

Smart working, Covid-19 and industrial relations: the regulatory perspective in Spain



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1. The adoption of remote work pre Covid-19 in Spain and analysis of the related regulative framework

Remote work in Spain were first regulated by Law 3/2012 which, drawing on the Workers' Statute (RDL 1/1995) established the key principles. These were subsequently revised by the reform of the labour market in 2011 and, more recently, by Law 10/2021 on distance work.

1.1 Definitions, regulations and related legal issues of remote work in Spain

Definitions

The definition and the organization of remote work in Spain has emerged relatively late compared to other European countries, specifically in the 2010s, aided by the consolidation of digital technologies and of new working practices. The pillars of the current legislation date back to Law 3/2012 which, drawing on the 1995 Workers' Statute, established that working from home “shall be deemed to be a contract of employment where the work is performed at the worker's home or at a place freely chosen by the worker and without supervision by the employer”. Likewise, the original law established that the wage shall be at least equal to that of a worker of equivalent professional category in the relevant sector. The first law contemplated strict criteria, whereby a written agreement between employees and employers should explicitly state the place where the work is to be carried out as well as written records to keep track of the type and amount of work, the quantity of raw materials delivered, the delivery and receipt of finished goods and all other aspects of the employment relationship of interest. Last but not least, it was stipulated that homeworkers may exercise collective representation rights in accordance with the existing laws.

Subsequently the reform of the labour market in 2011 built on the existing legal framework and added some new provisions. For the first time, it was explicitly stated that remote workers would have the same rights as those who provide their services at the company's work centre - except for those that are inherent to the performance of the work there on a face-to-face basis. More important, the reform contains an explicit provision so that the employer must provide the necessary means to ensure workers to have effective access to vocational training for employment to favour their professional promotion. Likewise, in order to make mobility and promotion possible, the employer must inform distance workers of the existence of job vacancies for their on-site development in their workplaces. This marks a significant change relative to the original law.

The most recent legislation, the Royal Decree-Law 28/2020 during the pandemic, further articulates the concept of remote work by distinguishing:

- "telecommuting" means a form of work organisation or work activity whereby work is carried out at the worker's home or at a place of the worker's choice, for the whole or part of the working day, on a regular basis.
- "teleworking" means remote work carried out through the exclusive or predominant use of computer, telematic and telecommunication means and systems.

- "on-site work" means work that is performed at the workplace or at a place determined by the enterprise.

With regard to regularity, Royal Decree-Law 28/2020 states in Article 1 that "remote work shall be deemed to be regular if, in a reference period of three months, a minimum of thirty per cent of the working day, or the equivalent proportional percentage depending on the duration of the employment contract, is provided".

1.2 Pre Covid-19 diffusion of remote work in Spain, related opportunities and threads

The Labour Force Survey of the National Institute of Statistics (INE) publishes the data on "Employed by frequency of working at home", regardless of the weight of the use of digital media at work or their status as employees or self-employed. Eurostat collects the same concept at European level, which facilitates international comparisons.

According to the Spanish Labour Force Survey, the moderate upward trend in the number of people working from home continues in 2019 (Fig. 1). Both those who normally work from home (or more than half of the days), which has increased from 4.3% to 4.8%, and those who work occasionally, which has increased from 3.2% to 3.5%. The proportion of employed persons who normally work from home is highest in Principado de Asturias (6.6%), Illes Balears (5.8%) and Galicia (5.5%). It is lowest in the Region of Murcia (4.0%), Comunidad Foral de Navarra (3.9%) and La Rioja (3.6%).

FIGURE 1 ABOUT HERE

The same source shows that there is a significant gap across all sectors between the % of firms that claim to provide workers with portable devices and the % of workers who actually has a company portable device (Fig. 2). This may be an indication of cultural attitudes towards trust and business organization.

FIGURE 2 ABOUT HERE

Looking at temporal trends in the last decade the percentage of teleworking employees has increased in the EU-28 while Spain lags behind by about 4,5% (Fig.3). Of the almost 20 million employed people in Spain in 2019, 1.64 million (8.4 %) indicated that they worked at home occasionally, and 950 000 (4.5 %) that they worked at home more than half of the working days (see Table 1). These figures represent an increase in occasional remote working compared to the situation in 2009. In 2009, 6 % of all workers reported that they worked from home occasionally. It should be noted that this upward trend did not slow down during the recovery, as in 2014 the share of occasional home-based work was 6.9 %. On the other hand, the increase in the number of workers indicating that they have worked more than half of the days from home has been much smaller. Specifically, in 2009, 3.4 % of workers did so, only 1.1 pp less than in 2019, while this figure has remained virtually unchanged since 2014 (4.3 % in 2014, compared to 4.9 % today).

