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**Conference Paper**

## Are precariousness and temporality the main characteristics of the youth employment in Spain?

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## **Are precariousness and temporality the main characteristics of the youth employment in Spain?**

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### **Synopsis (summary)**

In Spain the rate of youth unemployment has exponentially increased in the past few years, and it has turned into a structural problem. When the fourth quarter of 2014 ended, the destruction of employment, which begun along with the economic and financial crisis in 2008, has specially affected young people so that, among the people under the age of 30, the number of unemployed people was 1,495,600, 645,000 more than in the first quarter of 2008. Nevertheless, before 2008, the youth unemployment rate was already reaching 17.4% and some studies were alerting of the vulnerability of the above mentioned group of people, especially in the following areas: labour, education, residential and reproductive.

Moreover, in this period of time, the employment policy has been affected, with no doubt, by the labour reform of 2012 (Royal Decree Law 3/2012 and Law 3/2012), by introducing new rules on the mediation in the labour market (Article 16.3 the Workers' Statute (ET)), the vocational training and new contractual modalities, specially modifying the “contract for training and learning” (Article 11 ET), the modification of the part-time contract (Article 12 ET) and the distance contract (formerly called “working at home contract”, Article 13 ET) and the introduction of a new indefinite contract called "support to entrepreneurs". These reforms have gone in the opposite direction to strengthen employment policies aimed to achieve the right to work or full employment for young people, law and constitutional mandate that in times of crisis are likely to disappear or be completely isolated.

Labour statistics are one of the indicators that best express the economic and social reality of a country. Through the “Constant Sample of Labour Lives 2013” (MCVL 2013), the sample of young people under 34 years old is analysed, in order to determine characteristics of their connection to the labour market in 2013. The research work shows that most of the contracts signed with these young people were temporary and low paid. At the end of 2014, 78% of this group worked in the private sector, 46% with

temporary contracts of which 36.6% for “labour and service”, one in five young people did it part-time and one in ten with a temporary part-time contract.

With micro data from the Economically Active Population Survey (EAPS), related to the fourth quarter of 2014, it is observed through two Logit models, how a low level of education and the sector of activity increase the likelihood that a young person under 34 years on the one hand, becomes unemployed and secondly, occupied by a temporary contract.

**Keywords:** youth employment, job insecurity and education.

**JEL code:** J01; J21; J13

## **Precariousness and temporality, main characteristics of the youth employment in Spain**

### **1. Introduction**

One of the most important challenges that the European countries must approach is the youth employment<sup>1</sup>, especially in those where, approximately, one of every four young people between 16 and 24 years old neither are employed, neither study nor receive any kind of formation (NEET<sup>2</sup>), like it happens in Spain. This is a situation that must be approached adequately, in order to avoid the social and economic impoverishment of a generation, which has not been the cause of the current economic and financial crisis. The increasing unemployment and the labour precariousness in the young people group are factors of disconnection of the society and of distrust towards the political system and, at the same time, of a few limited levels of autonomy, of fear of the unknown or the brain drain<sup>3</sup>.

The decrease of the unemployment rate is therefore, one of the challenges which is facing Spain, which is not capable of creating enough jobs, firstly, due to a productive network with little or void null capacity to contract (Belil, 2014) and, secondly, to the measures imposed by the Government based on the budgetary austerity and on a labour reform, which are increasing a precarious and temporary<sup>4</sup> occupation among the young people. It is necessary to add a set of structural weaknesses that directly affect young unemployment figures in Spain, such as a high rate of school abandonment, the polarization of the labour market with young people under qualified young people and other highly qualified who are underemployed, the high rate of temporary and part-time

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<sup>1</sup> Facing this panorama the EU is raising a set of initiatives of diverse content that will derive in the Offer of the Commission of December 5<sup>th</sup>, 2012, of *Recommendation of the Advice relative to the establishment of the Juvenile Guarantee* (COM (2012 729) final of December 5th, 2012) that, finally, will be adopted as the Advice in April, 2013 (See Official Diary of the European Union of April 26th).

<sup>2</sup> English acronym: “*Not in Employment, Education and Training*”

<sup>3</sup> Report of the Economic and Social European Committee on Promoting the juvenile employment. Official diary of the European Union of June 6th, 2013.

<sup>4</sup> World trends of the employment 2014: *Towards a recovery without creation of employments?* Geneva, January, 2014.

[http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_234111.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_234111.pdf) [last consultation 18/02/2015].

employment, the difficulty in accessing the labour market for young people at risk of social exclusion and the necessity of more entrepreneurship spirit<sup>5</sup>.

In this context, many young people have been unable to emancipate (Muñoz, 2009: 54-55). Many of those that could have initiated the process of emancipation have had to come back to the familiar home and in some cases to depend on the social welfare assistance (Moreno, Lopez and Salgado, 2012: 62). It has taken place a certain return to the model of Mediterranean well-being proposed by Esping-Andersen (1999): a model based on the familiar helps as an airbag and with the important paper of the community solidarity, removed from the models with more intervention of the State or of the private corresponding initiatives in the northern part and the western parts of Europe. Meanwhile, other young people have migrated to other countries as the only solution, in order to look for new job opportunities (Navarrete, 2014: 169-173). The destinations are concentrated in the countries of central and northern Europe, sometimes looking for self-employed jobs and other in an organized way within the framework of institutional programmes or corporate campaigns. According to EURES, the European network of job search, and the Spanish case, from the beginning of the economic crisis, more than 320,000 young people have registered their CV and over 260,000 young people (Navarrete, 2014: 169) have decided to leave the country to take jobs with lower qualification than their training profile.

Facing this situation, this article analyses the labour precariousness which currently affects young people and therefore, using the “Constant Sample of Labour Lives 2013” (MCVL 2013), the labour entail in 2013 of young people under 34 and at the same time the changes in the employment policy, especially since the labour reform of 2012. By studying the micro data survey, Economically Active Population Survey (EAPS), for the fourth quarter of 2014, it is observed a relation between a set of socioeconomic factors and the likelihood that a young person, on the one hand, becomes unemployed and, second, employed by a temporary contract.

## **2. The growth of youth unemployment in Spain since 2008**

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<sup>5</sup> See preamble of the Law 11/2013 of July 26. *Measures of support the entrepreneur and of stimulus of the growth and the creation of employment*. Official State Gazette (BOE) of July 27.

In Spain, in recent years, the rate of youth unemployment of people under 25 years old has grown alarmingly<sup>6</sup>, ranking in the fourth quarter of 2014 at 51.8%, 30.5 pp above the EU-28 average. The latest annual data provided by the Statistical Office of the European Communities (EUROSTAT) shows that unemployment among young people is a structural problem and not exclusively due to the crisis, as it is shown in Table 1.

