

2 0 1 9
F O C U S

RIGHTS VIOLATION: AT WORK

Technical Committee of the FOESSA Foundation



FUNDACIÓN FOESSA
FOMENTO DE ESTUDIOS SOCIALES
Y DE SOCIOLOGÍA APLICADA

SUMMARY

Introduction

1. Unemployment: A persisting reality
2. People in employment who are socially excluded
3. Financial difficulties in employed households
4. Households with children or supported by particularly vulnerable women
5. Appendix

Introduction

Traditionally, employment has been considered an excellent factor for protection against social situations such as poverty and exclusion. Years ago, the line that separated the employed from the unemployed implied a clear distinction; those who worked were guaranteed to be in the space of social inclusion and those who didn't work were edging closer to exclusion. For some time now, this line has been more vague and liquid and there is a large group of people who, despite working, are heading towards social exclusion, probably as a result of having a job which combines low salaries, a part-time contract and a short-term nature which means that these people are constantly starting and leaving different jobs.

Although it's true that having a job continues to be the best way of integrating, the intermittence and uncertainty that sometimes comes with having one is leaving us in a reality where working is no longer synonymous with integrating. Around half (**52%¹**) of families in which there is employment, do not benefit from full integration, which shows that the quality of employment is not enough to meet the needs of the households.

1. Unemployment: A persisting reality

Over the last 5 years there has been a drastic reduction in unemployment throughout the country, which has led to a notable increase in the working population. Despite this positive change, current unemployment rates are still very high and are almost double the unemployment rates that were recorded in the period prior to the economic crisis (7.9% in the second quarter of 2007).

According to the data from the Working Population Survey, the unemployment rate for the average of the four quarters of 2018 was **15.3%**. However, this figure does not take into account people whose employment is uncertain, such as people affected by work regulation records, unemployed people who aren't actively seeking work out of despondency or people who unwillingly work part time². According to those figures, the problems in employment have

¹ The data in bold is listed by the Autonomous Communities in the attached table

² The calculations on alternative measures of the unemployment rate presented here are an adaptation of the methodological proposal made by Florentino Felgueroso from the Bureau of Labor Statistics of the United States. This proposal consists of counting unemployment based on its official definition (U3) and adding, cumulatively, certain groups that at present would not be included, such as

reached **24.6%** of the working population, meaning that one in four employed people feel vulnerable in their job³.

We can analyse the protective capacity of employment using data from the 2018 EINSFOESSA⁴ survey. According to this survey, the highest rates of poverty and exclusion continue to be concentrated in the group of unemployed people, where **46%** of them are socially excluded (**25.9%** severely excluded) and **17.2%** in severe poverty. Comparing these figures with those of the population as a whole, where **18.4%** are socially excluded and **5.1%** in severe poverty, it can be seen that not having a job multiplies your risk of becoming socially excluded by 2.5, and multiplies your risk of falling into severe poverty by 3.

2. People in employment who are socially excluded

Being unemployed is not the only way to end up excluded and in poverty, in fact, job insecurity is an increasing worry for people and households who work, so it could be said that having a job is no longer synonymous with intergration and well-being. Hence, **12.3%** of the working population are socially excluded and **2.1%** are living in severe poverty.

Part-time work is one of the biggest forces that pulls the working population into these types of situations. When a group of people who work part-time were asked what the main reason is that they hadn't gotten a full time job, **51.7%** said that it's because they are unable to find a full time job. If we focus the analysis on this group of people with unwanted part-time work, the exclusion figures shoot up to **32.8%** and those of severe poverty up to **7.7%**.

As with unwanted part-time work, temporary work is another major factor of exclusion. In this way, exclusion affects **23.6%** of people with a temporary contract, whereas this figure is reduced to **9.5%** of people with a permanent contract. This means that having a temporary contract multiplies the probability of becoming excluded by **2.5**.

3. Financial difficulties in employed households

Beyond the severe scenarios of poverty and exclusion, there are other situations experienced by some households that deepen the consequences of uncertain employment. The difficulties that families whose main breadwinner is working to make ends meet have, has an impact on the idea that employment is no longer a fully effective protector against exclusion. In this way, **36.2%** of households whose main breadwinner is employed have been forced to reduce expenditures on clothing, food or supplies. A strategy that, despite being used by more than a third of these households, has not been enough to alleviate some of the financial worries of families to the point that **17.1%** of them have had to resort to external economic aid either from relatives or institutions.

unemployed people who aren't looking for a job because they believe that they aren't going to find one (U4); unemployed people who want to work (U5) and people who unwillingly work part-time (U6).

