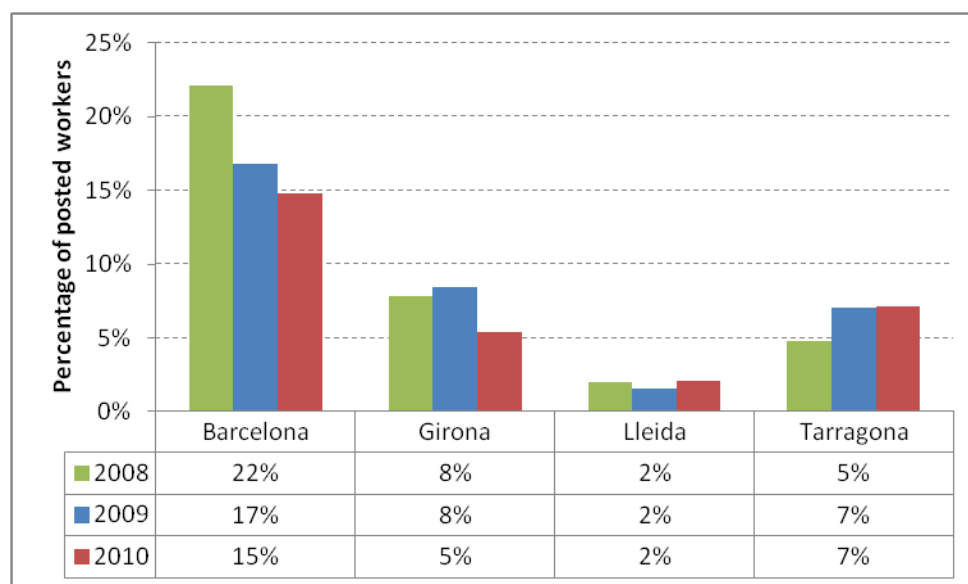


Figure 21: Percentage of posted workers to the provinces of the Autonomous Region of Catalonia per year

Autonomous Region of Extremadura

The number of communications of transnational postings of workers from the study population pertaining to the Autonomous Region of Extremadura is 246 and the sample size, is 184.

The number of posted workers within the framework of transnational provision of services during the period between the years 2008 and 2010 pertaining to the study sample is 1,221. On this basis, it is estimated that the posting of 1,632 workers to the Autonomous Region of Extremadura was notified in the study period.

The following graph [Figure 22] shows the percentage of posted workers by year.

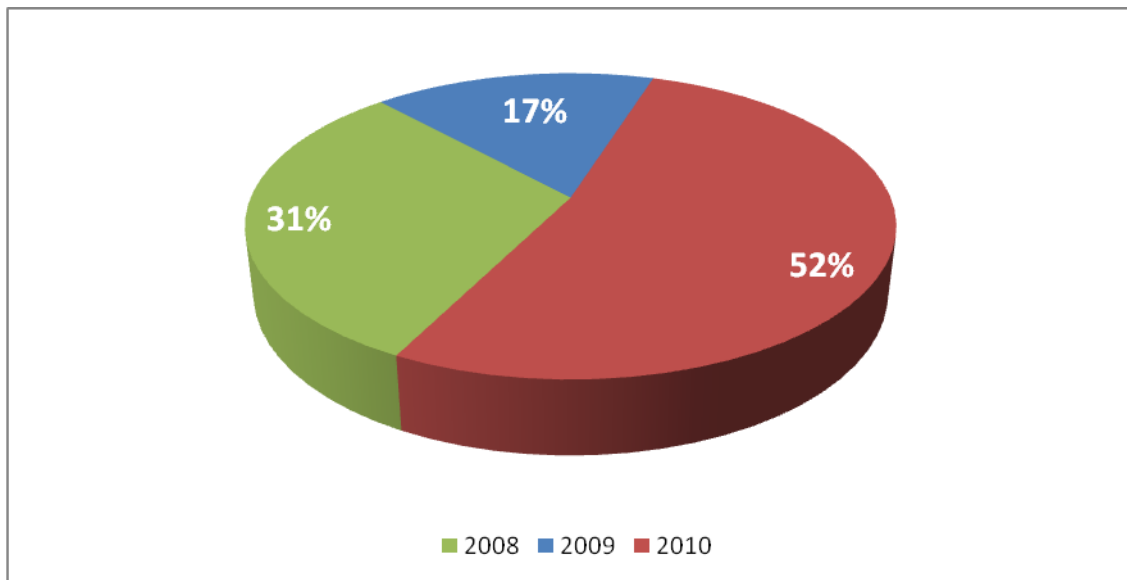


Figure 22: Global percentage of posted workers to the Autonomous Region of Extremadura per year

In contrast to the global tendency, the percentage of posted workers has increased by 21% in 2010 with respect to 2008 although in 2009 it fell by 15%.

It is remarkable the increase in the percentage of posting communications received throughout the study period is not related to the fall in the Extremadura Autonomous Region's Gross Domestic Product (GDP).

The following table [Table 8] shows the total number of jobs, in thousands, in Extremadura in the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
A.R. of Extremadura	424,9	400,3	393,1
Construction	61,8	48,4	n.a.

Table 8: INE - Spanish Regional Accounting - Autonomous Region of Extremadura

The following graph [Figure 23] gives the percentage of posted workers by province. The province that has received most posted workers is Badajoz, with 72%. The percentage of posted workers to Badajoz fell 20% in 2009 with respect to 2008 but picked up in 2010 with a 31% increase. In the case of Caceres, the tendency has been increasing with an average of 5.5% per year.

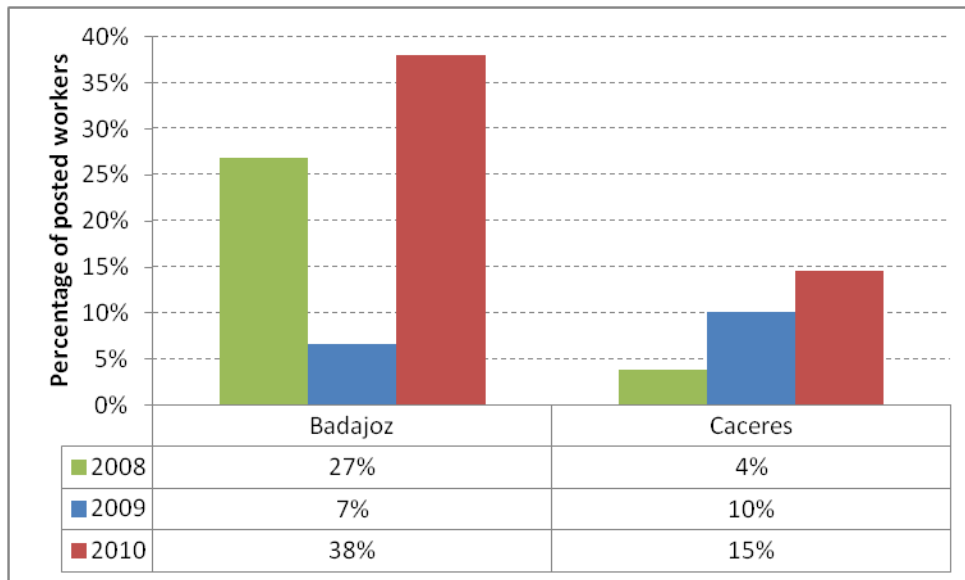


Figure 23: Percentage of posted workers to the provinces of the Autonomous Region of Extremadura per year

Autonomous Region of Galicia

The number of communications of transnational postings of workers used in the study population is 3,365 and the sample size, is 903.

The number of posted workers during the period between the years 2008 and 2010 pertaining to the study sample is 6,427. On this basis, it is estimated that a total of 23,943 workers was posted to the Autonomous Region of Galicia in the study period.

The following graph [Figure 24] shows the percentage of posted workers per year. In contrast to the global tendency, the percentage of posted workers increased by an average of 6.5% per year throughout the three years of the study.

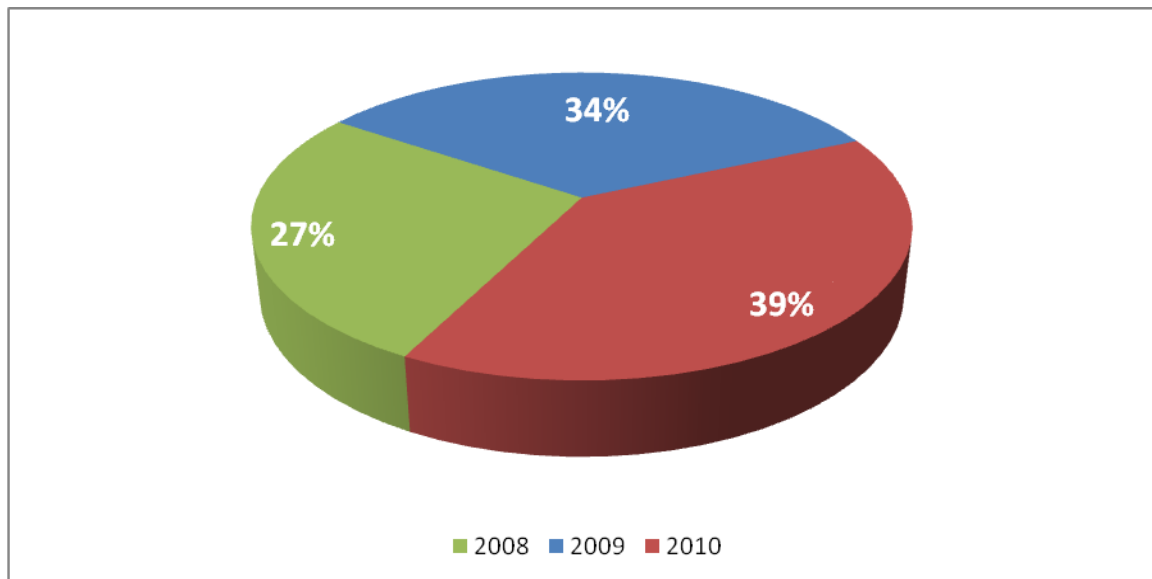


Figure 24: Global percentage of posted workers to the Autonomous Region of Galicia per year

The increase in the percentage of posting communications received throughout the study period is not related to the fall in the Galicia Autonomous Region's Gross Domestic Product (GDP).

The following table [Table 9] gives the total number of jobs, in thousands, in the Autonomous Region of Galicia during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
A.R. of Galicia	1.210,2	1.138,9	1.117,2
Construction	141,4	117,5	n.a.

Table 9: INE - Spanish Regional Accounting - Autonomous Region of Galicia

The following graph [Figure 25] shows the percentage of posted workers by province.

The provinces of A Coruña, Lugo and Ourense show an increasing tendency throughout the years and the three provinces account for 50% of the data.

The province of A Coruña increased its percentage of posted workers by an average of 3.5% per year, Lugo by 2.6% and Ourense by 1%.

The other 50% of posted workers corresponds to the province of Pontevedra, where, in contrast to the other provinces, the tendency is decreasing, with an average fall of 3% per year. However, the number of posted workers in 2008 to Pontevedra and the rest of the provinces does not exceed the percentage of posted workers in 2009 to all the provinces in the Autonomous Region of Galicia, hence the increasing tendency of the Autonomous Region as a whole with respect to the percentage of posted workers during the study period.

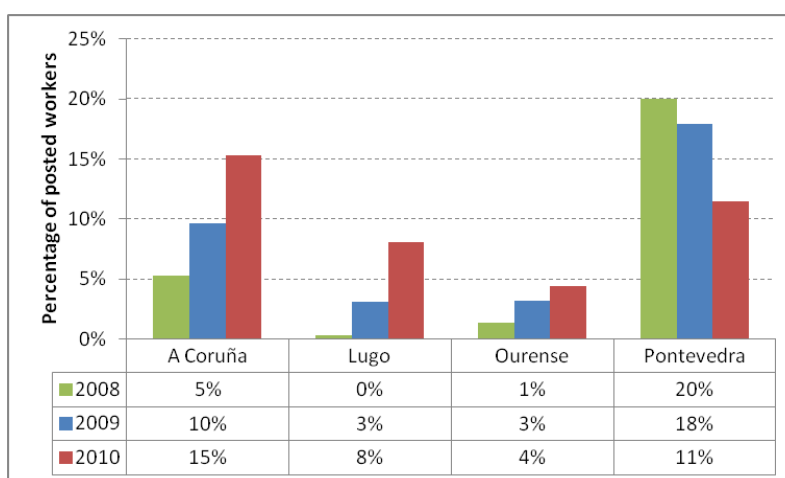


Figure 25: Percentage of posted workers to the provinces of the Autonomous Region of Galicia per year

Autonomous Region of Madrid

The number of worker posting communications analysed in the study population is 3,000 and the sample size, is 341.

The number of posted workers in the period between the years 2008 and 2010 pertaining to the study sample is 5,140. On this basis, it is estimated that 45,220 workers were posted to Autonomous Region of Madrid during the study period.

The following graph [Figure 26] shows the percentage of posted workers by year. The percentage of workers posted to the Autonomous Region of Madrid has fallen an average of 9.5% per year.

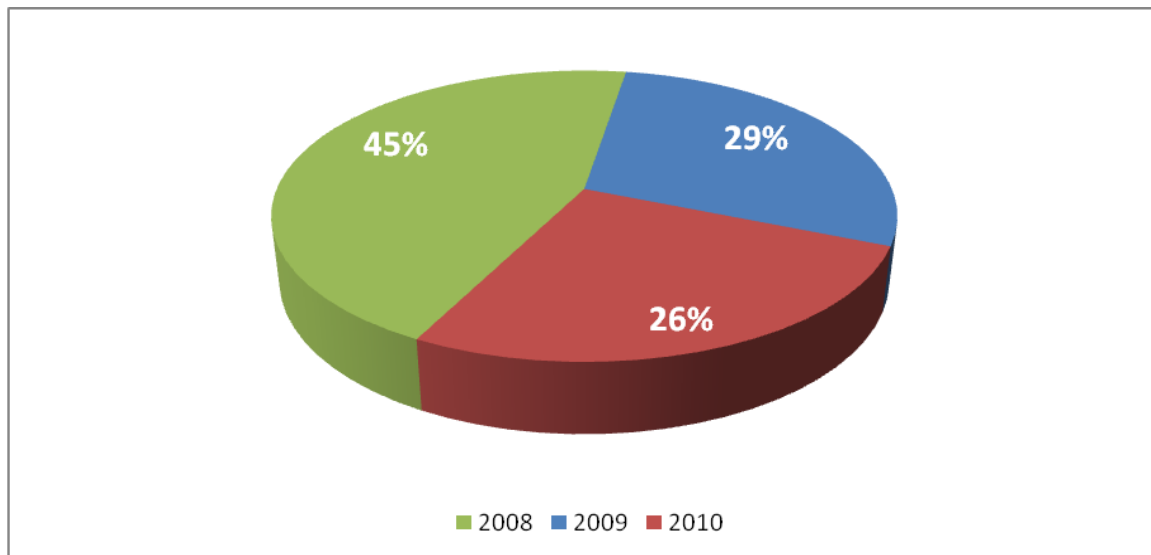


Figure 26: Global percentage of posted workers to the Autonomous Region of Madrid per year

The drop in the percentage of posting communications received throughout the study period is related to the fall in the Madrid Autonomous Region's Gross Domestic Product (GDP).

The following table [Table 10] gives the total number of jobs, in thousands, in the Autonomous Region of Madrid during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
A.R. of Madrid	3.492,8	3.307,7	3.246,3
Construction	330,1	270,9	n.a.

Table 10: INE - Spanish Regional Accounting - Autonomous Region of Madrid

Region of Murcia

The number of worker posting communications used in the study population is 26 and the number of communications analyzed, is 24.

The number of worker postings within the framework of transnational provision of services in the period between the years 2008 and 2010 pertaining to the study sample is 645. On this basis, it is estimated that a total of 781 workers were posted to Region of Murcia in the study period.

The following graph [Figure 27] shows the percentage of posted workers by year. In contrast to the global tendency, the percentage of posted workers increased by an average of 51% in 2010 with respect to 2008, in spite of the fact that it fell 11% in 2009 with respect to the previous year.

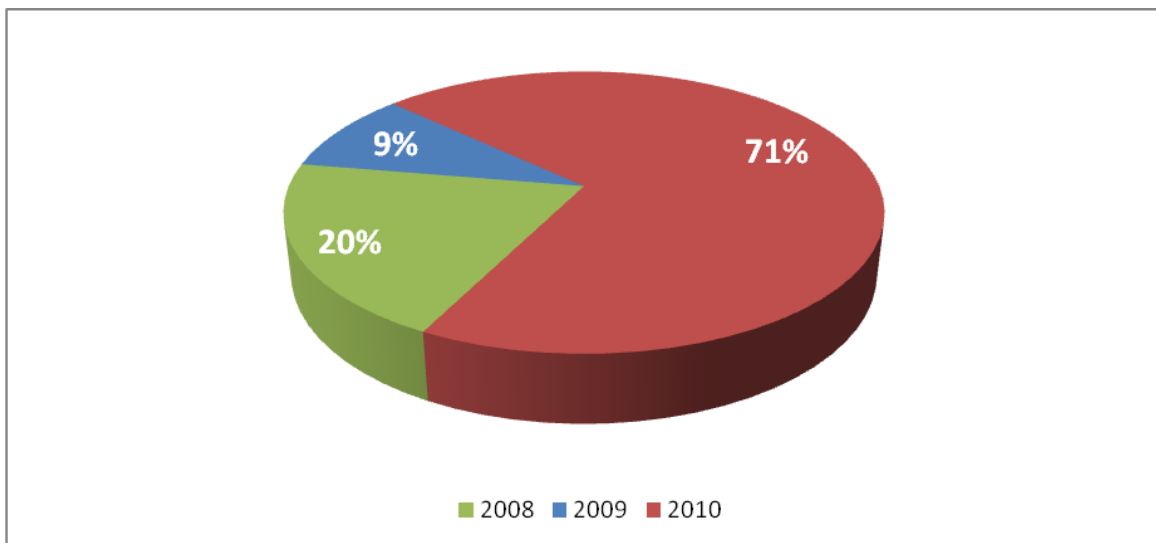


Figure 27: Global percentage of posted workers to the Autonomous Region of Murcia per year

It must be emphasized that the fall in the percentage of posted worker communications received throughout the study period is not related to the fall in the Murcia Region's Gross Domestic Product (GDP).

The following table [Table 11] shows the total number of jobs, in thousands, in the Region of Murcia during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
Region of Murcia	604,8	558,2	548,5
Construction	76,3	52,1	n.a.

Table 11: INE - Spanish Regional Accounting - Autonomous Region of Murcia

Foral Chartered Region of Navarre

The number of posted worker posting communications of the study population is 230 and the sample size, is 144.

The number of posted workers during the period between the years 2008 and 2010, pertaining to the study sample, is 1,015. It is estimated that a total of 1,621 workers were posted to the Foral Chartered Region of Navarre during the study period.

The following graph [Figure 28] shows the percentage of posted workers per year. It can be seen that the percentage of workers posted to the Foral Chartered Region of Navarre increased by 8% in the 2009 although it subsequently decreased in 2010 by 9% with respect to the previous year and 1% with respect to 2008.

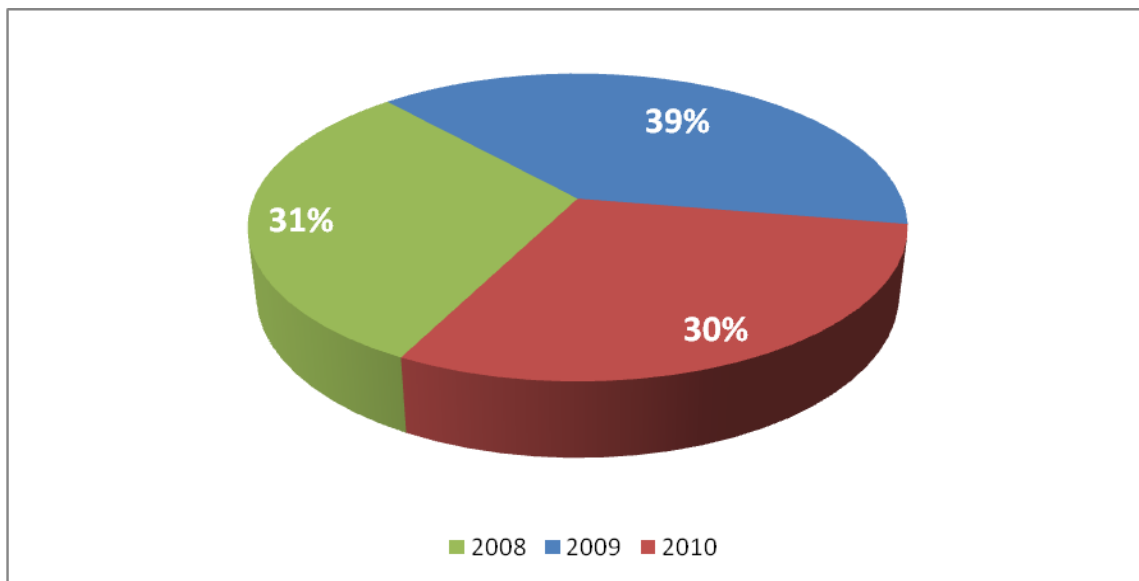


Figure 28: Global percentage of posted workers to the Foral Chartered Region of Navarre

The drop in the percentage of posting communications received throughout the study period is related to the fall in the Foral Chartered of Navarre Region's Gross Domestic Product (GDP).

The following table [Table 12] gives the total number of jobs, in thousands, in the Foral Chartered Region of Navarre during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in thousands of employments)	2008	2009	2010
C.R. Foral Chartered Region of Navarre	354,5	335,2	328,8
Construction	39,8	30,4	n.a.

Table 12: INE - Spanish Regional Accounting - Foral Chartered Region of Navarre

Autonomous Region of Basque Country

The number of worker posting communications used in the study population is 3,791 and the sample size, is 810.

The number of posted workers during the period between the years 2008 and 2010 pertaining to the study sample is 14,438. On this basis, it is estimated that a total of 67,573 workers were posted to Autonomous Region of Basque Country in the study period.

The following graph [Figure 29] shows the percentage of posted workers per year, which percentage fell by an average of 9.5% per year.

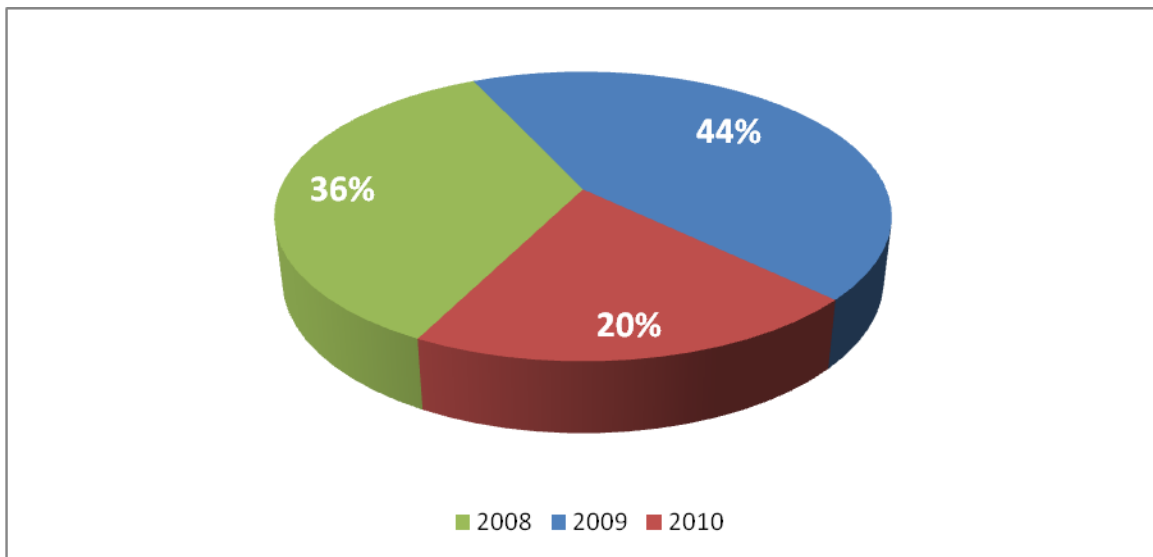


Figure 29: Global percentage of posted workers to the Basque Country per year

The drop in the percentage of posting communications received throughout the study period is related to the fall in the Basque Country Autonomous Region's Gross Domestic Product (GDP).

The following table [Table 13] gives the total number of jobs, in thousands, in the Autonomous Region of Basque Country in the years 2008, 2009 and 2010:

Global Occupation	2008	2009	2010

(amounts expressed in thousands of employments)			
A.R. of Basque Country	354,5	335,2	328,8
Construction	39,8	30,4	n.a.

Table 13: INE - Spanish Regional Accounting - Basque Country

The following graph [Figure 30] shows the percentage of posted workers by province. The provinces of Alava and Gipuzkoa follow the global decreasing tendency throughout the study period.

The number of workers posted to the province of Gipuzkoa increased by 3% in 2009 with respect to 2008 and decreased by 8% in 2010. In general, the percentage of posted workers fell by 6% during the study period.

The percentage of workers posted to the province of Alava increased by 2% in 2009 with respect to 2008 and decreased by 16% in 2010. In general, the percentage of posted workers fell by 14% during the study period.

However, in the case of the province of Bizkaia, this percentage increased by an average of 1.3% each year.

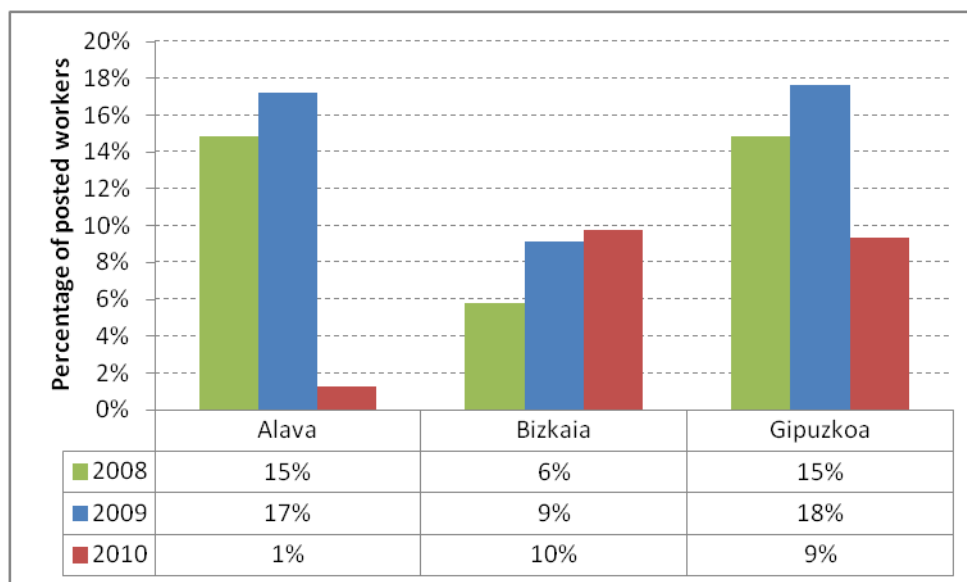


Figure 30: Percentage of posted workers to the provinces of the Basque Country per year

Valencian Region

The number of worker posting communications used in the study population for the Valencian Region is 1,889 and the sample size is 647.

The number of worker postings to the Valencian Region within the framework of transnational provision of services during the period between the years 2008 and 2010 pertaining to the study sample is 2,509. On this basis, it is estimated that a total of 7,325 workers were posted to this Region during the study period.

The following graph [Figure 31] shows the percentage of posted workers by year. The observation is that there was an increase of 12% in the postings to the Valencian Region in 2009 with respect to 2008 whereas there was a decrease of 48% in 2010.

