DIVERSITY, EQUITY & INCLUSION

Spain Desk research
Ipsos & Google Spain
March 2022
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Slight decrease in Spanish population.

In 2021, the Spanish population stood at 47,385,107 inhabitants, with a decrease of 66,688 people compared to 2020. However, the rebound produced in 2018-2019 continues to maintain a trend above 47 million inhabitants.

In recent years, the proportion of the population under 14 years of age has clearly decreased. This means an increase in the proportion of the elderly population.

In 2021, the proportion of the population under the age of 14 continues to decrease, with a slight increase in both the proportion of the adult and elderly population.
In 2021, the median age is approaching 44 years.

The overall average age of the Spanish population has progressively increased in the past few years, from 42.46 years in 2015 to 43.81 years in 2021. The average age for men is below the overall average.

There is a large difference in the average age between the Spanish and foreign populations.

The foreign population is younger overall. In 2021, the age difference stood at 8.1 years.

In 2020, life expectancy at birth decreases.

Life expectancy has gone from 82.70 years in 2015 to 83.58 years in 2019. However, in 2020 there was a decrease to 82.33 years (average lower than in 2015).

Until 2019, the growth in life expectancy occurs in both men and women. Life expectancy is significantly higher in women.

In 2020 the growth process is reversed, with a decrease of 1.27 years in men and 1.16 years in women.

In 2020, the total number of households increased. Couple households with children living at home continued to predominate, which remained stable.

The number of households in Spain in 2020 increased by 129,100 households compared to 2019.

**Demographics & Future trends**

- **2020**
  - 18,754,800 households

**In 2020, the total number of households increased.**

- Single-person households: 4.89 MM
- Single-parent households: 1.94 MM
- Couples with no children living in the household: 3.91 MM
- Couples with children living in the household: 6.20 MM

In 2020 there has been a significant decrease in the total number of marriages compared to 2019

Without a doubt, the influence of the Pandemic has been decisive. While in 2019 a total of 166,530 marriages took place, in 2020 the figure dropped to 90,670 marriages. For 2020, there is still no data by gender on same-sex marriages, but together it is estimated that a total of 3,189 same-sex marriages took place.
In 2020 there was a significant decrease in the total number of divorces

That is: 77,200 divorces, 15.76% less than in the previous year.
The only segment in which there is an increase in divorces is in marriages between women.

The Spanish population born in Spain is estimated to decrease progressively.

In the next 15 years (vs. 2021), Spain will increase its population by 899,372 people, reaching 48 million people in 2035. In 2070, the population will reach 50.6 million people, which is an increase of 3.2 million people. The population born in Spain will decrease, from the current 84.5% to 66.8% in 50 years’ time.

The elderly population has increased in the past few years, leading to a progressive ageing of the population.

The proportion of people aged 65+ has increased by 1.1 percentage points between 2015 and 2021.

The proportion is more or less stable in the population aged 80+.

Therefore, a progressive increase of people aged 65 and over is expected.

The proportion of people aged 65+ will increase by 9 percentage points between 2021 and 2070.

Similarly, the proportion of people aged 80+ will increase by 6.4 percentage points in the same period.

Therefore, the population is expected to age greatly as the proportion of older people continues to increase.

LOCATION
Spaniards are mostly urban.

Most of the population can be found in locations with a population ranging between 100,001 and 500,000, amounting to 11,216,339 million people in 2021.

**URBAN AREAS**

- 39,911,866 VS. 39,451,231 last year population concentrating in urban areas
- 84.1% VS. 83.9% last year of the total population is located in urban areas
- 80,525 km² VS. 80,193 km² last year belongs to urban areas
- 495.6 inhabitants/km² registered in urban areas VS. 492 inhabitants/km² last year

**RURAL AREAS**

- VS. 7,574,977 last year 7,538,929 population concentrating in rural areas
- VS. 16.1% last year 15.9% of the total population is located in rural areas
- VS. 424,552 km² last year 424,220 km² belongs to rural areas
- VS. 17.8 inhabitants/km² last year 17.8 inhabitants/km² registered in rural areas

The population of rural municipalities has decreased by 7.1% between 2011 and 2020 in Spain.

The evolution between 2011-2020 has been different in urban municipalities, where it has risen by 2.1%, compared to rural ones, in which it has decreased by 7.1%. Within the rural municipalities, the population has decreased more in the larger ones than in the small ones, with a decrease of 8.6% compared to 6.1%.
The population is older in rural locations than in urban locations

In 2020, the population aged 65 and over was 23.9% in rural areas compared to 18.6% in urban areas: there is a slight increase compared to 2019. Among rural locations, the population in smaller locations is older, with a proportion of elderly people in excess of 26.6%, while that of young people is 11.1%. The largest rural municipalities tend to resemble (similar percentages) the urban ones in distribution of young and old.

There is a predominating need to live in owned housing

In 2020, while the total volume of owned homes increased by 228,000 homes compared to 2019, the volume of rental homes decreased by 156,800 homes. The housing tenure regime varies according to nationality. Thus, 56% of the households with some foreign member lived rented, compared to 11.7% of the households with all its members of Spanish nationality.

14.4 MM 14,413,600 households are owned. In 2020, 76.9% of households are in owned property, both mortgaged and fully paid.

3.4 MM 3,244,400 households are rented. Households in rented properties amounted to 17.3%, compared to 18.3% in 2019.

There has been an increase in young people living with their parents.

55% of young people between 25 and 29 years old lived with their parents or with one of them in 2020, compared to 52.8% in 2019. The percentage of men is higher than that of women.

For their part, the percentage of people between 30 and 34 years old who lived with their parents or with some of them stood at 25.6%, compared to 24.5% in 2019. The percentage of men is higher than that of women.

The average age of young people to leave their parents’ home and become emancipated was 29.8 years, compared to 29.5 in 2019 (well above the European average: 26.4 years).

MIGRATION
Increasing immigration trend and decreasing emigration trend.

