

# II.

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OPERATIONAL DOCUMENT

BASQUE STRATEGY **2030**  FOR THE

# DEMOGRAPHIC CHALLENGE

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General Secretariat for Social Transition and 2030 Agenda

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**Synergy... Auzolana**

*Synergy is the added positive value that can be obtained when the parts of a system, instead of acting in isolation, do so in a concerted way.*

*This definition converges with a current acceptance of the Auzolana concept: work performed by everyone in the neighbourhood by sharing tasks.*



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# Introduction

The demographic situation is a priority question of concern, both from a local and global perspective. It is part of the strategic focus of the UN 2030 Agenda. Intergenerational solidarity and territorial cohesion are medium- and long-term transformation processes.

The EU has stressed that the growing demographic imbalance is one of the major trends of the coming years. The EU Council, in its Demographic Challenges - The Way Ahead document, has called for a framework for demographic policies to be prepared, maintained and updated, with input from social partners.

In the case of the Spanish Government, *the 2030 National Strategy for the Demographic Challenge* raises this aspect as a requisite to address territorial and social cohesion, and guarantee equality of rights and opportunities for everybody.

Along with Spain and Italy, the Basque Country is among the European countries with the lowest birth rates. Paradoxically, the demographic explosion between the mid-1950s to the 1960s, known as the baby boom, is the age bracket that is going to show greatest growth up to 2030. The children of that generation are the ones that are now finding it hard to become independent from their parents, have the children they want and when they want.

## **The route taken by Basque institutions.**

In recent years, Basque institutions have introduced measures that, directly or indirectly, have impacted on the demographic reality with trailblazing and innovative public policies, aimed at families, work-life balance, shared responsibility, employment, housing and social protection.

The most significant example is the Basque Pact for Families and Childhood, signed by the Basque Government, the Provincial Governments and EUEDEL in January 2018, and which had been unanimously previously approved by the Basque Family Council. It led to the *IV Basque Inter-institutional Family Support Plan*.

The plans set up a coordinated package of policies to meet two goals: on the one hand, to reverse the low birth rates and, above all, the persistence of the obstacles hindering people from embarking on their family project and have the desired number of children; and, on the other hand, to prevent inequality being passed on from one generation to another and reduce the situations of families with children in poverty as far as possible.

The Government Programme of the XII Parliamentary Term of the Basque Government establishes the demographic challenge as one of the ten goals for the country. Its specific undertakings include drafting and driving a *2030 Basque Strategy* in this area and entrusts the coordination of its preparation to the Social Transition and 2030 Agenda General Secretariat of the Lehendakaritza [Basque Premier's office].

Coinciding with that programme goal, on 29 October 2020 and by means of a green paper, the Basque Parliament raised with the Basque Government the need to draw up an inter-ministerial and inter-institutional plan regarding the demographic challenge, to develop public policies to encourage childbearing, to help with the work-life balance, to drive active ageing, to foster effective gender equality and to overcome the rural population drain, inter alia.

### **The process deployed to approve this strategy**

In accordance with both approaches, from early 2021 onwards, the Basque Government spearheaded a deliberation process on the demographic challenge that, initially up to June, was inter-ministerial; that was followed by a second, inter-institutional stage with the Provincial Governments up to November 2021. The documentation generated during those eleven months were deemed to be "Working Documents". In other words, still open to be complemented at that time.

On 14 December 2021, the documentation was submitted to the Government Cabinets, both of the Provincial Governments and the Basque Government, sent to the Basque Parliament and to EUEDEL, and made available to the public. The period to gather contributions from institutions, social partners and the public ran from then until 31 March 2022.

Among the contributions received that on 10 March, the EUEDEL Executive Committee agreed to "validate the proposal to lay the foundations for the 2030 Basque Strategy for the Demographic Challenge as a baseline to embark on the demographic recovery pathway".

In the time frame of this process, the Basque Parliament convened a monographic plenary session on 18 May 2022 to "debate, share and determine between the parliamentary groups the direction, priorities and most important initiatives of the Demographic Strategy that will be in force for a decade".

The Basque Government announced that it wished to incorporate the resolutions that emerged from the parliamentary debate into the strategy. Finally, 74 resolutions were approved and a significant number of them were also submitted or supported by the opposition parliamentary groups.

Those 74 resolutions are diverse in terms of their content. Some are in response to more general principles, goals or criteria, and others to more precise and specific measures and proposals. In any event, they all coincide with the action framework set out in the 2030 Basque Strategy for the demographic challenge and they have all been incorporated in the final document.

The timeline established at the start of the process foresaw that, after the contributions had been considered and incorporated, the 2030 Basque Strategy for the demographic challenge should be finally approved in June 2022. Complying with this timeline, the proposed strategy was ratified by the Basque Cabinet on 21 June 2022. It is structured into two different documents: I. General Framework, and II: Operational Document.

The first includes, on the one hand, the ground rules of the Strategy; and, on the other hand, the stock-take of what has been carried out and international benchmarks. It describes the framework on which the decisions envisaged in the second document are based. This second document is structured into two sections: the Strategy Baseline and its Plan of Action.

It can be concluded that, prior to its deployment, the strategy has met one of its prior objectives. Its preparation has been participative and participatory from an inter-ministerial, inter-institutional and social perspective. It is important and in the interest of everyone and for the common good for us to act on the basis of general consensus in this area. Great synergy is required to face this challenge. The international standing of the Basque Country in the coming decades is at stake.

First Part  
**Baseline**

## **1. Lessons Learnt from the Experience of Recent Years**

### **1.1. International Priority**

International institutions have called for utmost priority be given to the demographic decline and ageing of the population. The countries in stronger positions stand out for allocating more resources to helping young people with their project to live independently and to provide families with greater and direct economic support per child and for longer periods of time.

### **1.2. Local Focus**

The actions implemented in the Basque Country are based on appropriate assessments and cover the different areas where action must be taken to offer a comprehensive response to the challenge, mainly youth emancipation and the setting up of new families, but also others aimed at responding to the ageing society, integration of migrants and inequalities with advanced social policies.

### **1.3. Negative Trend**

However, the trend for the population to age continues and no progress can be seen in the average emancipation age. Neither has the downward trend in the birth rates been reversed. The figures place us among the countries of the European Union with the worst demographic balance.

### **1.4. Pandemic and Invasion of Ukraine**

The COVID impact on the demography is also a key factor throughout Europe. In the Basque Country, according to Euskadi, the number of births dropped 5.9% in the third quarter of 2020 on the same period of the previous year. The impact of the social and economic uncertainty generated by the invasion of Ukraine increases the obstacles hindering a demographic recovery. That situation highlights the complexity of the challenge and calls for prudence when setting goals.

### **1.5. Deficit**

Nonetheless, and given its undeniable strategic importance, the demographic issue was not among the top priorities of the media, parliamentary or public agenda, or among society's concerns until the first half of 2022. Nor at state or European level. In the Basque Country, the unveiling of this strategy and the monographic debate held in the Basque Country have helped to shift the priority back on this issue to some extent.

### **1.6. Need**

With that in mind, it is essential to have Basque social and inter-institutional strategies that take two complementary key aspects into account: first, the demographic transformation implies a cultural and systemic change that has to look ahead to the medium and long term; and second, it is a priority to identify short-term impact actions that help to modify the current demographic trend.

### **1.7. Multi-stakeholder cooperation: Auzolana**

As the Basque Parliament stressed in the monographic debate on 18 May 2022: "It is up to all social and institutional stakeholders to place the demographic question at the heart of the political-institutional agenda and share its strategic scope with society". This is a country strategy. The accumulated experience shows that for its goals to be successful, it is essential to foster public-private partnership and the participation of the social third

sector in the policies to address the demographic challenge, as well as to strengthen the recognition and guarantee the effective exercising of social rights, determine the needs of the most vulnerable population and establish the coverages to achieve the inclusion and cohesion objectives of an advanced society. Auzolana, a team mentality is needed.

## **2. Main Conclusions of the Sociological Foresight Studies**

On 16 May 2022, the Basque Government's Sociological Foresight Office published a report focused on the perceptions and attitudes of the Basque population regarding the demographic challenge. The field work was conducted between 28 March and 1 April 2022 and a total of 1,202 telephone surveys were carried out. That study and the set of data confirmed and updated the trends noted in earlier studies and surveys. They also ratify the strategic relevance of the demographic question and its priority in terms of the coming decades. The following are its main conclusions.

### **2.1. Fewer children than desired**

When asked to what extent the real number of children is in line with the ideal, 52% stated that they had had fewer children than they would like or would have liked to have. That percentage rose to 81% among 18- and 29-year-olds, although, at least, 54% expected to have them in the future.

Ten percent of the population said that "they would like to have or would have liked to have 0 children"; that percentage was 5% six years earlier. That statement was supported by 15% among young people aged 18 to 29. In short, the reluctant attitude towards being parents has grown. However, the average of the people surveyed placed the ideal number of children at 2.2. The birthrate in the Basque Country is 1.28 children per woman.

### **2.2. Being a parent for the first time, 4 years later than desired**

As regards the most appropriate age to have the first child, the average of all the responses obtained was at around 28 years old. However, the average age that Basque women have their first child in the Basque Country is 32.6.

