



“BERPIZTU”

Programme for
Economic Recovery and
Employment in the
Basque Country

www.irekia.euskadi.eus/berpiztu

*WE'LL DO WHAT IT TAKES TO KEEP
AS MANY JOBS AS POSSIBLE AND
TO RECOVER ALL LOST JOBS*

(Basque President. Socio-Economic table 27/05/2020)

BERPIZTU

1. Two major goals
2. Characteristics
3. Ten Commitments
4. Core areas
5. Summary of investments and results
6. Details of key policies and lines of action
 - Area I: Economic Recovery
 - Area II: Employment
7. Monitoring process
8. Governance framework

BERPIZTU

1. Two Major Goals

**RELAUNCH
THE
ECONOMY**

**STIMULATE
EMPLOYMENT**

BERPIZTU

**€13,250M
Investment**

**130,000
Jobs**



Unemployment below 10%

BERPIZTU

2. Characteristics

- **A commitment shared by the Basque Institutions**
- **Response to three global transitions**
- **In line with Next Generation EU**
- **Committed to the Sustainable Development Goals**
- **Integrated within a Global Country Strategy**

A commitment shared by the Basque Institutions

Guidelines of the Commitment to Economic Recovery and Employment (29th September 2020)

- A global response, with priority on employment
- A lever of transformation to tackle 3 global transitions
- A Commitment to economic and social Reconstruction as part of a Country strategy
- A Commitment in line with the European Recovery Fund “Next Generation EU”
- A Commitment with a solid starting block thanks to the strengths we have built in recent decades



GUIDELINES OF THE COMMITMENT TO ECONOMIC RECOVERY AND EMPLOYMENT



- Two major lines of action and one multidisciplinary area
 - Area I – Economic Recovery
 - Area II – Employment Creation
 - Multidisciplinary area: Improved quality of employment
- Financing sources based on our own budgetary resources and open to future EU funding
- Creation of a table coordinated by the different institutions
- A Commitment open to the local Basque institutions
- A Commitment open to social and economic agents

BERPIZTU: Response to 3 global transitions

DIGITAL EUSKADI



TECHNOLOGICAL-DIGITAL TRANSITION

- digitalization
- Artificial Intelligence and Big Data
- Technology at the service of citizens
- Automation
- Cybersecurity
- Promotion of a fair and competitive digital economy

GREEN EUSKADI



ENERGY-CLIMATE TRANSITION

- Climate neutrality
- Decarbonisation of the energy system
- Efficient use of resources and energy
 - Circular energy
- Smart and sustainable mobility
- Fair energy transition
- Farm to fork

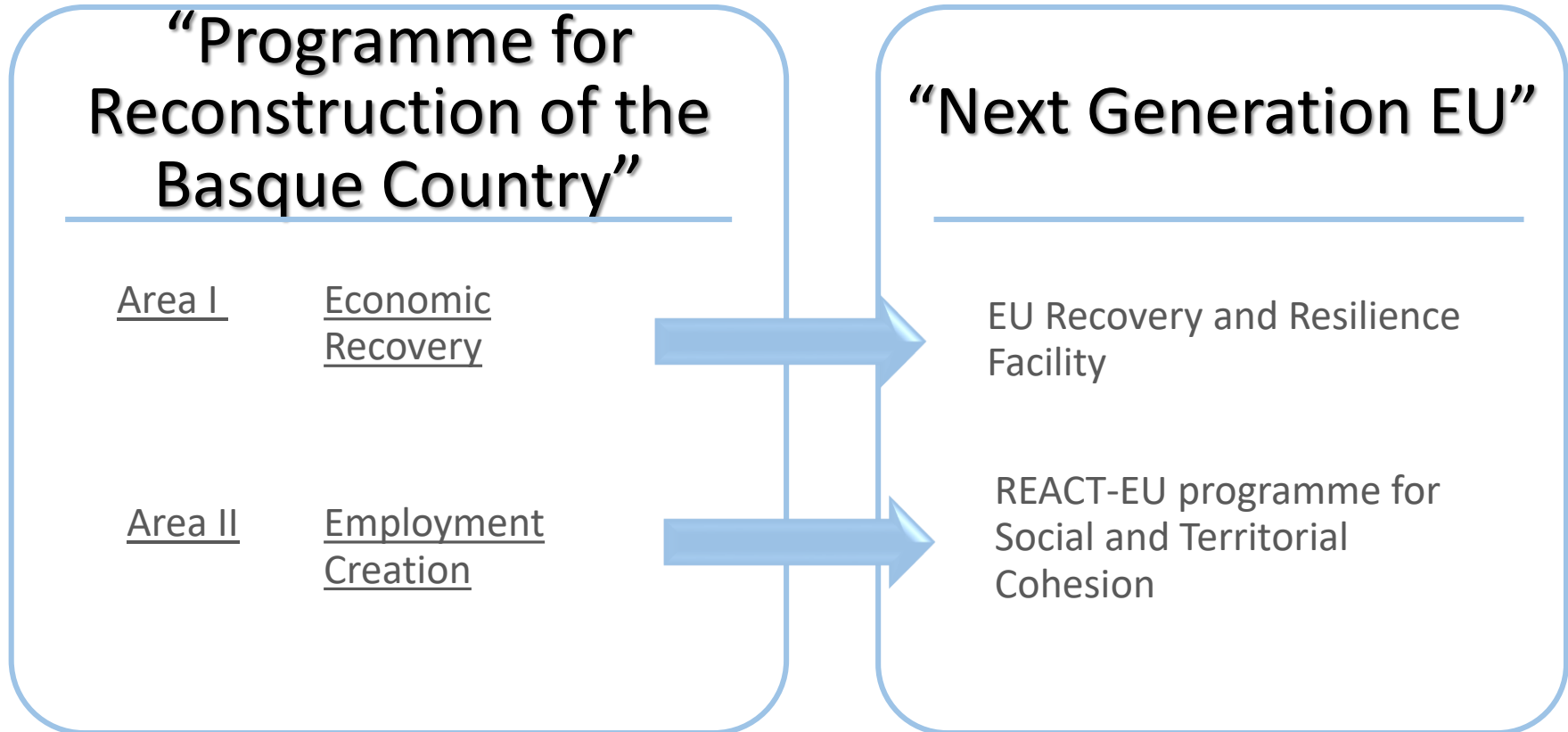
INCLUSIVE EUSKADI



HEALTH AND SOCIAL TRANSITION

- Health System and Pandemic Risk
- Demography and Healthy Aging
- Migration
- Gender Equality
- New city models
- Social and territorial cohesion