Table 1. Young people unemployment rate (in %)

	Unemployment rate	Age	UE-28	Spain
2008	Part-time employees rate (among total of the total of employees)	From 16 to 29	18.8	15.6
	Unemployment rate	From 16 to 24	15.3	23.7
		From 16 to 29	11.8	17.4
	Long-term unemployment rate (more than 12 months)	From 16 to 29	3.1	2.0
	NEET rate	From 16 to 24	10.8	14.3
From 16 to 29		13.0	15.3	
2013	Part-time employees rate (among total of the total of employees)	From 16 to 29	22.9	26.5
	Unemployment rate	From 16 to 24	23.5	55.5
		From 16 to 29	18.8	42.4
	Long-term unemployment rate (more than 12 months)	From 16 to 29	7.1	17.8
	NEET rate	From 16 to 24	13.0	18.6
From 16 to 29		15.9	22.5	

Source: EUROSTAT (revision date 31/01/2015)

In 2008, young people under 30 years old had an unemployment rate of 17.4%, which currently has been multiplied for 2.4, and some studies warned of the vulnerability of this group in the labour, educational, residential and reproductive systems. Nowadays, The “mieurista” generation (a well prepared young person earning less than 1000 euros per month and therefore struggling to emancipate themselves from their parents), is the generation that has a future with fewer opportunities than their parents having attained higher levels of education, condemned to unemployment or in best cases to a precarious employment (Cabasés and Pardell, 2014: 63-82). The experienced growth in the rate of part-time employees (of which 68.2% in 2013 were involuntarily) in the rate of long-term unemployment and NEET rate, which show a severe employment situation that can lead to an increase in the social exclusion of the youth group.

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<sup>6</sup> Since it is revealed in the National, approved Plan of Implantation of the Juvenile Guarantee on December 20<sup>th</sup>, 2013, pages 4-5. <http://www.empleo.gob.es/ca/garantiajuvenil/home.html> [Last consultation 18/02/2015].

Another aspect that should be added is the increasing number of young people under 30, who are unemployed with a lower secondary education level between 2008 and 2013: from 595,900 (25% of this group) to 918,800 (52.4% of the group) and at the same time the NEET group with this educational level has increased from 10.1% to 13.9%.

Between 2008 and 2013 the impact on youth employment is recounted with a reduction in occupied people 2,160,500, of which 649,700 with a higher level of education and together with 79,800 young people leaving the workforce. In relation to the wages evolution (Table 2), with the data provided by the Spanish Tax Agency<sup>7</sup>, the average wage of wage earners over 25 years in 2013 is 3.2 times superior to the young people and the reduction of the average wage of these is 20.5 times bigger.

Table 2. Average salary in age divisions

Age	2008			2013			Variation 2008-2013
	% Employees	% Wage mass	Average wage	% Employees	% Wage mass	Average wage	
From 16 to 25 years old	14	6	8,505	9	3	5,997	-2,508
From 26 to 35 years old	30	27	16,831	26	20	14,555	-2,276
From than 25 years old			20,734			19,760	-974

Source: *Spanish Tax Agency*

The Economic Bulletin of the Bank of Spain of February 2014 analysed how the wage cuts started in 2010 could be more intense than the reflected in official statistics, as a result of changes in the composition of employment and that have led to "an increased relative importance of the workers with more education and experience, who on average earn higher wages", considering that the intense destruction of employment observed has been concentrated in groups of workers with lower levels of education and professional experience, that on average, earn a lower wage than the average wage in the economy (Puente and Galan, 2014: 57-61).

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<sup>7</sup>The statistics "Labour market and Pensions in the tributary Sources" is an investigation of census character based on the Collectors' Relation of Wages, Pensions and Presentations for unemployment that the employers present by means of the Annual Declaration of Retentions and Income to Account on Performances of Work (Model 190).

In this context, the Spanish Government presented in March 2013 “Strategy Entrepreneurship and Youth Employment 2013-2016” (EEEJ 13-16), containing 100 measures designed to promote the employability of young people, either as an employee or through the enterprise, 15 of which are drastic measures to be implemented immediately and that have been specified in Law 11/2013<sup>8</sup>. A strategy that responds to the recommendations and initiatives of the EU and partly concrete objectives and approaches called Youth Guarantee proposed by the European Commission<sup>9</sup>. Finally, the implementation of the Youth Guarantee in Spain is specified in the *National Plan of Implementation of the Youth Guarantee*, approved by the Council of Ministers on 20<sup>th</sup> December 2013, being one of the states which had a higher youth unemployment rate of more than 25% and therefore one of the states receiving EU funding (Cabasés and Pardell, 2014: 133:169).

### **2.1. The reform of the contractual modalities from the Labour Reform in 2012 in Spain**

The Law 3/2012 insides in the reform of the contractual modalities and its objective is, according to its preamble, specially favoring those who are suffering the negative consequences of the crisis in a very intense way: unemployed young people and small and medium enterprises.

The labour reform affects the contract for the formation and learning, whose only addressees are young people and its main objective is the achievement of a professional degree combined with a paid labour activity in an enterprise which provides formation activity too, received in the frame of the professional formation for the employment or in the regulated educational system (Cabasés and Pardell, 2014:48). It must be remembered that this contract is addressed to young people between 16 and 25 years old, and the Ninth Additional Provision extended the maxim limit to 30 years old until the unemployment is placed below 15%.

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<sup>8</sup> Law 11/2013 of 26 July. Measures of support to the entrepreneur and of stimulus of the growth and the creation of employment. The above mentioned Law confirmed the Royal Decree-Law 4/2013 of 22 February.

<sup>9</sup> COM (2012) 729 final of 5 December, 2012.



The possibility of consecutive contracting is introduced for this kind of contracts as long as it is a different labour activity or a different job in relation with the first contract, which is a variation of the contract of formation that was settled before the reform, which says that once it is expired, a new contract with the same or a different Enterprise would be prevented. This is a contract that includes a formation objective, which on the one hand could be commendable, but in practical terms, it becomes a precarious contract due to the fact that it has a minimum length of 6 months and a maximum of 3 years, and the salary is received in relation to the effective labour time that will not be allowed to be superior to 75% in the first year and 85% in the second and third years. Moreover, the salary will never be inferior to the interprofessional minimum wage and in relation to the effective working time. One difference from the former contract is that with the reform, the reference that states that the formation obtained by the contract enables the compilation of the Secondary School Certificate is eliminated.

The Royal Decree-Law (RD-L) 16/2013 of 20 December, which defines the measures to favour the stable contracting and to improve the employability of the workers<sup>10</sup>, in its final second disposition, the period is extended, so that the contracts for the formation and learning that are signed before 31st December 2014 will not be linked to certificates of professionalism or training certificates. In its Sixth Final Provision, a modification to the Royal Decree 1529/2012 of 8 November, is introduced and develops the formation and learning contract and sets up the bases for the dual professional formation.

The above mentioned contract can be used until the young worker is 30 years. That is to say, we are facing a precarious contract (temporary and with minimum wage) for young people that it is doubtful to contribute to their employability and, on the other hand, it facilitates workforce to the companies for a minimum wage. In addition, the temp recruitment agencies are also going to be benefited with the possibility of using this type of contracts<sup>11</sup>.

The reform also deals with part-time contract, admitting the accomplishment of overtime with the only limit that the sum of the worked hours (ordinary, complementary and extraordinary) should not exceed the legal limit of the part-time work, that is to say,

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<sup>10</sup> Official State Gazette (BOE) Saturday 21st December, 2013.