### **2.3. Youth emancipation, 5 years later than desirable**

One of the reasons that they have children later than desired is the fact that young people leave their parent's home at a later age. Basques believe that the ideal age to leave home is 25 years old. However, the average age of Basque youth emancipation is 30.2 years old.

### **2.4. The demographic challenge, a priority one**

The demographic problems are considered as one of the most important among the future challenges facing citizens, with 7 out of 10 on the "seriousness" scale. It is only behind "social inequalities and poverty" (7.1).

### **2.5. Employment, subsidies and immigration, main solutions**

The solutions proposed by the citizens have two main approaches. First, employment (job creation (23%) and quality employment (14%)); and, second, supporting building a family (grants (17%) and measures to encourage childbearing (12%)).

Two thirds of the population (65%) believe that the arrival of immigrants can also be part of the solution to the problem of the ageing population. A similar proportion of citizens (64%) believe that the most effective measure to address the possible lack of workers in the future consists of incentives for having more children.

## **3. Guiding Principles**

### **3.1. Progressive and systemic transformation**

The strategy envisaged a progressive and systemic transformation in line with the Sustainable Development Goals of the 2030 Agenda. This holistic approach implies housing, employment, education, social and healthcare, health, migrant and social welfare policies, grants, or support for skills-building, along with a dual rural and urban dimension, with short- and medium-term initiatives and the cooperation of the four sectors: public, company, third sector, and family along with the community networks.

### **3.2. Gender perspective**

The whole strategy and actions are underpinned by the gender perspective and the intersectional approach. The aim is to create the conditions that allow people, if they so choose, to be able to combine being a parent with other aspects of their life goal, and to be able to have the number of children that they desire, when they so wish.

### **3.3. Diversity and equal treatment and non-discrimination**

The strategy starts by acknowledging the profound changes in which the family structure are immersed, the family life trajectory and intrafamily relations, and it searches for that plurality of family expressions in order to have the same degree of social protection. In short, it seeks the recognition and support of family diversity, equal treatment and the non-discrimination of people and families.

### **3.4. Shared responsibility**

The actions envisaged in this strategy include the need to advance towards a social organisation of share responsibility, by means of developing a model where the two parents take part to the same extent in the productive or work tasks, and in the reproductive or care ones, based on the dual beneficiary and dual carer model.

### **3.5. Sustainability**

The deployment, objectives and actions that this strategy envisages are aware that the generational turnover is directly linked to the renewal of a society and its sustainability. Demographic imbalance directly impacts on maintaining the intergenerational solidarity policies, as well as social services and policies. Furthermore, it leads to a growing deficit in labour replacement on the job market. The search for the demographic balance is closely linked to the guiding principle of sustainability and is one of the focal points of social transition.

### **3.6. Guaranteeing the rights of older people**

A key aspect of this strategy is to foster the autonomy, full life and social participation of older people throughout the life cycle, by striving to increase the health life expectancy and adapting the policies, services and programmes to the expectations, capabilities or interests of the different generations of older people.

### **3.7. Central role of the youth emancipation process**

The difficulties that young people face to turn their life goal into reality are a very important deficit indicator. Promoting favourable conditions for young people to be independent, without delays caused by the lack of opportunities is the linchpin of this strategy in the young policies linked to the demographic challenge.

## 4. Operational Framework

The 2030 Basque Strategy for the Demographic Challenge is in a strategic framework whose main components are its vision, mission, goals, timeline, methodological criterion, structure of the action plan and budget estimate.

### 4.1. Vision

Ensure that the action proposals identified in this strategy and their application can be used to achieve a useful, just, inclusive, sustained and sustainable change of trend in the demographic reality and in the framework of a systemic transformation.

### 4.2. Mission

In accordance with the systemic nature of the demographic challenge, the mission of this strategy is linked to the word synergy (Auzolana). It has at least four aspects:

- Institutional synergy. Inter-institutional and inter-ministerial cooperation and coordination.
- Social synergy. Cultural change process and social-public & private-public cooperation.
- Sectoral synergy. Actions of thematic and different management areas are combined.
- Time synergy. Accumulative effect, that is progressive and sustainable for decades.

### 4.3. Goals

#### ·General Goals

- Develop a sustained action programme with an evaluation perspective and progressive towards the 2030 horizon.
- Place the demographic question at the heart of the political-institutional agenda and share its strategic scope with society.

#### ·Strategic goals

- Emancipation.** Bring the policies to support youth emancipation to the level of the countries around us with the best results.
  - 2025 Goal: To reduce the average emancipation age from 30.2 to 29 years old.
  - 2030 Goal: To bring the average emancipation age to under 28 years old.
- Childbearing.** Bring the support for projects to build a family and birthrate subsidies to the level of the countries around us with the best results.
  - 2025 Goal: Reverse the downward trend of the birthrate.
  - 2030 Goal: Raise the birthrate by 15%.

#### ·Priority goals

- Strengthening.** Quantitatively and qualitatively improving the results and impact of the public policies on the following priority areas in the systemic approach to the demographic challenge:
  - Response to the depopulation and ageing of the rural environment.
  - Attracting and integrating migrants.
  - Full and healthy ageing.

### 4.4. Multi-stage programme

Three stages have been envisaged when designing this process:

**•Preparation**

From January 2021 to June 2022: dialogue and agreement to define shared proposals and strategy.

**•Implementation**

From June 2022 to 2025: Preparing, developing and assessment of the first phase of the strategy.

**•Consolidation**

Between 2026 and 2030: Deployment and consolidation of the Basque Strategy and its regular assessment.

**4.5. Methodological criterion** (dual impact)

The 2030 Basque Strategy for the Demographic Challenge assumes a dual impact methodological criterion when structuring its actions depending on whether the goal is in the short-term or in the long run.

**•Short-term impact criterion: Driving new actions**

The demographic reality requires a programme of short-term impact initiatives, with a very specific and modest goal: to reverse the negative trend in the emancipation age and in the birthrates in the coming years. In other words, to move from a scenario of demographic decline to a scenario of demographic recovery. Logically, these short-term impact actions will be new and additional. There will also have to be sustained and sustainable in the long run.

**•Long-term impact criterion: Bolstering actions underway**

Responding to the demographic challenge means talking about the management of a generational handover cycle. This transformation implies a cultural and systemic change whose sights have to be on the medium and long term. It requires a broad and long approach. We are talking about a horizon of, at least, 30 years. The short-term impact actions must be strengthened and complemented with a programme of initiatives with ongoing and sustained impact in the long run. They will mainly be actions that are already underway and which will be maintained, bolstered or expanded.

**4.6. Action plan structure**

This proposal structures its plan of action in three large blocks. The first two embody the dual perspective of short-term and long-run impact. The third raises the cross-cutting focus areas. The annex describes the Balanced Scorecard and its indicator system

**•First block. Short-term impact: driving new actions.** They are focused on four priority actions:

- Increased direct support for dependent son or daughter.
- Loan programme for youth entrepreneurial, training or housing projects.
- Free in the 0-2 year stage, through the Haurreskolak Consortium.
- Legislative mainstreaming of the demographic perspective.

**•Second block. Long-term impact criterion: bolstering actions underway.** Organised in four strategic focus areas:

- Youth emancipation.
- Building family projects.



- Encouraging older people to live a fulfilling and independent life.
- Migrant integration.

·**Third block. Cross-cutting focus areas.** Additionally, the action plan has three cross-cutting focus areas:

- Rural enhancement.
- Canvassing, outreach and communication.
- Budget, monitoring and assessment.

·**Annex. Balanced Scorecard** of the 2030 Basque Strategy for the Demographic Challenge.

#### 4.7. Budget estimate

Each action included in this strategy has an operational scorecard that identifies "Responsible Area", "Implementation Timeline" and "Budget Estimate". From the point of view of the procedure, the approval of this strategy still does not link the defining of its final economic content. Each Ministry responsible for each action will have to develop, specify and depict – using the relevant procedures, – its impact on the budget in each case.

However, the actions in the "First Block. Driving new actions, with short-term impact criterion" include an initial budget estimate that must be considered as a rough guide and description of the dimension of the initiative intended to be developed.

In the Second and Third block, many of the actions are ones that are already underway and being bolstered and which are reflected in the ordinary budget of the area or Ministry in question; other actions by their very nature have no additional budgetary impact; and, finally, in other cases, their impact on the budget is conditional on the completion of reporting, design or realization of tools envisaged in the first phase.

In conclusion, the economic content of each action will specify, as applicable and prior to its implementation, the relevant budgetary allocation and the appropriate legal instrument.



Second part  
**Action Plan**

## FIRST BLOCK

### Driving new actions, with short-term impact criterion

#### •Strategic orientation framework

-Driving a system of sustained and sustainable support that creates a framework of favourable conditions, both for the emancipation and so that the families have the children they want, when they desire.

-Fostering an ecosystem conducive to build families and, specifically, increase the stimulus that families receive for raising children, by increasing the direct support per child in their charge, from a perspective of assessment and progression.

-Implementing, on the basis of assessing the existing ones, loan programmes—subsidised or interest-free, and with the option of repaying in the long term— for young people to be used for entrepreneurial and training projects, and to purchase a first home.

-Adapting the supply and demand of public places in nursery education (0-3 years) and achieve that the 0-2 year stage is free by the end of 2023, by reinforcing the Haurreskolak Consortium, as a free, quality, universal and public service; along with fostering the take-up of places by the most vulnerable children, by means of information campaigns, flexibilisation of timetables and model, to advance in universality and equal opportunities and create conditions to bolster the work-life balance.