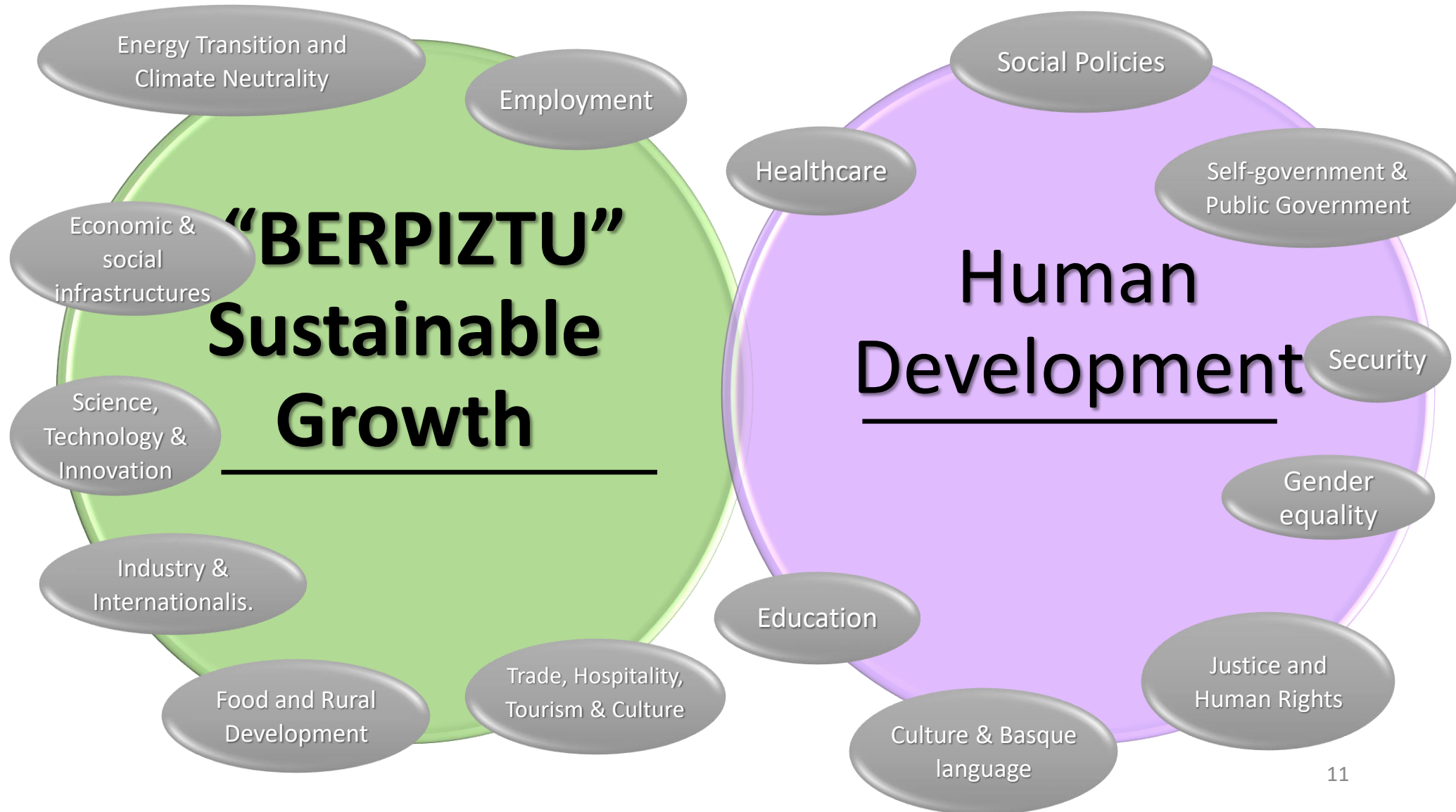
BERPIZTU: In line with “Next Generation EU”



Committed to the Sustainable Development Goals



BERPIZTU: Integrated within a Global Country Strategy



3. Ten Commitments

1) Commitment to public investment: €13,250 million in public effort towards Economic Recovery and the stimulation of Employment.

2) Commitment to employment: Reduce the unemployment rate to below 10% and stimulate the creation of 130,000 jobs.

3) Commitment to young people: A first working experience for more than 25,000 young people on programmes for their transition from the educational to the working world, training with the commitment of a contract, dual training for employment, youth entrepreneurship, and international specialisation.

4) Commitment to improving the quality of employment: Programmes to reduce the wage gap between men and women, develop new models of co-responsible cities, achieve work-life balance and pursue cases of fraudulent contracting.

5) Commitment to R&D&I: Pledge to increase public investment by a yearly average of 6% to make the Basque Country a hub of European Innovation and tackle global transitions in terms of opportunity.

6) Commitment to the European strategy: In line with the major areas of transformation established by the EU with the aim of constituting a more digital Euskadi, a greener Euskadi and a more inclusive Euskadi.

7) Commitment to the sustainable development goals: Provide a response to the sustainable development goals directly related to equality between men and women, technological challenges and social challenges. Environmental challenges also play an essential role in accelerating the transition towards renewable energies, urban energy renovation with energy efficiency criteria, and sustainable mobility with priority focus on the railway.

8) Commitment to industry: Industry is recognised as the motor of the economic rebirth and transformation of the Basque Country. An advanced industry, digitalized and internationalised. A new, more inclusive and more participative industry.

9) Commitment to public employment. Stability and renovation of the public administration, incorporating the new information and digitalization technologies in order to improve the quality of services provided to citizens.

10) Commitment to the improvement of public services. Physical and digital transformation of the health and education systems. Health, aging and cities represent promising areas for new niches of economic and employment opportunity.

4. Two core areas...

Area I – Economic Recovery

Key policies

1. Investment in public economic and social infrastructures
2. Research, Innovation and Digital Transformation
3. Energy and Environmental Transition
4. Industry & SMEs, Advanced Services, Creative Industries & Internationalisation
5. Food industry
6. Tourism and Cultural Trade and Industry

Area II – Employment creation

Key policies

7. Entrepreneurship. New companies
8. Training for Employment
9. Job integration. Local and district employment plans
10. 'Renove' Programmes. Building refurbishment.
11. Offers of Public Sector Employment
12. Youth employment action plan

... and one Multidisciplinary Area

Employment Quality and Gender Equality

- * Reduce the Wage Gap between men and women

- * Reduce Precariousness (temporary and part-time contracts)