FIGURE 3 ABOUT HERE

Looking at the characteristics of remote work by activity type, there is a high degree of heterogeneity in the possibility of teleworking according to occupation and the sector of activity (Table 1). By type of work, it is not surprising that the self-employed are the most frequent occasional home-based workers. In many cases, this is a necessity, as the usual residence is also

their place of work. Among employees, the prevalence is somewhat higher for workers with permanent contracts and, within this group, the prevalence of teleworking increases with the number of years of work experience. During the recovery years, all employees, both permanent and temporary, increased their teleworking. By company size, small companies are the ones that use telework the most. This is partly related to self-employment. If the sample is restricted to employees, teleworking is more frequent in medium-sized enterprises (between 50 and 250 employees). However, in recent years, larger firms have been increasing their participation in teleworking. According to LFS data, in the period 2009-2019 the share of employees teleworking in enterprises with more than 50 employees increased from 16 % to almost 20%.

As might be expected, there is a high degree of heterogeneity in the possibility of teleworking by occupation (see Table 1). In general, directors, managers, technicians and professionals, whether scientific or support, have been able to work from home occasionally. However, this has not been the case for the military, accountants, clerical workers, catering or personal service workers, sales or protection staff, craftsmen, plant and machinery operators, and low-skilled workers. By sector of activity, home-based work is particularly relevant in the provision of some services that do not require physical contact between provider and client, such as education, scientific and technical professional activities, real estate activities, information and communications, artistic, recreational and entertainment activities, and financial and insurance activities. On the other hand, home-based work is rather limited in agriculture, of course, but also in industry and in the supply of electricity, water, sanitation and waste, where there are potentially quite a number of jobs that could be done from home. There is also limited use in some services that generally require physical contact with customers, such as domestic service, hospitality and health activities. Moreover, their use is also limited in other services where there is more scope for home-based work and which could benefit from new technologies (public administration; transport and storage; administrative activities; commerce and other services). Finally, the prevalence of home-based work in construction is similar to that observed in the general population.

TABLE 1 ABOUT HERE

Looking at the socio-demographic characteristics of employees (see Table 2), there are no major gender differences in the likelihood of working occasionally from home, although men use this type of work somewhat more frequently. By age, the incidence of teleworking increases with age, and is particularly high from the age of 55 onwards and, above all, for those over 65. By educational level, there is a significant difference between workers with a university degree or higher and the other groups, with the former group more than twice as likely to work remotely as the latter group as a whole than those who never work from home. The relationship of telework to the structure of the household is not evident. The incidence of occasional teleworking is particularly relevant among workers in two-adult households with more than one child. About 28% of employees who do part of their work remotely live in households with a partner and more than one child, compared with 22% of those who do not telework. On the other hand, one-person households also use this form of work on a regular basis, with this group accounting for 13.4% of the population who telework more than half of the days, compared with only 9.8% of the non-teleworking population. Gender and educational differences remain even when disparities in type of work by occupation, sector, company size and type of contract are taken into account. However, some of the differences between age groups can be explained mainly by the type of work performed. Thus, once occupation

and sector of activity are taken into account, 35-65 year olds would be the most likely to work from home, irrespective of the type of telework considered (occasional or over 50%).

TABLE 2 ABOUT HERE

2. Diffusion of remote work during Covid-19 in Spain and analysis of the industrial relations practices to regulate it

2.1 Remote work diffusion during the pandemic in Spain: sectoral, regional differences and characteristics of the workers involved

In 2020-2021, relative to 2019-2020, the number of job advertisements with terms related to remote working had grown in all six countries assessed. Across Western Europe, demand for telework increased throughout 2019 and soared in 2020. According to a report by Adecco (2021) the number of job offers with the term "telework" were already growing throughout 2019, but demand expanded enormously from COVID-19, by 214%. This growth was greatest in the central and western provinces of Spain. Only the province of Soria experienced a decline in demand for telecommuting.

INE data for Spain show a rapid adoption of teleworking in Spain from the second quarter of 2020 to the first quarter of 2021. Although from that period the numbers of people working remotely have decreased compared to the period of strict lockdown, telecommuting is consolidating as a work option, with the percentages of both regular and occasional teleworkers doubling.

The figures vary depending on the evolution of the health restrictions throughout the pandemic. In the second quarter of 2020, the period of strictest containment, 16.2% of the country's employed (3,015,200) worked from home more than half of the days. In the third and fourth quarter these teleworkers fell to around 10%. In the first quarter of 2021, with the worsening of the pandemic and due to the authorities' measures to reduce social contact, this percentage rose again to 11.2% (2,146,000 people).

Face-to-face workers during the confinement corresponding to the data for the second quarter of 2020 reached 78.6% of those employed in Spain, rising to 84% from the third quarter onwards, before falling back to 82.5% in the first quarter of 2021. There is therefore a downward trend in regular teleworking throughout 2020 and a slight upturn in the first quarter of 2021, as the pandemic has progressed.

Focusing on casual teleworkers, after a decline in the third quarter, they increased with notable spikes in the fourth quarter of 2020 and the first quarter of 2021, corresponding to the second and third waves of the pandemic. This suggests a growing adoption of teleworking as an alternative to contingency work, thus breaking down stereotypes of unavoidable presence in certain jobs.