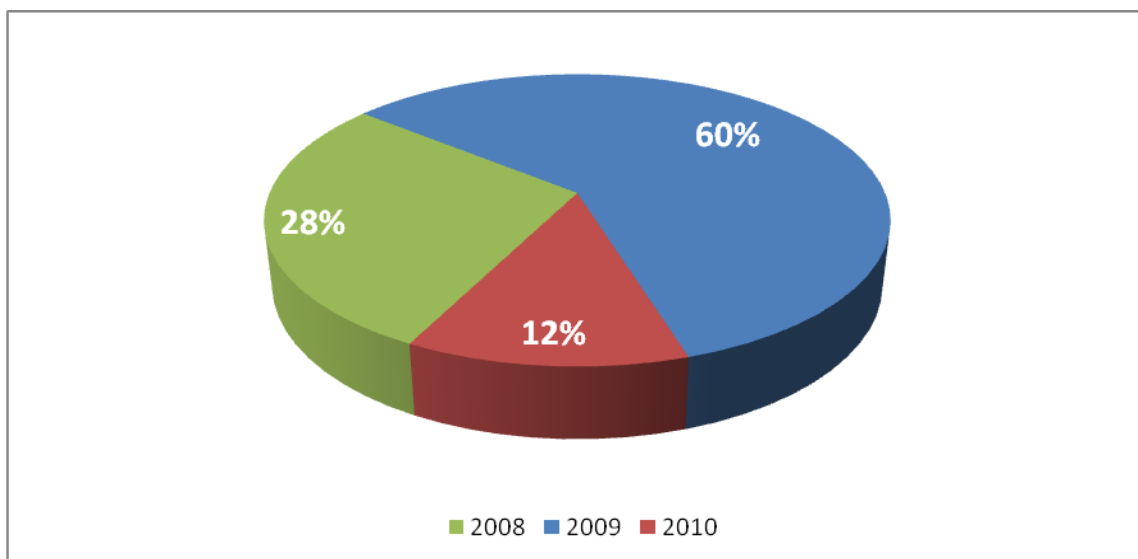


Figure 31: Global percentage of posted workers to the Valencian Region per year

The drop in the percentage of posting communications received throughout the study period is related to the decrease in the Valencian Region Gross Domestic Product (GDP).

The following table [Table 14] gives the total number of jobs, in thousands, in the Valencian Region during the years 2008, 2009 and 2010:

Global Occupation (amounts expressed in	2008	2009	2010

thousands of employments)			
Valencian Region	354,5	335,2	328,8
Construction	39,8	30,4	n.a.

Table 14: INE - Spanish Regional Accounting - Valencian Region

The distribution of percentages by provinces and years is that shown in the following graph [Figure 32]. The distribution of the posting percentages by year of each one of the provinces follows the general tendency indicated for the whole of the Valencian Region.

The province of Valencia, with a percentage of 50%, is the one to receive most posting communications in the years 2008, 2009 and 2010. Of these communications, 31% were made in 2009, decreasing 25% in 2010.

The provinces of Alicante and Castellon have similar percentages and distributions. Of all the communications, 14% were received in 2009, compared with 3% and 4%, respectively, in 2010. The posting percentage fell by 3% during the study period in Castellon and 6% in Alicante.

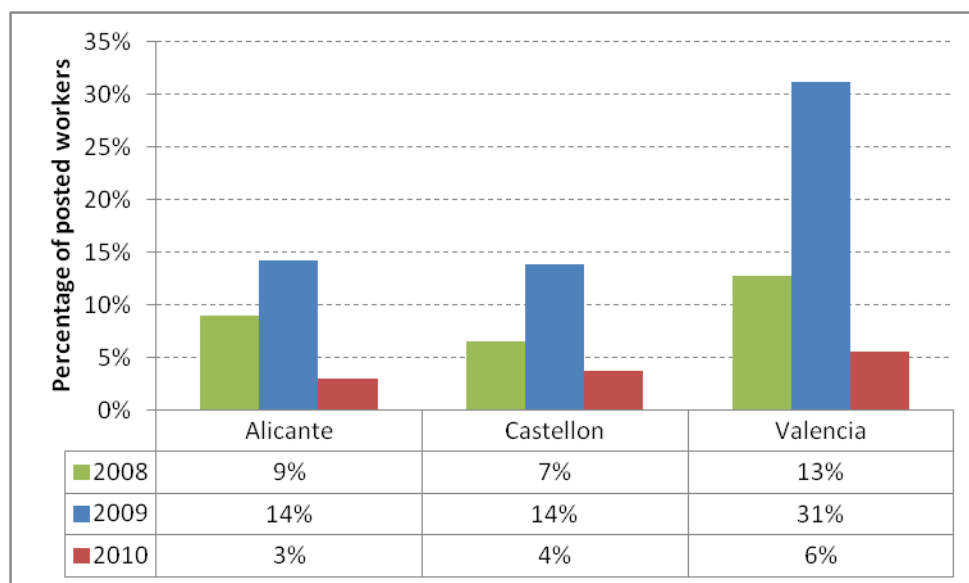


Figure 32: Percentage of posted workers to the provinces of the Valencian Region per year

Mean Posting Duration: total and per year

The following graph [Figure 33] shows the mean posting duration for each one of the Autonomous Regions in the sample.

The straight lines in black, overlapping to each bar on the histogram represent the standard deviation.

The mean value of the posting duration is 5.7 months and the mean standard deviation is 4.2 months. The data differ widely at the level of Autonomous Region.

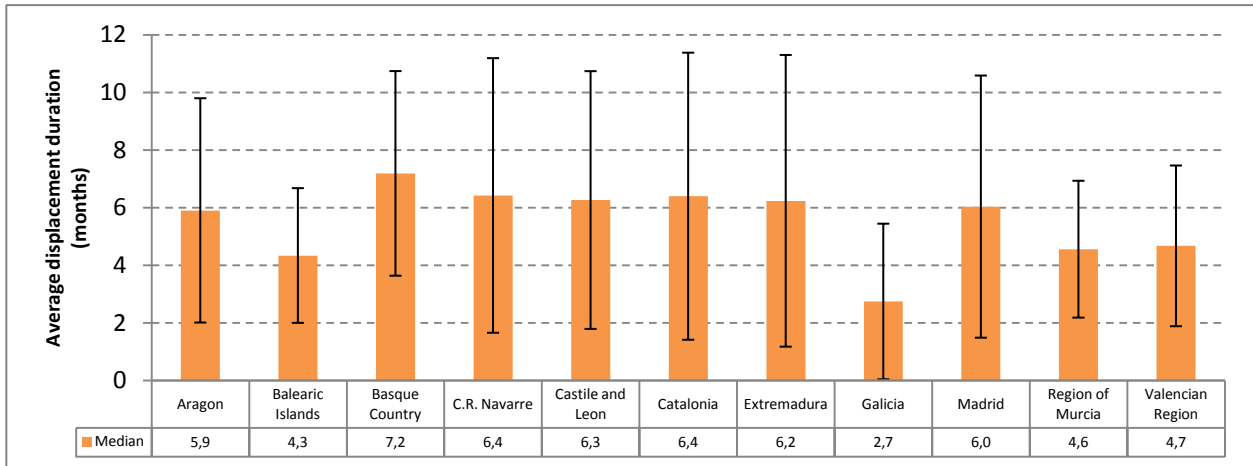


Figure 33: Average displacement duration by Autonomous Region

The mean duration of the postings for each one of the Autonomous Regions in the sample, based on the study period, is given in the following graph [Figure 34]:

The mean posting duration, at between 4 and 8 months, is practically homogeneous throughout the study period for each one of the Autonomous Regions.

Observing the extremes of the sample, the mean posting duration in the Autonomous Region of Galicia in 2009 is half a month whereas the mean posting duration in the Foral Chartered Region of Navarre in the same year is 9.5 months.

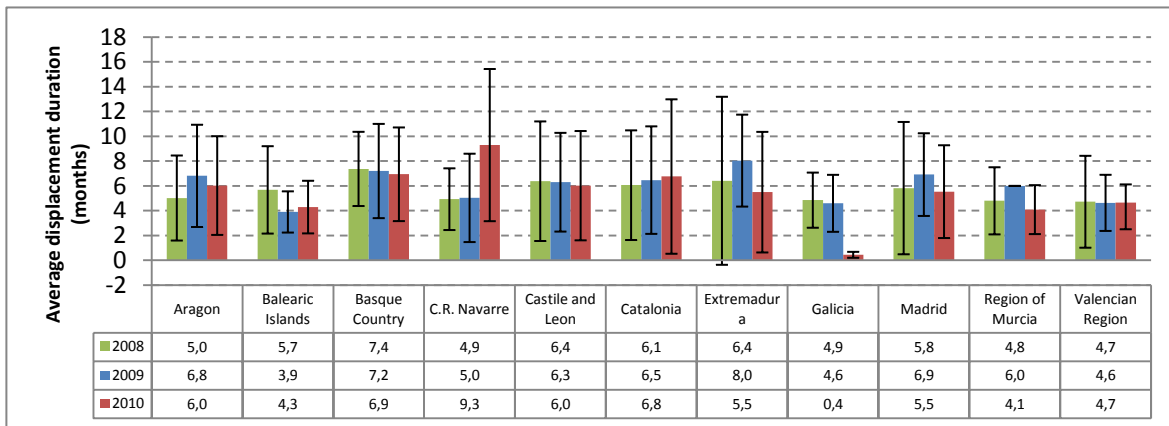


Figure 34: Average displacement duration by Autonomous Region and year

Autonomous Region of Aragon

The following graph [Figure 35] shows how the mean durations are distributed in the different provinces of Aragon in the study period.

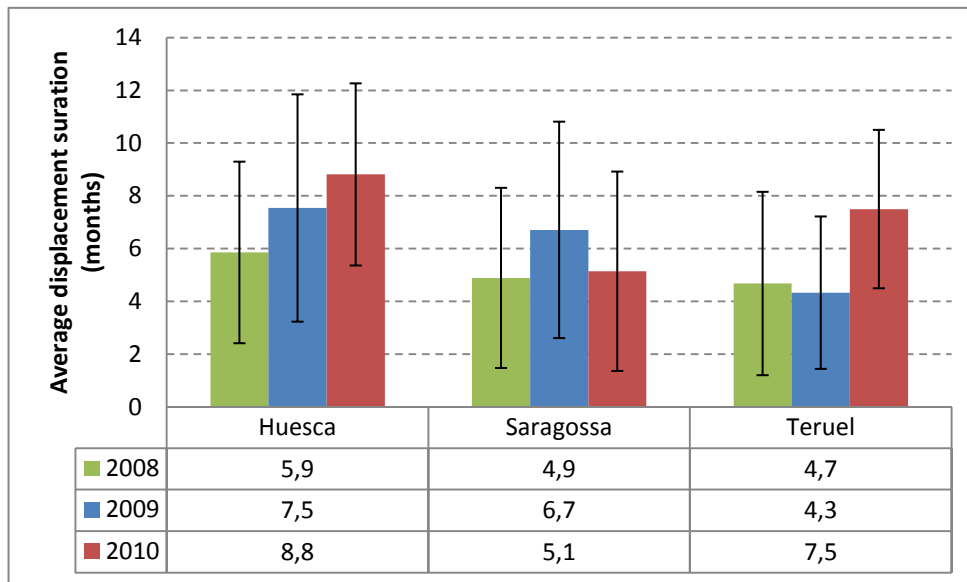


Figure 35: Average displacement duration in the provinces of the Autonomous Region of Aragon per year

The mean posting duration for the whole of the Autonomous Region of Aragon is 5.9 months and the standard deviation is 3.9 months. The median and the mode are 6 months.

In the province of Huesca, the mean posting duration is 8.8 months. This increased an average of 0.9 months each year, reaching a mean posting duration of nearly 9 months in 2010. The standard deviation in 2008 and 2010 is 3.4 months and in 2009 it is 4.3 months. The mean standard deviation in the posting duration is 3.9 months. This means that the major part of the durations is included in these ranges. The median is 6 months and the mode 12 months.

The mean posting duration in the province of Teruel in 2009 fell slightly, 0.4 months, with respect to 2008 and increased by 3.2 months in 2010. The mean posting duration in the province of Teruel is 5 months and the mean standard deviation is 3.4 months, 3.5 months in 2008, 2.9 months in 2009 and 3 months in 2010. The median and the mode in the province of Teruel are 3 months.

In the province of Saragossa the mean posting duration in 2009 increased by 1.8 months with respect to 2008, although in 2010 it fell by 1.6 months with respect to 2009, thereby increasing the mean duration at the end of the period. The mean posting duration in the province of Saragossa is 5.1 months and the mean standard deviation is 3.8 months, 3.4 months in 2008, 4.1 months in 2009 and 3.8 months in 2010. The median and the mode for the province of Saragossa are 6 months.

Autonomous Region of Balearic Islands

The following graph [Figure 36] shows how the mean posting duration in the Autonomous Region of Balearic Islands is distributed amongst the different islands, depending on the study period.

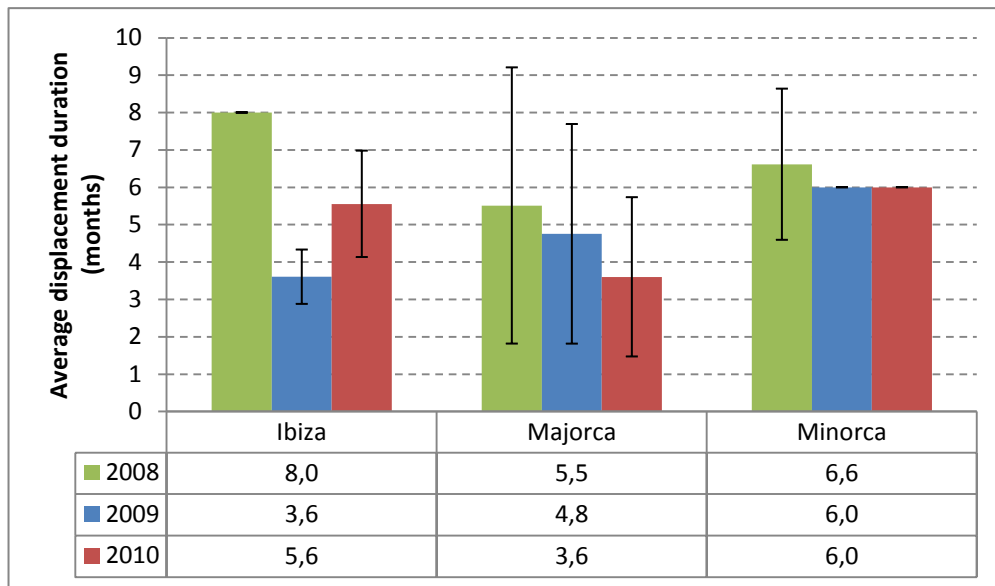


Figure 36: Average displacement duration in the islands of the Autonomous Region of the Balearic Islands per year

The mean posting duration for the whole of the Autonomous Region of Balearic Islands is 4.3 months and the standard deviation 2.3 months. The median and the mode in this Autonomous Region are 6 months.

The mean posting duration in the island of Ibiza is 3.9 months. In 2009 it fell 4.4 months with respect to 2008 and in 2010 it increased by 2 months with respect to 2009. The standard deviation in 2008 is 0, meaning that the average length of majority of the posting are for 8 months. In 2009 the mean posting duration is 0.7 months and in 2010 it is 1.4 months. On average, in the island of Ibiza there is a standard deviation of 1.1 months. The median and the mode in the island of Ibiza are 6 months.

In the island of Majorca, the mean posting duration is 4.7 months. In 2009 it fell 0.7 months with respect to 2008 and in 2010 it fell 1.2 months with respect to 2009. The standard deviation in 2008 is 3.7 months. In 2009 it is 2.9 months and in 2010 it is 2.1

months. On average, in the island of Majorca there is a standard deviation of 3.1 months. The median is 4 months and the mode 3 months.

In the case of the island of Minorca, the mean posting duration is 6.5 months, having fallen 0.6 months in 2008 and remained the same in 2009. The mean standard deviation is 1.8 months' duration, which is determined by the year 2008, given the fact that in 2009 and 2010 the standard deviation is 0. The median is 4 and the mode 3.

Autonomous Region of Castile and Leon

The following graph [Figure 37] shows how the mean posting durations are distributed in the different provinces of the Autonomous Region of Castile and Leon, depending on the study period:

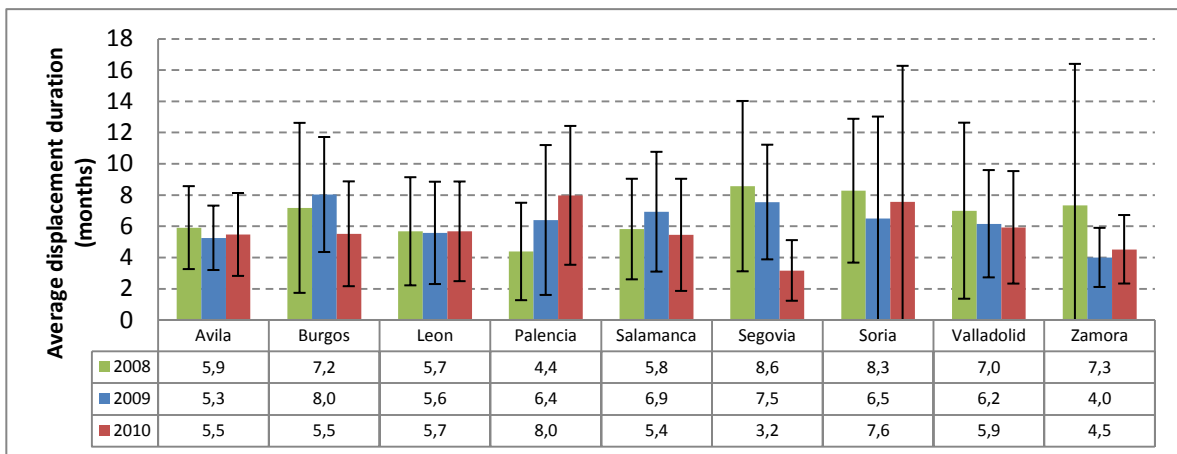


Figure 37: Average displacement duration in the provinces of the Autonomous Region of Castile and Leon per year

The mean posting duration for the whole of the Autonomous Region of Castile and Leon is 6.3 months and the standard deviation is 4.5 months. This Autonomous Region's median and mode are 6 months' duration.

In the province of Avila, the mean posting duration is 5.6 months. In 2009 it fell 0.6 months with respect to 2008 and in 2010 it rose 0.2 months. In general, the posting duration increased by 0.4 months in the study period. The standard deviation in 2008 is 2.7 months, in 2009 it is 2.1 months and in 2010 it is 2.7 months. In general, the mean standard deviation is 2.5 months. The median and the mode are 6 months' duration.

In the province of Burgos, the mean posting duration is 7.3 months. In 2009 it increased by 0.8 months with respect to 2008 and in 2010 it fell 3.5 months. In general, the mean posting duration fell 1.6 months during the study period. The standard deviation in 2008 is 5.4 months, in 2009 it is 3.7 months and in 2010 it is 3.4 months. In general, the mean standard deviation is 4.6 months. The median and the mode are 6 months' duration.

In the province of Leon, the mean posting duration is 5.6 months. In 2009 it fell 0.1 months with respect to 2008 and in 2010 it increased. In general, the posting duration has remained the same during the study period, at 5.5 months. The standard deviation in 2008 is 3.5 months, in 2009 it is 3.3 months and in 2010 it is 3.2 months. In general, the mean standard deviation is 3.3 months. The median and the mode are 6 months' duration.

In the province of Palencia, the mean posting duration is 6.2 months. In 2009 it increased by 2.4 months with respect to 2008 and in 2010 it increased by 1.6 months with respect to 2009. In general, the mean posting duration has increased by 3.6 months during the study period. The standard deviation in 2008 is 3.1 months, in 2009 it is 4.8 months and in 2010 it is 4.4 months. In general, the mean standard deviation is 4.4 months. The median and the mode are 6 months' duration.

In the province of Salamanca, the mean posting duration is 6.2 months. In 2009 it increased by 1.1 months with respect to 2008 and in 2010 it fell 1.5 months with respect to 2009. In general, the mean posting duration has decreased by 0.4 months during the study period. The standard deviation in 2008 is 3.2 months, in 2009 it is 3.8 months and in 2010 it is 3.6 months. In general, the mean standard deviation is 3.5 months. The median and the mode are 6 months' duration.

In the province of Segovia, the mean posting duration is 7.2 months. In 2009 it fell 1.1 months with respect to 2008 and in 2010 it fell 4.3 months with respect to 2009. In general, the mean posting duration decreased by 5.4 months during the study period. The standard deviation in 2008 is 5.5 months, in 2009 it is 3.7 months and in 2010 it is 1.9 months. In general, the mean standard deviation is 4.8 months. The median and the mode are 6 months' duration.

In the province of Soria, the mean posting duration is 7.4 months. In 2009 it fell 1.8 months with respect to 2008 and in 2010 it increased by 1.1 months with respect to 2009. In general, the mean posting duration has decreased by 0.7 months during the study period. The standard deviation in 2008 is 4.6 months, in 2009 it is 6.5 months and in 2010 it is 8.7 months. In general, the mean standard deviation is 6.9 months. The median is 6 months and the mode 2 months.

In the province of Valladolid, the mean posting duration is 6.4 months. In 2009 it fell 0.7 months with respect to 2008 and in 2010 it fell 0.3 months with respect to 2009. In general, the mean posting duration has decreased by 1.1 months during the study period. The standard deviation in 2008 is 5.6 months, in 2009 it is 3.4 months and in 2010 it is 3.6 months. In general, the mean standard deviation is 4.6 months. The median and the mode are 6 months' duration.

In the province of Zamora, the mean posting duration is 5.5 months. In 2009 it fell 3.3 months with respect to 2008 and in 2010 it increased by 0.5 months with respect to

2009. In general, the mean posting duration has decreased by 2.7 months during the study period. The standard deviation in 2008 is 9.1 months, in 2009 it is 1.9 months and in 2010 it is 2.2 months. In general, the mean standard deviation is 6.1 months. The median and the mode are 6 months' duration.

Autonomous Region of Catalonia

The following graph [Figure 38] shows how the mean posting durations are distributed between the different provinces in the Autonomous Region of Catalonia, depending on the study period:

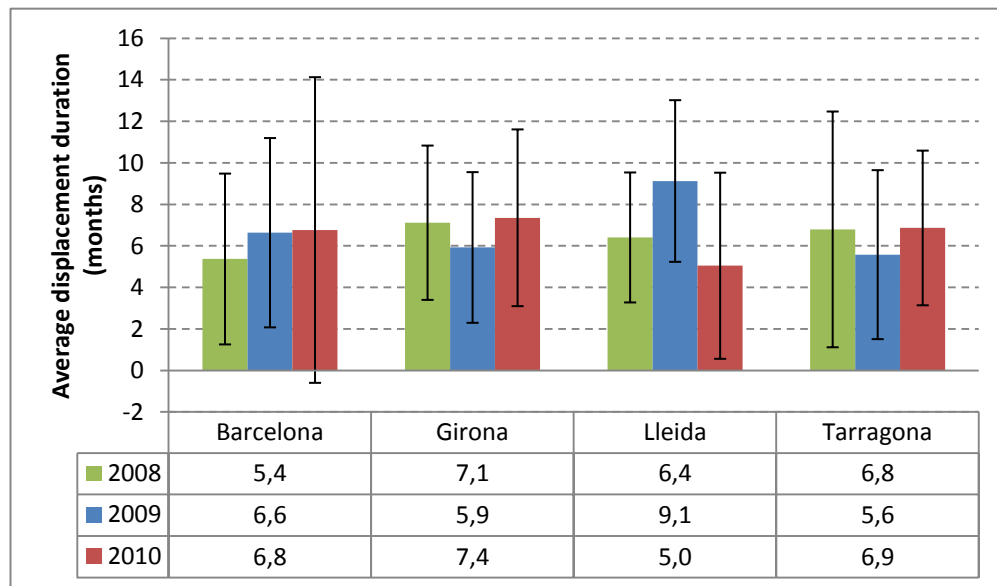


Figure 38: Average displacement duration in the provinces of the Autonomous Region of Catalonia per year

The mean posting duration for the whole of the Autonomous Region of Catalonia is 6.4 months and the standard deviation is 5 months. The median and the mode are 6 months' duration.

In the province of Barcelona, the mean posting duration is 6.2 months. In 2009 it increased by 1.2 months with respect to 2008 and in 2010 it increased by 0.2 months with respect to 2009. In general, the posting duration increased by 1.4 months during the study period. The standard deviation in 2008 is 4.1 months, in 2009 it is 4.6 months and in 2010 it is 7.4 months. In general, the mean standard deviation is 5.4 months. The median and the mode are 6 months' duration.

In the province of Girona, the mean posting duration is 6.7 months. In 2009 it fell 1.2 months with respect to 2008 and in 2010 it increased by 1.5 months with respect to 2010. In general, the posting duration increased by 0.3 months during the study period. The standard deviation in 2008 is 3.7 months, in 2009 it is 3.6 months and in 2010 it is 4.3

months. In general, the mean standard deviation is 3.8 months. The median and the mode are 6 months' duration.

In the province of Lleida, the mean posting duration is 6.8 months. In 2009 it increased by 2.7 months with respect to 2008 and in 2010 it fell 4.1 months with respect to 2010. In general, the posting duration decreased by 1.4 months during the study period. The standard deviation in 2008 is 3.1 months, in 2009 it is 3.9 months and in 2010 it is 4.5 months. In general, the standard deviation is 4.1 months. The median is 6 months' duration and the mode 12 months' duration.

In the province of Tarragona, the mean posting duration is 6.5 months. In 2009 it fell 1.2 months with respect to 2008 and in 2010 it increased by 1.3 months with respect to 2010. In general, the posting duration increased by 1.2 months during the study period. The standard deviation in 2008 is 5.7 months, in 2009 it is 4.1 months and in 2010 it is 3.7 months. In general, the mean standard deviation is 4.7 months. The median is 4 months' duration and the mode 6 months' duration.

Autonomous Region of Extremadura

The following graph [Figure 39] shows how the averages of the posting durations are distributed amongst the different provinces of the Autonomous Region of Extremadura, depending on the study period:

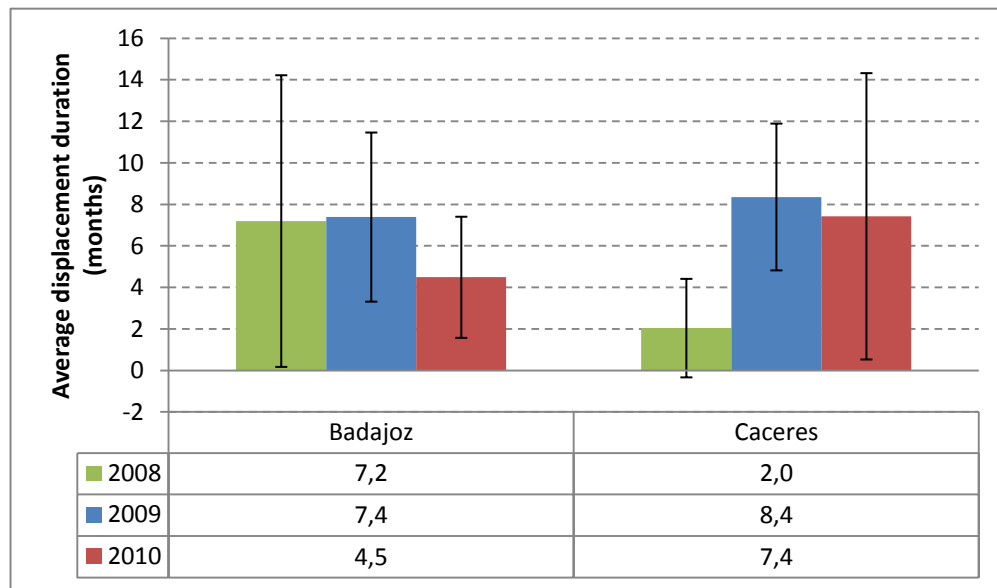


Figure 39: Average displacement duration in the provinces of the Autonomous Region of Extremadura per year

The mean posting duration for the whole of the Autonomous Region of Extremadura is 6.2 months and the standard deviation is 5.1 months. The median is 4 and the mode 6 months' duration.

In the province of Badajoz, the mean posting duration is 5.4 months. In 2009 it increased by 0.2 months with respect to 2008 and in 2010 it decreased by 1 month with respect to 2009. In general, the mean posting duration decreased by 2.7 months during the study period. The standard deviation in 2008 is up to 7 months, in 2009 it is 4.1 months and in 2010 it is 2.9 months. In general, the mean standard deviation is 4.4 months. The median and the mode are 6 months' duration.

In the province of Caceres, the mean posting duration is 7.5 months. In 2009 it increased by 6.4 months with respect to 2008 and in 2010 it decreased by 1 month with respect to 2009. In general, the mean posting duration increased by 5.4 months during the study period. The standard deviation in 2008 is 2.4 months, in 2009 it is 3.5 months

and in 2010 it is 6.9 months. In general, the mean standard deviation is 5.7 months. The median is 4 and the mode 6 months' duration.

