



PUBLIC EMPLOYMENT IN SPAIN

THE REGIONAL STATE



Data for all Public Administrations as at 1st January 2011

▶ Population (Municipal Register, National Statistics Institute I-1-2011)

■ Number of inhabitants:		47,150,819
▪ Men:	23,267,464	49.3%
▪ Women:	23,883,355	50.7%

▶ Labour Market (EPA First Quarter 2011) (in Thousands)

■ Working Population		23,061.8
■ Employed Population		18,151.7
■ Wage-Earning Population		15,120.8

Source: RCP (1st January 2011) (in Thousands)

■ Public Employees:		2,683.3
▪ Women:	1,417.5	52.8%
▪ Men:	1,265.8	47.2%

▶ Evolution of Public Employees (2001-2011)

Year	2001	2003	2005	2007	2009	2011
Number (in Thousands)	2,243	2,330	2,387	2,512	2,637	2,683
Increase (%)	—	3.9	2.4	5.2	5.0	1.7

1. CIVIL SERVICE IN SPAIN DATA BROKEN DOWN BY PUBLIC ADMINISTRATION

The Spanish State is territorially organised into 17 Autonomous Communities, the Cities with autonomous status of Ceuta and Melilla, and over 8,116 municipalities. From a highly centralised State, it has become one of the most politically and administratively decentralised states in Europe.

To address the needs of 47.1 million inhabitants, Spain has 2.6 million civil servants. Their distribution (in thousands) is shown in the following table:

	1983	2011
Central State Administration	1,357 (80%)	536 (21.2%)
Autonomous Communities	107 (6%)	1,342 (53.2%)
Local Governments	232 (14%)	647 (25.6%)
TOTAL ⁽¹⁾	1,696 (100%)	2,525 (100%)

⁽¹⁾ The total number of civil servants in 2011 does not include State-Owned Businesses, State Organizations under a Special System, Universities and National Heritage. If these were taken into account, the total number of personnel would reach 2,683.

The Central State Administration has become the smallest of the three Public Administration levels in terms of number of employees.

2. COMPARISON OF CIVIL SERVANTS BY SECTOR IN AUTONOMOUS COMMUNITIES (ACs) AND THE CENTRAL STATE ADMINISTRATION (CSA)

By Area of Activity

	ACs	CSA ^(*)
Ministries and/or Ministry Departments and their Regional Bodies	243,212	129,844
Non-University Education	543,037	7,594
Public Health Institutions	492,000	2,905
Police Forces	25,688	143,994
Judiciary	38,348	24,098
TOTAL	1,342,285	308,435

^(*) For comparison purposes, staff belonging to the Social Security (29.9); State-Owned Businesses (56.7); Tax Office (27.9); State Agencies (15.4); Penitentiary Institutions (23.2), National Heritage (1.5) and the Armed Forces (129.7) have not been considered in the State Civil Service, which has a total of 592 thousand employees.

A general analysis leads to the conclusion that State Civil Servants focus on planning and policy-making (Ministry Departments) and defence, security and public order (Police and Armed Forces). Most of the civil servants who have been transferred to the regional administrations in the Autonomous Communities work in the field of Health and Education and Justice.

By Jurisdiction

Public employees are in general civil servants (subject to litigious-administrative law, and they become members of the civil service by appointment). Furthermore, some functions and positions are reserved for administrative staff (subject to social law and hired by contract) but this system is exceptional.

	Career Civil Servants	Administrative Staff	Other Staff ^(*)	TOTAL
Central State Administration	456,933	124,645	11,285	592,813
Autonomous Communities	900,298	149,287	292,700	1,342,285
Local Governments	217,785	386,152	43,551	647,488
Universities	63,159	33,747	3,878	100,784
TOTAL	1,638,175	693,831	351,414	2,683,370

^(*) Other Staff" includes Statutory and Contract employees, Substitute Workers and other temporary employment categories.

By Gender

Male civil servants account for 69.66% of Central State Administration employees compared to 30.34% of women. On the other hand, men account for 33.63% of the staff in the Autonomous Communities compared to 66.37% of women. At the Local Governments, male civil servants correspond to 53.10% whilst women represent 46.9%. This percentage difference is essentially related to the fact that the Armed Forces and most of the Police Forces are predominantly male and are controlled by the Central State Administration, while Public Health and Education, with a majority of women, are the responsibility of the Autonomous Communities.

Broken down by sector, the percentage distribution of men and women in Autonomous Communities and the Central State Administration is shown in the following table:

	2009		2011	
	Male	Female	Male	Female
Ministries and/or Ministry Departments and their Regional Bodies	45.30%	54.70%	43.87%	56.13%
Non-University Education	32.49%	67.51%	31.67%	68.33%
Penitentiary Institutions	76.24%	23.76%	73.82%	26.18%
Public Health Institutions	29.75%	70.25%	29.47%	70.53%
Police Forces	86.93%	13.07%	86.76%	13.24%
Judiciary	29.18%	70.82%	36.47%	63.53%

By Qualification

Law 7/2007 of April 12th concerning the Basic Statute of Public Employees (EBEP) allows the homogeneous organisation of civil servants into Bodies, Scales, Specialisations, or other systems involving competencies, skills and shared knowledge that depend on the qualifications required in the selection process to join the Civil Service.

