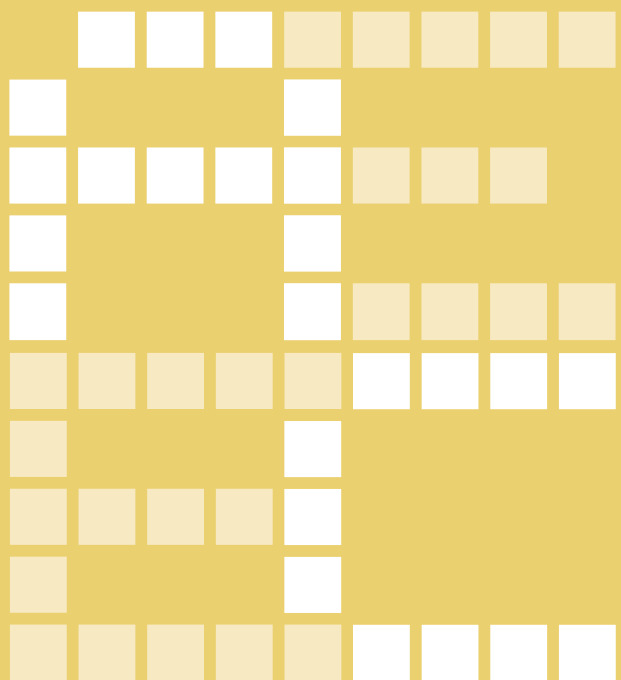


Strategic Agreement

to Promote the Internationalisation,
Job Quality
and Competitiveness
of the Catalan Economy

Barcelona, 16th February 2005



On 17th February 2004, the Government, trade unions and business associations signed the *Declaration for a Strategic Agreement to Promote the Internationalisation, Job Quality and Competitiveness of the Catalan Economy*. The declaration reaffirmed the desire to foment the competitiveness of our economy by orienting it toward a more productive and knowledge-based model characterised by quality jobs, higher levels of training and increased capacity to adapt to the new international context.

After a long process of consensus-building and social dialogue, the secretaries general of the CCOO-Catalonia and UGT-Catalonia trade unions, the chairmen of Foment de Treball (Promotion of Employment, a Catalan business association), PIMEC (Catalan Association of Micro, Small and Medium Enterprises) and FEPIME (Catalan Federation of Small and Medium Enterprise Owners) and the ministers of Economy and Finance, Employment and Industry and Trade, Tourism and Consumer Affairs of the Generalitat of Catalonia (the autonomous regional government) signed the *Strategic Agreement to Promote the Internationalisation, Job Quality and Competitiveness of the Catalan Economy*. The consensus reflected in the Agreement between the Government, trade unions and business associations has taken the form of an initiative that aims to gradually transform the Catalan economic model from several vantage points and to orient it toward the new realities and needs of a highly competitive, internationalised and socially cohesive economy. Thus, the Agreement reflects the commitment of all of the institutions involved in its preparation and defines the strategic lines, measures and specific actions that should be carried out in order to meet the challenges of the future.

The undersigned are committed to meeting the goals of the Agreement and to ensuring, by means of a Monitoring Committee, the execution and evolution of the agreed measures.

Barcelona, 16th February 2005

Pasquall Maragall
President of the Generalitat of Catalonia

Antoni Castells
Minister of Economy and Finance

Josep González
Chairman of PIMEC

Josep Maria Rañé
Minister of Employment and Industry

Eusebi Cima
Chairman of FEPIME

Josep Huguet
Minister of Trade, Tourism and Consumer Affairs

Joan Coscubiela
Secretary General of CCOO-Catalonia

Joan Rosell
Chairman of Foment del Treball

Josep Maria Álvarez
Secretary General of UGT-Catalonia

Introduction

The Strategic Agreement: A pact for the country's future

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In recent years, the competitive conditions in the international arena have undergone considerable change. The current process of growing market globalisation, the incorporation into the European Union of countries from Central and Eastern Europe and the emergence of economies such as those of China or India, along with the intensity and speed of technological change, pose important new challenges for the production and growth model of the Catalan economy.

The Strategic Agreement to Promote the Internationalisation, Job Quality and Competitiveness of the Catalan Economy aims to respond to this new context and to situate Catalonia in a line of change that will allow it to meet the new challenges. The Government and its economic and social partners share a common diagnosis. The Agreement is the result of this consensus with regard to the nature of the main problems, the direction the economy has to take and the measures that should be implemented to this end.

At the beginning of 2004, the Government, trade unions and business associations launched a consensus-building and agreement process to fortify the bases for the competitiveness and sustainability of the Catalan economy: this process was to lead to the signing of the Strategic Agreement.

The Declaration of 17th February set out the broad spectrum of points with regard to which this consensus was to be sought. These points referred to infrastructure (transportation, energy, telecommunications and environmental); education and active labour market policies; research, development and innovation (RDI); social policies; labour policies; business financing; a business-friendly environment; and the internationalisation of the Catalan economy. The creation of the eight corresponding lines of work allowed, in the initial stage of the Agreement, for a broad set of proposals to be drafted. In the second stage, the proposals were taken up by the Working Committee appointed by the institutions that had signed the February declaration, for the purpose of drafting and building consensus with regard to the definitive Agreement.

Each line, in addition to the experts appointed by the sponsor organisations, also included several technical specialists from the universities, business schools, chambers of commerce and other institutions, who could make relevant contributions to the definition of proposals, and whose participation was, thus, especially enriching.

Between the Declaration of February 2004 and the signing of the final Strategic Agreement, a year of work went by, which was used to address, through a broad consensus-building process, the definition, quantification and timeframe for the implementation of a series of measures aimed at transforming very diverse spheres of the Catalan economy and society. The final result is the Strategic Agreement, which is presented in these pages.

The central axis around which the Strategic Agreement is built is the need to increase competitiveness—understood in a broad sense— by improving economic productivity. In a new international context characterised by the strong competition of economies with low wage costs, our competitive capacity cannot be based on cost advantages or precarious employment. Therefore, the proposals place special emphasis on fixing structural deficits: infrastructure; training of the active population; research and development; technology transfer; financing of SMEs; international presence and attracting foreign investment.

Likewise, while acknowledging the fundamental importance of measures directly aimed at reinforcing competitiveness, the Government and its social partners believe it is essential to improve the framework of labour relations, while at the same time fostering flexibility and greater employment stability. Similarly, it is necessary to make progress on measures to foment social cohesion, which, although not as directly linked to changes in productivity, create an appropriate framework in which it can increase.

