



Since January 2014, Spain has enjoyed consistent month-on-month growth, driven by an increase in manufacturing output, which has been spearheaded by the buoyant consumer industry. This has acted as a catalyst for incremental job creation and put Spain well on track to becoming Europe's fastest growing economy this year ahead of France, Germany and Italy.

However, this growth has come at a price. Salaries have generally remained low in an attempt to reduce costs in the export sector and enable Spanish manufacturers to continue to be competitive at the international level. There are, though, signs of some recovery in this regard; with private sector salaries in areas such as marketing, sales, e-commerce, engineering, procurement and finance all growing incrementally during the last twelve months.

Undoubtedly, the most in demand skill is digital. Spain is still playing 'catch-up' with the rest of Europe in this critical business area, and there are a plethora of new jobs offering attractive packages, appearing daily in this emerging sector.

At the time of writing, Spain is still embroiled in a political deadlock, which will remain the case at least until after the second round of elections at the end of June. If there is still no clear winner by then, continued uncertainty will likely begin to negatively influence corporate investment decisions, making life

more challenging for businesses. Thinking positively though, some have offered an alternative perspective, by comparing the situation in Spain to that of Belgium five years ago – during the eighteen months it took Belgians to elect a new government, business generally prospered as no one had the authority to raise new taxes.

One thing is certain though, the growing economy has led to a desire among Spanish workers to seek out new challenges. This has been particularly apparent within the sales discipline, where there was previously a great deal of reluctance from sales professionals towards career changes.

And not only are people actively seeking to change jobs, but competition for the best candidates across the different sectors and disciplines has been heightened. This is evident in the fact that counter offers are on the rise, with employers now offering lucrative incentives to employees in an attempt to keep their star people. This kind of activity was completely unheard of during the recession.

Financial incentives are also now often complemented with a range of career and 'lifestyle' benefits. Candidates today are attracted by roles that offer them a clear career pathway as well as, for example, opportunities to work flexibly and companies that don't consider these factors are at a competitive disadvantage.

We hope you enjoy reading the report and find the perspectives offered useful. Should you have further questions, please do not hesitate to contact a member of our team who would be more than happy to clarify any of the information presented.

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