-Fostering the demographic perspective as a cross-cutting dimension that has to be taken into account in the development of the set of public policies.

#### •Goals

-In the coming years, to reverse the negative trend both in the emancipation age and in the birthrates to foster the shift from a scenario of demographic decline to a scenario of demographic recovery in the medium term. Consequently, the first step is to achieve a change in trend in the short-term. The second is to ensure that the actions aimed at that goal are also sustained and sustainable in the long run.

#### •Action 1. Increased direct support for dependent son or daughter

Establishing direct support of €200 per month per dependent child up to three years old. This grant will be compatible with the current benefits for large families with children between 4 and 7 years old, with the current tax deduction, and the support per child of the Guaranteed Income Scheme (RGI). This measure is in line with the "First 1000 Days" programmes of the UNICEF, and whose criterion urges public administrations to focus their investment on those first 1,000 days given the importance of the first three years of life of children for the future.

Remit Area	·Basque Government's Social Policies Office.
Implementation schedule	·In 2023.
Budget estimate:	·€125 million.

**·Action 2. Loan programme for youth entrepreneurial, training or housing projects**

Setting up a programme of subsidised or interest-free loans and with the possibility of long-term repayment for youth entrepreneurial, training or housing projects. Prior to the implementation of the programme itself, a study will be conducted to assess the public lines of support for entrepreneurship, training and buying a home already existing in the Basque Country, in order to analyse its fit and complementarity with the new programme: age period, amount of the loan, financial terms and conditions, administrative process and regulation criteria, among other aspects. During the first four years, the programme will be run as a pilot project so that its impact can be assessed and its characteristics adjusted to young people's needs. Taking into account the exceptional social vulnerability and rural location of the applicant, a percentage of the loan could be a non-repayable subsidy.

Remit Area	· <i>Youth Directorate.</i>
Implementation schedule	· <i>During 2023.</i>
Budgetary estimate (pending details after the preliminary study)	· <i>€20 million.</i>

**·Action 3. Free in the 0-2 year stage, through the Haurreskolak Consortium**

Guarantee that the 0-2 year stage in infant schools is free, by reinforcing the Haurreskolak Consortium. This initiative is aimed at consolidating the set of measures to foster the work-life balance, universality of education and equal opportunities.

Remit Area	· <i>Ministry of Education.</i>
Implementation schedule	· <i>During 2023.</i>
Budget estimate: (for a full academic year)	· <i>€7 million.</i>

**·Action 4. Legislative mainstreaming of the demographic perspective**

Amending the legislation that establishes the procedure to prepare general provisions so that the demographic perspective, including the family perspective as applicable, whether taking into account the preparation of the laws, standards, strategies, sectoral action plans or investment programmes. (Act 8/2003, 22 December. Procedure to prepare general provisions).

Remit Area	· <i>Social Transition and 2030 Agenda General Secretariat.</i> · <i>Ministry of Public Governance and Self-Government.</i>
Implementation schedule	· <i>During 2022.</i>
Budget estimate:	· <i>No budgetary impact.</i>

## SECOND BLOCK

### **Bolstering actions underway with long-term impact criterion**

#### •Strategic Focus **Area I: Youth emancipation**

##### **1. Framework**

###### •**Concise description of the focus area**

-Reduce the generational gap, offset the inequality between generations in terms of availability of liquidity and resources, support the life goals of young people and, in accordance with the Basque Youth Emancipation Strategy, bring forward the age young people leave home, with an emphasis on the employment, housing, training and grant policies that facilitate entrepreneurship and autonomy in young people's embarking on their life plans.

###### •**Working hypothesis**

-The response to the demographic challenge in terms of emancipation requires that, initially, young people in the 26-31 age bracket:

- Have great liquidity in order to be able to live independently.
- Can access employment and housing, particularly renting, at an appropriate cost for their income.
- Can access personalised and specialised information and guidance to develop emancipation pathways.

###### •**2030 Goals**

-Bring the youth emancipation age of young people in the Basque Country to under 28 years old.

###### •**Parliamentary Term Goals**

-Counter the tend to delay the age that young people become independent, which has been impacted by the COVID-19 crisis –among other causes and at an intensity still to be established– and reduce the average emancipation age from 30.2 to 29 years old.

-Deploy an active and known strategy, with clear specific policies and measures aimed at facilitating youth emancipation and their access to employment and housing.

###### •**Strategic guidance**

-The perspective of the youth emancipation process plays a central role in the 2030 Demographic Challenge Strategy. It focuses on promoting favourable conditions so that young people can build their life plans independently and without delays due to lack of opportunities.

-Specifically, this strategy prioritises the provisions that the Basque Youth Act establishes regarding youth emancipation, along with implementing innovative initiatives in that same area. The overall goal is for the average emancipation age to be under 28 years old by 2030.

## 2. Criteria and actions with respect to tailored support for emancipation pathways

### •Criteria

- Ensure that young people receive tailored support on their emancipation pathways and life plans, including youth mobility and migratory processes (attracting, returning and connecting people, couples and young families, from 20 to 40 years old).
- Foster youth participation spaces (panels, workshops) to design (co-design) different support for life projects and emancipation pathways, and to provide information and guidance.
- Drive dissemination and awareness-raising actions around emancipation, with the emphasis on emancipation culture and pathways or processes and practices.

### •Actions

#### •Action 5. GAZ design and launch

Designing and launching GAZ (Gazteen ibilbideak Abian jartzeko Zerbitzua), which includes the Ameslariak programme, in the framework of the Basque Network for Youth Emancipation, as envisaged in Article 23 of the Youth Act 2/2022, of 10 March, regarding the online service offering comprehensive, ongoing and personalised information, guidance, brokering, advice and mentoring for youth emancipation and mobility, including the return. Both programmes will be structured with other Ministries of the Basque Government; with the local and provincial initiatives aimed specifically at fostering youth emancipation and mobility, along with attracting, retaining, returning and connecting talent; with the youth information network and resources.

Remit Area	<i>·Youth Directorate.</i>
Implementation schedule	<i>·Last quarter of 2022.</i>
Budget estimate:	<i>·It will be included when the programme design have been completed.</i>

## 3. Housing criteria and actions

### •Criteria

- Develop in law the subjective right to housing, guaranteeing an order transition from the supplementary housing benefit (PCV) to the housing benefit (PEV), and give impetus to a Social Housing Pact, the Housing Master Plan 2021-2023, and a special youth housing programme; youth emancipation should be included in all of them as a goal and specific measures envisaged.
- Address the different types of family, with specific focus on large families, taking into account the number of members of the family unit, and meeting the needs for changes in the size of the housing.
- Consider the social problem of vacant housing as a cornerstone of the housing policy, proposing different options to overcome them, both with respect to the implementation of the Vacant Housing Decree 149/2021, and as regards tax measures.
- Create youth employment by driving vacant housing refurbishment programmes and dual vocational training in the associated trades.

**•Actions****•Action 6. Expansion of the Gaztelagun Programme**

Continuing to develop the Gaztelagun programme for persons under 36 years of age to access renting, along with continuing to increase public spending on housing for young people, and the percentage of 26-31 (34) year olds benefiting from it.

Remit Area	<i>•Basque Government's Housing Office.</i>
Implementation schedule	<i>•This action is activated.</i>
Budget estimate:	<i>•It is already in the budget.</i>

**•Action 7. Implementation of innovative pilot schemes**

Implementing housing pilot schemes aimed at creating community coexistence spaces, based on the collective and social shared responsibility for providing care and sustaining life; along with an effective social rent policy, aimed at people with greater difficulties to access housing, and to foster communities with a coexistence project in common and to prevent loneliness.

Remit Area	<i>•Basque Government's Housing Office.</i>
Implementation schedule	<i>•During 2023.</i>
Budget estimate:	<i>•It will be included once the pilot schemes have been set up.</i>

**4. Employment criteria and actions****•Criteria**

-Assess the active employment policies from the perspective of youth emancipation and incorporate that perspective in Basque employment legislation, by incorporating specific measures for the emancipation, along with other general ones aimed at facilitating young people's finding a job (youth guarantee).

-Improve the employability of young people by means of a stimulus plan and policies aimed at fostering stable and quality employment as essential elements in order to be able to start a family and have life plans. Coordinate its implementation with the provincial and local authorities, with public employment guaranteed and greater investment in policies in ensure decent working conditions and labour rights being respected.

-Taking into account the far-reaching transformation that the economic sectors and the professional groups where women predominate are going to experience, prepare an ordered and effective handover plan for the workers that has:

—Special measures to ensure decent working conditions in those sectors and those professional groups where women predominate and convert their work environment into a space for quality employment. These should specifically include measures to ensure decent working conditions in the care sector, where migrant women predominate.

— Measures to support the generational handover by means of incentives for quality employment of the framework of plans to manage intergenerational replacement in companies, entities and institutions.



**•Actions**

**•Action 8. Driving youth employment stimulus plan**

Driving a youth employment stimulus plan, as part of the "Job and Economic Revival Framework Programme", with those focus areas: dual training for youth employment; transition from the education world to that of work; training grants and work experience with contracting commitment; bolstering tailored mentoring and tutoring young people on their itinerary towards employment and professional development; boosting youth entrepreneurship, self-employment and startups; specific programmes for youth employability and employment by means of guidance, training and developing entrepreneurship; regional and local employment plants, public employment offers and programmes to reduce job insecurity, particularly, among young people.