In 2015, immigration and emigration flows were very similar. From that year onwards, the evolutionary trend in the volume of immigration shows a sharp increase until 2019.

In 2020 there is an enormous decrease, undoubtedly due to the Covid-19 Pandemic. On the other hand, the evolution in the volume of emigrants continues its downward trend.

**IMMIGRATION FLOW FROM ABROAD**

- **2020**: 467,918
  - SPANISH: 52,768
  - FOREIGN: 415,150

- **2019**: 750,480

**EMIGRATION FLOW ABROAD**

- **2020**: 258,561
  - SPANISH: 65,429
  - FOREIGN: 183,132

- **2019**: 296,248

Distribution and number of immigrants-emigrants, 2020.

Number of immigrants according to country of origin: main countries by continent, 2020

- **UK**: 36,374
- **MOROCCO**: 45,464
- **Colombia**: 52,921

- **UNITED KINGDOM**: 36,374
  - **ROMANIA**: 14,991
  - **ITALY**: 14,258
  - **FRANCE**: 14,086
  - **GERMANY**: 10,670
  - **RUSSIA**: 4,640
  - **UKRAINE**: 4,145

- **MOROCCO**: 45,464
  - **SENEGAL**: 5,532
  - **ALGERIA**: 4,388
  - **MALI**: 2,191
  - **GHANA**: 1,314
  - **GAMBIA**: 1,556
  - **EQUATORIAL GUINEA**: 842

- **COLOMBIA**: 52,921
  - **VENEZUELA**: 13,927
  - **ARGENTINA**: 19,737
  - **BRAZIL**: 19,857
  - **ECUADOR**: 9,541
  - **PARAGUAY**: 10,058
  - **PARAGUAY**: 6,596

- **HONDURAS**: 18,856
  - **NICARAGUA**: 9,461
  - **EE.UU**: 9,909
  - **DOMINICAN REPUBLIC**: 6,470
  - **MEXICO**: 5,867

- **CHINA**: 5,670
  - **PAKISTAN**: 7,340
  - **INDIA**: 2,946
  - **PHILIPPINES**: 1,706
  - **OTHER COUNTRIES ASIA**: 8,853
  - **OCEANIA**: 1,188

Number of emigrants according to country of destin: main countries by continent, 2020

- **UK**: 30,484
- **MOROCCO**: 18,415
- **Colombia**: 52,671

- **UNITED KINGDOM**: 30,484
  - **ROMANIA**: 8,373
  - **ITALY**: 18,416
  - **FRANCE**: 14,266
  - **GERMANY**: 4,924
  - **BULGARIA**: 6,407

- **MOROCCO**: 15,933
  - **SENEGAL**: 3,176
  - **ALGERIA**: 2,771
  - **NIGERIA**: 401
  - **MAI**: 423
  - **GAMBIA**: 288

- **COLOMBIA**: 9,582
  - **VENEZUELA**: 4,907
  - **ARGENTINA**: 4,414
  - **BRAZIL**: 4,069
  - **ECUADOR**: 2,445

- **EE.UU**: 10,031
  - **MEXICO**: 2,753
  - **DOMINICAN REPUBLIC**: 2,904
  - **HONDURAS**: 1,552
  - **CUBA**: 1,132
  - **NICARAGUA**: 604

- **CHINA**: 5,753
  - **PAKISTAN**: 1,957
  - **INDIA**: 1,309
  - **PHILIPPINES**: 604
  - **OTHER COUNTRIES ASIA**: 3,724
  - **OCEANIA**: 928

Source: [https://www.ine.es/jaxiT3/Tabla.htm?t=24295&L=0](https://www.ine.es/jaxiT3/Tabla.htm?t=24295&L=0)
In 2021, only 16% of Spanish respondents express general antipathy towards immigrants. But the perception is full of more or less positive-negative nuances that generate a paradoxical opinion.

- **7%**: Spanish respondents chose immigration as one of the three most worrying topics.
- **49%**: Spanish respondents think that immigration has increased a lot during the last 5 years.
- **62%**: Spanish respondents see the laws that regulate the entry and stay of foreigners in Spain as tolerant.
- **57%**: Spanish respondents consider that immigrants receive more or much more from the State than they contribute.

Source: Observatorio Español del Racismo y la Xenofobia (OBERAXE). Encuesta sobre las actitudes ante la inmigración e inmigrantes en España, 2021.
In 2021 there was support for refugees, accompanied by some visible contradictions. Although it is more than likely that in 2022, with the Russian invasion of Ukraine, public opinion will eliminate certain contradictions towards greater practical solidarity.

The Spanish population supports the right of people from war zones or persecuted to seek refuge in other countries, including their own, compared to 70% of the global average.

The Spanish population is in favor of completely closing the country's borders (despite support for refugees), compared to 50% of the global average.

The Spanish population thinks that refugees integrate into the country successfully, compared to 47% of the global average.

Spanish population thinks that the budget destined to help refugees should be increased (compared to 14% of the global average), and 35% think that it should remain the same.

Source: Ipsos. World refugee day: Global attitudes towards refugees, June 2021.
The provisional accumulated data from January 1 to December 31, 2021 shows a slight decrease in illegal immigrants compared to 2020. In the terrestrial geographical space an increase of 7.8% is observed.

<table>
<thead>
<tr>
<th></th>
<th>Total 2020</th>
<th>Total 2021</th>
<th>Change 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEA</td>
<td>40.385</td>
<td>40.100</td>
<td>-0.7%</td>
</tr>
<tr>
<td>GROUND</td>
<td>1.712</td>
<td>1.845</td>
<td>+7.8%</td>
</tr>
</tbody>
</table>

During 2020 there was a general decrease in residence permits, stays for study and nationality concessions.

As in other socio-demographic phenomena, the influence of the Covid-19 Pandemic has been fundamental in this change in trend. The greatest impact is detected in nationality concessions, going from 162,799 in 2019 to 80,148 in 2020.
ETHNICITY, NATIONALITY
In 2021, the foreign population amounted to 5,440,148, an increase of 5,995 people compared to the previous year and 710,504 compared to 2015.

