



Spain

Assessment of the 2008-2010 National Reform Programmes for Growth and Jobs from a social inclusion perspective: The extent of synergies between growth and jobs policies and social inclusion policies

A Study of National Policies

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SUMMARY

1. The 2008 Annual Progress Report: progress in social policy and advances in social cohesion.

- The 2008 Annual Progress Report on the Spanish NRP makes plain the high **productivity of social policies in 2007** (feeding in) and part of 2008. In fact, that productivity covers the period 2006-2008 during which the development of legislation and social programmes have played a part in fomenting access to employment among women and the disabled, in making across the board improvements in social benefits (above all minimum pensions), and in generating a propitious climate for economic growth by means of permanent consensus-building between social and economic actors, the development of social integration programmes for the disabled, immigrants, the vulnerable, and programmes for enhancing vocational training and cutting school dropout rates. In short, social policies have improved employment access for the least favoured groups in society at the same time as they have valorised their human capital.
- Also, the 2008 Progress Report makes plain Spain's **advances in convergence and social cohesion** on two levels. Firstly, in 2007—three years before the 2010 target—full convergence was achieved in terms of per capita income (102.6) and the overall employment rate for the population between the ages of 15 and 64 (65.5). Obviously, these are two basic indicators of economic growth but not of social development. If, by the latter, we mean improved human capital, sexual equality, falling poverty and improved social benefits, the Progress Report's conclusion regarding the NSRSPSIs for the period 2008-2010, an assessment of which we undertook recently (¹), is generally speaking positive, allowing for some social deficits which will have to be overcome in the coming years if the virtuous growth-welfare circle is to be consolidated.

2. Old and new uncertainties

The current context of economic and financial crisis conditions strategies for Spain's economic growth and social welfare. Two kinds of uncertainty stand out in the new international and national scenarios.

The first uncertainty (**old uncertainty**) has to do with the Spanish model of growth and the extraordinary speed at which the unemployment rate increases in times of crisis in comparison with its sluggish fall in times of growth. The recent fall in the unemployment rate to 8.3% marked a milestone not reached since, at least, 1980. It was possible to absorb the annual 3% growth rate in the demand for employment (among women, the disabled and elderly above the age of 65) thanks to a GDP which was increasing annually at a rate above 3%. However, it now seems unlikely that the Progress Report's forecasts of increases in GDP of 1.6% in 2008 and 1% in 2009

¹ Rodríguez Cabrero, G. (2008) Assessment of the social inclusion strand of the 2008-2010 national strategy report for social protection and social inclusion (NSRSPSIs) in Spain. First draft.

will be fulfilled. In fact, unemployment has reached 11.7% in the third quarter of 2008, with some of the more serious forecasts putting it at 14.5% in 2009 and close to 16% in 2010 ⁽²⁾. Budgetary and macroeconomic stability, the solvency of Spain's financial system and the robustness of Social Dialogue may help to soften the impact of the more than likely return of unemployment to 1997 levels.

By **new uncertainties** we mean those stemming from Spain's transition to an information society, even if some already existed in Spanish society. Above all, we mean the impact of the crisis on the ageing process as treated in the strategy for the sustainability of the state pension system, on the recent fall in the rate of temporary job contracts, and on the fight against school failure. A crisis eating into public sector resources and a less favourable institutional climate may contribute to putting a brake on the development of policies which are crucial for economic growth and social welfare. While the 2010 target for a female employment rate of 57% may yet be attained (the same rate for 2007 was 54.7%), the same cannot be said of other indicators such as the school drop-out rate (31% in 2007; target of 15% for 2010), which requires a doubling of efforts, or the protective intensity of social benefits aimed at reducing the relative poverty rate, which will not be budgeted from around 19%.

In short, the 2008 Annual Progress Report has been published at a time of acute economic crisis, when different social policies are coming to fruition (feeding in) and when economic growth and job creation (feeding out) have laid the ground for important advances in terms of social cohesion. In this respect, the current situation would seem to call for a three-pronged reinforcement of social and economic policies on the part of the institutions: the continuance and strengthening of Social Dialogue; improved co-ordination between public administrations in relation to Regional Reform Programmes, policies combating failure at school, the application of the Dependency Act, and the development of vocational training; and the learning of lessons arising from the assessment made of the various policies by the State Agency for Public Policy Assessment and Service Quality.