By gender telework has been adopted during the pandemic in all the quarters studied to a greater extent by women, maintaining percentages of more than two percentage points above men in overall terms. This shows that teleworking during the pandemic has accumulated a clear gender

bias, with women taking up teleworking to a greater extent, in a period particularly intensive in terms of reconciling work and family responsibilities within the home.

By age group, people between 35 and 45 years of age are the most likely to telework. This is a group in which child and dependent care is more frequent, so they are more likely to apply for teleworking as a model compatible with work-life balance. Younger workers (16-24) are the least likely to telework, followed by those aged 55 and over.

Looking at telework figures by autonomous communities, Madrid and Catalonia lead the way, with adoption figures of 26.6% and 18.5% respectively during confinement (Q2 2020) and 21.6% and 15.2% in the first quarter of 2021. At the other end of the spectrum are Navarre, Murcia and Aragon, with telework shares during the lock-in of 12.5%, 10.6% and 12.6% respectively, and 6%, 5.5% and 5% respectively in Q1 2021.

The publication of new data by INE (INE ETICCE, 2021) provides an insight into the telework phenomenon from the company perspective. During the first quarter of 2021, half (50.6%) of Spanish companies allowed their employees to telework. Overall, teleworking rates in this time period were higher among employees in large companies than among medium-sized and small companies. Thus, 85% of large companies allowed their employees to telework, compared to 72% of medium-sized companies and 46% of small companies.

In addition to the degree of digitisation of enterprises, the type of business activity also influences the adoption of telework. Sectors associated with physical or goods production, such as construction (38.3%), accommodation services (40.5%), food (40.5%), metalworking (41.2%), administrative and support services (43.9%), wholesale and retail trade (45.9%) and transport and storage (49%) had lower rates of teleworking during this time period.

At the other end of the spectrum are the sectors with the highest level of digitisation and which have a more immaterial activity. This is the case of the information and communications sector (90.8%), the ICT sector (85.8%), professional, scientific and technical activities (83.4%) and real estate activities (72.2%).

The onset of the pandemic was the trigger for companies to encourage them to provide telework to their employees. Thus, 63% of companies that allowed their employees to telework did so only after the outbreak of the COVID-19 pandemic. This phenomenon was more common among medium-sized companies (63.7%) and small companies (62.9%) than among large companies (57.9%).

However, according to a Eurofound study (2021), almost four out of ten employed people (37%) started teleworking because of the pandemic in Europe. In Spain, according to INE data, in 2019, 4.8 % of employed people telework at least half of the days, while 3.5 % teleworked occasionally. A study by the Valencian Institute of Economic Research (IVIE) conducted between March and April 2020 raised this figure to 34%, although a Randstad study in the second quarter of 2020 put it at 16.2%. Not surprisingly, the prevalence of telework varies widely across sectors and occupations. Knowledge-intensive and digitally-intensive sectors have adapted most easily to the situation, as they have largely been able to continue to carry out their activities remotely, away from the employer's premises or a fixed location, thanks to the technologies. In fact, more than 40% of

workers in the information technology and other communication services sector were already working from home regularly or at least somewhat frequently in 2018 in the EU27.

The proportion of regular or occasional teleworkers exceeded 30% in a number of knowledge-intensive business services, as well as in education and publishing activities. It was also high (around 20%) in telecommunications, finance and insurance. In contrast, the proportion of teleworkers was rather low in administrative and support services, as well as in sectors involving the physical handling of materials or objects, such as manufacturing.

Capgemini conducted a survey of companies in different countries in the third quarter of 2020, asking about the effect of teleworking on productivity. In all the cases considered, a relationship between the two concepts is observed: in Spain, 66% of organisations believe that remote work has improved corporate productivity.

2.2 Key issues and problems in the remote work arisen during the pandemic

Not everything about remote working is advantageous. There are cultural factors associated with the traditional office-based approach that in some ways stigmatise teleworkers and call into question their commitment to the company, and may even hinder their career progression. However, these prejudices will gradually disappear as the old idea of the 20th century office changes, based on rigid working hours and "warming the chair", as it is colloquially referred to as being on the job for extra hours in order to be perceived by superiors as a sign of commitment and sacrifice for the organisation.

Perhaps the most worrying aspect of teleworking is the blurring of the boundaries between working time and free time. The availability of technologies that keep us constantly connected to the workplace is a double-edged sword, which can mean that as a rule, working hours are longer than usual. A survey carried out by Eurofound in the wake of the pandemic found that one in four teleworkers (27%) work during their free time to meet the needs of their organisation, and indeed up to 30% of all workers confess to experiencing work-related concerns during their free time. To the latter must be added the problems faced by those who work at home and have young children. According to the survey, one in five (22%) of those living with children under 12 confessed that they find it difficult to concentrate at work always or from time to time.

For organisations, the challenges presented by the shift to mass remote working are also relevant. The absence of a direct relationship between teams has affected both emotional health and commitment and the link with the culture of the companies. New hires or changes in projects or teams have also suffered from this remote working model. According to a survey conducted by Cushman & Wakefield, which polled more than 40,000 professionals worldwide and measures the bond, or the feeling of personal connection that employees have with each other, only slightly more than half of the respondents feel connected to their co-workers. The ability to have a strong connection between co-workers is a very important component of the employee experience, especially in today's environment. A low bonding score also negatively affects connection to company culture and personal and professional development.