<sup>11</sup> Fifth Final Provision of the Law 11/2013 of 26 July. Measures of support the entrepreneur and of stimulus of the growth and of the creation of employment.

the day of the full-time worker. In other words, and given the definition of the part-time work, this contract can be a contract almost as a full-time contract with a minimal difference, given the definition of partial time of the article 12 of the Statute of the Workers (ET), with the obligation of adding their overtime for calculating the national insurance contributions and the unemployment benefits.

Later, the Royal Decree (RD) 16/2013 of 20 December, prohibits the possibility of the accomplishment of overtime and modifies the regime of the complementary hours, differing between agreed and not agreed, diminishing the period of cancellation for the accomplishment of such hours and there being increased the number of the same ones that could be done<sup>12</sup> (Fernández, 2013: 87-109). Definitively, a complex regulation of the complementary hours takes place giving as result "a deformation of the figure of the part-time work contract, which is not characterized by this incomplete day not lower than 10 weekly hours in annual calculation, but also for the elasticity foreseen of the effective day of work".

The International Organization of the Work (OIT) warns that in Europe "an increasing proportion of employed young people are working in atypical jobs, including temporary employments and part-time jobs. The information points out that a considerable part of these young people are not working under these conditions voluntarily or for their own choice"<sup>13</sup>. The part-time employment in Spain is still mostly non-voluntary in 2013, with 62% of people who declare that the reason of accepting this type of employment is not having found a full-time contract job.

The labour reform, from 2012, modifies the arrangement of the traditional work at home to receive, according to the legislator by means of a balanced regulation of rights and obligations, the distant work based on the intensive use of the new technologies. The challenges for the employment that the Information and Communication Technology (ICT) raises are diverse. Firstly, the impact that could have in the growth of the productivity and of the production, and therefore in the creation of employment. In any case, it will be a matter of the creation of certain employments and in certain sectors

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<sup>12</sup> Royal Decree-Law 16/2013 that modifies the paragraphs 4 and 5 of the article 12 of the Law of the Statute of the Workers. BOE, on Saturday, the 21st of December, 2013.

<sup>13</sup> OIT. World trends of the Juvenile Employment 2013. A generation in danger. Geneva May, 2013. [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---comm/documents/publication/wcms\\_212725.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---comm/documents/publication/wcms_212725.pdf) [Last consultation 18/02/2015].

tied to the provision of services of information, to the advice, to the multimedia services, etc. Secondly, on the type of employments. There is no doubt that the ICT will have a warmer welcome by young people because their qualifications are more updated and, generally, they have a higher degree of studies, so that it is more probable than the employments that will be created will be addressed to the above mentioned young sector of the population, though it is a contract that will not exclusively be addressed to young people.

The new draft of the article 13 of the ET refers to the distant work, which is understood as that the labour service is done mainly at the worker's home or in a place chosen by him in a freeway, in an alternative way to the face-to-face work in the working centre. The above mentioned contract implies the existence of a working place and probably, the employee will use his own home as a working place. Based on the Temp recruitment agency opinion, the remuneration that he deserves is at least the same as the one in his professional group and tasks. The legislator's point of view with the reform of this contract is surprising when he annotates its positive aspects and it is pointed out, in the Preamble of the Law, that one of the advantages of this kind of contract is "to increase the opportunities of employment and to optimize the balance between the working time and the personal and family life".

Does work distantly mean that workers can be employed with a lower labour cost and without the problems that can take place in a working place? Will not it try to say that there can be young and qualified workers contracted with minimal costs? Is not the balance between the personal, labour and familiar life used as an excuse?

The Law 3/2012 creates a new modality of working contract in indefinite time to support the entrepreneurs, which only the companies that have less than 50 workers will be able to use (Cabasés and Pardell, 2014: 51:54). This new modality, which can be distinguished as the star contract of the reform, has the purpose of facilitating the stable employment being treated itself as an indefinite contract, with an exception that is simultaneously one of its main characteristics: to have a trial period for one year. That is to say, we face an indefinite contract with one year time, with arbitrary dismissal and without indemnification. In the following table, we can observe its evolution from his implementation:

Table 3. Entrepreneurs' contract (in %)

	From 16 to 24 years old	From 25 to 29	From 30 to 24	<i>Total number of signed contracts</i>
2012	16.9	27.9	15.0	77,260
2013	12.0	21.1	15.3	78,721
2014	14.8	19.5	15.9	98,751

On having extended to one year the probation period, the right to work might be damaged (article 35 Spanish Constitution) and in turn the agreement number 158 of the OIT on the ending of the labour relation, which demands a justified reason to end a relation of work<sup>14</sup>. At the same time, it catches our attention that there is not a differentiation of the duration of the probation period, not in relation to the professional qualification, not even in relation to the professional category, bearing in mind that a temp recruitment agency prescribes a temporary limit of the probation period depending on a double criterion: 6 months for the qualified workers and 2 months for the rest of workers or 3 months in case of companies with less than 25 workers.

According to the Supreme Court Jurisprudence, the above mentioned period has to allow "the experimentation on the area of the relation of work by means of the execution of the respective presentations of the parts, being its functions to demonstrate the checking of the professional aptitude and the adjustment to the working place of the contracted worker, bearing in mind that these functions have a major significance in qualified works and direction or supervision positions, than in less qualified others, it has consubstantially a temporal and provisional nature, and with this in mind, it is reasonable that its duration is in general brief"<sup>15</sup>.

In the Judgment 412/13 of the Social court number 2 of Barcelona of 19 November, it is believed that the probation period of a year of this contract damages the European

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<sup>14</sup> Related to that, it is necessary to remember that the Constitutional Court (CC) in the Judgment 94/84, of 16 October, already said that: the motivation of the resolution of the contract of work during the period of test will lack of transcendence providing that it has content inside the area of the freedom recognized by the article 4.2. ET, which evidently does not reach to the production of unconstitutional results. That the above mentioned resolution does not consist of a causal dismissal been founded on a series of appraised motives, but of a not motivated decision, it does not exclude that from the constitutional perspective a discriminatory resolution is equally illicit. In other terms the faculty of resolution of the labour relation granted by the article 14.2. Of the Statute of the Workers, and that in the present case one has used the company is limited to the effect that it is not possible to make cost, for reasons which do not involve the own work, in opposition to a fundamental right".

<sup>15</sup> Constitutional Court Judgment (CCJ) 5455/2011 of 20 July. Social room, Juridical Foundation 2. The Supreme Court also has thought that excessive probation periods concentrated on collective agreements incur fraud of law (CCJ of 15 July, 1994 and CCJ of 20 July, 2011).

Social charter of 1961. According to this charter, the violation takes place on having fixed neither period of cancellation nor indemnification for ending the contract during the probation period. It also considers that it countercomes the Spanish legislation because the entrepreneurs' contract goes against the temp recruitment agency that always demands a reason for the temporary contracting. This is a similar judgment to the declarations of the European Advice since this one already showed that, in Spain, there exists the risk that the companies use the probation period of one year to transform this contract into a temporary contract of fact, of low quality and with void costs of rescission. Indeed, the extension of the probation period to one year that is established for the contract of support the entrepreneurs, means an extension without any reason that justifies it because of professional qualification and that can mean a limitation of the right to the stability in the employment that is guaranteed from the recognition of the right to work (CCJ 125/1994, Juridical Foundation 3 and CCJ 223/1992<sup>16</sup>).