Remit Area	<i>-Basque Government's Employment and Inclusion Office</i>
Implementation schedule	<i>·During 2023.</i>
Budget estimate:	<i>·It will be included once its content has been designed and developed.</i>

**•Action 9. Design of the Handover Plan**

Preparing an ordered and effective plan for the handover of workers that is going to occur in the Basque Country during the coming years, in order to guarantee quality public services and so that the segments with higher rates of unemployment and job insecurity - mainly, young people, women and the long-term unemployed - make the move into quality employment.

Remit Area	<i>-Basque Government's Employment and Inclusion Office</i>
Implementation schedule	<i>·During 2023.</i>
Budget estimate:	<i>·It will be included once its content has been designed and developed.</i>

**•Action 10. Continuing the Work Inspection campaigns**

Continuing with the Work Inspection campaigns into contracting fraud, and supporting the participation measures of the social stakeholders that were approved by the Social Dialogue Working Group on 15 March 2022, by means of setting up the Work Inspection Advisory Committee, with emphasis on considering the sectors with job insecurity and with a high percentage of women working, and in particular domestic workers.

Remit Area	<i>·Basque Government's Work and Social Security Office.</i>
Implementation schedule	<i>·This action is activated.</i>
Budget estimate:	<i>·It is already in the budget.</i>

## 5. Criteria and actions in the area of training and employability

### •Criteria

- Foster dual training in the fields of vocational and university education and training.
- Drive specific programme for youth employability by means of guidance, training and developing entrepreneurship.
- Bolster tailored mentoring and tutoring of young people on their pathway towards employment and professional development.
- Set up flexible mechanisms to access training for employment for the whole population.
- Foster quality employment to allow young people to embark on their life plans.
- Implement programmes to retain and attract talent, by means of public policies to support research and innovation.
- Develop intergenerational cooperation programmes, that foster the transfer of knowledge between older and young people, and develop public employment policies aimed at the employability of the long-term unemployed, along with those who decide to enter the job market after a long period of inactivity after being a carer, by means of guidance, training and mentoring actions, in order for them to re-qualify and find a job.

### •Actions

#### •Action 11. Impetus to training and particularly to Vocational Education & Training and Dual Higher Education, with special emphasis on the participation of women in the industrial sector

Driving Vocational Education & Training and Dual Higher Education in all sector of University and Vocational Training in order to strengthen the employability, particularly the participation of women in the industrial sector, thus reinforcing social cohesion and inclusion.

Remit Area	·Basque Government's Vocational Education & Training Office. ·Basque Government's Employment and Inclusion Office
Implementation schedule	·First half of 2023.
Budget estimate:	·It is already in the budget.

#### •Action 12. Updating the needs assessment of the job market

Working with the social stakeholders and the education community (certificates of professional standards), conducting a needs assessment that updates and identifies the demands of our job market and the most pressing shortcomings as regards professional profiles. Conducting on that basis campaigns to recruit workers in keeping with those demands.

Remit Area	·Basque Government's Vocational Education & Training Office. ·Basque Government's Employment and Inclusion Office ·Basque Government's Universities and Research Office.
Implementation schedule	·First half of 2023.
Budget estimate:	·It will be included when the study is designed.

## 6. Criteria and actions in public transport

### •Criteria

-Offer young people facilities for mobility and the use of public transport as a further measure of the coverage ecosystem in order to contribute to spurring on their emancipation processes.

### •Actions

#### •Action 13. Fare adjustment.

Review the prices and modify the fares for young people to use public transport, specifically, by unifying the fare for the youth age bracket as per the Youth Act throughout the territory.

Remit Area	<i>-Basque Government's Transport Office.</i>
Implementation schedule	<i>·First half of 2023.</i>
Budget estimate:	<i>·It will be included when the study is designed.</i>

## •Strategic Focus Area II: Projects to build a family

### 1. Framework

#### •Concise description of the focus area

-Establish and develop specific policies to make it easier for each family to be able to have the number of children they want, prevent child poverty and that women delaying having their first child is not due to a lack of suitable conditions.

#### •Working hypothesis:

-The response to the demographic challenge requires young people to have a sustainability perspective to advance in their plan to have a family, should they so desire. A financial benefit per dependent child being available, along with impetus for leave and shared measures to reconcile work and family life for the four sectors, along with the setting up and progressive development of a network of educational, healthcare and social support from 0 to 6 years old, which can be extended in the case of vulnerable families that lack a network of community or family support, are the foundations of a strategy to support family plans in the early years of life of the children.

#### •2030 Goals

-The core goal, in addition to preventing child poverty, is to enable each family to have the desired number of children and that women delaying having their first child is not due to a lack of suitable conditions, by generating opportunities for the family, personal and life projects, from the diversity of family models.

-Increase the birthrate by 15% and cut the poverty rate of families with dependent children by 20%.

#### •Parliamentary Term Goals

-Have an active and known strategies, with clear focus areas and support, to encourage starting a family.

-Foster a change in trend in the birthrate and in the increasingly delay in women putting off having their first child, heightened by the Covid impact.

**•Strategic guidance**

-Drive a comprehensive policy to achieve a work-life balance, and decisively progress towards a shared responsibility social organisation, by means of developing a model in which the parents take part to the same extent in the productive or work, and in the reproductive or care tasks.

-Give special consideration both to large families and to single-parent families, and families with dependants.

-Guarantee, through Osakidetza (the Basque Health System), assisted reproduction treatment for those women with fertility problems due to a medical condition, provided it is not advisable on medical grounds, along with running information and awareness-raising campaigns to encourage the donations needed for that treatment.

-Guarantee through the Basque Public Health System the voluntary termination of the pregnancy, along with the essential measures for the body and reproductive rights of women to be respected and ensure their universal access.

-Progressively increase the budgetary outlay on equality policies by 2030, in accordance with the Fifth Additional Provision of Act 1/2022, of 3 March, of the second amendment of the Gender Equality Act, by aiming it among other measures to creating, strengthening and driving:

- a) The Equality Administrative Units of all the Basque Government's Ministries.
- b) The services specialised in detecting, preventing, comprehensive care, remediation and remembering the victims of male violence.
- c) Coordination of 24/7 crisis centres for victims of sexual violence.
- d) The services and actions envisaged in the Action Plan against the Sexual Exploitation of Children and Adolescents.
- e) The Equality Plans and Protocols against sexual harassment and based on gender in all the Administrations and companies with over 50 employees in the BAC.

**2. Criteria and actions in the area of supporting childhood and families****•Criteria**

-Progressively develop local ecosystems to support families with children aged 0 to 6 years old, from public leadership and the collaboration of the three systems and the four sectors, that structure and improve the health, educational and social support, as well as to continue fostering equal opportunities of children and adolescents, minors under 18 years old and at risk of poverty and social exclusion.

-Have the necessary means and resources to implement the legislative provisions of the Basque Guaranteed Income System and for Inclusion Act, in order to better project families with minors in situations of vulnerability, as well as a Basque Child Guarantee Strategy.

-Strengthen the Child and Adolescent Observatory with the necessary economic and human resources to appropriately comply with the legal functions in question, as well as to study the reality of the children and adolescents of the BAC and the impact of the policies that apply in that area.

-Further the teaching quality and individualised attention of the student, along with facilitating the adaptation of the educational system to the new demographic reality and the growing presence of immigrants in the centres.

**•Actions**

**•Action 14. Design and implementation of a childhood guarantee programme**

Designing and implementing a childhood guarantee strategy or programme that fosters equal opportunities for children and adolescents, minors under 18 years old at risk of poverty and social exclusion, guaranteeing them free and effective access to a set of housing, healthcare, social and educational services; and reforming the guaranteed income benefit in order to improve the protection of families with dependent children.

Remit Area	<i>•Basque Government's Social Policies Office.</i>
Implementation schedule	<i>•During 2023.</i>
Budget estimate:	<i>•It will be included after the programme has been defined.</i>

**•Action 15. Producing a report on single-parent families (either father or mother)**

Producing a report on single-parent families (either mother or father) present in our society, aimed at fostering the development of the appropriate legislation that, pursuant to the principle of equal treatment and by means of unified criteria, contemplates the principles, rights, services and specific benefits to support single-parent families, along with possible positive action and other measures in order to contribute to eliminating the phenomena, interrelated with the vast number of children and women in poverty, in the Basque Country.

Remit Area	<i>•Basque Government's Social Policies Office.</i>
Implementation schedule	<i>•In the first half of 2024.</i>
Budget estimate:	<i>•It will be included after the report has been produced.</i>

**3. Criteria and actions for the reconciliation of work and family life**

**•Criteria**

-Drive and reform the measures for shared-responsibility reconciliation of work and family life based on cooperation among the four sectors (public, private, social and family-community), by reinforcing the programmes, benefits and services for work-life balance and support for raising children and, in general, care, by contemplating the diversity of work-life balance and care situations as regards coexistence.

-Foster in the summer and school holiday periods, the development and extension of the supply of the necessary resources to achieve a work-life balance, with priority given to the transmission of positive values, sport-recreational activities and practising English.

