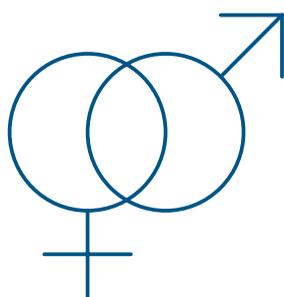

SOCIAL NEEDS IN SPAIN

Analysis of social needs of women and men

Report

6.4

June 2020



Credits

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Report 6 on social needs by population group focuses on five different social segments: children, young adults, senior citizens, women and immigrants. The bibliography that appears in each of the reports is the bibliography for all the groups.

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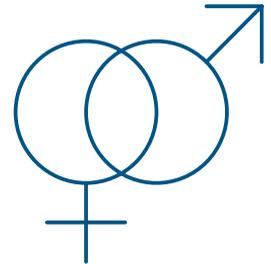
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Executive summary

Women and men

- One of the main factors responsible for the inequality between men and women is women's greater financial vulnerability, especially among those aged over 65.
- The differences between men and women are clearly shown by an indicator that measures personal financial independence. The significant gap between men and women's employment and pay and the long-term consequences of this in large measure explain these differences.



WOMEN AND MEN

THE SITUATION IN SPAIN



The social welfare of the population does not depend solely on a broad range of financial factors, notably levels of income, occupation and production, but also on the way they are distributed among the people that make up that society. Among the various manifestations of inequality, one of the most important is that which affects the differing degree to which men and women's needs are met, as can be seen in a number of aspects such as financial and material wellbeing, employment, access to a decent home or education, etc.

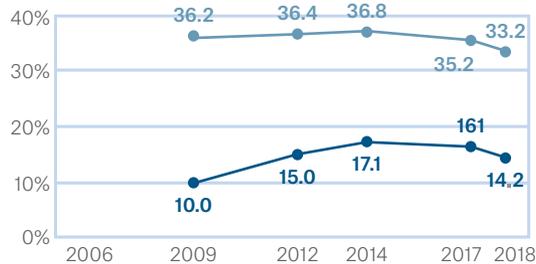


Indicators that measure social needs by gender and aspect

● Women ● Men

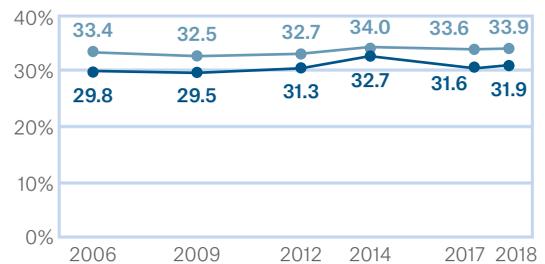
Lack of autonomy:

Percentage of people aged over 25 with no income of their own or income lower than the IPREM level used for means-testing purposes.



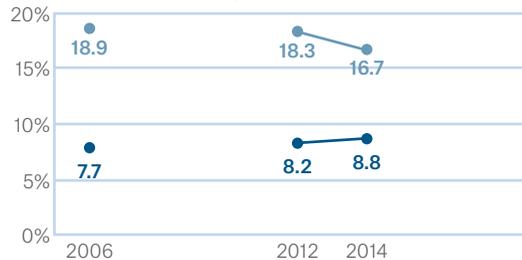
Financial vulnerability:

Percentage of people living in households with incomes lower than 75% of the average income.



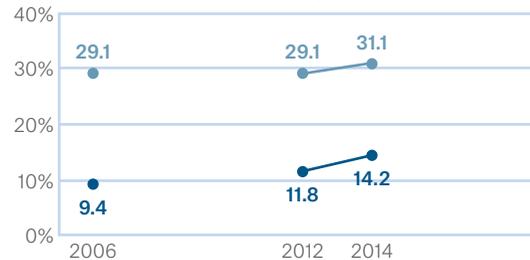
Employees on an hourly rate of pay that is less than 2/3 of the average pay:

Percentage of people in work whose gross hourly rate is less than 2/3 of the average pay.



