

# **National Plan of Recovery, Transformation and Resilience**

**Spain**

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**ETUC-TUSLOs Meeting**

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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

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- 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**