

## **Labor, health, social work and the middle classes: Do Spanish youth have to jeopardize their health to find a job?**

*Antonio López-Peláez, Department of Social Work, Faculty of Law, National Distance Education University (UNED), Madrid (Spain).*

### **1 Introduction**

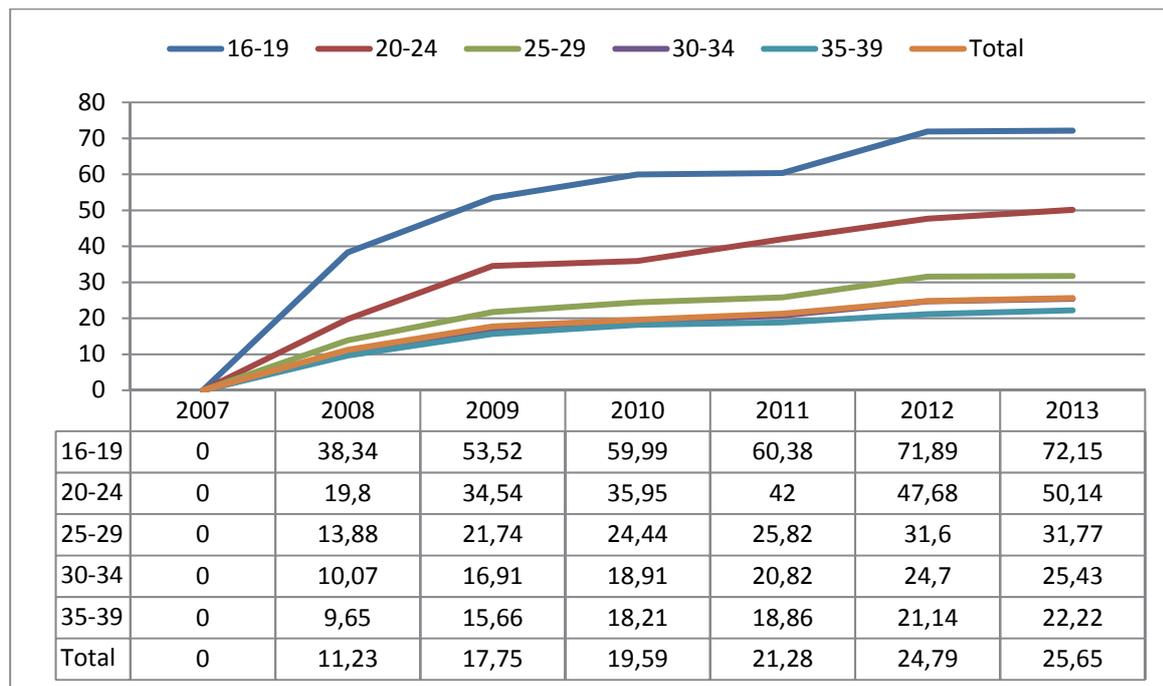
In consumer societies (Alonso, 2005), young people prepare themselves and compete to attain the lifestyle of the middle classes, understood as access to a series of goods and services related to welfare, education, health, leisure and power. From the luxury market to healthcare or the education system, the demand for better prepared and more skilled youth is justified in the promise of enhanced well-being, in the aspiration to maintain and improve the standard of living achieved by their parents. Intergenerational and intragenerational mobility in China, India or Latin America appears to point to an emerging middle class – modeled after the Western middle classes – for a growing share of the population (Ferreira et al., 2013). The legitimacy of democratic institutions stems precisely from the well-being of its citizens: the viability of democracy depends on the viability of the life paths of its citizens. As Kapsos and Bourmpoula (2013: 1) insightfully noted, “one of the sharpest divides between developed and developing economies is that in the former, middle class status is the norm, with a reasonable standard of living enjoyed by the bulk of the population”. What has been called the “middle class consensus”, based on narrowing strong class differences, is the point of departure for high growth rates in developed countries, the consolidation of democracy, investment in human capital, and social peace (Easterly, 2001). In this regard, several studies have highlighted the link between middle class values, economic growth, and the demand for transparent and democratic public and private institutions (Amoranto et al., 2010).

However, the economic crisis and adjustment processes of the last seven years have shown that these aspirations, which drove the efforts of families and individuals in previous decades to attain the lifestyle and well-being of the wealthy middle classes of developed countries, are not easy to achieve (Kessler and Horwitz, 2014), at least in the United States and the European Union. The crisis of the middle classes in Western countries is a problem that now occupies a place on the public agenda and in the media (Young, 2013). In a scenario of job insecurity, lower welfare benefits, and changing patterns of educational and health care funding, the situation of young people spotlights the crisis of the middle-class model characteristic of Western societies after the Second World War. Indeed, it is increasingly difficult for an ever larger number of young people in Western countries, and specifically in Spain (INJUVE, 2013), to reproduce the middle-class lifestyle and achieve socioeconomic well-being on a par with their parents. In this sense, the economic austerity programs of countries of Europe and the United States favor the degradation of the conditions of life of the middle class (Sassen, 2014b: 75).