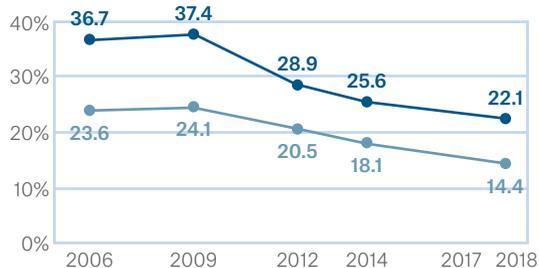
Employees on a monthly salary that is less than 2/3 of the average salary:

Percentage of people in work whose gross monthly salary is less than 2/3 of the average salary.



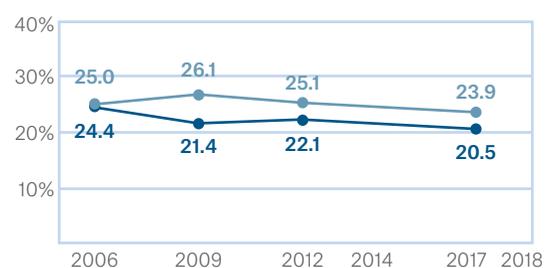
Dropping out of school:

Percentage of people aged between 18 and 24 who dropped out of school early.



Poor at maths in secondary school:

Percentage of pupils aged 15 who do not attain the standard in maths regarded as sufficient at secondary school.



● Women ● Men

Mental health problem:

Percentage of adults (people aged 15 or over) who have been diagnosed by their doctor as suffering from depression, anxiety or other mental problem in the last twelve months.



Sedentary lifestyle:

Percentage of adults (people aged 15 and over) who declare that they do no physical exercise in their free time.

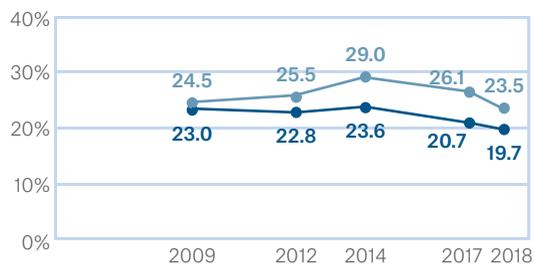


● Head of the household is a woman

● Head of the household is a man

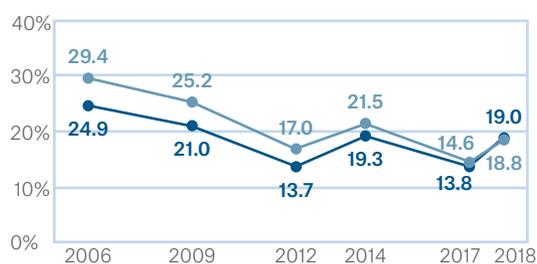
Excessive housing costs:

Percentage of people whose housing costs exceed 30% of the household's disposable income.



Poor housing conditions:

Percentage of people living in homes that suffer from one of the following problems: leaks, damp or rot, poor natural lighting, no indoor bath or shower, or no toilet.



Note:
Age-adjusted percentage.

Source:
Compiled in-house using data from the Living Conditions Survey, Active Population Survey, National Health Survey, European Health Interview Survey, Ministry of Public Works, Ministry of Education, National Statistics Institute and PISA.

Financial and material wellbeing

One of the main traits of the inequality between men and women is that women are financially more vulnerable. Even when women's basic needs are met, situations often arise in which they face hardship and must forego things. The gender divide among people living in financially vulnerable households is particularly serious among those aged over 65. In 2016, the gap or difference between the average pensions of women and men over 65 in Spain was 32.5 points. This divide has narrowed in more recent times, but it remains very wide and hence is a determining factor in the difference between the genders in terms of the financial vulnerability of people aged over 65. These differences are explained to a large extent by the significant employment and wage gap between men and women and the long-term impact this has through the pensions system.

It is notable that the gap between men and women aged 65 and over living in poor households (below 60% of the average income) is small and yet it is precisely in this age group that we find the widest gender divide between those who live in households that are financially vulnerable (below 75% of the average income). It seems that income from pensions enables both men and, to a lesser extent, women to remain relatively unaffected by economic cycles and not to fall below the poverty threshold. However the amount payable, which is closely connected with men and women's employment and pay background, is a determining factor in whether they do or do not fall into a situation of financial vulnerability.

