



A UNIT DEDICATED TO ANALYSING THE LABOUR MARKET IN SPAIN AND INFORMING ALL RELEVANT STAKEHOLDERS IN THE DECISION-MAKING PROCESSES.

SEPE Employment Observatory

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SPAIN

The SEPE Employment Observatory is an information resource created by the Spanish PES at the national level. The situation, trends and training needs of the labour market in the different geographical areas of Spain (state, regional, provincial and municipal) are analysed and the knowledge is enhanced to inform government authorities, public administrations, social partners, institutions and citizens.

Name of the PES

SEPE (Servicio Público de Empleo Estatal), the Spanish PES at the national level.

Scope of measure
(a pilot project or a national reform)

National.

When was the practice implemented?
(including start and end date for pilot projects)

The practice started in 1989 and is planned to be continued.

What was the driver for introducing the practice? Was it internal or external?

The SEPE Employment Observatory was started in 1989 as a survey unit although it was not covered by legislation until 2003. Since then, various legislative decrees and a specific law on the SEPE Employment Observatory were passed.

Which organisation was involved in its implementation?

The SEPE is responsible for the implementation of the Employment Observatory. A specific Division at the Sub-Directorate General for Information and Statistics is in charge of the Employment Observatory which acts as a central structure that manages, organises, plans and adapts the work in collaboration with a network of experts from the SEPE's 52 provincial offices.

Which groups were targeted by the practice?

The information offered by the SEPE Employment Observatory can be used by:

- ▶ vocational and educational guidance officers
- ▶ employment officers and training providers
- ▶ recruitment managers from businesses
- ▶ employment managers
- ▶ university researchers and labour market analysts
- ▶ social partners
- ▶ citizens.

Information is analysed by geographical area and by specific target group (young people, 45+ years of age, women, people with disabilities, foreign nationals).

What were the practice's main objectives?

1. Generating and providing information on relevant developments in the economy and the labour market.
2. Contributing to the development of employment policies and programmes.
3. Assisting vocational guidance.
4. Adapting training curricula and offer to workers' needs and employers' requirements.

These objectives aim to better integrate the domestic labour force and to improve human capital.

<p>What activities were carried out?</p>	<p>Activities include analysis, dissemination of analytical results and evaluation.</p> <ul style="list-style-type: none"> ▶ Analysis covers (1) labour market conditions and developments (in the different territorial areas and for specified target groups), (2) short- and medium-term trends and prospects for jobs, economic activities and professions, geographic mobility of worker recruitment and job offers / take-up of job offers, and (3) worker's training needs and the professional requirements demanded by employers. Both internal and external sources are used and quantitative as well as qualitative data (e.g. interviews with labour market experts and other stakeholders, analysis of employment portals) are analysed and various types of reports are generated. ▶ Dissemination: information is distributed via a wide array of channels (e.g. publications, social media, conferences etc.) and linked to other information tools and applications, such as the employment portal "EMPLÉATE" with reference to training needs. ▶ Evaluation: evaluation refers to surveys among users on general topics and suggestions to improve the observatory.
<p>What resources and other relevant organisational aspects were involved?</p>	<p>The Occupations Observatory is a research unit attached to the SEPE's General Sub-Directorate for Statistics and Information. It has a regional network of technicians, which reports to each Provincial Directorate, but globally to the General Directorate.</p>
<p>What were the source(s) of funding?</p>	<p>Budget of the SEPE.</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p>The SEPE Employment Observatory publishes various types of reports including:</p> <ol style="list-style-type: none"> 1. Reports on labour market conditions and developments at the regional level; 2. "Job Vacancy Profiles" offering a classification of jobs and their working conditions and of specific skills required to serve as a reference point for people looking for work, for employment officers and for the programming of training provisions; 3. "Yearly Sectoral Foresight Studies" offering details on the employment and training situation in each sector; and 4. A "Report on Foresight and Identification of Training Needs", providing an overview of the labour market and its trends, the occupations with better employment prospects and the training needs for these occupations. It also offers recommendations for the programming of training provisions.
<p>What outcomes have been identified?</p>	<p>Reports by the Occupations Observatory cover regional and sectoral scopes and groups with labour market integration difficulties. It is the only information resource at the national, regional and provincial levels to be carried out in a unified, homogeneous, cross-sectional and comparative way.</p>
<p>What are the lessons learnt and success factors?</p>	<p>Success depends on several essential aspects:</p> <ul style="list-style-type: none"> ▶ The Occupations Observatory works following a strategic planning system linked to a continuous improvement process using the PDCA-cycle to speed up processes and improve the quality of products. ▶ For each research line, specific teams are set up with technicians from the provincial network and support from the central unit. The methodology is implemented by the entire provincial network to achieve comparable results. ▶ Know-how from the provincial levels on the economic, employment and social situation is used to prepare relevant and coherent surveys. ▶ The research topics and studies are not fixed but aligned with the current needs of a changing labour market.



Contact details for further information

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