COUNTRY FICHE: SPAIN

PES NAME: The National Public Employment Service (SEPE)

Basic organisational model

Type of organisation/relation to government

Autonomous organisation under the Ministry of Labour and Immigration, through the Secretary of State for Employment. It has its own independent legal status within the National Civil Service, full capacity to act to fulfil its duties, its own capital assets and liquid assets and management autonomy.

Structure and organisational levels

- Central structure: General Council, Central Executive Committee, Directorate General.
- Peripheral structures: Provincial Directorates and Benefits Offices.

Management structures and the role of social partners

- Management: the management of the public employment services is decentralised, with the exception of the autonomous cities of Ceuta and Melilla. SEPE must promote the development of the National Employment System in cooperation with the Autonomous Communities' public employment services, paying special attention to coordinating active employment policies.
- Supervision: an Audit Office is assigned to the Directorate General by the Comptroller and Auditor General of the National Civil Service.
- Social partners: SEPE consults with social partners on the Annual Work Programme of the National Employment System and on plans for implementing the European Employment Strategy, guaranteeing joint evaluation and monitoring.

Financing model

PES financing by source, Euro (million)

	Expenditure (EUR million)						Change 2010-2011 (%)		
	2010			2011 (forecast)					
Source of funding (%)	Total Budget	Operating costs	ALMP	Total Budget	Operating costs	ALMP	Total Budget	Operating costs	ALMP
Total	37.716,6 (100%)	495,4 (100%)	37.221,2 (100%)	37.947,7 (100%)	450,8 (100%)	37.496,9 (100%)	1%	-10%	1%
Social security contributions									
Government and other public funding	37.716,6 (100%)	495,4 (100%)	37.221,2 (100%)	37.947,7 (100%)	450,8 (100%)	37.496,9 (100%)			
ESF									
Other EU Funding									
EURES									
PES own revenues									
Other									

Note: Government and other public funding include benefits for the unemployed, in 2010: EUR 30.645,79 million and in 2011: EUR 30.140,29 million. Also, a portion of the General State Budget is transferred to Autonomous Communities, in 2010 EUR 3.068,7 million, in 2011 EUR 3.101,2 million.

Human resources

PES human resources. Date of observation: N/A

	Number of staff	% directly servicing clients
Total	**9.371**	66%
Head office	635	
Regional offices	2.554	
Local offices	6.156	100%
Others	26	

Note: There are in total 6.156 employees (all those working in local offices) directly servicing clients

Integration of employment services and benefit payments

Unemployment and related benefits:

- SEPE is responsible for managing and paying out unemployment benefits. Unemployment benefit recipients in Spain must be registered as jobseekers, actively look for employment, accept suitable job offers and appear when asked to in advance, before the public employment services or placement agencies when they are carrying out activities in the area of cooperation with jobseekers. Placement and other employment services for jobseekers and employers are managed by the Autonomous Communities' Public Employment Services (17 in total), which also cooperate with private agencies and other external providers.

Other social benefits:

- SEPE is also responsible for the management and payment of non-contributory welfare benefits (active inclusion allowance, allowance for casual agricultural workers).

Clients/Customers

Jobseekers. Date of observation: January 2011

Jobseeker client groups	Number	%
Total		
Unemployed	4.231.003	75%
Not unemployed	1.406.091	25%
Employed	698.782	12%
With limited availability	164.112	3%
With an employment relationship	248.716	4%
Other	294.481	5%

Breakdowns typically used for monitoring purposes are: gender; age; duration of unemployment; disability; ethnicity; level of education; occupation; economic sector.

Employers

Though powers in this area have been transferred to the Autonomous Communities, SEPE states that employers are classified through different categories: sector of activity, size, type of support required, number of notified vacancies and the willingness to participate in ALMPs.

Types and methods of service provision

Services for jobseekers

- Individual counselling (profiling, vocational guidance and orientation);
- Skills and capacity testing;
- Personal employment and training plans (also mixed employment-occupational vocational training);
- Group activities/job clubs;
- Specialised services for specific target groups;

- Self-services (information on available opportunities for employment, self-employment or training through the use of web-based tools).