Autonomous Region of Galicia

The following graph [Figure 40] shows how the average of the posting durations is distributed amongst the different provinces of the Autonomous Region of Galicia, depending on the study period:

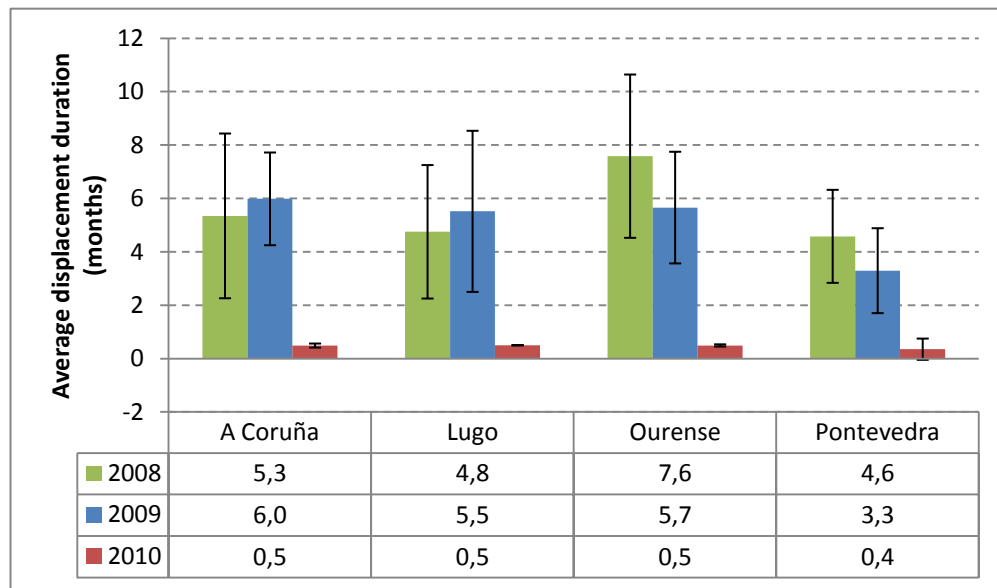


Figure 40: Average displacement duration in the provinces of the Autonomous Region of Galicia per year

The decreasing tendency of the mean posting duration is general for all the provinces in the Autonomous Region of Galicia during the study period.

The mean posting duration and standard deviation for the whole of the Autonomous Region of Galicia coincide at 2.7 months. The median is 5 months and the mode is 6 months.

In the province of A Coruña, the mean posting duration is 2.9 months. In 2009 it increased by 0.7 months with respect to 2008 and in 2010 it decreased by 5.5 months with respect to 2009. In general, the mean posting duration decreased by 4.8 months during the study period. The standard deviation in 2008 is 3.1 months, in 2009 it is 1.7 months and in 2010 it is 0.1. In general, the mean standard deviation is 3 months. The median is 5 and the mode 6 months' duration.

In the province of Lugo, the mean posting duration is 2 months. In 2009 it increased by 0.7 months with respect to 2008 and in 2010 it decreased by 5 months with

respect to 2009. In general, the mean posting duration decreased by 4.3 months during the study period. The standard deviation in 2008 is 2.5 months, in 2009 it is 3 months and in 2010 it is 0 months. In general, the mean standard deviation is 2.8 months. The median is 2 months and the mode 6 months.

In the province of Ourense, the mean posting duration is 3.3 months. In 2009 it decreased by 1.9 months with respect to 2008 and in 2010 it decreased by 5.2 months with respect to 2009. In general, the mean posting duration decreased by 7.1 months during the study period. The standard deviation in 2008 is 3.1 months, in 2009 it is 2.1 months and in 2010 it is 0. In general, the mean standard deviation is 3.2 months. The median is 3 months and the mode 6 months.

In the province of Pontevedra, the mean posting duration is 2.8 months. In 2009 it decreased by 1.3 months with respect to 2008 and in 2010 it decreased by 2.9 months with respect to 2009. In general, the mean posting duration decreased by 4.2 months during the study period. The standard deviation in 2008 is 1.7 months, in 2009 it is 1.6 months and in 2010 it is 0.4. In general, the mean standard deviation is 2.2 months. The median and the mode are 6 months' duration.

Autonomous Region of Madrid

The following graph [Figure 41] shows the distribution of the average period workers are posted in the Autonomous Region of Madrid based on the study period:

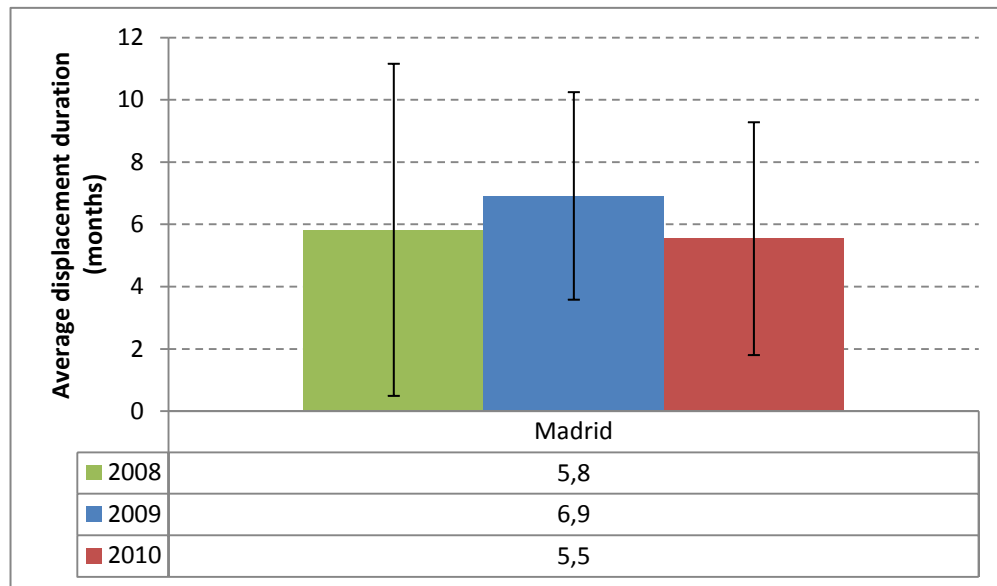


Figure 41: Average displacement duration in the Autonomous Region of Madrid per year

The average period of posting to the Autonomous Region of Madrid is 6 months and the average standard deviation is 4.5 months. The median and mode duration is 6 months.

In 2009, this period increased by 1.1 months compared to 2008 and in 2010 it decreased by 1.4 months compared to 2009. Overall, the average posting period decreased by 0.3 months over the study period. The standard deviation is 5.3 months in 2008; 3.3 months in 2009; and 3.7 months in 2010.

Region of Murcia

The following graph [Figure 42] shows the distribution of the average period workers are posted in the Region of Murcia based on the study period:

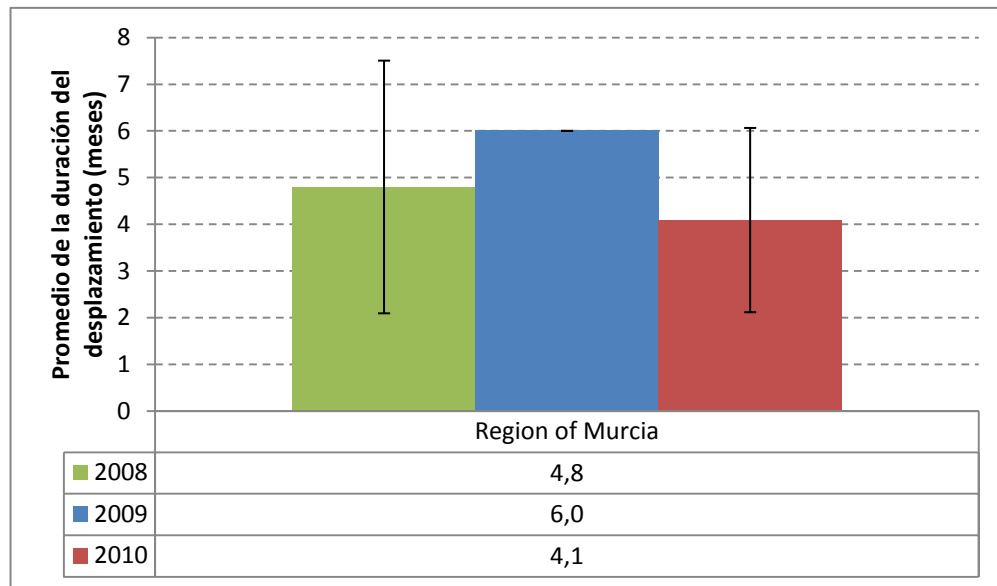


Figure 42: Average displacement duration in the Autonomous Region of Murcia per year

The average period of posting to the Region of Murcia is 4.6 months and the average standard deviation is 2.4 months. The mean and median duration is 6 months.

In 2009, this period increased by 1.2 months compared to 2008 and in 2010 it decreased by 1.9 months compared to 2009. Overall, the average posting period decreased by 0.7 months over the study period. The standard deviation is 2.7 months in 2008; none in 2009; and 2 months in 2010.

Foral Chartered Region of Navarre

The following graph [Figure 43] shows the distribution of the average period workers are posted in the Foral Chartered Region of Navarre based on the study period:

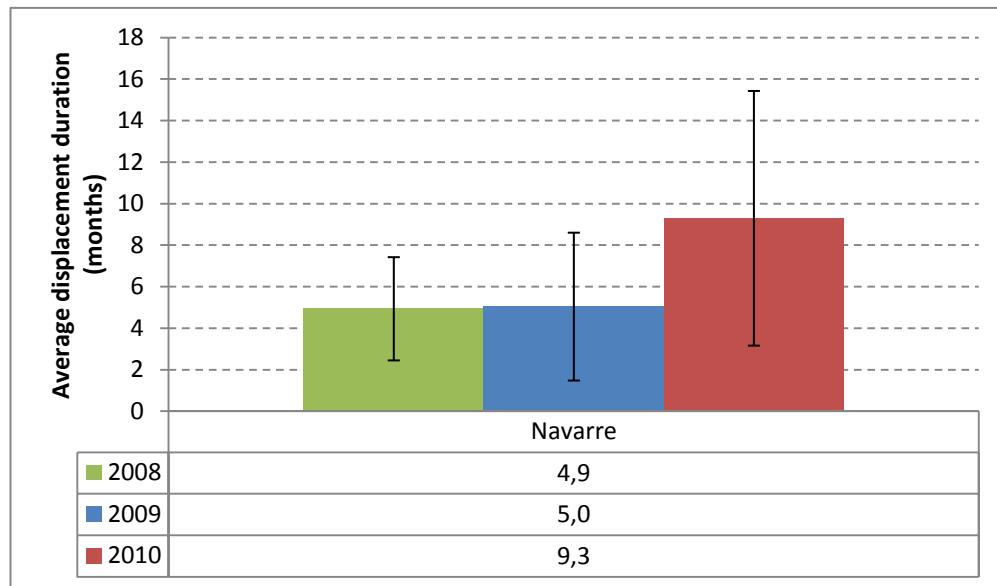


Figure 43: Average displacement duration in the Foral Chartered Region of Navarre per year

The average period of posting to the Foral Chartered Region of Navarre is 6.4 months and the average standard deviation is 4.8 months. The mean and median duration is 6 months.

In 2009, this period increased by 0.1 months compared to 2008; in 2010 it decreased by 4.3 months compared to 2009. Overall, the average posting period decreased by 4.4 months over the study period. The standard deviation is 2.5 months in 2008; 3.6 months in 2009; and 6.1 months in 2010.

Autonomous Region of Basque Country

The following graph [Figure 44] shows the distribution of the average period workers are posted in the Autonomous Region of Basque Country based on the study period:

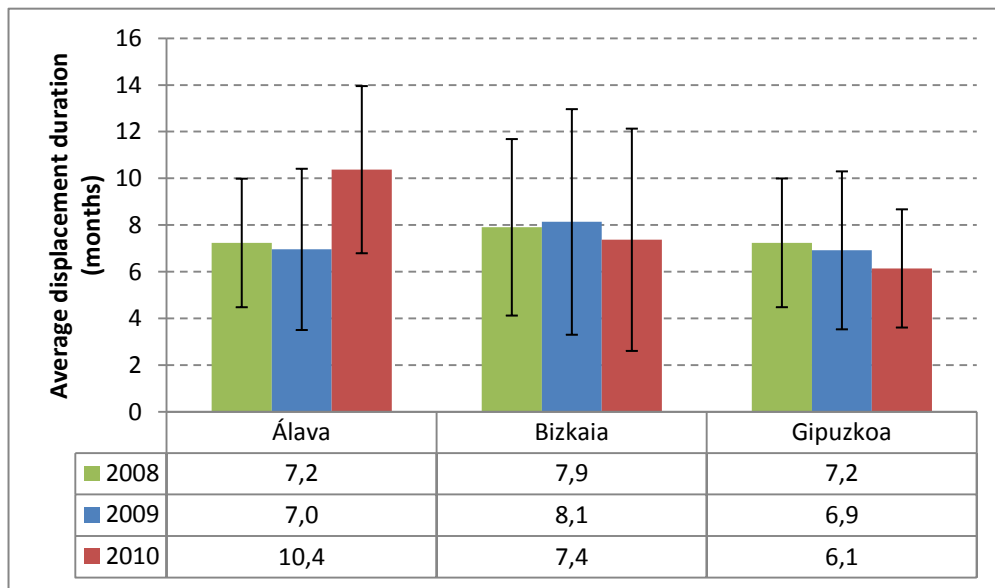


Figure 44: Average displacement duration in the provinces of the Basque Country per year

The average period of posting to the Autonomous Region of Basque Country is 7.2 months and the standard deviation is 3.6 months. The median and mode duration is 6 months.

The average period of posting in the province of Alava decreased slightly in 2009 by 0.2 months, compared to 2008, and increased by 3.4 months in 2010. The average period of posting in the province of Alava is 7.3 months and the average standard deviation is 3.3 months; 2.8 months in 2008; 3.5 months in 2009; and 3.6 months in 2010. The median and mode duration is 6 months.

In the province of Bizkaia, the average period of posting in 2009 increased by 0.2 months compared to 2008. However, in 2010, it decreased by 0.7 months compared to 2009. Overall, the average posting period decreased by 0.9 months over the study period. The average period of posting in the province of Bizkaia is 7.3 months and the average standard deviation is 3.3 months; 2.8 months in 2008; 3.5 in 2009; and 3.6 in 2010. The median duration is 4 months and the mode is 6 months.

In the province of Gipuzkoa, the average period of posting is 6.8 months. On the average, the posting period has been decreasing 0.36 months per year. The standard deviation is 2.8 months in 2008; 3.4 months in 2009; and 2.5 months in 2010. The average standard deviation duration is 3 months. The mean and median duration is 6 months.

Valencian Region

The following graph [Figure 45] shows the distribution of the average period workers are posted in the various provinces of the Valencian Region based on the study period:

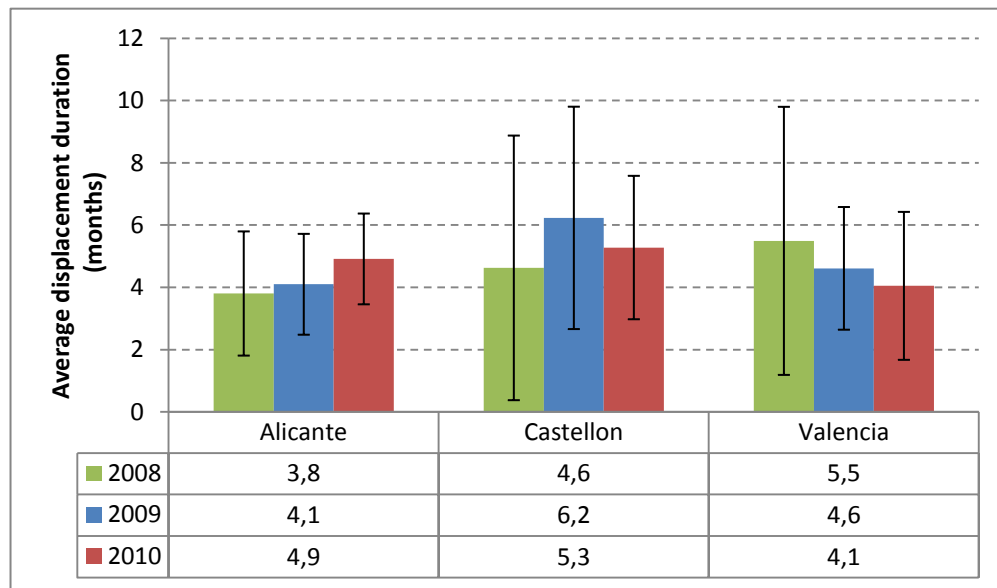


Figure 45: Average displacement duration in the provinces of the Valencian Region per year

The average period of posting to the Valencian Region is 4.7 months and the standard deviation is 2.8 months. The median duration is 3 months and the mode is 6 months.

In the province of Alicante, the average period of posting is 4.2 months. On the average, the posting period has been decreasing 0.36 months per year. The standard deviation is 2 months in 2008; 1.6 months in 2009; and 1.5 months in 2010. The average standard deviation is 4.2 months. The median and mode duration is 3 months.

The average period of posting in the province of Castellon in 2009 increased by 1.6 months, compared to 2008, and decreased by 0.9 months in 2010. The average period of posting in the province of Castellon is 5.4 months and the average standard deviation is 3.5 months; 4.2 months in 2008; 3.6 months in 2009; and 2.3 months in 2010. The mean and median duration is 6 months.

In Valencia, the average posting period decreased by an average of 0.46 months per year. The average period of posting in the province of Valencia is 4.8 months and the average standard deviation is 3.1 months; 4.3 months in 2008; 2 months in 2009; and 2.4 in 2010. The median duration is 3 months and the mode is 6 months.

Average period of posting, by country of establishment for companies communicating postings: in total and per year.

Autonomous Region of Aragon

The following graph [Figure 46] shows the average period workers are posted abroad to the Autonomous Region of Aragon in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

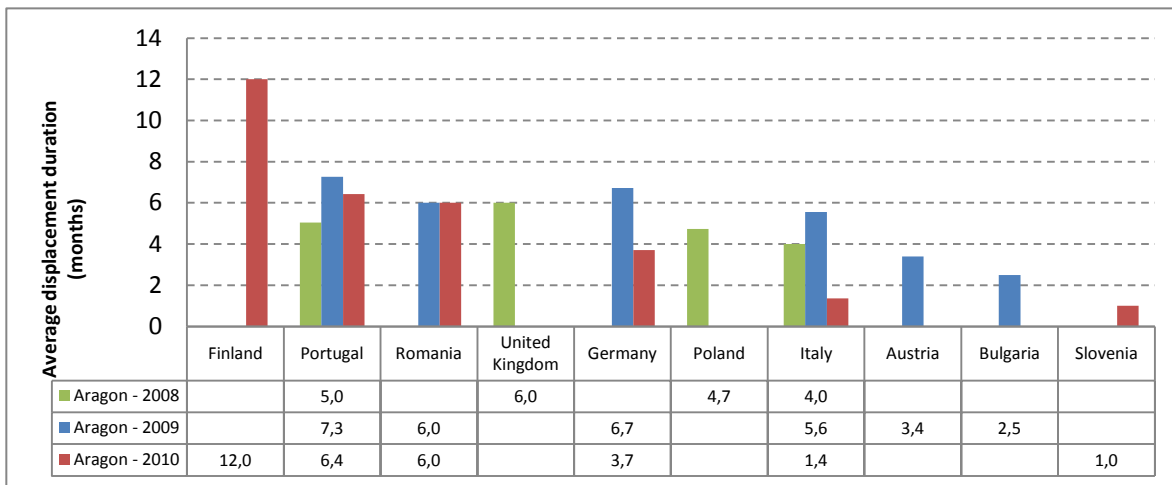


Figure 46: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of Aragon

The average period of posting to the Autonomous Region of Aragon is 5.9 months. The companies established in Finland are above this average, with workers being posted for periods of up to 12 months. There is no data available for 2010 for companies established in Finland.

Companies established in Portugal, Romania and the United Kingdom post workers for an average of 6 months. Companies established in Romania only present data for 2009 and 2010 and companies established in Poland only provide data for 2008.

Companies with shorter posting periods include the companies established in Germany, for which there is no information available for 2008, companies established in Poland, for which information is only available for 2008, and companies established in Italy, which post workers for an average period of between 4 and 5.5 months.

Companies with an average posting period of between one and three months include those established in Austria and Bulgaria, both of which only present data for 2009, and companies established in Slovenia, which only provides data for 2010.

Autonomous Region of the Balearic Islands

The following graph [Figure 47] presents the average period workers are posted abroad to the Autonomous Region of the Balearic Islands in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

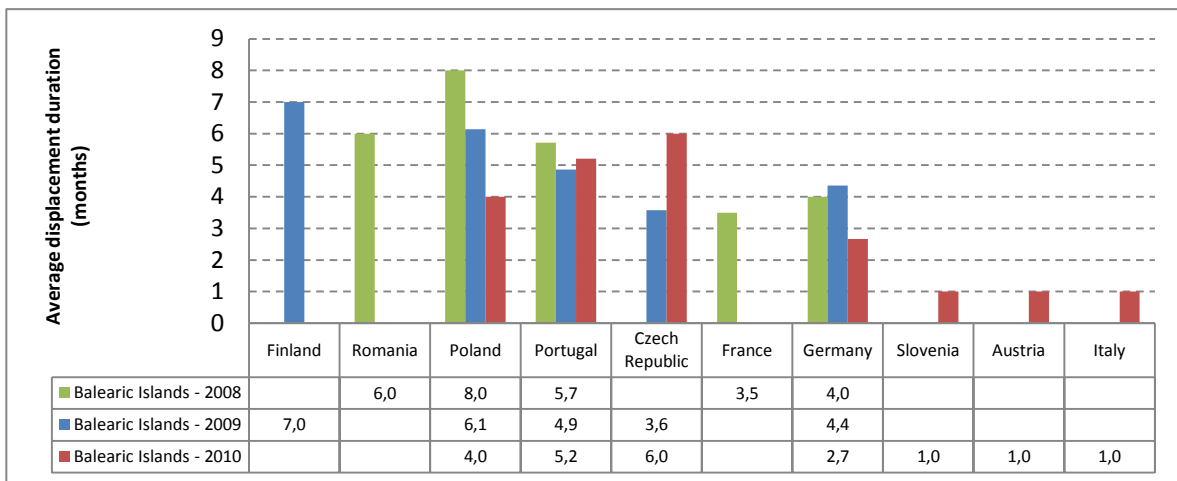


Figure 47: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of the Balearic Islands

The average posting period in the Autonomous Region of the Balearic Islands is 4.3 months. The companies established in Finland are above this average, with workers posted for up to 7 months in this Region, although information is only available for 2009.

Companies established in Portugal, Romania and the United Kingdom, post workers for an average of 5.6 months.

- Companies established in Romania only posted workers in 2008, for an average period of 6 months.
- Companies established in Poland posted workers for an average of 5.5 months and this period decreased by an average of 1.3 months per year.

Companies with shorter posting periods include those established in Czech Republic, France and Germany, with an average period of 3.5 months.

- Companies established in Czech Republic post workers for an average period of 3.6 months and no information is available for 2008.
- Companies established in France post workers for an average period of 3.5 months, although information is only available for 2008.
- Companies established in Germany post workers for an average period of 3.4 months.

Companies established in Italy, Slovenia and Austria post workers for an average period of one month, although information is only available for 2010.

Autonomous Region of Castile and Leon

The following graph [Figure 48] shows the average period workers are posted abroad to the Autonomous Region of Castile and Leon in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

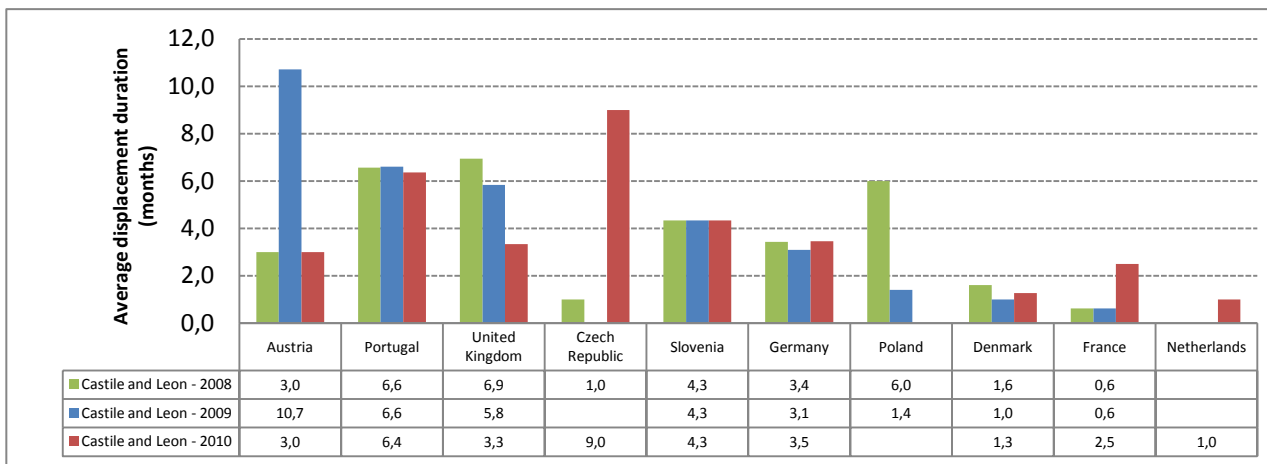


Figure 48: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of Castile and Leon

The average posting period to the Autonomous Region of Castile and Leon is 6.3 months.

The companies established in Austria are above this average, with workers being posted to this Region for a period reaching 9 months, although it is noted that in 2008 and 2010 the average posting period was only three months, and it was in 2009 that the posting period of companies established in this country reached a duration of 10 months.

Companies established in Portugal, the United Kingdom, the Czech Republic and Slovenia post workers for an average of 5.3 months.

- Companies established in the United Kingdom post workers for an average period of 5.6 months and have reduced the average posting period by 1.2 months per year.

- Companies established in the Czech Republic post workers for an average of 5 months, although it is noted that in 2008 the average is only one month, in 2009 there are no communications, and an average period of 9 months was reached in 2010.
- Companies established in Slovenia have posted workers for a period of 4.3 months during each year of the study.

Companies with shorter posting periods include those established in Germany, Poland, Denmark, France and the Netherlands, where the average posting period is 1.8 months.

- Companies established in Germany post workers for an average of 3.3 months.
- Companies established in Poland post workers for an average of 2.2 months, although workers from companies established in this country were only posted in 2008 and 2009.
- Companies established in Denmark post workers for an average of 1.3 months.
- Companies established in France post workers for an average of 1.1 months.
- Companies established in the Netherlands post workers for an average of one month, although information is only available for 2010.

Autonomous Region of Catalonia

The following graph [Figure 49] shows the average period workers are posted abroad to the Autonomous Region of Catalonia in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

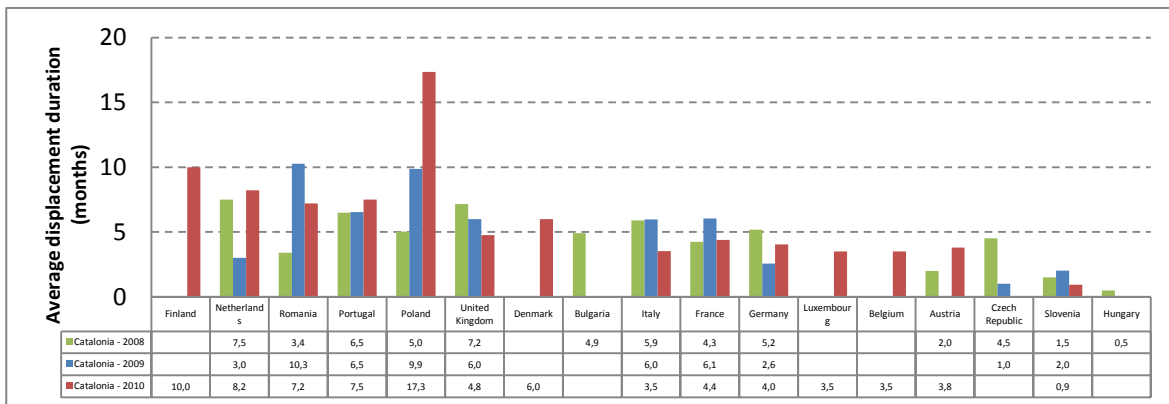


Figure 49: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of Catalonia

The average period of posting to the Autonomous Region of Catalonia is 6.4 months.

The companies established in Finland, the Netherlands, Romania, Portugal, Poland and the United Kingdom are above this average.