The text following this introduction is structured as follows. In the first section, a summary is given of the main agreed measures, on which the rest of the agreement is based. The second section constitutes the Strategic Agreement itself, which presents the adopted proposals in detail and, whenever it was possible, the budgetary allocation they involve and the timeframes in which they will be implemented. Finally, the last point of this document includes the composition, functions and organisation of the Monitoring Committee, a necessary body for applying the Agreement, evaluating its consequences and correcting, where needed, the adopted proposals.

1

Reasons for and final goals of the Strategic Agreement

Changes in the international framework mean that the Catalan economy, if it does not want to fall behind, has to advance in the transformation of its productive structure, deepen its degree of internationalisation, improve and redefine labour relations and make progress with regard to the necessary social cohesion; all of these aspects are included in the Strategic Agreement.

The starting point for advancing toward a new productive and economic model is the consensus with regard to the current problems of the Catalan economy and the challenges it will have to face in the near future.

1.1

Economic results of recent years and the challenges that need to be faced

1. The last decade was characterised by generally positive economic results. GDP growth was clearly above the EU average, a fact that translated to a process of real convergence. Thus, GDP per capita in terms of purchasing power parity has risen from nearly twenty points below the EU-15 average to clearly higher levels (in 2003, Catalonia registered a per capita GDP of 103 in respect of the EU-15, and of 113 in respect of the EU-25).
2. Economic growth has been accompanied by an appreciable improvement in employment indicators. The employment rate in Catalonia has risen to levels of over 68 percent of the working-age population, higher than the target set by the Lisbon European Council for 2005 and close to the target of 70 percent set for 2010. The notable rise in employment of recent years (since 1995, employment has grown by more than 30 percent) has made it possible to reduce unemployment to rates comparable to the EU average, although it remains higher than what could be considered full employment.
3. The intensification of the internationalisation process has no doubt played a key role in the dynamism of the Catalan economy. Catalonia, a traditionally open economy, has greatly increased its degree of openness to foreign trade in recent years, in terms both of goods and of services or capital. The data on the flows of goods and services offer proof of this. Total exchanges with the rest of the world have doubled their share of GDP and now account for close to 100 percent.

Of course, these good results should not be used to mask the problems that have already begun to emerge in this last period and that can be seen in certain results:

1. In recent years, in contrast with what was common in previous periods of expansion, economic growth in Catalonia has been lower than that registered for the entirety of the Spanish economy. While GDP in real terms increased 25.3 percent in Catalonia between 1995 and 2003, the increase registered for Spain as a whole over the same period was 29.8 percent. The relative weight of the Catalan economy has, thus, shown a downward trend over the period, accompanied by a decline in the disposable income of its citizens.
2. The foundations of the growth model have been too dependent on the dynamism of domestic demand (specifically, household consumption) and the boost provided by the construction sector. Investment in production and industrial activity have shown weaker trends. Exports have slowed, and foreign trade results have gradually worsened. This imbalance has led to high levels of household debt (currently at over 90 percent of gross disposable income), increased inflationary pressures (with an inflation rate higher than that registered for the Spanish economy and a difference of over one point in respect of the Euro area) and insufficient investor activity.
3. Catalonia, moreover, has been losing capacity to attract foreign investment. The appearance of new competitors, with lower labour costs, has resulted in industrial relocation phenomena.

The data for 2004 point toward a more balanced growth pattern, with a clear improvement in investment (primarily in capital goods), a gradual recovery of the export sector and of the capacity to attract foreign

investment and a recovery in terms of GDP growth. However, it should be borne in mind that enhanced competitiveness in the medium and long term will need to be accompanied by increases in productivity. The measures to be taken thus have to be aimed at fomenting increases in productivity. To this end, the following points should be borne in mind:

1. Growth in recent years has been based on increases in employment but has been accompanied by the stagnation of productivity levels. The Catalan economy has been falling further and further behind the productivity level registered for the labour input on average in the EU. Although the notable creation of new jobs has allowed for the absorption of a significant volume of unemployment– an especially important factor in an economy such as the Catalan one, and the Spanish one in general, characterised by a high unemployment rate– measures should be taken, with a view to the future, to stimulate simultaneous increases in productivity and employment.
2. The poor results with regard to productivity are not solely due to a productive fabric geared toward low value-added sectors, but rather, in large measure, they are the result of the structural deficiencies presented by the Catalan economy. Smaller increases in capital endowments, both private and public, are one fundamental factor. The relatively small endowment of transportation infrastructure, problems with the electrical power supply, the risk of a digital divide within the territory, high academic failure rates, deficits in vocational training and the low level of investment in RDI have all been identified as weak points requiring urgent attention in order to improve competitiveness. Some of these problems may be due to Catalonia's excessive tax deficit vis-à-vis the Spanish public sector as a whole, which has led to a smaller allocation of resources; others, however, are due to the inadequacy of the actions taken by diverse public and private economic agents.
3. Additionally, the positive results in the sphere of job creation should not be used to mask the high levels of temporary employment that are still registered, the higher unemployment rates among youths and women or the high rate of occupational accidents. Improving these conditions and advancing toward greater social cohesion are necessary elements for guaranteeing stable growth in the future.

In summary, despite the undeniable progress made by the Catalan economy in recent years, the factors that have enabled this progress to date have been gradually losing their capacity as stimulants, and the deficiencies accumulated over the years are beginning to show. It is thus necessary to reinforce the foundations on which the growth model is based in order to provide a new boost to the results obtained.

1.2

A new territorial framework

The challenges posed today can no doubt be addressed and adequately met. Catalonia has always shown a large capacity for adapting to changing conditions. The era of economic integration that began with adhesion to the European Union was taken advantage of to steer the export-oriented Catalan economy away from the domestic market and toward the economies of other EU countries. The new international context makes it necessary for us to become a platform open to the rest of the world, while maintaining our strong presence in both the Spanish and European markets. The conviction in the country's transformative capacity has to be accompanied by suitable measures to promote the bases for a growth model that, in the medium and long term, will ensure collective wellbeing. Catalonia has to orient its production capacity toward high-tech segments and fortify services linked to the knowledge society, while at the same time maintaining sufficiently solid positions in traditional sectors.