³ By job insecurity we mean the situation experienced by unemployed people in the strict sense, unemployed people who no longer want to look for a job out of despondency, those who unwillingly work part time, or those affected by work regulation records.

⁴ Foessa Foundation's Survey on Integration and Social Needs

There are other situations that, although less frequent, reflect more deeply the difficulties faced by households whose main breadwinner is working. **5.8%** of these households have been late at least twice in paying bills or invoices related to the home (rent, mortgage or supplies). Finally, **7%** of households whose main breadwinner is working have suffered some kind of threat of cutting off supplies (water, electricity, etc.) or eviction from their homes.

4. Households with minors or supported by particularly vulnerable women

Within the group of households whose main breadwinner is working, the analyses reveal a particular vulnerability of two specific profiles: households with children and households whose main breadwinner is a woman. In both cases, any of the indicators which have been highlighted throughout the document are more serious for these profiles than for households whose main breadwinner is working.

In the first case, households with children are especially sensitive to spending reduction strategies (**41.7%**), to the need to apply for financial aid (**22%**) and, fundamentally, to late payment of bills and the threat of cuts in supplies or eviction from the dwelling, where, with **6.8%** and **10%** respectively, they are 40% above the rates of households whose main breadwinner works in general.

The profile of households whose main breadwinner is a working woman, is more sensitive to situations of social exclusion, especially in cases of severe exclusion (**6.7%**) as it is almost 70% higher than the rates recorded for households whose main breadwinner is a man (**4%**). The differences are even more noticeable in the severe poverty figures, since the figure (**4.5%**) is double that of the figure recorded for households supported by men who work (**2.1%**).

METHODOLOGICAL NOTE:

All the information published is based on the National Institute of Statistics' Working Population Survey and the Foessa 2018 Foundation's Survey on Integration and Social Needs, and is based on a global sample of 11,655 households and 29,953 people, which means a margin of error of less than 1%. The sample of the Autonomous Communities is made up of a minimum of 650 households and a minimum of 1,500 people, which means maximum margin of error of 5.5%.

5. Appendixes

Table 1. Rates of households with any person employed and who aren't fully integrated.

<i>Autonomous Communities</i>	<i>Households with any person employed and who aren't fully integrated.</i>
<i>Andalusía</i>	50.6%
<i>Aragon</i>	50.0%
<i>Asturias</i>	50.7%
<i>Balearic Islands</i>	60.0%
<i>Canary Islands</i>	59.9%
<i>Cantabria</i>	41.2%
<i>Castilla-La Mancha</i>	53.6%
<i>Castile and León</i>	45.4%
<i>Catalonia</i>	60.0%
<i>Valencian Community</i>	48.0%
<i>Extremadura</i>	50.3%
<i>Galicia</i>	58.9%
<i>Community of Madrid</i>	50.1%
<i>Region of Murcia</i>	60.1%
<i>Navarre</i>	51.9%
<i>Basque Country</i>	45.3%
<i>La Rioja</i>	42.4%
<i>The whole of Spain</i>	52.0%

Table 2. Unemployment rate and job insecurity

<i>Autonomous Communities</i>	<i>Unemployment according to the Working Population Survey*</i>	<i>Job insecurity**</i>
Andalusia	23.0	34.1
Aragon	10.6	18.9
Asturias	13.6	23.7
Balearic Islands	11.5	18.2
Canary Islands	20.1	29.2
Cantabria	10.7	21.1
Castilla-La Mancha	18.2	27.3
Castile and León	12.1	22.2
Catalonia	11.5	19.1
Valencian Community	15.6	25.5
Extremadura	23.6	35.4
Galicia	13.3	22.8
Community of Madrid	12.2	20.4
Region of Murcia	16.8	26.5
Navarre	10.0	18.8
Basque Country	10.0	19.5
La Rioja	10.4	18.6
The whole of Spain	15.3	24.6

*The data is obtained from the average of the four quarters of 2018

**By job insecurity we mean the situation experienced by unemployed people in the strict sense, unemployed people who no longer want to look for a job out of despondency, those who unwillingly work part time, or those affected by work regulation records.

Table 3. Rates of poverty and exclusion in both the unemployed and general populations.