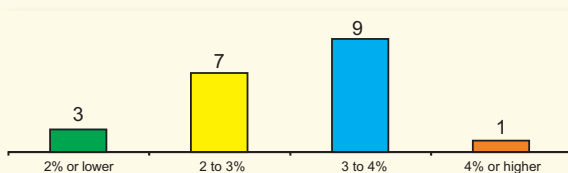
Group	Sub-Group	Qualification
A	A1 A2	University Degree
B		Higher Technical Degree
C	C1 C2	Secondary School Qualifications
Other Professional Categories	E	No formal qualification requirements

The classification into each sub-group depends on the responsibilities involved in the different positions and in the characteristics of the entrance exams. The table below shows the number and percentage of State Civil Servants by qualifications and gender:

		Women	Men
Group A	Sub-Group A1	9,040 (43.5%)	11,724 (56.5%)
	Sub-Group A2	12,966 (49.1%)	13,431 (50.9%)
Group B ^(*)		–	–
Group C	Sub-Group C1	27,857 (46.4%)	32,119 (53.6%)
	Sub-Group C2	30,926 (70.2%)	13,117 (29.8%)
Other Professional Categories		72 (14.3%)	432 (85.7%)

^(*) No Bodies or Scales in this Group currently.

By Population (Ratio of State and Regional Civil Servants by number of inhabitants)



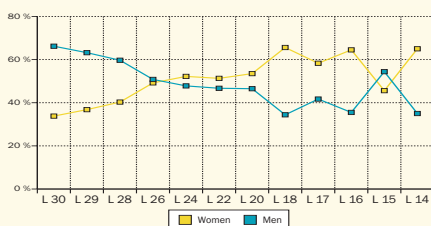
2% or lower	2 to 3%	3 to 4%	4% or higher
National Civil Service 1.3	Catalonia 2.2	La Rioja 3.1	Extremadura 4.4
Melilla 1.7	C. of Madrid 2.5	Galicia 3.2	
Ceuta 2.0	C. of Valencia 2.5	Aragon 3.2	
	Balearic Islands 2.5	Cast.-La Mancha 3.3	
	Canary Islands 2.9	P. Asturias 3.3	
	Basque Country 2.9	Cantabria 3.4	
	Andalusia 3.0	Castile & León 3.4	
		R. Murcia 3.5	
		C. F. Navarre 3.8	

3. BY REMUNERATION LEVEL, GENDER AND AGE

State Civil Servants in Ministries (%), working exclusively in bureaucratic tasks (not including Armed Forces, Police, etc.) by age and supplementary payment levels in accordance with the destination.

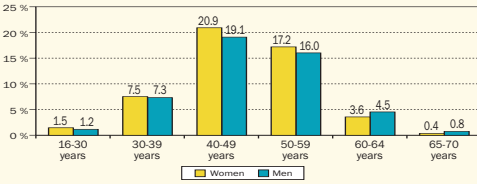
BY REMUNERATION LEVEL AND GENDER

Level	Women	Men
30	33.8 %	66.2 %
29	36.8 %	63.2 %
28	40.3 %	59.7 %
26	49.2 %	50.8 %
24	52.2 %	47.8 %
22	51.3 %	48.7 %
20	53.5 %	46.5 %
18	65.6 %	34.4 %
17	58.3 %	41.7 %
16	64.5 %	35.5 %
15	45.6 %	54.4 %
14	65.0 %	35.0 %



DISTRIBUTION BY AGE AND GENDER

Age	Women	Men
16-30	1.5 %	1.2 %
30-39	7.5 %	7.3 %
40-49	20.9 %	19.1 %
50-59	17.2 %	16.0 %
60-64	3.6 %	4.5 %
65-70	0.4 %	0.8 %
TOTAL	51.1 %	48.9 %



However, the rise in the number of women joining the civil service is rapidly reducing the existing imbalance between men and women in the higher remuneration levels, 26 to 30.

4. RELATIONS BETWEEN PUBLIC ADMINISTRATIONS

Shared Regime for Civil Servants: Foundations

According to Article 149.1.18 of the Spanish Constitution, the State has the power to lay down the foundations for the statutory regime regulating the activities of civil servants in the Public Administration. These “foundations” or regulatory principles are also applicable to civil servants at a regional and local level.

According to the Spanish Constitutional Court, these “foundations” comprise aspects such as the acquisition and loss of official status, the administrative career and promotions, the rights, obligations and freedoms and disciplinary regime, the creation of bodies and job positions, among others.

Relations between Public Administration Levels regarding the Civil Service

Traditionally, relations between the different Public Administrations have been established through cooperation agreements and conflicts between them have been resolved by the Spanish Constitutional Court.

The Basic Statute of Public Employees (EBEP) includes the Public Administration Sector Conference as a cooperation body and the Public Employment Coordination Committee as a technical and working body for the coordination of staff policy between the different Public Administrations (with representatives of the Central State Administration, Autonomous Communities, Ceuta and Melilla and Local Governments).

5. SPANISH CIVIL SERVICE MODEL IN EUROPE: THE CAREER SYSTEM

The two main Civil Service models in the European comparative framework are the career and the employment systems. Some European countries apply a career-only system (Belgium, Germany, Greece or Austria), while others have an employment-only system (Sweden) or almost employment-only system (United Kingdom).

The Spanish model has the following characteristics:

- immobility as a way to guarantee independence;
- selection is generally for Bodies and for specific positions in exceptional circumstances (only for temporary or substitute staff);
- neutrality to political changes and subject to the values of law, impartiality and merit;
- duality of law enforcement regimes: public and/or private;
- special disciplinary and incompatibility regime.