In the new context of an expanded EU and an increasingly globalised environment, it is necessary to have the appropriate size to compete. It is necessary to be able to take advantage of the scale economies, synergies and complementarities that may arise between territories that, moreover, have common strategic interests. In this sense, the Euro Region seems to be the natural framework for an international platform in which Catalonia has to become a powerful centre that includes the historic reality of its broad economic and commercial relationships.

1.3

The Strategic Agreement as a starting point for indispensable changes

One of the Agreement's features is the emphasis it places on supply-side policies and, thus, policies with medium- and long-term impacts. The Agreement aims to modify the conditions required for competitiveness, increased productivity, social cohesion, internationalisation or improved labour relations; all in the context of the growing globalisation of the world economy. These goals affect the conditions in which companies compete and, thus, their modification will necessarily be slow. Perseverance is required. However, at the same time, the Agreement's proposals aim to act as a short-term stimulus to draw attention to these necessary changes in orientation. In fact, if the consensus regarding the current and future problems facing both the productive structure and our society is relevant at all, it is precisely because it allows for the creation of the indispensable alliances required for the implementation of the necessary reforms.

To become a key axis in this broad economic territory, able to compete with the powerful regions of central and northern Europe and other competitors from beyond the European area, the first action that needs to be taken, and the most urgent, is to reinforce the process of domestic change that the country requires. The changes in international competitive conditions require a new transformative effort, and the Strategic Agreement will be the core of this effort, since it gives rise to a broad set of actions resulting from the compromise reached. This compromise moreover includes, in the sphere of labour relations, the agreement reached to afford companies greater flexibility while at the same time guaranteeing a set of values that will allow for employment stability and quality jobs.

An essential component of the Agreement is the creation of a Monitoring Committee, which will have to evaluate the way in which the Agreement is implemented, weigh new conditions, suggest appropriate modifications and propose new measures to be applied over the course of the legislative period. The nature of the proposals, the implementation over the next three years and the Monitoring Committee are three aspects that highlight the deliberately transformative character of the Strategic Agreement.

The ambition of the proposals and the strategic scope of the proposed changes will need the maximum support of Catalan society. The diagnosis has been made, and the appropriate measures to solve the problems posed have been defined. The Government of the Generalitat of Catalonia and its social and economic partners have committed themselves to carrying these measures out. In short, the process the Strategic Agreement aimed to launch has begun. Trade unions, business associations and the Government are convinced that a complex and difficult task is being initiated. Nevertheless, as has always been the case, and if everyone joins the effort, they are also convinced that Catalonia will, once again, be able to look forward to a bright future.

Summary of the Agreement's priority proposals

What follows is a list of the proposals that the signatories of the agreement consider to be priorities due to their importance, their capacity to improve a situation in the short term or their strategic or innovative nature.

1. In order to achieve a level of investment in RDI as a share of GDP comparable to the European average (2 percent of GDP in R&D and 5 percent in RDI at the end of the legislative period), the signatories reaffirm the importance of **increasing private and public spending on RDI and propose an increase in the corresponding budget allocations of the relevant ministries and institutions in this sphere. Attention is drawn to the importance of promoting top-notch centres in high-tech sectors through collaboration between the world of research, companies and the Administration** (*Measure 1*).
2. In the field of **RDI**, it is considered especially important to intensify **technology transfer** through **technology transfer networks** by means of the deployment of three networks: the Technological Innovation Support Centre Network (XIT), the Technology Centre Network (XCT) and the Technological Dissemination Centre Network (XCDT) (*Measure 4*).
3. In order to **improve the human capital endowment, fighting academic failure** in especially affected areas with measures such as opening public school facilities to complementary activities and support programmes for students with severe academic deficiencies is considered a priority. Parallel to these measures, a white book will be drafted for the purpose of identifying and analysing the most influential factors (*Measures 10, 11 and 12*).
4. Among the actions aimed at **enhancing training**, attention is called to those related to a greater presence of **English in the curricular and scholastic life of students**, as well as to the **promotion of information and knowledge technologies in schools** (*Measure 13*).
5. Within the sphere of **vocational training**, attention is called, due to their importance and improvement of the system, to the **creation of 12 comprehensive vocational training centres**, in which the three sub-systems will be coordinated (vocational training, general occupational training and ongoing professional training), thereby allowing for a comprehensive training offer prepared to meet occupational and professional development needs (*Measure 16*).
6. As a measure for the **improvement of mobility and road transport**, attention is called to the construction of 500 km of **toll-free motorways**, of which 300 fall under the jurisdiction of the Generalitat. Attention is called to the Vic-Ripoll Axis (C-17), the Vilanova i la Geltrú-Vilafraça del Penedès-Manresa Diagonal Axis (C-15 and C-37), the Reus-Alcover segment (C-14), the Cervera-Girona Trans-Catalonia Axis (C-25), the Berga-Bagà Llobregat Axis (C-16) and the Amposta-Lleida L'Ebre Axis (C-12) (*Measure 25*).
7. In order to **improve the mobility of people**, it is considered a priority to implement the **Mobility Act** and to create **regional mobility authorities in Girona, Lleida and Tarragona** in order to achieve fare integration. Over the current legislative period, a **Bill for the Financing of Public Transport** will be prepared and processed at the Spanish State level to guarantee the economic viability thereof (*Measures 28 and 29*).
8. For the purpose of **facilitating and enabling access by workers to their place of work**, the **Plan for Sustainable Access to Major Industrial Parks** is considered to be important, with pilot programmes for access to 22 industrial parks to begin in 2005 (*Measure 31*).
9. Among the actions corresponding to the Spanish State, and considering the **rectification of the historic deficit with regard to its investment in Catalonia** to be a priority, special attention is called to the need to **strengthen railway transport** in order to meet the growing transport demand, prioritising the implementation of the R5 line operated by RENFE (the Spanish national railway company) and the promotion of a new orbital rail route for the Barcelona metropolitan area and of a new line that meets international width standards that allows for connections with France, as well as the development of a trans-Catalonia corridor and its links to the French border. Likewise, attention is called to the importance of the infrastructure of the Barcelona port and airport hubs, which is fundamental in order to support the future development of the Catalan economy within the framework of the Euro Region (*Measure 38*).