Despite the unexpectedness of the general confinement of the Spanish population between March and May, only 23.8% of teleworkers during this period reported experiencing some difficulty in being able to work from home (Telefonica, 2021). The main difficulty reported by teleworkers was not having sufficient internet connectivity at home (54.5%). This difficulty was more common among older workers: 71.4% among those aged 55-64, and 62.8% among those aged 45-54. It was also more reported by teleworkers living independently (70.3%) and by teleworkers with independent children (66%). The next most common difficulty reported by teleworkers was the difficulty of combining work and family life in the same space (35.8% of teleworkers reporting some difficulty). This difficulty was more evident for women (44.2%) than for men (27%). By type of family, this difficulty was the most relevant for families with young children (64.7%), higher than the unavailability of an adequate internet connection.

Of the remaining difficulties, the lack of ability to use teleworking tools (19%) was much more pronounced among women (31.8%) than among men (5.5%), and problems in establishing a work routine at home (17.9%). Again, women reported this difficulty to a greater extent than men (25.3% compared to 10%).

Last but not least, the data show that a significant proportion of employment in Spain could be carried out remotely and homes are increasingly technologically prepared for this, in terms of connectivity and equipment. However, are dwellings prepared to house spaces in which to telework adequately? The Continuous Household Survey, published annually by INE, provides interesting data in this respect on the composition of households and the characteristics of dwellings, which allows us to explore this question in greater depth. With the data from this survey it is possible to estimate the percentage of the population living in a dwelling in which there is a space that could be considered a priori suitable for teleworking. By such a space is meant a room in the dwelling that can be used as an office, i.e. a room such as a bedroom, office or guest room that is not a priori used as a bedroom by the inhabitants of the house. According to this estimate almost 60% (58.5%) of 20-64 year olds would reside in a dwelling in which there is at least one space suitable for teleworking, compared to just over 40% (41.5%) who would not.

In line with these data, a profound change in the population's transport patterns has been observed during the pandemic. This change is not exclusively due to the telework phenomenon as there are other simultaneous factors, such as the increase in online shopping, new forms of leisure or different mobility restrictions. However, it seems clear that teleworking has already had an observable effect on the mobility patterns of the population (Randstand, 2021).

2.3 From the problem to the solution: industrial relation practices to address the key organizational issues arisen in the remote work during the pandemic

A number of challenges emerge from the reports published in the period post 2020. Below is a list of the most frequent concerns.

Challenge 1: Promoting measures to balance working time and personal time

This challenge is complex and calls to actions in different domains:

- Encourage new organisational habits for workers, adapted to teleworking.
- Encourage a corporate culture that respects personal time in the organisation of work.
- Favour the adaptation of housing and changes of residence to achieve a physical separation of the work space and the rest of the home, which is key to the separation of work and personal time.

Challenge 2: Adapt housing to the needs of telework where possible.

A significant proportion of housing in Spain is not suitable for telework. This is particularly the case in geographical areas where there is a high percentage of jobs that could potentially be teleworked, such as large cities. In practice, however, the availability of housing space is key to its suitability or adaptability for telework, and this space availability is highly dependent on the price per square metre. The adoption of telework therefore creates incentives for the movement of part of the population to less densely populated areas, driving a process of transformation at urban and regional level. For decades millions of people moved to large cities for work, and now they may move again for the same reason, for work. However, there are also disincentives to such potential relocation, notably uncertainty about the extent to which teleworking will be adopted in the medium to long term, with the likelihood that many companies will opt for mixed models requiring face-to-face working a few days a week or month. This is compounded by other factors, such as the presence of schools, the reduced supply of services in some sparsely populated areas, including educational services, as well as reduced connectivity in rural areas. In fact the causal relationship can also be seen in reverse: the lack of availability of suitable housing, together with disincentives to move to less populated areas, could provide an incentive to be more face-to-face, limiting the scope for telework. Telework may therefore have effects on the location of the population in the territory, although these effects are still very uncertain and may not be significant in the short to medium term.

Challenge 3: Taking into account the potential effects of telework on urban and regional transformation policies.

This process of urban transformation can create jobs in the construction sector. However, the cost savings of teleworking have a negative effect on activity and employment in sectors such as transport, hospitality and part of the textile sector. Moreover, this is taking place against the background of the strong negative impact of the Covid crisis. Although in the medium and long term there is hope about the recovery of activity in key sectors for employment in Spain, such as tourism, at the moment we have a major employment challenge. Moreover, many of the workers in the sectors most damaged by the current crisis have a profile that is not very compatible with jobs in emerging sectors with a high potential for teleworking.

