

**REPORT OF ACTIVITIES OF THE
GABINET D'ESTUDIS SOCIALS 2009**

Aragó 281, 2n. 2^a. 08009 Barcelona
Tels.: 93 487 38 16 Fax: 93 215 88 15
Email: ges@gabinet.com Internet: <http://www.gabinet.com>

Activities of 2009

Introduction

Next you will find a summary information of the activities carried out by the Gabinet d'Estudis Socials in 2009. An information to be completed by looking at our website.

This Report of Activities is structured around the two main strands of GES' work: research, and evaluation and counselling. These two great fields have been territorially classified into the areas of the European Union, Spain and Catalonia.

This Report also includes our publications during this year, the media for which we have worked, our customers and our partners.

It ends with a summary table where all these activities appear thematically classified.

Research

⇒ European Union

- Transnational project *Undocumented Worker Transitions (UWT)*
- Transnational project *ADEL*
- *RAXEN* annual report
- Thematic study about housing and the Roma
- Research about the impact of EU Directive of racial equality among enterprises and trade unions
- Research about trade unions' practices to combat discrimination and to promote diversity
- Case study about the introduction of social clauses for the promotion of diversity in the agreements signed by Comissions Obreres

⇒ Catalonia

- Design of two protocols for migrants' reception and support
- Research about the demographic decrease in mountainous areas and its compensation with migrant populations
- Creation of the website of the Barcelona Human Rights' Observatory
- Design of the contents of the first regular report for the Barcelona Human Rights' Observatory
- Research about the over 45 year-old population and employment in the areas nearby Girona

- Transnational project Undocumented Worker Transitions (UWT)
 - Time frame: 2007-2009.
 - Aims:
 - Providing estimations about the flows and stocks of undocumented migrants in the European Union.
 - Achieving a higher knowledge of the impact of migratory flows in the European Union labour markets, of the relationship between underground economy and migratory flows and of the relationship between the legal status and the position at the labour market.
 - Mapping the pathways of migrants and refugees within the European Union.
 - Testing the basic theories about human and social capitals in connection with migration.
 - Exploring migration's effects for female workers, including those having suffered from illegal trafficking of people.
 - Methodology: Analysis of this phenomenon from secondary sources (statistics and documents) and semi-structured interviews with expert and migrants.
 - Contracting organisation: European Commission, Directorate General of Research.
 - Programme it belongs to: 6th Framework Programme.
 - Leader organisation: London Metropolitan University.
 - Participant partners and countries: 7 (United Kingdom, Austria, Belgium, Bulgaria, Denmark, Italy and Spain).
 - Specific role of GES: Thematic study about legal and labour transitions in Europe, report about migration in Spain. Co-ordination of the workpackage about professionals' assessments regarding migration policies and the labour market.
 - **Results:**
- The hardening of migration checks in the seven countries surveyed has not resulted in a decrease but rather in an increase in the number of undocumented migrants: migration appears as a phenomenon that is independent from the migratory status of the destination country and mostly results from bad living conditions in the countries of origin.
- European Union countries should lay a higher stress on the aspects moving people to migrate, instead of doing it on migration's effects in the destination countries.
- The hardest migration rules are, the most exposed are to exploitation the individuals in an irregular situation.
- The legal status of migrants is not stable but fluid, so that those with residence and/or labour permits can become undocumented, whilst those undocumented can achieve legal papers through marriage, changes in migration laws or through policy changes.
- There are no strict limits between formal and informal labour markets, which are rather diffuse instead. In the same way, having the papers in order does not necessarily mean working in the formal economy.

