

PLAN REINCORPORA-T

2019-2021



Triennial Plan for Preventing
and Reducing Long-Term Unemployment



GOBIERNO
DE ESPAÑA

MINISTERIO
DE TRABAJO, MIGRACIONES
Y SEGURIDAD SOCIAL

SERVICIO PÚBLICO
DE EMPLEO ESTATAL

SEPE

What it is

- 1 The REINCORPORA-T PLAN (Get-Yourself-Back-to-Work Plan) is an Integrated Employment Plan over three years: **2019-2021**.
- 2 The aim is to substantially **reduce** LTU **and prevent** unemployed people from ending up in it.
- 3 It is **aimed at LTU groups and people who are particularly vulnerable in employment**, in order to facilitate their prompt return to the labour market.



Framework for Action

It falls within the framework of the UN's "2030 Agenda Sustainable Development Goals"

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|----------------|---|
| Goal 1 | End poverty. |
| Goal 4 | Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. |
| Goal 5 | Achieve gender equality and empower all women and girls. |
| Goal 8 | Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. |
| Goal 10 | Reduce inequality. |



Target Population

Actions aimed at:

- Bringing into the labour market LTU people aged 30 and over who have been unemployed for 12 months or more in the last 18 months.

Preventive actions on:

- People over 45 who have lost their jobs.
- People made redundant in company restructuring processes.
- People with disabilities and women who are victims of gender violence.
- Vulnerable population in low-income households.
- Employed workers who do not reach the NMW (National Minimum Wage) threshold.
- People in domestic work and working as non-professional carers of dependent persons.
- People unemployed for 9 months in the last 18 months registered in the Special Farming Category.

Measures to make it possible

1 Coordination between active labour market policies and economic protection against unemployment, to facilitate active search

- Approval of the new NMW for 2019.
- Restoration of the benefit for over-52s.
- Study for the new formula for unemployment protection assistance.
- Restoration of social security contributions for non-professional carers of dependent persons.



Measures to make it possible

- 2 **Strengthen PES and encourage public-private partnerships in labour intermediation and the development of active employment policies**
 - **Commitment to strengthening human resources in the PES**, with specialists in Reception, Guidance and Prospecting.
 - **Promote the right to an Outside Re-employment Plan for all workers voluntarily or forcibly dismissed from their company** as a consequence of a collective redundancy plan.
 - **Promote the role of temporary employment agencies** which contribute to improving the employability of the groups hired through them by providing appropriate training and prevention guarantees.



Quantitative targets 2019-2021

- 1 Reduce the Long-Term Unemployment Rate by 2.5%:** from 6.8% in 2018 to 4.3% in 2021.
- 2 Serve 600,000 LTU people** and achieve employment or self-employment for at least one year.
- 3 Reduce the number of LTU people by 422,100:** from 1,272,100 to 850,000, and increase the active population by 631,200 people..
- 4 Reduce by half the gender gap** between women and men in LTU: from 11.6% to 5.8%.
- 5 Reduce by 9% the difference in LTU between age groups** 30-44 and over 45: from 44% to 35%.
- 6 Reduce by 12% the difference between LTU job seekers** in the 12-23 months group and those in 24 months and more: from 32% to 20%.

Axes of action, objectives and measures

Axis	Objectives	Measures
1 Guidance	3	16 (1 to 16)
2 Training	2	7 (17 to 23)
3 Employment opportunities	4	23 (24 to 46)
4 Equal opportunities in access to employment	-	3 (47 to 49)
5 Entrepreneurship	-	6 (50 to 55)
6 Improve the institutional framework	-	8 (56 to 63)





Guidance

- 1 Promote registration and continuity of LTU people in the Employment System.**
- 2 Ensure individual and personalised attention for LTU people** through specialisation of the PES Reception, Guidance and Prospecting Teams, and setting up the figure of the “**primary counsellor**”.
- 3 Coordinate collaboration between the PES and social services in the Regions, setting up “single points for assistance”**, within the framework of the “Common Portfolio of Services of the National Employment System”.
- 4 Make collaboration agreements with: Local bodies, tertiary sector, social and solidarity economy networks, and entities collaborating with the PES**, following the terms and activities given in the Employment Law for public-private collaboration.

Training

- 1 **To coordinate a “system of lifelong learning”** throughout a person’s working life in order to cope with the continuous process of change and transformation.
- 2 **Support vocational training in rural areas, especially for women**, facilitating training with a professional aptitude certificate and making the requirements for setting up training centres more flexible. .
- 3 **Promote training with commitment to hire** TU people through agreements with companies.
- 4 **Strengthen the information and guidance services of the “Professional Aptitude Certification System”** to facilitate the professional retraining of LTU people, improve their employability and reduce unemployment durations.
- 5 **Promote:**
 - **Training in key skills**, included in the “Catalogue of Training Specialisms”.
 - **Training in digital skills**, to respond to the new needs arising from technological, digital and production change processes.
 - **Training for qualification in priority sectors and public interest sectors**, such as environmental sustainability and energy transition linked to measures to combat climate change, agricultural qualification, forestry and rural employment, and in the field of care, personal assistance, community and dependence services. .