- * Increase Prevention and Job Security

- * Reinforce Workplace Inspection

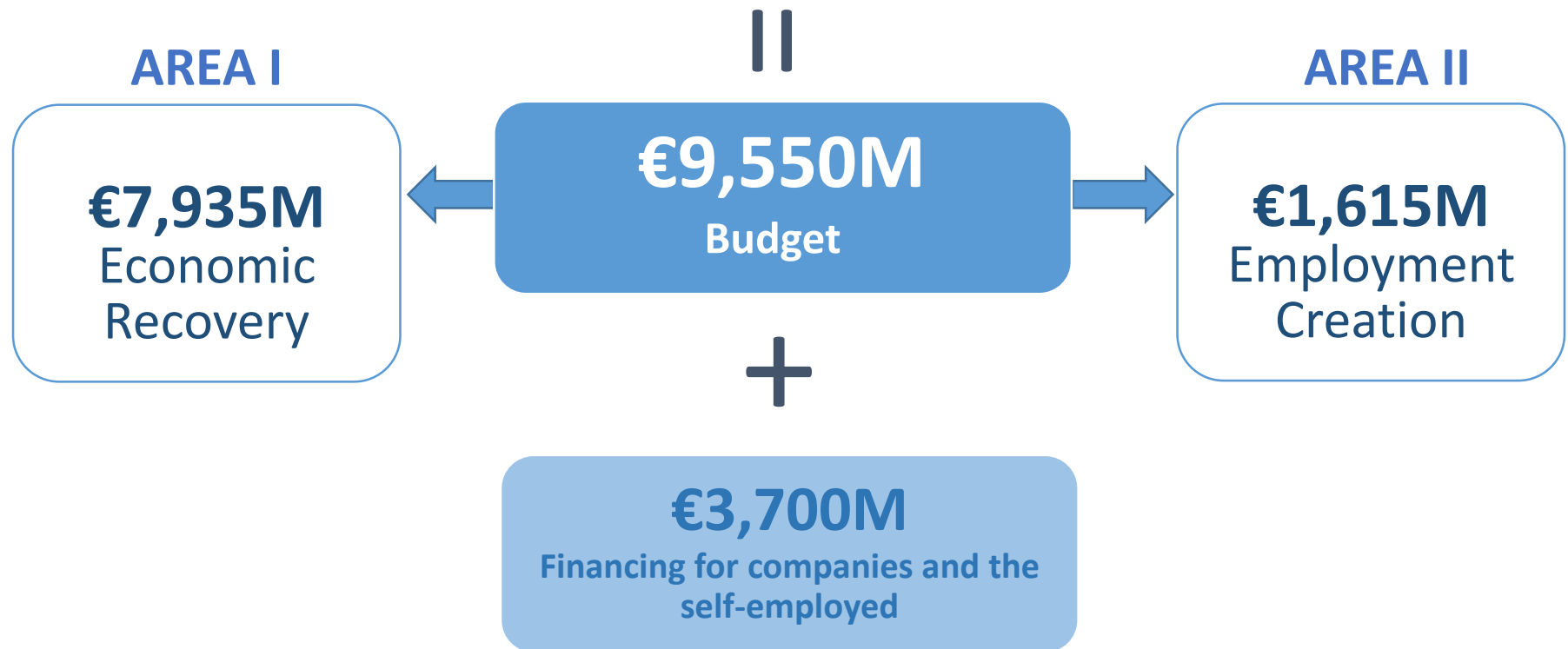
- * Foster Co-responsibility and Work-life Balance

- * Evolution towards more inclusive and participative company models

- * Promotion of Social Dialogue and the autonomous labour relations framework

5. Summary of investments and results

Investment of €13,250M

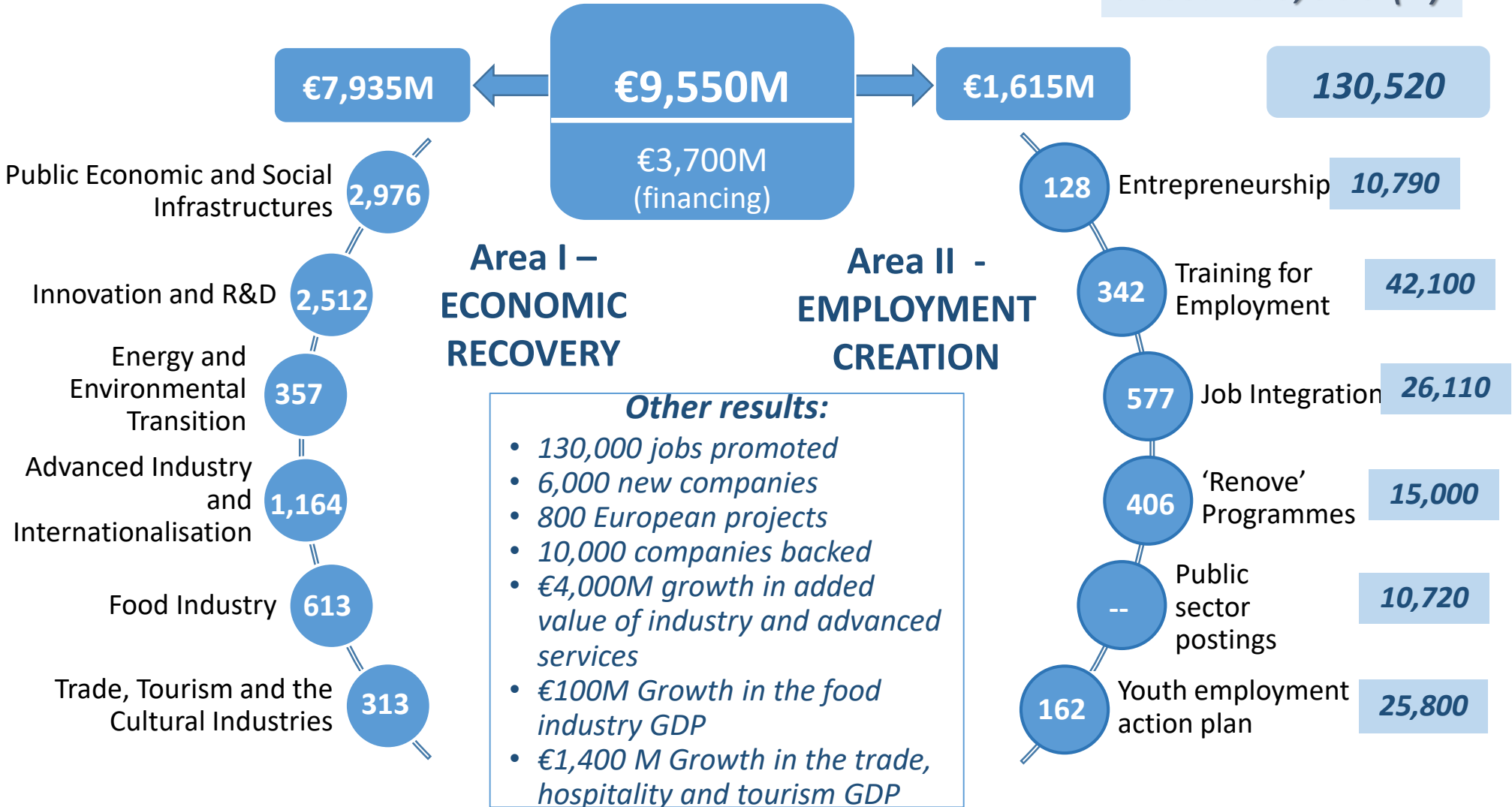


(*) Estimated investment data for the 2020-2024 term of office, 50% of which was assigned to the first year, 2020, except for the lines of financing which were attributed 100% to this year.