The RD-L 16/2013, of 20 December, makes the part-time celebration of the above mentioned contract possible, modifying this way the Law 3/2012, "of labour reform"<sup>17</sup>. Definitively, in this new RD-L, the politics to redistribute the existing work are further developed again with the effect of making up the rates of unemployment without creating clear employment, accompanying all this on the enjoyment of fiscal incentives and bonuses in the companies contributions to the National Health Service, and at the same time, reducing the wages that prevents young people from initiating a project of a stable life.

Finally, on January 22nd 2015, the Constitutional Court solves the resource of unconstitutionality interposed against certain rules of the Law 3/2012, where we can find section 3 of the article 4 ("Contract of work in indefinite time of support to the entrepreneurs "<sup>18</sup>). For the appellants the duration of the probation period would damage the articles 14, 24.1., 35.1 and 37.1 of the Spanish Constitution, that is to say, damage to the right to work takes place, because it affects the stability of the employment and the causality of the contractual extinction.

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<sup>16</sup> According to the European jurisprudence the non-distinction because of professional qualification of the worker might give place to a labour discrimination prohibited by the article 14 of the Spanish Constitution.

<sup>17</sup> It specifically modifies the paragraphs 2,4,5 and 9 of the article 4 of the Law 3/2012.

<sup>18</sup> CCJ 8/2015, of 22 January.

## 2.2. Labour entail of the young people in 2013

Labour precariousness and sub occupation are characteristics that define the labour situation of the young people even before the beginning of the crisis; nevertheless this one has aggravated the above mentioned reality. From the information provided by the Constant Sample of Labour Lives 2013 with fiscal information (MCVL 2013 CDF), this research analyses the labour entail of the sample of the young people under 34 years old in 2013, and their situation in 2008. The selected information<sup>19</sup> corresponds to the personal characteristics and of affiliation to the National Health Service of the young people included in the sample in 2013 and especially those that define their labour entail are analysed.

For the study of the rate of price<sup>20</sup> they have been re-classified in: General Regime, Special Self-employed Regime (RE), Agrarian special regime (REA) for external contracted as well as for freelance, Special regime of the sea workers (RETM) both freelance and for external contracted, Special regime for coal mining industry (REMC) and special regime for Servants (REEH). Table 4 shows that in 2008, 90.60% of the contracts, of the sample, were inscribed in the General Regime, that is to say, there was more external contracted employees than freelance ones. In 2013, they increased up to 97.1% and, on the other hand, those who were self-employed were representing 2.1%, half percentage point more than in 2008.

Table 4. Regime of the contribution of the contracts signed in 2008 and 2013 (in %)

	General Regime	RETA	REA	RETM	REMC	REEH
2008	90.6	1.5	7.2	0.3	--	0.4
2013	97.1	2.1	--	0.7	0.1	--

As for the bases of price<sup>21</sup>, it is necessary to distinguish the considerable number in 2008 and 2013 both from the maximum bases and from the minimum ones, and

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<sup>19</sup> It has been extracted a sample of 12.547 persons who have had a total of 136.389 contracts which, or they have been celebrated previously, or after a year 2008. The people who form the sample are between 21 and 34 years old in the year of reference, 2013, therefore were born between 1979 and 1992. The same people were between 16 and 29 years in 2008.

<sup>20</sup> It is a matter of fixed information during the whole episode of affiliation, that is to say the time that goes between the royal date of discharge and the royal date of fall.

<sup>21</sup> It is necessary to bear in mind that in case of R.E. of Autonomous and the Servants' R.E. does not assign group of price to itself, so that the information is not provided. In addition, the groups 1 to 7 include monthly bases of price, whereas the groups 8 to 11 daily ones. In 2008 they were fixed by the

according to the table 5, in 2013, 31.40% were young people older than 18 and non-qualified (one more percentage point than in 2008), 16.20% were third grade officials and specialists (approximately two percentage points more than in 2008), 15.5% were first and second officials and finally 10.40% were administrative assistants (two percentage points less than in 2008).

Table 5. Groups of contribution of the contracts signed in 2008 and 2013 (in %)

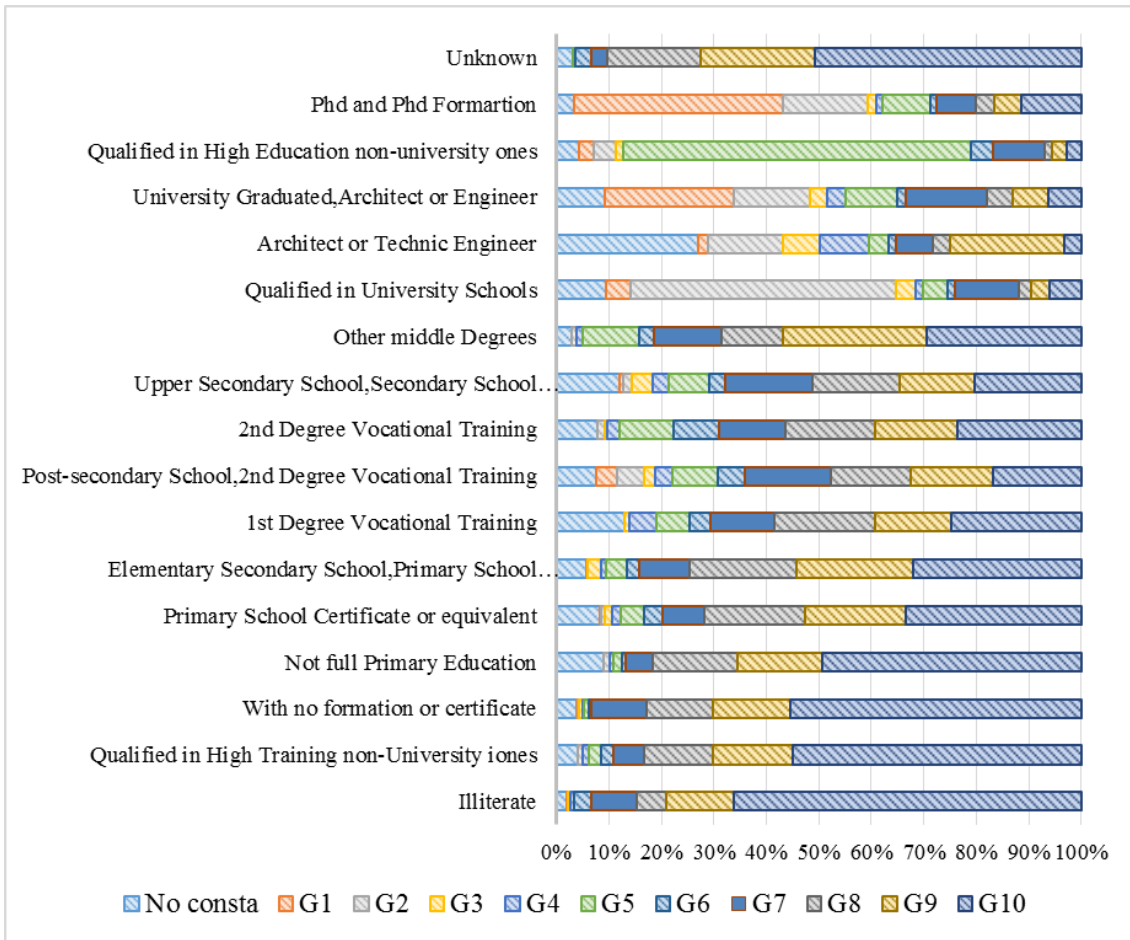
	Doesn't say	1	2	3	4	5	6	7	8	9	10
2008	3.9	1.6	7.6	2.8	1.4	5.4	3.2	12.3	16.3	14.9	30.6
2013	7.6	2.0	5.3	2.0	1.7	5.1	2.7	10.4	15.5	16.2	31.4