- Companies established in Finland post workers for an average period of 10 months, although information is only available for 2010.
- Companies established in the Netherlands post workers for an average of 8.2 months. The average posting period decreased by 4.5 months in 2009 compared to 2008 and increased by 5.7 months in 2010 compared to 2008. Overall, the posting period has increased by 1.2 months over the study period.
- Companies established in Romania post workers for an average period of 6.9 months. The average posting period increased by 6.9 months in 2009 compared to 2008 and decreased by 3.1 months in 2010 compared to 2009. Overall, the posting period has increased by 3.8 months over the study period.

- Companies established in Portugal post workers for an average period of 6.8 months. The average posting period remained stable in 2008 and 2009 and increased by one month in 2010.
- Companies established in Poland post workers for an average period of 6.7 months. The average posting period increased by 4.9 months in 2009 compared to 2008 and by 7.4 months in 2010 compared to 2009. Overall, the posting period has increased by 12.3 months over the study period.

Companies established in Denmark, Bulgaria, Italy, France and Germany present an average period of 4.8 months:

- Companies established in Denmark post workers for an average period of six months, although information is only available for 2010.
- Companies established in Bulgaria post workers for an average period of 4.9 months, although information is only available for 2008.
- Companies established in Italy post workers for an average of 4.8 months. In 2008 and 2009, they continue to present a posting period of 2 months and in 2010 this period decreased by 2.5 months.
- Companies established in France post workers for an average of 4.6 months. In 2008 and 2010, the posting period was 4.4 months, although in 2009 it reached 6.1 months. Overall, there has been only a slight decrease in duration, of just 0.1 months.
- Companies established in Germany post workers for an average of 4.2 months. In 2009, the average posting period decreased by 2.6 months and in 2010 it increased by 1.4 months compared to 2009. Overall, there has been a decrease in the posting period of 1.2 months.

Companies established in Austria, Belgium, Luxembourg, the Czech Republic, Slovenia and Hungary present an average period of 2.6 months.

- Companies established in Austria post workers for an average of 3.5 months, although they did not post any workers in 2009. In 2008 the average posting period was 2 months and in 2010 it was 3.8 months. Overall, the average period increased by 1.8 months over the study period.

- Companies established in Belgium and Luxembourg only posted workers in 2010, for an average period of 3.5 months.
- Companies established in the Czech Republic post workers for an average period of 3.3 months and no information is available for 2010.
- Companies established in Slovenia post workers for an average period of 1.5 months. In 2009 the average increased by 0.5 months compared to 2008 and in 2010 it decreased by 1.1 months. Overall, the average period decreased by 0.6 months.
- Companies established in Hungary only posted workers in 2008, for an average period of 0.5 months.

Autonomous Region of Extremadura

The following graph [Figure 50] shows the average period workers are posted abroad to the Autonomous Region of Extremadura in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

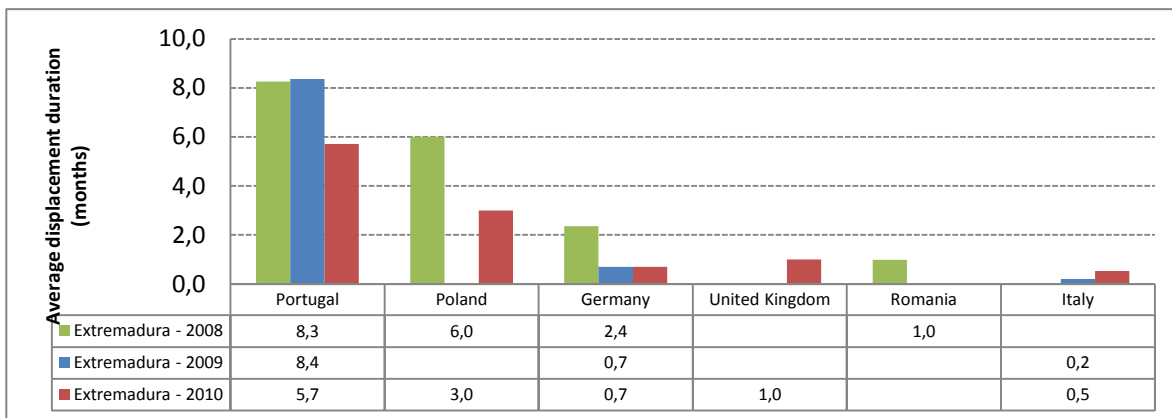


Figure 50: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of Extremadura

The average period of posting to the Autonomous Region of Extremadura is 6.2 months.

- Companies established Portugal are the only companies that have longer posting periods, with an average of 6.7 months. The average posting period increased by 0.1 months in 2009 compared to 2008, and increased by 2.7 months in 2010.
- Companies established in Poland did not post workers in 2009. The average posting period is 4.5 months, due to the fact that in 2010 the average period decreased by 3 months compared to 2008.
- Companies established in Germany post workers for an average period of 1.9 months. In 2009, the period decreased by 1.7 months compared to 2008 and remained unchanged in 2010.
- Companies established in the United Kingdom only communicate the posting of workers for the year 2010, for an average period of 1 month.

- Companies established in Romania only communicate the posting of workers for the year 2008, for an average period of 1 month.
- Companies established in Italy did not post workers in 2008 and the average posting period is 0.5 months. In 2010, the posting period increased by 0.3 months.

Autonomous Region of Galicia

The following graph [Figure 51] shows the average period workers are posted abroad to the Autonomous Region of Galicia in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

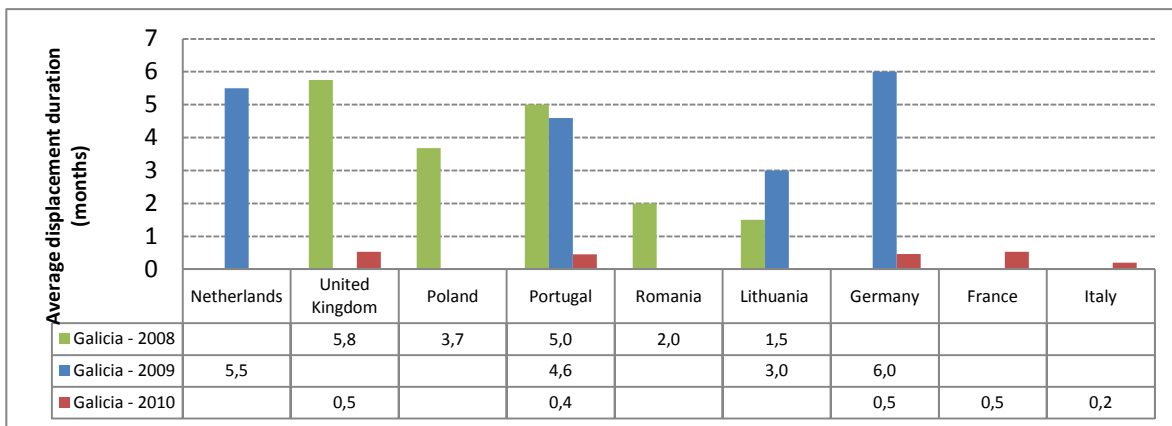


Figure 51: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of Galicia

The average period of posting to the Autonomous Region of Galicia is 5.5 months.

The companies established in the Netherlands, the United Kingdom, Poland and Portugal are above this average.

- Companies established in the Netherlands post workers for an average period of 5.5 months, although information is only available for 2009.
- Companies established in Poland post workers for an average period of 4.7 months and did not post workers in 2009. The posting period decreased by 5.3 months in 2010 compared to 2008.
- For companies established in Poland, information is only available for 2008 and workers were posted for an average period of 3.7 months
- Companies established in Portugal have an average posting period of 2.7 months. In 2009, the average posting period decreased by 0.4 months compared to 2008

and in 2010 it decreased by 4.2 months. Overall, the posting period has been decreasing an average of 1.5 months per year.

Companies established in Romania, Germany, France and Italy present an average period of 0.9 months.

- For companies established in Romania, information is only available for 2008 and workers were posted for an average period of 2 months.
- For companies established in Germany, no information is available for 2008, and in the other years they posted workers for an average period of 1 month. This is due to the fact that it reached a period of 6 months in 2009, which nevertheless fell to 0.5 months in 2010.
- Companies established in France and Italy posted workers for an average period of 0.5 and 0.2 months, respectively, although information is only available for 2010.

Autonomous Region of Madrid

The following graph [Figure 52] shows the average period workers are posted abroad to the Autonomous Region of Madrid in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

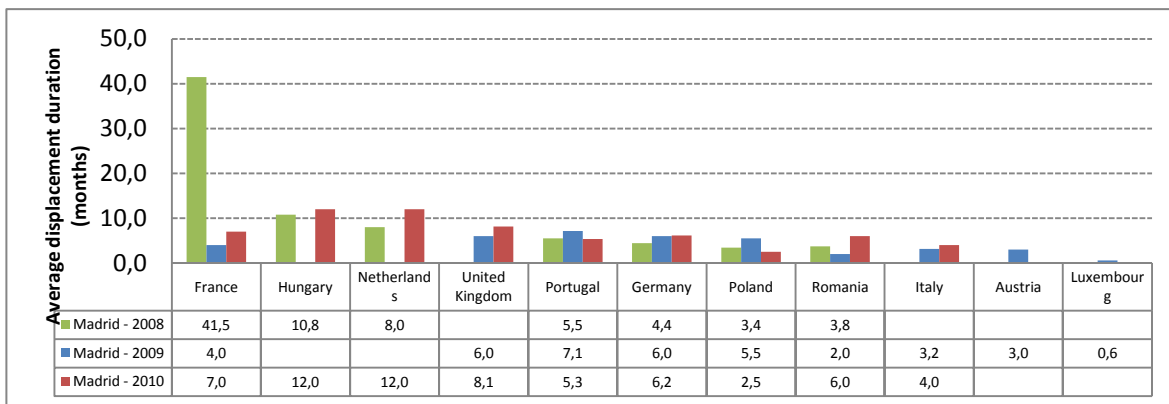


Figure 52: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of Madrid

The average period of posting to the Autonomous Region of Madrid is 6 months.

The companies established in France, Hungary, the Netherlands, the United Kingdom and Portugal are above this average.

- Companies established in France present an average posting period of 23.9 months. The average posting period decreased by 37.5 months in 2009 compared to 2010, while in 2010 the period only increased by 2 months. Overall, the average posting period decreased by 34.5 months over the study period.
- Companies established in Hungary post workers for an average period of 11.1 months and no information is available for 2009. In 2010, this period increased by 1.2 months compared to 2008.
- Companies established in the Netherlands post workers for an average period of 10 months and no information is available for 2009. The posting period increased by 4 months in 2010 compared to 2008.

- Companies established in the United Kingdom have an average posting period of 7.5 months, although no information is available for 2008. The average posting period increased by 2.1 months in 2010 compared to 2009.
- Companies established in Portugal have an average posting period of 5.9 months. The average posting period increased by 1.6 months in 2009 compared to 2008 and decreased by 1.8 months in 2009 compared to 2010. Overall, the average posting period decreased by 0.2 months over the study period.

Companies established in Germany, Poland, Romania, Italy, Austria and Luxembourg present an average posting period of 3.41 months.

- Companies established in Germany have an average posting period of 5.5 months. The average posting period increased by 2.4 months in 2009 compared to 2010, while in 2010 it increased by 0.2 months compared to 2009. Overall, the average posting period increased by 2.6 months over the study period.
- Companies established in Poland have an average posting period of 4.1 months. The average posting period increased by 2.1 months in 2009 compared to 2010 and decreased by 3 months in 2010 compared to 2009. Overall, the average posting period decreased by 0.9 months.
- Companies established in Romania have an average posting period of 3.9 months. The average posting period increased by 1.8 months in 2009 compared to 2008 and increased by 4 months in 2010 compared to 2009. Overall, the average posting period increased by 2.2 months over the study period.
- Companies established in Italy post workers for an average period of 3.4 months and no information is available for 2008. The average posting period increased by 0.8 months in 2010.
- Of the companies established in Austria and Luxembourg, information is only available for 2009. The average posting period was 3 and 0.6 months, respectively.

Region of Murcia

The following graph [Figure 53] shows the average period workers are posted abroad to the Region of Murcia in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

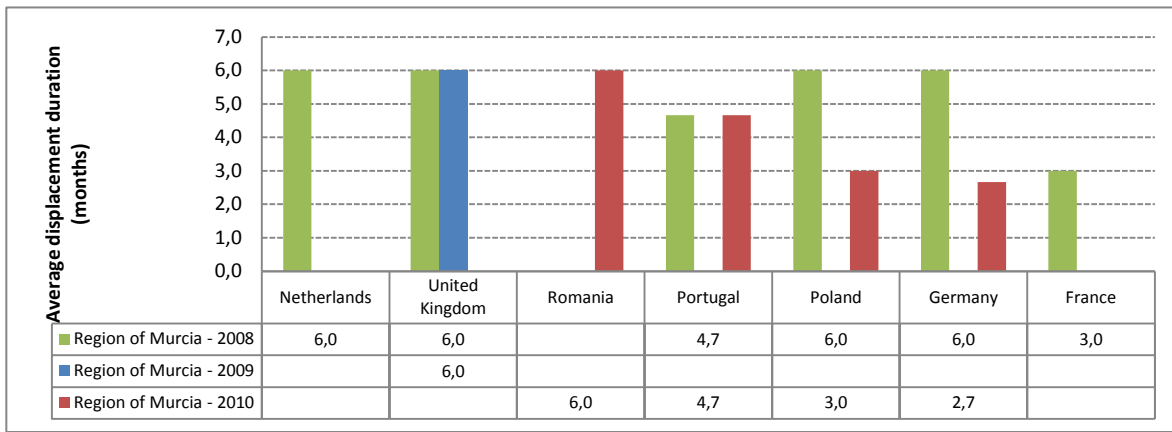


Figure 53: Average displacement duration based on the sending company's establishment country and year in the Autonomous Region of Murcia

The average posting period to the Region of Murcia is 4.6 months.

The companies established in Romania, the United Kingdom, the Netherlands and Portugal are above this average.

- Companies established in Romania and the Netherlands have an average posting period of 6 months. The companies established in Romania only provide information for 2010 and for those established in Netherlands, information is only available for 2008.
- Companies established in the United Kingdom have an average posting period of 6 months and no information is available for 2008. The average posting period in 2008 and 2009 is 6 months.
- Companies established in Portugal post workers for an average period of 4.7 months, although no information is available for 2009.

Companies established in Poland, Germany and France have an average posting period of 3.6 months.

- Companies established in Poland post workers for an average period of 4.5 months and no information is available for 2009. In 2010, the average posting period decreased by 3 months compared to 2008.
- Companies established in Germany post workers for an average period of 3.5 months and no information is available for 2009. In 2010, the average posting period decreased by 3.3 months compared to 2008.
- Of the companies established in France, no information is available for 2008 and in the other years they posted workers for an average period of 3 months.

Foral Chartered Region of Navarre

The following graph [Figure 54] shows the average period workers are posted abroad to the Foral Chartered Region of Navarre in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

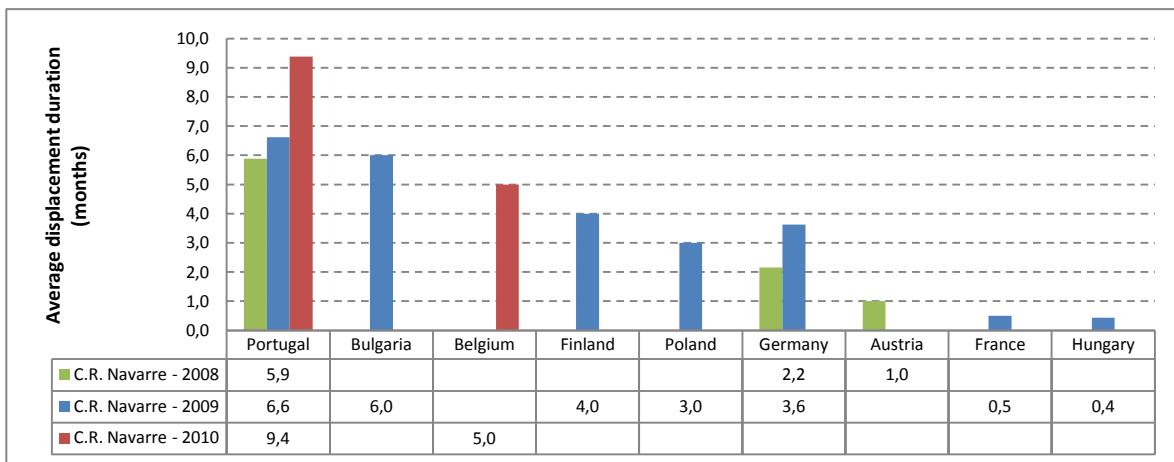


Figure 54: Average displacement duration based on the sending company's establishment country and year in the Foral (Chartered) Region of Navarre

The average period of posting to the Foral Chartered Region of Navarre is 6.4 months.

The companies established in Portugal and Bulgaria are the only companies above this average.

- Companies established in Portugal have an average posting period of 7.6 months. The average posting period has increased over the study period by an average of 1.2 months per year.
- Companies established in Bulgaria post workers for an average period of 6 months, although information is only available for 2009.

Companies established in Belgium, Finland, Poland, Germany Austria, France and Hungary present an average posting period of 2.3 months.

- Companies established in Belgium post workers for an average period of 5 months, although information is only available for 2010.
- Of the companies established in Finland, Poland, France and Hungary, information regarding the posting of workers is only available for 2009. The companies established in these countries posted workers in 2009 for an average period of 4, 3, 0.5 and 0.4 months, respectively.
- Companies established in Germany have an average posting period of 2.6 months.
- Of the companies established in Austria, information is only available for 2008, and it posted workers for an average period of one month.

Autonomous Region of Basque Country

The following graph [Figure 55] shows the average period workers are posted abroad to the Autonomous Region of Basque Country in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

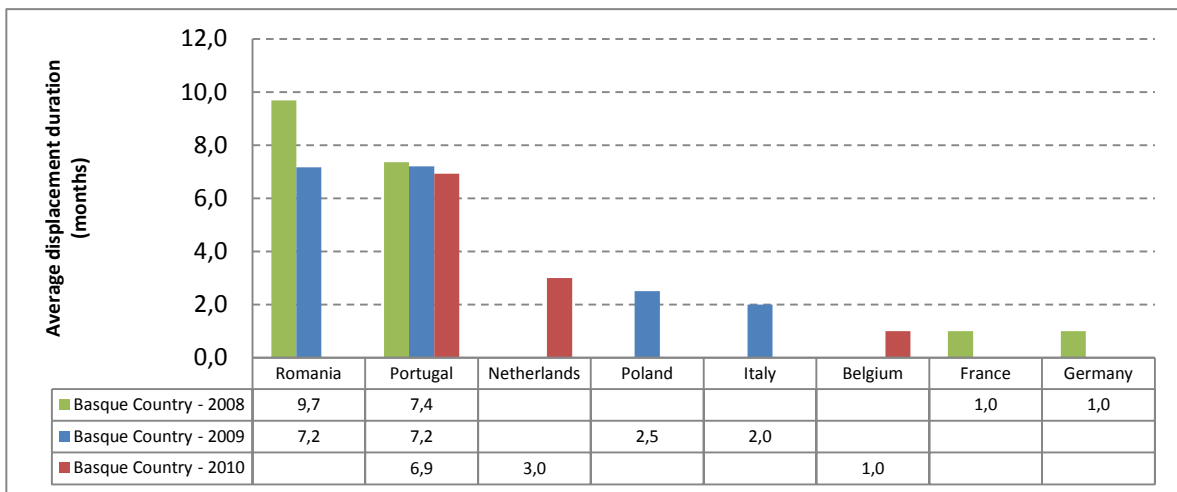


Figure 55: Average displacement duration based on the sending company's establishment country and year in the Basque Country

The average period of posting to the Autonomous Region of Basque country is 7.2 months.

The companies established in Romania and Portugal are the only companies above this average.

- Companies established in Romania post workers for an average period of 8.6 months and no information is available for 2010. In 2009, the average posting period decreased by 2.5 months compared to 2008.
- Companies established in Portugal post workers for an average period of 7.2 months, which decreased by an average of 0.2 months per year.

Companies established in the Netherlands, Poland, Italy, Belgium, France and Germany present an average posting period of 1.75 months.

- Of the companies established in the Netherlands and Belgium, information is only available for 2010 and the average period workers were posted was for 3 months and 1 month, respectively.
- Companies established in Poland and Italy only posted workers in 2009 and the average posting period was 2.5 and 2 months.
- Of the companies established in France and Germany, information is only available for 2008 and the average posting period was 1 month.

Valencian Region

The following graph [Figure 56] shows the average period workers are posted abroad to the Valencian Region in 2008, 2009 and 2010, by country of establishment for companies communicating postings:

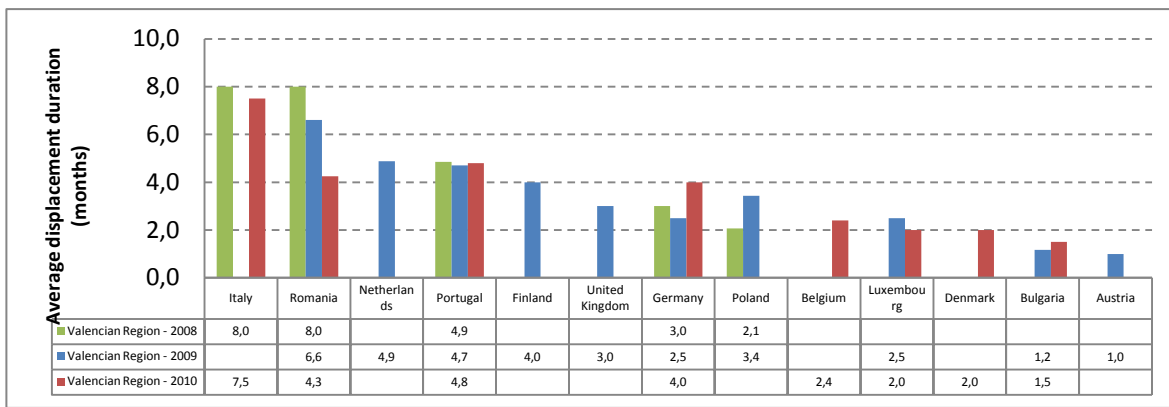


Figure 56: Average displacement duration based on the sending company's establishment country and year in the Valencian Region

The average period of posting to the Valencian Region is 4.7 months.

The companies established in Italy, Romania, the Netherlands and Portugal are the only companies above this average.

- Companies from Italy post workers for an average period of 7.7 months and no information is available for 2009. In 2010, the average posting period decreased by 0.5 months compared to 2008.
- Companies established in Romania have an average posting period of 6.4 months. Overall, the average posting period decreased by 4.3 months over the study period.
- Companies established in the Netherlands post workers for an average period of 4 months, although information is only available for 2009.
- Companies established in Portugal have an average posting period of 4.8 months. The average period decreased by 0.1 months over the study period.

Companies established in Finland, the United Kingdom, Germany, Poland, Belgium, Luxembourg, Denmark, Bulgaria and Austria present an average posting period of 2.3 months.

- Of the companies established in Finland, the United Kingdom and Austria, information is only available for 2009 and the average posting periods are 4, 3 and 1 month, respectively.
- Of the companies established in Belgium and Denmark, information is only available for 2010 and the average posting periods are 2, 4 and 2 months, respectively.
- Companies established in Germany have an average posting period of 3 months.
- Companies established in Poland post workers for an average period of 2.5 months, and no information is available for 2010.
- Companies established in Luxembourg and Bulgaria have average posting periods of 2.3 and 1.3 months, respectively, and no information is available for 2008.

8.2 Analysis of the fines imposed on companies in the framework of the transnational provision of services.

This section examines the imposition of financial penalties for infringements of social order on companies belonging to the European Union that post workers to Spain under the framework of the transnational provision of services, in the period from 2008 to 2010.

The sample size includes fines imposed by the following Autonomous Regions:

Autonomous Region	Province/Island	Autonomous Region	Province/Island
Valencian Region	Alicante	A.R. of Catalonia	Barcelona
	Castellon		Girona
	Valencia		Lleida
A.R. of Andalusia	Almeria		Tarragona
	Cadiz		A Coruña
	Cordova	Lugo	
	Granada	Ourense	
	Huelva	Pontevedra	
	Jaen	A.R. of Balearic Islands	Ibiza
	Seville		Majorca
A.R. of Aragon	Huesca		Minorca
	Saragossa	Region of Murcia	Murcia
A.R. of Cantabria	Cantabria	A.R. of La Rioja	La Rioja
A.R. of Castile La Mancha	Albacete	A.R. of Madrid	Madrid
	Ciudad Real	A.R. of Basque Country	Bizkaia
	Cuenca		Gipuzkoa
	Guadalajara		Alava
	Toledo	C.R. Foral Chartered Region of Navarre	Navarre

A.R. of Castile and Leon	Avila
	Burgos
	Leon
	Palencia
	Salamanca
	Segovia
	Soria
	Valladolid
	Zamora

Table 15: Elements that define the sample space considered in the study

As follows, an analysis is presented of the global metrics for each year of the study period and, subsequently, a more in-depth analysis is provided for the Autonomous Regions included in the sample.

8.2.1 Comprehensive analysis

8.2.1.1 Number of fines imposed: in total and per year

The total number of fines imposed based on the sample size is 751. The following graph shows [Figure 57] the distribution of fines in 2008, 2009 and 2010.

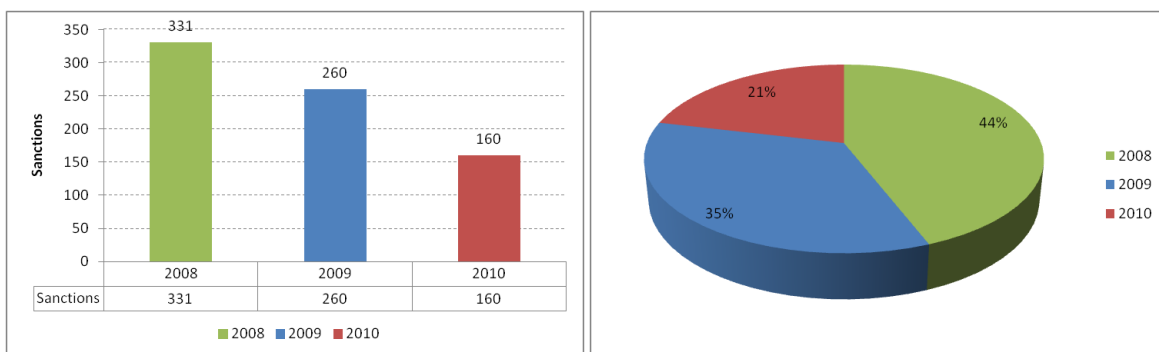


Figure 57: Fines distribution throughout the research period (2008, 2009, 2010)

Notwithstanding other determining factors, a parallel can be drawn between the decrease in workers posted to Spain over the study period and the number of fines imposed on companies, as is shown in the above graph. This decrease is 22% from 2008 to 2009 and 38.5% from 2009 to 2010, representing an overall decrease of 52% for the period under consideration.

8.2.1.2 Means of notification of fines: in total and per year

In accordance with article 59 of Law 30/1992, of 26 November, on the Regulation of Public Administration and Common Administrative Procedures; “Notifications shall be made using any means that provide proof of receipt by the party concerned or its representative, and the date, identity and content of the act notified”.

The following table presents the distribution of notifications over the study period:

	2008	2009	2010	Total
Certified mail with acknowledgement of receipt	326	259	159	744
Official Bulletin publication	5	1	1	7

Table 16: Fines distribution by notification channel and year

As can be observed in the following graph and from the data in the above table, registered mail is used as the means to notify companies of fines in over 99% of the cases. Publication in official journals is only used in those cases where direct notification is not possible, when it is not possible to identify the parties involved in the proceedings or the place of notification is not known, etc.