<i>Autonomous Communities</i>	<i>Unemployed population</i>			<i>General population</i>		
	Severe poverty	Exclusion	Severe exclusion	Severe poverty	Exclusion	Severe exclusion
<i>Andalusia</i>	19.5%	44.2%	21.2%	6.4%	18.6%	9.2%
<i>Aragon</i>	18.8%	31.9%	14.9%	4.7%	17.4%	8.0%
<i>Asturias</i>	4.9%	44.4%	20.0%	3.7%	14.3%	6.2%
<i>Balearic Islands</i>	5.9%	53.2%	27.0%	3.9%	21.5%	8.7%
<i>Canary Islands</i>	28.1%	58.6%	38.3%	8.7%	29.1%	15.7%
<i>Cantabria</i>	13.6%	41.7%	17.4%	3.1%	11.7%	4.2%
<i>Castilla-La Mancha</i>	20.2%	43.6%	24.1%	6.2%	16.2%	6.2%
<i>Castile and León</i>	12.9%	37.1%	25.7%	4.6%	15.2%	8.9%
<i>Catalonia</i>	12.0%	50.3%	28.9%	3.2%	19.3%	9.6%
<i>Valencian Community</i>	21.7%	48.2%	31.4%	7.1%	20.3%	9.5%
<i>Extremadura</i>	11.8%	50.5%	17.4%	5.9%	23.2%	7.3%
<i>Galicia</i>	15.5%	38.8%	23.3%	3.6%	17.4%	8.3%
<i>Community of Madrid</i>	11.4%	43.0%	25.2%	3.7%	16.2%	7.4%
<i>Region of Murcia</i>	22.5%	43.8%	29.2%	7.4%	18.5%	9.3%
<i>Navarre</i>	14.3%	50.0%	20.8%	3.3%	15.9%	5.8%
<i>Basque Country</i>	33.3%	49.3%	39.2%	5.1%	15.2%	8.8%
<i>La Rioja</i>	12.5%	42.9%	21.4%	4.4%	11.4%	4.1%
<i>The whole of Spain</i>	17.2%	46.0%	25.9%	5.1%	18.4%	8.8%

Table 4. Rates of poverty and exclusion in the working population and the population of workers who unwillingly work part-time.

<i>Autonomous Communities</i>	<i>Working population</i>			<i>Population of workers who unwillingly work part-time</i>			<i>People with unwanted part-time work</i>
	<i>Severe poverty</i>	<i>Exclusion</i>	<i>Severe exclusion</i>	<i>Severe poverty</i>	<i>Exclusion</i>	<i>Severe exclusion</i>	
<i>Andalusia</i>	1.0%	11.4%	4.7%	5.5%	37.5%	7.2%	66.9%
<i>Aragon</i>	2.1%	14.1%	6.4%	9.1%	20.9%	9.3%	47.7%
<i>Asturias</i>	2.3%	5.8%	2.1%	1.7%	6.8%	3.4%	56.6%
<i>Balearic Islands</i>	1.8%	14.4%	5.0%	--	39.4%	13.3%	53.9%
<i>Canary Islands</i>	4.5%	19.5%	7.6%	9.0%	24.1%	18.9%	53.6%
<i>Cantabria</i>	1.4%	7.6%	1.3%	--	16.1%	6.7%	80.0%
<i>Castilla-La Mancha</i>	2.4%	8.0%	1.2%	16.5%	21.3%	13.8%	69.5%
<i>Castile and León</i>	3.3%	11.8%	4.4%	11.2%	21.2%	14.3%	66.1%
<i>Catalonia</i>	1.4%	13.6%	5.4%	8.7%	45.0%	23.6%	27.6%
<i>Valencian Community</i>	2.4%	13.2%	3.7%	13.8%	35.2%	20.2%	59.8%
<i>Extremadura</i>	4.3%	19.4%	4.8%	11.5%	37.0%	16.0%	87.0%
<i>Galicia</i>	2.0%	11.6%	5.1%	3.3%	26.7%	21.8%	69.6%
<i>Community of Madrid</i>	2.2%	11.2%	4.1%	2.8%	25.5%	8.5%	48.6%
<i>Region of Murcia</i>	2.7%	10.6%	4.3%	6.1%	29.3%	9.5%	60.0%
<i>Navarre</i>	2.1%	11.5%	3.0%	10.2%	32.7%	5.7%	54.2%
<i>Basque Country</i>	2.7%	11.1%	5.8%	14.0%	37.9%	23.1%	33.9%
<i>La Rioja</i>	1.9%	5.6%	1.9%	15.4%	37.5%	12.5%	46.2%
<i>The whole of Spain</i>	2.1%	12.3%	4.6%	7.7%	32.8%	14.1%	51.7%

Table 5. Rate of exclusion for people with a temporary work contract and those with a permanent contract.