“Programme for Economic Recovery and Employment in the Basque Country” (2020-2024)

Investment: €13,250 million

Jobs: 130,000 (*)



(*) Rounded estimates

BERPIZTU

6. Details of key policies and lines of action

Area I: Economic Recovery

Area II: Employment

Area I: ECONOMIC RECOVERY

DETAILS OF THE KEY POLICIES

1. NEW PUBLIC ECONOMIC AND SOCIAL INFRASTRUCTURES
2. RESEARCH, INNOVATION AND DIGITAL TRANSFORMATION
3. ENERGY AND ENVIRONMENTAL TRANSITION
4. INDUSTRY AND SMEs, ADVANCED SERVICES, CREATIVE INDUSTRIES AND INTERNATIONALISATION
5. FOOD INDUSTRY
6. TOURISM AND CULTURAL TRADE AND INDUSTRY

Area I – Economic Recovery. Summary of investments

KEY POLICIES	2020-2024
1. NEW PUBLIC ECONOMIC AND SOCIAL INFRASTRUCTURES	2,976
2. RESEARCH, INNOVATION AND DIGITAL TRANSFORMATION	2,512
3. ENERGY AND ENVIRONMENTAL TRANSITION	357
4. INDUSTRY AND SMEs, ADVANCED SERVICES, CREATIVE INDUSTRIES AND INTERNATIONALISATION	1,164
5. FOOD INDUSTRY	613
6. TOURISM AND CULTURAL TRADE AND INDUSTRY	313
TOTAL BUDGET	7,935

(*) Budgetary figures estimated for the 2020-2024 term of office, attributing 50% to the year 2020.

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area I – Economic Recovery

Policy 1. Promote investment in public economic and social infrastructures

Public infrastructures (figures in millions of euros)		Investments 2020-2024
✓	Railway infrastructures	1,563
✓	Port infrastructures	102
✓	Healthcare infrastructures (<i>physical and digital</i>)	323
✓	Education infrastructures (<i>physical and digital</i>)	451
✓	Hydraulic infrastructures	120
✓	Housing infrastructures	285
✓	Cultural infrastructures	132
TOTAL		2,976

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area I – Economic Recovery

Policy 1. Promote investment in public economic and social infrastructures

Lines of Action

Basque Country Sustainable Transport Master Plan 2030

Railway Infrastructures

- Place priority on rail investments and make rail transport the backbone of overland public transport by means of projects such as the Basque 'Y', the Loiola gauge changer, the Durango-Bilbao connection, the Pasaia-Irun *Topo*, the Eibar-San Sebastian line, the extensions of the Vitoria-Gasteiz and Bilbao tramways, etc.

Port Infrastructures

- Create a plan to innovate and modernise the port infrastructures, including improved accessibility and rail-port connections

Healthcare Infrastructures

- Transformation of the health sector, renewing and improving its physical infrastructures, improving hospital utilities and facilities and reinforcing the digitalization of patient services and of the health system as a whole

Housing Infrastructures

- The providing of land and investments to consolidate the offer of public housing for rental and refurbish the portfolio of houses already built

Education Infrastructures

- Investments to maintain and reinforce the Pre-school, Primary School, Secondary School, Vocational Education and University Education network, paying special attention to transformation of the teaching system and its digitalization

Cultural infrastructures

- Investments in centres and facilities related to culture and historical heritage

Hydraulic Infrastructures

- Complete the basic infrastructures for water sanitation, supply and treatment in different basins and municipalities

Area I – Economic Recovery

Policy 2. Promote Research, Innovation and Digital Transformation

R&D&I and Digital Transformation (figures in millions of euros)	Investments 2020-2024
✓ Scientific and university research (*)	784
✓ Technological and industrial research	1,016
✓ Food Research and Development	119
✓ Health Research (*)	265
✓ Public Innovation and Digital Administration	107
✓ Strategic Innovation Fund	221
TOTAL	2,512

() Includes expenses for university and health research staff.*

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Area I – Economic Recovery

Policy 2. Promote Research, Innovation and Digital Transformation

Lines of Action

Science, Technology and Innovation Plan: PCTI 2030 (+6% annual budgetary growth)

Smart Specialisation (RIS3):

- Promotion of initiatives to develop the fundamentals of the RIS3 Euskadi 2020 smart specialisation, following the 3 strategic priorities (smart industry; clean energies; and personalised health) and the 4 areas of opportunity (healthy food; eco-Innovation; creative and cultural industries).
- Introduction, in line with the Horizon Europe missions, of the key multidisciplinary keys (healthy aging; electric mobility and circular economy), with the aim of achieving greater integration between the social challenges and the RIS3 strategy.
- The smart specialisation will, in turn, guide the priority Basque industrial ecosystems and their integration to the European value chains.

3 Key Multidisciplinary Initiatives:

- ✓ Healthy aging
- ✓ Electric mobility
- ✓ Circular economy

Strategic Innovation Fund

- Backing of initiatives to develop the RIS3 Strategy, in close collaboration and complementary to ministerial actions

Scientific Excellence

- **Scientific Research:** BERC programme
- **University Research:** University of the Basque Country target-based funding, Mondragon University and Deusto University, Research Groups

Technological-Industrial Leadership

- **Technological-Industrial Research:** HAZITEK, ELKARTEK, EMAITEK programmes
- **Health Research:** programmes on Health Research Projects, INNOSASUN, MEDTECH, VALIOSASUN and Innovative Public Procurement
- **Food Research:** promotion of the BIOECONOMY and CIRCULAR FOOD SYSTEMS

Open (i)nnovation

- **Entrepreneurial Innovation:** INNOBIDEAK LEHIABIDE, KUDEABIDE and PERTSONAK
- **SME Innovation:** HAZINNOVA, Basque Industry 4.0, BIND 4.0 programmes
- **Public Innovation:** A revamped and digital administration

Talent

- **Attracting scientific talent:** IKERBASQUE (Research Fellows, Research Associate, Research Professor programmes)
- **Training of young researchers:** POSDOC, PREDOC programmes
- **Technological talent:** BERRIKERTU programme

Area I – Economic Recovery

Policy 3. Foster energy and environmental transition

Investments in Energy and Environmental Transition (figures in millions of euros)	Investments 2020-2024
✓ Efficient use of energy and resources	86
✓ Promotion of Renewable Energies based on new technologies	48
✓ Priority on Smart and Sustainable Transport and Mobility	81
✓ Protection of the Environment	57
✓ Preservation of Natural Heritage and the Fight against Climate Change	85
TOTAL	357

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Area I – Economic Recovery

Policy 3. Foster energy and environmental transition

Lines of Action

Basque Country Energy Strategy, Environment Strategy and Circular Economy Strategy

Efficient Use of Energy and Resources

- Back investments that improve energy efficiency and the circular economy in all economic and social sectors: industrial companies, services companies, public administration, building owners ('Renove' Programmes*), tourist and commercial establishments, and cultural facilities.
- Develop the forestry bioeconomy as an opportunity to transform the key sectors of the economy based on a new generation of bio materials and products.