All these services (except self-services) are offered to all jobseekers by public or private employment services and non-profit organisations.

Services for employers

- Processing national and international job offers;
- Preselecting and selecting candidates;
- Information on regulations and types of contracts and measures to promote employment;
- Advice on paperwork and procedures;
- Information on the job market.

The above services are offered by the public employment services to all employers who wish to hire registered unemployed workers.

Job vacancies and market share

Collecting information on job vacancies

Employers in Spain are under no obligation to inform the public employment service of their vacancies. In general, then, employers volunteer their offers. Exploratory visits and telephone contacts are made.

Vacancies and referrals

Information on vacancies and referrals cannot be provided since powers in this area have been transferred to the Autonomous Communities.

Matching of supply and demand

Information on matching of supply and demand cannot be provided since powers in this area have been transferred to the Autonomous Communities.

Market share

Information on market share cannot be provided since powers in this area have been transferred to the Autonomous Communities.

Active labour market policies

LMP Services

Name of service	Brief description	Delivery
Professional information services.		
Vocational guidance.		
Experimental labour market entry programmes.		
Administration of active measures. Administration of benefits.		

LMP Measures

Name of measure	Category	Brief description	Delivery
Vocational training in sectors with a risk of job loss.	2		
Incentives for training contracts.	2		
National Training and Professional Insertion Plan.	2		
Workplace training. Mixed employment/ training programme (Workshop Schools, Craft Centres and Employment Workshops)	2		
Job rotation. Interim contracts with allowances.	3		
Incentives for permanent contracts.	4		
Incentives for temporary contracts.	4		
Employment with support for the handicapped in Special Employment Centres and ordinary companies.	5		
Direct job creation.	6		
Capitalisation of unemployment benefits.	7		
Promoting self-employment and local development.	7		
Incentives for social contributions. Setting up as self-employed and companies in the social economy.	7		
Promoting employment in cooperatives (support for creating and maintaining jobs).	7		

Cooperation/partnership

Cooperation programmes are in existence with local councils or bodies linked to a local civil service department that hire unemployed workers to carry out construction work or perform qualified services of general and social interest. Grants and allowances are available to hire unemployed workers to carry out building work and services of general and social interest in the area of cooperating with organisations within the National Civil Service, its autonomous organisations, the Autonomous Communities, universities and non-profit institutions. The following bodies are qualified to operate in the area of vocational training:

- Civil Service departments, through their own centres or under agreements with public bodies or companies;
- Employers' organisations and trade unions;
- Companies that implement training actions for their workers or for the unemployed with an undertaking to hire them, that can do so with their own resources;
- Privately owned vocational training centres and public or private training centres with accreditation from the relevant civil service departments or registered in the Register set up by the competent civil service department.

Evaluation

The evaluation of LMP programmes is made at regional level, therefore several different methods are carried out to this purpose.

Management logic and performance measurement

Planning process

As mentioned above, the responsibility for employment services has been transferred to the Autonomous Communities, except for the autonomous cities of Ceuta and Melilla. The Sectoral Conference on Labour Affairs is the general instrument for cooperation, coordination and collaboration between the national civil service and the civil services of the Autonomous Communities and the cities of Ceuta and Melilla on employment policy and, in particular, the drawing up of the plans for implementing the European Employment Strategy. Within the Sectoral Conference on Labour Affairs, in particular, the topics related to the National Employment System that most directly affect the civil service are discussed in the Technical Committee on

Labour of the Directors General of the Public Employment Services.

Types of objectives and targets

SEPE reports the use of types of objectives and targets (i.e. increase in the number of filled vacancies, reduce unemployment, etc.), but as the powers in this area have been transferred to the Regions it is difficult to gather detailed information.

Monitoring

Monitoring systems are commonly used in Spain, but those competences have been transferred to the Regions so there is no common pattern.

Lean management

N/A