



GOVERNMENT OF GIBRALTAR
MINISTRY FOR ENTERPRISE, TRAINING & EMPLOYMENT
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**Employment
Service**

PRESS RELEASE

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EMPLOYMENT SERVICE SEEK CO-OPERATION ON OPENING AND FILLING JOB VACANCIES

Following an analysis of the opening and filling of vacancies through the Employment Service it is clear that for many years, the vast majority of workers are being recruited before the vacancies are registered with the Service.

This practice of employers notifying the vacancy when the worker has already been recruited has gone unquestioned in recent years with the result that Gibraltar resident workers seeking employment by registering with the Employment Service are placed at a serious disadvantage.

Employment legislation under Employment Regulations 1994 requires that “an employer who proposes to engage a worker shall, before seeking to engage any person as a worker, notify the Director [of Employment] of that intention....”

The legislation is clearly intended to discourage the practice of recruiting first and notifying the vacancy later, since this practice de facto undermines the role of the Employment Service and the confidence in it of persons who register with it to seek and secure employment.

Whilst it is acknowledged that there must be an element of flexibility in the manner that employers may wish to exercise their recruitment of personnel, it needs to be similarly acknowledged that the Employment Service’s main function is to assist the unemployed back into the labour market; something it cannot do if the vacancies are filled before being notified and something that has not been adhered to in private or public sector employment.

The Employment Service expects and looks forward to obtaining the full co-operation of public and private sector employers so that it can achieve its role in reducing unemployment levels to the minimum.

Note to Editors: The Hon. J J Bossano is available for interviews