A detailed analysis of the data on young people reveals a process which, hidden behind the promises of a better future and the apparent importance of youth policies in the European Union (Council of the European Union, 2009) and party programs, has had an impact on

Spanish youth for more than 15 years (and increasingly affects young people from other EU countries): the degradation of their conditions of life (Tezanos, 2009), including high unemployment rates (Fig. 1), delayed emancipation, low birth rates, higher than average accident rates, and falling wages. Young people are in a position of vulnerability due to worsening labor market conditions (Gorry, 2013), and face numerous and complex obstacles (López Blasco et al., 2003). In turn, the exclusion of young people has effects on the very society that expels them; for example, by threatening the long-term viability of European welfare states due to the decline in the birth rate.

Figure 1. Evolution of unemployment rate in Spain in younger age groups for the period 2007-2013



Source: Economically Active Population Survey (EAPS). National Statistics Institute (INE), third quarter<sup>1</sup> 2007-2013.

Among these obstacles or disadvantages, it should be noted that the first condition for developing one's life path, including integration into the middle classes, is precisely to enjoy good physical and psychological health. Debates on the viability of the welfare state call into question the balance between rights and obligations, and management and funding models (Gilbert, 2014). But all welfare state models, including the Spanish model (Navarro, 2004), have been characterized by the expansion of health systems that protect citizens and ensure good health; a prerequisite to developing one's life path.

In this paper, we focus on one of the key elements of this issue: health. In a context like that of Spain, with over 50% youth unemployment in 2013, it is important to examine the labor market integration of young people. Both occupational accidents and diseases arising from the work they perform clearly affect the future of young people, and are a predictor of social exclusion. Clearly, there is no greater exclusion than fatalities due to an accident (López and

<sup>1</sup> We selected surveys from the third quarter as this was the period with the highest employment rates in the years studied.

Segado, 2009b). We address a specific topic: occupational hazards that affect young people as a result of increasingly poor working conditions.

From the perspective of social work, it is important to highlight that the economic crisis, job insecurity, and unemployment are impacting strongly on young Spaniards (Moreno Mínguez et al., 2012). In social intervention programs with youth, we cannot overlook the environment in which they work, and the characteristics of the labor market in which they pursue their professional career (López Peláez, 2015). Occupational hazards are one of the many factors that lead to the exclusion of young people, and when they are at risk, they turn to the social services. It is therefore important that social workers be aware of the occupational risks facing young people and their tendency to underestimate such risks, which should be addressed through intervention programs aimed at increasing the information available to young people and preparing them for a complex work environment. Likewise, social workers must improve their own training in order to inform young people of their social rights and the resources and social service programs available to them.

## **2 Vulnerability, employment and health: The bumpy road to the middle class**

Young people are immersed in an economic as well as a social and political paradox: they are important but overlooked, they are protected but are stigmatized, they are required to be responsible but have internalized the minor role they play in Spanish society (Benedicto and Moran, 2014); and they are citizens, but cannot enter a labor market in which migration is seen as one of the few options for finding a job (Navarrete, 2014). In this regard, a growing number of young people “are expelled” from the economy (Sassen, 2014a) in terms of both employment and working conditions, and in many cases risk their health to get a job (López and Segado, 2009a).

The rapid expansion of the middle classes typical of Keynesian economies is in crisis in contemporary societies characterized by the predominance of financial capital. Moreover, the lack of life expectations explains the growing disaffection towards institutions and political parties. These disadvantages affecting young people (and the not so young) have created a series of barriers that young people themselves are aware of (e.g., see McDonald and Marsh, 2001 for the English case). The difference is that social networks have given rise to a new form of mobilization which, as the 15M movement in Madrid revealed, makes it possible for them to re-occupy a prominent place on the public agenda (Castells, 2012).

The vulnerable situation of young people cuts across social classes: belonging to a protected environment is no guarantee that they will be able to reproduce the lifestyle of their parents. In the midst of a deep economic crisis since 2007, the family environment has deteriorated, and problems that at one time did not affect middle-class families have now spread to large segments of the population. Higher education, traditionally a predictor of upward social mobility, no longer functions as it did in previous decades. “Unemployment among youth aged 25 to 34 with tertiary education has increased across Europe since 2008, especially in Spain, while at the same time unemployment has increased across all levels of education, particularly among those with only a primary education” (Moreno Mínguez et al., 2012: 64). In other words, the risk of social exclusion not only affects young people’s families, but also young people themselves as their career path is very fragile.

In a scenario where unemployment is the primary concern of citizens and the difficulties in accessing the labor market operate to some extent as a disciplinary mechanism by forcing citizens to accept lower wages and poorer working conditions (Prieto, 2002), health and

physical and psychological well-being are often secondary. However, it is one of the basic dimensions that allow us to analyze and gain insight into the vulnerability and disadvantaged situation of young people (Table 1).