In fact, the frequency of teleworking also varies greatly by occupation, being concentrated in certain occupations and sectors. In addition, teleworking is concentrated among more highly educated workers, who are more employable. Almost four out of five people (79.5%) who teleworked occasionally or more than half of the days in Spain in Q1 2021 had tertiary education. There is also a clear relationship between educational attainment and digital skills.

Challenge 4: Promoting policies that favour job creation and improve the employability of people who have been damaged by the crisis and the rise of teleworking and who are unable to telework.

Addressing this implies, among other things, strengthening digital skills and offering training in line with the demands of the labour market. The effects of telework on productivity are ambiguous and indeed heterogeneous, depending on factors such as the type of work, the technical means, the organisation of the company, the corporate culture or the skills and circumstances of the workers, including aspects such as personality, housing or family.

Therefore, on the one hand, there are workers who are able to telework and others who are not, with the former having a greater employment strength, which adds to other existing inequality factors, given that workers who can telework have on average a higher salary than those who cannot. On the other hand, among workers who are able to telework, there is a diversity characterised by elements such as digital skills, personality, housing or family, which may favour a better or worse adaptation to telework, influencing among other aspects the worker's productivity. Workers who experience a reduction in productivity as a result of telework may suffer a loss of employability in firms or sectors where telework was more widely adopted. The heterogeneous adaptation of workers to telework may be a new factor of inequality in the future.

Challenge 5: To support the most difficult workers in the transition to telework. Equip companies with the right technical means and workers with the right skills.

On the other hand, there is a debate about what should be the appropriate degree of telework for companies to adopt post-pandemic, i.e. what percentage of the working day should be face-to-face and what percentage should be remote. In reality, however, the intensity of telework adoption in a company need not be homogeneous among its employees, but may vary between departments, teams or even individuals.

Challenge 6: Adapt to the existing heterogeneity of jobs and people, relying on flexible solutions that maximise performance and well-being.

This calls for aiming for a degree of teleworking that is adapted to the task composition of jobs, favouring greater adoption in teams and in jobs where it generates a higher return. Given that workers' needs are diverse, due to their personal characteristics and circumstances, flexible mechanisms should be put in place to allow the worker some leeway in deciding the extent of teleworking, in order to promote their well-being and maximum performance. Moreover, the worker's own decision is a factor in determining motivation and performance under teleworking conditions. Beyond this adaptation to diversity, the effects of telework on productivity can be expected to improve over time, due to the individual and collective learning process. This is expected to be further reinforced by the progressive advance of digitalisation, with improved equipment, connectivity, digital skills and new technologies such as virtual reality, mixed reality and holograms, which make it possible to compensate for the weaknesses of teleworking generated by the absence of face-to-face communication. It is therefore foreseeable that in the future the effects of telework on productivity will be more positive. This would be in addition to a number of other important positive effects, such as cost savings, including energy costs, and time savings. Productivity gains and resource savings enable society to cope better with the challenges posed by the transition to telework, and thus tip the balance towards positive effects in different fields. Moreover, part of this saving is a reduction in energy consumption, generating an important environmental effect and facilitating the energy transition, one of the existing challenges in today's society, which also has the capacity to generate significant resources through savings in energy imports. In any case, the experience of the telework boom in 2020 invites us to reflect on the uncertainty of the future, in which trends of progressive change, such as digitalisation, converge with unexpected phenomena, such as Covid-19. We therefore do not know how telework will evolve over the next decade, in which both the progressive advance of digitalisation and other ongoing trends of change will play a role, together with unexpected phenomena that may emerge.

Conclusions and general remarks

Out of office work in Spain, like in other European countries, went from being infrequent to surging ahead during the outbreak of the Covid-19 pandemic. At the end of the first lockdown, in the summer of 2020, the absolute number of remote workers had declined, as expected, but occasional remote work did not stop growing. Still, even if the diffusion of remote work in Spain is now higher relative to other European countries relative to pre-pandemic levels, it still remains far from that of leading countries, such as the Nordic block, where this practice had consolidated well before 2020.

These abrupt changes in the organization of employment have uncovered, in some cases magnified, pre-existing criticalities. The adoption of remote work during and after the Covid-19 crisis has been more frequent among the self-employed, small companies and skilled occupations. By contrast, alternative or even mixed working regimes have remained sporadic in sectors where growth could have been higher given the technology available in i.e., manufacturing, transportation and storage, public administration and retail trade. The diffusion of out of office work in Spain has also uncovered significant gender gaps in relation to availability and feasibility of alternative working arrangements.

Evaluating the potential economic impact of remote work raises several fundamental questions about the ability to build resilience of cities and regions. The share of jobs that are amenable to remote working is an essential element in regions' capacity to function under social distancing conditions. At the same time, the Spanish experience reaffirms that the potential of remote work confronts specific constraints on individuals' capacity ranging from technical issues (i.e., connectivity) to family reasons (i.e., childcare) or to physical constraints (i.e., insufficient space to work at home). This implies that the design of policies to foster the consolidation of out of office work calls for a broad approach that encompasses social, technological and infrastructural issues. On the other hand, the data available indicate that out of office work offers opportunities both for employees and for employers. It is not surprising then that companies are exploring ways to expand the possibilities of this form of work, which have proven to be effective also in other countries. The hope is that the current efforts to put in place policies to facilitate the consolidation of remote work involve all social partners. Not only such a wider participation would allow vulnerable groups to be represented at key steps of the design and implementation of the new framework, but social partners can also strategically contribute to identify criticalities, provide insights in key areas, interpret findings, and inform all parties involved.