Note: 1-Engineers, Graduated licensed and management workers ; 2-Technical engineers and qualified assistants; 3- Head administrative and workshop officers; 4-Non-graduated assistants; 5-Administrative officers; 6-Auxiliary workers; 7- Auxiliary administrative officers; 8- 1<sup>st</sup> and 2<sup>nd</sup> officials; 9- 3<sup>rd</sup> officials and specialists and 10-older than 18-year-old and not qualified years.

Consequently, both in 2008 and in 2013, most of the signed work contracts by the sample of the young people belonged to the groups of minor contribution: administrative, official 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> assistants and specialists and older than 18 and non-qualified. After 5 years of crisis it is revealed that the labour situation of the young people continues to be found in the last groups of contribution with equal or major intensity.

Another important aspect to be considered is the adequacy of the groups of contribution to the level of reached studies by the young people. The same conclusion is reached in both years; the imbalance between education and occupation diminishes in the group of young people that has reached a major educational level. As it is seen in Graph 1 corresponding to 2013, one example are the graduates of university schools who were mainly making contributions in Group G2 and those who hold a doctorate or a postgraduate who were first making contributions in the groups G1 and G2. The major difference is found in the group of young people with higher but not university education that were making contributions in Group G5 and in major measure than in 2008.

Graph 1. Groups of contributions depending on the level of studies



The most used type of contract in 2013 has been the temporary, full-time or partial contract, as table 6 shows. Unlike the year 2008, it is stated a decrease in the indefinite contracts approximately in 4 percentage points and a reduction of the temporary full-time contracts in favour of temporary part-time contracts.

Table 6. Distribution of the contractual typology of the employment registration in 2008 and 2013 (in %)

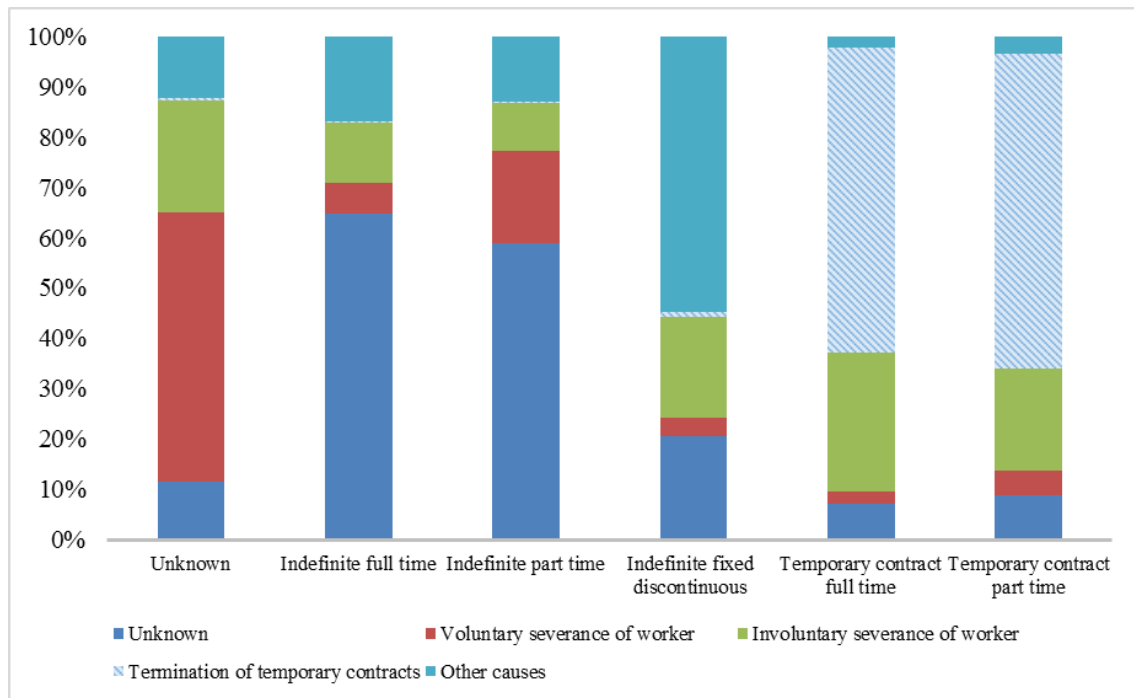
	Doesn't say	Full-time indefinite	Part-time indefinite	Discontinuous regular indefinite	Full-time temporary	Part-time temporary
2008	23	6	2	2	52	14
2013	34	3	1	2	39	19

The average time length of the contracts celebrated between January 1<sup>st</sup> and December 31<sup>st</sup> 2013, without distinction of contractual typology, has been 106,1 days, approximately 3 months and a half, a significantly lower number than that in 2008 that



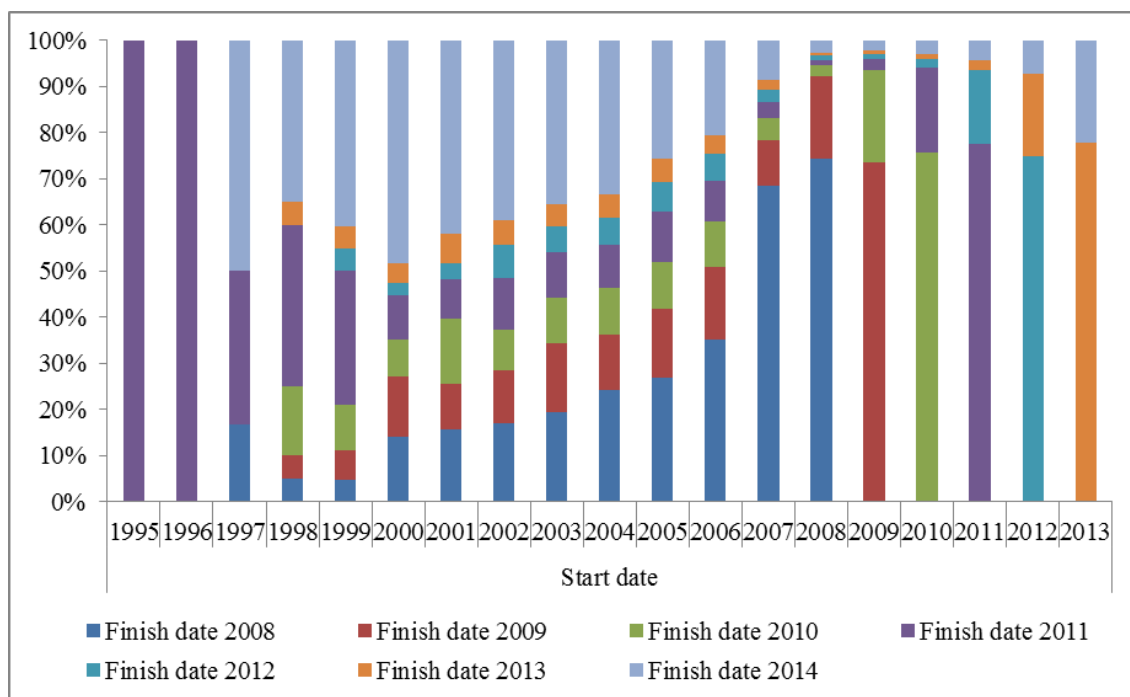
was 193,1 days, approximately 6 months, for the same sample. So, the principal reasons of the decrease of the contracts celebrated in 2013 are related to the ending of the temporary contract (36.1%), as it is observed in graph 2. It also stands out the significant percentage of not voluntary fall in the indefinite fixed discontinuous and temporary contracts, both in full and part time.