Whatever the age bracket considered, these differences between men and women are clearly shown by the indicator on personal financial independence, which is characterised by a wide and persistent gender divide. Having one's own income improves individual independence, gives freedom and increases one's negotiating power within the family. It is something most adults seek to achieve. This indicator worsened for the population on average during the period in question, except for in 2017, due to the reduction in the number of people receiving pay from work, but the attention is drawn to the considerable difference between men and women. Women's lack of independence is twice that of men in each and every

year studied and even triple in some years. This gender divide is repeated in every age group and is wider still among older groups.

Labour market

One of the population's main needs in relation to the labour market is that the pay received from employment is sufficient to attain a decent standard of living in the society of reference and, at the same time, it reduces the uncertainty generated by having uncertain income levels. The available data show that the percentage of women on low pay – less than 2/3 of the average pay – is two and almost three times that of men over the period analysed. In particular, in 2014, one in six men had an average monthly salary that was less than 2/3 of the average monthly salary, a situation that one in three women suffered. This difference shrank between 2006 and 2014, the last year for which this information is available, though the percentage of women on low salaries that year was still double that of men, both in terms of pay per hour and monthly salary.

Mention must be made of the fact that these data have not been adjusted. This means that we have not taken into account other characteristics such as age or qualifications which, in addition to gender, might determine workers' pay. In any event, the results demonstrate the differences that exist between men and women in the labour market in Spain, which are reflected in a persistent difference in employment and unemployment rates in men's favour, and increased part-time work – often not wanted – and temporary contracts among women. These factors are exacerbated by the pay discrimination, mentioned earlier, that affects women, who are, moreover, segregated into lower paid occupations (Cebrián and Moreno, 2008; Gradín et al., 2010; Bárcena-Martín and Moro-Egido, 2013; Del Río and Alonso-Villar, 2014).

Housing

The gender divide in financial welfare and in the labour market is the cause of tremendous instability and financial insecurity that give rise to other shortcomings and disadvantages in other basic welfare aspects. One of these is access to housing, which is particularly difficult for households headed by women. The effort that a family headed by a woman has to make to acquire an ordinary home, presupposing that they allocate all their annual disposable income to this, is always greater than that needed of a family headed by a man. Even though experts advise that no more than 30% of monthly income should be spent on purchasing or renting a home, the data show that housing expenditure absorbs a larger proportion of many families' disposable income than this: more than a quarter of the Spanish population living in households headed by women suffer from excessive housing costs. This gender divide in excessive housing costs has become more pronounced in recent years.

In addition to being able to access a home, a priority requirement is that it must meet the minimum conditions to be able to live in it in a satisfactory manner. In other words, it must be a decent home. Virtually every home in Spain has basic sanitation installations (bath or shower and toilet), meaning that a fundamental need is essentially fully met. However, a higher percentage of households headed by women live in homes with problems to do with structural failings or poor maintenance than households headed by men, although these differences have also declined during the period studied.

Health

Maintaining and improving the population's physical and mental health is one of the main challenges that society faces today. Mental health is key to people's health: mental illnesses are one of the largest components in the overall disease burden and they are also a determining factor in people's wellbeing. One in ten of the most frequent health problems among the population is a mental health disorder: depression and other mental problems such as chronic anxiety. These mental health problems are twice as prevalent among women as they are in men throughout the entire period analysed. In the year with the most recent information (2017), the age-adjusted percentage of women with mental health problems was 12.3%, whereas it was almost half that for men (6.7%). Mental health problems increase with age among both women and men except in men aged between 65 and 74, who have fewer mental health issues, fewer even than men aged between 45 and 64. In any event, for all age groups, these mental health disorders, particularly depression, are diagnosed far more frequently among women than men.

The incidence of many illnesses and health problems can be reduced by adopting healthier lifestyles. There are numerous scientific studies that demonstrate the positive association between regular moderate physical exercise and a reduced risk of suffering from cardiovascular diseases, mental health problems and obesity, among other chronic illnesses. Between 2012 and 2017, the percentage of the population that was sedentary in their free time fell by almost seven percentage points, however sedentary behaviour is more common among women than men, particularly in the youngest (aged 15 to 34) and oldest (aged over 80) age groups.