A. Overall assessment of implementation of the 2005-2008 NRPs during the year 2007 from a social inclusion perspective

The 2008 Progress Report on the NRP in Spain gives evidence of a significant overall advance with respect to the former report in relation not only to the social dimension of economic growth but also, and chiefly, to the achievement of greater synergies between the NRP and the NRP/Inclusion. Indeed, the NRP not only gives explicit recognition to the social dimension in two of its pillars (3: enhanced human capital; 6: labour market and social dialogue), but also forges a link between, and even integrates, part of its objectives with those of the recently approved NAP/Inclusion 2008-2010 (see Table 1).

In its review of the Spanish government's NRP, it brings to the fore the high degree of compliance with the European Commission and Council's recommendations regarding education, the labour market, the integration of immigrants, long-term care, sustainable pensions, and progress in the theory and practice of flexicurity.

The achievement of convergence with the EU-25 in terms of per capita income and the increase of employment to around 66% of the population between the ages of 15 and 64 are positive

² Laborda, A (2008) Las alarmas se encienden en el mercado laboral. FUNCAS. El Pais, 26 October 2008.

results, or “feedings out”, as far as convergence and social cohesion are concerned. Similarly, progress in social protection and access to employment are inputs, or “feedings in”, which have had a beneficial effect on economic growth and employment. The virtuous circle between feeding-in (productive and re-distributive social policies) and feeding-out (job-creating economic policies) in 2007 (in point of fact, since 2005) have benefited from a favourable international economic climate— now vanishing—and a powerful system of social dialogue—still going strong and given fresh impetus in July 2008 through a new Declaration for Social Dialogue.

All the above is corroborated by the updated comparative indicators between Spain, the EU-15 and the EU-25 of achievement of the principal objectives (convergence of per capita incomes and employment rates) and the specific objectives of the seven pillars (reduction of public debt, school drop-out rates, information society, female employment, youth unemployment and accidents in the workplace).

A.1 Evidence of feeding in and feeding out from 2007

Evidence of feeding in and feeding out in 2007 is everywhere to be seen in the 2008 Progress Report, which not only refers to the feedback between social and economic policies but also sets greater store by social policies in comparison with the previous progress report.

- An analysis of the “**explicit social dimension**” in 2007 brings to the fore the progress made from the perspective of feeding in. One only has to consider four social policies set in train in 2007, namely: Male and Female Equality Act 3/2007, the Self-Employed Worker’s Statute Act 20/2007, the Measures regarding Social Security Act 40/2007, and the Social Insertion Companies Act 44/2007. From the perspective of feeding out, 2007 has seen progress in the generation of employment (over 600,000 new jobs), even if the rhythm slowed in the second half of the year at the first signs of international economic crisis. With respect to social cohesion, notable advances include the improvement of minimum pensions and the application of the Dependency Act.
- As for the “**implicit social dimension**” from the perspective of feeding in, advances include the efforts at co-ordination between the public administrations and such action plans as: the Global Action Strategy for Employment for the Disabled 2008-2012 and the Strategic Plan for Citizenship and Integration 2007-2010 (which has to do with immigration). From the perspective of feeding out, implicit contributions to the social dimension have been made by the R+D+I policies, which extends the information society throughout Spain and the very climate of budgetary and financial stability which currently represent important assets for offsetting the economic crisis.

To sum up, **a double added value is worth highlighting from the 2008 Progress Report**. On the one hand there is the higher profile and greater weight the report gives to social policies, above all to those concerning educational reform, vocational training, improved pensions, social protection for dependency and support for immigrant integration, all of which means that, in addition to their social impact, the Progress Report attaches due value to the economic productivity of social policies. On the other hand the report highlights results in terms of welfare and cohesion that have been achieved by policies for growth, above all in employment. That said, there could have been more overt reference to inequalities and poverty, especially in view of the importance given to cutting the school drop-out rate and the still high rate of temporary job contracts.