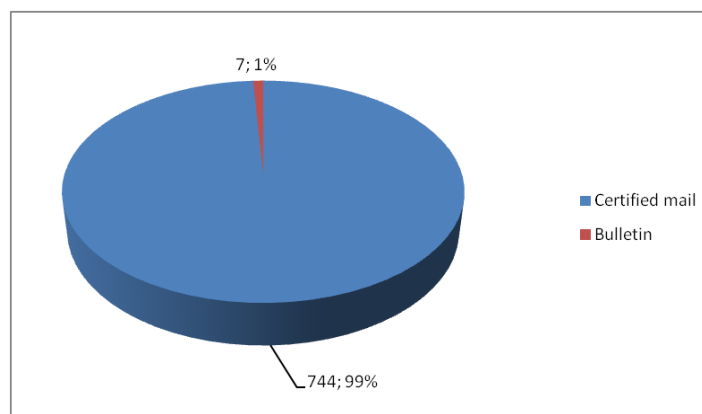


Figure 58: Notification channels distribution

8.2.1.3 Collection of fines: in total and per year

The collection process is divided into two periods: **voluntary**, in which those obligated to pay settle their debts within the regulatory deadlines established, and **executive**, in which enforcement proceedings are executed against the assets of the obligated party when payment obligations have not been satisfied in the voluntary period. The following graph shows the percentage of fines collected through each of these methods:

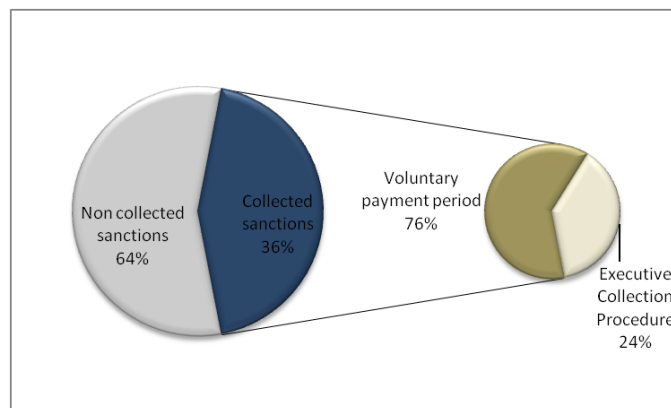


Figure 59: Collected fines versus reported fines based on collection procedure

The above graph shows a total of 268 fines collected out of a total of 751 fines imposed in 2008, 2009 and 2010. The percentage of fines collected against those imposed corresponds to approximately 36% of the fines. It was necessary to use enforcement proceedings in 24% of the cases.

The distribution of the collection of fines by collection method and year are shown in the following graph.

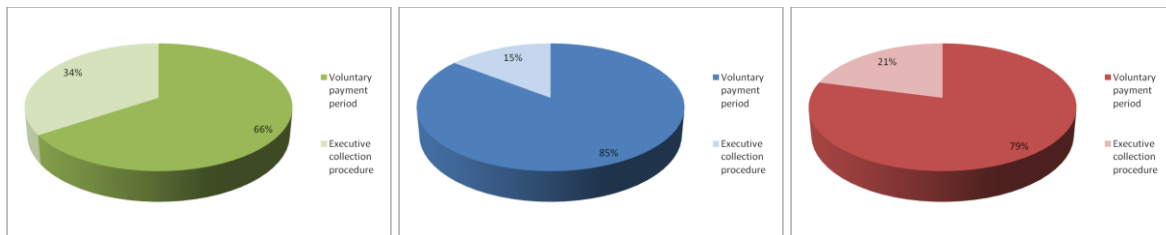
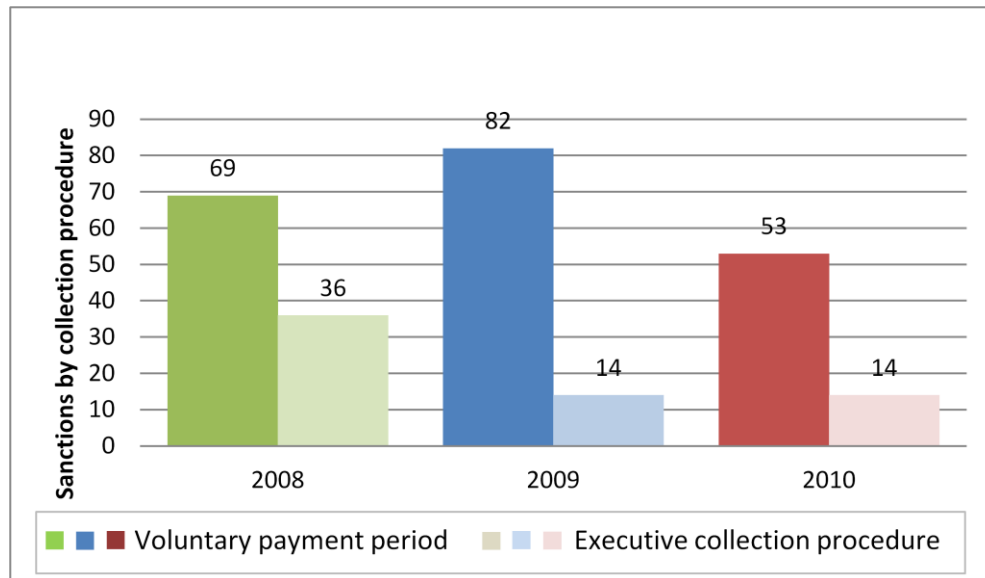


Figure 60: Collected fines distribution by collection procedure and year

In 2009, the number of fines collected decreased by 16% compared to 2008. However, it should be kept in mind that during this period the number of fines imposed decreased by 21%, which represents an increase of 2% in collection with respect to the number of annual fines. In 2010, the number of fines collected decreased by 32% compared to 2009. Likewise, it should be taken into account that the number of fines imposed decreased by 38.5% and, therefore, in 2010 an increase of 5% was seen in the number of fines collected with respect to the number of fines imposed.

The following graph presents the relationship between fines collected and fines imposed:

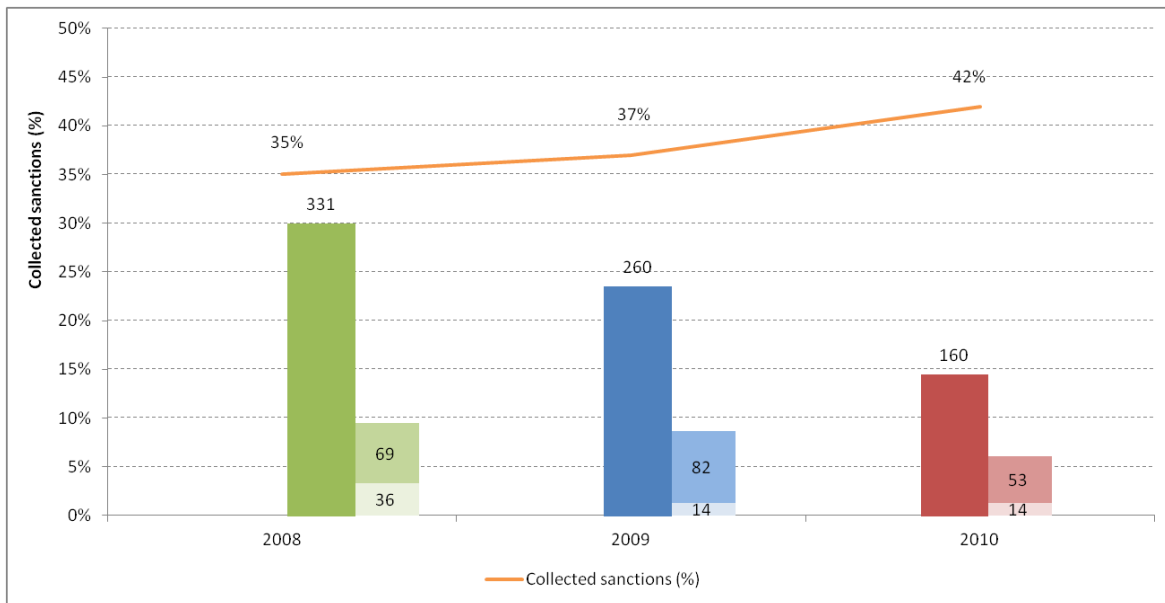


Figure 61: Imposed fines versus collected fines ratio

By comparing the percentages of fines imposed and collected over the study period, the following statements can be made:

- In 2009, in comparison to 2008, there was an increase of 2% in fines collected.
- In 2010, in comparison to 2009, there was an increase of 5% in fines collected.

Overall, during the study period, there was an increase of 7% in the number of fines collected and it is important to underline that the number of fines decreased by 52% over the study period.

Overall, an average annual increase of 3.5% was noted in the number of fines collected over the study period.

With respect to collection by one means or another, voluntary or executive, the evolution of the total number of fines imposed annually is shown in the following graph:

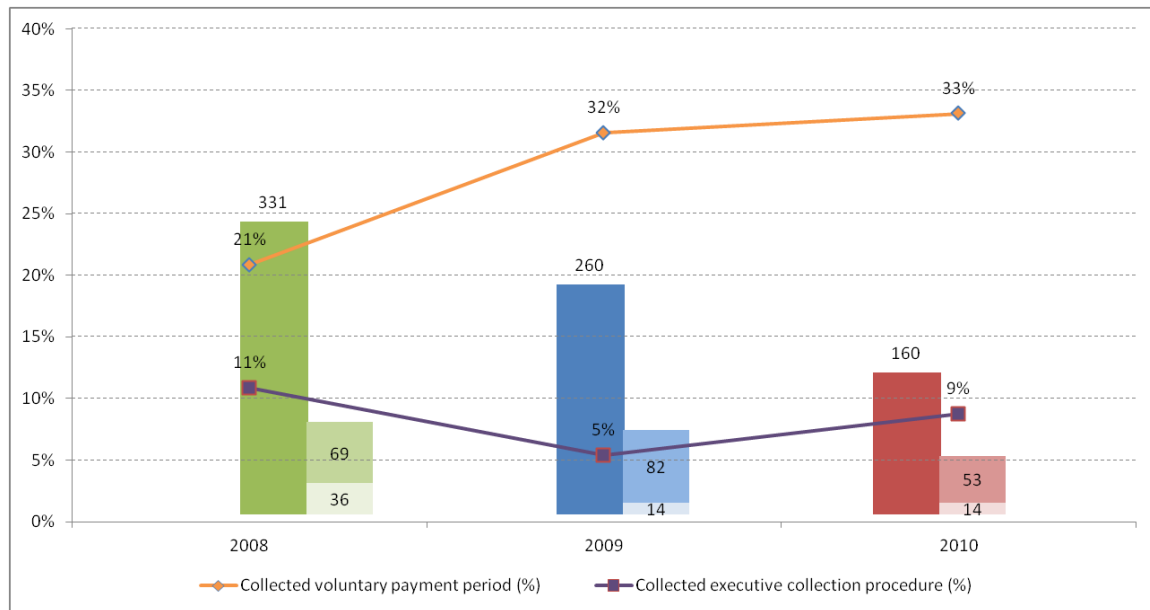


Figure 62: Collection procedure utilization evolution

In the previous graph, an increase of over 50% is seen in the number of fines collected by voluntary means with respect to the total number of fines, increasing from 21% in 2008 to 33% in 2010. The average number of fines collected through enforcement proceedings remains slightly under 10%.

8.2.1.4 Related actions: in total and per year

Actions related to the fines imposed on companies that are the object of this study include:

- Infringement notices issued to companies
- Claims filed by companies against infringement notices
- Confirmatory decisions
- Companies that have appealed the decision

The following graph shows the total number of related actions:



Figure 63: Number of related actions

The total number of infringement notices (751) issued to companies recorded for the study period implies a series of related actions:

- Claims have been brought against 25% (189) of the infringement notices issued to companies.
- 93% of the infringement notices issued to companies (700) have been confirmed and notified.
- There were 113 appeals filed by companies against the decisions notified, which means that 15% of the decisions have been appealed.

As follows, the distribution of related actions with companies is shown by study period years.

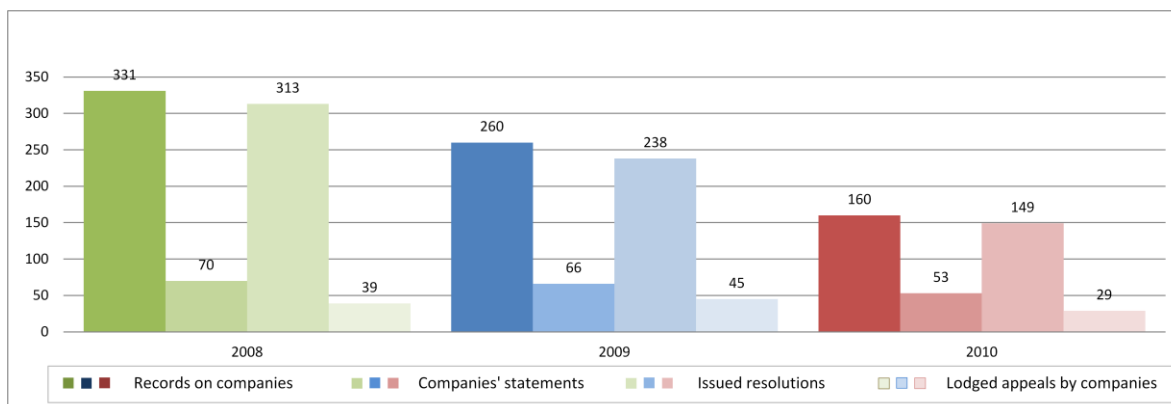


Figure 64: Related actions distribution per year

From the above figure, the following percentages of actions related to infringement notices issued to companies are obtained:

	2008	2009	2010	Total
Companies' statements	21%	25%	33%	25%
Issued resolutions	95%	92%	93%	93%
Lodged appeals by companies	12%	17%	18%	15%

Table 17: Percentage of related actions per year

In relative terms, it can be seen that in spite of the decrease of 2% in the percentage of decisions issued to companies with respect to the number of annual fines imposed during the study period, both claims and appeals filed by companies have increased by 12% and 6%, respectively, in the study period. In this respect, since 2008 there has been an increase of around 50% in both indicators, from 21% to 33% and from 12% to 18%, respectively.

However, in absolute terms, a downward trend in related actions can clearly be seen to emerge with respect to related actions with companies over the study period, due to the decrease in the number of fines imposed.

In summary:

- In 2008, there were 28 more infringement notices issued to companies than confirmatory decisions. Of the 331 infringement notices issued to companies, only 70 companies filed claims and 39 filed appeals.

- In 2009, there were 22 more infringement notices issued to companies than confirmatory decisions. Of the 260 infringement notices issued to companies, only 66 companies filed claims and 45 filed appeals.
- In 2010, there were 11 more infringement notices issued to companies than confirmatory decisions. Of the 160 infringement notices issued to companies, only 53 companies filed claims and 29 filed appeals.

8.2.1.5 Amounts of the decisions: in total and per year

The amounts established for the settlement of the fines imposed on companies are grouped, for practical purposes, into two categories:

- 1,500 euros or more
- Less than 1,500 euros

The following graph shows the relationship of each of the above-mentioned categories with the decisions issued.

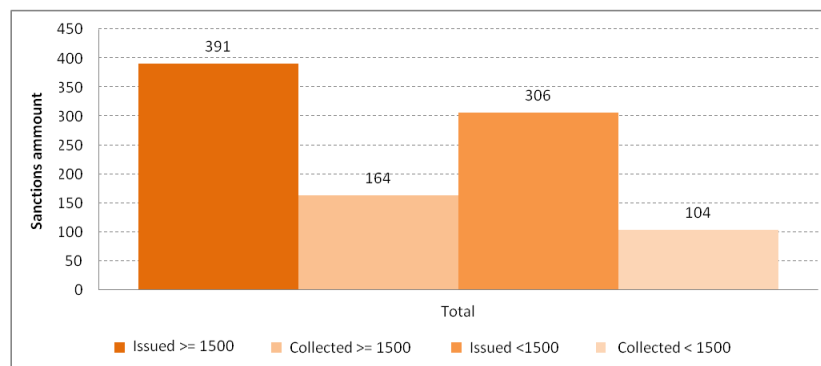


Figure 65: Resolutions distribution by amount

Approximately 36% of all fines have been collected. With respect to fines in the category of 1,500 euros or more, the percentage is 42%, whereas for fines below this amount, 33% were collected.

The following graph shows the annual distribution of amounts related to decisions:

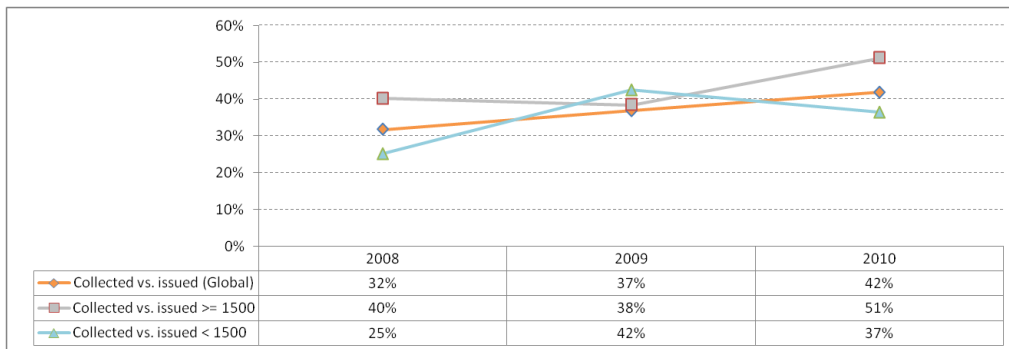


Figure 66: Annual evolution of collected fines versus issued resolutions ratio

From the above graph, it can be concluded that, although the collection of fines based on amount does not appear to correspond to a stable trend, the relationship between the total number of fines collected with respect to decisions issued presents an upward trend, thus confirming the previously mentioned data on the growth of the number of fines collected with respect to the overall number of fines imposed annually.

The following graphs present absolute annual data, both for notifications sent and fines collected based on amount.

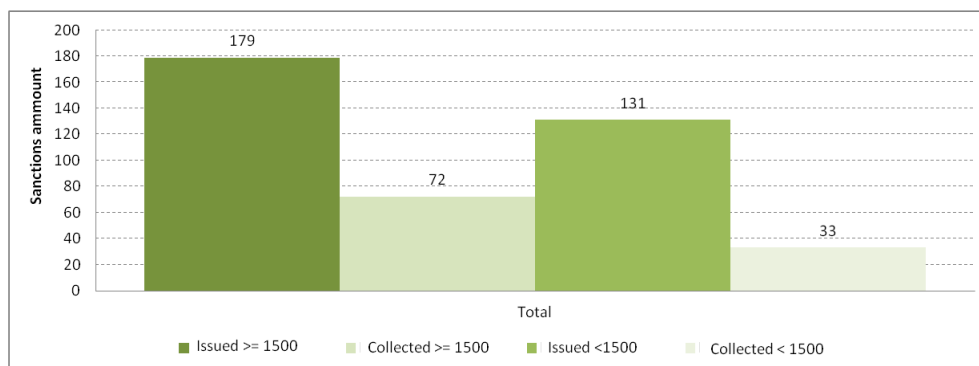


Figure 67: Resolutions distribution by amount (Year 2008)

The percentage of notifications sent for fines of 1,500 euros or more is 27% higher than for fines below this amount and the percentage of fines collected for an amount of 1,500 euros or more is 54% higher than for fines collected below this amount. In general, the percentage of notifications sent and fines collected for an amount of 1,500 euros or more is higher than for amounts of less than 1,500 euros.

The percentage of notifications of fines sent for 1,500 euros or more is approximately 60% higher than the percentage of fines collected in this category.

The percentage of fines collected for less than 1,500 euros represents 25% of the notifications of fines issued in this category.

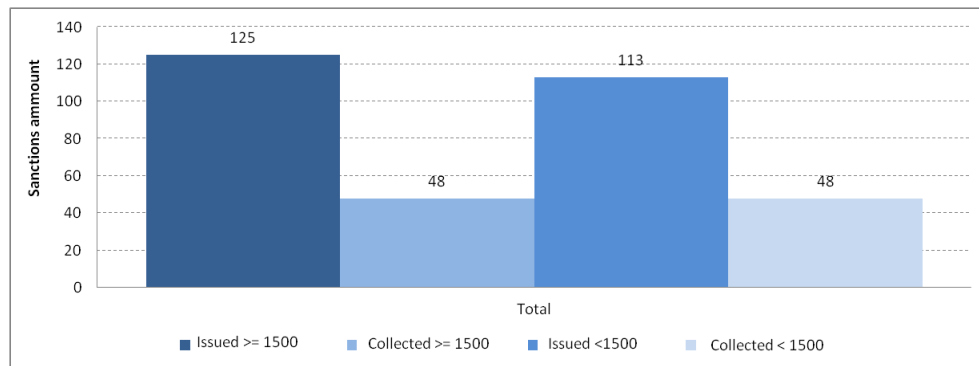


Figure 68: Resolutions distribution by amount (Year 2009)

The percentage of notifications sent for fines of 1,500 euros or more is 9.6% higher than for notifications of fines below this amount and the percentage of fines collected for an amount of 1,500 euros or more is the same as that of fines collected for less than this amount.

The percentage of notifications sent for fines of 1,500 euros or more is approximately 45.6% higher than the percentage of fines collected in this category.

The percentage of fines collected for less than 1,500 euros represents approximately 42% of the notifications of fines sent in this category.



Figure 69: Resolutions distribution by amount (Year 2010)

The percentage of notifications sent for fines of 1,500 euros or more is approximately 27% higher than for notifications sent for fines below this amount and the percentage of fines collected for an amount of 1,500 euros or more is 48% higher than for fines collected below this amount.

The percentage of notifications issued for fines of 1,500 euros or more is approximately 49% higher than the percentage of fines collected in this category.

The percentage of fines collected for less than 1,500 euros represents 36.5% of the notifications of fines sent in this category.

8.2.2 Analysis by Autonomous Region

8.2.2.1 Number of fines imposed: in total and per year

The following graph shows the distribution of fines imposed by Autonomous Regions over the study period:

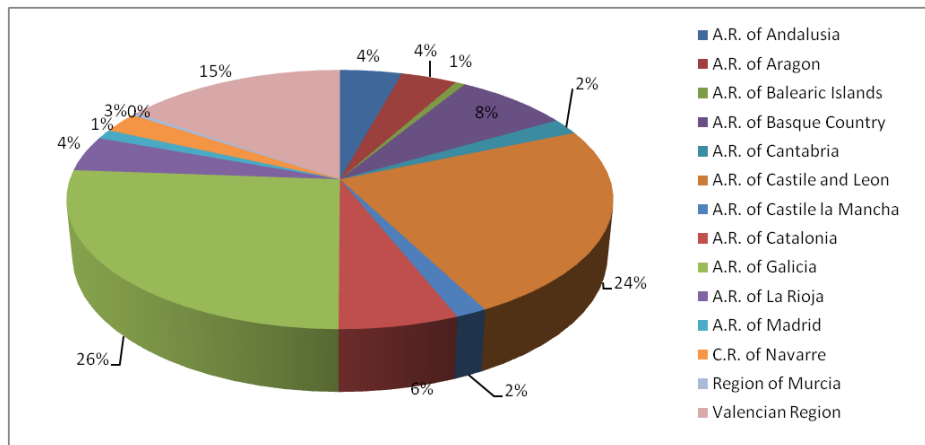


Figure 70: Fines distribution by Autonomous Region throughout the research period

Within the sample area, the most significant are the Autonomous Regions of Galicia, Castile and Leon and Valencian Region, which accounted for 26%, 24% and 15%, respectively, of the total number of fines examined, representing over 60% of the total sample.

A comparison of the common set of Autonomous Regions considered in the analysis of postings and fines, with their weight in total fines analysed during the study period, produces the following graph:

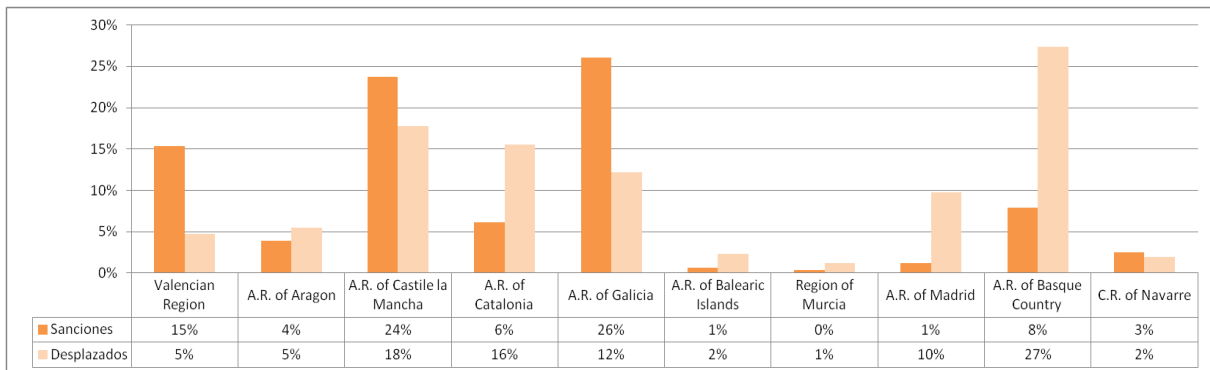


Figure 71: Percentage of fines versus posted workers by Autonomous Region throughout the research period

Although there are differences, the Autonomous Regions with the most weight in terms of number of postings are also those that have the greatest weight with respect to fines, although the distribution is not uniform. It is important to point out the cases of the Valencian Region and the Autonomous Regions of Castile and Leon and Galicia, in which their weight with respect to fines recorded in 2008, 2009 and 2010 exceeds, and even triplicates, their contribution to the number of postings. On the other hand, the Autonomous Regions of Madrid, Catalonia and Basque Country have a total number of fines that is well below the weight they have in the analysis of the number of workers posted.

The following graph shows the total percentage of fines imposed in one year, broken down by the Autonomous Regions in the sample:

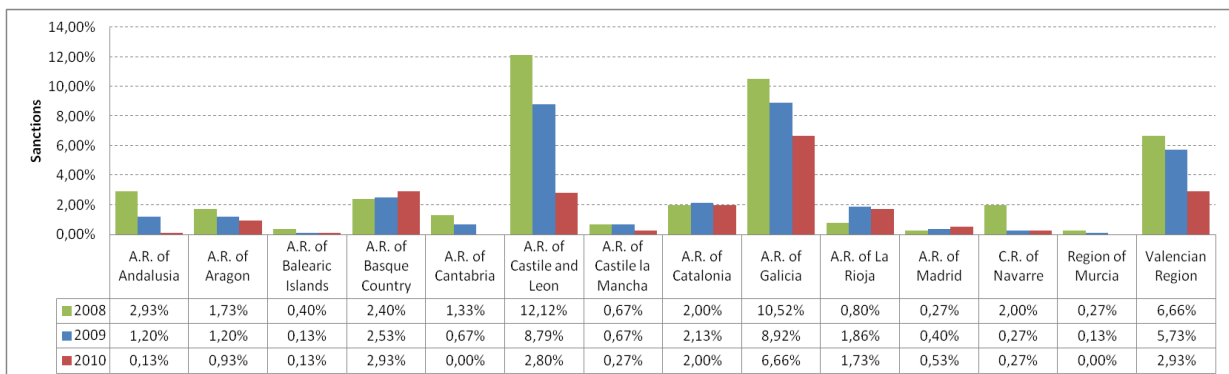


Figure 72: Fines percentage distribution by Autonomous Region and year. The above percentages show the overall distribution of fines by Autonomous Region throughout the 3 years of research

Two profiles are readily distinguishable with respect to the distribution of fines over the study period years. For the most part, the Autonomous Regions present decreasing profiles in terms of the number of fines distributed between 2008, 2009 and 2010, as is the case of the Autonomous Regions of Andalusia, Aragon, Cantabria, Castile-La Mancha, Castile and Leon, Galicia, Balearic Islands, Region of Murcia, Valencian Region and the Foral Chartered Region of Navarre. On the other hand, communities such as the Autonomous Region of Madrid, Basque Country, Catalonia and La Rioja have ascending profiles for the distribution of fines, or at least of continuity, over the study period years.

The following graph shows the total percentage of fines imposed by each Autonomous Region, broken down by each year in the study period:

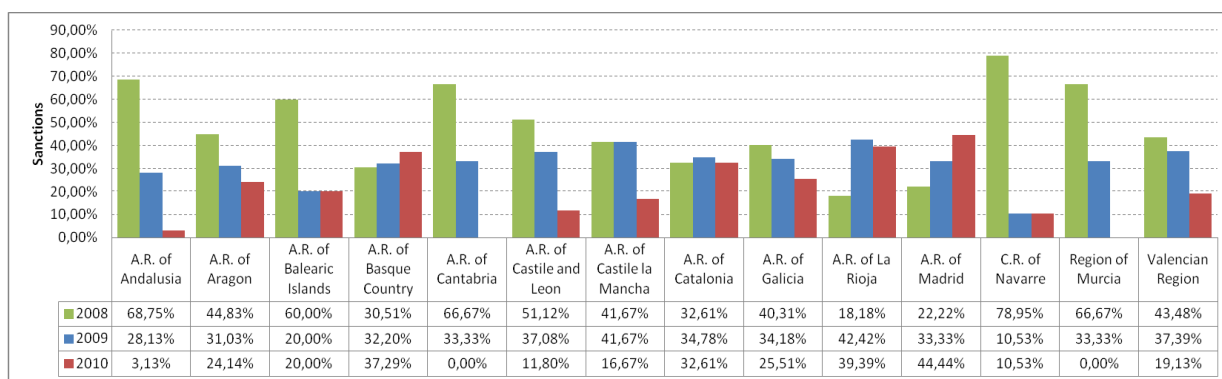


Figure 73: Fines percentage distribution by Autonomous Region and year. The above percentages show the individual distribution of fines by Autonomous Region throughout the 3 years of research

With respect to variable margins for the number of fines by Autonomous Region, the situations vary. These range from the case of the Autonomous Region of Catalonia, with a deviation of 1% from the average, to the most extreme cases, such as the Foral Chartered Region of Navarre or the Autonomous Region of Andalusia, with deviations of 45% and 36%, respectively.