10. In the sphere of **energy and environmental infrastructure**, it is considered key to **enhance the capacity and quality of the power grid** in accordance with the terms of the new Energy Plan, executing the projected energy infrastructure and strengthening the use of renewable energy sources with new wind power, solar power and biomass facilities, as well as the water supply and waste management infrastructure projected in the investment plans for the 2005-2014 period (*Measures 39, 40, 41 and 42*).
11. Of the measures related to **telecommunications infrastructure and policy**, the **execution of the telecommunications master plans** is considered a priority, for the basic purposes of preventing a digital divide, promoting the use of information and communications technologies (ICTs) in both the public and private sectors and deploying telecommunications infrastructure in industrial parks (*Measure 44*).
12. To improve **business financing**, a series of measures is projected, including concepts such as venture capital, micro-credits and access to guarantees provided by the mutual guarantee company (Avalis de Catalunya, SGR). Specifically, in order to improve **long-term financing options for Catalan SMEs**, a **new line of credit with partially subsidised interest rates** is considered a priority, as well as the granting of **participating loans**, especially suited to the profile of family SMEs (*Measures 49 and 50*).
13. The need to carry out an **industrial land policy** aimed at strengthening demand for industrial land, moderating prices through the public supply of industrial land and developing industrial land in regions of the territory where it is difficult for the market to do so itself is considered to be a key factor for competitiveness (*Measure 55*).
14. In order to foster the **attraction of investments**, it is considered important to create a **Catalan Investment Agency** for the general purpose of promoting and attracting sound business investments. The Agency will become the intermediary between businesses and the Administration with regard to investments and business restructuring issues, promote and assist in processes of implementation of new activities, advise Catalan companies with regard to the conclusion of agreements with foreign companies and act in disinvestment processes to minimise the negative consequences thereof (*Measure 57*).

The Catalan Investment Agency will carry out its tasks based on the work of the **Observatory for Long-Term Industrial Planning**, whose purpose will be to study the problems afflicting different sectors and Catalan companies, to forecast their evolution and to suggest the design of future lines of action (*Measure 56*).

15. As a measure to **foment exports and international presence**, attention is called to the need to **implement the Plan for the Internationalisation of Catalan Companies**, which aims to analyse international trends, prioritise countries and provide support for the different kinds of companies. The Plan will pay special attention to the needs of SMEs, from the initial start-up process to their implementation abroad (*Measure 58*).

The Plan provides for the creation of the **Foreign Markets Observatory**, which will aim to monitor trends (sectoral, market, technological, etc.) and will be able to use the international network of the COPCA (Consortium for the Commercial Promotion of Catalonia) to carry out its tasks (*Measure 59*).

16. Given the importance of **tourism** in the Catalan economy, a **Tourism Observatory of Catalonia** will be created and a **Strategic Plan for the sector** will be drawn up. This Strategic Plan will define the tourism model for the coming years according to the following guideline: a distinctive, more competitive quality offer that is better tailored to the demand and is sustainable and geographically balanced (*Measure 61*).
17. In the sphere of **active labour market policies**, attention is called to the need to equip the **Catalan Employment Service (SOC)** with a **decentralised management model** that allows for the decentralisation of active labour market policies and has the necessary means to offer **personalised service** with regard to both job supply and demand (*Measure 65*).

18. Likewise, in this same sphere, it is considered a priority to design active labour market policies specifically targeted at **re-employing individuals** who have lost their jobs as a result of business closures or relocations (*Measure 67*).
19. In the framework of **labour relations**, attention should be called to the creation of the **Catalan Council on Social Dialogue and Participation**, which would encompass existing means of participation, as well as others that may be incorporated in the future, in order to rationalise the structure for social dialogue and participation in Catalonia, which comprises issues such as collective agreements, occupational health and safety, contracting and trade union elections or equality and non-discrimination (*Measure 71*).

Attention should also be called to the creation of the **Collective Agreement Committee of Catalonia**, which would also be included within the framework of the Council, and whose purpose will be to analyse and improve diverse factors that affect collective bargaining in order to promote and guide it and to attend to situations that may require its attention (*Measure 72*).

20. The growing number of **immigrants** requires major actions to ensure equal opportunities and prevent discrimination in the educational, social and professional spheres. To this end, the Agreement incorporates the preparation of a **Plan for Reception and Initial Integration** (social, occupational, linguistic and with regard to housing), as well as actions in the fields of education and the reception and integration of immigrant students.

In the occupational sphere, in the framework of the Board of Directors of the SOC, an **Immigration Committee** will be created, which will study how best to organise migratory flows and guarantee the rights of immigrant workers. Likewise, the newly created Catalan Council on Social Dialogue and Participation will propose actions to ensure equality and non-discrimination. The parties also consider it necessary to create a **Country-of-Origin Labour Intermediation Service** within the SOC and, thus, the transfer of jurisdiction over such matters to this Service (*Measures 14, 86 and 70*).

21. In order to work toward a **new model of sustainable and responsible competitiveness**, attention is called to the **actions in the framework of collective bargaining**, which foster greater flexibility and stability in labour relations as a commitment to the competitiveness of businesses insofar as they enable an environment of greater individual commitment to company goals and facilitate the adaptation of the productive system (*Measure 75*).
22. In the sphere of **occupational health and safety**, the importance of the 2005-2008 **Government Plan for the Prevention of Occupational Hazards** is underscored, including specific goals, actions, timeframes, assessment of results and the allocation of the necessary material, human and budgetary resources for its implementation (*Measure 76*).
23. Of the measures related to fomenting **social cohesion**, attention is called– due to its impact on the Catalan economy– to the **improvement of care services for the dependent** by means of increasing home-care hours, increasing nursing home capacity and the universalisation of remote care services (*Measure 82*).
24. Likewise in the sphere of social cohesion, and specifically with regard to **social inclusion**, it is considered especially relevant to prepare the **Catalonia Plan for Social Inclusion**, which, among other measures, includes **redesigning the Interministerial Minimum Income Insertion Programme (PIRMI)**, as well as assessment of the state of **minimum pensions** (*Measure 85*).

The measures of the Agreement

- Improvement of basic competitive conditions
- Internationalisation
- Improvement of job quality and social cohesion

Improvement of basic competitive conditions

1

Research, development and innovation

1. In order to achieve a level of investment in RDI as a share of GDP comparable to the European average (5 percent of GDP at the end of the legislative period), and using the Catalan Research and Innovation Plan as a primary instrument, the signatories reaffirm the importance of **increasing private and public spending on RDI and propose an increase in the corresponding budget allocations of the relevant ministries in this sphere.**

In this sense, it is considered a priority, first, for the Ministry of Employment and Industry, acting through the **Department of Industry and Energy**, to foment private investment in RDI with a strong technological component. The 2005 budget for this measure is 29 million euros, 19 percent more than was spent in 2004.