- Transnational project ADEL
 - Time frame: September 2008/September 2010.
 - Aim: Carrying out an international comparison about the legal protection of dependant individuals due to a psychical or mental disability and/or legally incapacitated.
 - Methodology: Analysis through secondary (statistics and documents) and primary sources (interviews with experts from the legal and scientific fields related to this subject).
 - Contracting organisation: Institut für Sozialforschung und Gesellschaftspolitik (ISG), Köln.
 - Programme it belongs to: Volkswagen Foundation.
 - Leader organisation: Institut für Sozialforschung und Gesellschaftspolitik (ISG), Köln.
 - Participant partners and countries: 11 partners from 5 European Union countries.
 - Specific role of GES: Co-ordination of the research in Spain.
 - **Preliminary results:**

- The comparative report between Germany, Austria, Catalonia/Spain, Denmark and the Czech Republic regarding the legal protection of the elderly dependant on the grounds of a psychical or mental disability reveals, first, the important increase in the number of legally incapacitated individuals, quite over the increase in the number of individuals affected by such disabilities in recent years.

- Secondly, the contradictions and/or difficulties to conciliate the legal and social systems and measures for the protection and defence of these individuals with the respect for the human rights as stated by the United Nations' position regarding the rights of disabled individuals.

- RAXEN Annual Report
 - Time frame: 2009.
 - Aims: Examination of racial violence and racism and discrimination against migrants and ethnic minorities in Spain in the fields of employment, education, housing, health and migrants' participation in public life.
 - Methodology: The report is conducted according to the guidelines accorded by the Fundamental Rights Agency through a multiplicity of sources and materials: statistics, surveys, reports, legal texts, court decisions, the media, direct contacts with organisations and institutions, etc.
 - Contracting organisation: Fundamental Rights Agency (FRA).
 - Programme it belongs to: RAXEN Network.
 - Leader organisation: The RAXEN network consists of a national unit in each one of the European Union Member States. In addition to GES, the Spanish unit gathers the MPDL and the University of Comillas.
 - Specific role of GES: Carrying the annual report on racism and discrimination, in addition to other tasks and/or reports.
 - **Results:**
- Sport has been, this year, one of the areas where a higher number of violent racist incidents have occurred.
- In the employment area, migrants basically suffer from labour harassment and non-payment of wages. Labour advertisements with discriminatory contents against migrants have also been detected.
- Migrants are the population that makes the highest number of complaints on grounds of discrimination in the labour field, this being also the area where abuses and discriminations most frequently appear to exist.
- Wage differences between Spanish and European Union workers, on the one hand, and third country workers, on the other, are particularly relevant in the service sector. Migrant women suffer from wage differences in an acuter way than migrant men.
- In addition to what can strictly be labelled as 'discrimination', examples of true labour exploitation can also be found, which can sometimes be exerted by individuals of the same nationalities than workers. This is the case, for instance, of illegal textile workshops where Chinese individuals are employed.
- In the housing area, the main violation relates to discriminatory housing advertisements, which exclude a number of populations from housing access, particularly rented housing.
- In the health area, there are some indications that the ethnic nature or the nationality lead to a number of inequalities and discriminations in the provision of care.
- In the educational area, Moroccan children have replaced the Roma as the most rejected by their classmates.

- Thematic study about housing and the Roma
 - Time frame: 2009.
 - Aims: Describing the housing conditions of Roma and Travellers and disseminating examples of good practice by both institutional agents and the civil society.
 - Methodology: The report is conducted according to the guidelines accorded by the Fundamental Rights Agency through a multiplicity of sources and materials: statistics, surveys, reports, legal texts, court decisions, the media, direct contacts with organisations and institutions, and a fieldwork based on a number of interviews with experts, etc.
 - Contracting organisation: Fundamental Rights Agency (FRA).
 - Programme it belongs to: RAXEN Network.
 - Leader organisation: The RAXEN network consists of a national unit in each one of the European Union Member States. In addition to GES, the Spanish unit gathers the MPDL and the University of Comillas.
 - Specific role of GES: Carrying out the thematic study.
 - **Results:**

- When attempting to study in a detailed way the situation of the Roma in the housing area, an important drawback has to be taken into account, the interdiction to collect statistical data where the ethnic composition is included.