Table 1: Protective factors and risk factors in youth transitions

Variables	Protective factors	Risk factors
Education	Compulsory schooling Middle or higher education Highly skilled	Uneducated Low-skilled Mismatch between education/training and labor market demands Overqualified
Employment	Permanent or stable employment Well-paid employment	Lack of previous work experience Precarious employment Irregular employment that permits earning income for personal expenses Lack of health/social security coverage
Economic	Income from employment Unemployment benefits Revenue from family network	Lack of unemployment benefits Low wages Lack of family economic support
Family	Support from parents and/or partner	Weakness or lack of family ties Isolation
Institutional	Use of public resources: economic aid, social services, housing	Ignorance and decoupling of public support
Health	Proactive learning strategies Appropriate level of training Ability to meet the demands of multi-skilled jobs	Inability to undertake a suitable learning process Lack of training Low self-esteem False optimism Underestimation of occupational hazards

Source: Segado and López, 2009b.

Youth transitions from initial dependence on parents until emancipation, entry into the labor market, and integration into the middle classes are marked by their state of health. The physical potential of youth, on the one hand, and the high unemployment rate and the entronement of hiring practices based on temporary work and outsourcing on the other, have, to some extent, contributed to masking the analysis of occupational safety and health from the perspective of young people (López, 2007) in a setting where job precariousness is the norm. However, safety and health at work for youth has been a priority in European institutions for more than a decade (EASHW, 2007).

The economic crisis has accentuated a previously existing problem, which seems to affect Spanish youth in its most severe form (INJUVE, 2013). As evidenced in the delay in the age of emancipation, the low birth rate, or the pessimism of young Spaniards regarding the possibility of achieving their parents' lifestyle, we are at a point where it has become increasingly difficult to reproduce the middle-class lifestyle (Moreno Mínguez et al., 2012). Like other impoverished groups, "the impoverished middle classes, which are sectors with a certain social and cultural capital, [...] are subject to numerous risks, among them specific threats to their health" (Betrisey, 2006: 35). Underestimating risk, an inherent quality of the young, makes it even more necessary to highlight how, on the road to the middle class, occupational accidents and deteriorating health in the workplace can be a barrier to upward social mobility.

### **3 Occupational hazards, accidents and the life path**

Prior to the economic crisis, young Spaniards had to cope with a series of factors that favored processes of social exclusion: the concentration of employment in certain spheres of activity, precarious jobs, undesirable part-time work, or the threat of remaining unemployed in a labor market with a high youth unemployment rate (Vogel, 2007). In the field of occupational health, "the majority of injured workers are employed in the lowest rungs of the labor hierarchy within firms, where three-quarters of all accidents occur. These jobs are filled by people with little experience, who are overwhelmingly young, have temporary contracts, and are subject to highly demanding workloads" (Amable and Benach, 2007: 290).

The life trajectories of young people, and their integration into what we call the middle classes, are negatively affected by four factors already noted by the European Agency for Safety and Health at Work in 2007 (EASHW, 2007), and which have intensified as a result of the economic crisis. First, job insecurity. Second, the type of risks youth face, such as exposure to noise, handling of dangerous substances, heavy workloads, painful positions, and repetitive work. Third, working time, as young people are more likely to work in shifts or at night, and finally, gender differences in terms of access to employment, pay and job retention.

#### **3.1 Young people and occupational accidents**

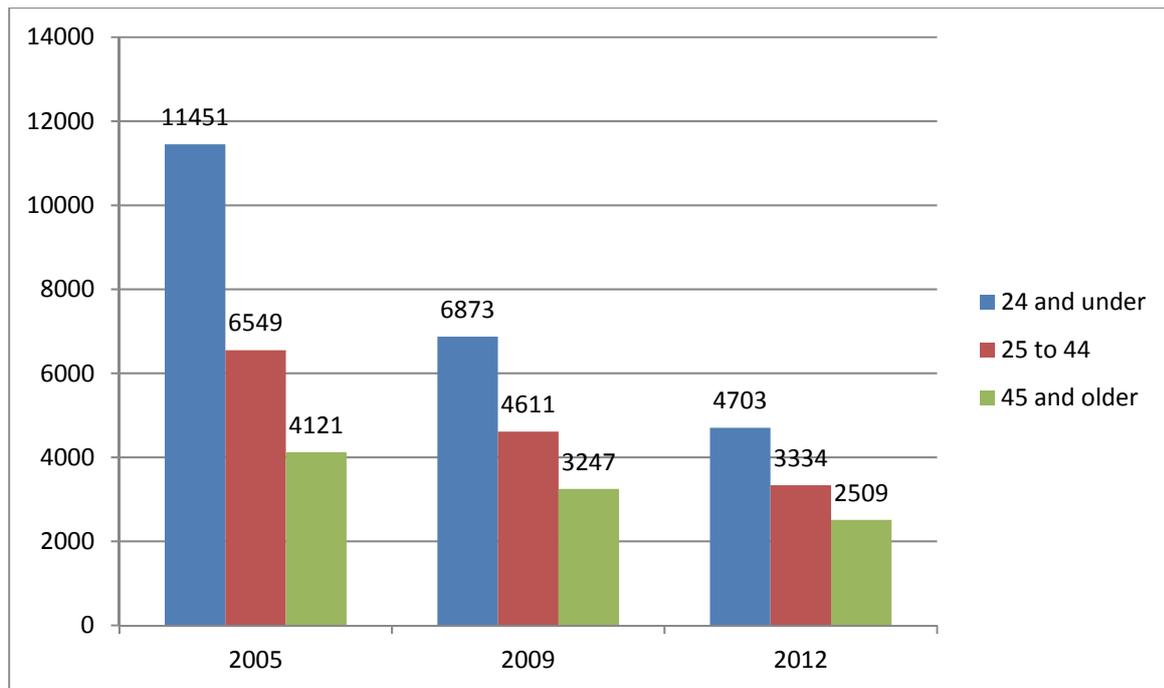
From 2005 – a period marked by economic expansion in Spain – until 2012, with the country in the midst of a deep economic crisis characterized by widespread job destruction (especially youth employment), it is important to highlight two key data on occupational accident rates provided by the Spanish Institute for Occupational Safety and Health<sup>2</sup>:

First, despite the reduction in the number of employees, and the corresponding drop in total accident rates and by age group, it can be seen that in both the growth phase (2005) and during the economic crisis (2012), the rate of accidents was far higher among young workers. For example, in 2012 male workers under 25 had a 1.8 times higher accident rate than workers aged 50 or more (Figure 2).

Figure 2. Occupational accident rates among male Spanish workers for the period 2005-2009-2012 by age group

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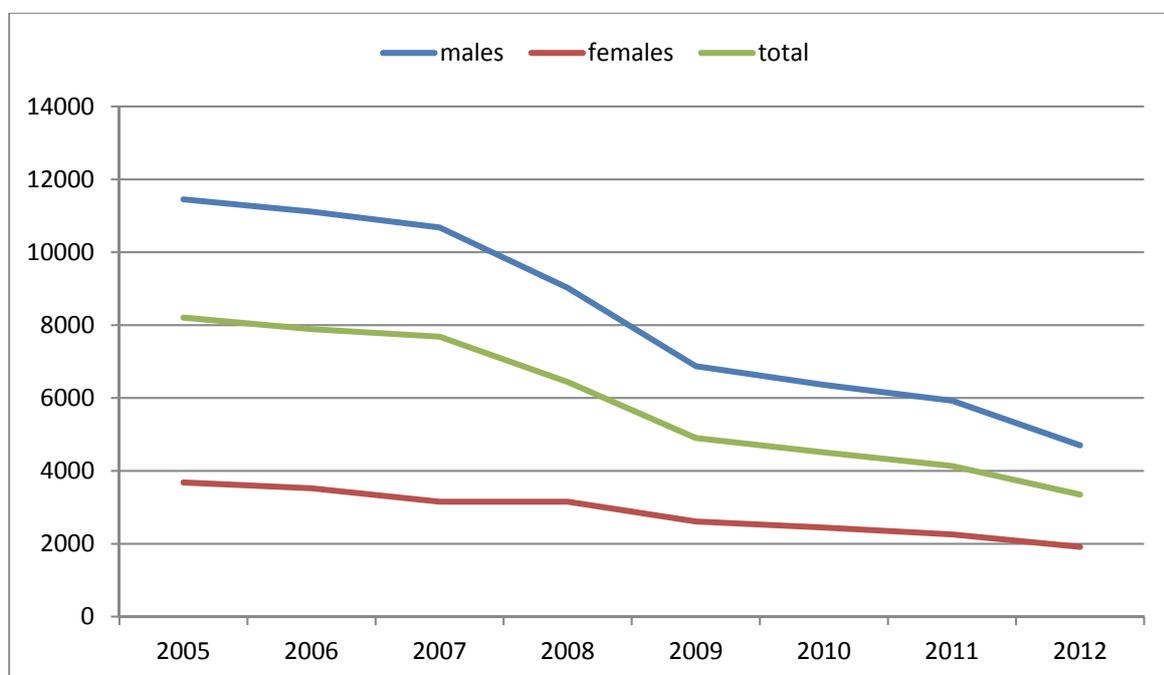
<sup>2</sup> Annual occupational accident incident rate based on data from Social Security accident records. The rate is calculated by dividing the total annual number of accidents entailing leave x 100,000 by the number of employed workers according to EPA data.



Source: The authors based on data from the Spanish Observatory of Working Conditions (OECT). INSHT, MEYSS 2013

Occupational accidents are a prime indicator of the industrial sector and activities and occupations in which there is a higher proportion of males. However, in the terciarization of the Spanish economy, the rates for males and females converge (Figure 3).