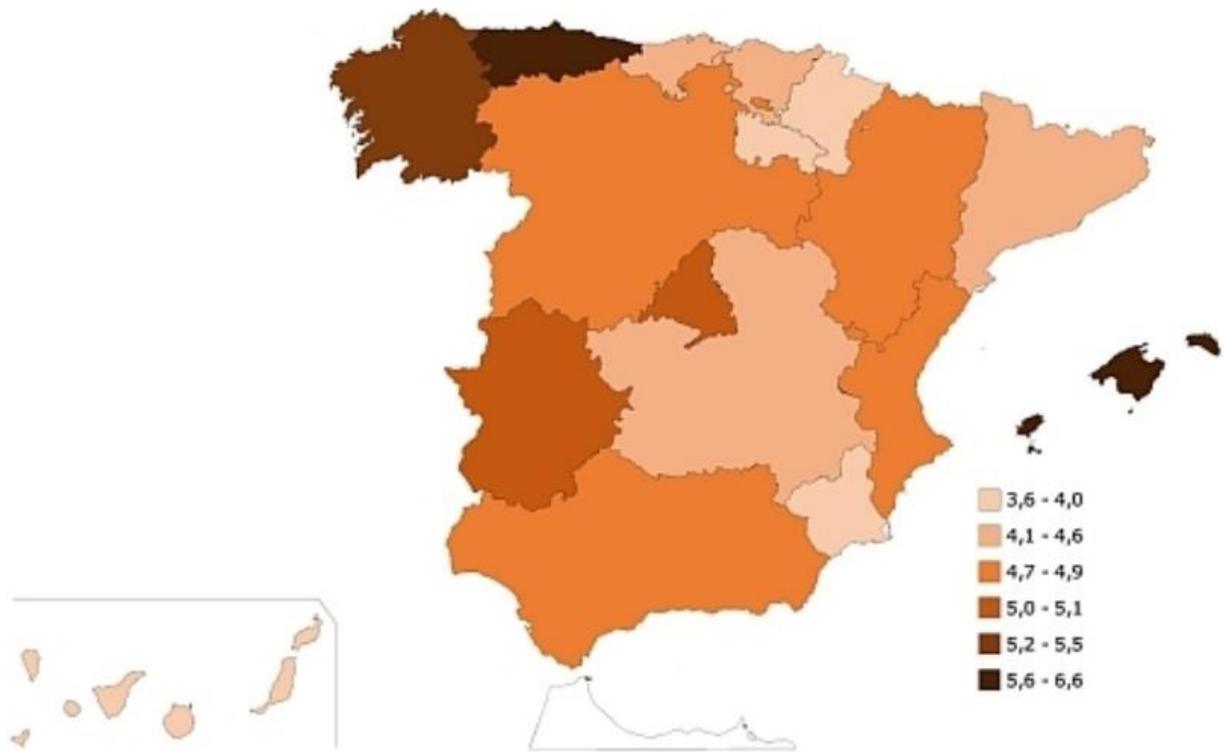


Figure 1: employees who work normally from home, 2019 (Source: INE)