Second, and for the same purpose, the resources of the **Centre for Business Innovation and Development (CIDEM)**, whose main purpose is to foment private investment in innovation, need to be substantially increased. The CIDEM's 2005 budget is close to 31.3 million euros, which represents an increase of 56 percent with regard to 2004.

Within the sphere of **public spending on R&D**, an increase of approximately 30 million euros, that is, an increase of 38 percent, in the resources of the **Directorate General for Research** is also proposed.

2. In order to **organise and rationalise the public resources devoted to RDI**, the parties support the drafting of the **Catalan Science and Technology Act**, which, among other goals, will serve to coordinate existing policies related to RDI in Catalonia.
3. It is proposed that a **Council on Research and Development, Innovation and the Knowledge Society** be created, with the participation of social partners, for the purpose of monitoring and proposing the actions to be taken in the context of the Administration's plans and programmes, in particular, in the context of the 2005-2008 Catalan Research and Innovation Plan. The Council will have the structure and autonomy needed to fulfil its goals.
4. Technology transfer will be intensified through **technology transfer networks**, to which measure the 2005 budget allocates some 9,500,000 euros.

The deployment of three main tools for technology transfer will be promoted, through the CIDEM:

- **Technological Innovation Support Centre Network (XIT)**, which will strengthen the number of university groups that transfer technology to companies and will enhance the quality of the technological supply according to criteria of excellence.
- **Technology Centre Network (XCT)**, which will ensure the provision of services and technological assistance to companies. A number of between 8 and 10 centres is planned to be reached over the legislative period.
- **Technological Dissemination Centre Network (XCDT)**, for actions to disseminate and foment innovation, which will enjoy the collaboration of business associations and trade unions in order to make new technology and innovation management tools available to SMEs.

Within the framework of the actions for the creation and management of the Technology Centre Network (XCT) and Technological Dissemination Centre Network (XCDT), work has begun on an initial task of creating a registry of technology centres.

Centres recognised in the registry:

Technology Centre Network:

- Associació d'Investigació de les Indústries de l'Adob i Annexes (AIICA) (Research Association of the Leather-Tanning and Related Industries), Igualada.
- Fundació de l'Associació Catalana d'Empreses de Motlles i Matrius (Fundació ASCAMM) (Foundation of the Catalan Mould and Die Company Association), Cerdanyola del Vallès, Parc Tecnològic del Vallès.
- Centre Tecnològic de Manresa (CTM) (Manresa Technology Centre), Manresa.
- Laboratori d'Assaigs i Investigacions Tèxtils del Condicionament Terrasenc (LEITAT) (Terrassa Textile Conditioning Testing and Research Laboratory), Terrassa.
- Fundació del Centre de Tecnologia Empresarial de Mataró-Maresme (Fundació CETEMMSA) (Foundation of the Mataró-Maresme Business Technology Centre), Mataró.

Technology Dissemination Centre Network:

- Institut Català del Suro (Catalan Cork Institute), Palafrugell.
- Centre Tecnològic Eduard Solé (Eduard Solé Technology Centre), Ripoll.
- Centre Català de la Vinya i el Vi (Catalan Centre for Vineyards and Wine), Vilafranca del Penedès.

This notwithstanding, existing technology centres in Catalonia– which will be registered– do not ensure coverage of all of the sectors or technologies the Generalitat might be interested in strengthening (whether because they are strategic sectors or because they are sectors heavily exposed to international competition).

For this reason, a plan is needed for new technology centres that can be used as an industrial policy tool to foment technology in sectors where the Generalitat considers it strategically necessary. In the coming years, the following technology centres will be created:

- Aeronautics and Space Technology Centre (7 million euros)
- Wooden Furniture Technology Dissemination Centre (2 million euros)
- Logistics Technology Centre (7 million euros)
- Media Technology Centre (2 million euros)
- Automotive Technology Centre (7 million euros)
- Information and Communications Technology Centre (3 million euros)
- Food and Agriculture Industry Technology Centres (Reus, Lleida, Girona) (16 million euros)
- Chemical Industry Technology Centre (2 million euros)

5. It is proposed to create, in 2005, a **Knowledge Transfer Agency** to serve as a focus for the human and material efforts available in Catalonia with a view to more efficiently capitalising on the results generated by the scientific and technological activities of universities. The universities will coordinate their efforts through a consortium-style structure. The main functions would be: management of patents and protection of industrial property and its economic returns, assessment of research results and the development of international sales strategies in close contact with the COPCA. The 2005 budget includes an allocation of 1,000,000 euros for the creation of the Agency.
6. **Fomenting business initiatives based on technology.** It is considered strategic to promote Catalonia as a hub for top-notch centres in high-tech sectors by means of actions carried out at different levels combining several tools, as is the case, for example, in the biotechnology and biomedical research sector. A series of actions is proposed with a view to facilitating the emergence of new business projects, in particular, of those based on technology, linked to the universities and to the technology centres. These actions are allocated 7,565,000 euros in 2005 and are as follows:
 - Promotion of science and technology parks created around universities, in particular, in the biotechnology, aeronautic, renewable energy and ICT sectors.
 - Incentive programme aimed at research groups and at the universities and research centres themselves based on their involvement and the number of projects studied on the *technology launch pads*.

- Creation of a Technology Incubator Network that requires a local technology offer to facilitate its survival and competitiveness.
 - To consolidate and reinforce the current technology launch pad network, increasing its synergies with other existing networks, such as that of private investors.
 - Promotion of the creation of university spin-off companies.
 - Creation of a business nursery network to coordinate the actions of the different administrations and to strengthen existing nurseries.
7. It is considered necessary to establish an incentive system that promotes a **more entrepreneurial profile for our universities in the sphere of research and technology transfer**. To this end, a total of 22,454,000 euros is projected to be allocated for this purpose over the legislative period, of which 6,469,000 euros correspond to the 2005 budget for the following measures:
- To stimulate the implementation of **strategic research plans** at universities that enable financial planning for research based on the criteria for priorities set out in the Catalan Research and Innovation Plan.
 - To effectively link **a portion of the increase in the financing** of each university to the **results in terms of technology transfer** to companies.
8. In order to reach the target for investment in innovation in Catalonia of 3 percent of GDP by 2008, impetus and support should be given to the incorporation of **process, product and organisational innovation**. The 2005 budget for the set of proposed measures is 35,250,000 euros and will have the backing of the activities and functions of the Department of Industry and Energy, the CIDEM and the Ministry of Universities, Research and the Information Society (DURSI).