Education

The welfare of the population is also very closely connected with opportunities to access education, although it should be borne in mind that this access does not guarantee a particular educational level, since a very high percentage of people drop out of school early in Spain, particularly among males. In 2017, 22% of men (aged 18 to 24) dropped out of education early, as opposed to 14% of women.

A second key aspect of the population's needs in relation to education is the quality of the knowledge and the skills it provides. We attempt to measure whether the knowledge acquired in various phases of people's training is sufficient for them to contribute to the economic and cultural growth of society. The indicators which show insufficient competency in reading comprehension and maths among pupils aged 15 at secondary school reveal a clear gender divide in both competencies and of an opposite nature. Whereas the results indicate that reading and maths skills improved during the entire period among the general population, the gender divide widened, with worse reading skills among men than women and worse maths skills among women than men.

Situation of single-parent households headed by women

Households headed by women are at a major disadvantage in a number of basic welfare aspects, but this situation is exacerbated if they have dependent minors.

Single-parent households in general suffer from greater shortages and disadvantages. When these households are headed by women, the situation becomes markedly worse. As figure 2 shows, financial vulnerability and excessive costs in accessing a home

are problems that affect more than half of single-parent households headed by women, with percentages twice that of the general population. Equally, the rates of financial poverty risk, material deprivation and consistent poverty affect twice as many people living in single-parent households headed by a woman as they do in the population as a whole and, in any event, they are always much greater than those of single-parent households headed by men.

Figure 2. The social needs of single-parent households according to gender, 2018.

	Single-parent households headed by men	Single-parent households headed by women	Total population
Risk of monetary poverty	28.6 %	45.0 %	21.5 %
Economic vulnerability	40.5 %	57.1 %	32.6 %
Material deprivation	20.1 %	30.7 %	16.0 %
Consistent poverty	16.3 %	22.5 %	8.7 %
Excessive housing costs	39.4 %	49.5 %	21.0 %
Poor housing conditions	21.6 %	19.7 %	19.0 %

Source:

Compiled in-house using microdata in the Living Conditions Survey.

THE SITUATION IN EUROPE



The scale of the gender divide and Spain's relative position in the context of Europe can be gauged by selecting one of the more representative indicators in each welfare sub-category for which we have comparable information for men and women in EU countries.

The differences between men and women who live in financially vulnerable households are very similar in all households across Europe, where the percentage of women living in financially vulnerable households is always higher than the percentage of men. Even so, at a comparative level, the position of Spanish women in the ranking of countries in order of economic vulnerability (23) is somewhat better than that of men (26). In general terms, in this ranking Spain is one of the countries where the incidence of financial vulnerability problems is highest.

This analysis of financial wellbeing is completed by comparing the need to have sufficient pay in the various countries in the EU. To examine this, we have selected as an indicator the percentage of workers whose pay per hour is less than 2/3 of the average rate, which depends on the distribution of pay rates in each country. As figure 3 shows, the percentage of women below the relative threshold is higher than the percentage of men in both Spain and Europe as a whole, though the gender divide in relation to pay is much greater in Spain, where the percentage of women on low pay is twice that of men, than in Europe as a whole.

Figure 3. Spain's position in a ranking of social needs by gender in the EU-28.

Position in the European ranking (green = better, red = worse)



Financial vulnerability:

Percentage of people living in households with incomes lower than 75% of the average income.

Men			Women		
Spain	European Union	2017 Position	Spain	European Union	2017 Position
31,6	27,5	26	33,6	29,9	23

Employees on an hourly rate of pay that is less than 2/3 of the average pay:

Percentage of people in work whose gross hourly pay rate is less than 2/3 of the average pay.

Spain	European Union	2017 Position	Spain	European Union	2017 Position
8,8	14,4	6	16,8	19,0	9

Excessive housing costs:

Percentage of people in whose households housing costs exceed 30% of the household's disposable income.

Spain	European Union	2017 Position	Spain	European Union	2017 Position
20,7	22,0	18	26,1	28,5	16

Mental health: depression

Percentage of adults (people aged 15 or over) who have been diagnosed by a doctor as suffering from depression in the last twelve months.

