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The Future of the World of Work After COVID-19

PES measures to tackle Covid-19 effects in the Spanish labour market



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SPANISH EMPLOYMENT SYSTEM



SEPE + 17 REGIONAL PES

National PES: SEPE

- Employment policy coordination
- Income support schemes
- Spanish representative at International level

Regional PES: e.g. SOIB

- Regional and local employment policies
- ALMPs, job search assistance and matching

One stop shop criteria:

- Both levels share local employment offices -711-



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DE ESPAÑA

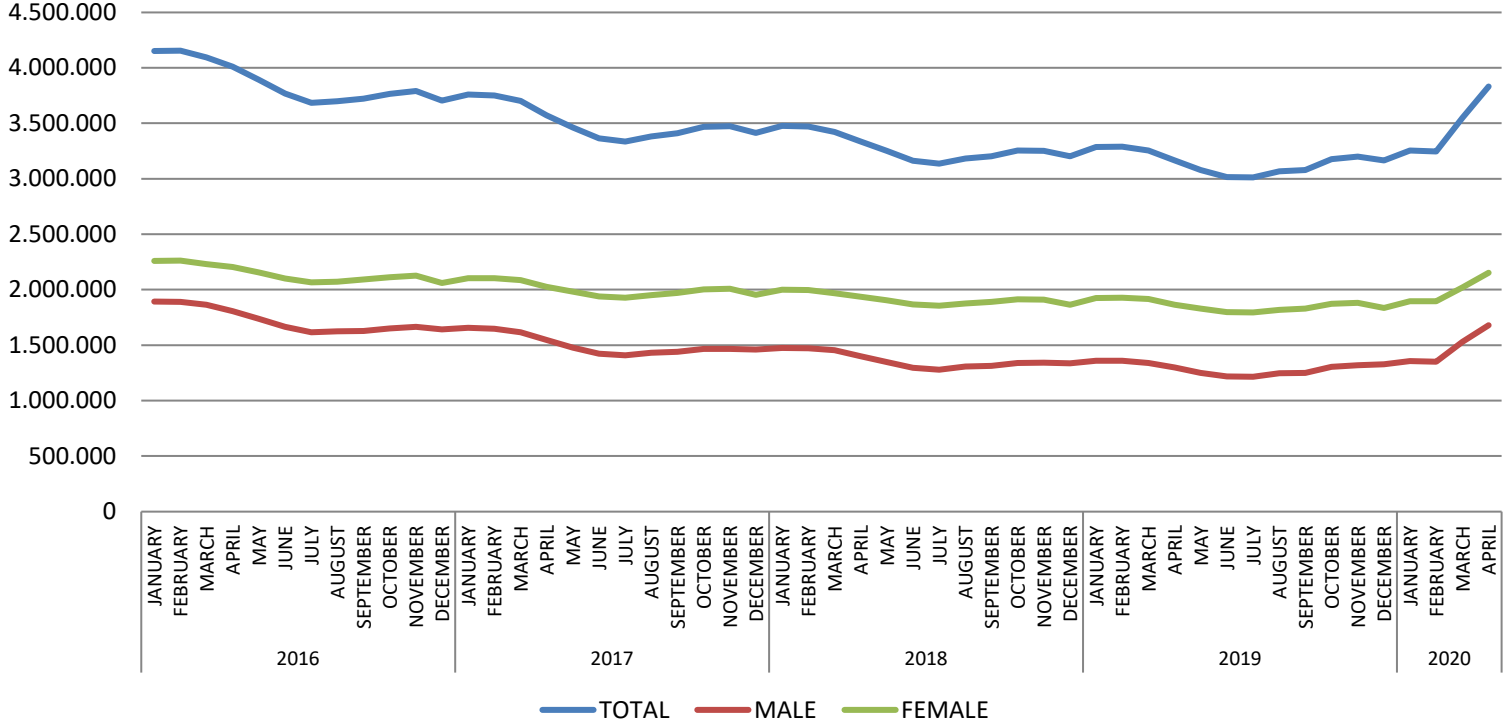
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COVID19 EFFECTS IN SPANISH LABOUR MARKET

PES Registered unemployed



KEY MESSAGES

- Labour market shock
- Hiring collapses
- Unemployment rises
- Greater effect on specific groups
- Different effect for economic activities



SPANISH POLICY RESPONSES

PREVENTING FROM DISMISSALS

REGISTERING UNEMPLOYED

IMPROVING UNEMPLOYMENT COVERAGE

ACTIVE LABOUR MARKET POLICIES CHALLENGES

NEW PES STRATEGY



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SPANISH POLICY RESPONSES

PREVENTING FROM DISMISSALS

- Employment protection regulation more flexible to improve coverage for workers and avoid dismissals through STW schemes.
- Faster processing of temporary redundancy procedures (ERTEs), both for force majeure and economic, technical, organizational or production reasons; Business, own workers and social economy enterprises.
- Suspension of duration calculation in temporary contracts including training schemes to ensure that contracts will achieve all intended effects in terms of service provision



SPANISH POLICY RESPONSES

•REGISTERING UNEMPLOYED

- Easy registration of jobseeker to access to unemployment benefits and other policies.
- Unemployed do not need to register in person at the offices.
- Jobseekers do not have to renew registration while COVID confinement measures continues
- Massive use of online and telephone channels.



SPANISH POLICY RESPONSES

IMPROVING UNEMPLOYMENT COVERAGE

- Quick access to unemployment benefits; specific procedures for companies, online and phone access.
- Suspensions of deadlines to apply for entitlements while COVID measures continue.
- Extraordinary allowances and benefits for self-employed, cultural industries social cares and domestic staff
- Compatibility of unemployment benefits with agricultural work to encourage labour supply shift to primary sector.



SPANISH POLICY RESPONSES

ACTIVE LABOUR MARKET POLICIES CHALLENGES

• **Measures in VET**

- Increasing use of online and virtual platforms and effort to continue remotely.
- Flexible training due suspension of face to face activities: extensions or training breaks

• **Measures in Public employment programmes**

- More flexible and intended to cover labour shortages affected by COVID19 or other general activities.
- New regional programming to boost labour demand through municipalities after COVID19 crisis.

• **Measures in jobseekers services and relation with employers**

- Promotion of employer services through online channels; digital recruitment and more cooperation with private employment services and other stakeholders.
- Online counseling and focus on shortage occupations such as health care services, social cares and agricultural activities.

• **Measures in entrepreneurship and social economy**

- Technical assistance and financial support to keep alive microenterprises



SPANISH POLICY RESPONSES

NEW PES STRATEGY

- Overall adaptation of PES operational models to current situation; scaling down less essential services, staff reallocation and securing IT systems.
- More cooperation among national and regional PES
- PES Preparedness for the post COVID19 labour market and economy
 - Redesign of National Employment Plan and fundraising
 - Keep the focus on the most vulnerable workers
 - Youth: [Action plan for youth employment](#)
 - Long Term Unemployment: [Action plan for LTU](#)



Thank you very much
Francisco Caparros





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Questions & Answers

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