It is considered important to launch programmes for the promotion of business innovation among Catalan SMEs, which will be based on five main axes:

- Innovation management (products, processes and organisational)
- Logistics
- Industrial design
- Promotion of ICTs
- Promotion of quality

In order to increase business capacity in the area of RDI, the **incorporation of technology specialists and PhDs into businesses** will be fomented with a view to promoting programmes for investigation, research, technological development and the development of innovation systems.

Moreover, an equivalent increase should be achieved in other public spending on research carried out in Catalonia but dependent on **resources from the Spanish State and European Union**. The Government will carry out specific actions to obtain greater returns from EU framework programmes, which will consist of specific support in consultancy services and aid for businesses, especially for the purpose of fomenting the formation of associations and collaboration among SMEs.

9. Technology and innovation training is one of the fundamental components for the future success of an innovative society. It is necessary to change the perception held by those involved in business management with regard to innovative activity. Therefore, it is proposed that, **over the 2006-2007 period, specific subjects and modules for access to the research culture, innovation and entrepreneurial activity be introduced into the vocational training subsystems**, as well as the regular use of ICTs in a context of constant adaptation of the training curricula to meet the needs of companies. In the case of ongoing training, promotion of the use of ICT tools and e-learning, as well as the inclusion of required innovation, new technology and business organisation modules. The annual budget for the development of this measure is 1,250,000 euros.

Human capital endowment

2.1

Academic failure

10. The Assessment Board of Catalonia will draw up, within a maximum period of one year, a **white book** with a view to identifying and analysing the most important factors contributing to the high rate of **academic failure**. This white book will be drafted in cooperation with social and economic partners and will give voice to all members of the education community.

Over the course of 2005, those territories with an academic failure rate of over 30 percent will be identified, in order to prioritise actions targeting them starting in 2006.

11. **Support programmes for students with severe academic deficiencies** will be set up. In particular, measures targeting diversity will be promoted, above all at the compulsory secondary school (ESO) level. Moreover, upon completion of ESO, especially for those students who have not earned the corresponding degree, structured and systematised programmes will be launched designed to promote the transition to and insertion in the workforce. The estimated annual cost of implementing this measure is 19,000,000 euros, which will be reached gradually over the course of the legislative period. In order to launch the measure, 1,000,000 euros are projected to be allocated to it in 2005.
12. It is proposed, beginning in 2006, that **public school facilities be opened to complementary activities**, as a measure to fight academic failure, offering them especially to those sectors of the population with most problems, in accordance with town and city councils. Although planning for this measure will take place in 2005, the goal for 2007 is the implementation of complementary activities at 1,000 schools, at an estimated annual cost of 18,000,000 euros. In 2006, activities will be launched at 500 schools, and the remaining 500 will be launched in 2007.

In addition, in order to guarantee equity and equal opportunities with regard to access to these activities, a policy of maximum prices and financial aid will be established, and agreements will be reached with local authorities, schools and the bodies involved in school cafeteria services and extracurricular activities in order to ensure rigorous and balanced budgets that offer quality guarantees.

Similarly, tutoring, academic guidance and career counselling programmes will be set up throughout the territory by local authorities, with the participation of social partners, for students between the ages of 14 and 16.

These measures will be carried out in coordination with social and community services in order to guarantee a social environment that fosters education.

2.2

Training enhancement

13. Training enhancement: English and ICTs

The **presence of English in the curricular and scholastic life of students** will be promoted. In order to reach this goal, the following measures will be taken:

- Increase in the number of public slots for English students at official language schools through the creation of 3,000 new slots over the legislative period.
- Introduction, beginning in the 2007-2008 school year, of English classes in all training cycles within the vocational training system (FP), with special emphasis on learning diversity.
- Increase in the resources for study-abroad programmes (and similar actions organised in the country) in order to improve knowledge of the English language.
- To teach one required course in English in all compulsory secondary schools beginning in the 2006-2007 school year and to include such teaching to the extent possible in light of

available human resources in the 2005-2006 school year. To this end, over 2005, the capacity of the available teacher corps will be assessed, in light of the fact that approximately one thousand teachers have already participated in exchange programmes. In addition to these teachers, the incorporation of 250 new teachers is projected for 2006, and that of 250 more for 2007, at a total cost of 15,000,000 euros.

In order to promote **information and knowledge technologies in schools**:

- Schools will be provided with sufficient computer, data transmission and audiovisual equipment, as well as Internet connections, to allow teachers and students to use ICTs.
- Use of ICTs as tools in the learning processes will be fomented, as will network projects between schools inside and outside Catalonia.
- Training and assistance for teachers in mastering and using these technologies will be promoted.

The total budget allocated to promoting ICTs in schools over the legislative period is 21,070,274 euros, of which 6,000,000 correspond to teacher training and the rest to the provision and renewal of equipment and Internet connections. The 2005 budget allocates 2,000,000 euros to teacher training and 1,159,252 euros to equipment.

14. In addition, the parties propose a set of **actions in the spheres of education and services for the reception and initial integration for immigrants**, to which the 2005 budget allocates a total of 20,000,000 euros:

- Measures will be developed to provide specific support to students arriving late to the educational system and suffering from deficient knowledge of the language and culture.
- Two reception levels will be established: within the local environment and within the schools, which will have to coordinate their actions.

At the local level, the arrival of students will be detected and systems will be established for the transfer of information between schools and local services; also, local environment plans will be designed to allow for the integration of immigrant students.

The schools will implement reception plans for immigrant students for learning the language and about the culture by means of a system of reception classrooms at the schools themselves, which will allow for class time to be divided between regular class groups and these classrooms.

- In addition, the projected support measures for students with severe academic deficiencies can be expanded to include late-arriving immigrant students, depending on their specific academic deficiencies.
- For the recently arrived adult population, specific reception plans will be introduced to enhance knowledge of the language and culture and prepare for entry into the workforce. The ongoing adult education offer will design programmes that include these needs.

2.3

Post-compulsory education and vocational training

15. In order to **increase post-compulsory education rates, particularly with regard to the vocational training system (FP)**, a policy of free textbooks will be established, and, in 2005, a programme of **scholarships and financial aid to facilitate mobility** between the place of residence or workplace and the training facilities will be launched for those cases where the new public FP offer so requires. The 2005 budget incorporates 1,000,000 euros for financial aid for mobility.

