



Facts and Working conditions at the Spanish National Public Employment Service (SEPE)

SEPE Madrid Head Office
www.fspugt.es/sectores/age
jesus.internacional@fspugt.eu

What?



The **Servicio Público de Empleo Estatal (SEPE)**, is an entity from the Ministry of Employment and Social Security in charged of developing and implementing employment policies, and register contracts.

...**But** mostly to manage unemployment benefits and inform about job possibilities
(Rest of the things are done by the Autonomous Regions).

759 offices in Spain



Servicio Público de Empleo Estatal (SEPE)
7584 steady workers –statutaries, contracted-
1746 temporary workers.

TOTAL OF 9.330 workers

...BUT According to trade unions, minimum of 10500 (aprox. **17%** more than now) , but if unemployment over 15%, more are needed (**Spain 26% unemployment rate**).



Servicio Público de Empleo Estatal (SEPE)

DOES NOT have specific programs for youth (Autonomous regions do)

Due to the high unemployment rate, one of the services with more users. BUT has not hired new people (1-10 reposition rate) and is losing workers to other services and units within the NEA.

After austerity cuts, -27% salary and Social BONUS!

Extra salary (productivity. 3% salary) is lower than in other services, unequally distributed (statutaries more than contracted workers –who do not have it regulated). Unions claim for a raise meaning 8%.

Unions are pressing for an extra for all those contracted attending people (statutaries do have it), but no success until now.



Servicio Público de Empleo Estatal (SEPE) TRAINING

Austerity = **training has been cut**. Few programs, few possibilities. Few specific training. No adequate training for the workers

No training means no promotion! No expectations of developing my career.

Highly unsatisfactory!!



Servicio Público de Empleo Estatal (SEPE)
WORKING CONDITIONS (1)

More work than ever, fewer workers than ever. Few minutes per citizen! (and fewer, and fewer)

Alarming third-part violence (Insurance for workers!)

More working hours, less days of holidays, less salary, obliged to show up at work despite of being sick



Servicio Público de Empleo Estatal (SEPE) WORKING CONDITIONS (2)

In many cases, offices are not in the best conditions (no heating/air condition, no space, old machines or furnitures...) and in others they even do not comply with legal minimum standards.

Although accessible for users (good network of offices), no adequate for them (waiting halls??)



Servicio Público de Empleo Estatal (**SEPE**)

EQUALITY:

Although mostly women, high positions are mostly covered by men.

No specific equality plan

Working/Personal life balance difficult or impossible.





WHAT WOULD I DO TO IMPROVE THE Servicio Público de Empleo Estatal (SEPE)

We need more people to give a better service to more and more citizens.

Improve the conditions of the offices (both for workers and users)

Improve the time and quality given to the users.

Improve my skills by better training

Improve my working conditions