Spain	European Union	2017 Position	Spain	European Union	2017 Position
4,3	5,8	11	8,5	8,2	18

Dropping out of school:

Percentage of people aged between 18 and 24 who dropped out of school early.

Spain	European Union	2017 Position	Spain	European Union	2017 Position
21,8	12,1	28	14,5	8,9	27

Source:

Compiled in-house using data from the EU-SILC, Structure of Earnings Survey, Eurostat Database and PISA.

The differences between men and women outlined in the analysis of housing-related social needs regarding excessive housing costs and the conditions of the home are not exclusive to Spain. Despite the difficulty of identifying differences and similarities with other countries due to the fact that the ways people access housing and the nature of policies differ widely from country to country, the indicator selected for the comparison, excessive housing costs, shows a gender divide very similar in Spain to that across Europe as a whole. It can be seen that excessive housing costs are concentrated to a greater degree among people living in households headed by women than by men in Spain and on average in EU countries. Nevertheless, if we compare people living in households headed by men in Spain with those in Europe, the position of Spanish men in the ranking is slightly worse than that of Spanish women.

With regard to health by gender, the tendencies in Spain are similar to those in Europe as a whole. Depression, the main mental health problem, is diagnosed more commonly among women than men, but the gender divide in Spain is almost twice that of Europe as a whole. This places Spanish women in a much worse position in the ranking in relation to European women than is the case of men.

With regard to education, Spain ranks lower than any other country in Europe with regard to the rate of children dropping out of education after compulsory schooling, coming in last position for males dropping out and in last but one position for females. In Europe as a whole and in Spain, the percentage of males giving up their studies after compulsory education is much higher than the percentage of females. This gender divide is particularly evident in Spain, as it is more than double the European average.

PUBLIC POLICIES:



The Strategic Engagement for Gender Equality 2016-2019 in Europe constitutes the current framework of reference within the European Pact for Gender Equality 2011-2020. The Strategic Engagement encompasses more than 30 actions in five priority areas: equal economic independence for women and men; equal pay for work of equal value; equality in decision-making; dignity, integrity and an end to gender violence; and gender equality beyond the EU. In 2015, the United Nations approved a series of goals in the 2030 Agenda for Sustainable Development, one of which relates to equality between men and women.

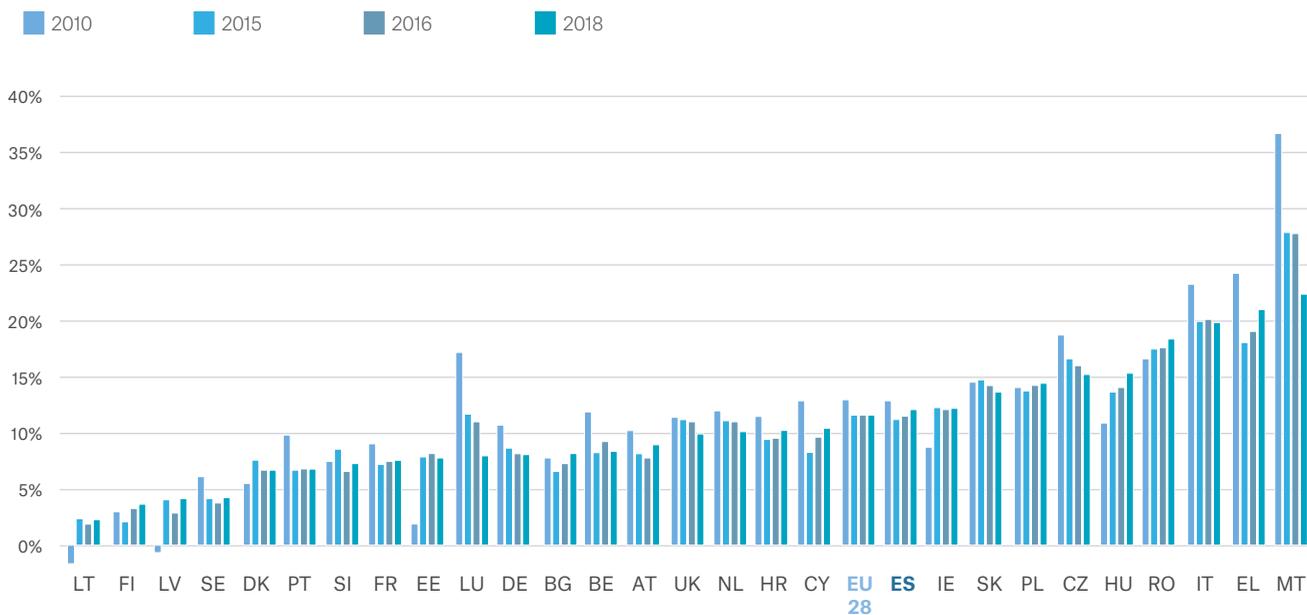
The 2018 Report on equality between women and men in the EU points out that even though unemployment in Europe reached unsustainable levels during the economic crisis, the number of economically active women has risen steadily in recent years. In 2018, employment among women in the EU reached the highest rate ever recorded (67.4%). Spain remains one of the countries with the lowest employment rates, behind Greece, Italy, Croatia and Romania. At the same time, women have been increasingly involved in decision-making. Even though just 21% of the members of the boards of directors of the most important listed companies were women in 2015, this figure is nine percentage points higher than the situation five years earlier. Within the business sphere, women continue to be under-represented, amounting to 29% of all businesspeople.