Graph 2. Reasons of labour falls depending on the contractual typology in 2013



Finally, the study is focused in analysing how many of the contracts in the sample of the young people studied, signed in 2008 or in previous years, were still in force in 2013 and in what conditions. It is observed in graph 3 that: a) most of the contracts that were inscribed in the National Health Service during the year 1995 and 1996 finished principally during the year 2011; b) the contracts signed between 1997 and 2006 finished during the year 2008 and 2014; c) of the contracts celebrated during the year 2008 to 2012 more than the 75% finished during the same year in which they were given of discharge, with a contractual duration lower than 365 days. And during 2013 the situation worsens, the proportion of contracts that become extinct during the same year increases up to 80%.

Graph 3. Year of fall in the affiliation to the National Health Service depending on the year of discharge



The above mentioned numbers are very worrying, and the conclusion is forceful, temporality and low wages are the characteristics of the contracts signed in 2013 with people who are under 34 years old. These contracts have mostly been temporary full-time (43%) and partially (15%) and they principally belonged to the G7 and G10 contribution groups G10, administrative, 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> official assistants and older than 18 year-old and non-qualified, which were groups with the minor base of contribution.

### 3. The situation of juvenile unemployment in 2014

Since it has been revealed in the previous analyses, the precarious situation of the young people on the labour market has been characterized by the high rates of unemployment in comparison with the global Spanish rate, because of the high percentage of young people who work with temporary contracts without wishing it and for low wages. This is a situation that has been aggravated with the Labour Reform of 2012 and its later reforms of 2013 and 2014, which have supposed an additional twist in the temporality and the precariousness.

On having finished the year 2014, this situation persists<sup>22</sup> as it is exposed later, through the analysis of the micro information that the EAPS facilitates corresponding to the IV term of 2014. First, there is a detailed interpretation of the situation of the young people who are under 35 on the labour market and secondly, two Logit models with the aim to analyse the relation of a set of socioeconomic factors with the probability of being unemployed or employed by means of a temporary contract. The analysed young people are the ones under 35 years old because, in the MCVL 2013 research, the analysed ones were under 30 in 2008.

### 3.1. General characteristics

The first obtained results<sup>23</sup>, indicate that young people, the focus of the analysis, are with regard to the total, 25.8 % of the working population, 41.6 % of the unemployed population and 42.3 % of the inactive population. These are figures that show a clearly unfavourable position in relation to the rest. Table 7 shows the weight of the population for groups of age in relation to the activity, so that, the minor weight of the working population is observed in the group of the under 35-year-old, which is completely the opposite that happens with the unemployed population.

Table 7. Population in relation to the activity (in %)

	Employed population	Unemployed population	Inactive population	Unemployment rate
De 16 a 34	44.4	22.6	33.0	33.8
De 35 a 50	69.7	18.2	12.2	20.7
De 50 a 65	53.1	12.2	34.8	18.7

It is necessary to indicate that the juvenile population is the one that presents a major proportion of unemployed people who look for their first employment (87.4% of the

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<sup>22</sup> The Advice of the Youth of Spain has indicated that " work as a social central action in the life of any person should not allow them social autonomy ... the access to the work does not mean a change of life, rather it is the continuation of the same one but in another dimension ... to be able to become emancipated not only it is necessary to have a work, it is necessary that it is of quality one. The crisis of the employment that has been fed in the young people group, not only has prevented the emancipation but it has produced the return to the familiar house of some already emancipated people ". See *A new European agreement for and with the youth*. Advice of the Youth of Spain. February 2014, p.12. The document gathers the offers that the juvenile organizations Member of the CJE ratified, with 90 % of votes were in favour, to deliver to the different political formations that entered the European elections of 2014.

<sup>23</sup> Considered by the factor of correction that the EAPS facilitates.

total that look for the first employment) and a minor percentage of discouraged inactive (13.6%). If 87% of the total population who are following any kind of regulated studies, are less than 35 years old , 13% of this group is employed.

On the other hand, from the analysis of the employed and under 35 year-old, as it can be seen in Table 8, 28.4% and 39.5% of those who have reached top studies are technical and professional scientists, and 42.7% and 37% of those who possess secondary studies of second cycle are service workers. So, more than 50% of them are employed with works for which minor education is needed.

Table 8. Occupations of young people depending on the educational level reached (in %)

	High education		Superior Secondary Education	
	Younger than 25	From 25 to 34	Younger than 25	From 25 to 34
Military occupations	0.6	0.4	0.9	1.3
Directors and managers	1.0	2.4	0.2	1.0
Technical and professional scientists	28.4	39.5	3.9	1.4
Technical and professional of support	17.5	15.4	9.3	7.0
Accountants and administrative officers	12.0	13.5	6.1	8.9
Service workers	25.5	17.2	42.7	37.0
Qualified workers in the agrarian sector	0.7	0.6	0.7	1.5
Craftsmen and workers qualified in the industry	6.9	5.4	11.0	15.1
Operators	1.8	2.5	11.0	15.1
Elementary occupations	5.7	3.1	14.1	11.7

In order to analyse socioeconomic factors that affect the situation of the unemployment and the temporality of the young people, afterwards the results are obtained from those young people who do not follow regulated studies. First, in table 9 it is observed the percentages of workers who work and receive remuneration, emphasizing that 10.9% of the whole population in this situation is under 35 years old, and at the same time they are the 56.6% of their section of age.

Table 9. Work in exchange for remuneration (in %)

	% Of workers who receive remuneration in their section of	% Of workers who receive remuneration of the total of

	age	population
From 16 to 34	56.6	10.9
From 35 to 50	65.9	21.0
From 50 to 65	49.1	12.3

For activity of the establishment, table 10, young people are those who in minor degree work in the public administration (17.6%) and in major degree in the trade sector (30.3%). On the one hand it is possible to infer and for the next years, a worrying deficit in the generational relief of the public sector. On the other hand, taking into account the major weight of the trade sector, there is a possible loss of talent and knowledge of those young people with a major training level and few low wages.

