National Plan of Recovery, Transformation and Resilience

Spain

Fernando Rocha

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A plan with lights and some shadows

**Lights**
- Relevant bet to the green transition (40% funds); and the digital one (29,6%) as basis for changing the productive model
- Gender equality as a transversal axis
- Lever for the recovery of public and private investment, and job creation

**Shadows**
- Generic content of some measures
- Little transparency in the selection criteria of the investment projects
- Weak role of the public sector in the development of investment projects
- Insufficient specification of the impact evaluation mechanisms
- Uncertainty about additional investments to strengthen public services
Potential risks for workers

Investments

- High concentration of investment projects in large companies and territories with greater capacities
- That investments in new activities do not foster the creation of quality and sustainable employment over time
- That the social and territorial costs of transitions are not well addressed

Reforms

- 102 reforms in 11 fields, whose contents are mostly unspecified
- Uncertainty on the final orientation of some key reforms (pensions, labor market): controversy on conditionality
Union involvement in the governance of the Plan

• Tripartite group with the government and the social partners during the stage of design of the National Plan, limited to the exchange of information

• Exception: process of social concertation on two key reforms: pensions; labour market

• Lack of participation in the design of the Plans of the Autonomous Communities (regional level)

• Trade union demand to the government to improve the participation of the social partners in the European Semester