Priority on Smart and Sustainable Transport and Mobility

- Foster investments in efficient transport and mobility, promoting electrification and alternative models to fossil fuels (VEHICLE RENOVE programme)

Energy Electrification

- Promote and introduce distributed energy projects, electric vehicle charging stations, introduce digital and smart electric distribution networks, generate green hydrogen, etc.

Promotion of Renewable Energies integrating new technologies

- Promote investments in installations favouring renewable energies with the integration of new technologies (Biomass and biogas, Geothermal, Wind and Photovoltaic Parks, etc.). Also in facilities for the validation and experimental demonstration of new energy technologies.

Protection of the Environment

- Achieve effective environmental protection with compatibility between the different economic activities and the environment in which they take place.

Preservation of natural heritage and fight against climate change

- Promote integrated programmes and plans on energy, preservation of natural heritage and local and district climate action through the Udalsarea 2030 Network, creating the qualification of "Low carbon emission Municipality/District".

Area I – Economic Recovery

Policy 4. Provide incentive to industry and SMEs, advanced services, the creative industries and internationalisation

Manufacturing Industry and SMEs, Advanced Services, Creative Industries and Business Internationalisation (figures in millions of euros)	Investments 2020-2024
✓ Industrial development: Basque Industry 4.0, support to SMEs, reshoring and consolidation, support to companies in crisis, advanced services and creative industries and reinforcement of the Health Cluster	1,004
✓ Reduction in the financial cost of loans to companies (COVID 19)	53
✓ Business Internationalisation	107
TOTAL	1,164

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Area I – Economic Recovery

Policy 4. Provide incentive to industry and SMEs, advanced services, the creative industries and internationalisation

Lines of Action

“Industrial Development” Strategic Plan

Technological and Digital Transition. Basque Industry 4.0

- Reinforce investments for progressing with the automation, digitalization and improvement of business competitiveness (through the Gauzatu Industry programmes for technology and innovative companies and RENOVE Industry to promote Industry 4.0). Also, foster the capacities and potential of teleworking for men and women workers. Development of the Basque Artificial Intelligence Center and introduction of 5G networks.
- Boost the process of transition from products to solutions, incorporating advanced services companies.

Support to SMEs

- Develop a specific plan of support for SMEs to facilitate their progress with respect to digitalization and the application of technology- and non-technology-based innovation solutions.

Support to sectors in crisis and reinforcement of infrastructures

- Reinforce support programmes for companies experiencing difficulties due to the current health crisis, helping them to tackle the technological-digital and energy-environmental transition (through the Bideratu Berria, Bideratu Covid-19 and Indartu programmes).
- Strengthen support infrastructures such as the Industrial and Technology Park Network and boosting the policy of clusters.

Advanced services and Creative industries

- Improve industrial competitiveness by incorporating to their products the added value of advanced services (engineering, technology, marketing, financial services, etc.) and creative industries (video games, digital contents, design, etc.)

Industrial Development, Reshoring and Consolidation

- Creation of new strategic industrial capacities, boosting the reshoring of sectors essential for the Basque economy, such as health.
- Support to key companies in the sector with potential for growth and internationalisation, strengthening existing programmes or creating new ones: capital investment (such as the Finkantuz fund), accompaniment in growth (Risk Capital) and investment in pivotal projects that strengthen the local value chains.

Health Cluster reinforcement

- Foster collaboration between the health and technology-business sectors, aiming to create a powerful health sector which contributes to the GDP and employment in the Basque Country.

Area I – Economic Recovery

Policy 4. Provide incentive to industry and SMEs, advanced services, the creative industries and internationalisation (ii)

Lines of Action

Business Internationalisation Plan 2025

Reinforcement of services to support Internationalisation

- Reinforce the Basque Internationalisation Agency and open new offices outside the Country.
- Increase the portfolio of services to back the Internationalisation of Basque SMEs and create a system of international observation and alert by means of strategic alliances with international benchmark organisations (new Basque Trade opportunities portal).
- Promote Basque Trade & Investment collaboration with Chambers of Commerce to achieve the internationalisation of SMEs.

Basque Country Brand consolidation

- Generalise and promote the Euskadi-Basque Country Brand as an instrument for gaining recognition and reputation for Basque companies abroad, promoting their international reach.

Develop and attract talent

- Boost internationalisation scholarship programmes in order to train Basque talent abroad and attract international talent

Foreign public investment pilot projects

- Promote Basque participation in international projects of public investment by multilateral bodies. The idea is to make the most of the foreseeable increase in international public investment, result of the current crisis, in sectors such as health infrastructures, energy efficiency, urban mobility Smart Cities, restructuring...

Promotion of international mergers and acquisitions

- Support processes of growth and consolidation by Basque business groups by means of international mergers and acquisitions, using smart market tools to identify opportunities and support the necessary investments.

Area I – Economic Recovery

Policy 5. Activate the food industry

Food Industry (figures in millions of euros)	Investments 2020-2024
✓ Agriculture and Rural Development (Farm to Fork)	385
✓ Fisheries	100
✓ Food Promotion and Quality	128
TOTAL	613

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area I – Economic Recovery

Policy 5. Activate the Food Industry

Lines of Action

Strategic Interinstitutional Common Agricultural Policy Plan. Strategic Food and Gastronomy Plan in the Basque Country

Generation takeover

- Guarantee the future of the primary sector by guaranteeing the generation takeover and attracting new entrepreneurs and professionals.

Economic diversification

- Foster the economic diversification of rural and coastal areas through new value chains in potential-offering niches such as bioeconomy, tourism, health and well-being, new technologies, etc.

Ecological and sustainable agriculture

- Promote ecological production in the Basque Country and promote sustainable agricultural practices to prevent and alleviate the consequence of climate change.

Improve competitiveness

- Favour competitiveness of the primary sector and the food industry through support programmes and financial instruments which promote sectoral structuring and cooperation between different links in the value chain to gain critical mass, as well as the internationalisation and diversification of sales channels.
- Favour competitiveness of the agricultural sector according to criteria of efficiency, quality and animal well-being, sustainability and food security.
- Promote short channels for the commercialisation and promotion of local products by providing structure for the value chain.
- Incorporate clauses on the environment and to support local production in public procurement contracts.
- Promote innovative and strategic projects to develop an own food system guaranteeing sustainably, socially, environmentally and financially driven production mainly in the territory.