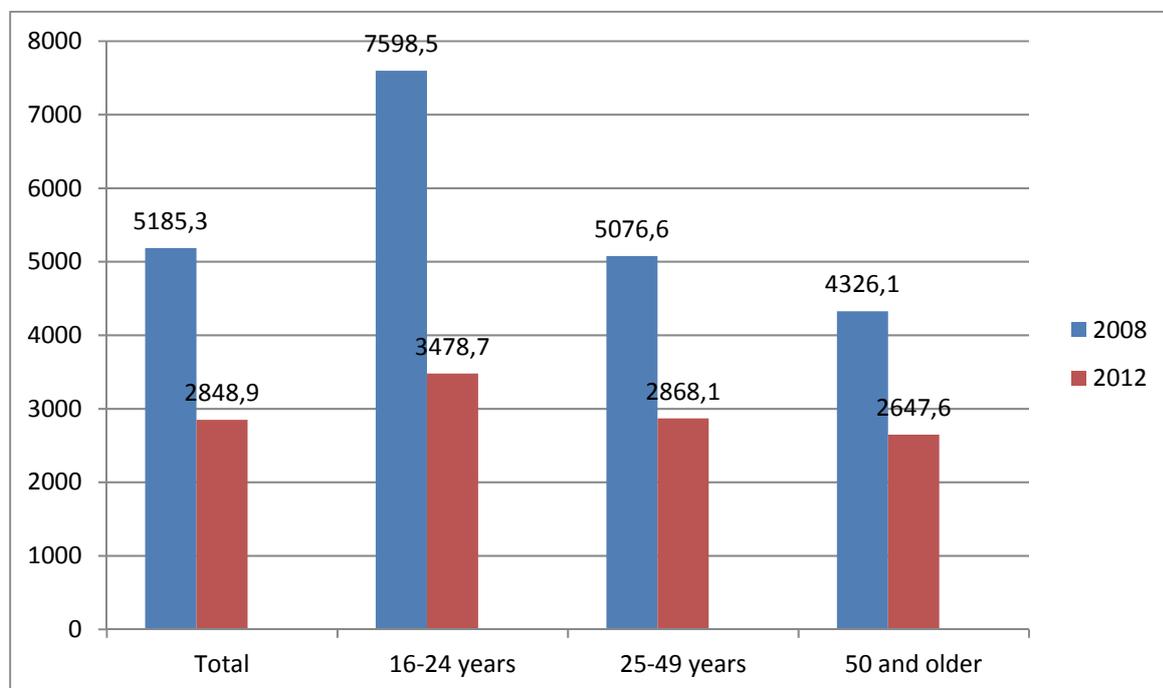
Figure 3: Occupational accident rate among youth aged 25 and under for the period 2005-2012 by sex



Source: The authors based on data from the Spanish Observatory of Working Conditions (OECT). INSHT, MEYSS 2013.

Second, in examining the incidence rate<sup>3</sup> of occupational accidents entailing leaves by age group during the economic crisis (2008-2012), the results are clear: the largest reduction in the accident incidence rate in the 16-24 year age group, due in part to the widespread destruction of youth employment in that period, does not change the trend. The 16-24 year age group still has a higher accident incidence rate than the other age groups (Figure 4). Another factor to consider when interpreting this trend is the notable increase in the proportion of part-time jobs in recent years, especially in the younger age groups. The fact that more jobs are part time may have contributed to the drop in the number of accidents as workers are exposed to risk for shorter periods of time, not because of improved working conditions. To this we must add the higher proportion of young people employed in undeclared work with little legal protection, which may discourage these workers from reporting accidents. Therefore, it is very likely that the underreporting of accidents, which is a well-known phenomenon in periods of high unemployment, is affecting young workers to a larger extent.

Figure 4. Evolution of occupational accident incidence rate entailing leave by age group for the period 2008-2012



Source: The authors based on annual reports of occupational accidents in Spain. INSHT. MEYSS 2013.

### 3.2 Working conditions of young people and occupational hazards

When analyzing occupational hazards and their causes, it is possible to observe three closely related factors: firstly, the working conditions; second, the characteristics of the working day; and finally, the causes of the most frequent hazards. In analyzing working conditions, it can

<sup>3</sup> The occupational accident incidence rate is considered a simple and accurate measure as it indicates the number of accidents that occur in a given period per 100,000 workers with occupational injury and disease insurance, thus relating the number of events with the susceptible population.

be seen that in the indicators of physically demanding work, young workers aged 16 to 30 are most affected by *long periods of standing, repetitive work* of the upper limbs, handling of *heavy loads* and *strain* (24.8% of men and 11% of women) (Table 2).

Table 2. Indicators of physically demanding work by age for 2011

	16-30	31-54	55+	Total
Painful or tiring positions	34.3	36.3	34.3	35.8
Prolonged standing	37.7	30.7	28.4	31.3
Prolonged sitting	21.8	31.8	29.3	30.1
Strain	18.1	14.4	11.8	14.6
Repetitive movements with hands and arms	58.3	59.6	56.7	59.0

Source: 7th Spanish Working Conditions Survey 2011 (VII ENCT). INSHT, MEYSS. Response categories: “always or almost always” and “often”.