Taking the relative data of the communities as a reference, and based on the increase and decrease in the number of fines referred to above, it is observed that:

- The Autonomous Region of Andalusia recorded an overall decrease of 95.45%, with an average annual decrease of 74% (59% in 2008, 89% in 2009).
- The Autonomous Region of Aragon recorded an overall decrease of 46.15%, with an average annual decrease of 26% (31% in 2008, 22% in 2009).

- The Valencian Region recorded an overall decrease of 56%, with an average annual decrease of 31% (14% in 2008, 49% in 2009).
- In the Autonomous Region of Cantabria, in the period from 2008 to 2009, the number of fines decreased by 50%. In 2010 there were no fines.
- The Autonomous Region of Castile-La Mancha recorded the following figures: 0% in 2008, 60% in 2009.
- The Autonomous Region of Castile and Leon recorded an overall decrease of 76.92%, with an average annual decrease of 48% (27% in 2008, 68% in 2009).
- The Autonomous Region of Catalonia presents the most stable profile of all those analysed. During the first period analysed, from 2008 to 2009, there was an increase of 7% in the number of fines, followed by a decrease of 6% in the second period, from 2009 to 2010. Overall, it presents an average annual variable rate of 6.5%.
- The Autonomous Region of Galicia recorded an overall decrease of 36.71%, with an average annual decrease of 20% (15% in 2008, 25% in 2009).
- The Autonomous Region of the Balearic Islands recorded an overall decrease of 66.67%, with an average annual decrease of 33% (67% in 2008, 0% in 2009).
- The Autonomous Region of La Rioja recorded an overall increase of 116.67% in the number of fines issued. However, the evolution was not uniform. In 2009, compared to 2008, there was an increase of 133%, while in 2010 there was a decrease of 7%. In short, the annual average increase is 63%.
- The Autonomous Region of Madrid presents a uniform ascending profile in regard to the number of fines imposed on companies per year. During the study period, it experienced an increase of 100% in fines, with an average annual rate of increase of 42% (50% in 2008 and 33% in 2009).
- The Region of Murcia and the Autonomous Region of Cantabria are the two Autonomous Regions that recorded a decrease of 100% with respect to the number of fines.
- The Foral Chartered Region of Navarre, like the Autonomous Region of the Balearic Islands, recorded a decrease in the number of fines of 87% in 2009, remaining unchanged in 2010. Overall, taking into account the full period from 2008 to 2010, the average annual rate of decrease in the number of fines is 43%.

8.2.2.2 Means of notification of fines: in total and per year

The following graph shows the distribution of the different means of notification for each Autonomous Region in the sample:

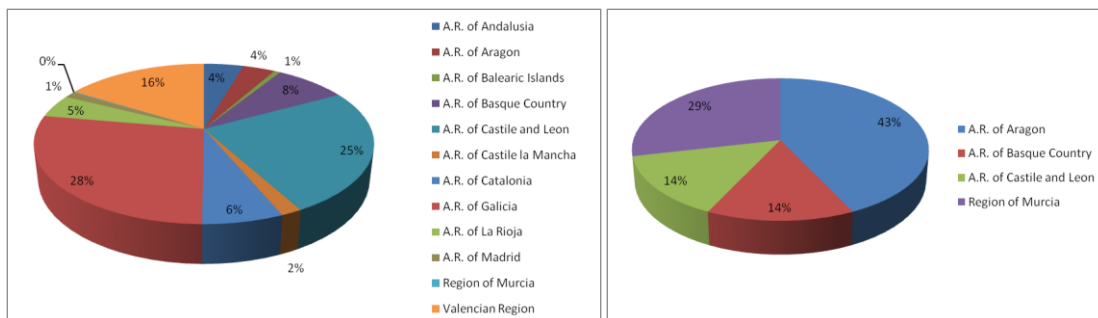


Figure 74: Notification channels distribution by Autonomous Region. Left: Certified mail. Right: Official Bulletin

The only Autonomous Regions required to publish in official journals as a means to notify fines to companies were the Autonomous Regions of Aragon, the Autonomous Region of Castile and Leon, the Region of Murcia and the Autonomous Region of Basque Country. It should be kept in mind that the contribution to notifications by means of “in official gazette” in the study total is quite low (see Graph 58).

The following graphs show a detailed breakdown by study year. The contribution of each Autonomous Region bears a close relationship to the total number of fines recorded (see Figure 70).

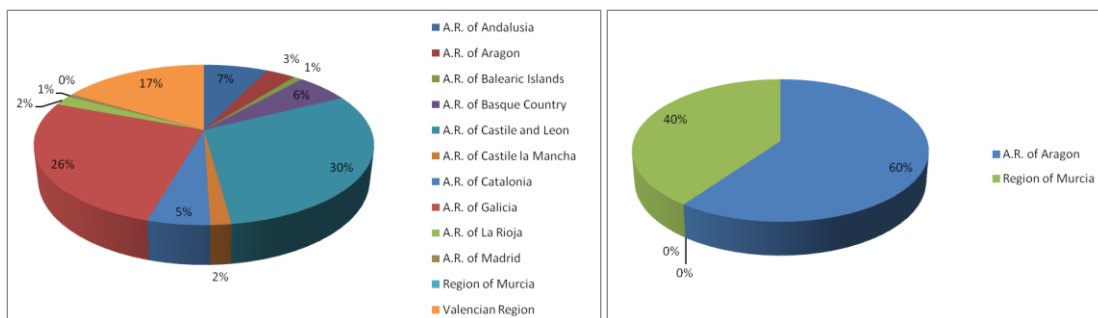


Figure 75: Notification channels by Autonomous Region (Year 2008). Left: Certified mail. Right: Official Bulletin

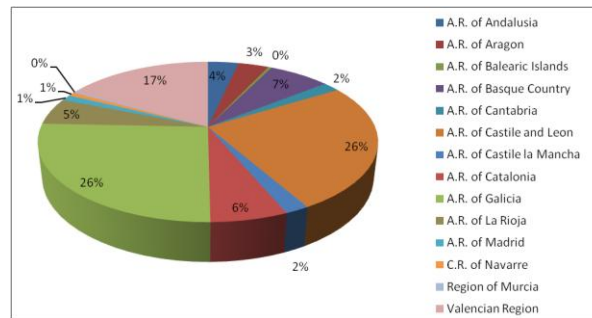


Figure 76: Notification channels by Autonomous Region (Year 2009)

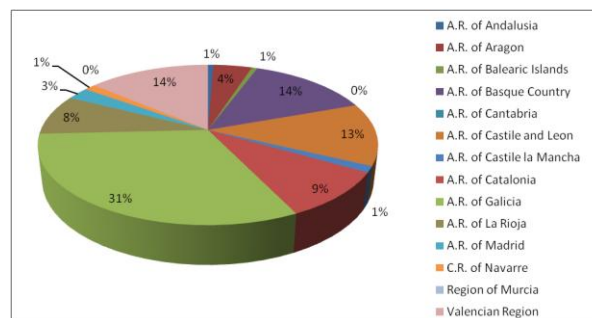


Figure 77: Notification channels by Autonomous Region (Year 2010)

In 2009 and 2010, fines published in official journals were only recorded for the Autonomous Regions of Basque Country and Castile and Leon, respectively.

8.2.2.3 Collection of fines: in total and per year

The following graph presents the means of settlement used by each Autonomous Region. The sum of the pair of values associated with each Autonomous Region in the graph shows the percentage of fines collected with respect to those imposed.

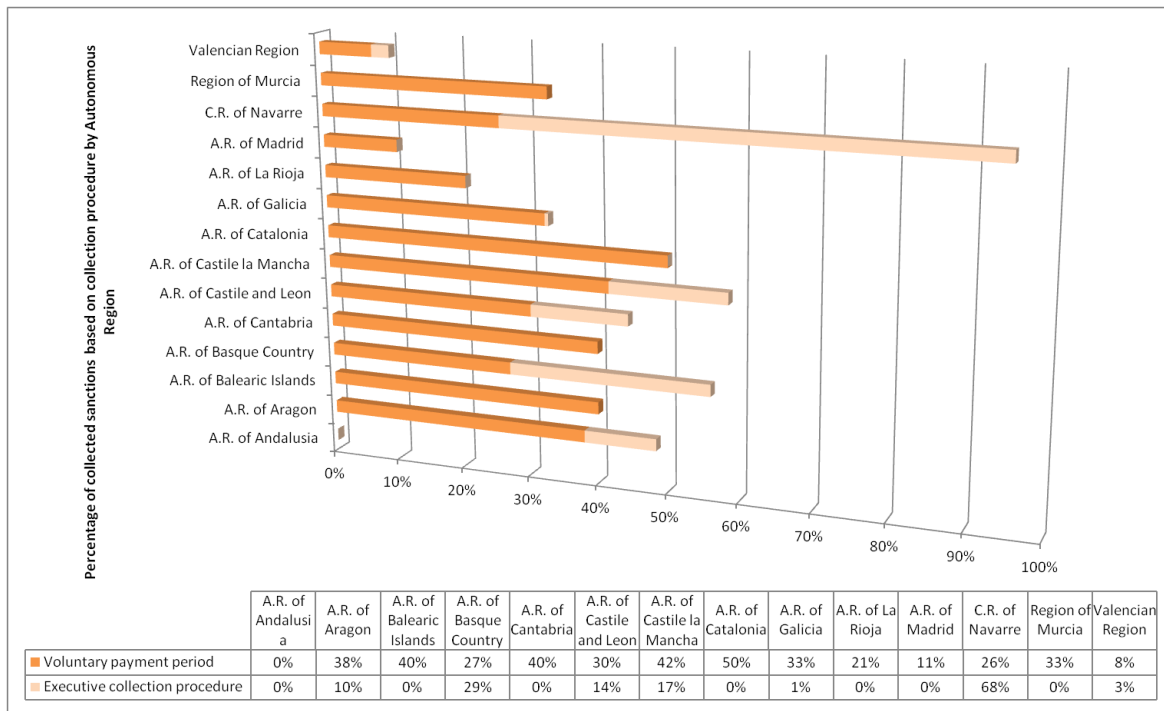


Figure 78: Collected fines distribution by Autonomous Region and collection procedure

While the overall relationship in terms of the number of fines collected by one means or another (voluntary or executive) describes a relationship of approximately 3 to 1 (see Figure 59 and Figure 60), the details of the breakdown by Autonomous Region is more irregular, as can be seen in the above graph. There are cases in which all fines collected by voluntary means, cases in which no fines have been collected at all and, lastly, cases in which the relationship between the means used deviates from the 76%-24% evidenced in the overall distribution.

The large percentage of fines collected by voluntary means compared to those collected through enforcement proceedings (76% compared to 24%) is accounted for by the cases of the Autonomous Regions of Cantabria, Catalonia, Balearic Islands, La Rioja, Madrid and the Region of Murcia, where 100% of the fines collected are through voluntary means, as well as Galicia, with close to 97% of collections in the voluntary period. In turn, the Autonomous Region of Aragon, the Valencian Region and the Autonomous Regions of Castile-La Mancha and Castile and Leon are close to the total value of 76%, with 79%, 72%, 71% and 68%, respectively.

A significant case is the Foral Chartered Region of Navarre, where collections through enforcement proceedings and voluntary means are 50/50, and even more noteworthy, the Autonomous Region of Basque Country, where fines collected through enforcement proceedings exceed fines collected through voluntary means by 250%.

The following graphs show the relationship between fines settled by voluntary means and enforcement proceedings during the years considered in the analysis. Overall, they present a distribution similar to the total distribution by Region (see Figure 78) although there are some unique features, such as Foral Chartered Region of Navarre-2009 with 100% of the fines collected through enforcement proceedings, Castile—La Mancha-2010, with no fines collected at all, etc.

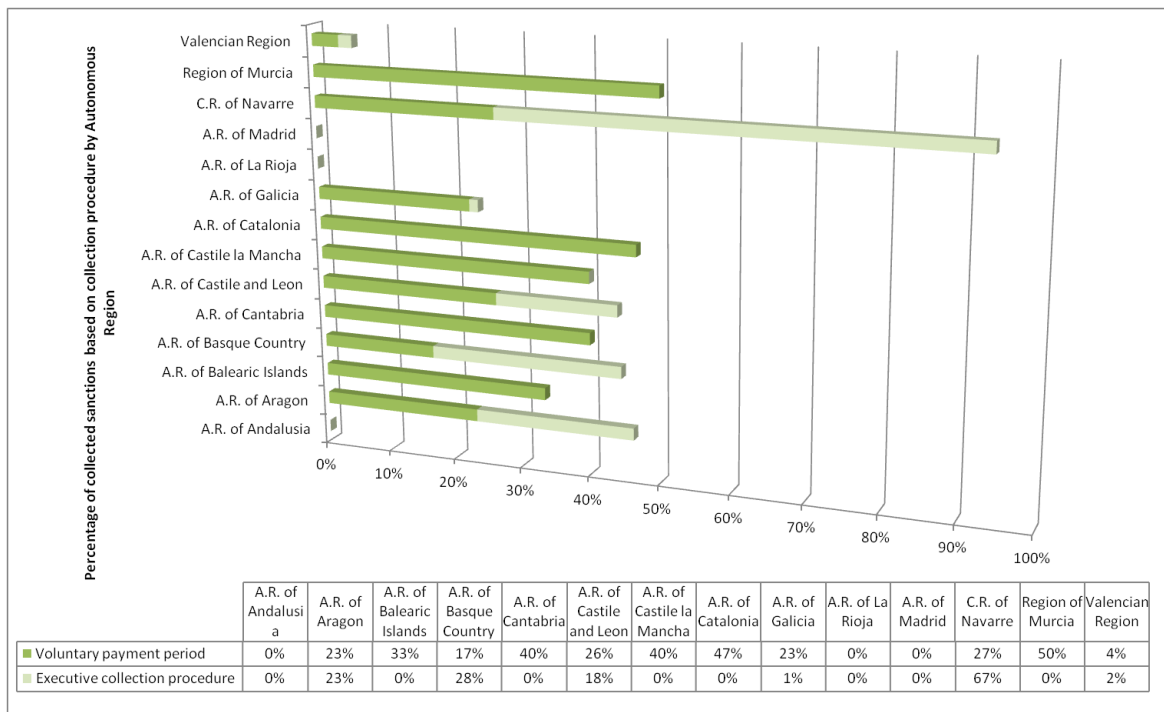


Figure 79: Collected fines distribution by Autonomous Region and collection procedure (Year 2008)

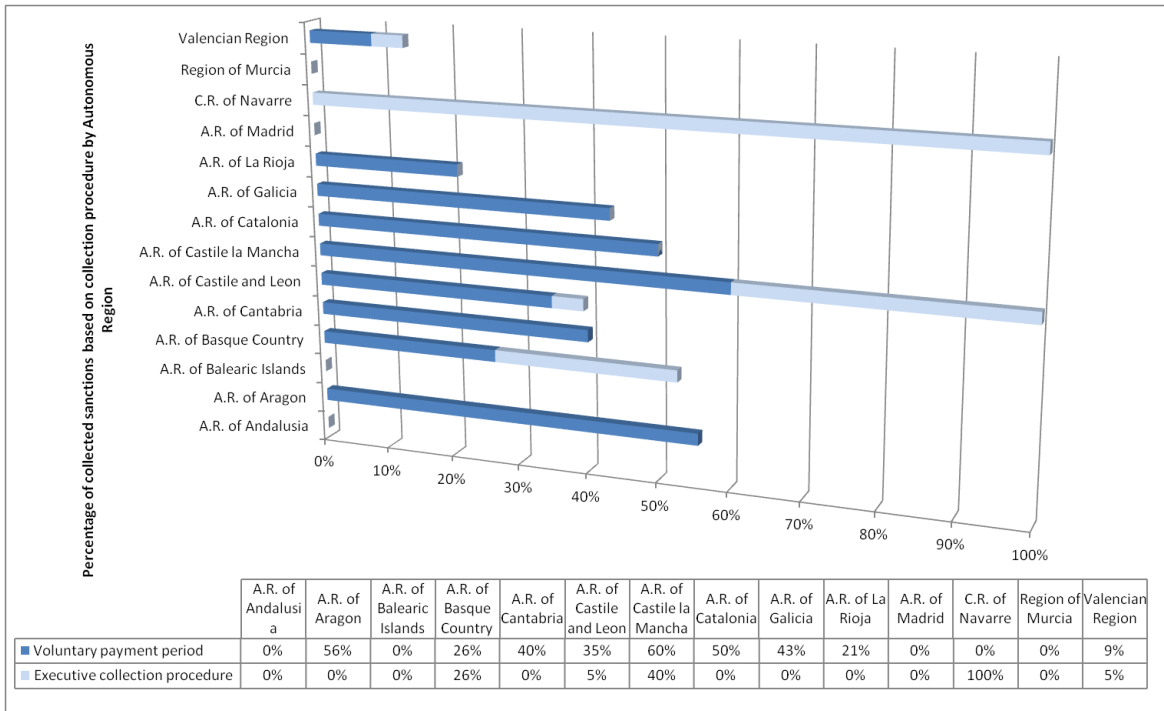


Figure 80: Collected fines distribution by Autonomous Region and collection procedure (Year 2009)

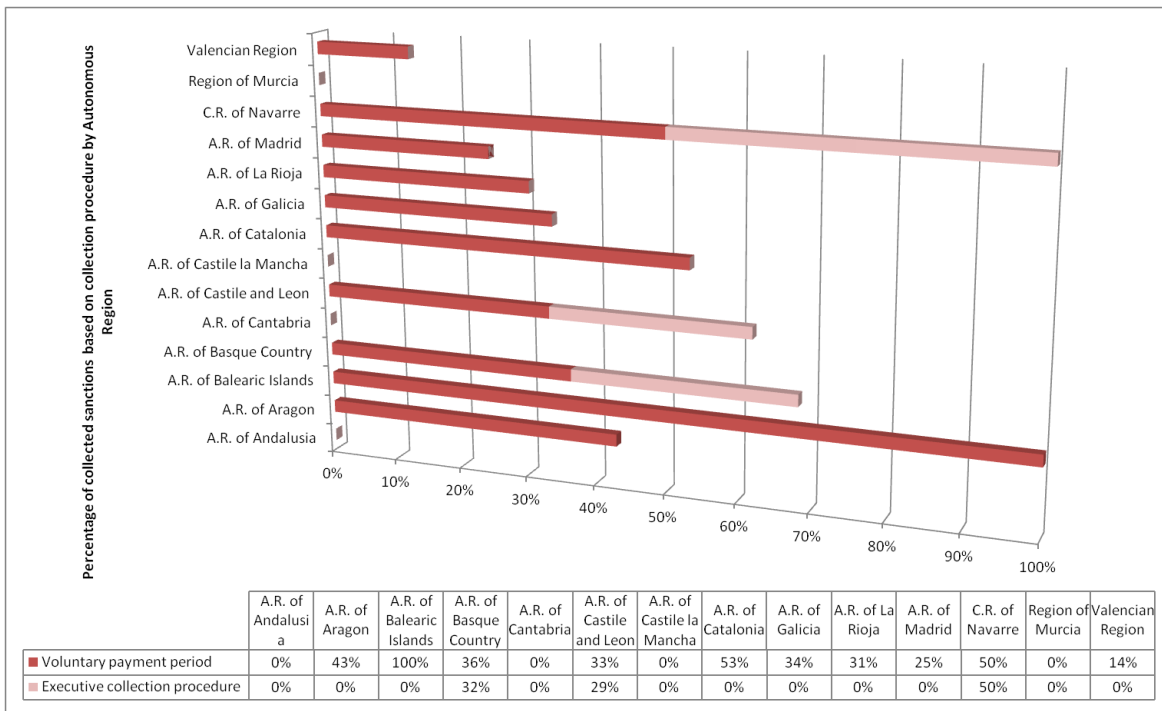


Figure 81: Collected fines distribution by Autonomous Region and collection procedure (Year 2010)

8.2.2.4 Related actions: in total and per year

As follows is a description of each of the related actions with companies at an Autonomous Region level, by study year.

- Claims filed by companies

The following graph shows the total percentage of claims filed by companies for each Autonomous Region.

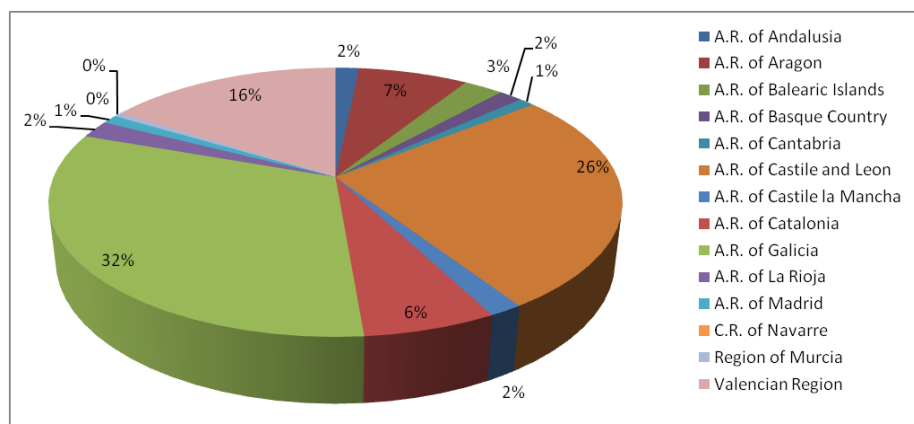


Figure 82: Companies' statements distribution by Autonomous Region

The Foral Chartered Region of Navarre is the only Autonomous Region where no companies presented claims against the infringement notices.

The following table presents the percentage of claims filed by companies for each Autonomous Region, by study year. The value shown in the table indicates the share of the Autonomous Region in the total number of claims filed by companies for the year shown in the column:

AUTONOMOUS REGION	Companies' statements		
	2008	2009	2010
A.R. of Andalusia	3%	2%	0%
A.R. of Aragon	9%	8%	6%
A.R. of Balearic Islands	4%	2%	2%
A.R. of Basque Country	0%	2%	4%
A.R. of Cantabria	0%	3%	0%
A.R. of Castile la Mancha	0%	3%	2%
A.R. of Castile and Leon	36%	24%	17%
A.R. of Catalonia	1%	5%	15%
A.R. of Galicia	36%	27%	32%
A.R. of La Rioja	0%	3%	4%
A.R. of Madrid	1%	2%	0%
C.R. Foral Chartered Region of Navarre	0%	0%	0%
Region of Murcia	1%	0%	0%
Valencian Region	9%	21%	19%

Table 18: Companies' statements annual distribution by Autonomous Region

The following graph shows the percentage of claims with respect to the number of acts notified for each of the years in the study period, by Autonomous Region. The following graph shows the relationship existing between claims.

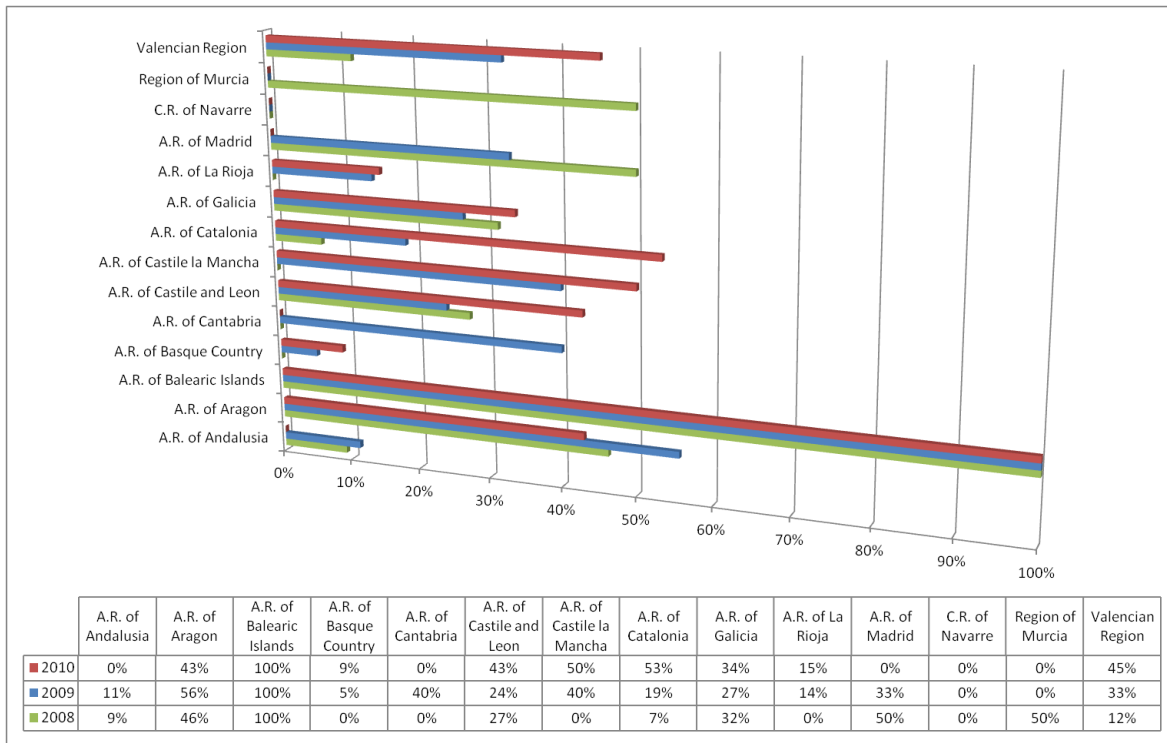


Figure 83: Companies' statements distribution by Autonomous Region and year

It is important to point out that 100% of the acts notified to companies over the three years of the study (2008, 2009 and 2010) in the Autonomous Region of the Balearic Islands resulted in claims being filed by the companies fined. At the other end of the spectrum is the Foral Chartered Region of Navarre, where no claims have been filed by companies during the study period.

- Confirmed decisions

The following graph shows the overall percentage of confirmed decisions for each Autonomous Region.