EU Maritime and Fisheries Fund Operational Programme

Generation takeover and Attracting talent

- Provide incentive for the incorporation and/or assumption of ownership of businesses in the fisheries sector by young people.
- Retain and attract talent emerging from nautical-fisheries training centres to occupy qualified positions of leadership in the fisheries sector (ITSASORATU programme).

Sustainable fisheries

- Keep stocks at sustainable levels by means of applying management plans.
- Intensify the fight against fraud and illegal fishing through improved traceability systems.

Promotion of Aquaculture

- Support of aquaculture, particularly marine aquaculture, promoting innovative projects, the construction of aquaculture parks and the creation of new companies.

Area I – Economic Recovery

Policy 6. Reactivate the tourism and cultural trade and industry

Tourism and Cultural Trade and Industry (figures in millions of euros)	Investments 2020-2024
✓ Trade	84
✓ Tourism and hospitality	76
✓ Cultural industry	153
TOTAL	313

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area I – Economic Recovery

Policy 6. Reactivate the tourism and cultural trade and industry

Lines of Action

Trade

Qualification and updating

- Improve training and skills to boost professionalisation of the sector, among others particularly creating a Business School and digital classrooms.
- Provide incentive to hire young people to update the sector, boost scholarship programmes and provide incentive for the generation takeover.

Digitalization and diversification

- Support the development of new business models taking advantage of the opportunities offered by the digital economy and promoting the priority introduction of digitalization, big data and Artificial Intelligence solutions.

Improved business competitiveness

- Promote the development of business cooperation, expansion and competitiveness strategies, reinforcing existing measures such as the Hirigune programme.
- Consolidate Technical Trade Offices as one of the pivotal forces of assistance to the trading business sector.

Promotion of synergies between Trade, Tourism and Culture

- Promote synergies between these sectors and reinforce the HIRIA 3.1 programme.

Tourism and Hospitality.

Basque Sustainable Tourism Strategy 2020-2030

Sustainability, Responsibility and Excellence

- Promote the Euskadi-Basque Country Brand related to a sustainable, responsible and excellent tourist destination.
- Creation of a catalogue: “Top ten sustainable environments, spaces and establishments”.
- Promote programmes on equality and corporate social responsibility.

Improved competitiveness

- Foster strategies of sectoral cooperation and stimulation and develop local economies, reinforcing grant programmes.
- Develop a system of smart competition in tourism.
- Promote the generation takeover and innovation in management and business models as well as digitalization, through initiatives such as the Berriz Empresa programme.

Cultural Industries. Creative Euskadi

- Promote the creation of a Basque Creative District and improved competitiveness of the cultural and creative industries, seeking synergies and collaborations with tourism and trade, as well as joint R&D&I initiatives with the other priority areas of the Basque RIS3 Strategy.

Area II: EMPLOYMENT CREATION

DETAILS OF PIVOTAL POLICIES

7. ENTREPRENEURSHIP. NEW COMPANIES
8. TRAINING FOR EMPLOYMENT
9. JOB INTEGRATION. LOCAL AND DISTRICT EMPLOYMENT PLANS
10. 'RENOVE' PROGRAMMES. BUILDING REFURBISHMENT
11. PUBLIC SECTOR JOB OFFERS
12. YOUTH EMPLOYMENT ACTION PLAN

Area II – Employment creation. Summary of investments

PIVOTAL POLICIES	2020-2024	
	INVESTMENTS	JOBS
7. ENTREPRENEURSHIP. NEW COMPANIES	128	10,790
8. TRAINING FOR EMPLOYMENT	342	42,100
9. JOB INTEGRATION. LOCAL AND DISTRICT EMPLOYMENT PLANS	577	26,110
10. 'RENOVE' PROGRAMMES. BUILDING REFURBISHMENT	406	15,000
11. PUBLIC SECTOR JOB OFFERS	**	10,720
12. YOUTH EMPLOYMENT ACTION PLAN	162	25,800
EMPLOYMENT PROGRAMME TOTAL	1,615	130,520

(*) Budget and employment data calculated for the 2020-2024 term of office, with attribution to the first year from the beginning (for employment generation 30% has been taken in 2020 and 75% in 2021 from the initial estimates, except for Public Sector Postings (OPEs), considered at 100%, in order to discount the impact of the pandemic. In the budget, 50% of the total for 2020 has been calculated)

(**) No budgetary expenses are envisaged due to being included in general Chapter I (Personnel) of the Basque Government.

Area II - Employment creation

Policy 7. Entrepreneurship. New companies

Entrepreneurship. New companies (investments, figures in millions of euros)	2020-2024	
	Investments	Jobs
✓ Micro SMEs and the self-employed	26	4,565
✓ New food sector companies	13	1,245
✓ New Social Economy companies	6	747
✓ New Tourist and Trade sector companies	8	913
✓ New innovative companies	75	3,320
TOTAL	128	10,790

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area II - Employment creation

Policy 7. Entrepreneurship. New companies

Lines of Action

Inter-institutional Entrepreneurship Plan (PIE)

Newly created Micro SMEs and Self-Employed initiatives

- Help entrepreneurs to develop their business idea and set it in motion, accompanying them at all stages of the process until achieving its consolidation, including: financial grants, expert advice and mentoring services; capitalisation of unemployment benefits; etc.
- Boost collaboration with local organisations promoting employment and business activity.

Innovative Intra-entrepreneurship

- Help new projects born within a company thanks to intra-entrepreneurship to make the most of the entrepreneurship existing in Basque companies (such as the Barnekintzaile programme) and make innovative investments to create or maintain jobs in already existing companies (such as the Gauzatu Berria programme).

New innovative companies

- Support the creation of *new companies based on technology and innovation*, which contribute to the creation of quality jobs:
 - Economic and financial grants
 - Advice and accompaniment by BICs (business innovation centres)
 - Consultancy, mentoring and coaching services.
 - Subsidies for access to international markets.

Attraction of international startups

- Boost the connection of major Basque companies with startups all over the world, in order to promote innovation projects and foster introduction to the Basque Country of innovative companies with strong growth potential (such as the BIND 4.0 platform).