A.2 Good examples of feeding in and feeding out

There are two **transversal examples** of feeding in and feeding out:

- The first is **social dialogue** in as much as it generates both a climate of institutional confidence, which is crucial for economic activity and job creation, and, thanks to its very dynamics, basic consensus regarding regulations and policy-making for employment, equality and pensions. In this regard, the 2006 Agreement on Growth and Employment (transformed into legislation as Act 43/2006), addressing such issues as enhancing growth and employment and new measures for the development of social security and the pension system (through Act 40/2007), has received fresh impetus from the new “Statement on Social Dialogue” of July 2008, which establishes as priorities job creation in a scenario of economic slump and new conditions for the development of an economy based on knowledge and improved productivity.
- The second is the growing importance of **co-ordinated policy-making** at the level of central government and between it and society. The very complexity of Spain’s institutional arrangement, marked by an asymmetrical system of multi-layered government, together with the efficacy required by the OMC make of co-ordination the method of government best able to maximise social and institutional participation and to bolster the effectiveness of political intervention. In this respect, the 2008 Progress Report emphasises the importance of co-ordination at different points, for example, in relation to early school abandonment or the boosting of vocational training.

After drawing attention to the transversal added value of social dialogue and co-ordination, some strategic examples should be given of the contribution of social policy-making to economic growth, and of this to social cohesion (see **Table 2**).

- a) With respect to **feeding in** three policies are worth highlighting for their long-term contribution to economic growth and social stability:
 - i). **The Effective Male and Female Equality Act of 2007** (Act 3/2007), which won broad consensus, enables current policies for the access of women to the labour market to be reinforced and marks progress in relation to equal salaries and access to positions of responsibility in private and public sectors. In this regard, also noteworthy are advances in the reconciliation of professional and family life and the introduction of paternity leave for men.
 - ii). The **Personal Autonomy and Attention to Dependent Persons Act** (passed towards the end of 2006 but in force since 1 January 2007) will have three combined effects in the mid term: the universalisation of long-term care, the release of employable women from duties of informal care, and a new seam of employment which is expected to generate 300,000 new jobs by 2015.
 - iii). The **Measures regarding Social Security Act** (Act 40/2007), passed towards the end of 2007 and in force since 1 January 2008, offers underpinning for the state pension system by upping levels of contribution (receipt of a pension depends 15 effective years of

contributions), fosters the prolongation of the working lives of the over 65s, and rationalises the calculation of permanent invalidity pensions.

- b) As for **feeding out**, a further three specific instances may be cited:
- i). The **rise in the female employment rate**. While it is true that the overall employment rate has risen in the last few years (from 65.6.1% in 2004 to 66.1% in 2007), the female employment rate has risen most sharply (from 48.3% in 2004 to 54.5% in 2007). Clearly, the Lisbon 2000 goal is not far distant, but it might yet be subject to delay in view of the current economic recession, which may well bite hardest in 2009-2010.
 - ii). The efficient management of the Social Security Reserve Fund during 2007, together with its as yet unfinished reform, has permitted that minimum social security pensions be raised, thus enhancing the welfare of many citizens.
 - iii). Advances in **R+D+I** are a result of the plan which extends Internet access to households and makes new information technologies generally available throughout Spanish society. The **Impulse for the Information Society Act of 2007** represents an effort in that direction, while the relevant compound EU-15 indicator stands at 82.7%.

To gather all these threads together, an assessment of the progress report yields evidence of **notable progress in relation to the two prongs of social policy productivity and the capacity for cohesion of economic growth as regards both its reciprocal connections and economic and social results**. These advances on the institutional level (improved and more practical mutual connection between the NRP and) and the achievements in terms of welfare and growth need, as the report itself says, to be set against the recalcitrant school drop-out rate and the fact that reductions in the rate of temporary job contracts are slow to come. These two deficits, together with an overall reduction in the relative poverty rate (which only gets a mention when Appendix II reproduces the NRP's structural indicators) are challenges which must be overcome in the next few years, a gloomy economic scenario notwithstanding.