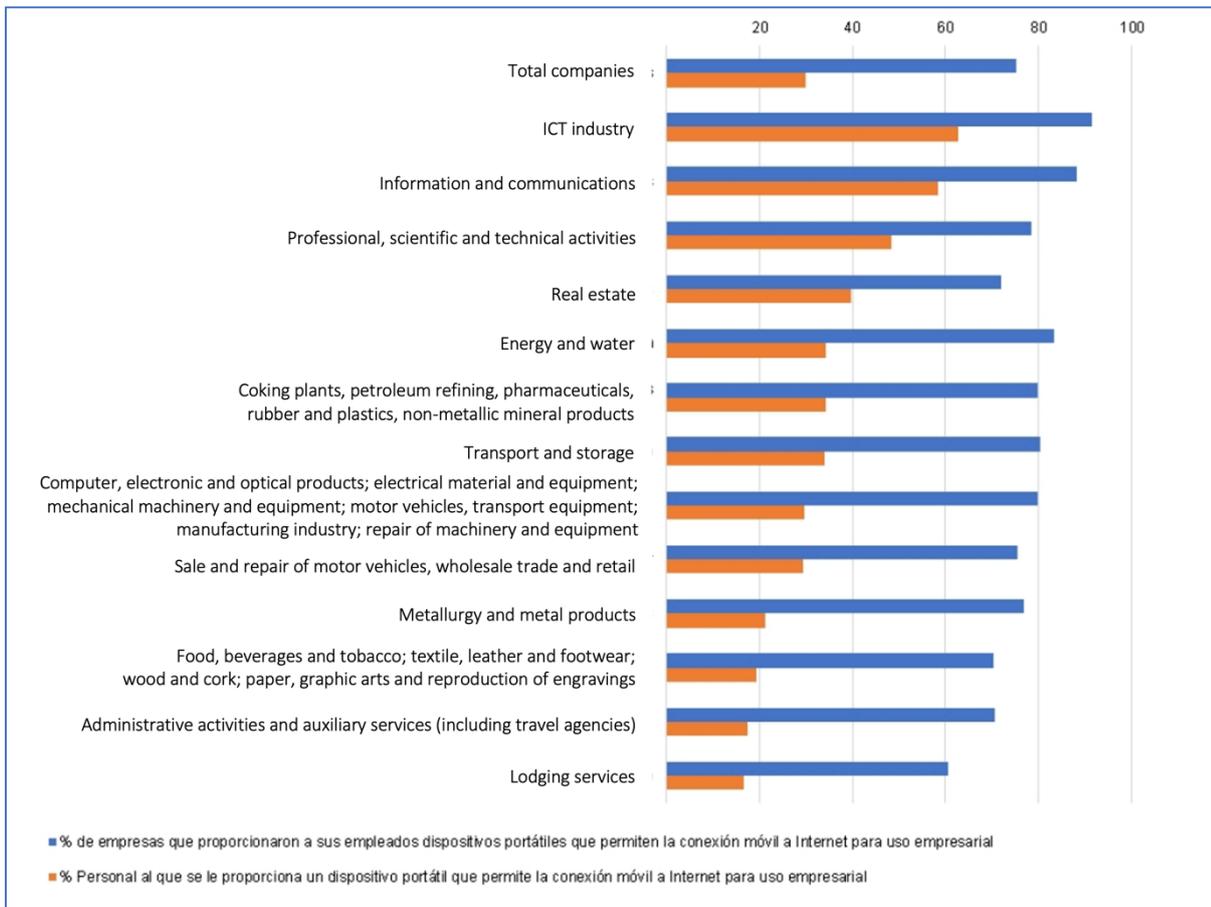
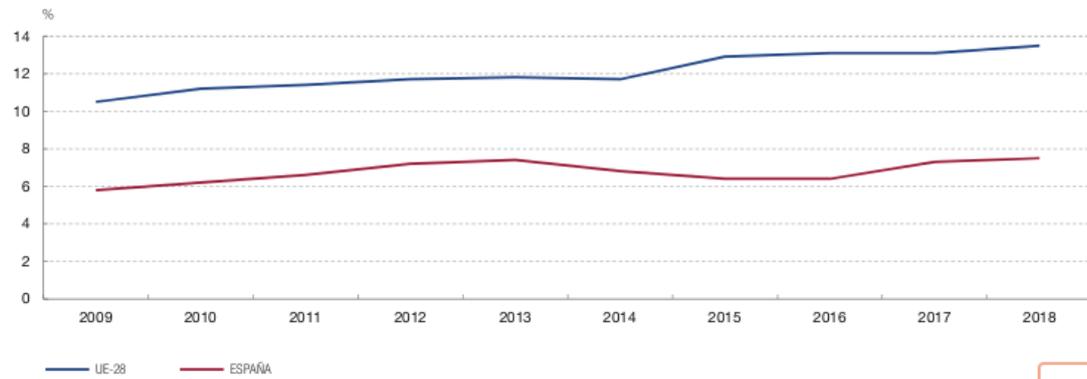


Figure 2: Companies with 10 or more employees with Internet connection by sector and teleworking facilities. 2018-2019
 (Source: INE)

Gráfico 2

TRABAJADORES DE 15-64 AÑOS CON TELETRABAJO. ESPAÑA FRENTE A LA UE-28

En los diez últimos años, el porcentaje de trabajadores con teletrabajo ha aumentado en el promedio de la UE-28. En España, el crecimiento ha sido más limitado.



FUENTE: Eurostat (Labor Force Survey).



Figure 3: Employees aged 15-65 years with telework. Spain and EU-28 (Source: EU LFS)