There has also been a proportional increase, representing 11.5% of the total population in 2021. Among the foreign population, the main nationalities that stand out are Morocco, Romania and Colombia.
In 2021, the greatest weight of the foreign population is found in Catalonia (1,250,665), the Community of Madrid (955,122), the Valencian Community (751,616) and Andalusia (711,916).

On the other hand, if we look at the distribution of the African population, with a total of 1,198,573 people, the greatest population weight is found in Catalonia (324,995), Andalusia (201,345), the Valencian Community (133,636) and the Community of Madrid (113,050).


**2021**

**TOTAL FOREIGN POPULATION BY COMMUNITY**

5.4 MM

**2021**

**TOTAL POPULATION OF AFRICAN ORIGIN BY COMMUNITY**

11.2MM
It is necessary to distinguish the general perceived belief of the population regarding the influence of race and ethnicity in limiting different social problems and the personal experience of these limitations.

In general terms, in 2021 the negative perception of the Spanish population in general is greater than the experience indicated by the affected population.

(See next slide).

- **62%** Spanish population thinks that race or ethnic origin influences access to housing.
- **55%** Spanish population thinks that race or ethnic origin influences educational opportunities.
- **66%** Spanish population thinks that race or ethnic origin influences employment opportunities.
- **61%** Spanish population thinks that race or ethnic origin influences access to social services.

Source: Ipsos. The Impact of ethnicity and national origin on opportunities, February 2021. Survey carried out between 22 January and 5 February 2021.
In the latter case, a relative proportion of people have experienced social limitations due to their race and ethnicity, although the indicators shown are slightly below the global average.

Impact of own race, ethnicity, or national origin on one’s opportunities: personal experience in 2021.

- **31%** People have experienced that their race or ethnic origin has influenced their access to housing.
- **31%** People have experienced that their race or ethnic origin has influenced their educational opportunities.
- **34%** People have experienced that their race or ethnic origin has influenced their employment opportunities.
- **33%** People have experienced that their race or ethnic origin has influenced their access to social services.

Source: Ipsos. The Impact of ethnicity and national origin on opportunities, February 2021. Survey carried out between 22 January and 5 February 2021.
GENDER, GENDER PARITY & REPRESENTATION
Greater proportion of women in advanced ages, from 70 years.

In 2021, the largest proportion of people by age can be found in the range between 40 and 54.

The female proportion is somewhat lower than the male at younger ages, but it is significantly higher at older ages, especially from approximately 70-74 years old.

There are gender differences in the context of unemployment

In 2021, the female unemployment rate has decreased by 0.7 points to stand at 16.7%, compared to 2020. The young population continues to be the most affected, that is: the 16-19 age group (51, 9%), followed by the 20-24 age group (32.4%).

46.1% of the total employed population is a woman, an increase of 0.4 points compared to 2020.

53.7% of women of working age are working.

16.7% of women of working age are unemployed.

The largest proportion of workers is found in the area of wage earners, with the proportion of women being greater than that of men.

In other areas with greater independence from higher management, the percentage of the female working population is lower than that of men, and this is shown in the area of self-employed workers or the business class.

### Employed population by professional situation, 2021 (Q4)

<table>
<thead>
<tr>
<th>Professional Situation</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-employed</td>
<td>11.8%</td>
<td>19.4%</td>
</tr>
<tr>
<td>Employer</td>
<td>3.1%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Entrepreneur without employees or independent worker</td>
<td>8.1%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Wage earners in public sector</td>
<td>88.2%</td>
<td>80.6%</td>
</tr>
<tr>
<td>Wage earners in private sector</td>
<td>21.9%</td>
<td>13.2%</td>
</tr>
<tr>
<td>Wage earners</td>
<td>66.3%</td>
<td>67.4%</td>
</tr>
</tbody>
</table>

Women are at a disadvantage in labour as regards the number of people employed by professional status, for higher and elementary positions.

The following example shows that in 2021 a clear disadvantage of the female population in the labor structure continues to prevail. At higher levels, like directors and managers, the number of women employed is 273,200 compared to 546,800 men. In the sphere of elementary positions, the number of women is much higher than the number of men.

Women are at a disadvantage in labour, in regard to part-time employment.

Differences between men and women in regard to part-time employment also show the disadvantaged position of the female population. In 2021, this situation remains intact despite a relative decline. The most significant figure is that 22.4% of all employed women work part-time, compared to 6.5% of all employed men.

Concern for gender-based income inequality and wage gap.

Significantly, the main concern of Spanish people regarding inequality is in regard to income inequality. Indeed, there are still large wage differences between men and women in Spain.

In 2019, the average annual wage in Spain was 24,395.98 euros. The average annual wage for women was 80.5% of men's annual wage.

Wage gap between women and men. In 2019, the gender gap in hourly wages increases with age, going from a value of 4.6 in the group of workers between 25 and 34 years of age to a value of 18.2 in the group of workers from 55 to 64 years.

At the lowest level of education attained (primary education) the average income is 10,402 euros. The average net disposable income per person in Spanish households was approximately 12,232 euros (2020). Both concepts shall be understood as income. Data: salary (male-female)

Source: https://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica_C&cid=1254736177025&menu=ultDatos&idp=1254735976596
Gender inequality and feminism still have minority detractors among the population

In 2022, a majority of the population believes that gender inequality exists, but there are still minorities that reject this reality and other aspects related to feminism.

- 60% of Spanish people is strongly disagree or tend to disagree with the statement that gender inequality does not really exist (Global media: 55%).
- 17% of Spanish people think that feminism has led men to lose economic, political or social power (Global media: 19%), compared to 46% who do not believe so.
- 23% of Spanish people believe that traditional masculinity is threatened today (Global media: 29%), compared to 37% who do not believe so.
- 25% of Spanish people believe that feminism does more harm than good (Global media: 29%), compared to 40% who do not believe so.