In this balance, a special position is due to the critically important role of the **Community Structural Funds in the development of the NRP** in the National Strategic Benchmark Framework (Marco Estratégico Nacional de Referencia—MENR). The complementariness, synergy and co-ordination between the NRP and the MENR need to be emphasised as the means to achieve the Lisbon 2000 objectives, including the participation of the Spanish regions.

B. Assessment of the 2008-2010 nrps from the perspective of social inclusion

B.1 Overall assessment

The NPR maintains its principal lines of development and, in general terms, the previous objectives for the period 2008-2010. **Table 3** shows how the NRP's objectives for "updating" indicate that the reinforcement of educational policies, the labour market and social dialogue is the key objective for the next two years. Worth highlighting, for example, is the insistence on cutting the school drop-out rate and on the pivotal role assigned to intermediate level grade professional training, two factors which are regarded as central to an accessible, highly-qualified

labour market. Along the same lines, the training and employment integration of immigrants is considered a priority objective.

The updated NRP makes no assessment of the possible impact of the economic crisis on the holdings of the Social Security Reserve Fund or of the budgetary imbalances which may arise as a result of increased spending on unemployment. However that might be, **the social dimension emerged reinforced in the 2008 Progress Report as well as in the update for the next two years.**

The full extent and possible impacts of the new context of economic crisis have not been evaluated sufficiently. When the 2008 Progress Report was being drafted, the impact of the crisis had not made itself felt in all its severity, despite the anti-crisis measures approved by the government in April 2008. The Report describes as economic slowdown what is assuredly a severe economic crisis, a symptom of which is the current financial crisis.

However that may be, two measures have been adopted to forestall the impact of the economic crisis: i) **Royal Decree Law (RDL) 2/2008 regarding Measures to Boost Economic Activity**, whereby fiscal measures are applied to families and to small and medium-sized companies, as well as protection for unemployment; ii) the **package of measures of State financial intervention**, approved in October 2008, to guarantee the liquidity of the Spanish banking system.

True enough, these two measures have been applied in a context of low public debt (38% of GDP), budgetary stability, and the relative solvency of the banking system, all of which may temporarily soften the impact of the crisis on the social dimension, chiefly on unemployment and household economies. However, were unemployment to reach levels of ten years ago, the impact on households would be considerable, and that in turn would have consequences for poverty rates.

Lastly, it should be stated that a reading and analysis of the NAP/Inclusion 2008-2010 and the 2008 NRP Progress Report brings out the relatively clear links between social policies regarding access to employment and education on the one hand, and growth and social cohesion on the other, as we shall explain below. At least, those links are brought into much closer focus than they were in the 2007 Progress Report.

B.2 Feeding out

B.2.1 Employment and feeding out

From the perspective of social inclusion, the NRP's contribution to social cohesion deserves a relatively positive assessment.

The NRP is committed to flexicurity as the rationale for the modernisation of the Spanish labour market. However, the full articulation of employment flexibility with security still needs time for a variety of reasons. In the first place, the low level of co-ordination that currently exists between the different income guarantee schemes which, more than a system, compose a jigsaw puzzle of measures accumulated over time. Secondly, the protective intensity of substitution incomes sometimes springs the poverty trap, which in turn urges the resort to a combination of state benefits with informal economic activities. However that might be, measures such as partial

retirement and the flexible, two-way transit between unemployment and receipt of benefits are examples of the growing application of flexicurity.

As for the creation of jobs for vulnerable groups, worth highlighting is the major strategy for the creation of **employment for the disabled (above all disabled women)**, particularly for those with cognitive difficulties. The new Strategic Employment Plan for this group, approved in September 2008, is a good example what we said above. This group's capacity to mobilise and to organise accounts for a fair share of its growing success in implementing employment insertion policies. In a different sphere, **the Róma people, the vast majority of whom are street-sellers**, have been targeted for attention since the State Council of the Róma People was set up. Through the Self-Employed Workers' Statute, the government has made a priority of the integration of gypsy street-sellers into the social security system as self-employed workers.