Also necessary are adequate information and counselling in the last two years of compulsory secondary school (ESO) that include FP options and the careers paths available in each speciality.

16. It is proposed that **12 comprehensive vocational training centres be created** over the course of the legislative period, at least two of which will be put into operation in 2005. The estimated

annual cost of operating the 12 comprehensive centres is 31,200,000 euros, and the 2005 budget includes an allocation of 4,990,000 euros to this end.

These centres will coordinate the three FP sub-systems– vocational training, general professional training for the unemployed and ongoing training for professionals– and they will provide a comprehensive training offer. Additionally, they will certify occupational experience and will include an interactive guidance service that will enable them to meet occupational and professional development needs.

The comprehensive centres will also implement systems to facilitate the transition from school to the workforce and, if necessary, will meet the retraining service needs of members of the active population arising from obsolete systems or the relocation of companies. More specifically, these centres will help to identify, in collaboration with the Catalan Institute of Professional Certification, emerging sectors of economic activity with a large impact on the creation and transformation of jobs in order to detect and disseminate information about new careers and careers that are currently undergoing transformations, incorporating successful experiences already launched in the country into this dissemination task.

The new comprehensive centres have to be tools for ongoing innovation and good FP practices. Likewise, they will develop a teacher training system that maintains active contact with companies and incorporates specialists from companies into the training centres. In order to verify that these goals are met, the relevant assessment mechanisms will be established.

The comprehensive centres will be regulated by an associated consortium linked to each centre, made up of the Ministry of Education, the Ministry of Employment and Industry, social partners and town and city councils.

17. Over 2005, the Directorate General for Vocational Training will agree with its social partners to a plan for the development of **workplace training programmes** (FCTs), which will include:

- The enhancement of the quality of FCTs and the student/teacher ratio.
- The schedule availability of internship advisers provided by training centres, their commutes and the ratio of such centre advisers to company advisers.
- The improvement of insurance coverage of participating students and teachers.

Likewise, the Ministry of Education will provide for the necessary mechanisms to keep the main trade unions and business associations informed in order to facilitate the monitoring and assessment of the FCTs.

Recognition of the companies participating in these internships will be promoted.

18. Advances will be made in the **development of the professional certification catalogue** of Catalonia and the comprehensive vocational training catalogue.

19. In order to **facilitate regular attendance and following of classes**, the following initiatives are proposed:

- To promote organisational flexibility in vocational training, including by establishing an **enrolment-by-credit** module in the initial vocational training offer.
- To promote a **more flexible timetable** at the centres.
- To establish **e-training or mixed-approach (online and offline) training** in initial vocational training programmes.

20. The parties agree that **vocational training in the occupational sphere and, especially, ongoing training** are key to improving the credentials and professional skills of both employees and employers. The necessary steps will be taken to obtain the transfer of full jurisdiction over the management of vocational training programmes carried out in Catalonia in the occupational, ongoing and professional spheres.

The parties believe that management of vocational training in the occupational sphere has to be carried out by consensus and has to provide sector-based training solutions that contribute to improving training and credentials in relation to needs. In this sense, the Ongoing Training Consortium of Catalonia is the tool that has to facilitate this task.

2.4

Measures in the sphere of university education

21. In the sphere of university education, diverse initiatives will be adopted to strengthen the European Higher Education Area, within the framework of the Bologna Declaration, while at the same time adapting the university system to societal needs.

- To this end, a pilot plan for Catalan universities will be drawn up, with specific financing for public universities, to promote adaptation to the European Higher Education Area (EHEA) and, at the same time, to incorporate criteria for adapting university syllabi to the EHEA. The total budget over the legislative period is 1,768,000 euros, of which 700,000 euros correspond to the 2005 budget.
- **Greater internationalisation of the universities** will be encouraged by fostering student mobility and an increase in the presence of foreign students in Catalonia, promoting joint degree programmes with foreign universities and fomenting language skills among university students. The total budget for this measure is 3,915,000 euros, of which 1,305,000 euros are included in the 2005 budget.

Additionally, the attraction of highly qualified Catalan university professors currently working abroad will be promoted. To this end, attention is drawn to the tools provided for in the 2005-2008 Research and Innovation Plan.

22. The criteria for the **review of the university degree system** in Catalonia will take into account quality, the efficiency of available resources, geographical balance and attention to the most deficient spheres of our society, such as technical studies. The review of the degree system will have an annual budget of 500,000 euros, already included in the 2005 budget.

23. **Mechanisms for consulting economic and social partners** will be promoted that facilitate internships at companies and organisations in order to ensure that the training offer is better suited to job market needs. In order to improve the university-business relationship, the participation of the main trade unions and business associations in university social councils will be fostered.

24. A **master plan for university access that gives special attention to means of entry other than the university access exam (PAU)** (for students over 25 and those coming from advanced training cycles) will be developed. An annual budget of 285,000 euros is projected for the measure, beginning with the 2005 budget.

In particular, in collaboration with the Ministry of Education, the smooth transition between advanced vocational training cycles (CFGS) and university degree programmes will be promoted, as well as possible collaboration between vocational training centres and universities.

3

Transportation infrastructure and mobility

3.1

High-capacity road network to improve mobility and road transport

The signatories of the Agreement consider it indispensable to implement a high-capacity road network model, standardised throughout Spain and with a balanced ratio of toll- to toll-free roads, as well as to improve the means for rapid transport in and between Barcelona and its surrounding communities.

25. In this sense, such a balancing would entail the **construction of some 500 km of toll-free motorways**, of which some 300 will fall under the jurisdiction of the Generalitat and whose approximate cost is projected to be 1,100 million euros. Among the motorways falling under the jurisdiction of the Generalitat, the parties consider the following to be priorities:
- Vic-Ripoll Axis (C-17)
 - Vilanova i La Geltrú-Vilafranca del Penedès-Manresa Diagonal Axis (C-15 and C-37)
 - Reus-Alcover segment (C-14)
 - Cervera-Girona Trans-Catalonia Axis (C-25)
 - Berga-Bagà Llobregat Axis (C-16)
 - L'Ebre Axis (C-12)
26. It is likewise proposed that a **fund for autonomous management of toll transitions or standardisation** be created, made up of the tax income generated by highways and budgetary contributions from different administrations, which would enable a policy of discounts, selective toll waivers and investment in transport infrastructure, while also guaranteeing the economic and financial stability of licensees.
27. To promote, from the Government of the Generalitat, a **new policy for motorway licensees, understanding tolls as a regulatory mechanism for sustainable mobility**, with special consideration of trade policy in relation to heavy vehicles and public transport, as well as to days of especially heavy traffic. The 2005 budgets include an allocation of 18,500,000 euros aimed at improving the toll situation.