<i>Autonomous Communities</i>	<i>People with a temporary contract</i>	<i>People with a permanent contract</i>	<i>Differential</i>
Andalusia	25.1%	4.9%	5.1
Aragon	25.3%	11.0%	2.3
Asturias	10.4%	4.5%	2.3
Balearic Islands	30.2%	13.4%	2.3
Canary Islands	26.2%	16.0%	1.6
Cantabria	9.1%	8.1%	1.1
Castilla-La Mancha	17.5%	8.0%	2.2
Castile and León	22.6%	11.3%	2.0
Catalonia	26.0%	11.6%	2.2
Valencian Community	35.1%	7.8%	4.5
Extremadura	29.6%	8.0%	3.7
Galicia	15.4%	10.7%	1.4
Community of Madrid	13.8%	9.8%	1.4
Region of Murcia	20.5%	6.9%	3.0
Navarre	20.8%	10.4%	2.0
Basque Country	17.6%	9.3%	1.9
La Rioja	20.0%	5.1%	3.9
The whole of Spain	23.6%	9.5%	2.5

Table 6. Percentage of households which have been forced to reduce expenditures on food, clothing or supplies.

<i>Autonomous Communities</i>	<i>Households with the main breadwinner working</i>	<i>Households with the main breadwinner working and with children</i>	<i>Households in which the main breadwinner is a working woman</i>	<i>Households in which the main breadwinner is a working man</i>
Andalusia	26.3%	22.1%	41.6%	19.9%
Aragon	20.5%	21.6%	22.1%	18.9%
Asturias	40.0%	44.2%	47.9%	36.2%
Balearic Islands	47.5 %	61.1%	60.0%	41.0%
Canary Islands	40.8%	45.0%	43.2%	39.1%
Cantabria	38.8%	48.6%	56.5%	31.0%
Castilla-La Mancha	38.7%	40.6%	42.2%	37.8%
Castile and León	35.7%	36.1%	44.3%	32.2%
Catalonia	45.8%	55.9%	54.2%	42.6%
Valencian Community	33.4%	40.5%	38.8%	31.3%
Extremadura	31.1%	39.6%	40.7%	28.4%
Galicia	40.4%	45.2%	43.3%	38.1%
Community of Madrid	35.1%	45.6%	31.3%	36.7%
Region of Murcia	41.4%	40.0%	48.9%	39.7%
Navarre	36.7%	45.5%	47.2%	30.6%
Basque Country	36.6%	52.2%	41.0%	34.6%
La Rioja	28.6%	43.8%	23.1%	28.6%
The whole of Spain	36.2%	41.7%	42.3%	33.6%

Table 7. Percentage of households which have been forced to ask for financial help from institutions, family members or friends.

<i>Autonomous Communities</i>	<i>Households with the main breadwinner working</i>	<i>Households with the main breadwinner working and with children</i>	<i>Households in which the main breadwinner is a working woman</i>	<i>Households in which the main breadwinner is a working man</i>
<i>Andalusia</i>	13.6%	10.4%	24.3%	8.9%
<i>Aragon</i>	14.3%	17.3%	17.9%	12.1%
<i>Asturias</i>	20.6%	19.2%	25.0%	18.1%
<i>Balearic Islands</i>	23.7%	30.6%	25.0%	23.1%
<i>Canary Islands</i>	20.9%	25.7%	20.6%	21.1%
<i>Cantabria</i>	6.3%	8.6%	8.7%	5.3%
<i>Castilla-La Mancha</i>	13.8%	17.9%	13.6%	13.9%
<i>Castile and León</i>	14.0%	20.0%	18.6%	12.3%
<i>Catalonia</i>	24.7%	34.0%	25.2%	24.4%
<i>Valencian Community</i>	20.8%	32.0%	25.8%	18.8%
<i>Extremadura</i>	12.3%	18.4%	22.2%	9.4%
<i>Galicia</i>	17.6%	13.9%	27.0%	11.1%
<i>Community of Madrid</i>	11.5%	17.3%	10.7%	11.8%
<i>Region of Murcia</i>	15.8%	21.6%	19.1%	14.2%
<i>Navarre</i>	19.4%	25.6%	30.6%	12.9%
<i>Basque Country</i>	15.8%	25.8%	19.0%	14.2%
<i>La Rioja</i>	10.2%	18.8%	15.4%	8.3%
<i>The whole of Spain</i>	17.1%	22.0%	21.2%	15.3%

Table 8. Percentage of households which have had two or more late payments for rent, mortgage or supplies.