The group of **poor workers**, that is to say, those with a low-paid job, receives attention in the NAP/Inclusion but not in the NRP or its structural indicators. The same is true of child poverty. The NRP's poverty indicators are generic in nature and should accordingly include child poverty, poverty among the elderly and the disabled and low-income workers. The most vulnerable groups are not reflected explicitly in the NRP.

However, the NRP does make one or two references to the importance of **reconciling family and personal life with work** as a factor which makes women with family responsibilities employable; reconciliation has also been extended to men with the introduction of paternity leave. Along the same lines, the NRP gives prominence to the Measures regarding Social Security Act of 2007, which legislates for **active ageing** and the post-retirement prolongation of the working life as a means of guaranteeing funding for the pension system and exploiting human resources to the full. In Spain, 50% of the working population is retired by the age of 64, while the rate of employment among those between the ages of 65 and 69 was 4.5% in 2007.

Spain's **social economy** is a sector undergoing growth and modernisation. Accounting for 4.7% of GDP, half of the associations and trusts have been created since 1990, and their evolution as social service managers and planners for social development among the vulnerable has been intense. One of their most important activities is the running of insertion companies and special job centres for the disabled. Yet despite their importance and foreseeable future impact on job creation, the NRP makes no mention of them, a point which should be amended by an explicit reference.

B.2.2 Economic growth, financial sustainability and feeding out

The **budgetary stability** of the last few years together with the state's and the social security current account surpluses have been key factors in the improvement of social benefits. The forecasted budgetary deficits for 2008 and 2009 reflect the impact of the crisis and the need to tighten public spending belts. Such tightening should not in theory affect social policies or, particularly, the funding of unemployment benefit and long-term care together with the reduction of the school drop-out rate, all of which are regarded as crucial to the generation of social cohesion.

If the preservation of **social spending policies** is a guarantee of advances in the direction of social cohesion in 2008-2009, less obvious is the impact it will have on territorial differences. The NRP provides no detail of regional imbalances in terms, among other things, of poverty rate or

health and social service indicators. The inclusion of more indicators of progress or retreat in Spain's territorial cohesion would have been welcome.

The **liberalisation of services** entails greater competition and transparency, which will undoubtedly redound in lower prices. The programme of work, approved in July 2007, which develops the EU Services Directive, will help to reduce difference in inflation between Spain and the EU. In addition, the strengthening of service consumer and user rights together with the encouragement of good practice protocols will also play a part. In 2007, there was significant progress in the form of the liberalisation of electricity and gas charges and the inception of a plan for energy saving and efficiency for the period 2008-2011. These advances have been made in a context of **sustainable economic growth based on renewable energies**, a philosophy which is permeating all economic and social activity.

B.3 Feeding in

As for the productivity of social policies, or feeding in, the NRP gives uneven treatment to the pro-inclusion measures and actions planned in the NSRSPSIs. A distinction may be made between those policies which most directly address job creation and those affecting vulnerable or socially excluded groups.

Education and vocational and ongoing training policies have a starring role in the NRP. This is because they constitute the fundamental content of two of its pillars, namely, Pillar 3: Human Capital and Pillar 6: Labour Market. For the NRP, the provision of human capital and physical capital is crucial to policies of growth and competitiveness. Along the same lines, but to a lesser extent, the entry **of women into the labour market** is also given some prominence in the NRP, as are, albeit indirectly, policies regarding sexual discrimination in the labour market. The NRP also mentions the importance of reconciling family life and work.

The same cannot be said of policies targeting **groups in situations of specific vulnerability**, such as poor children and workers. The only cause for concern, on account of their number and economic impact, are immigrants, whether in relation to education (school integration fund) or employment (squaring employment supply and demand).

B.4 Governance

The design and implementation the NRP has been undertaken in accordance with OMC criteria. This has meant the involvement of social and economic agents and municipal authorities in the process. All state and regional ministries have participated in the design and development of the NRP, in which different modalities of **horizontal and vertical co-ordination** have evolved. In this respect, mechanics of drafting the NRP was similar to that of the NAP/Inclusion, the difference lying in the wide-scale incorporation of social action NGOs in the latter, as opposed to apparently merely indirect presence in the former by way of the Economic and Social Council.