Table 10. Activity of the establishment (in %)

	Agriculture	Food industry	Extractive industry and of supplies	Construction	Trade	Transport	Intermediation	Civil service	Others
From 16 to 34	5,5	5,4	4,0	6,0	30,3	6,9	11,7	17,6	8,4
From 35 to 50	5,2	6,1	4,5	6,4	23,2	7,5	13,3	22,4	6,9
From 50 to 65	4,9	4,8	3,6	5,8	20,5	6,0	10,7	30,5	7,0

From the professional situation information, it is clear that of the set of employees (public and private sector) 26.9% are under 35-year-old, and as it is showed in table 11.78% of them are employed at the private sector and 9.6% at the public sector. In addition to this, in this group the percentage of businessmen and self-employed workers is small.

Table 11. Professional situation (in %)

	Businessmen	Self-employed	Cooperative member	Help in company	Wage-earning public sector	Wage-earning private sector
From 16 to 34	2.2	9.0	0.1	0.9	9.6	78.0
From 35 to 50	5.7	12.1	0.2	0.4	17.3	64.2
From 50 to 65	7.6	16.1	0.2	0.6	26.9	48.7

Among the set of employees, according to table 12, the 35-year-old minors are those who present a major percentage of temporary contracts (41.6%). The type of temporary majority contract in this group is of the one of circumstances of the production (20.6%) and for labour and service (36.6%), being the time length of the contracts lower than a

month, some of 37 days length and 7 months for those with minimal duration of one month. This information reinforces the previous reflections; the labour reform has facilitated the increase of temporary contracting, serving to the distribution of the existing occupation at the cost of minor wages and with limited effects in the creation of quality occupation for young people.

Table 12. Contracting (in %)

	Indefinite	Temporal	Indefinite with permanent character
From 16 to 34	58.4	41.6	97.7
From 35 to 50	79.0	21.0	97.4
From 50 to 65	87.9	12.1	97.3

As for the labour day, one of every five 35-year-old minor young people occupies a part-time working place (20.1%), and one of every ten obtains a temporary contract with part-time (10.9%), as it is observed in table 13. It stands out the fact that 78% of the part-time employed young people have chosen to work part-time.

Table 13. Working day (in %)

	Full-time	Part -time	Part time and temporal relation	Involuntary part-time	Voluntary part-time
From 16 to 34	79.9	20.1	10.9	78.0	3.8
From 35 to 50	85.4	14.6	4.8	59.5	6.7
From 50 to 65	88.4	11.6	2.5	60.2	12.1

Moreover, the under 35-year-old young people are those who work a higher number of paid overtime, according to table 14. This means a clear example of flexible days, which do not help to dignify the juvenile occupation.

Table 14. Remunerated overtime (in %)

	Yes	No	<i>Average number of overtime (in Euros)</i>
From 16 to 34	5.5	94.5	11
From 35 to 50	5.0	95.0	9
From 50 to 65	3.2	96.8	5

On the other hand, 70.5% of the unemployed young people look for employment, of which 98.8% by means of active methods (it would be necessary to differ if they are

public or private), since the table shows 15. It surprises the low percentage of young people who have not worked before and who look for employment (13.2%).

Table 15. Look for employment (en %)

	YES	Of whom with active methods	Look for employment and are unemployed who have not worked	Look for and are unemployed who have worked before
From 16 to 34	70.5	98.8	13.2	55.4
From 35 to 50	59.1	98.5	1.4	56.0
From 50 to 65	26.1	97.3	0.5	24.4

The analysis of the level of education reached is revealing as it is observed in table 16. The major percentage of under 35-year-old people with top education corresponds to the employed ones (42.2%), whereas the major percentage with an education lower than the primary one is related to the inactive ones (8.6%) and those that achieve secondary education present a major percentage between the unemployed people (63.8%). Having in mind the previous analyses, of the contractual entail and the wages, the most qualified young people would occupy tasks that need less qualifications (over qualification) and a bias would take place in favour of the university education to the detriment of the secondary one.

Table 16. Level of education (in %)

	Without primary education	Primary education	Secondary education	Higher education
<i>Employed</i>				
From 16 to 34	0.4%	3.8%	53.6%	42.2%
From 35 to 50	0.8%	3.2%	51.1%	44.9%
From 50 to 65	2.8%	11.4%	53.8%	32.1%
<i>Unemployed</i>				
From 16 to 34	1.3%	9.7%	63.8%	25.2%
From 35 to 50	2.9%	8.5%	64.9%	23.7%
From 50 to 65	7.9%	20.4%	59.0%	12.7%
<i>Inactive</i>				
From 16 to 34	8.6%	12.0%	57.2%	22.1%
From 35 to 50	7.6%	8.6%	61.3%	22.5%
From 50 to 65	9.6%	24.8%	52.8%	12.7%

To finish with, table 17 shows the percentage of young people who do not work, and do not even follow any regulated or not regulated education (NEET), that is to say, those that are inactive - they do not look actively for an employment - and those who are unemployed - they look for an occupation-, in relation to the total of young people of the segment of age. The number turns out to be really worrying, 23.2% of the under 35-year-old young people, neither study or work or are formed. Only a part of this group (from 16 to 24 years old) is to whom the implementation of the Juvenile Guarantee in Spain is addressed.

Table 17. NEET young people (in %)

From 16 to 34	23.2
From 35 to 50	27.3
From 50 to 65	45.0

### 3.2. Factors that affect in the dispossession and in the temporary juvenile occupation

Taking into account the database of the EAPS (the 4th quarter of 2014), that contains a sample of 32.532 Spanish young people between 16 and 34 years old, first, it is adjusted to a model of logistic binary regression (*Logit*) to predict the relation between a set of socioeconomic variables, age (AGE), sex (SEX), nationality (NAT), marital status (EC), level of studies (NFORMA) and Autonomous Community (CCAA), and the labour situation of the young people if they have had a remunerated work (TRAREM)<sup>24</sup>.

In table 18 the results of the regression are observed, a model which correctly classifies 65 % of the predicted values, which presents a suitable goodness of fit (by means of the omnibus tests with Chi-square, -2log of the verisimilitude, R2 of Cox and Snell,

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<sup>24</sup> The suggested model is:

$$\ln\left(\frac{p_i}{1-p_i}\right) = \beta_0 + \beta_1 \cdot EDAD + \beta_2 \cdot SEXO + \beta_3 \cdot NAC + \beta_4 \cdot NFORMA + \beta_5 \cdot CCAA$$

With pi probability of being unemployed. The values that take the variables: AGE: 1-From 16 to 19 years, 2- From 20 to 24 years, 3- From 25 to 29 years and 4- From 30 to 34 years; NAC: 1-Spanish, 2-Spanish and double nationality and 3-Foreign; SEX: 1- Man and 2- Woman; NFORMA: 1- Illiterate, 2 - Incomplete primary education, 3 - Primary education, 4- First stage of Secondary Education, 5- Second stage of Secondary Education, 6- Professional orientation and 7- High education; TRAREM: 0- Worked and 1- Did not worked.