Violence against women is still stigmatized by a small minority

In 2022, Spanish people is strongly disagrees or tend to disagree that violence against women is often provoked by the victim, compared to 10% who believe, a minority who also think that women often make up or exaggerate claims of abuse or rape (10%)

- 67% of Spanish people think that the Covid-19 Pan of Spanish people is strongly disagrees or tend to disagree that violence against women is often provoked by the victim (Global media: 55%)
- 58% of Spanish people is strongly disagrees or tend to disagree that women often make up or exaggerate claims of abuse or rape (Global media: 53%)
- 76% of Spanish people is strongly agree that women should not have to deal with online abuse (Global media: 78%)
- 24% of Spanish people believe that many women overreact to the messages they receive online (Global media: 33%), compared to 35% who do not believe so.

## Female representation in sciences, economics and politics.

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women in Parliament in 2021</td>
<td>43.3%</td>
<td></td>
</tr>
<tr>
<td>Women in executive positions across all political parties in 2021</td>
<td>47.5%</td>
<td>(remains the same vs. 2020)</td>
</tr>
<tr>
<td>Full-time R&amp;D and scientific researchers in 2020</td>
<td>39.9%</td>
<td>(remains the same vs. 2019)</td>
</tr>
<tr>
<td>Women in the Spanish government in 2021</td>
<td>60.9%</td>
<td></td>
</tr>
<tr>
<td>Women in board positions and top management positions in the General State Administration in 2021</td>
<td>43.7%</td>
<td></td>
</tr>
<tr>
<td>Women in the Boards of Administration of IBEX35 companies in 2021</td>
<td>30.7%</td>
<td></td>
</tr>
<tr>
<td>Women in the Royal Spanish Academies</td>
<td>27.7%</td>
<td></td>
</tr>
</tbody>
</table>

With a mark of 73.7 (out of 100), Spain holds the 6th position in the Gender Equality Index 2021.

With 73.7 out of 100 points, Spain ranks 6th in the EU on the Gender Equality Index. Its score is 5.7 points above the EU’s score. Since 2010, Spain’s score has increased by 7.3 points and its ranking has improved by one place. Since 2018, Spain’s score has increased by 1.7 points, mostly driven by improvements in the domain of power. The country’s ranking has improved by one place.

The Gender Equality Index is a tool used to measure the progress of gender equality in the EU, developed by EIGE.

It gives more visibility to areas that need improvement and ultimately supports policy makers to design more effective gender equality measures.

**WORK**
- EU: 71.6
- ES: 73.7

**ECONOMIC SITUATION**
- EU: 82.4
- ES: 78.24

**POWER***
- EU: 55
- ES: 76.9

* The domain of power measures gender equality in decision-making positions across the political, economic and social spheres.

Source: Gender Equality Index 2021.
Gender violence continues to be an extremely serious issue. Although in 2021 the number of complaints decreased, there was a large increase in calls to 016.

- **Women murdered by gender violence** confirmed between 1 January 2003 and 31 December 2021: 1,126
- **Women murdered by gender violence in 2020**: 44. 57% of these victims were aged 31-50.
- **Calls made to 016**, the gender violence information phone service, in 2021: 87,307. A 10.23% increase compared to 2020.
- **Gender violence reports filed with the police in 2020**: 120,813, compared to 150,804 in 2020.

LGTBIQ+
Spain is among the main European countries in LGTBIQ+ legislation, but its position recedes in 2021, moving from 6th position (score 67%) to 10th position (score 64.6%) 

In January 2021, the Equality Minister presented a new government draft of a federal LGR law*, which was backed by civil society.

Eventually, the government draft bill was adopted on 29 June 2021, setting out self determination for those 16 or over. Trans people will have to register their application, wait for up to three months, and then reaffirm their desire for LGR.

Trans youth between 14-15 will need to apply with their legal guardians present and a judicial process is proposed for those aged 12-13.

(*) Federal LGR Law: Ley de reconocimiento legal de género (ley para la igualdad real y efectiva de las personas trans y para la garantía de los derechos LGTBIQ+).
In 2020, sexual orientation hate crimes accounted for 19.8% of all hate crimes, and sex and gender discrimination accounted for 7.1%.

Known facts recorded. Hate crimes related to sexual orientation and gender identity:
- 2019: 278
- 2020: 278

Known facts recorded. Hate crimes related to sex-gender discrimination:
- 2019: 69
- 2020: 99

In 2020, among the victims of hate crimes of sexual orientation men predominate (78%), while among the victims of discrimination based on sex and gender women predominate (59%).
Close relationships or close knowledge of LGTBIQ+ people can favor the recognition of this reality, and therefore a greater awareness of their problems.

In 2021, Spain is the European country where more people know gay people.

- 57% of Spanish citizens say they have a close relationship with a gay person, being the European country where more people know people with this gender identity.
- 30% of Spanish citizens claim to have a close relationship with a bisexual person.
- 10% of Spanish citizens claim to have a close relationship with a transgender person. In the case of non-binary people, the percentage of Spaniards stands at 8%.

In 2021, Spanish citizens are increasingly involved or related to social issues that concern the LGTBIQ+ community, ranking above the global average in many aspects.

- **22%** Spanish citizens claim to have attended Gay Pride demonstrations or similar events, while the global average stands at 13%.

- **16%** Spanish citizens claim to have ever attended the wedding of a same-sex couple, while the global average stands at 11%.

- **28%** Spanish citizens claim to have visited a bar or nightclub that caters mainly to LGTBIQ+ people, while the global average stands at 19%.

- **5%** Spanish citizens claim to have spoken out against someone who was prejudiced against LGTBIQ+ people, while the global average is well above 30%.

In 2021, Spain is at the top of the global ranking in terms of the right of LGTBIQ+ people to marry and adopt children.