- In spite of this, it can be concluded that a number of Spanish Roma still live in housing units with very poor conditions in term of useful area, facilities, etc. The Roma also continue to be the main occupants of huts and substandard forms of housing, despite a decrease by 19 points between 1991 and 2008. 4.6% of the Roma find themselves in a situation of extreme housing exclusion.

- In their access to quality housing, the Roma are harmed by the combined effect of their economic problems, the existence of cultural patterns that are different from those of the non-Roma and the discrimination and the prejudices they suffer from.

- Moreover, non-Spanish Roma suffer from the worst situation that it is possible to find nowadays in Spain and not only considering, as it is obvious, housing. They are affected by overcrowding and live in housing units that lack the most elementary furniture and electric appliances.

Research about the impact of EU Directive on racial equality among enterprises and trade unions

- Time frame: 2009.
 - Aims: This report is a part of a FRA interdisciplinary research about the impact of the EU Directive on racial equality. This Directive (2000/43/EC) is the key piece of EU legislation in the combat against discrimination 'on the grounds of race or ethnic origin'. This report is focused on the opinions of employers' organisations, trade unions and NGOs across Europe regarding the implementation of the Directive in the employment area.
 - Methodology: Analysis from secondary (statistics and documents) and mainly primary sources (interviews with representatives from the entrepreneurial world, trade unions and NGOs).
 - Contracting organisation: Fundamental Rights Agency.
 - Leader organisation: London Metropolitan University.
 - Specific role of GES: Carrying out the report.
 - **Results:**
- Those surveyed have stated that there is a very common mistaken regarding the recipients of the Directive on racial equality, because it does not only cover and protect migrant workers but really all European Union workers.
 - They also consider the EU as an important source to support joint action between social actors (trade unions and entrepreneurs) as well as regarding initiatives conducted in specific workplaces and with the civil society.
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 - Racial equality is more difficult to "sell" than gender equality.
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 - Discrimination against the Roma is often not considered as racial discrimination.
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 - The levels of knowledge of the Directive differ very much although it is higher among trade unions than among employers' organisations.

- Research about trade unions' practices to combat discrimination and to promote diversity
 - Time frame: 2009.
 - Aims: Identifying examples of union good practices in the combat against the five typologies included in the directives of racial equality and equality of treatment: the racial or ethnic origin, the religion or the beliefs, the existence of a disability, the sexual condition and the age.
 - Methodology: Analysis from secondary sources (statistics and documents) and mostly from semi-structured interviews with representatives of trade unions and the NGOs that work with them.
 - Contracting organisation: European Commission.
 - Leader organisation: London Metropolitan University.
 - Specific role of GES: Carrying out the research in Spain.
 - **Results:**

- The initiatives are focused on two strategies that are not mutually excluding: finding solutions to improve the situation of an unprivileged population and/or adopting collective agreements aimed at deleting the criteria with a discriminatory impact.

- Some trade unions have created departments or anti-discriminatory agencies; appointed officers with responsibilities over a specific discrimination; promoted self-organised groups; and/or supported the election of members of discriminated groups as union representatives.

- Many trade unions work with NGOs to combat discriminations. Many also deliver training programmes to promote equality at the internal level.

- Case study about the introduction of social clauses for the promotion of diversity in the agreements signed by Comissions Obreres
 - Time frame: 2009.
 - Aims: Enhancing good practices in the promotion of diversity.
 - Methodology: Semi-structured interview to representatives of Comissions Obreres.
 - Contracting organisation: European Commission.
 - Leader organisation: London Metropolitan University
 - Specific role of GES: Carrying out the study in the Spanish context.
 - **Results:**

- Enterprises are aware of the diversity of their workers, which is not merely based on the aspects related to their origin, but also to habits, sexual conditions, gender, age or disability.

- With a view to creating better jobs and motivating workers, enterprises are increasingly interested in implementing those measures that favour diversity management.