New SMEs in the Food, Social Economy, Trade and Tourism sector

Support, with specific programmes, the creation of new companies in sectors with the potential for creating employment, such as:

- **Food Chain Sector:** reinforcement and/or creation of specific action programmes in the rural environment (such as the Leader, Erein, Getenek and Geroa programmes), in collaboration with different local organisations, associations and foundations
- **Social Economy:** backing of programmes to promote the creation of new social economy companies, as well as their consolidation and development, and incorporating this model of companies to Bind 4.0
- **Trade and Tourism:** support to the creation and/or continuity of programmes related to sustainable tourism and local consumption

Area II - Employment creation

Policy 8. Training for Employment

Training for employment (investments, figures in millions of euros)	2020-2024	
	Investments	Jobs
✓ Career guidance programmes	35	16,600
✓ Agricultural and fisheries training programmes (food chain)	3	519
✓ Training with a guaranteed contract, in collaboration with VE centres	14	1,245
✓ Placement training of the unemployed	222	23,736
✓ Training to update employed worker skills	68	*
TOTAL	342	42,100

- *Skills updating programmes have the effect of greater stability and quality of employment; however, erring on the side of caution, they are not considered directly responsible for creating jobs*
- **Note:** *The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.*

Area II - Employment creation

Policy 8. Training for Employment

Lines of Action

Career guidance

- Accompany and advise unemployed people to help them improve their chances of finding a job thanks to career guidance and services linked to the design of integral job integration roadmaps, paying special attention to the people furthest removed from employment. These roadmaps will take an integral approach including diagnosis and analysis of the person's profile, the design of a personalised roadmap and accompaniment in its development, intermediation with companies and subsequent monitoring to guarantee that they fit into the job.

Training in Agriculture and Fisheries

- Create or reinforce programmes on training in agriculture and fisheries (food chain) for the employed and the unemployed, taught by expert teachers at Vocational Education centres

Training with a guaranteed contract

- Develop and promote calls for training actions focussed on the unemployed with a guaranteed contract from companies, and in collaboration with Vocational Education centres. The aim is to provide specific training for the incorporation to companies of workers with precise occupational needs who require specific qualifications for their effective incorporation to the workplace.

Training for integration of the unemployed

- Develop programmes and specific calls for training actions focussed on the integration of people who have difficulties getting or keeping a job in collaboration with companies, local organisations and Vocational Education centres.

Skills updating programmes for the employed

- Develop training programmes and actions to improve and adapt the skills and qualifications of people in work to the changes arising in the fields of production and employment, as a way to improve their abilities as well as company productivity and competitiveness. Lifelong training of the employed constitutes one of the major challenges for the competitiveness of professionals and companies.
- Promote the generation of technological knowledge at Vocational Education Centres and its transfer to companies by means of training and improving worker skills, to help them better respond to the challenges of modernisation and digitalization. In this area of Vocational Education the Recognition of Work Experience will be extended to include the Basque manufacturing fabric and all training cycles.

Area II - Employment creation

Policy 9. Job Integration. Local and district employment plans

Job integration (investments, figures in millions of euros)	2020-2024	
	Investments	Jobs
✓ Local and district employment plans	174	14,525
✓ Job integration of people at risk of exclusion	18	1,245
✓ Job integration of the long-term unemployed by means of grants for hiring them in the private sector	6	518
✓ Specific programmes of integration to companies	58	3,182
✓ Hiring of people with disabilities in companies (grants for indefinite hiring + supported employment)	8	830
✓ Special Employment Centres	258	*
✓ Grants to integration companies	45	*
✓ Induced employment for co-responsible work-life balance	10	5,810
TOTAL	577	26,110

* These programmes guarantee the stability in employment of people with disabilities and with special integration difficulties. However, erring on the side of caution they have not been assumed to significantly generate new jobs.

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area II - Employment creation

Policy 9. Job Integration. Local and district employment plans

Lines of Action

Local and District Employment Plans

- Improve employability and promote hiring of the unemployed by means of Local Actions to Promote Employment, including the development of actions to foster employment by local bodies, providing incentives to encourage hiring by local companies and the development of strategic local business projects.
- Reinforce actions of this kind in disadvantaged areas and municipalities and/or areas of priority action (Meatzaldea, Ezkerraldea, Oarsoaldea and Enkarterri) by means of specific lines of support.

Special Employment Centres

- Promote the Special Employment Centres born from social or entrepreneurial initiative, to help keep people with disabilities and greater difficulties of access to the working world to keep their jobs.

Hiring of People with Disabilities

- Promote grants for the indefinite hiring of people with disabilities in ordinary companies, with incentives to hire women and additional grants for adapting the workstation.
- Foster the temporary hiring of people with greater difficulties and disabilities, including technical support for companies.

Integration of people at Risk of Exclusion

Grants to Integration Companies

- Support “singular projects” combining training, practical experience, accompanied integration, guidance, individualised support and other measures to improve employability and job integration. These projects will focus on people with greater difficulties of social integration and on those in a job with specific needs, in order to guarantee their access and subsequent continuity in the labour market.

Hiring the Long-term Unemployed

- Enable the hiring of people from the most disadvantaged groups (long-term unemployed, over the age of 45 years, those who are dependent, etc.) by companies, as a way of fostering their incorporation to the labour market, through specific programmes providing the incentive to hire them.

Hiring to substitute people in a work-life balance situation

- Support the hiring of unemployed people or extend the working day of employees with the aim of substituting workers on leave of absence or who have a shorter working day for reasons of work-life balance.

Area II - Employment creation

Policy 10. 'Renove' Programme. Building refurbishment

'Renove' Programmes. Building refurbishment (investments, figures in millions of euros)	2020-2024	
	Investments	Jobs
✓ 'Renove' for Housing	143	10,269
✓ 'Renove' for Schools	209	3,752
✓ 'Renove' for Health Centres	54	979
TOTAL	406	15,000

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area II - Employment creation

Policy 10. 'Renove' Programme. Building refurbishment

Lines of Action

'Renove' Programmes for Buildings

The commitment to refurbishment has an important impact at both employment generation and environmental-social levels. The promotion of new programmes for the renovation and refurbishment of buildings, based on efficient energy criteria and with a view to achieving zero-emission buildings, continues to produce an important pivotal effect on economic recovery and sustainability.

The improved energy efficiency of buildings will be decisive in being able to achieve the neutral carbon emission target established for 2050 in the European Green Deal and in the Basque Government's Climate Emergency Statement. Furthermore, it represents an obvious opportunity to promote economic activity in the renovation and building sector, and to create new green jobs in the Basque economy, in line with the priorities established by the European Commission for recovery from the current crisis caused by Covid-19.

Buildings are responsible for 40% of energy consumption in the EU and for 36% of the Greenhouse Gases, mainly generated during their construction, use, renovation and demolition. Refurbishing buildings already in use based on these criteria could reduce the total energy consumption by 5-6% as well as reducing carbon dioxide emissions by approximately 5%.

In this context the support will focus on 3 refurbishment programmes in the areas of housing, public schools and public health centres:

- **'RENOVE' for Housing:** Creation and/or consolidation of jobs in the housing renovation subsector, while improving the conditions of housing conservation, accessibility and energy efficiency.
- **'RENOVE' for Schools:** Creation and/or consolidation of jobs in the renovation subsector by means of work to refurbish and improve public schools.
- **RENOVE for Health Centres:** Creation and/or consolidation of jobs in the renovation subsector by means of work to refurbish and improve public health centres.