<i>Autonomous Communities</i>	<i>Households with the main breadwinner working</i>	<i>Households with the main breadwinner working and with children</i>	<i>Households in which the main breadwinner is a working woman</i>	<i>Households in which the main breadwinner is a working man</i>
<i>Andalusia</i>	0.8%	0.8%	4.7%	0.7%
<i>Aragon</i>	3.3%	2.7%	3.8%	3.0%
<i>Asturias</i>	7.1%	9.8%	4.3%	8.6%
<i>Balearic Islands</i>	10.7%	15.3%	11.7%	12.0%
<i>Canary Islands</i>	12.4%	14.5%	11.4%	10.3%
<i>Cantabria</i>	1.3%	---	4.3%	---
<i>Castilla-La Mancha</i>	3.3%	2.2%	6.7%	3.0%
<i>Castile and León</i>	3.8%	4.2%	6.2%	3.3%
<i>Catalonia</i>	9.6%	12.5%	9.2%	8.7%
<i>Valencian Community</i>	7.2%	8.8%	11.5%	7.2%
<i>Extremadura</i>	4.1%	6.1%	18.5%	3.2%
<i>Galicia</i>	5.5%	5.2%	11.3%	5.3%
<i>Community of Madrid</i>	6.6%	7.1%	5.0%	7.9%
<i>Region of Murcia</i>	4.0%	4.3%	8.5%	3.8%
<i>Navarre</i>	2.1%	4.5%	11.1%	1.6%
<i>Basque Country</i>	5.1%	5.4%	6.6%	3.8%
<i>La Rioja</i>	2.0%	6.3%	---	2.8%
<i>The whole of Spain</i>	5.8%	6.8%	7.8%	5.6%

Table 9. Percentage of households which have suffered the threat of eviction or cutting off of supplies due to non-payment.

<i>Autonomous Communities</i>	<i>Households with the main breadwinner working</i>	<i>Households with the main breadwinner working and with children</i>	<i>Households in which the main breadwinner is a working woman</i>	<i>Households in which the main breadwinner is a working man</i>
Andalusia	2.8%	2.1%	4.7%	2.0%
Aragon	3.8%	5.3%	3.8%	3.8%
Asturias	6.4%	7.7%	4.3%	6.5%
Balearic Islands	9.6%	12.5%	11.7%	8.5%
Canary Islands	13.4%	16.5%	11.4%	15.4%
Cantabria	2.5%	2.9%	4.3%	1.8%
Castilla-La Mancha	4.7%	6.7%	6.7%	4.8%
Castile and León	3.8%	8.3%	6.2%	2.9%
Catalonia	9.1%	13.6%	9.2%	9.1%
Valencian Community	11.7%	16.8%	11.5%	11.7%
Extremadura	9.0%	12.5%	18.5%	6.3%
Galicia	6.7%	8.7%	11.3%	3.2%
Community of Madrid	7.1%	12.7%	5.0%	8.2%
Region of Murcia	9.4%	10.4%	8.5%	9.7%
Navarre	6.1%	7.0%	11.1%	3.2%
Basque Country	4.1%	6.5%	6.6%	3.3%
La Rioja	2.0%	6.3%	--	2.8%
The whole of Spain	7.0%	10.0%	7.8%	6.8%

Table 10. Rates of exclusion and poverty according to the gender of the main breadwinner in the home

<i>Autonomous Communities</i>	<i>Severe exclusion</i>		<i>Severe poverty</i>	
	<i>Main breadwinner is a working woman</i>	<i>Main breadwinner is a working man</i>	<i>Main breadwinner is a working woman</i>	<i>Main breadwinner is a working man</i>
Andalusia	10.6%	3.2%	3.5%	0,7%
Aragon	2.6%	6.1%	---	3.3%
Asturias	4.2%	2.2%	4.7%	2.3%
Balearic Islands	11.7%	2.6%	2.0%	2.3%
Canary Islands	6.9%	8.0%	3.5%	6.3%
Cantabria	---	1.7%	4.5%	---
Castilla-La Mancha	2.3%	1.3%	2.4%	2.4%
Castile and León	10.3%	4.1%	10.7%	1.6%
Catalonia	7.8%	5.3%	2.5%	2.3%
Valencian Community	2.9%	5.1%	6.6%	2.2%
Extremadura	3.7%	5.3%	14.8%	2.4%
Galicia	8.6%	3.2%	4.4%	1.1%
Community of Madrid	5.7%	2.3%	4.6%	2.0%
Region of Murcia	4.2%	5.1%	2.2%	4.8%
Navarre	2.8%	3.2%	6.3%	---
Basque Country	4.8%	6.2%	7.7%	1.8%
La Rioja	7.1%	---	14.3%	---
The whole of Spain	6.7%	4.0%	4.5%	2.1%