- As the Spanish case study it was selected the agreement signed between the Barcelona-based Majestic Hotel and Comissions Obreres with the aim of adapting reception plans to the employees' profiles. This has been the reason for the introduction of courses of the Catalan language and cross-cultural diversity. In addition, the variety of food has been increased (hallal food, gluten-free products) and transparent selection, promotion and training criteria have been adopted).

- *Design of two protocols for migrants' reception and support in the municipalities of Roses and Sant Pere Pescador*
 - Time frame: 2009.
 - Aims: Provision of technical assistance for the design of local reception plans for migrants.
 - Methodology: Interviews and working sessions with those at the top of organisations and services directly or indirectly dealing with migrants' reception.
 - Contracting organisation: Consell Comarcal de l'Alt Empordà.
 - Specific role of GES: Provision of the technical assistance for drawing up the document of the Reception Plan.
 - **Results:**

- Completion of local reception plans agreed on by the most relevant political and technical actors involved in the local and regional organisations and reception services. Both the plans were approved by the respective municipal plenary sessions.

- Research about the demographic decrease in mountainous areas and its compensation with migrant populations
 - Time frame: 2009.
 - Aims: Studying the development opportunities of Catalan mountainous areas and other areas with demographic losses through the settlement of migrant individuals there.
 - Methodology: Carrying out a study in each one of such areas.
 - Contracting organisation: CEPAIM.
 - Specific role of GES: Carrying out the research.
 - **Results:**

- In recent years, the demographic losses of most of the mountainous municipalities have been reversed. Nevertheless, natives have continued emigrating from these areas so that it is basically foreigners who are accountable for this population increase.

- This is a demographic phenomenon that despite its relevance does not seem to have drawn a lot of attention from local and regional authorities with a view to promoting a debate and a reflection addressed to adopting the most appropriate measures or policies to favour and facilitate the settlement of the newly arrived and their social integration in order to contribute, ultimately, to the social and economic development of these areas.

- *Creation of the website of the Barcelona Human Rights' Observatory*
 - Time frame: 2009.
 - Aims: Creating the website of the Barcelona Human Rights' Observatory within the website of the Department of Civil Rights of the Barcelona town council.
 - Contracting organisation: Barcelona town council.
 - Specific role of GES: Filling up the sections of the website as it is structured.
 - **Results:**

- The website of the Barcelona Human Rights' Observatory consists of the following sections: Presentation, Mission and Aims, Activities, Member Organisations, Criteria for the selection of good practices and Design of the Good Practice Form, with the inclusion of the two first initiatives as such. The website has Catalan, Spanish and English versions.

- *Design of the contents of the first regular report of the Barcelona Human Rights' Observatory*
 - Time frame: 2009.
 - Aims: From the list of the rights included in the European Charter for the Safeguarding of Human Rights in the City and from the writing of each one of them in this document, detecting and deeply exploring the existing statistical and documentary sources and selecting a set of indicators for each right, with a view to drawing up a subsequent report that reflects the situation in Barcelona regarding all the rights concerned according to the commitments acquired by the Barcelona town council with the signature of the Charter.
 - Methodology: Detection and in-deep exploration of the existing sources of information and selection of the indicators considered as the most significant with a view to drawing up the subsequent report.
 - Contracting organisation: Barcelona town council.
 - Specific role of GES: Converting the different rights as written in the European Charter for the Safeguarding of Human Rights in the City into measurable data and indicators. In-depth exploring the existing documentary sources according to the selection of data and indicators made. Proposing a list of contents for each one of the rights.
 - **Results:**
- Design of the contents of the report to be carried out in 2010 under the shape of a list of indicators for each one of the rights in the Charter.
- Validation of these contents, of the sources of information selected and of the indicators with the town council and the Member organisations of the Observatory.