**Social acceptance of marriage and adoption**

- **76%** Spanish citizens support the right of people of the same sex to marry legally, while the global average stands at 54%.
- **77%** Spanish citizens support the idea that same-sex couples should have the same rights when it comes to adopting children, while the global average stands at 61%.

**Right to visibility of the LGTBIQ+ population**

- **73%** Spanish citizens support the idea that LGTBIQ+ people openly show their sexual orientation or gender identity with other people, while the global average stands at 51%.
- **64%** Spanish citizens support LGTBIQ+ people showing their affection in public, while the global average stands at 37%.

Although there is a general acceptance of LGTBIQ+ diversity in the social sphere, in 2020 there is also the perception that LGTBIQ+ people do not have the same opportunities as heterosexuals.

- **69.3%** Spanish heterosexual people believe that being lesbian, gay, bisexual or transsexual is a disadvantage in employment and they do not have the same opportunities.
- **74.5%** Spanish LGTBIQ+ people believe that being lesbian, gay, bisexual or transsexual is a disadvantage in employment and they do not have the same opportunities.

In 2020, the discrimination experienced by the LGTBIQ+ population in the workplace leads to a certain concealment of their own sexual orientation, perhaps as a survival mechanism that in many cases is accompanied by fear.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Experience/Situation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>42.5%</td>
<td>LGTBIQ+ people</td>
<td>Have suffered some type of violence speech at work.</td>
</tr>
<tr>
<td>44%</td>
<td>LGTBIQ+ people</td>
<td>Hide their gender identity to find work.</td>
</tr>
<tr>
<td>40%</td>
<td>Trans people</td>
<td>Say they have been rejected in interviews due to prejudice towards their identity.</td>
</tr>
<tr>
<td>90%</td>
<td>LGTBIQ+ people</td>
<td>Have considered it an inconvenience to be LGTBIQ+ time to find a job.</td>
</tr>
<tr>
<td>86%</td>
<td>LGTBIQ+ people</td>
<td>Consider it necessary to hide their sexual orientation to access a job.</td>
</tr>
<tr>
<td>75%</td>
<td>LGTBIQ+ people</td>
<td>Have been afraid to reveal their sexual orientation or identity at work.</td>
</tr>
</tbody>
</table>

In 2020, it seems that verbal aggression persists in a relatively high percentage of LGTBIQ+ people, which manifest themselves in different ways depending on their intensity or aggravation.

- **42.5%** LGTBIQ+ people claim to have experienced verbal aggression towards themselves or others due to their sexual orientation.
- **28.4%** LGTBIQ+ people acknowledge having suffered jokes.
- **25%** LGTBIQ+ people acknowledge having suffered derogatory comments.
- **18.3%** LGTBIQ+ people acknowledge having suffered ridicule.

ATTITUDES, LIFESTYLE, VALUES
The main concern in Spain is work and unemployment.

65% of the Spanish population considers that the country is on the wrong path (2 points above the global average), and 72% considers that the current economic situation is bad (9 points above the global average).

<table>
<thead>
<tr>
<th>Concern</th>
<th>Percentage of Spanish Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coronavirus</td>
<td>33%</td>
</tr>
<tr>
<td>Poverty and social inequality</td>
<td>28%</td>
</tr>
<tr>
<td>Unemployment</td>
<td>46%</td>
</tr>
<tr>
<td>Political and financial corruption</td>
<td>27%</td>
</tr>
<tr>
<td>Crime and violence</td>
<td>86%</td>
</tr>
<tr>
<td>Inflation</td>
<td>11%</td>
</tr>
</tbody>
</table>

Source: Ipsos. what worries the world?, February 2022.
In 2022, a progressive and increasingly accentuated ideological polarization is taking place in Spain. It especially highlights the changes in the field of the ideological right, with a growing evolution of the extreme right and a decline of the traditional right.

Willingness to change habits in response to climate change.

In 2021, Spanish population acquires a greater awareness of the challenge of climate change and evolves towards a maturity that implies responsible consumption.

- **91%** Spanish population is willing to change their habits to fight against climate change.
- **57%** Spanish population shows its willingness to pay more for a sustainable product. The profile most predisposed to this change is that of young people living in urban environments and in households with monthly incomes of more than 2,400 euros.
- **68%** The Spanish population considers that the main cause of climate change is human activity.
- **90%** The Spanish population considers that the consumption of renewable energy in the industrial sector is the measure that most contributes to sustainability, followed by energy efficiency (87%) and energy recovery from waste (77%).

Spanish population is in favor of stricter government measures that impose changes in people's behavior to face the climate emergency.

81%

Spanish population believes it is more concerned about the climate emergency than its own government, compared to 75% of the European average.

83%

Spanish population believes that Spain will not be able to drastically reduce its carbon emissions by 2050.

58%

Spanish population would be in favor of a tax on products and services that contribute most to global warming.

70%

In 2021, most of the Spanish population (81%) considers that climate change has an impact on their daily lives, which represents an increase of 5 points compared to 2020 (76%).

In 2021, the daily maximum temperatures were on average 0.4 °C above the normal value, while the daily minimum temperatures were 0.5 °C higher than normal, resulting in a daily temperature oscillation 0.1 °C lower than normal.

The most notable thermal anomalies are +2 °C in large areas of central and western Andalusia, Extremadura, Madrid, Castilla-La Mancha, Catalonia, the Valencian Community, etc., exceeding +3 °C in parts of the Pyrenees.

2021 was the tenth warmest year since the start of the series in 1961, and the eighth warmest of the 21st century in Spain.

2021 was dry in terms of rainfall, with an average rainfall value over mainland Spain of 569 mm, 89% of the normal value for the month.

Source: Agencia Sinc, 17 January 2022 / AEMET, 7 March 2022.
Health and personal relationships are the most relevant aspects to have a happy life.

In 2021, 70.6% of the Spanish population declares to feel satisfied with life to a high degree.

On the other hand, although 53.9% of the Spanish population does nothing to improve their psychological and emotional well-being, 46.1% indicate that they have taken some type of measure or action.