-Foster shared-responsibility reconciliation of work and family life and childcare, and in coordination with the other Public Administrations of the BAC, drive programmes and measures to support and encourage positive parenting, along with the Kontzilia Community as a framework of reflection, analysis and shared action to extend reconciliation measures.

-Drive the inclusions of measures to reconcile work and family life, along with encouraging shared responsibility, in the framework of collective bargaining, as the most appropriate area for their adaptation to the needs of workers and the reality of the different

companies and services, by fostering work-life balance programmes that envisage flexible working schedules and hours, along with remote working.

#### •Actions

##### •Action 16. Extending maternity and paternity leave.

Driving, through social dialogue and with the involvement of the four sectors, the progressive extending of maternity and paternity leave – equal and non-transferable – to 18 weeks, in the private sphere; and, as a first step, prioritising the Kontzilia Community producing a report on work-life balance measures to be implemented in companies.

Remit Area	<i>·Basque Government's Social Policies Office.</i>
Implementation schedule	<i>·In the first half of 2024.</i>
Budget estimate:	<i>·It will be included after the report has been produced.</i>

##### •Action 17. Raising the age to be covered by contracted childcare.

Raising the age from the current 3 to 14 years old for contracting workers to care for minor descendants, retroactive to the 2021-2022 academic year.

Remit Area	<i>·Basque Government's Social Policies Office.</i>
Implementation schedule	<i>·Last half of 2022.</i>
Budget estimate:	<i>·It is already in the budget.</i>

##### •Action 18. Continuing the campaigns on pay equality and equality plans

Continuing the campaigns that the Labour Inspectorate conducts regarding pay equality and equality plans to monitor and control the gender equality obligations of companies.

Remit Area	<i>·Basque Government's Work and Social Security Office.</i>
Implementation schedule	<i>·This action is activated.</i>
Budget estimate:	<i>·It is already in the budget.</i>

•Strategic Focus **Area III: Encouraging older people to live a fulfilling and independent life.**

**1. Framework**

•**Concise description of the focus area**

-Define and develop a driving line of action to promote the autonomy, fulfilling life and social participation of all older people throughout their life cycle, by fostering a higher healthy life expectancy, bringing the policies, services and programmes in line with the expectations, abilities or interests of the different generations of older people, and including healthy and active ageing policies and to drive the social contribution of older people. All of which in the framework of the Healthy Ageing Decade, promoted by the WHO and in accordance with the European Commission's "Green Paper on Ageing" .

•**Working hypothesis:**

*-Adopting the thesis of the Green Paper on Ageing: "The fact that we are living longer, healthier lives than the generations before shows the success and strength of our social market economy. But it also presents new challenges, and offers opportunities which we need to consider. A discussion is needed on tapping the full potential of an ageing population - the drivers for innovation which it presents, and the policy responses required. (Dubravka Šuica, Vice-President for Democracy and Demography of the European Commission).*

•**2030 Goal**

-Give a strategic impetus to healthy and active ageing, and foster personal autonomy, social participation and a fulfilling life of older people.

-Increase life expectancy to 86 and the healthy or disability-free life expectancy.

-Bring the policies to support this goal to the level of the countries around us with the best results. Reference: European Active Ageing Index.

-Drive a new holistic healthcare model and foster local healthcare, social and care ecosystems, by strengthening primary care and socio-health prevention in particular, in accordance with the Social and Healthcare Strategy of the Basque Country.

•**Parliamentary Term Goal**

-Drive a holistic strategy with older people that impacts both on promoting autonomy, fulfilling lives and social participation, of the different generations of older people, and on the focus on situations of vulnerability and dependence.

-Increase the life-expectancy to 85 years old.

-Give impetus to a social care pact and the carers' statute.

•**Strategic guidance**

-Continue encouraging healthy and active ageing and focus on ensuring that older people can develop their skills and talent, by fostering their autonomy, fulfilling lives and social contribution throughout the life school, along with promoting social cohesion, intergenerational solidarity and the life plans of the old and young:

-Integrate active ageing within a fulfilling life approach and including both the older people living independently and those requiring increasing support and care.

- Encourage the different Basque Public Administrations to be involved in developing programmes for the holistic prevention and response to loneliness of older people, with that being considered as a key factor to achieve healthy ageing.
- Foster intergenerational relationships, in particular between the young and older people, as a means of interaction and sharing that encourages cooperation and mutual support, understanding, respect, and sharing knowledge and experiences.
- Drive transition policies towards a new healthcare, social and care model, for older people, by addressing a care ability agenda, that offers everybody the necessary care provided by qualified professional and with quality jobs.
- Foster measures that ensure family-life balance and shared responsibility, by reinforcing the institutional care and professionalisation, by means of creating pools of professional carers and quality jobs in the care sector, and the implementation of a system to accredit professional skills acquired by means of professional experience or of non-formal channels, fostering specialising training leading to qualifications, research and development of new professional profiles and strategic planning, among other measures, along with the participation of men in the caring by means of impetus to shared responsibility and care training plans for them. Furthermore, the care and shared responsibility measures will envisage the impact of remote working on care and shared responsibility.

## **2. Criteria and actions in the area of healthy and fulfilling ageing**

### **•Criteria**

- Strengthen the policies aimed at fostering a healthy and fulfilling ageing, by setting up and developing a Basque Strategy for older people, by fostering social cohesion and intergenerational solidarity.
- Promote dialogue, consensus and working with older people. Therefore, continuing to promote “Euskadi Langunkoia Sustraietatik” and Euskadiko Adinekoen Batzordea as an expression of civil dialogue with the older people's organisations and networks.
- Drive social policies with older people living independently and aimed at promoting autonomy, and also for older people in situations of vulnerability or dependency.
- Develop intergenerational cooperation programmes that foster knowledge transfer between older people and the young, along with other joint initiatives and, in general, dialogue and cooperation between generations.

### **•Actions**

#### **•Action 19. Driving the Basque strategy with older people**

Continuing to define a Basque strategy with older people that includes active ageing from a fulfilling life approach, considering both older people living independently and those who require increasing support (care) for autonomy, and which, based on intergenerational solidarity, opens up a debate on the diversity of ages or life stages of older people and of the ways of facing retirement.

Remit Area	<i>•Basque Government's Social Policies Office.</i>
Implementation schedule	<i>•This action is underway.</i>
Budget estimate:	<i>•It will be included after the strategy has been defined.</i>



**•Action 20. Consolidating Euskadi Lagunkoia Sustraietatik**

Continuing to consolidate Euskadi Lagunkoia Sustraietatik as a tool to connect the strategy with the local plan and to promote older people friendly cities.

Remit Area	·Basque Government's Social Policies Office.
Implementation schedule	·This action is activated.
Budget estimate:	·It is already in the budget.

**3. Criteria and actions in the area of care**

**•Criteria**

-Foster local healthcare, social and care ecosystems, in rural areas by developing remote (BetiON) or decentralised (CRADs, accommodation alternatives with support for older people...) services, with actions in rural population centres at risk of disappearing and in rural administrative districts (Maeztu...) as applicable.

-Professionalise the care sector, by means of analysing new employment opportunities and qualification requirements linked to the new person-focused care model.

-Foster the Silver Economy, from the perspective of generating job opportunities and, specifically, promoting and incentivising innovative initiatives within the care economy sector, and showcasing and enhancing that sector.

**•Actions**

**•Action 21. Running pilot projects**

Designing and running pilot projects, which in accordance with the defined action criteria, allow the care in the immediate surroundings and at home in the case of vulnerable older people to be extended and consolidated.

Remit Area	·Basque Government's Social Policies Office.
Implementation schedule	·This action is activated.
Budget estimate:	·It is already in the budget.

**•Action 22. Detecting social and healthcare risk factors**

Constructing an instrument that allows social and healthcare risk factors by defining and graduating certain forecast factors, among people over 60 in the BAC.

Remit Area	·Basque Government's Office of Health.
Implementation schedule	·First report in 2023.
Budget estimate:	·It will be included after the instrument has been defined.

**•Action 23. Designing a strategy to manage the handover cycle**

Designing and implementing a strategy to manage the generational handover cycle in institutions, companies and organisations of the third sector.

Remit Area	·Basque Government's Social Policies Office. ·Basque Government's Employment and Inclusion Office.
Implementation schedule	·First draft proposal in 2023.
Budget estimate:	·It will be included after designing the strategy.

**•Strategic Focus Area IV: Migrant integration****1. Framework****•Concise description of the focus area**

-Specify and develop a driving line of action to overcome the arrival difficulties of migrants and establishing social and educational support pathways, along with useful and accessible social and labour integration.

**•Working hypothesis:**

-Our country's demographics needs the contribution of migrants. The primary goal is therefore integration. The premise is to amend and facilitate the terms and conditions regarding work and residency permits. However, that power is outside the jurisdiction of the Basque Government. Meanwhile and within the powers of the Basque institutions, the priority is social and labour integration; therefore, mentored pathways need to be defined and with the focus on training, skills-building, qualification, type approval and certificates of professional standards.

**•2030 Goals**

-Increase by 10% the seven basic aspects of the Basque Inclusion and Integration Summary Index regarding the integration of migrants in the Basque Country, including young migrants who are no longer unaccompanied minors.

**•Parliamentary Term Goals**

-Achieve the transfer of migration functions and services, so that the Basque administration can assume the managing of work permits and all those actions that can come under the powers of the Basque Country.