Opportunities to employment

- 1 Promote effective equality between women and men and equal treatment** in actions aimed at encouraging recruitment, job creation and holding quality jobs for LTU people and groups particularly vulnerable in employment.
- 2 Promote the implementation of depersonalised recruitment processes** through the use of **anonymous or blind CVs**, in order to promote awareness in businesses and to avoid barriers due to discrimination based on gender, ethnicity, age or status.
- 3 Monitor the causes of temporary and part-time contracts, and encourage employers to hire LTU people** registered with public employment offices on a permanent and stable basis.



Opportunities to employment

- 4** Devise a system to generate added value, by increasing training credit linked to corporate social responsibility for companies that hire workers who have been LTU and maintain stable recruitment levels above the legal minimum.
- 5** Take into account geographic and sectoral priorities and those for groups most vulnerable in employment. Devise actions to promote good practices in public procurement, requiring the inclusion of social, environmental and fair trade considerations in government purchasing and contracts as part of “Responsible Public Procurement”.
- 6** Monitor and evaluate compliance with the Public Sector Contracts Law in terms of recruitment and employment conditions for people with disabilities at all levels of government, increasing the number of reserved posts in government and in the institutional public sector.
- 7** Promotion of contracts reserved for social initiative Special Employment Centres and for Regulated Insertion Companies.

Opportunities to employment

- 8 Promote decent work in the field of domestic employment in accordance with Convention 189 of the International Labour Organisation (ILO) and Recommendation 201** which provide the normative basis for improving the working and living conditions of people employed in this work. The National Institute for Occupational Safety and Hygiene (INSHT) will draw up a “**Practical Guide for Identifying and Evaluating Occupational Hazards in the Family Home**”. The PES will promote specific actions in **collaboration with Workplace Inspection and Social Security (ITSS)** to monitor domestic employment, to ensure decent work and the protection of LTU people in these occupations.
- 9 Promote the qualification and skills accreditation for non-professional carers of dependent persons**, promoting professional training for this group, to improve care provision and services now and facilitate professional continuity for this group in the personal care activity sector in the future.





Equal opportunities in access to employment

- 1 Support the role of women in rural areas.** Facilitating training with a certificate of professionalism, promoting a specific program for the acquisition of digital competences, and making the logistics of teaching courses more flexible. All of it in cooperation with the Autonomous Communities and Local Authorities. In addition, promoting access to aid for the incorporation of women to agricultural and artisan activities from the perspective of entrepreneurship.
- 2 Avoid the negative impact of gender in the field of domestic work and caring for people.** Promoting actions in collaboration with the Social Security System, monitoring of domestic employment to ensure decent work and the protection of people and, particularly, of the LTUs that join these occupations.
- 3 Establish individualized guidance and support actions for women with social vulnerability factors and labor insertion difficulties.** Addressing the coordination between the reference counselor and the technicians of the social services. Collaborate with the Social Security System to guarantee the quality and maintenance of the employment of these women and, singularly, of the LTU.

Entrepreneurship

- 1 Leverage the broad professional experience of many LTU people aged over 45,** to guide them in accessing a new occupation through entrepreneurship.
- 2 Foster an entrepreneurial culture** through assistance, information and advisory services, promoting institutional support measures and by **teams of specialised guidance counsellors** to carry out actions in collaboration with social economy, self-employment and local government organisations.
- 3 The PES will promote entrepreneurship at the local level** so that resources invested are reinvested to the benefit the community, contributing to making the local economy more dynamic, to generate employment and retain population in the rural environment.



Improving the institutional framework

- 1 Address the modernisation of PES organisational structures and care and benefits arrangements, involving social partners and in partnership with those working in the field of employment.**
- 2 Reinforce institutional cooperation**, at national and regional government levels, especially with social services and in rural areas.
- 3 Promote collaboration agreements with the ITSS** (Workplace Inspection and Social Security) to ensure correct application of the measures of this PLAN. And request that its “**Integrated Programme of Objectives**” include a planned action to avoid illegal use of part-time contracts for the most employment-vulnerable workers and especially for LTU people.
- 4 Run a “Survey of Employment Pathways of People in LTU”** with the aim of making a detailed diagnosis that can be the basis for proposals for improving this PLAN.
- 5 Hold a “Good Practice Workshop”** on LTU people’s successful experiences in re-entering the labour market.

Planning, evaluation and Monitoring Committee

- 1** The social partners will be involved in planning and evaluating the **REINCORPORA-T PLAN**. An action plan linked to the “**Annual Employment Policy Plan**” (**PAPE**) will be devised and its implementation monitored on a quarterly basis.
- 2** A **REINCORPORA-T PLAN Monitoring Committee** will be set up. It will have the resources and tools necessary to monitor the level of execution and fulfilment of the objectives, the expected measures and the results achieved and their repercussion on the LTU.
- 3** The **Monitoring Committee** will be made up of representatives of **Ministry of Labour, Migration and Social Security (MITRAMISS)**, the **SNE**, social partners and other entities such as **Spanish Federation of Municipalities and Provinces (FEMP)**, **Ministry of Health, Consumption and Social Welfare**, and the **Institute for Women and Equal Opportunities**.



Budgetary impact

- **The REINCORPORA-T PLAN will be allocated €4000 million**, of which €781.2 million will come from the 2019 budget.
- The 2020 and 2021 budgets will allocate the amounts necessary to reach the total sum committed.
- 1,309 million euros of the total allocation of 4,000 €, correspond to measures included in the scope of active labour market policies, while the remaining 2,691 million euros are for measures that are not strictly considered labour market policies.



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2019-2021