**Most relevant aspects to having a happy life. % Population 2021**

- 78.2% Have good physical and emotional health.
- 65.8% Have a good relationship with your partner and children.
- 50.7% Have a good relationship with friends and family.
- 33% Have professional success and good economic situation.

**Actions to improve emotional well-being. % Population 2021**

- 27.1% Population has changed the routine and habits: sleep more, eat better, physical exercise, etc.
- 15.6% Population carries out activities to improve personally: reading, relaxation exercises, etc.
- 12.9% Population takes any medication or supplement.
- 8.3% Population has gone to a psychologist.

Despite relative satisfaction, the experience of anxiety, depression and stress intensifies.

In 2021, 20.6% of the Spanish population has symptoms compatible with a possible case of depression or, at least, moderate symptoms. 25% show symptoms compatible with an anxiety disorder. 15% present suicidal ideation, a percentage that increases to 25.7% in the Spanish population between 15-25 years. 69.6% of the Spanish population acknowledges having experienced stress to some extent.

<table>
<thead>
<tr>
<th>Main reasons for stress. % Population with stress 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>39.8% Labor difficulties: conciliation, changes at work, etc.</td>
</tr>
<tr>
<td>30.3% Tensions with family or friends.</td>
</tr>
<tr>
<td>26% Fear of getting sick or that someone close would get sick.</td>
</tr>
<tr>
<td>25.5% Economic problems.</td>
</tr>
</tbody>
</table>

In 2019, the main reasons for stress were: money management with 43.8%, followed by family tensions with 36%.

<table>
<thead>
<tr>
<th>Effects caused by stress. % Population with stress 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>52.7% Symptoms such as worry, difficulty concentrating, sleep problems, sadness, etc.</td>
</tr>
<tr>
<td>27% Physical problems such as headache, muscle tension, stomach problems, etc.</td>
</tr>
<tr>
<td>8.9% Feeding difficulties</td>
</tr>
<tr>
<td>5.4% Psychosomatic difficulties such as hair loss, dermatological problems, etc.</td>
</tr>
</tbody>
</table>

Different aspects with repercussions on lifestyle.

91% COUPLE LIFE
Spanish population claims to be satisfied with their relationship as a couple, positioning itself as the third country in Europe that most affirms it.

35% MENTAL HEALTH
Spanish population considers that mental health is the biggest health problem facing their country, being the third European country, most concerned about mental well-being.

15% PHYSICAL ACTIVITY AND EXERCISE
Spanish population declares not to do any type of exercise, being the fourth European country where more citizens do not practice any sport.

47% ECONOMIC RECOVERY
Spanish population believes that the country's economy will take more than three years to recover after the pandemic, being the most pessimistic European population behind Romania.

Source: Ipsos, 14 February 2022 / Ipsos, 8 October 2021 / Ipsos, 6 August 2021 / Ipsos, 5 August 2021.
EDUCATION
In 2021 (Q4), 43.5% of the population have attained a low or relatively low level of education, at most completing the first tier of Secondary Education.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>32.5%</td>
<td>% who completed Higher Education</td>
</tr>
<tr>
<td>14.3%</td>
<td>% who only completed the Second tier of secondary education, including further education guidance.</td>
</tr>
<tr>
<td>28.6%</td>
<td>% who only completed the First tier of Secondary Education or similar.</td>
</tr>
<tr>
<td>10.6%</td>
<td>% who only completed Primary Education. + 4.3% population who did not complete Primary Education.</td>
</tr>
</tbody>
</table>

Distribution of population aged 16+ by level of education attained.

- Illiterate: 1.3%.
- Incomplete primary education: 4.3%.
- Vocationally oriented upper secondary education (includes post-secondary education): 8.4%

In 2021, early school leaving in Spain stood at 13.3%, which represents a decrease of 2.7 points compared to 2020.

- **16.7%** of men leave schooling early, compared to 9.7% of women. The difference of 7 points means that male abandonment is 72% higher than that of women.
- **26.5%** of the foreign population leaves education early, compared to 11.4% of the population with Spanish nationality.
- **14.1%** of young people between the ages of 15 and 29 do not study or work, a figure 3.2 points lower than that of 2020. The percentage for men is higher (14.4%) than for women (13.8%).
- **78.8%** of the population aged 20-24 have attained at least the level of the second stage of Secondary Education, with a clear difference between women (83.7%) and men (74.2%).

The Spanish university population is above the European average.

In 2021, 48.7% of the population in the age group of 25 to 34 years has reached the level of Higher Education, for above the European average of 2020 (40.5%). This indicator exceeds the European objective of completion of higher education set for 2030 in which it is set to be at least 45%.

Access to Higher Education 2020-2021

- **31.5%** net enrollment rate in University Education, which measures the percentage of the population between 18 and 24 years of age that is enrolled in Bachelor's or Master's degrees (2020).
- **48.7%** of the total population in Spain between the ages of 25 and 34 has reached the level of Higher Education, with 54.4% of women and 43.1% of men (2021).
- **29.5%** of foreign population aged 25 to 34 has reached the level of Higher Education, compared to 53% of the Spanish population (2021).

The incidence of bullying decreases during 2020-2021.

In 2020-2021, 15.2% of students in Spain between 9-15 years old believe that there are classmates in their class who are currently being bullied, compared to 34.1% who believed it in 2019.

And 21.8% acknowledge having been able to participate in some situation of bullying or cyberbullying without realizing it.

72.4% 15-year-old students whose parents did not complete the second tier of secondary education.

Reasons and types of bullying

The perception of the reasons for aggression that students between 9-15 years of age have been especially focused on physical appearance (52.5% students) and being different (46.4% students). The main types of bullying are name-calling and teasing, spreading rumors, shoving, and isolation.