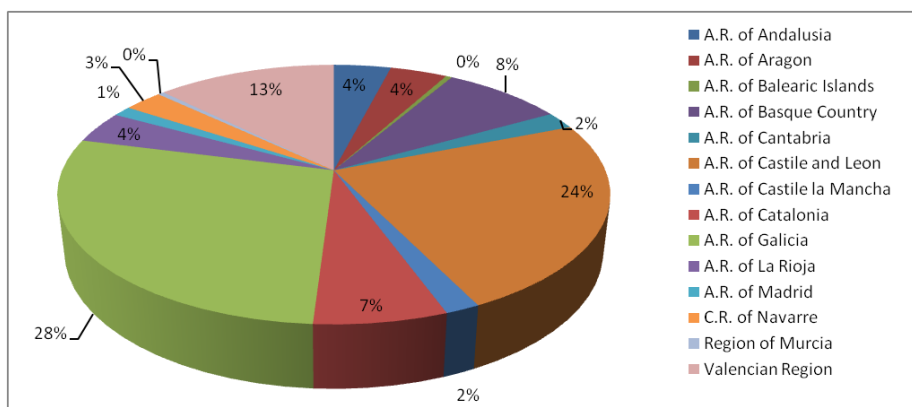


Figure 84: Issued resolutions distribution by Autonomous Region

The following table presents the percentage of confirmed decisions on fines issued to companies for each Autonomous Region, by study year. The value shown the share of the Autonomous Region in the total number of decisions for the year shown in the column:

AUTONOMOUS REGION	Issued resolutions		
	2008	2009	2010
A.R. of Andalusia	6%	4%	0%
A.R. of Aragon	4%	4%	5%
A.R. of Balearic Islands	0%	0%	1%
A.R. of Basque Country	6%	8%	15%
A.R. of Cantabria	3%	2%	0%
A.R. of Castile la Mancha	2%	2%	1%
A.R. of Castile and Leon	28%	26%	11%
A.R. of Catalonia	5%	7%	10%
A.R. of Galicia	25%	28%	34%
A.R. of La Rioja	1%	6%	7%
A.R. of Madrid	1%	1%	3%
C.R. Foral Chartered Region of Navarre	5%	1%	1%
Region of Murcia	1%	0%	0%
Valencian Region	14%	11%	12%

Table 19: Issued resolutions distribution by Autonomous Region

The following graph shows the percentage of decisions issued with respect to the number of fines notified for each of the years in the study period, by Autonomous Region:

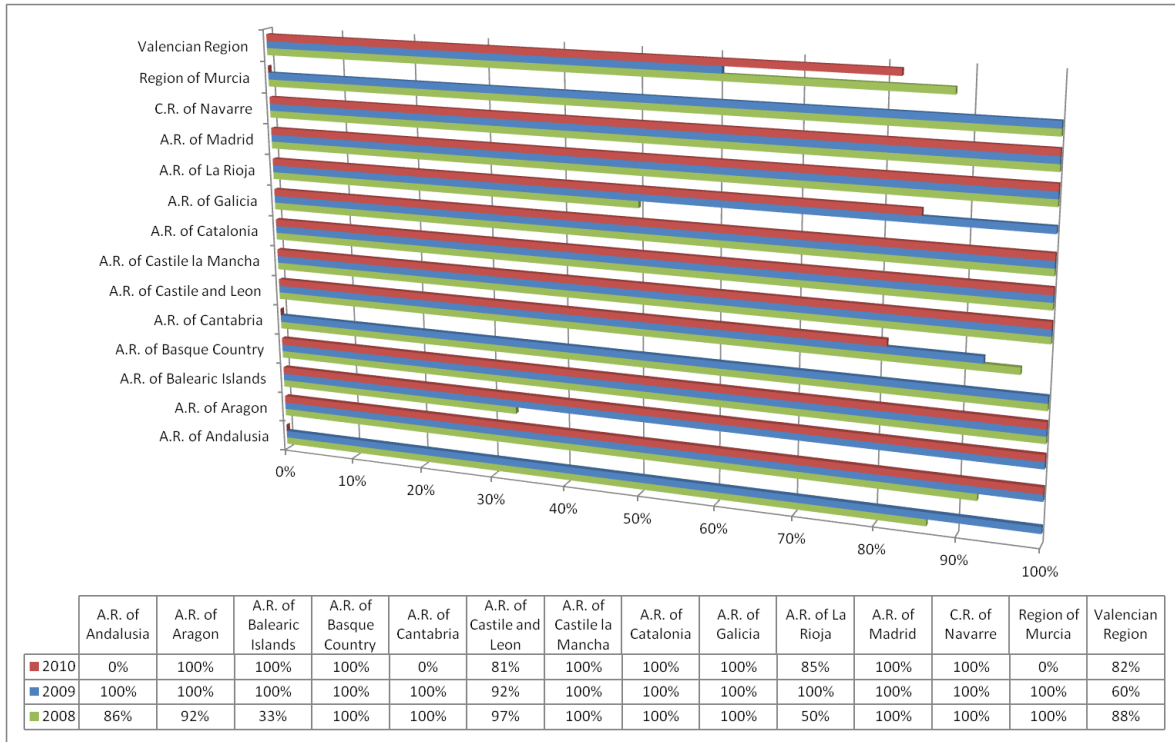


Figure 85: Issued resolutions distribution by Autonomous Region and year

The above graph shows the Autonomous Regions that issued decisions on 100% of the fines notified. These Autonomous Regions are the following:

- Autonomous Region of Cantabria
- Autonomous Region of Castile-La Mancha
- Autonomous Region of Catalonia
- Autonomous Region of Galicia
- Autonomous Region of Madrid
- Region of Murcia
- Foral Chartered Region of Navarre
- Autonomous Region of Basque Country

The Autonomous Regions of Andalusia, Aragon, the Balearic Islands and La Rioja issued decisions on 100% of the fines imposed in at least one of the three years under study. Whereas, the Autonomous Regions of Castile and Leon and the Valencian Region did not reach 100% for decisions issued on fines notified annually in any of the three years under study.

- Appeals filed by companies

The following graph shows the total percentage of appeals filed by companies for each Autonomous Region.

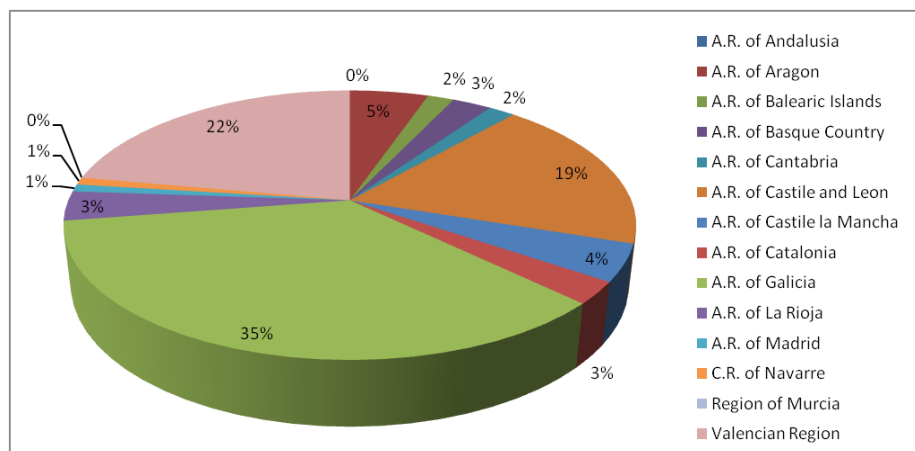


Figure 86: Companies' appeals distribution by Autonomous Region

With respect to appeals filed by companies, the only Autonomous Regions in which no decisions were appealed are the Autonomous Region of Andalusia and the Region of Murcia.

The following table presents the percentage of appeals filed by companies for each Autonomous Region by study year. The value shown the share of the Autonomous Region in the total number of appeals filed by companies for the year shown in the column:

AUTONOMOUS REGION	Lodged appeals by companies		
	2008	2009	2010
A.R. of Andalusia	0%	0%	0%

A.R. of Aragon	5%	4%	7%
A.R. of Balearic Islands	3%	0%	3%
A.R. of Basque Country	0%	2%	7%
A.R. of Cantabria	3%	2%	0%
A.R. of Castile la Mancha	3%	4%	7%
A.R. of Castile and Leon	18%	27%	7%
A.R. of Catalonia	0%	2%	7%
A.R. of Galicia	44%	33%	28%
A.R. of La Rioja	0%	7%	3%
A.R. of Madrid	0%	2%	0%
C.R.Foral Chartered Region of Navarre	3%	0%	0%
Region of Murcia	0%	0%	0%
Valencian Region	23%	16%	31%

Table 20: Companies' appeals distribution by Autonomous Region

The following graph shows the percentage of appeals filed by companies for each Autonomous Region by study year.

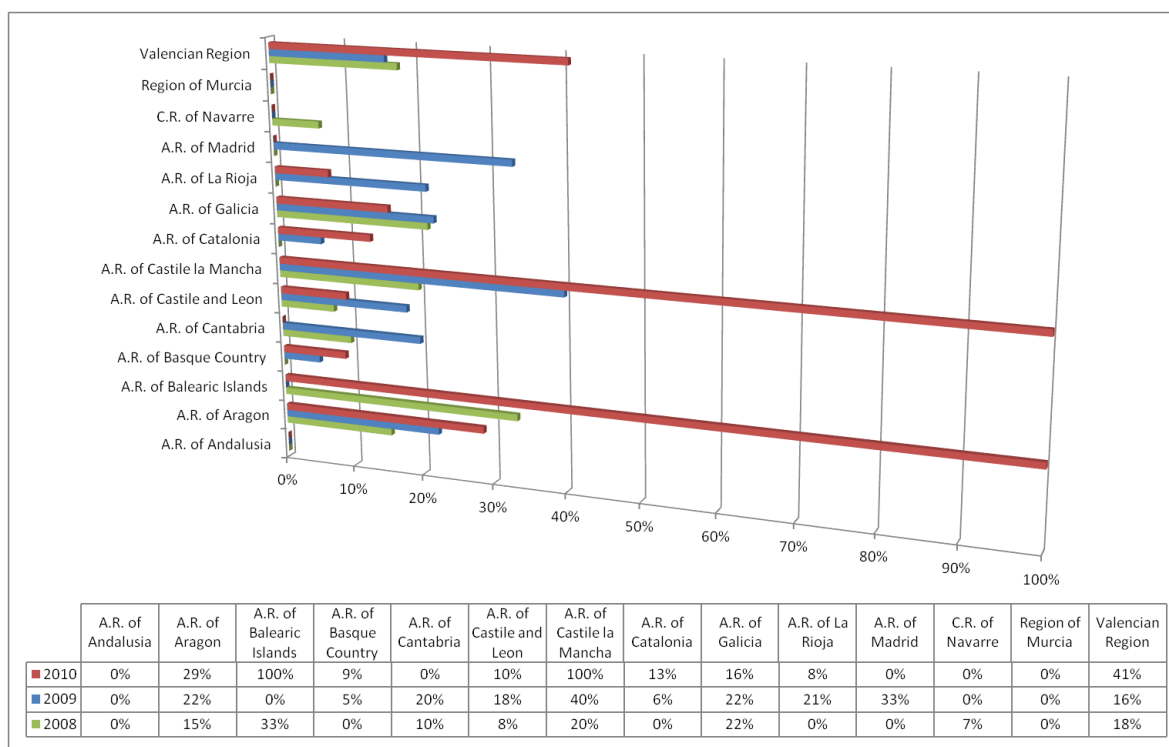


Figure 87: Companies' appeals distribution by Autonomous Region and year

8.2.2.5 Amounts of the decisions: in total and per year

The following information shows the distribution of fines imposed and collected, by year and Autonomous Region. The information is grouped by Autonomous Region into four blocks (total, 2008, 2009 and 2010) as follows:

1. Percentage of fines imposed by amount
2. Percentage of fines collected by amount
3. Percentage of fines collected and imposed for amounts of 1,500 euros or more
4. Percentage of fines collected and imposed for amounts of less than 1,500 euros

The following graph evidences the predominant amounts correspond to fines notified in the different Autonomous Regions. As could be inferred from the comprehensive view of the fines collected, (see Figure 65), majority above 1,500.

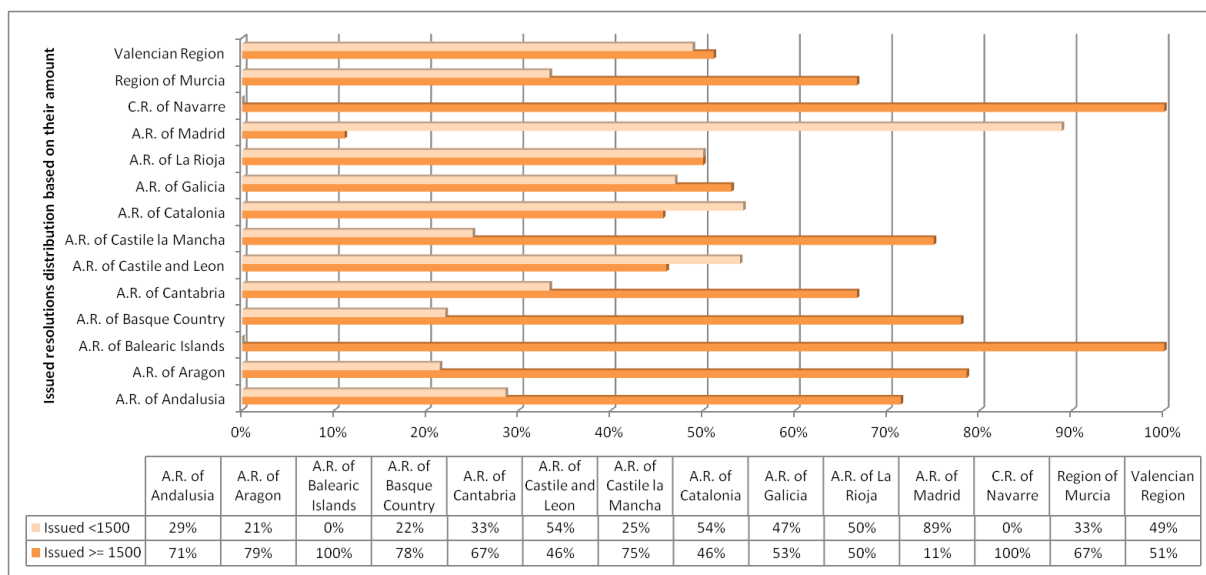


Figure 88: Notified fines distribution based on their amount by Autonomous Region

However, the case of the Autonomous Region of Madrid stands out, as fines imposed for amounts of less than 1,500 euros far surpass fines imposed for amounts greater than 1,500 euros. There is also a group of Autonomous Regions in which the

distribution of decisions by amount is fairly homogeneous (close to 50%). This is the case of the Autonomous Regions of La Rioja, Galicia, Catalonia, Castile and Leon and the Valencian Region. The rest of the Autonomous Regions present a distribution by amount that is significantly characterised by fines imposed for amounts equal to or above 1,500 euros.

As follows is a view by Autonomous Region of fines collected by amount. Of the overall sample area under analysis, the Autonomous Region of Andalusia is the only Region that has not collected any of the fines it has imposed.

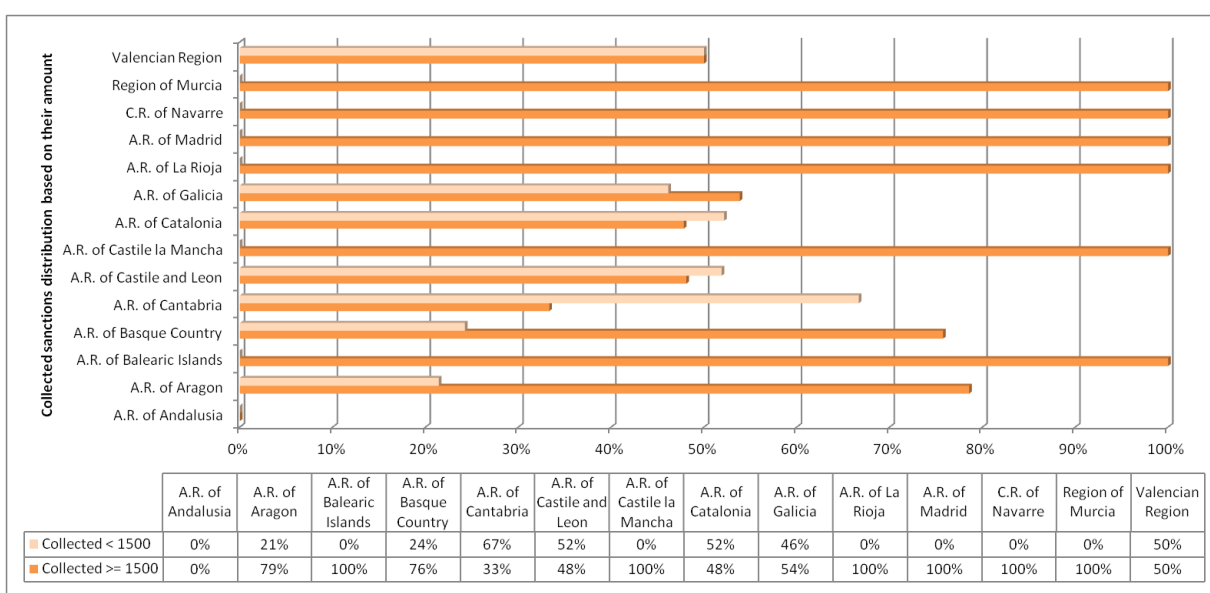


Figure 89: Collected fines distribution based on their amount by Autonomous Region

It is important to mention that no fines for amounts of less than 1,500 euros have been collected in the following Autonomous Regions:

- Foral Chartered Region of Navarre
- Region of Murcia
- Autonomous Region of Madrid
- Autonomous Region of La Rioja
- Autonomous Region of the Balearic Islands
- Autonomous Region of Castile-La Mancha

- Autonomous Region of Andalusia

In the case of fines collected, once again the Autonomous Regions of Galicia, Catalonia, Castile and Leon and the Valencian Region present distributions by amount of close to 50%.

In this case, the Autonomous Region of Cantabria distances itself from the general trend with a percentage of fines collected for amounts of less than 1,500 euros that is 50% higher than the percentage of fines collected for amounts of 1,500 euros or more.

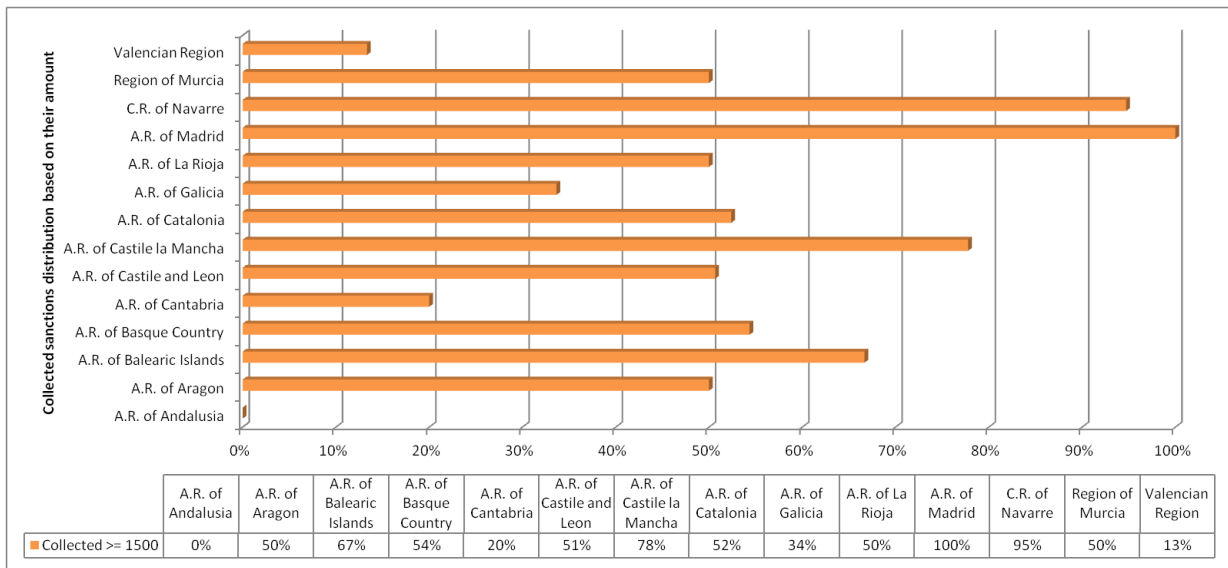


Figure 90: Notified fines versus collected fines ratio (amount >= €1500) by Autonomous Region

With respect to the collection percentages shown in the above graph, the Autonomous Region of Madrid and the Foral Chartered Region of Navarre are notable for being the Autonomous Regions in which a collection of 100% has been achieved for fines imposed with decisions that establish amounts equal to or above 1,500 euros.

For amounts of less than 1,500 euros, the Autonomous Region of Cantabria is the only one to achieve 100%.

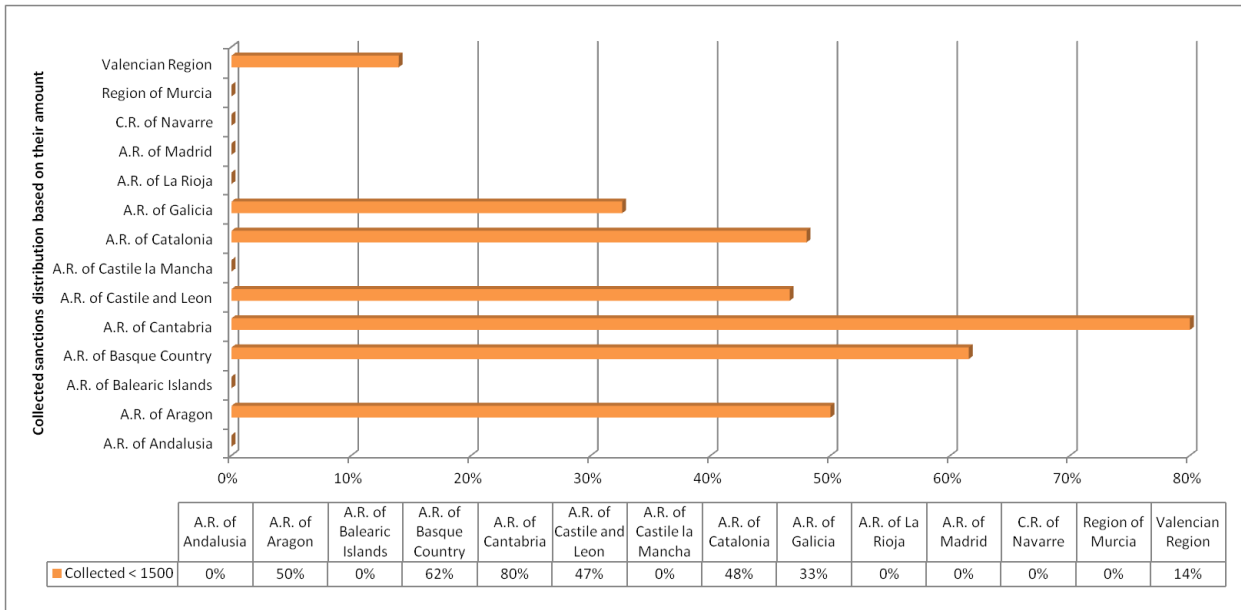


Figure 91: Notified fines versus collected fines ratio (amount < €1500) by Autonomous Region

By way of illustration, since all of the Communities follow the overall trend described, comparative graphs are presented of fines notified to companies and the specific amounts for each of the study years, 2008, 2009 and 2010:

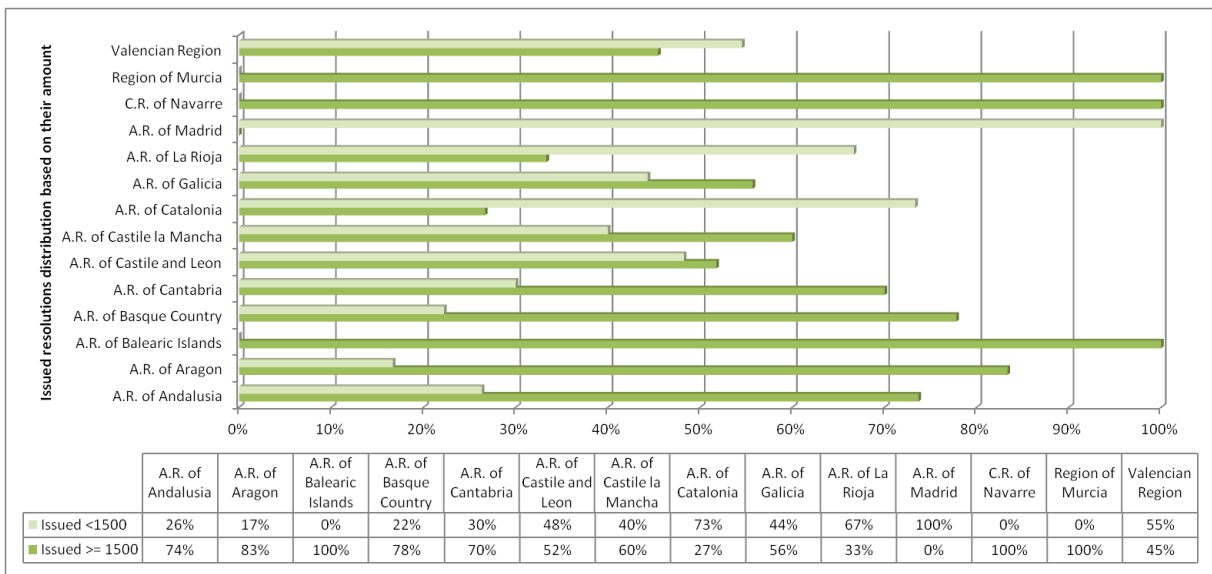


Figure 92: Notified fines versus collected fines ratio (amount < €1500) by Autonomous Region

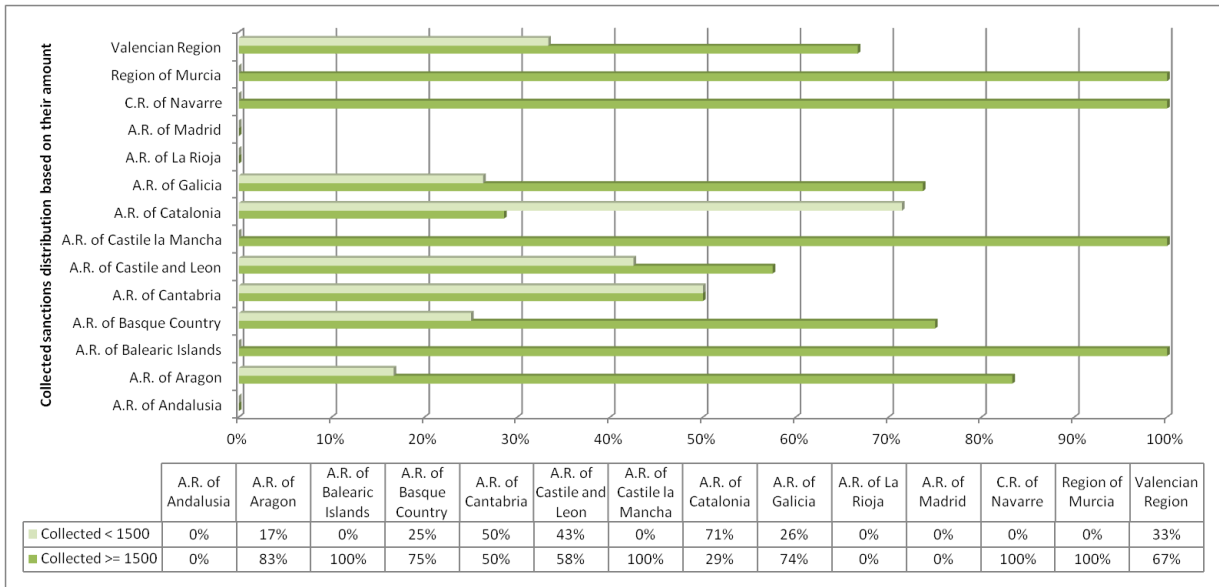


Figure 93: Collected fines distribution based on their amount by Autonomous Region (Year 2008)

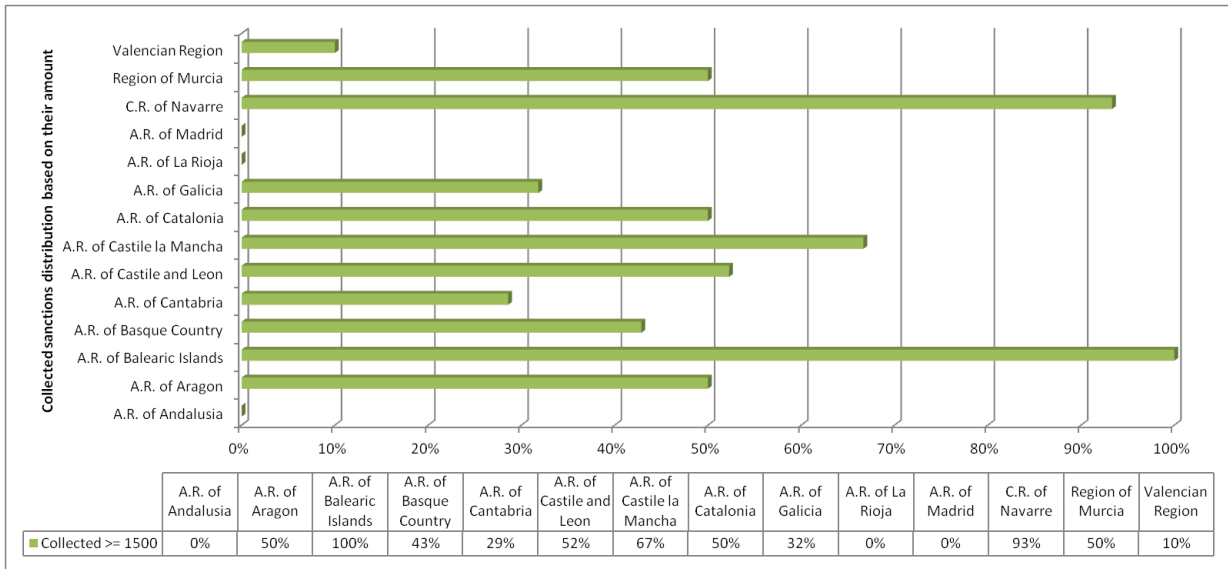


Figure 94: Imposed fines versus collected fines ratio (amount >= €1500) by Autonomous Region (Year 2008)