Nagelkerke and the test of Hosmer-Lemeshow's adjustment) and that considers the variables CCAA and EC to be not explanatory

Table 18. Variables in the first logistic equation

	$\beta$	<i>E.T.</i>	<i>Wald</i>	<i>gl</i>	<i>Sig.</i>	<i>Exp(<math>\beta</math>)</i>
AGE	--	--	784.960	3	0.000	--
AGE(1)	1.994	0.098	414.664	1	0.000	7.342
AGE(2)	0.860	0.041	446.535	1	0.000	2.362
AGE(3)	0.162	0.035	21.750	1	0.000	1.176
NAT			13.992	2	0.001	
NAT(1)	-0.181	0.050	13.006	1	0.000	0.834
NAT(2)	-0.255	0.112	5.225	1	0.022	0.775
SEX (1)	-0.386	0.031	156.508	1	0.000	0.680
NFORMA			697.521	6	0.000	
NFORMA (1)	3.102	0.318	95.215	1	0.000	22.235
NFORMA (2)	1.985	0.184	116.907	1	0.000	7.282
NFORMA (3)	1.220	0.067	327.370	1	0.000	3.386
NFORMA(4)	0.702	0.037	353.044	1	0.000	2.017
NFORM (5)	0.419	0.055	58.574	1	0.000	1.521
NFORM (6)	0.164	0.049	11.071	1	0.001	1.178
Constant	-0.595	0.057	109.111	1	0.000	0.551

It is possible to affirm that there is a relation between the level of education, the age and the nationality with the probability that a young person is unoccupied. Specifically, the probability increases: a) as the age is less, so that a young person between 16 and 19 years OLD has more than 7.342 times probability of being unemployed than a young person who is between 30 and 34 years old ; b) the lower the educational level is, a young illiterate person has a 22.235 more probability than a young person with high education, or a young person with a level of incomplete primary education has 7.282 more times probability; c) if the young person is foreign, so that the probability of being vacated diminishes in 0.834 times if they have the Spanish nationality and d) if the young person is a woman.

Secondly, another logistic model is adjusted with the aim of investigating which variables increase the temporality in the occupation. In order to this, the base is the variable named type of contract (DUCON) as a variable which behaviour is tried to be explained and the set of explanatory variables: nationality (NAT), level of studies

(NFORMA), principal activity (ACT), professional situation (SITU), time in months from the renovation of the contract (DREN), time in months in the company (DCOM), full-time or part-time (LACONIC) and if the young person has worked overtime (EXTRA)<sup>25</sup>. In table 19, the result of the regression is seen, which presents a suitable level of adjustment and which explains 84% of the predicted values with the model.

Table 19. Variables in the second logistic

	B	E.T.	Wald	gl	Sig.	Exp(B)
NFORMA	--	--	15.716	6	0.015	--
NFORMA(1)	1.772	1.076	2.711	1	0.100	5.881
NFORMA(2)	-0.308	0.446	0.478	1	0.490	0.735
NFORMA(3)	0.136	0.153	0.789	1	0.374	1.145
NFORMA(4)	0.247	0.074	10.994	1	0.001	1.280
NFORMA(5)	0.000	0.102	0.000	1	0.997	1.000
NFORMA(6)	0.112	0.090	1.530	1	0.216	1.118
ACT	--	--	73.810	9	0.000	--
ACT(1)	1.130	0.192	34.538	1	0.000	3.096
ACT(2)	0.249	0.152	2.684	1	0.101	1.283
ACT(3)	0.550	0.161	11.666	1	0.001	1.733
ACT(4)	0.465	0.171	7.341	1	0.007	1.591
ACT(5)	0.709	0.160	19.590	1	0.000	2.032
ACT(6)	0.039	0.107	0.134	1	0.715	1.040
ACT(7)	0.202	0.147	1.889	1	0.169	1.224
ACT(8)	0.127	0.129	0.971	1	0.324	1.135
ACT(9)	0.370	0.135	7.549	1	0.006	1.447
SITU(1)	1.747	0.150	135.926	1	0.000	5.738
DREN	-0.079	0.002	1175.350	1	0.000	0.924
PARCO(1)	-0.613	0.072	72.801	1	0.000	0.541
DCOM	-0.008	0.001	50.104	1	0.000	0.992
Constant	1.588	0.114	195.308	1	0.000	4.894

Again the educational level is a relevant factor when facing the temporary contracting of a young person. The sector of activity, the duration of the day, the time in months from the renovation of the contract and the time in months in the company are important

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<sup>25</sup> The values that take the variables: ACT: 1- Agriculture, 2- Supply industry, 3- Extractive industry, 4- Machinery construction, 5- Construction, 6 - Trades, 7- Transport and storage, 8- Intermediación. real-estate activities. professional, scientific and administrative services, 9- Public administrations, education and sanitary activities and 10- Other services; SITU: 1- Private sector employee and 2- Public sector employee; EXTRA: 1- Yes and 2- No; LACONIC: 1- Full-time and 2- Part-time and DUCON: 0- Indefinite contract and 1- Temporary contract.

factors too. For this reason, the probability of acceding to a temporary contract increases: a) as low as the educational level of the young person is, in such a way that a young person with a level of the first stage of secondary education has 1.28 more probability to achieve a temporary contract than a young person with higher studies; b) if the activity of the establishment at which one is employed belongs to the agrarian sector or to the sector of the construction, in this case a young person has 3.096 times more of acceding to a temporary contract in the first case and twice more in the second case; c) if the contract is part-time and d) the shorter is the time from the renovation of the contract.

#### **4. Conclusion**

A retrospective vision of the information shows that, in Spain, the high juvenile unemployment is not an exclusive situation of the current economic conjuncture, nevertheless, it has reached unprecedented levels. Nowadays there are serious doubts about if young people can have a project of life perceiving, in many cases, the guaranteed minimum wage of 648,60 Euros / month.

The analysis done along the article allows summarizing the problematic that concerns the rapid growth of the juvenile unemployment: a) deficiencies of the own labour market and b) of the educational system. Among the first ones the high temporary contracting and part-time together with low wages are emphasized, which perpetuates them in a circle of temporality - unemployment and scanty opportunities of formation-, and, in consequence, labour precariousness. A trend aggravated by the Labour Reform 2012 and the subsequent reforms in 2013 and 2014, as it has been analysed.

Of the MCVL 2013 it is deduced that in 2013, the majority of contracts signed by people under 35 years old were temporary and with low wages. On having finished 2014, 78% of the above mentioned group was employed at the private sector, 46% with temporary contract of which 36.6% for labour and service, one of every five part-time young people and one of every ten with a part-time temporary contract.

Among the second deficiencies, the imbalance between the offer and the demand of work for educational level, a bias has taken place in favour of the university education to the detriment of the higher secondary education that has caused an over qualification

- university students occupied in tasks who need minor qualifications - and a fall of the wage premium of the education.

In 2013 an imbalance has taken place between the groups of contribution of the contracts and the levels of education reached by under 34-year-old young people, even though it is less intense in the group of higher educational level. In 2014, more than 50% of young people were employed at occupations for which minor education was needed.

It is necessary to add that the situation of the under 35-year-old young people who do not study or do not even work, that in 2014, was reaching the number of 23.2% of the above mentioned group.

Finally, in spite of the existence of the mentioned imbalance, the education is revealed as a positive factor in the labour market for young people who are under 25 years old, because a higher education allows them to improve their employability and, in consequence, the possibility of being unemployed.

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