24% students between 9-15 years old affirm to know classmates who might have suffered cyberbullying, especially on WhatsApp, Instagram, and Tik-Tok.
In 2020, public expenditure on education increased by +4.1% compared to 2019. This increase is found in expenditure linked to both non-university education (+5.7%) and university education (+2.8%).
SOCIO-ECONOMIC CLASS
Throughout 2021 there has been a progressive decrease in the unemployment rate, standing at 13.3% at the end of the year, 2.8 points less compared to the end of 2020.

The unemployment rate in people under 25 has also decreased during 2021, 9.4 points less compared to the end of 2020.

In 2020 there is a change compared to 2019: the average annual income of the household and people is higher than the average annual expenditure.

The average expenditure per household decreased -10.7%, being the sectors that decreased the most: restaurants and hotels, leisure and culture, transport, clothing and footwear.
On the other hand, food and beverages increased by 6.8% and housing, water, electricity, gas increased by 1.9% (35.6% of total household spending).

NOTE: Income per person is obtained, for each household, by dividing total household income by the number of household members. Income per consumption unit is obtained, for each household, by dividing total household income by the number of consumption units. The distribution of persons is taken.

<table>
<thead>
<tr>
<th></th>
<th>PER HOUSEHOLD</th>
<th>PER PERSON</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average annual income 2020</td>
<td>60,690 €</td>
<td>12,292 €</td>
</tr>
<tr>
<td></td>
<td>+5.1%</td>
<td>+5%</td>
</tr>
<tr>
<td>Average annual expenses 2020</td>
<td>29,996 €</td>
<td>10,848 €</td>
</tr>
<tr>
<td></td>
<td>-10.7%</td>
<td>-10.7%</td>
</tr>
<tr>
<td>Average income of young people aged 16-29 2020</td>
<td>11,031 €</td>
<td></td>
</tr>
</tbody>
</table>

Monthly income is imbalanced.

There is an imbalance in terms of population distribution between those who earn the least and those who earn the most, producing an increase in the proportion in both segments compared to 2019. The monthly income level range with the highest proportion of people is between 3,000-4,999 euros, going from 19.5% in 2019 to 23.5% in 2020.

In 2020, the difference in average income between those who only completed primary education and those who completed higher education is 6,228 euros, minimal reduction compared to 2019.

Furthermore, only those with higher education earn above the national average income.

- Average income for the population who completed primary education or lower: 10,402 €
- Average income for the population who completed the first tier of secondary education: 10,557 €
- Average income for the population who completed the second tier of secondary education: 12,244 €
- Average income for the population who completed higher education: 16,630 €

NOTE: Income per person is obtained, for each household, by dividing total household income by the number of household members. Income per consumption unit is obtained, for each household, by dividing total household income by the number of consumption units. The distribution of persons is taken.

In 2020, 9.5% of the Spanish population, some 4.5 million people, live in severe poverty. In other words, almost half of the poor population lives in severe poverty.

In 2020, the combined income of the richest 10% of the population multiplies by 10.5 that of the poorest 10%.

In 2020, the income of the richest 20% of the population is 5.8 higher than that of the poorest 20%.

In 2020, the richest 10% of the population earn a quarter (23.3%) of the income of the entire population.

Population at risk of poverty and social exclusion.

In 2020, a total of 12,505,534 million people (26.4%) were at risk of poverty and/or social exclusion. Furthermore, this indicator is not homogenous across the population and significant variations between different social groups are observed.

In 2020, 49.1% of households had one adult and one or more dependent children, an increase compared to 2019.

In 2020, 31.9% of households had one person, an increase compared to 2019.

In 2020, the age group with the highest proportion of the population at risk of poverty and exclusion corresponds to those under 16 years of age, but the group whose percentage increases the most is those over 65 years of age, 4.8 points more than in 2019.

The population at risk of poverty is much more prominent in the south.

In 2020, there were nine Communities with a rate of population at risk of poverty above the general average in Spain. And there continues to be a great territorial polarization between North-South of Spain in terms of the proportion of the population at risk of poverty and social exclusion.

- Asturias: 27.7%
- Extremadura: 38.7%
- Andalucía: 35.1%
- Canarias: 36.3%
- Castilla-La Mancha: 29.8%
- Comunidad Valenciana: 29.3%
- Murcia: 29.7%
- Ceuta: 38.8%
- Melilla: 42.4%

Population with severe material deprivation.

Severe material deprivation refers to people living in households that cannot face four or more elements of consumption out of the nine that are considered essential in European territory. It is an expression of severe vulnerability. This level has decreased by 0.7 points in 2019 compared to the previous year, with a total of approximately 2.2 million people in this situation.

- 7% of women suffer from severe material deprivation, compared to 6.9% of men.
- 9.3% of young people between 16-29 years suffer from severe material deprivation, followed by the population under 16 years, at 9.1%.
- 14% of households with one adult and one or more dependent people suffer from severe material deprivation.
- 23.5% of non-European foreigners suffer from severe material deprivation.

There is a high percentage of people who cannot face unforeseen expenses, which gives rise not only to great economic instability but also emotional and social instability.

Furthermore, 45.2% of the population has some kind of difficulty making ends meet, with a reduction of 4.1 points compared to 2019. But within this group there is an increase in the proportion of people who make ends meet «with great difficulty», going from 7.8% in 2019 to 10% in 2020.

DIGITAL EXCLUSION
Widespread use of the Internet.

Undoubtedly, there is widespread access and use of the Internet. But there is a 4.1% of households that lack Internet, stating reasons such as low utility, lack of knowledge and high cost.

- Of people aged 16-74 have used the Internet in the past three months (0.7 points higher than in 2020). This represents a total of 33.1 million people.
- Of people aged 16-74 go online at least once a week. 85.8% go online daily and 82.7% several times a day.
- Of households has Internet access, with 82.9% having a landline broadband connection (fibre, cable...), and 13% having a mobile broadband connection (3G, 4G).
- Of households without Internet access, with reasons such as «Not useful» (77.2%), «Lack of knowledge» (57.4%) and «High costs (26.4%)».

Daily Internet use is increasingly widespread.