- Research about the over 45-year old population and the employment in the areas nearby Girona; Potentialities and Discriminations
 - Time frame: 2009.
 - Aims:
 - Studying labour discrimination based on the age in the areas nearby Girona.
 - Identifying the economic sectors in need of more intervention.
 - Analysing the resources that can favour the implementation of measures to make the most of the potentialities of over 45 year-old individuals.
 - Methodology: The research is based on a collection of secondary sources and of primary data and information achieved through interviews with key individuals and organisations.
 - Contracting organisation: Roses town council.
 - Programme it belongs to: INTERREG.
 - Specific role of GES: Carrying out the research.
 - **Results:**
- In the areas nearby Girona, over 45 year-old individuals and particularly those older than 50/55 years find it very difficult and/or suffer from acute discrimination to have access to the labour market, in most of the cases because of reasons unlinked to their capacities and potentialities.
- Big enterprises have also promoted and facilitated the pre-retirement of workers scarcely over 50 years old because of subjective rather than of objective reasons.
- The strong economic crisis that started in 2008 has mostly affected the young employees, given that dismissals have basically concentrated on the youngest workers, who had short-time employment contracts or had been working for so little time in the enterprises that their dismissal was cheap. This situation has mostly affected small and medium-sized enterprises.

Evaluation and Counselling

⇒ European Union

Evaluation report on the contributions of the European Social Fund to employment in European Union urban areas

⇒ Catalonia

Technical assistance for an estimation of the resources devoted to specialised social and domiciliary care in the Catalan area of the Garrotxa

- *Evaluation of the contributions of the European Social Fund to employment in the European Union urban and local areas*
 - Time frame: 2009-2010.
 - Aims: Identifying the typology and the size of the interventions that the ESF has carried out to support local and urban employment. The evaluation covers the 2000-2006's period and some data from the 2007-2013's period.
 - Methodology: The report has been carried out combining quantitative and qualitative techniques. In the first case, financial data, data related to participation in activities and in some cases impact data (for instance, how many jobs and enterprises have been created) have been analysed. Regarding the qualitative dimension, both the typology of interventions and the characteristics of the population supported have been considered and those practices with the most outstanding results have been highlighted.
 - Contracting organisation: The European Commission through the organisation Bernard Brunhes International (BBI).
 - Specific role of GES: Carrying out the report.
 - **Results:**
- Local and town employment initiatives were a reaction to the structural crisis that affected Europe in the seventies and allowed some until then underestimated jobs, workers and actors to be praised.
- The environment management, the valorisation of the cultural heritage, the promotion of tourism, the safeguarding of agriculture, the introduction of new technologies or the improvement of the care provided to dependant individuals are some examples of the new employment sources that were developed then.
- The ESF's interventions that were analysed are aimed at the social and labour inclusion of workers belonging to populations in risk of exclusion as the Roma and other ethnic minorities, the disabled, the ex-drug addicts and the over 50 year-old workers. At the same time, the ESF has worked for the creation and maintenance of the jobs of all kinds of workers and has supported entrepreneurship.

- Technical assistance for an estimation of the resources devoted to specialised social and domiciliary care in the Catalan area of the Garrotxa
 - Time frame: 2009.
 - Aims: Calculating as objectively as possible the ratios of coverage of these services and the social resources that should be necessary to create in this Catalan area according to the needs detected and the demands foreseen.
 - Methodology: The exploration is mostly based on a quantitative methodology derived from the collection and the analysis of existing data for each one of the populations studied: the elderly, disabled individuals, people affected by drug addictions, individuals with VIH/AIDS and under 6 year-old children with developmental disorders or in risk of suffering them.
 - Contracting organisation: Consorci d'Acció Social de la Garrotxa.
 - Specific role of GES: Provision of the technical assistance.
 - **Results:**

- On the basis of the evolution and trends of recent years, the existing needs and the resources of specialised social and domiciliary care that should be created in this Catalan area in three different years, 2012, 2016 and 2020, have been estimated.

Publications

Scene of the observation of the fulfilment of the Human Rights in the international and European area, in the Spanish state, Catalonia and Barcelona, Barcelona, Barcelona town council, Barcelona Human Rights' Observatory.

Jornada i ponència Montcada i Reixac. Visita als habitatges i manual d'ús, Barcelona, Habitatge Social de la USOC.