The report also notes that the balance between men and women in politics has also improved, though at a slower pace. Spain stands out as one of the countries with the largest presence of women on its legislative bodies (European Institute for Gender Equality). In education, inequalities between men and women persist in terms of the preferences for subjects, performance and participation. Mention must also be made of the fact that women spend two to ten times as much time as men on tasks for which no remuneration is given, which constitutes one of the main obstacles holding back their financial and political independence.

There have, therefore, been advances and setbacks in the progress towards equality. Whereas the rate of women's employment and their participation in decision-making have increased in recent years, there remains a marked inequality in pay.

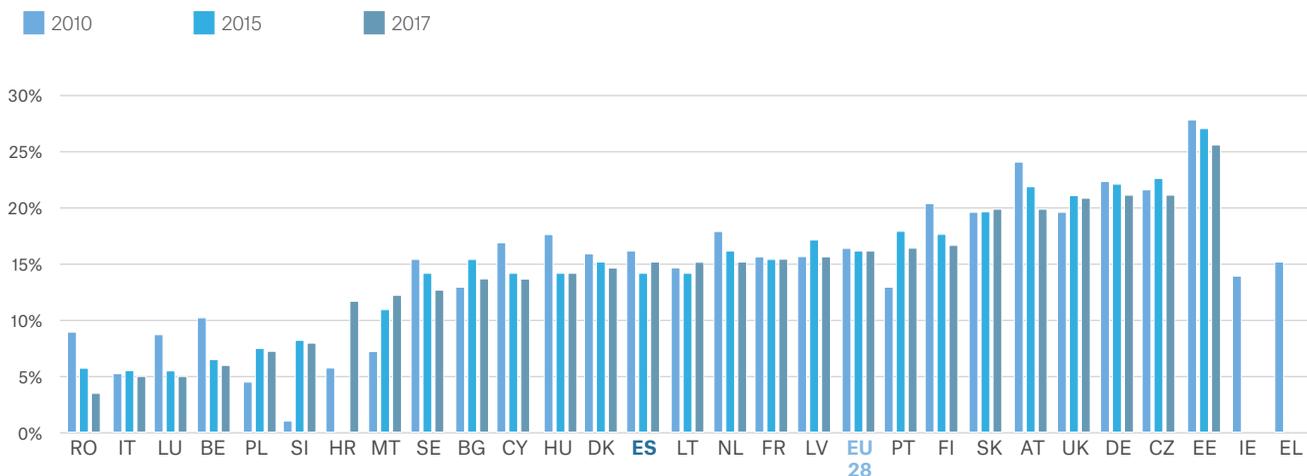
The prime objective of the EU's Gender Action Plan 2016-2019 is to increase women's participation in the labour market and to promote equal financial independence for women and men. With regard to this first goal, figure 4 shows that the growth in the average rate of women's employment between 2010 and 2018 – which is higher than that for men – is making it possible to get close to achieving the proposed goal of raising women's participation in the labour market and to promoting equal financial independence for women and men. Even so, the gap remains very wide.

