THE RENEWED RISE OF TEMPORARY EMPLOYMENT IN THE POST-CRISIS YEARS IN SPAIN

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- Two narratives about precariousness
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Background

- Labor precariousness: structural feature of the labour market in Spain (temporary employment, but not only)

- Increase of the temporality in the recovery period

- Less intense and inclusive recovery: impact of austerity policies and labour reforms

- Different narratives about the causes → Different policies to face precariousness

- Social consequences of precarious work
THE REBOOT OF PRECARIOUS WORK IN THE RECOVERY (1)

Temporary rate in EU and Spain, 1987-2017 (%)

THE REBOOT OF PRECARIOUS WORK IN THE RECOVERY (2)

Temporary rate in EU and Spain, 2017Q4 (%)

The rise of precariousness on the recovery (3)

Labour precariousness composition in Spain
Active population (in 1000 and %)

TWO NARRATIVES ABOUT PRECARIOUSNESS

Neoliberal paradigm

- Insiders vs. outsiders segmentation
  - Labour market reforms
  - Single contract
  - Flexibility on labour conditions

Critical paradigm

- Unbalanced elements of the Spanish productive model
- Negative impact of labour market reforms
- Strategies of social partners
- Unequal impact on working people

→ Mix of policies to address labour market segmentation
1. **Unbalanced** model of growth

- Highly specialized on activities with low technological content and innovation and intense use of labour
- High company atomization (98% of companies with less than 50 workers)
- Outsourcing, “multiservices” companies, etc.

2. The role of **labour reforms**

- Initially oriented on job creation but, mainly orientated in boosting *flexibility* in the labour conditions (hiring, dismissals, collective bargaining...)
- External vs. internal flexibility
Drivers of the labour market segmentation

2012 Labour reform

- New contract for entrepreneurs
- Higher flexibility for training contracts
- Modification of part-time contracts (by removing extra hours limitations)
- Temporary Employment Agencies
- Higher flexibility on dismissals
- Increase of employers’ power in the modification of working conditions
- New step on the decentralization of collective bargaining
  - Key points: priority of company agreement; ultractivity and non-application of collective agreement
JO Job Rotation and Precariousness (1)

Temporary contracts per employee, 2006-2017

Source: Economic Cabinet of CCOO, from SEPE and INE.
JOB ROTATION AND PRECARIOUSNESS (2)

Signed permanent contracts / new permanent employment (at least one year of duration)

Source: Economic Cabinet of CCOO, from SEPE and INE.
**PART TIME AND PRECARIOUSNESS**

Part-time employment in Spain, 2002-2017 (%)

Non-voluntary

56% of part-time workers were not able to find a full-time job

**Low wages**

Median wage: **734 euros** (2016)

3. **Social agents** strategies

**Employers**
- Temporary “business culture” in the management of labour force
- Competition based on cost’s reduction and low prices
- High level of fraud of temporary contracts
- Extensive use of part-time contracts (without hours limits)

**Trade unions**
- Neoliberal mainstream: insiders vs. outsiders strategy
- However, precariousness is at the center of trade unions strategies (from collective bargaining to social dialogue and proposals for policy making)
- Reduction of the contractual power of the unions (2012 Labour reform)
CONCLUDING REMARKS

- Macroeconomic policies reorientation and fair transition to a more sustainable economic model

- Promotion of the quality of employment: re-regulation
  - Abolition of last labour reforms
  - Measures for discouraging unjustified temporary contracts
  - Reinforcing the causality of temporality employment

- Policies and actions for reducing inequality, poverty and social exclusion
  - Wages increases (and low wages)
  - Participation on the recovery (the role of collective bargaining)

- Renewal of trade unionism to face current challenges
  - Restructuring and fragmentation of business
  - New forms of atypical forms of employment
  - Extension of disorganized decentralization of collective bargaining
THANKS FOR YOUR ATTENTION

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