Working from home						
	Never		Occasionally		More than half the worked days	
	Tot empl.	%	Tot empl.	%	Tot empl.	%
Total	17,933,285	100.0	688,671	100	951,783	100
Employment situation						
Permanent employee	11,551,792	64.4	242,961	35.3	319,220	33.6
Experience: less than 1 year	753,354	6.5	13,543	5.6	13,795	4.3
Experience: 1-3 year	1,664,107	14.4	42,979	17.7	29,141	9.1
Experience: 3-7 year	2,095,773	18.1	40,941	16.8	36,551	11.5
Experience: more than 7 year	7,038,558	60.9	145,517	59.9	239,733	75.1
Temporary employee	4,215,613	23.5	42,969	6.2	94,442	9.9
Self-employed	2,164,444	12.1	402,721	58.5	537,604	56.5
Company size						
1-49 employees	11,719,350	70.3	541,452	80.0	751,326	80.8
50-249 employees	2,596,447	15.6	74,232	11.0	131,564	14.1
250 or more employees	2,346,502	14.1	61,381	9.1	47,002	5.1
Occupation						
Army	107,995	0.6	328	0.0	1,674	0.2
Directors and managers	566,224	3.2	86,551	12.6	100,555	10.6
Tech., sci. and intellectual prof.	2,715,910	15.1	275,717	40.0	494,249	51.9
Support tech. and professionals	1,823,990	10.2	120,116	17.4	151,065	15.9
Clerks, admin. and other jobs	1,988,470	11.1	33,608	4.9	30,388	3.2
Hospitality, personal, protection and salesman	4,340,250	24.2	67,452	9.8	69,307	7.3
Qualified agriculture., livestock	398,459	2.2	30,228	4.4	23,234	2.4
Craftsmen	2,058,185	11.5	57,886	8.4	60,195	6.3
Plant and machinery operators	1,432,249	8.0	10,540	1.5	9,166	1.0
Elementary occupations	2,501,552	13.9	6,245	0.9	11,951	1.3
Activity sector						
Agriculture, livestock & fishery	783,758	4.4	31,642	4.6	25,927	2.7
Manufacturing	2,315,950	12.9	62,141	9.0	54,243	5.7
Supply of electric power, gas, steam, air conditioning	85,294	0.5	3,786	0.5	2,082	0.2
Supply of water, sewerage activities, waste management	149,843	0.8	2,757	0.4	3,078	0.3
Construction	1,186,814	6.6	58,553	8.5	62,373	6.6
Trade, vehicle repair	2,817,005	15.7	94,948	13.8	109,515	11.5
Transport and storage	954,499	5.3	18,444	2.7	14,716	1.5
Hospitality	1,694,500	9.4	17,106	2.5	20,782	2.2
Information and communication	475,544	2.7	51,778	7.5	55,570	5.8
Financial and insurance	370,906	2.1	21,150	3.1	21,243	2.2
Real estate activities	113,877	0.6	13,866	2.0	22,171	2.3
Professional scientific & technical	714,512	4.0	102,334	14.9	158,347	16.6
Administrative and auxiliary	1,005,164	5.6	21,339	3.1	25,842	2.7
Public admin, defense	1,304,465	7.3	10,665	1.5	15,372	1.6
Education	929,455	5.2	121,358	17.6	275,356	28.9
Health, social services	1,639,161	9.1	23,813	3.5	29,281	3.1
Artistic, recreational and entertainment	377,642	2.1	19,655	2.9	24,760	2.6
Other services	415,966	2.3	13,339	1.9	18,646	2.0
Housekeeping	597,902	3.3			12,478	1.3
Event organization & extraterritorial organizations	1,028	0.0				

Source: Instituto Nacional de Estadística (Encuesta de Población Activa), microdata from 2019 annual subsurvey.
Note: to identify teleworking, the question "Did you work at home in the last four weeks (possibility foreseen in the work agreement)" is used. The response options are as follows: "More than half of the days you worked", "Occasionally", or "Never".

Table 1: Working from home by type of activity (Source: INE)

Working from home						
	Never		Occasionally		More than half the working week	
	Tot empl.	%	Tot empl.	%	Tot empl.	%
Total	17,933,285	100.0	688,671	100	951,783	100
Gender						
Male	9,689,392	54.0	424,712	61.7	522,996	54.9
Female	8,243,892	46.0	263,959	38.3	428,787	45.1
Age						
16-24	1,008,605	5.6	6,000	0.9	15,549	1.6
25-34	3,534,258	19.7	110,021	16.0	134,774	14.2
35-44	5,213,683	29.1	231,774	33.7	287,435	30.2
45-54	5,029,404	28.0	206,741	30.0	297,709	31.3
55-64	2,962,543	16.5	128,114	18.6	192,285	20.2
65 o more	184,792	1.0	6,020	0.9	24,032	2.5
Education						
Lower than high school	5,956,036	33.2	103,183	15.0	118,405	12.4
High school	7,089,177	39.5	192,781	28.0	208,539	21.9
University degree and/or more	4,888,071	27.3	392,707	57.0	624,839	65.6
Type of household						
1 adult home	1,762,935	9.8	79,661	11.6	127,150	13.4
Single parent with children	792,374	4.4	19,649	2.9	37,167	3.9
2 adults without children	3,866,402	21.6	170,194	24.7	187,569	19.7
2 adults with 1 child	2,478,293	13.8	104,391	15.2	156,242	16.4
2 adults with more than 1 child	3,972,941	22.2	193,369	28.1	228,258	24.0
Others	5,060,339	28.2	121,407	17.6	215,396	22.6

Source: Instituto Nacional de Estadística (Encuesta de Población Activa), microdata from 2019 annual subsurvey.

Note: to identify teleworking, the question "Did you work at home in the last four weeks (possibility foreseen in the work agreement)" is used. The response options are as follows: "More than half of the days you worked", "Occasionally", or "No days".

Table 2: Sociodemographic characteristics of working from home employment, 2019 (Source: INE)



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