Similarly, from 2007 to the present, the mental demands of job tasks has increased, especially among young workers (Table 3).

Table 3. Mental demands of job tasks by age for 2007 and 2011

“always or almost always” and “often”	2007 (%)				2011 (%)			
	16-30	31-54	55+	Total	16-30	31-54	55+	Total
Work very fast	47.8	43.2	37.6	43.9	53.0	46.5	37.4	46.0
Work with very strict and short deadlines	35.0	33.9	27.6	33.5	34.5	36.4	27.3	34.9
Attend to multiple tasks simultaneously	42.6	41.8	33.8	41.2	45.3	46.8	38.0	45.3
Maintain a high or very high attention level	64.8	68.1	66.4	67.0	77.7	78.1	75.1	77.6

“always or almost always” and “often”	2007 (%)				2011 (%)			
	16-30	31-54	55+	Total	16-30	31-54	55+	Total
Perform complex tasks	18.4	22.3	17.5	20.8	16.1	21.7	18.5	20.5
Perform monotonous tasks	---	---	---	---	47.8	43.4	41.3	43.7
Have a lot of work and feel overwhelmed	20.5	20.5	18.9	20.3	22.8	24.8	20.4	23.9
Work directly with the public	60.0	57.9	59.6	58.6	63.3	64.2	61.8	63.7

Source: 6th and 7th Spanish Working Conditions Survey 2007 and 2011. INSHT, MEYSS.

Likewise, young workers are less autonomous in performing tasks. This is logical given that they occupy more subordinate positions in the labor hierarchy due to their age and lack of experience (Table 4).

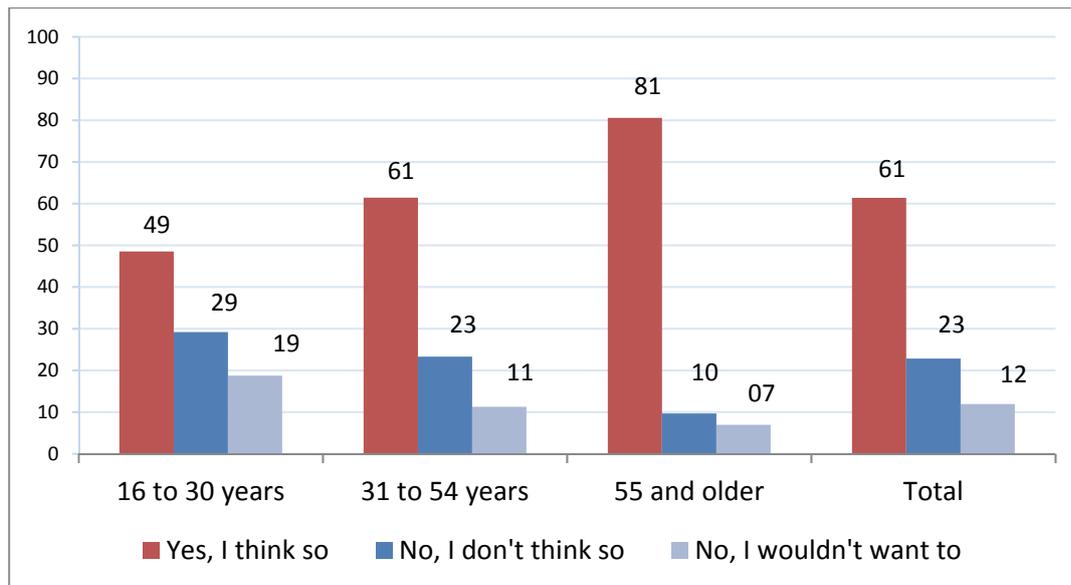
Table 4. Lack of autonomy by age for 2007 and 2011

Not able to choose or change “almost never or never” and “rarely”	2007 (%)				2011 (%)			
	16-30	31-54	55+	Total	16-30	31-54	55+	Total
The order of tasks	41.3	32.9	26.1	34.5	37.3	29.1	24.7	29.5
The work method	46.1	36.2	31.6	38.5	42.6	34.6	28.9	34.9
The pace of work	45.9	36.3	27.4	38.1	41.1	33.8	27.2	33.8
The distribution or duration of breaks	44.6	35.5	27.0	37.1	47.2	35.4	28.9	36.1

Source: 6th and 7th Spanish Working Conditions Survey 2007 and 2011. INSHT, MEYSS.

All of this makes for a difficult scenario for young workers as they are required to perform more physically and mentally demanding work yet with less responsibility. When asked if they would continue to work in the same conditions in the future, a higher percentage of young workers state “I don’t think so” or “I wouldn’t want to”. This confirms that these workers are in a transitional employment status, and clearly perceive the physical and mental burden of their work (Figure 5).