-Reduce as far as possible the arrival difficulties of migrants and define and drive the Basque reception model.

-Define the training, skills-building, qualification, type approval and certification of professional standards pathways for migrants, along with useful and accessible social and labour integration.

**•Strategic guidance**

-The Basque Migration Social Pact is the general framework that defines the shared strategy of Basque institutions and the social stakeholder for the reception and integration of migrants and asylum seekers.

-Guarantee a dignified reception and without any type of discrimination to all migrants and given an adequate response by the systems for citizens.

-Adapt and reinforce the VI Citizen, Immigration and Asylum Intercultural Plan 2022-2025 and the social services and protection systems, along with the measures, envisaged services and resources to be able to respond to the different situations adequately, sufficiently and with dignity.

**2. Criteria and action in the area of the social integration of migrants**

**•Criteria**

-Continue to demand from the State Government the transfer of the migration functions and services in order to develop a model to attract, receive and integrate migrants in the Basque Country on the basis of the programme and conceptual framework agreed in the Basque Immigration Social Pact.

-Help the migrants and refugees with the necessary formalities to settle in the Basque Country and for their social integration, along with support in the process to access the social protection systems, by adapting that support to their specific situation and needs.

**•Actions**

**•Action 24. Development and annual assessment of the Basque Social Pact for Migration**

Continuing to develop the Basque Migration Social Pact, by extending its adherence socially and institutionally, and monitoring and annually assess its compliance.

Remit Area	<i>·Basque Government's Social Policies Office.</i>
Implementation schedule	<i>·Annual assessment and report.</i>
Budget estimate:	<i>·It will be included in each annual report with new actions.</i>

**•Action 25. Prioritising the transfer as regards asylum migration and design of the Basque model to receive and integrate migrants**

Continuing to prioritising the schedule of pending transfers of power in migration and asylum. On that basis, designing and implementing the Basque migrant reception and integration model. A model that will include a Basque personalised mentoring service, aimed at the social and labour integration of migrants, in keeping with Initiative 5 of Commitment 90 of the Governance Programme.

Remit Area	<i>·Basque Government's Social Policies Office. ·Basque Government's Employment and Inclusion Office.</i>
Implementation schedule	<i>·According to how the transfer takes place.</i>
Budget estimate:	<i>·It will be included once defined.</i>

**3. Criteria and actions in the areas of social integration, employability and mobility**

**•Criteria**

-Reinforced pathways for the labour integration of migrants, by means of guidance, training and mentoring in the regularisation process to ensure the transfer to the workplace (Public Employment Service).

-Develop innovative actions and initiatives aimed at attracting migrants who meet the needs of the job market.

-As part of the Public Employment Service, and in conjunction with other administrations, developing inter-sectoral programmes for the labour integration of migrants; the aim is for them to start and complete the regularisation process to join the labour market in decent employment conditions.

-Mentor the migration and youth mobility projects to foster attracting, retaining and the return of young people and families, or, as applicable, connecting those people residing outside the Basque Country – whether or not they were born or lived in the BAC – with initiatives involving Basque institutions, companies or organisations.

## •Actions

### •Action 26. Implementing a programme to attract, develop and retain talent

Launching a specific programme to attract, retain, bring back and connect with young people (Ameslariak), within the GAZ Service, to mentor emancipation pathways linked to mobility and migratory projects, including the return, and incorporating – or reincorporating – and retaining talent, also contemplating the possibility of reinforcing the international connection of initiatives including Basque institutions, companies and social initiative organisations from regular contact with the Diaspora in certain areas of interest.

Remit Area	·Youth Directorate. ·Basque Government's Employment and Inclusion Office.
Implementation schedule	·During 2023.
Budget estimate:	·It will be included once defined.

### •Action 27. Developing the Euskarri Strategy

Continue to develop the Euskarri Strategy and the pilot support scheme for young people who lack a family support network, whether or not they are migrants or whether or not they have left the protection network, in the processes to transit to adult life.

Remit Area	·Basque Government's Social Policies Office.
Implementation schedule	·This action is activated.
Budget estimate:	·It is already in the budget.

## THIRD BLOCK

### Cross-cutting lines of action

#### •Cross-cutting line of action **1: Rural enhancement**

##### **1. Framework**

##### **•Synthetic description of this cross-cutting line of action**

-Give impetus to a holistic Rural Development Policy, based on territorial balance and social cohesion, which contributes to reverse the ageing and depopulation of the rural environment, and make the rural areas of the Basque Country attractive areas to live and carry out feasible and sustainable social and economic activities, in other words, with quality of life and competitiveness.

##### **•Working hypothesis:**

-Demographic health implies an ecological relationship between the rural and urban worlds. It therefore requires fostering and supporting the conditions conducive to redressing population imbalances and the feasibility of the social and economic projects that are inherent to the rural world.

##### **•2030 Goals**

-In the short-term, curb and reverse by 2030 the ageing and depopulation trend of the rural world, thus contributing to the social and economic activities inherent of the natural environment or of small populations being sustainable, viable and attractive projects.

-Give impetus to increasing the rural population both in those districts where increases have begun to be registered and where downturns are occurring based on the "Demographic Study, Analysis and Diagnosis of the Depopulation Process in Álava" by the University of the Basque Country (2021).

##### **•Parliamentary Term Goals**

-Pass and implement the new Rural Development Act and the new ensuing governance instruments and formulas, along with designing the measures of Pillar 2 (Rural Development) of the forthcoming CAP Strategic Plan, which will be the pivot of the different subsidy programmes that will be implemented in the 2023-2027 programming period.

-Delve further into the concept of Smart Villages and social innovation as elements that foster the social and economic development of rural areas.

##### **•Strategic guidance**

-Ensure this demographic challenge strategy maintains the cross-cutting approach of the dual urban and rural dimension in the forecasting, design and application of its actions, establishing specific guidelines to adapt and respond to the specific needs of the rural environment.

-The 2030 Basque Strategy for the Demographic Challenge is based on striving for balance and territorial cohesion; it recognises the right of citizens in rural areas, who do not live in the geographical catchment area of the provincial capitals to access services and to have public transport.

-Comply with the Food Chain Law in order to guarantee fair prices for primary sector products and foster the economic profitability and sustainability of families and their life plans in the rural world.

## 2. Actions

### •Action 28. Passing the Rural Development Act.

Passing the Rural Development Act and implement its provisions.

Remit Area	·Basque Government's Office of Agriculture, Fisheries and Food Policy.
Implementation schedule	·In 2022 and regulatory enactment in 2023.
Budget estimate:	·It will be included once passed.

### •Action 29. Conducting a study into incentives for links to the rural environment

Conducting an initial study, aimed at defining a programme of incentives for the native and migrant young population, which fosters their ties to life plans in the rural environment.

Remit Area	·Basque Government's Office of Agriculture, Fisheries and Food Policy. ·Youth Directorate.
Implementation schedule	·In 2023.
Budget estimate:	·It will be included after the study has been conducted.

## •Cross-cutting line of action 2: Canvassing, outreach and communication

### 1. Framework

#### •Concise description of the focus area

-Develop structured canvassing, outreach and communication initiatives aimed at positioning the demographic question on the agenda of priorities for preferential institutional, political and social care. It will be epitomised from 2022 onwards, in the annual promotion, during the month of May, of the Demography Month - "Maiatza demografikoa". During that period, each year, the focus will be on institutional advertising campaigns, dissemination initiatives, conferences, symposiums or seminars, publication of specific studies, and presentation of position statements and actions plans. The media will be invited to contribute by means of information, documentaries or reports on this topic.

#### •Working hypothesis:

-The demographic problem has not so far attracted a level of attention in keeping with its strategic importance. Sufficient priority has not been reached on the media, parliamentary or public agenda, or among society's concerns. Sustained effort needs to be invested in canvassing, outreach and communication. The solution processes need an informed society and aware of the complexity of this area.

#### •2030 Goal

-Consolidate a momentum for, in May each year, a convergence of proactive, informative and reflective initiatives around the demographic challenge from all institutional levels (local councils, provincial governments and the Basque Government), as well as from the third sector, from the private initiative, or from the academic and university world.

-Set up canvassing tools that, in a regular and ongoing way, allow in-depth assessment of the factors that impact both late emancipation or the birthrate, and on the demographic reality overall and of its evolution, causes and consequences.

-Consolidate constructive social awareness regarding the demographic problem and fostering the synergy and an auzolana mindset.

**•Parliamentary Term Goal**

-Develop structured canvassing, outreach and communication initiatives aimed at positioning the demographic question on the agenda of priorities for preferential institutional, political and social care.

-Contribute to generating critical social awareness of the demographic challenge, along with fostering values such as shared responsibility and the intergenerational commitment.

-Provide clear and efficient information on the measures that institutions make available to citizens to foster a constructive response to the demographic challenge.

**•Strategic guidance**

-Conduct information and awareness-raising campaign resorting to all the communication channels aimed at placing the demographic question on the agenda of institutional, political and social priorities.

-Foster, from each Ministry and from the GAZ service, knowledge of all the public initiatives available to facilitate the emancipation of young people and plans to start a family, both regarding grants and benefits, and in terms of work-life balance, education, housing or employment.

-Develop the work lines set out into the 2030 Demographic Challenge Strategy by fostering the necessary participation and assessment instruments throughout the development process and ensure sufficient economic resources to implement the proposals.