B.4.1 Monitoring and assessment

The assessment of the impact of employment and growth policies on social inclusion and vice versa is being developed by means of the State Agency for Service Assessment and Quality's policy assessment programme. The assessment policy was initiated in 2006, but it was not until 2007-08 that the State Agency commenced its assessment of such aspects of the NRP as the development of the long-term care act, grants policy, or the payment and reduction of social security contributions. The format instituted in 2008, whereby social policies and social cohesion are assessed jointly, promises to be highly fruitful.

B.4.2 Involvement of stakeholders

Neither the design nor the implementation of the NRP makes room for the presence of groups in situations of poverty or the organisations who represent them directly such as the European Anti-Poverty Network (EAPN); the interests of the vulnerable may only be defended indirectly by the unions and the Spanish Federation of Town Halls and Provinces (Federación Española de Municipios y Provincias—FEMP). In practice, NGOs working with poverty have an active presence the NAP/Inclusion but not in the NRP.

B.4.3 Co-ordination

Because of the structure of the Spanish State and for reasons of efficacy, policy co-ordination has become central to the design and implementation of public policies. This emerges clearly in our recent report assessing the NSRSPSIs 2008-2010. Similarly, the NRP report draws attention to the importance of policy co-ordination, particularly in the field of education policy (reducing the school drop-out rate) and the development of medium-grade professional training. Both the NRP and the NAP/Inclusion offer testimony to the **consolidation of the institutional co-ordination requirement within the objectives of each plan and, partially, between both plans in those fields which are most directly common to both, such as education, the labour market and social protection.**

C. Update of key social indicators

Appendix 2 of the Progress Report, which deals with **structural NRP indicators**, offers information from Eurostat regarding the principal achievements of each pillar between 2004 and 2007. Relatively updated indicators directly related to the social dimension and convergence in matters of social inclusion and equality are reflected clearly.

In this sense it is worth pointing out that all the indicators for access to employment, ongoing training throughout one's working life, levels of education, unequal income distribution (10 indicators), school drop-out rates (3 indicators) and unemployment (7 indicators) have all been updated to 2007 and may be compared with progress made since 2004. The report also includes regional indicators for employment, school drop-out rates, ongoing training and school enrolment among 2 year-olds. But, as we said above, it does not include detailed indicators of poverty according to vulnerable groups.

D. Conclusions

D.1 A balance of 2007

The 2008 NRP Progress Report represents a considerable advance on its 2007 counterpart in terms both of strategy and achievement of objectives.

- As for **strategy**, compared with the 2007 report, the social dimension has been beefed up, while the connections between social policies (feeding in) cohesion policies (feeding out) are plain to see.
- As for the **achievement of Lisbon 2000 objectives**, the 2008 Progress Report attests the achievement general per capita income and employment indicators. As for the achievement of **specific objectives** directly related to the social dimension, the report attests significant advances in the period 2004-2007 in female employment rates, a fall in accidents in the workplace, a reduction in youth unemployment and a relative decline in the proportion of temporary job contracts. On the other hand, there has been a certain deterioration in the already high school drop-out rate and no movement in the rate of relative poverty.
- On the level of global social policies (pensions, long-term care, integration of immigrants), the 2008 NRP Report states their importance and gives emphasis to the legislation and programmes set in train in order to implement them.

D.2 Towards 2008-2010

The new scenario of structural crisis, which is likely to worsen in the coming years, poses a challenge to ongoing economic modernisation and social inclusion policies.

RDL 2/2008 (21 March) regarding Measures to Boost Economic Activity (fiscal measures, unemployment protection, support for small and medium-sized companies, and measures aiming at public spending efficiency) together with the measures approved in October to shore up the financial system signal an abrupt change in the economic context and in expectations for growth and job creation. These measures, in tandem with a relatively stable budgetary framework, lead one to predict that social policies and social cohesion will not register the full impact of the crisis until well into 2009. While there is no debate concerning the pivotal role of social policies, which have received additional funding in the state budget for 2009, the key question is whether the Spanish economy will be able to generate employment and thus avoid the high rates of unemployment experienced on other occasions in the recent past (1980-1983 and 1992-1994).