Figure 5. Negative opinion of workers (‘No, I don’t think so’ and ‘No, I wouldn’t want to’) when asked if they would perform the same job at the age of 60 by age group. 2011



Source: 7th Spanish Working Conditions Survey 2011. INSHT, MEYSS.

The characteristics of the working day are very relevant when analyzing occupational safety and health. In a 24/7 society (Lopez and Pinilla, 2006), in which goods and services are in constant demand, it is clear that shift work increases. Similar to what happens to the rest of young Europeans, Spanish youth are strongly affected by the flexibilization of the working day: the younger the workers, the more likely they are to work in shifts and at night.

It should be noted that there is now scientific evidence pointing to the harmful consequences to health of shift and night work (Costa, 1994), and as such is set out in EU legislation (Directive 2003/88/EC). Given the delay in the age of emancipation and late entry into the labor market of young Spaniards, workers under the age of 30 are taken as a reference group.

As can be seen (Table 5), Spanish workers under the age of 30 account for the highest percentage of shift workers throughout the EU, while workers under 30 in both the EU-15 and EU-27 are the age group with the highest percentage of shift workers.

Table 5. Distribution of shift work in Spain compared to the EU-15 and EU-27 by age group

	Spain	EU-15	EU-27

TOTAL	17.8	15.9	17.8
Under 30	22.9%	19.6%	20.8%
30-49	17.4%	16.0%	17.2%
50 and over	14.2%	13.2%	14.0%

Source: 5th European Working Conditions Survey, Foundation for the Improvement of Living and Working Conditions. Dublin 2010

In Spain, the under-30 age group accounts for the highest percentage of workers who have worked night shifts at least once compared to the other age groups (Table 6).

Table 6. Percentage of workers who have worked a night shift at least once a month in Spain compared to the EU-15 and EU-27 by age

	Spain	EU-15	EU-27
TOTAL	12.9	17.2	17.9
Under 30	14.6%	17.0%	17.4%
30-49	13.5%	18.2%	18.9%
50 and over	9.9%	15.6%	16.2%

Source: 5th European Working Conditions Survey, Foundation for the Improvement of Living and Working Conditions. Dublin 2010.

In examining habitual working hours by age in Spain, it can be seen that young workers account for the highest percentage of morning/afternoon shift workers, morning/afternoon/night shift workers, and even permanent night shift workers (Table 7).

Table 7. Habitual working hours by age

	2011 (%)					
	16-24	25-34	35-44	45-54	55+	Total
Split shift: morning and afternoon with at least one hour for meals	33.4	40.4	40.1	40.6	41	40.2
Continuous shift: Fixed morning shift	16.7	24.8	29.3	30.9	31.6	28.6

	2011 ( %)					
	16-24	25-34	35-44	45-54	55+	Total
Continuous shift: Fixed afternoon shift	10.1	5.4	3.8	3.9	4.8	4.6
Continuous shift: Fixed night shift	3.6	1.6	1.9	1.6	1.2	1.7
Rotational shifts: Morning/Afternoon	23.1	15.9	14.9	13	12.8	14.5
Rotational shifts: Morning/Afternoon/Night	11.1	8.8	6.8	6.7	5.8	7.2
Rotational shifts: Others	0.3	0.5	0.6	0.4	0.2	0.4
Another variable or irregular shifts	2.6	2.5	2.5	2.7	2.3	2.5

Source: 7th Spanish Working Conditions Survey 2011 (VII ENCT). INSHT, MEYSS. Base: Total workers

In a work setting characterized by increasing intensity, flexibility, and physical and mental exhaustion, the cause of occupational accidents is usually due to distraction, carelessness, forgetfulness or inattention, as stated by 46.2% of workers in 2011 (VII National Survey on Working Conditions, 2011. ACGIH TLV). No differences were found compared to 2007 (45%) or by age. Although much less frequent than the above causes, “the need to work very fast” (18.2% in 2011) does not differ from 2007 (19.4%) and appears to be more marked the younger the age group both in 2007 (23.5%, 18.3% and 15.1%, respectively) and 2011 (21.6%, 18.2% and 15.1%, respectively). Significant differences were also observed for causes related to *painful or tiring positions* and moving *heavy loads* with a frequency of 14% for each in 2011. For this same year, the youngest age group indicated that they were required to move heavy loads more often than the older age groups (16.3%). This perceived cause of accidents is in line with the findings of our study, as both in 2007 and 2011 the percentage of occupational exposure was greater in the youngest age group; the only group in which the percentage increases on a year to year basis (Table 8)

Table 8. Physical workload by age for 2007 and 2011

	2007 (%)				2011 (%)				Difference 2011-2007 (in percentage points)			
	16-30	31-54	55+	Total	16-30	31-54	55+	Total	16-30	31-54	55+	Total
Lift or move	19.	18.	15.	18.6	21.	17.	14.	17.8	1.7	-	-	-0.8

	2007 (%)				2011 (%)				Difference 2011-2007 (in percentage points)			
	16-30	31-54	55+	Total	16-30	31-54	55+	Total	16-30	31-54	55+	Total
heavy loads	9	5	5		5	7	9			0.8	0.6	
Lift or move persons	5.6	5.4	4.8	5.4	5.7	5.6	4.4	5.5	0.1	0.2	-0.3	0.1

Source: 6th and 7th Spanish Working Conditions Survey 2007 and 2011. INSHT

Base 2007: Total workers (N=11,054)

Base 2011: Total workers (N=8,892)

Response categories: “always or almost always” and “often”.