Figure 4. Changes in the gap between the rates of employment of men and women (aged 20 to 64), 2010, 2015, 2016 and 2018.



Source: Compiled in house using the Eurostat Database.

Figure 5. Change in the disparity in the remuneration for work between men and women between 2010 and 2017.

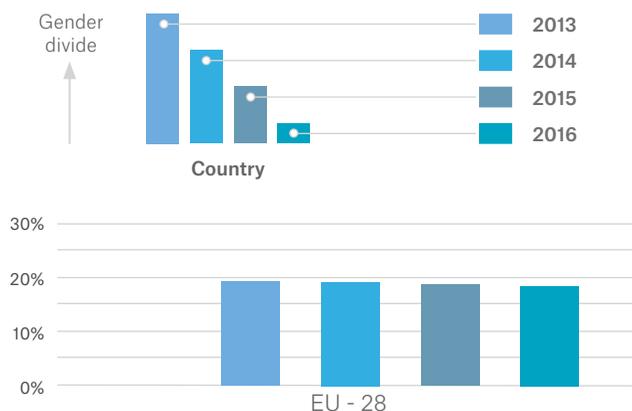


Note: The pay divide is the difference between the average gross hourly pay for men and for women expressed as a percentage of the men's rate.

Source: Compiled in house using the Eurostat Database.

The second aim of the Action Plan is to reduce the disparities between the sexes in pay, income and pensions and thereby combat poverty among women. Figure 5 shows the change in the difference in the remuneration received by men and women for their work in the labour market. The pay divide varies considerably from one country to another and the change can swing in the opposite direction in certain countries. In general, it may be said that there has been very little success in relation to this goal, as the gender divide may have diminished in some countries but the opposite has occurred in others and elsewhere there has been barely any variation. Furthermore, figure 6 shows the tremendous gender divide in pensions, which places women aged 65 and over at a clear disadvantage in comparison with men despite the fact that there has been a certain reduction in the difference.

Figure 6. Change in the pensions gap between men and women aged 65 and over between 2010 and 2016.



Note: The gender divide in pensions measures the difference between men and women's pensions excluding non-pensioners.

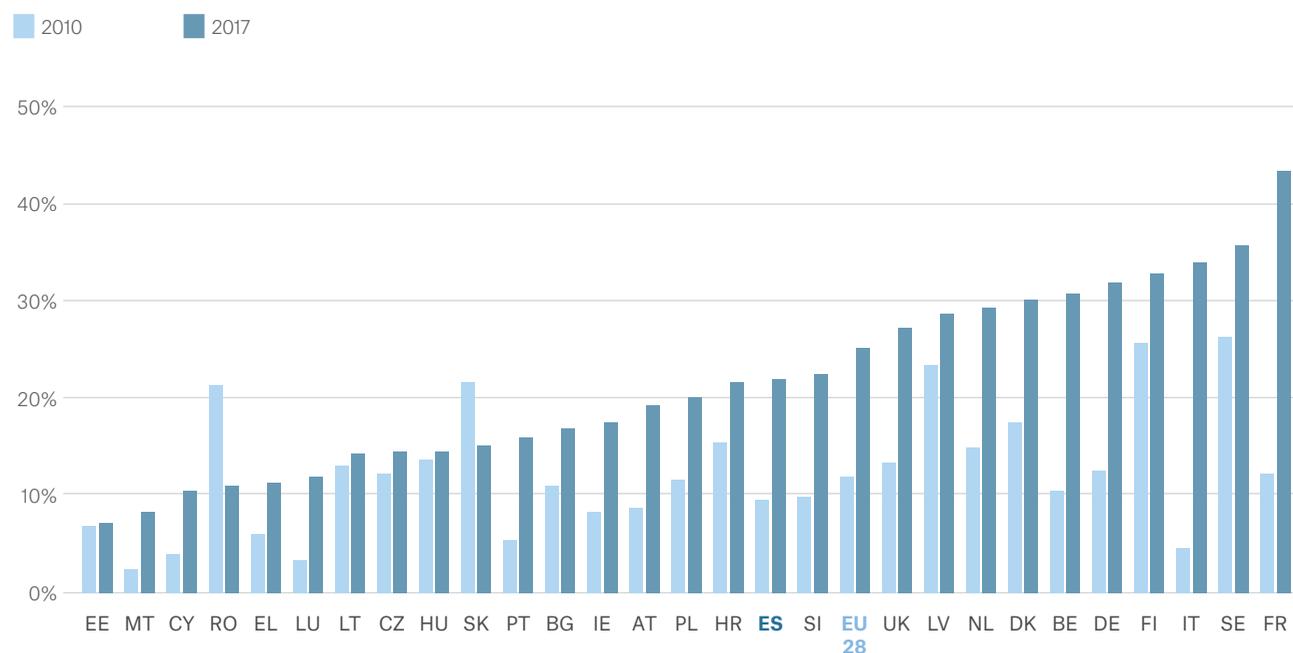
Source: Report on equality between women and men in the EU, European Commission, 2018.

