

67% of Spanish companies do not plan to replace employees who retire

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The Professional Perspectives Bulletin, published by the ESADE Institute for Labour Studies, reveals that 67% of Spanish companies do not plan to replace employees who retire, which would lead to the "destruction" of jobs. What's more, if we take into account the finding that 44% of companies still promote voluntary early retirement, employment rates are plummeting even faster.

The ESADE Professional Perspectives Bulletin also observes a clear downfall in recruitment activities. 59% of those interviewed expect non-filled vacancies to remain the same as in previous periods, whilst just 30% of companies foresee a reduction in non-filled vacancies. Along these lines, 49% of companies interviewed envisage less recruitment difficulties, whereas 46% imagine the second-half 2009 levels to be repeated. Potential candidates are likely, given the current economic climate, and the market is definitely stirring.

On a positive note, the number of companies forecasting recruitment cutbacks fell from 52% in the second half of 2009 to 38% for the first six months of this year. Optimism is bubbling when it comes to employment rates, with 45% of companies expecting no change and 19% a rise. Recruitment is likely to increase across the board except at graduate level, with job openings still few and far between.

Promising outlook for companies

As for business opportunities, both large and small firms display a similar trend. 23% of companies with a 100-plus workforce are optimistic, almost identical to the 24% of companies with under 100 employees. Despite this, the number of companies anticipating salary cuts stands at the 26% mark, up from 16% in the July-December 2009 period. Likewise, over the past twelve months, 32% of companies have trimmed back salaries.

According to the Academic Director of the ESADE Institute for Labour Studies, Simon Dolan, "even though the green shoots of recovery are sprouting, we still have ground to cover. In these turbulent times, work-related stress is an important variable to bear in mind". The bulletin highlights that employees in over half the companies consulted have suffered greater stress than usual over the last six months. Similarly, almost 25% of companies report that people lose their cool more often and/or react more violently than in previous years, and nearly 10% have witnessed higher stress levels than other companies in the same industry. It is clear that private companies, the hardest-hit by the crisis and redundancies, also register more workplace stress.

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