In fact, almost the entire population up to the age of 34 uses the Internet at least 5 days a week. **In 2021 there has been an increase in middle age and older people**, although there is a high proportion of people over 65 who do not use the Internet daily.

77.9% of households have at least one desktop or laptop computer.

However, there is a significant digital gap based on the size of location and monthly income. The gap becomes wider as location size decreases. Similarly with income, the gap widens as monthly income decreases, with a 46.4% gap for households with income below 900€.

Great advances have been made throughout 2020 in regard to broadband services, producing progressive improvements in rural areas.

**Broadband coverage with a speed of 30Mbp** reached 95% of the population in 2020 and 90% in rural areas. During 2020, the rural digital divide has been reduced by four percentage points.

In 2020, **fiber optics in the home (FTTH)** reached 84.9% of the Spanish population, almost one million more homes than in 2019, while population coverage in rural areas was 60%.

**Ultrafast broadband networks (100 Mbps)** reached 87.6% of the population in 2020, while rural coverage stood at 63%.

Between 2021 and 2023, **ultra-fast speed coverage (100 Mbps)** will reach 92.7% of the Spanish population and 82.5% in rural areas.

(DIS)ABILITY
Disabled people are those who have been certified as having a level of disability of 33% or more.

In 2019 they amount to 6.9% of the population, going from 3,163,992 in 2018 to 3,257,058 in 2019. The regions with the highest proportion of disabled population (over the total population of each region) are Asturias, Cantabria, Murcia, Ceuta and Melilla.

**Distribution**

- **0.9%** AGED 7 or less
- **4%** AGED 7-17
- **6.9%** AGED 18-34
- **42.7%** AGED 35-64
- **27.1%** AGED 65-79
- **18.3%** AGED 80+

In 2020, the largest proportions of disabled people based on type are found in osteoarticular disorders, mental disabilities and chronic illnesses.

The largest volume of disabled people is found in people between 35-64 years old with osteoarticular disability (357,305), followed by people between 35-64 years old with mental disability (295,773).

Employment and disabled people in 2020.

In 2020, there were 1,933,400 disabled people of working age (aged 16-64). This amounts to 6.3% of the total population of working age.

Within the working-age population, 663,900 were active, an increase of 4% compared to 2019. The disabled working population amounted to 516,300 people.

89.6% of disabled people who were employed did so as waged workers, and self-employed 10.3%. 81% of those employed did so in the services sector and 75% worked full time.

Their unemployment rate decreased by 1.7 points in 2020, amounting to 22.2%: this is about 7 points higher than the unemployment rate of non-disabled people.

Disabled population at risk of poverty and social exclusion.

The evolution of the disabled population at risk of poverty and social exclusion follows an upward trend. But there are relevant nuances. In 2020, while the proportion of men with disabilities decreases, in the case of women there is an increase of 3.7 points compared to 2019. While the proportion of people with disabilities between 18-64 years of age decreases, in the case of disabled people over 65 years of age there is an increase of 5.4 points compared to 2019.

Disabled population and severe material deprivation.

Disabled people are much more likely to suffer severe material deprivation than the non-disabled people. In addition, in 2020 there has been a growth of 2.1 points compared to 2019. Likewise, there has been an increase in the proportion of men and women with disabilities, as well as in the population between 18-64 years of age and those over 65 years of age.

% DISABLED POPULATION AGED 16+ WITH SEVERE MATERIAL DISABLED

- **2020**: 9.6%
- **2019**: 7.5%
- **2018**: 8.4%
- **2017**: 7.6%

RISK OF POVERTY PER GENDER 2020

- **Male**: 10.5%
- **Female**: 8.9%

RISK OF POVERTY BY AGE 2020

- **AGED 18-64**: 13%
- **AGED +65**: 5%
Nearly half the disabled population cannot face unforeseen expenses, suffering economic, emotional and social instability as a result.

In addition, in 2020 there is a significant increase in the disabled population that cannot afford to pay expenses related to housing or mortgage payments, going from 8.5% in 2019 to 14.3% in 2020.

- **29.7%**
  - Disabled people who experience some difficulty or much difficulty to make ends meet.

- **45.8%**
  - Disabled people living in households who cannot face unforeseen expenses.

- **14.3%**
  - Disabled people living in households who cannot face the payment of expenses related to housing or mortgages.

PECULIARITIES & OUTLIERS
Number of companies by size in December 2021.

<table>
<thead>
<tr>
<th>Category</th>
<th>Total Number</th>
<th>Annual Variation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Companies without waged workers</td>
<td>1,610,995</td>
<td>+0.58%</td>
</tr>
<tr>
<td>Micro-enterprises 1-9 waged workers</td>
<td>1,143,857</td>
<td>+2.20%</td>
</tr>
<tr>
<td>Companies with 10-49 waged workers</td>
<td>158,477</td>
<td>+7.19%</td>
</tr>
<tr>
<td>Companies with 50-249 waged workers</td>
<td>25,062</td>
<td>+5-15%</td>
</tr>
<tr>
<td>Companies with 250+ waged workers</td>
<td>4,994</td>
<td>5%</td>
</tr>
</tbody>
</table>

TOTAL: 2,943,385

Decrease in the number of cash machines, but cash withdrawal operations increase. There is a large increase in purchase operations through AT Payment Terminals.

<table>
<thead>
<tr>
<th>Source: Bank of Spain, 2021.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NUMBER OF CASH MACHINES</strong></td>
</tr>
<tr>
<td>47,639</td>
</tr>
<tr>
<td>-3.72%</td>
</tr>
<tr>
<td>YEAR-ON-YEAR VARIATION</td>
</tr>
</tbody>
</table>
In 2021, 3.45% of the Spanish population and 54.6% of Spanish municipalities do not have access to a bank branch.
Thank You

Karina Sanmartin
Curation Practice Lead at Ipsos UU Spain

Eva Lopez
Client Manager Director at Ipsos Creative Excellence Spain

Ipsos, 2022.