Area II - Employment creation

Policy 11. Public sector job offers

Public sector job offers (investments, figures in millions of euros)	2020-2024	
	Investments	Jobs
✓ General Administration	*	1,150
✓ Health	*	4,100
✓ Ertzaintza (Basque police force)	*	1,900
✓ Education	*	3,100
✓ Justice	*	320
✓ Others	*	150
TOTAL	*	10,720

(*) No budgetary investments are entered here given that they are already included in general Chapter I of the Basque Government.

Area II - Employment creation

Policy 12. Action plan. Youth Employment

Action Plan on Youth Employment (investments, figures in millions of euros)	2020-2024	
	Investments	Jobs
✓ Dual training for employment	*	11,990
✓ Programmes of transition from the educational to the working world	14	3,280
✓ Training grants for youth employment	42	1,936
✓ Training for the integration of young people	18	2,728
✓ Youth employment programmes: Lehen Aukera, Hand-Over Contract, Youth Return and Innovative actions for youth employment	65	4,150
✓ Youth entrepreneurship	23	1,716
Action Plan on Youth Employment. Total	162	25,800
Repercussion of general employment programmes on youth employment		27,514
Total promoted Youth Employment		53,315

(*) No amount is entered here due that it is already included in the entry for FP and University staff expenses

Note: The figures indicated correspond to the initial situation. They may undergo changes or internal reassignment according to the decisions taken by the competent Ministries reflected in the annually approved budget.

Area II - Employment creation

Policy 12. Action Plan. Youth Employment (i)

Lines of Action

Training scholarships for youth employment

- Reinforce scholarship programmes to improve the preparation and qualification of young graduates in areas of interest for Basque companies, by means of practical experience in fields such as internationalisation, the science & technology environment or the agricultural-fisheries and food sector, as well as through innovative actions for job integration, in collaboration with other agents.

Programmes for transition from the education to the working worlds

- Reinforce programmes for transition from the educational to the working worlds, in collaboration with universities and vocational education centres, gaining practical experience which increases the technical knowledge and skills required to hold a qualified job in Basque companies.

Dual vocational and university education for employment

- Promote the Dual Education model in the university and vocational education fields, as a way of accelerating skills development and adaptation to professional spheres, with the aim of reinforcing the preparation of students and improving their employability, extending the Dual Education model to all levels of education (Vocational Education and Universities) and to the sectors of the Basque Economy.

Training for youth integration

- Promote and reinforce training for the employment of young people, as well as specific training actions for the socio-labour integration of young people with low qualifications, with the aim of improving the adaptation and response to the demands of companies.

Area II - Employment creation

Policy 12. Action Plan. Youth Employment (ii)

Lines of Action

Lehen Aukera. First Chance

- Help people who are unemployed or have very little working experience to obtain indefinite contracts or placements for a minimum duration, with incentives for the hiring of women.

Hand-over Contract

- Support the renewal of company personnel by means of full-time or indefinite hand-over contracts for people under the age of 30 years or older than 45 years, with incentives for the hiring of women.

Youth Return

- Encourage companies to hire young people with links to the Basque Country who wish to return or have done so in the last 6 months, having trained outside our community. Incentives will be provided for indefinite contracts and the hiring of women.

Innovative actions for the integration of young people

- Develop actions to increase the employability of young people looking for their first job opportunity. These can include activities to introduce them and diagnose their employability, the drawing up of individualised plans by professionals, mentors, etc., and accompaniment and monitoring of how the indefinite personal integration plan is developing.

Youth entrepreneurship

- Promote the culture of entrepreneurship among university and vocational education students, promoting and backing the creation of new companies from own specialised units (nurseries, incubators, etc.), which accompany the entrepreneur from the initial idea to creation of the new company (e.g. the Urrats Bat programme at VE centres).
- Similarly, reinforce the presence of young people in entrepreneurship initiatives or programmes for micro SMEs and/or the self employed.

BERPIZTU

7. Monitoring process carried out with Institutions, Table on Social Dialogue and Economic and Social Agents - October 2020

No.	Body	Organisations
1	Provincial councils	Provincial Council of Araba; Provincial Council of Bizkaia; Provincial Council of Gipuzkoa
2	Social Dialogue Table	Confesbank; CCOO; UGT; Labour Relations Council; Basque Government (Ministry of Labour and Employment; Ministry of Economic Development, Sustainability and the Environment; Presidency of the Government)
3	Basque Government Vice-Ministries (Area I Economic Recovery – Programme)	Min. of Economic Development, Sustainability and the Environment; Min. of Treasury and Economy; Min. of Education; Min. of Land Use Planning, Housing and Transport; Min. of Culture and Language Policy; Min. of Tourism, Trade and Consumer Affairs; Presidency of the Government
4	Basque Government Vice-Ministries (Areas II – Employment Creation and III – Improvement of Employment Quality)	Min. of Labour and Employment; Min. of Public Governance and Self-Government; Min. of Treasury and Economy; Min. of Education; Min. of Land Use Planning, Housing and Transport; Min. of Health; Min. of Equality, Justice and Social Policies; Presidency of the Government
5	Mondragon Corporation	Presidency
6	Basque Chambers of Commerce	Bilbao Chamber of Commerce; Araba Chamber of Commerce; Gipuzkoa Chamber of Commerce
7	Konfekoop	Management team
8	Elkargi	Management team
9	Federation of Basque mutual societies	Management team
10	ELA Trade Union	General Secretary (*)
11	LAB Trade Union	General Secretary (*)

(*) On 16th October a letter was sent to the General Secretaries of the ELA and LAB trade unions, attaching the explanatory document and asking for their contributions

BERPIZTU

8. Governance Framework

1) Board of Directors

Made up of:

- ✓ The Basque President, the Board Chairman
- ✓ 2nd Vice-President and Minister of Labour and Employment
- ✓ Minister of Economic Development, Sustainability and the Environment
- ✓ Minister of Treasury and Economy
- ✓ General Deputies of Araba, Bizkaia and Gipuzkoa
- ✓ Chairman of Eudel

2) Inter-Ministerial Committee

Made up of:

- ✓ Heads of the different Ministries, Policies and Action Plans envisaged in the programme, at vice-ministry level
- ✓ Coordinator of the Inter-Ministerial Table (General Secretary of the Presidency)

3) Table on Social Dialogue and Socio-Economic Monitoring Table

- ✓ The Table on Social Dialogue will play an active and priority role in monitoring and annually assessing the Berpiztu Programme. The economic and social agents participating in the Socio-Economic Table will receive annual information on its implementation.