#### 4 Conclusions

We are immersed in a deep economic crisis, in which the viability of the middle classes as we knew them in the second half of the twentieth century is being questioned on various fronts. The European welfare model (stable employment, social services, health and education, pensions) responds to the demands of citizens, and is financed to a large extent by the middle class (which in turn demands more and better services). In a scenario in which the financial economy is gaining more weight, and the economic crisis entails a funding crisis of the welfare state, cutbacks have occurred in areas that are keys for the conditions of life of the middle class, namely education, health and the social services. As such, there exists an asymmetry between citizens’ demands, the labor model and the emerging economy. In the employment sphere, the degradation of the labor market calls into question one of the basic principles of middle-class societies, “there is a direct link between labour market outcomes – in terms of both the quantity of available jobs and the productivity of the workforce – and the middle class standard of living enjoyed by the majority of people in the developed world” (Kapsos and Bourmpoula, 2013: 1). Indeed, the high unemployment rate, precarious jobs, and occupational hazards do not allow our young people to attain the standard of living that the middle class enjoyed in previous decades.

The situation of young people provides a lens into the changing characteristics of the labor market and the emerging social model, in which the social protection and social mobility characterizing Western industrialized societies of the twentieth century appears to be vanishing. Cutbacks in health care, education and social services are threatening the requirements to guarantee young people a better future (Sassen, 2014b), and often do not create the conditions for a good education, good health or protection against the adversity of an environment that is essential for the development of a high value-added activity. In the case of young Spaniards, job transitions are becoming more difficult, emancipation is delayed, and only certain social groups, such as the elderly, are entitled to social benefits, although they are increasingly less sustainable with the current financial resources.

As we have seen, young Spaniards face, first of all, the obstacle of high unemployment rates. And when they do enter the labor market, they experience higher accident rates, increased work intensity and workloads, more physical and psychological risks, and must work in shifts and at night in a higher percentage than other age groups. All this threatens their life outcomes, as occupational accidents are a clear factor of social exclusion. The erosion of working conditions, low wages and occupational hazards have become barriers to their career paths, and thus their social integration. *It is impossible to maintain a middle-class society when excluding young people from the labor market, eroding their conditions of life, and creating a context in which occupational hazards increase in an environment of widespread unemployment.* The future of Spain's advanced and democratic middle-class society depends precisely on the future of its young people (as young people are also citizens).

In this regard, it is necessary to develop preventive strategies (Table 9) in both the educational and business sphere aimed at training young people to manage their working environment. Institutional measures need to be taken to redesign a labor market that does not permit job stability or a middle-class income nor guarantees the safety and health at work of young people. Our lifestyle will only be sustainable if we integrate young people and give them good jobs. The precarious labor model of our youth will ultimately have an impact on the rest of the population, and threaten our welfare society.

In the social work field, in particular, it is necessary to develop training programs for social workers that address health risks, specifically occupational hazards. Social intervention programs should also be designed to enhance the training of youth and raise their awareness of a feature common to them: the underestimation of risk. Fostering a culture of health in the workplace, promoting education on occupational risk prevention, and cultivating young people's sense of criticism regarding their social and work environment should be among the priorities of social work with youth.

Table 9. Occupational accident prevention strategies

Sphere of action	Prevention strategies
Public institutions	Reduce temporary work and outsourcing Specific prevention campaigns for young workers Foster a culture of safety at work and in commuting to work Increase labor inspections
Firms	Develop appropriate risks prevention programs according to type of activity Organize working day and respect rest periods Improve safety in the organization Maintenance of vehicles and machinery
Young workers	More training in occupational risk prevention Healthy lifestyles Adequately manage working and leisure time to ensure a healthy lifestyle Overcome false optimism
Social workers	Training programs in occupational risk prevention

Assessment of young people's work environment Social intervention programs with youth targeted at risk prevention
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Source: Author based on Segado and López (2009b).

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**Author's Address:**

Antonio López-Peláez

Department of Social Work

Faculty of Law

National Distance Education University (UNED)

Calle Obispo Trejo 2

28040 Madrid (Spain).

Phone: +34913988582

eMail: [alopez@der.uned.es](mailto:alopez@der.uned.es)

Website: [http://portal.uned.es/portal/page?\\_pageid=93,25586432&\\_dad=portal](http://portal.uned.es/portal/page?_pageid=93,25586432&_dad=portal)