**2. Actions**

**•Action 30. Developing an annual canvassing, outreach and communication plan**

Annually preparing the work plan for canvassing, outreach and social communication as regards the demographic challenge, including the “Maiatza demografikoa” programme.

Remit Area	·Social Transition and 2030 Agenda General Secretariat.
Implementation schedule	·During the first quarter of each year.
Budget estimate:	·€300,000 a year.

**•Action 31. Conducting regular foresight studies**

Preparing, in conduction with the Sociological Foresight Office and Eustat, an ongoing analysis process of the demographic reality, along with its evolution, causes and consequences, along with a work programme that will be included in the annual canvassing, outreach and communication plans.

Remit Area	<i>·Social Transition and 2030 Agenda General Secretariat.</i>
Implementation schedule	<i>·During the first quarter of each year.</i>
Budget estimate:	<i>·Included in Action 30.</i>

### **·Action 32. Driving the analysis of the consequences of the demographic challenge on employment**

Analysing the consequences of the demographic challenge on employment that was already agreed in the Work Plan of the Basque Social Dialogue Working Group on 15 March 2022. This analysis will be conducted as a triologue with trade union, business associations and governments, and will be sent to the Basque Government once completed.

Remit Area	<i>·Basque Government's Employment and Inclusion Office.</i>
Implementation schedule	<i>·During 2023.</i>
Budget estimate:	<i>·It will be included, as applicable, once completed.</i>

### **·Action 33. Preparing and disseminating a resource guide**

Preparing a resource guide that fosters knowledge of all the public initiatives available to facilitate the emancipation of young people and plans to start a family, both regarding grants and benefits, and in terms of work-life balance, education, housing or employment.

Remit Area	<i>·Social Transition and 2030 Agenda General Secretariat.</i>
Implementation schedule	<i>·First half of 2023.</i>
Budget estimate:	<i>·It will be included, as applicable, once completed.</i>

## **·Cross-cutting line of action 3: Budget, monitoring and assessment**

### **1. Framework**

#### **·Concise description of the focus area**

-Provide a balanced scorecard and a system of monitoring and assessment indicators that allow the demographic evolution to be assessed, along with the impact of the measures and policies implemented within this strategy. Along with the budgetary forecast, the scorecard will be methodologically complemented with annual monitoring reports and assessment processes every three years. Both tools will seek to identify the corrective measures that could be incorporated in the 2030 Basque Strategy for the Demographic Challenge at any given moment.

#### **·Working hypothesis:**

-The ultimate goal of the strategy is to restore the balance of the population pyramid and rejuvenate Basque society. Youth emancipation and plans to start families are key factors in that regard. In any event, and in such a complex area as this one, the strat-



egy is designed using initial diagnosis that cannot be closed. They must be designed in a context of transition policy management, and by definition open to their ongoing improvement. In this regard, monitoring and assessment tools are fundamental. They are also an opportunity to foster a learning community around the demographic challenge where the different ministries, the other institutions and the four sectors (public, private, social, and community) take part in the Basque Country, along with the universities and other knowledge centres, from a quadruple helix approach.

#### **•2030 Goal**

-Consolidate a methodological process to tackle the demographic challenge based on data, on action-reflection-action, as well as on the correction and adjustment of measures, using the indicators of a simple and relevant balanced scorecard for the strategy, and linked to the goals and key factors.

-Develop two interim assessment processes of the strategy for their presentation during the first half of 2025 and of 2028, along with a final assessment to be unveiled in the first half of 2031.

#### **•Parliamentary Term Goal**

-Annually prepare monitoring reports on compliances of the provisions and actions envisaged in the 2030 Basque Strategy for the Demographic Challenge.

-Reflect in the annual budgets the budgetary resources that will be allocated to the actions of the "First Block. Driving new actions, with short-term impact criterion", and any others that may represent an additional or extraordinary cost for the ordinary budget of the Ministries.

#### **•Strategic guidance**

-Implement the 2030 Basque Strategy for the Demographic Challenge as a framework strategy, based on open and continuous diagnosis and assessment, and which can be modified from experience.

-Methodologically develop a PDCA (Plan, Do, Check and Act) cycle, around managing the demographic challenge that is tentatively taken in this learning context to be:

- configuring and sustaining an appropriate balance, that is necessarily unstable, of the population pyramid considering the life cycle overall.

- In order for a community to have a sufficiently large enough population, with appropriate profiles and skill-sets, and an ideal distribution (age, geography...) to ensure its economic development, quality of life, and social and territorial cohesion.

- So that people and families can embark on their life goals, deciding for themselves, according to their opinions, and with the greatest autonomy possible.

## 2. Actions

### ·Action 34. Budgetary impact

Including in the annual budgets the resources to be allocated to the actions of the "First Block. Driving new actions, with short-term impact criterion", and any others that may represent an additional or extraordinary cost for the ordinary budget of the Ministries.

Remit Area	· <i>Ministry of The Treasury.</i>
Implementation schedule	· <i>Annually, in the budget process.</i>
Budget estimate:	· <i>Each Ministry responsible for each action has to develop, specify and reflect, using the relevant procedures, its impact on the budget in each case (*).</i>

**(\*) Note 1.** The following budget estimate of the actions included in the "First Block. Driving new actions, with short-term impact criterion" must be considered as a rough guide of the dimension of the intended initiative.

·Direct grants of €200 a month per dependent child up to three years old:	125,000,000
·Loan Programme for youth entrepreneurial, training or housing projects (Pending details after preliminary study)	20,000,000
·Free from 0-2 years old, through the Haurreskolak Consortium (for a full academic year)	7,000,000

**(\*) Note 2.** In the Second and Third block, many of the actions are ones that are already underway and being bolstered and whose impact is absorbed in the ordinary budget of the area or Ministry in question; other actions by their very nature have no additional budgetary impact; and, finally, in other cases, their impact on the budget is conditional on the completion of reporting, design or realization of tools envisaged in the first phase.

**(\*) Note 3.** The annual budgets and the Annual Monitoring Reports and the envisaged assessment process must reflect the additional resources dedicated to this strategy, both in relation to the new actions of the First Block, as well as with respect to the actions arising from delivering initiatives that are still in the design phase or which emerge from the processes to assess and incorporate new initiatives.

### ·Action 35. Preparing annual monitoring reports

Preparing annual monitoring reports on the degree of compliance of the provisions and actions envisaged in the 2030 Basque Strategy for the Demographic Challenge.

Remit Area	· <i>Social Transition and 2030 Agenda General Secretariat.</i>
Implementation schedule	· <i>Currently, the first quarter of each year, from 2024 onwards.</i>
Budget estimate:	· <i>No budgetary impact.</i>

**·Action 36. Impetus to assessment processes**

Planning the design and commissioning of the interim assessment processes that must be submitted in the first half of 2025 and 2028, and the final assessment that will have to be completed in the first half of 2031. Those three assessment processes will use the Balanced Scorecard of the 2030 Basque Strategy for the Demographic Challenge that is set out in the Annex. The scorecard is structured into 3 blocks of indicators: status, goals and key factors.

Remit Area	<i>·Social Transition and 2030 Agenda General Secretariat.</i>
Implementation schedule	<i>·Prepare the first interim assessment process in 2024.</i>
Budget estimate:	<i>·It will be budgeted after the process has been defined.</i>

## ANNEX

# Balance Scorecard

of the 2030 Basque Strategy for the Demographic Challenge

### 1. Presentation

A balanced scorecard has been designed, with a low number of key indicators, for the periodic monitoring and assessment of the targets and key factors in the management of the demographic challenge.

*In the rows*, the scorecard is structured into three main blocks by types of indicators: status indicators, those relating to demographic trends and context; target indicators, relating to the results sought by the strategy; and key factor indicators, underpinned by assumptions regarding the factors that can impact the meeting of targets.

The first provide an image of the size of two fundamental trends: the ageing of the population and difficulty to effectively replace the working population. The second address the intended results in each of the focus areas of the strategy. The latter help to impact the proposals of the strategy.

*In the columns*, the scorecard is structured in order to have a historical series on managing the demographic challenge. The first column provides the indicators of each focus area and the others their measurement over time. The second column (source) reflects the baseline of the indicator, depending on the date of the last available information for the frequency of the operations from which the data come. Thus, the source data are now 2018, 2019, 2020, 2021 and 2022. In any event, all the indicators are expected to be updated between 2022 and 2023, which will also allow a historical series to be established.

### 2. Main characteristics of the scorecard.

It is uniform as regards the number of indicators per focus area and gives the same weight to all the focus areas of the strategy. There are 3 indicators per focus area for the target indicators, while 6 are included for the key factor indicators.

The indicators are related to the targets and the key factors to achieve them, along with the target groups on which the goals are focused. Thus, for example, in Focus Area 1, Youth Emancipation, the indicators are focused on the 16-29 age target group, excluding the youth emancipation rate that, for reasons of comparability with other European regions, is established at 18-34 years old. In Focus Area 3, Older People, however, the majority of indicators are focused on the group of older people over 65 years old.

All the indicators included are available, are regularly published and come from reliable statistical sources, and are comparable at European level. Some are connected to the countrywide goals and others to the Government programme, the 2030 Agenda or the European Pillar of Social Rights (EPSR) (see revised social scoreboard that includes the Pillar's Action Plan).