Deslocalitzacions productives. Polítiques preventives, polítiques pal·liatives, Barcelona, Habitatge Social de la USOC.

Work with the media

- Correspondent of European Employment Review, a British magazine specialised in topics related to the labour market and industrial relations.

Clients

- Barcelona town council, Department of Civil Rights.
- Consorci d'Acció Social de la Garrotxa.
- Cooperativa d'Habitatges de la USOC.
- Coordinadora d'Associacions de Senegalesos de Catalunya.
- European Commission, Directorate General of Research.
- Fundamental Rights Agency.
- Industrial Relations Service.
- Roses town council.
- Sant Pere Pescador town council.
- Unió Sindical Obrera de Catalunya (USOC).
- Volkswagen Foundation.

Partners and collaborators

- Associació per a la Cooperació, la Inserció Social i la Interculturalitat (ACISI).
- Bernard Brunhes International.
- Comissions Obreres.
- Consorcio Español para la Acción Integral con Migrantes (CEPAIM).
- EUROCCAT.
- Institut für Sozialforschung und Gesellschaftspolitik (ISG).
- London Metropolitan University.
- Movimiento por la Paz, el Desarme y la Libertad (MPDL).
- Universidad Pontificia de Comillas.
- Universitat Pompeu Fabra.
- Vidal i Cànovas & Associats. Advocats.

QUADRE-RESUM PER COL·LECTIUS I TEMÀTIQUES

<p>Migration and Ethnic Minorities</p>	<p><i>Undocumented Worker Transitions (UWT)</i></p> <p><i>Thematic study on the Roma and housing conducted for the Fundamental Rights Agency of the European Union</i></p> <p><i>2009's report on racism and discrimination conducted for the Fundamental Rights Agency of the European Union</i></p> <p><i>Research on the impact in Spain of EU Directive on racial equality among enterprises and trade unions conducted for the Fundamental Rights Agency of the European Union</i></p> <p><i>Research about union practices to combat discrimination and promote diversity in Spain</i></p> <p><i>Case study, in the framework of the previous research, about the introduction of social clauses for the promotion of diversity in the agreements signed by Comissions Obreres</i></p> <p><i>Research about demographic decrease in Catalan mountainous villages and its compensation with migrant populations</i></p> <p><i>Protocols for the reception and support of migrants in two Catalan municipalities: Roses and Sant Pere Pescador</i></p>
<p>Old People</p>	<p><i>ADEL project</i></p>

Human Rights	<p><i>Barcelona Observatory: Publication of the 0 report: Scene of the observation of the fulfilment of the Human Rights in the international and European area, in the Spanish state, Catalonia and Barcelona</i></p> <p><i>Barcelona Observatory: Design of the website</i></p> <p><i>Barcelona Observatory: Design of the contents of the first regular report about human rights in Barcelona</i></p>
Labour Market and Trade Unions	<p><i>Evaluation report about the contributions of the European Social Fund to employment in the European Union urban areas</i></p> <p><i>Research about the impact in Spain of EU Directive of racial equality among enterprises and trade unions conducted by the Fundamental Rights Agency of the European Union</i></p> <p><i>Research about union practices to combat discrimination and to promote diversity in Spain</i></p> <p><i>Case study, in the framework of the previous research, about the introduction of social clauses for the promotion of diversity in the agreements signed by Comissions Obreres</i></p> <p><i>Research about the over 45 year-old population and the employment in the areas nearby Girona</i></p> <p><i>Correspondent of European Employment Review</i></p> <p><i>Publication "Deslocalitzacions productives. Polítiques preventives, polítiques pal·liatives"</i></p>
Social Services and Social Policy	<p><i>Technical assistance for an estimation of the resources devoted to specialised social and domiciliary care in the Catalan area of the Garrotxa</i></p>
Housing	<p><i>Organisation of a debate on subsidised housing</i></p> <p><i>Publication about a co-operative property development in the Catalan town of Montcada i Reixac</i></p>