Bearing in mind, then, the new economic scenario, the productivity of social policies and the creation of social cohesion hinge on the strengthening of **social dialogue**, the improvement of **co-ordination** between administrations and social and economic agents, and a thorough **assessment** of the principal social and economic policies, all of which represents a continuation of 2007's achievements in terms of the inter-relatedness of the NRP and the NAP/Inclusion.

Table 1. Interrelation between NRP and NAP/Inclusion objectives and measures

NRP pillars	Pillar 1 Economic and budgetary stability	Pillar 2 Infrastructure development	Pillar 3 Increased and enhanced human capital	Pillar 4 R+D+I	Pillar 5 Competition and competitiveness	Pillar 6 Labour market and social dialogue	Pillar 7 Fomenting enterprise
NAP/Inclusion objectives							
1. Access to employment			Training for work scheme	Internet access		Support for self-employment Increased female employment Strategic plan for equal Opportunities Global Action Strategy for Employment for the Disabled 2008-2012	
2. Guarantee for income and social inclusion	Tax Reform 2006						
3. School drop-out rate			Educational cover for under 3s Reduction in school drop-out rate				
4. Active ageing	Sustainable pension system					Strengthening of Social Security Reserve Fund Development of Long-Term Care Act	
5. Immigrant integration			Educational integration and inclusion in social security				

Table 2

NRP objectives and results for 2007 from the perspective of social inclusion

- | | |
|-------------------------------------------------------------------------------|-------------|
| 1. GENERAL OBJECTIVES: | LISBON 2010 |
| a) Convergence in per capita income 102.8 (107.5 EU-15) | 100 |
| b) Achieve employment rate of 65.6% in 15 to 64 years age group (66.9% EU-15) | 66% |

2. SPECIFIC NRP OBJECTIVES AND RESULTS FOR 2007 IN TERMS OF SOCIAL INCLUSION

Reduction of public debt	Reduction of traffic accidents	School drop-out rate School enrolment	Internet in homes	Access to housing	Jobs for women and young people
36.8% RN 2007 Objective 34% in 2010	30% improvement	School drop-out rate: 29% in 2006 31% in 2007 School enrolment 100% 3-6 year-olds Fund for educational attention for immigrant population Vocational training quality programmes	"Avanza" Plan 2007-2010 for access to CIT	Encouragement for rented accommodation (Home Leavers' Income) Increase in protected housing stock	Female employment rates: 48.3% (2004) 54.7% (2007) 57% (2010) Youth unemployment: 23.9% (2004) 18.6% (2007)

Table 3
Update of NRP 2008-2010 objectives related to social dimension of economic growth

Pillar 1 Macroeconomic and budgetary stability	Anti-crisis measures: <ul style="list-style-type: none"> - Fiscal support for families and small and medium-sized companies - Guarantees for deposits, purchase of securities and bank guarantees
Pillar 3 Human Capital	<ul style="list-style-type: none"> - Development of the Educa3 programme (under threes) - Programmes of Initial Professional Qualifications to reduce school drop-out rate - Development of intermediate grade vocational training as a key challenge for human resources policy - Network of National Reference Centres for teacher training
Pillar 4 Development R+D+i	<ul style="list-style-type: none"> - Science and Technology Act 2009 - "Avanza 2" Plan 2008-2012 for the development of the information society
Pillar 5 Competition, regulation in public administrations, and competitiveness	Creation of state agencies for the efficient development of public policies Basic income for young home leavers (rented accommodation) Spanish Strategy for Sustainable Development 2007
Pillar 6 Labour Market and Social Dialogue	<ul style="list-style-type: none"> - Development of Self-Employed Workers' Statute - Extraordinary Plan of Measures for Orientation, Vocational Training and Employment Insertion - Reform of Social Security Reserve Fund - Development of the Social Dialogue agreements in the July 2008 Statement regarding boosting the economy, employment, competitiveness and social progress. - Development of Measures regarding Social Security Act 4/2008: ongoing reform of pension system and prolongation of working life