With regard to the third goal of the Strategic Engagement 2016-2019 concerning gender equality in decision-making, the changes are positive, as shown by figure 7. Nevertheless, the level of women's participation in major decision-making bodies is still very low.

The EU also compels states to combat male violence against women and protect and support victims and to promote equality between women and men and the rights of women around the world. To achieve the goals established in each of the priority areas, it was proposed that a combination of assorted instruments, legislative and non-legislative alike and financial, be used (European Commission, 2016). Even though EU member states frequently address gender equality through national plans, the aims of these plans included policies on equality in the labour market and on gender violence, as well as education, training and establishing a balance between work and family life.

Spain is one of the member states of the EU whose action plans and strategies on gender equality include all the points put forward by the EU.

Figure 7. Percentage of women members of top-level decision-making bodies of the most important listed companies, 2010 and 2017.



Source:
Report on equality between women and men in the EU, European Commission, 2018.

Figura 8. Issues addressed in the various gender equality plans and strategies of EU member states.

	Social inclusion and poverty	Education and training	Access to healthcare	Male violence against women	Economy and labour market	Gender stereotypes	Balancing work and family life	Decision-making
Austria	✓	✓	✓	✓	✓	✓	✓	✓
Belgium	✓	✓	✓	✓				
Bulgaria	✓	✓	✓	✓	✓	✓	✓	
Cyprus	✓	✓	✓	✓	✓	✓	✓	✓
Czech Rep.	✓	✓	✓	✓	✓	✓	✓	
Denmark	✓	✓	✓	✓	✓	✓	✓	✓
Estonia	✓	✓	✓	✓	✓			
France	✓	✓	✓	✓	✓	✓	✓	✓
Germany	✓	✓	✓	✓	✓	✓	✓	✓
Greece	✓	✓	✓	✓	✓	✓	✓	✓
Hungary	✓	✓	✓	✓	✓	✓	✓	✓
Ireland	✓	✓	✓	✓	✓	✓	✓	✓
Italy	✓	✓	✓	✓	✓	✓		
Latvia	✓	✓	✓	✓				
Lithuania	✓	✓	✓	✓	✓			
Luxembourg	✓	✓	✓	✓	✓	✓	✓	✓
Malta	✓	✓	✓	✓	✓	✓	✓	✓
Netherlands	✓	✓	✓	✓	✓	✓	✓	✓
Portugal	✓	✓	✓	✓	✓	✓	✓	
Romania	✓	✓	✓	✓	✓	✓		
Slovenia	✓	✓	✓	✓	✓	✓	✓	✓
Spain	✓	✓	✓	✓	✓	✓	✓	✓
Sweden	✓	✓	✓	✓	✓	✓	✓	
Croatia	✓	✓	✓	✓	✓	✓	✓	✓
Finland	✓	✓	✓	✓	✓	✓	✓	✓
Poland	✓	✓	✓	✓	✓	✓	✓	✓
Slovakia	✓	✓	✓	✓	✓	✓	✓	✓
United Kingdom	✓	✓	✓	✓	✓	✓	✓	✓

Source: Strategic Engagement for Gender Equality 2016-2019, European Commission, 2016.

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