Furthermore, they are indicators designed to facilitate their comparability with other regions of the European Union and with regional population statistics<sup>1</sup>. The aim has been to consider indicators available at NUTS3 (provinces) or NUTS2 (BAC) level, with NUTS being the Nomenclature of Territorial Units for Statistics).

The indicators should be disaggregated, if possible, by age, sex, origin (country of birth) and disability status, in line with the EPSR. Those relating to the youth population should be disaggregated by two age brackets (18-24, 25-29), except when referring to emancipation (18-34).

It should be stressed that one cross-cutting result assessment indicator will be the number of young people who leave the parental home after participating in an activity, project, service or programme, along with the number of emancipated young people who take part in the different initiatives of the strategy in order to consolidate their emancipation process and independent living plans.

Finally, all the indicators can be improved, and the well-founded proposals to improve/change the indicators help to achieve a more comprehensive balanced scorecard and which is comparable.

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<sup>1</sup> Some of the following are of particular interest: a) the structure of the population by large age groups; b) the dependency rate of the third age; c) the average gross rate of demographic change; d) the average gross rate of change in population; e) the average gross rate of net migration; f) the gross birthrate; g) the total fertility rate; and h) life expectancy at birth. In principle, all could be obtain disaggregated by regions, NUTS3, or by Autonomous Communities, NUTS2. See: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Population\\_statistics\\_at\\_regional\\_level#Regional\\_populations](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Population_statistics_at_regional_level#Regional_populations)

### 3. BALANCED SCORECARD INDICATORS

for managing the 2030 Basque Strategy for the Demographic Challenge

A. STATUS INDICATORS				
	Source	2024	2027	2030
<b>Population structure by age groups, sex and province</b>	(2021)			
Araba: Under 19 (Men/Women)	32,911 / 30,821			
20-64 age bracket (Men/Women)	97,570 / 97,519			
Over 65 (Men/Women)	31,756 / 39,612			
Bizkaia: Under 19 (Men/Women)	103,006 / 96,647			
20-64 age bracket (Men/Women)	335,152 / 341,537			
Over 65 (Men/Women)	112,379 / 155,402			
Gipuzkoa: Under 19 (Men/Women)	70,230 / 66,119			
20-64 age bracket (Men/Women)	209,835 / 207,799			
Over 65 (Men/Women)	71,202 / 93,702			
<b>Natural population growth by province</b>	(2020)			
	Ar: -869			
	Bi: -5,925			
	Gi: -2,714			
<b>Active population replacement index</b>	(2021) 1.47			
<b>Balance between active and inactive population</b>	(2022, 1 <sup>st</sup> quarter) 1.29			

<b>B. TARGET INDICATORS</b>				
	<b>Source</b>	<b>2024</b>	<b>2027</b>	<b>2030</b>
1.1. Average emancipation age	(2019) 30.2			
1.2. Ideal emancipation age, according to the youth (15-29 years old)	(2020) 24.5			
1.3 Youth emancipation age (18-34 years old)	(2020) 35.1%			
2.1. Birthrate by province	(2020) Ar: 7.26 Bi: 6.41 Gi: 7.01			
2.2. Average age of having first child by province	(2020) Ar: 31.68 Bi: 32.32 Gi: 31.95			
2.3. Current fertility rate by province	(2020) Ar: 1.29 Bi: 1.19 Gi: 1.32			
3.1. Life expectancy at birth by sex	(2019) M. 80.9 W. 86.7			
3.2. Disability-free life expectancy by sex	(2018) M. 70.5 W. 72.8			
3.3. Real retirement age	(2021, 3 <sup>rd</sup> ) 64.2			

<b>B. TARGET INDICATORS</b>				
	<b>Source</b>	<b>2024</b>	<b>2027</b>	<b>2030</b>
4.1. Immigration rate	(2019) 15.8			
4.2. Migratory balance with abroad by province and by sex	(2020) Ar: M. 351 Ar: W: 443 Bi: M. 1,902 Bi: W. 2,300 Gi: M. 1,165 Gi: W. 1,362			
4.3. Population by large country groups (continents) of birth	(2022, 1 <sup>st</sup> ) Europe: 47,504 Africa: 54,776 The Americas: 133,860 Asia: 16,454 Oceania: 444 Total: 253,038			
5.1. Population density by province	(2019) Ar: 109.2 Bi: 517.0 Gi: 362.3			
5.2. Percentage of population living in rural areas	(2021) 3.80%			
5.3. Percentage representing the primary sector / GDP (breakdown of total employment)	(2020) GDP: 0.79% Total employment: 1.71%			



<b>C. KEY FACTOR INDICATORS</b>				
	<b>Source</b>	<b>2024</b>	<b>2027</b>	<b>2030</b>
1.1. Youth employment rate (16-29 years old)	(2022, 1 <sup>st</sup> ) 42.9%			
1.2. Youth unemployment rate (16-29 years old)	(2022, 1 <sup>st</sup> ) 14.6%			
1.3. Youth temporary employment rate (16-29 years old)	(2021) 65.5%			
1.4. Rate of transition from temporary to indefinite contracts (16-29 years old)	(2021) 3.1%			
1.5. Population with higher education (30-34 years old)	(2020) 59.6%			
1.6. Employment rate of recent graduates (20-34 years old) at 3 years of completing their university studies	(2020) 80.7%			
2.1. Percentages of households renting	(2020) 14.6%			
2.2. Financial effort to rent housing on the free market (18-29 years old)	(2020) 61.7%			
2.3. Total average amount of support at birth of child	(2020) 796			
2.4. Number of companies and entities of the third sector with work-life balance measures	(2021) 25			
2.5. School drop-out rate	(2020) 6.5%			
2.6. Rate of children attending school at 2	(2019) 93.1%			
3.1. Ageing index per province	(2021) Ar: 139.07% Bi: 168.18% Gi: 153.46%			
3.2. Active ageing index	(2020) 37.3			
3.3. Dependency rate per province	(2021) Ar: 60.06% Bi: 60.24% Gi: 61.43%			
3.4. Average daily time per participant spent caring for adults in the household per sex	(2018) M: 2:09 W: 2:05			
3.5. Public spending on social protection in purchasing power standards	(2018) €9,022			

C. KEY FACTOR INDICATORS				
	Source	2024	2027	2030
3.6. Percentage of Basque Social Services places in the community (without including places in residential centres) with respect to the total Basque Social Services places for contingencies	(2019) Dependency: 29.0% Exclusion: 79.6% Neglect: 13.6% Disability: 62.8 %			
4.1. Employment rate of the immigrant population by sex	(2020) M. 60.5% W. 48.8%			
4.2. Unemployment rate of the immigrant population by sex	(2020) M. 18.4% W. 23.0%			
4.3. Percentage of working population (16-66 years old) of foreign origin by type of profession/occupation	(2018) Manager/technician 15.3% Skilled worker 54% Skilled worker 27.4% Other: 3.3%			
4.4. Birthrate of women immigrants	(2020) 22.72			

**C. KEY FACTOR INDICATORS**

	Source	2024	2027	2030
4.5. Foreign population aged 16 that is thinking of staying in the BAC for the coming 5 years due to expectations regarding housing, employment and social relations, and geographical area of origin	(2018)			
	<u>Housing</u>			
	Western EU: 11.4%			
	Other European countries: 26.5%			
	Latin America: 20.67%			
	Africa: 12.32%			
	China: 15.0%			
	Rest of the World: 16.3%			
	<u>Better employment</u>			
	Western EU: 20.7%			
	Other European countries: 49.9%			
	Latin America: 56.30%			
Africa: 58.81%				
China: 19%				
Rest of the World: 44.9%				
<u>Local pop. relations</u>				
Western EU: 0.6%				
Other European countries: 5.8 %				
Latin America: 8.10%				
Africa: 7.40 %				
China: 16.5%				
Rest of the World: 7.40 %				

C. KEY FACTOR INDICATORS				
	Source	2024	2027	2030
4.6. Percentage of people (18-34 years old born in the BAC who return to the Basque Country from abroad with respect to the total young people born in the BAC who emigrated abroad in the period in question by province and sex.	(2020) Ar: M. 53.8% Ar: W. 38.5% Bi: M. 58.2% Bi: W. 38.6% Gi: M. 60.2% Gi: W. 56.8%			
5.1. Population structure in rural areas by age groups, sex and province  Araba:  Under 19 (Men/Women)  20-64 age bracket (Men/Women)  Over 65 (Men/Women)  Bizkaia:  Under 19 (Men/Women)  20-64 age bracket (Men/Women)  Over 65 (Men/Women)	(2021)  2,959 / 2,714  9,833 / 8,305  3,234 / 3,192  5,496 / 5,030  16,980 / 16,445  5,497 / 6,798			
5.2. Ageing index of the rural areas by province	(2021) Ar: 113.27 % Bi: 116.81%			
5.3. Number of companies of the primary sector registered with the Social Security Institute	(2018) 971			
5.4. Total amount of support allocated to stimulate rural areas	(2022) €50,400,000			

**C. KEY FACTOR INDICATORS**

	Source	2024	2027	2030
5.4. Broadband installation status of building in rural areas <5,000 inhabitants	(2021) Public grant installation: 51.34% Private initiative install: 27.61% Public grant in deploy: 19.40% No service: 1.66%			