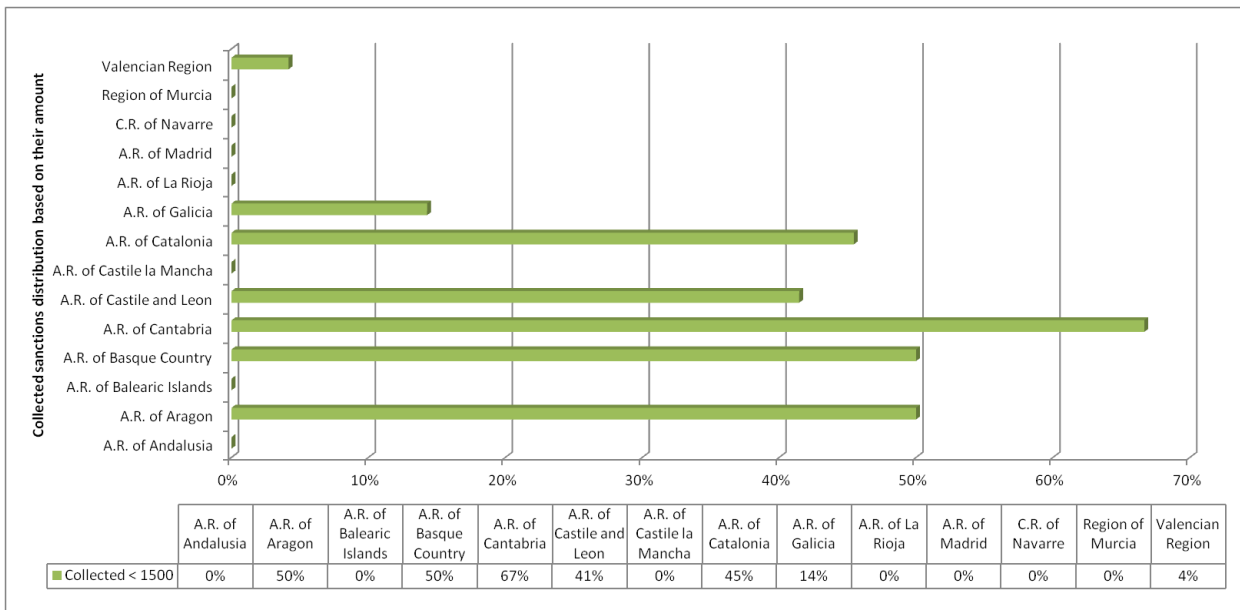


Figure 95: Imposed fines versus collected fines ratio (amount < €1500) by Autonomous Region (Year 2008)

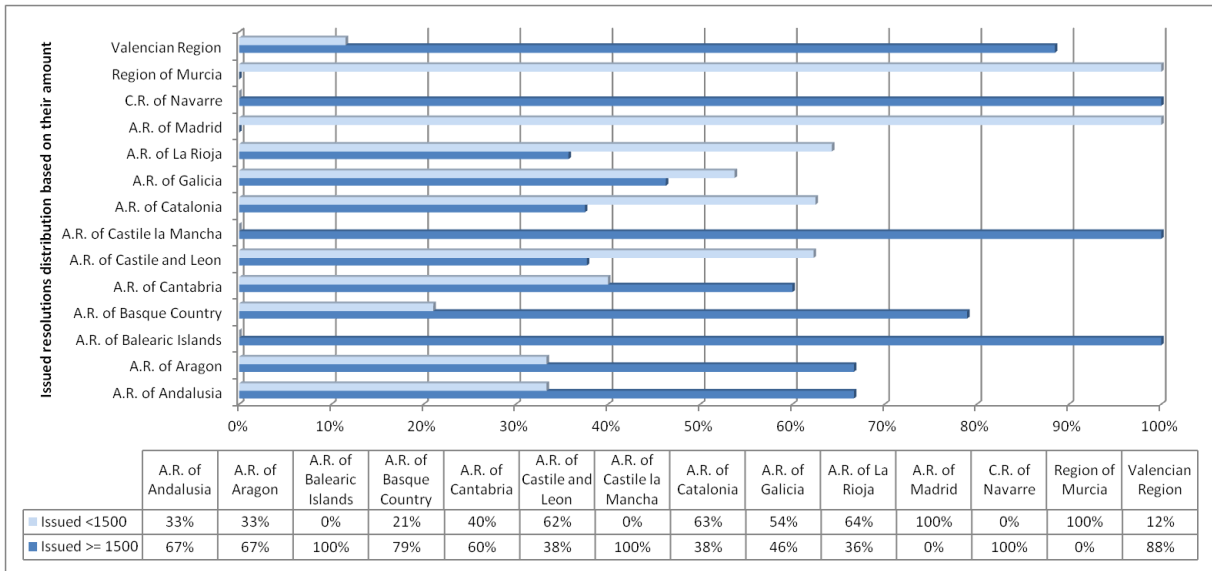


Figure 96: Notified fines distribution based on their amount by Autonomous Region (Year 2009)

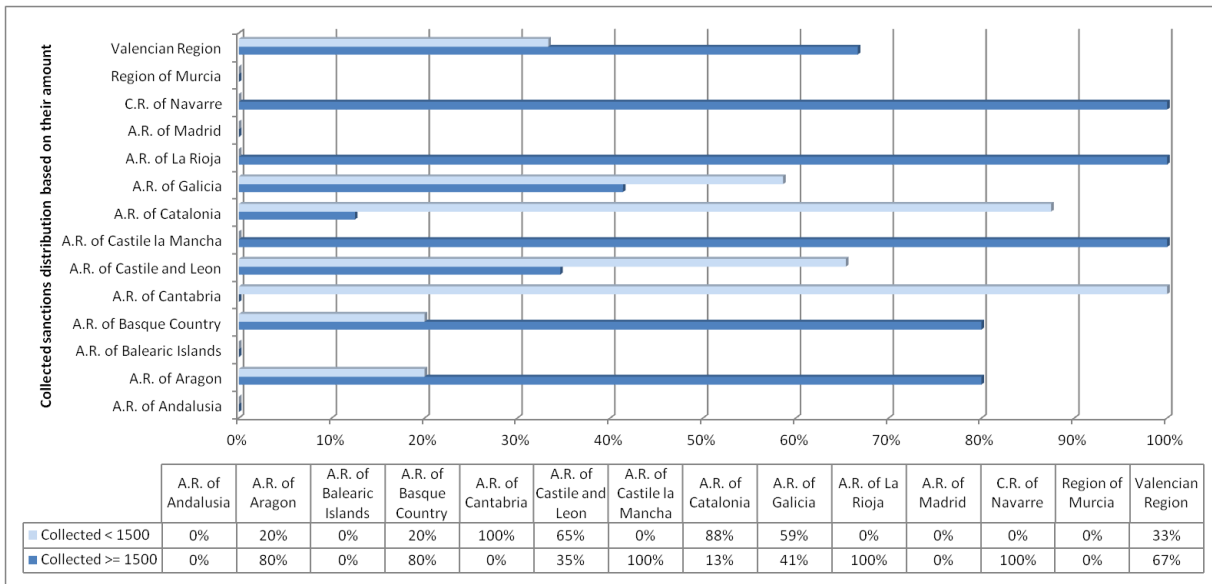


Figure 97: Collected fines distribution based on their amount by Autonomous Region (Year 2009)

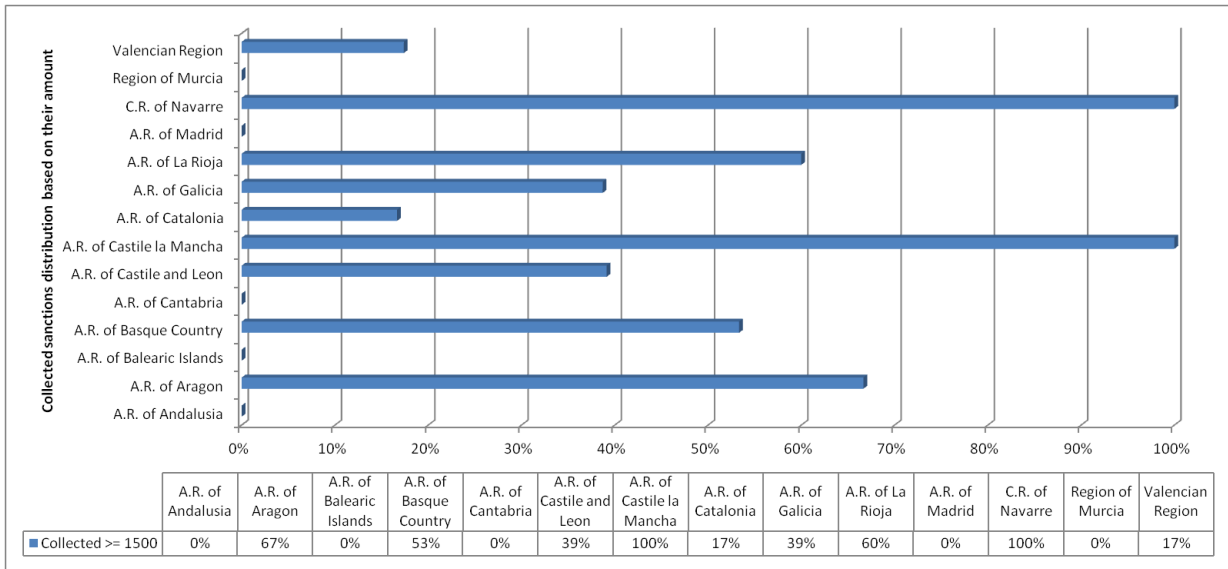


Figure 98: Imposed fines versus collected fines ratio (amount >= €1500) by Autonomous Region (Year 2009)

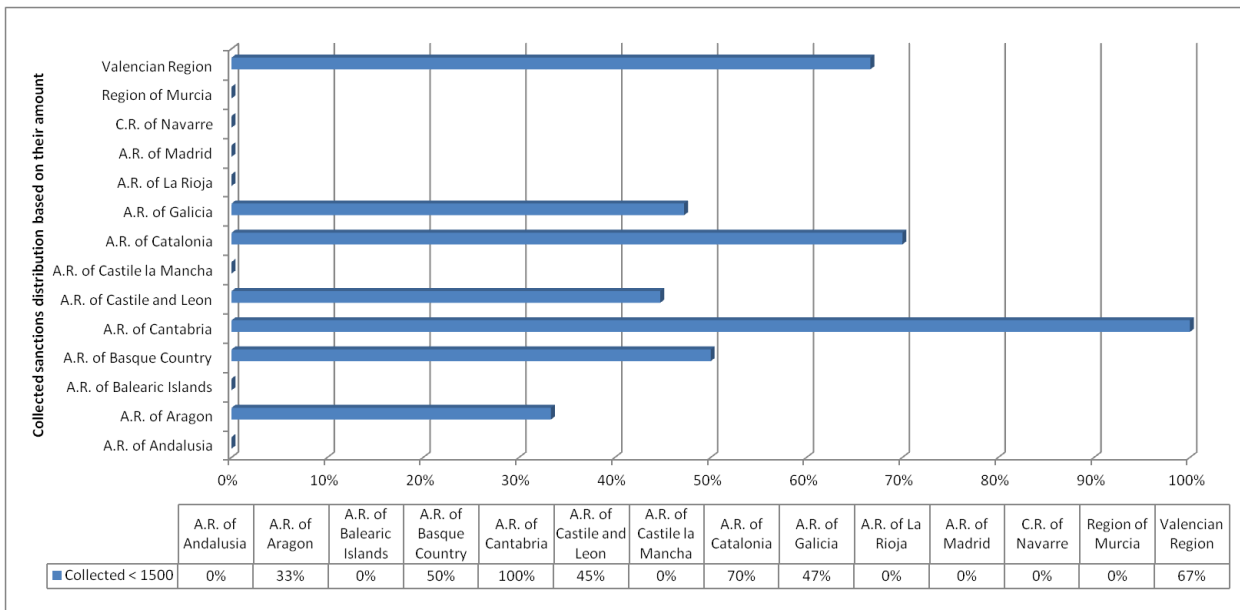


Figure 99: Imposed fines versus collected fines ratio (amount < €1500) by Autonomous Region (Year 2009)

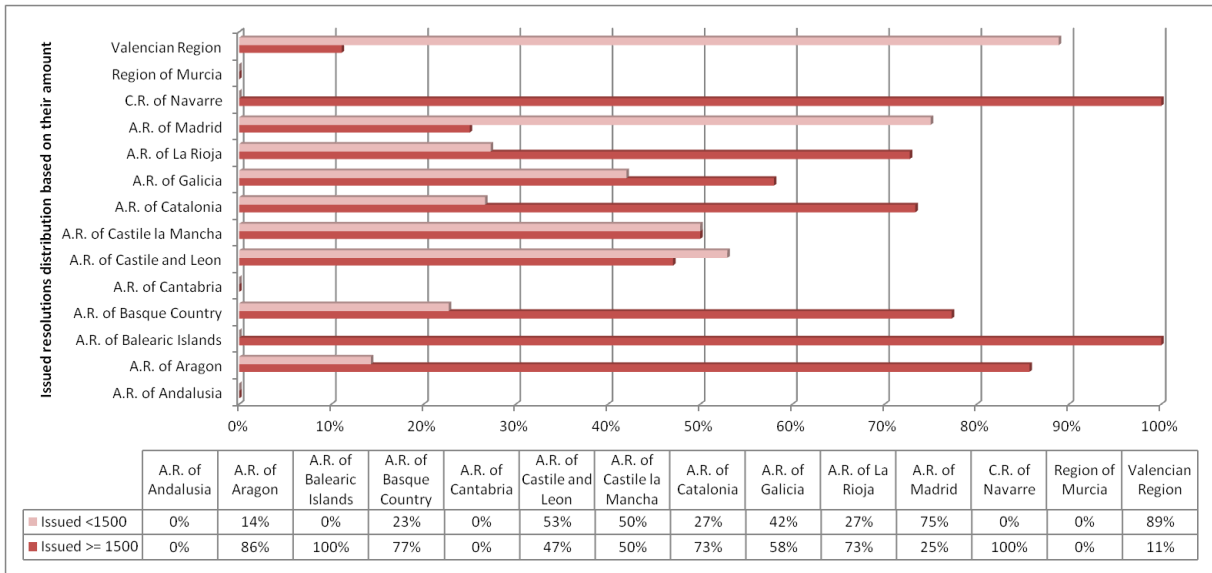


Figure 100: Notified fines distribution based on their amount by Autonomous Region (Year 2010)

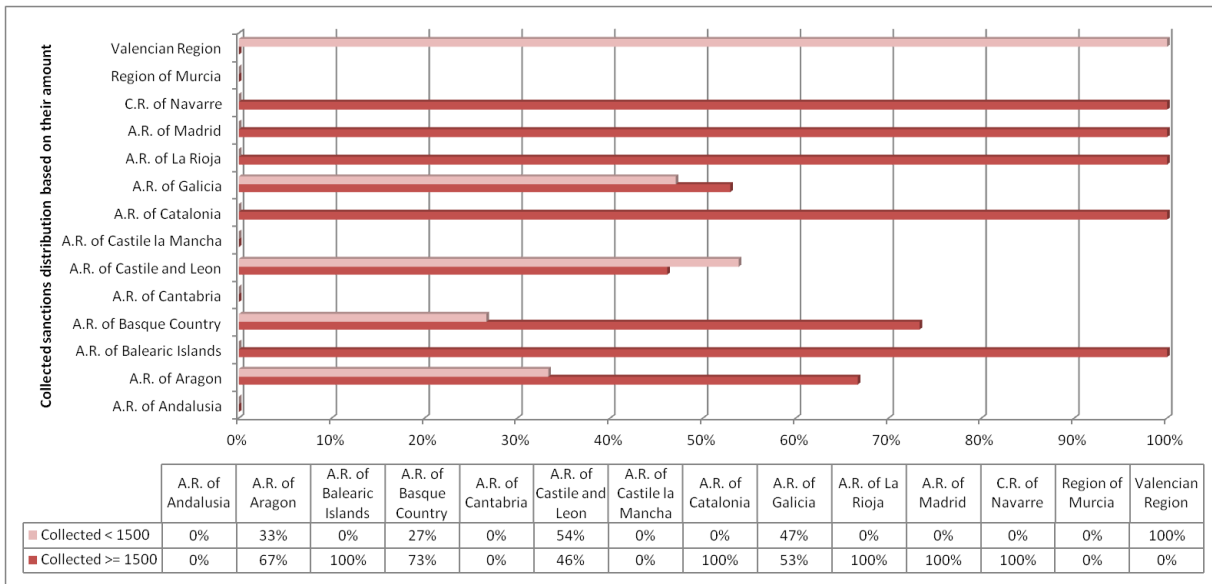


Figure 101: Collected fines distribution based on their amount by Autonomous Region (Year 2010)

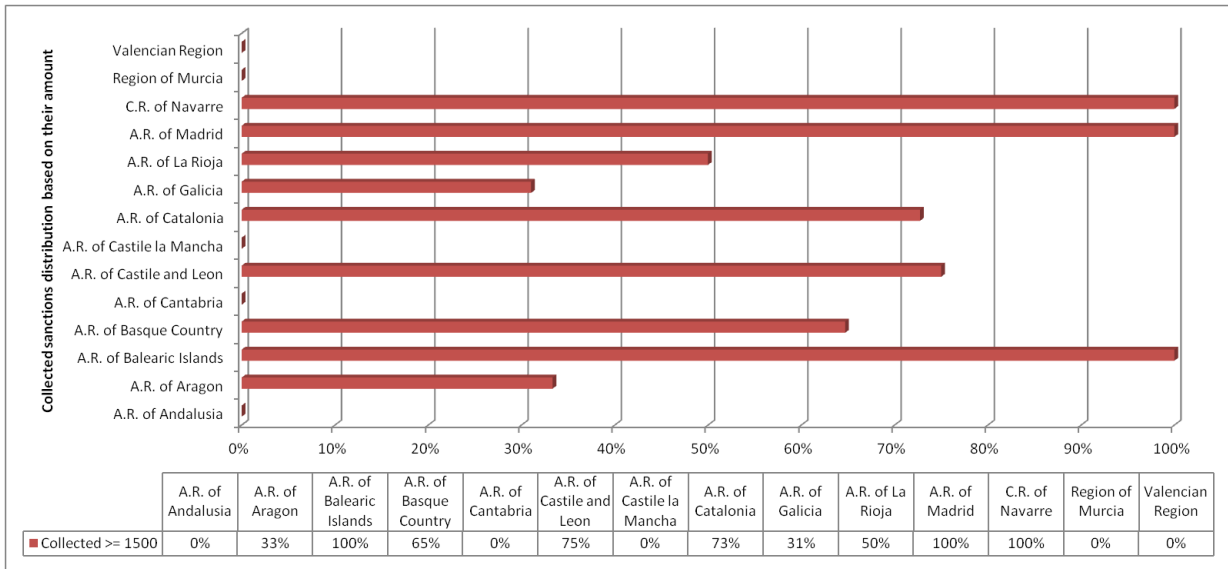


Figure 102: Imposed fines versus collected fines ratio (amount >= €1500) by Autonomous Region (Year 2010)

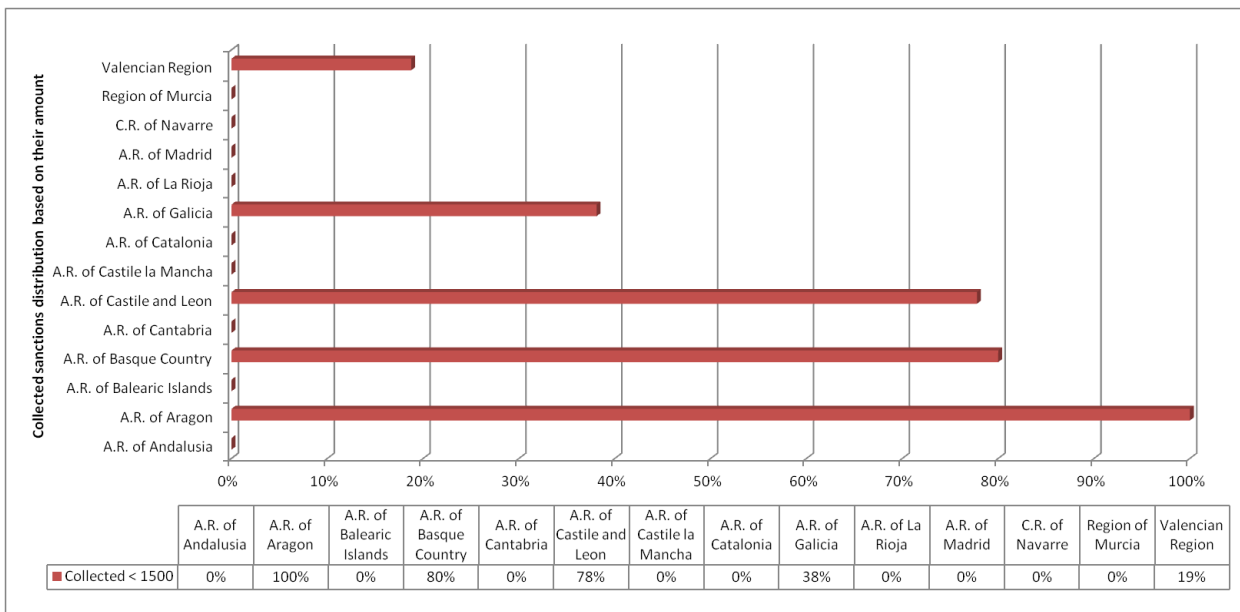


Figure 103: Imposed fines versus collected fines ratio (amount < €1500) by Autonomous Region (Year 2010)

9. CONCLUSIONS

9.1 Communications of postings of workers

The percentage of workers posted in the framework of the transnational provision of services has decreased by 12% over the study period of 2008-2010, which is attributed to the international economic crisis, with the crisis in the construction sector being particularly hard felt in Spain.

In 95% of the communications of postings presented to the labour authorities, a specific term of posting is specified, while the remaining 5% indicate a duration linked to the completion of works or services, without giving a specific duration.

The average posting period is 5.7 months and this has been decreasing by an average of 11% per year over the study period.

A total of 89% of the companies that communicate postings of workers are established in Portugal and they post workers for an average period of 5.8 months. They are followed by companies established in Romania, Poland, Germany and Italy, which represent 8% of total postings. The average posting period in these cases is 5.1 months.

Companies that post workers for a longer period, with an average duration of 7 months, are those established in Hungary, the Netherlands and Finland, although they only posted an average of 51 workers during the study period.

By Autonomous Region, those that have received the most posting communications are Basque Country, with 28% of posted workers, Castile and Leon, with 18%, Catalonia with 16% and Galicia with 12%.

As far as the duration of posting is concerned, Basque Country is also where workers are posted for the longest periods, with an average of 7.2 months. This Autonomous Region is followed by Catalonia and Foral Chartered Region of Navarre, with a duration of 6.4 months, and Castile and Leon with a duration of 6.3 months.

9.2 Fines imposed on companies in the framework of the transnational provision of services.

The number of fines imposed on companies during the study period (2008-2010) has experienced an overall decline of 52% (2008-2009, 22% and 2009-2010, 38.5%).

It has only been necessary to publish infringement notices in official journals as a means of notification of fines in 1% of the cases, and these were recorded in the Autonomous Regions of Aragon, Region of Murcia, Basque Country and Castile and Leon.

Of the total number of fines notified to companies, 36% have been collected.

With respect to the collection of fines, it was possible to collect 76% of the total fines by voluntary means, compared to 24% by way of enforcement proceedings.

During the study period, there has been an increase of 7% in the number of fines collected, with an average annual increase of 3.5%.

An ascending trend has been observed in the collection of fines by voluntary means, increasing from 21% in 2008 to 33% in 2010, which represents an increase of 50% over the study period.

With respect to the number of fines per year, an increase of 50% has been observed in the number of claims and appeals filed by companies, from 21% to 33%, and from 12% to 18%, respectively.

The ratio between decisions issued and those collected for amounts of more than 1,500 euros is 42%.

In regard to decisions for amounts of less than 1,500 euros, the percentage of decisions collected has decreased by 33% against those issued.

The prevailing trend of the Autonomous Regions, with respect to the number of fines recorded over the study period, is downward. Signs of an upward or continued trend are only observed in the Autonomous Region of Madrid, Basque Country, Catalonia and La Rioja.

It is important to point out that in Foral Chartered Region of Navarre, 50% of the fines are received by way of enforcement proceedings and in Basque Country, 75%.

With respect to the presentation of claims, the only Autonomous Region to record a ratio of 100% for fines notified to claims filed is the Balearic Islands. On the other hand, Foral Chartered Region of Navarre is the only Autonomous Region where no claims were presented.

Over 50% of the Autonomous Regions included in the sample area have issued decisions on 100% of the fines imposed and notified.

**10. APPENDIX I: DATA COLLECTION FORM FOR COMMUNICATIONS OF WORKERS
IN THE FRAMEWORK OF THE TRANSNATIONAL PROVISION OF SERVICES**

Purpose

This form serves as the basis for carrying out a statistical analysis of workers posted in Spain.

We appreciate your cooperation and time in filling out this questionnaire.

Thank you for your collaboration.

Instructions

- The form is divided into seven sections by subject.
 - The study period runs from January 2008 to December 2010, both inclusive.
 - A form must be completed for each interested party/applicant company and same service dates.
 - There are two types of questions:
 - Direct questions, in which a single response is to be selected.
To answer questions with multiple responses (questions 1, 3, 5, 6, 7 and 14), please mark the corresponding box with an "X".
 - Indirect questions, in which a response must be entered (questions 2, 4, 8, 9, 10, 11, 12, 13, 15 and 16).
 - Please answer all of the questions.
-

Form

I. Related to the interested party/applicant company

1. What type of company is it?

- Natural Person
 Legal Entity

2. Enter the National Classification of Economic Activities Code (CNAE 2009)

3. Is the company registered in the Register of Accredited Companies?

- Yes
 No

4. Enter the country of establishment

II. Related to the representative

5. Does the company have a representative?

- Yes
 No

III. Related to the means of notification

6. Is electronic mail the means of notification?

- Yes
 No

IV. Details of the company for which services are to be provided

7. What type of company is it?

- Natural Person
 Legal Entity

8. Enter the National Classification of Economic Activities Code (CNAE 2009)

9. Enter the country

V. Details of the work centre where services are to be provided

10. Enter the zip code

VI. Details of the service provided

11. Starting date (DD/MM/YYYY)

12. Expected end date (DD/MM/YYYY)

□	□	□
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13. Duration

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14. Services provided

- a) Posting a worker on behalf of and under the direction of their company in the execution of a contract entered into between the company and the party for whom the services are intended, established or operating in Spain.
- b) Posting a worker to a work centre belonging to the company itself, or to a company that forms part of the same group.
- c) Posting of a worker by a temporary employment agency which hires them out to a user company established or operating in Spain.

VII. Details of workers affected

Profession/Category	Nationality

Add as many sheets as necessary

11. APPENDIX II: DATA COLLECTION FORM FOR FINES IMPOSED ON COMPANIES POSTING WORKERS IN SPAIN IN THE FRAMEWORK OF THE TRANSNATIONAL PROVISION OF SERVICES

Purpose

This form serves as the basis for performing a statistical analysis of fines pertaining to labour-related issues and occupational health and safety, which have been imposed on companies posting workers in Spain in the framework of the transnational provision of services.

We appreciate your cooperation and time in filling out this questionnaire.

Thank you for your collaboration.

Instructions

- The study period runs from January 2008 to December 2010, both inclusive.
 - A form must be filled out for each year (in total, 2008, 2009 and 2010)
 - Please answer all of the questions.
-

Form

15. Year to which the form refers (please select just one year):

- 2008
 2009
 2010

16. How many fines have been imposed on non-Spanish companies that are members of the European Union?

Number of fines:

17. What means are used to notify fines?

Number of fines communicated via Ordinary Mail

Number of fines communicated via Registered Mail

Number of fines communicated via Electronic Mail

Number of fines communicated via Telematic Mail

18. Of the notifications issued, how many are eventually collected?

Number of fines collected through voluntary means

Number of fines collected through enforcement proceedings

19. How many infringement notices have been issued against companies?

Number of companies

20. How many companies have filed claims against these infringement notices?

Number of companies

21. How many sanctioning administrative decisions have been imposed?

Number of decisions

22. How many companies have appealed the sanctioning decision?

Number of companies

23. What is the amount of the sanctioning decisions issued?

Number of sanctioning decisions for an amount of €1,500 or more

Number of sanctioning decisions for an amount of less than €1,500

24. What is the amount of the sanctioning decisions collected?

Number of sanctioning decisions for an amount of €1,500 or more

Number of sanctioning decisions for an amount of less than € 1,500€