3.2

Mobility of people

28. Over the current legislative period, and within the framework of future Spanish State legislation, a **bill for the financing of public transport** will be prepared and processed, which will guarantee the economic viability thereof, and the **Mobility Act** will be implemented through mobility directives issued at the Spanish State and regional levels.
29. In addition, over the course of the legislative period, **regional mobility authorities will be created in Girona, Lleida and Tarragona**, in which the incorporation of the operator RENFE will also be proposed. These authorities will prepare city and intercity passenger transport service plans and will carry out **fare integration** in the regions of Tarragona, Lleida and Girona, as well as the creation and consolidation of the geographic consortia in the context of advancing toward an integrated network throughout all of Catalonia. The 2005 budget allocates 7,512,269 euros to this measure.
30. In 2005, **studies** will begin and proposals will be made for medium- and long-term solutions to the **overall mobility problems afflicting the Barcelona metropolitan area**, with special attention to those affecting the Vallès Occidental region and to access to the port logistical zone.
31. A **Plan for Sustainable Access to Major Industrial Parks**, Business Clusters and Large Facilities will be designed. Specifically, in 2005, and with the support of the mobility managers, pilot programmes will be drawn up for access to 22 industrial parks, among them: the Zona Franca parks, Seat-Martorell-Can Amat, El Prat Airport, Girona Airport, the Granollers Job Market, the Riudellots de la Selva industrial park, the Politger industrial park (Sant Jaume de Llierca), the industrial parks near the Quatre Camins interchange, the El Francolí park in Tarragona and the Segre park in Lleida. The pilot programmes will include diverse means of transportation, with measures such as strengthening new regular transport routes, adapting transport timetables to employment timetables, converting company buses into buses for industrial premises and promoting carpooling.

The 2005 budget includes an allocation of 500,000 euros for designing this access plan, 6,500,000 euros for improving regular road traveller services and 1,400,000 euros for supporting the conversion of private service bus fleets.

32. Over 2006, the creation of four **bus lanes for collective transport to Barcelona** will be promoted, along with a bus station and stoplight prioritisation programme, in order to foster the mobility of people within the Barcelona metropolitan area.
33. Over 2005, a **body for the promotion of Catalan airports and a fund for the promotion of air routes** will be created, open to competition, in order to foment intercontinental flights, promote “regional” airports and boost the Catalan air sector. The 2005 budget includes 4,766,400 euros for the air route promotion fund.

3.3

Mobility of goods

34. In the section related to **logistics infrastructure and enhancing intermodal transport**, the parties consider the following actions to be priorities:
 - Development of intermodal roadway-railway hubs. In 2005, pilot programmes will be launched in Far d’Empordà and L’Aldea.
 - Studies and plans in 2005 concerning the possible construction of new logistics areas in the country’s inland regions (Catalunya Central and Terres de Ponent) to serve as dry ports for the coastal ports of Barcelona and Tarragona.
35. In addition, it is considered necessary to promote the execution– over 2005 of the studies and in 2006 of the building work– of the **access ways to the Llobregat Delta**, with coordinated management of the road and railway access infrastructure.
36. In order to make improvements in the transport of goods by road, development of a **network of parking facilities for heavy vehicles and vehicles transporting hazardous goods** will be begun over the course of 2005.

Measures 34, 35 and 36 have a budgetary allocation of 4,000,000 for 2005.

37. With regard to **ports**, it is considered necessary to **reinforce the Catalan port system**, its infrastructure and its international presence. In this sense, the links to the Asian market are considered priorities. Also proposed is the **promotion of cabotage** in the Mediterranean and maritime links to France, Italy and the Maghreb, adapting maritime terminals to meet this goal. The budget for 2005 projects the allocation of 500,000 euros to carrying out studies in the context of this measure.

3.4

Other actions falling under the jurisdiction of the Spanish State

The parties consider the **rectification of the historic deficit of the Spanish State with regard to its investment** in Catalonia to be a priority in order to overcome the main bottlenecks currently impeding growth, hindering competitiveness and diminishing quality of life. Among these infrastructure deficits, special attention should be called to the deficits affecting the airport, regional and local railway networks, toll-free motorways, the completion of the high-speed train and the strengthening of the main axes providing access to the Euro Region, such as the L’Ebre Axis, the Mediterranean Corridor and the roads that cross the Pyrenees, among other necessary actions.

Below is a list of actions **falling under the jurisdiction of the Spanish State** that are considered to be necessary in the short term:

The signatories consider it necessary for jurisdiction over the **management of local and regional railways** to be transferred to the Autonomous Community in order to optimise mobility management at the autonomous regional level.

Until such jurisdiction over local and regional railways is achieved, it is proposed that the Government request a **Local Transport Plan** from the Spanish government that includes splitting of the line between Montcada and Vic, an increase in capacity between Blanes and Barcelona and the

definition of new routes for the interpenetration of the Barcelona, El Vallès and El Baix Llobregat regions.

In addition, in the railway sphere, it is proposed that, in accordance with European directives, the operation of the high-speed regional lines of the local and freight networks be opened to competition between different operators. In this sense, it is proposed that a **pilot experience be launched with the creation of a joint operator comprised of RENFE and FGC** (Railways of the Generalitat of Catalonia, the autonomous regional operator) for the operation of certain lines (Lleida-Manresa, Ripoll-Puigcerdà), and that the presence of Catalan operators from both the passenger and freight sectors be fomented.

38. The signatories consider it indispensable for **railway transport to be strengthened** in order to meet the growing transport demand. In this sense, attention is called to the expansion of the underground system through the **new line 9**, with a total investment by the Generalitat of Catalonia of 3,127 million euros, which will entail 42.6 kilometres of new tracks, as well as 46 stations, as well as the links to Besòs, the airport, the port and the trade fair grounds. In addition to the foregoing, the parties consider the following actions aimed at railway development to be especially important:

- For 2005, it is considered necessary to **put into operation the RENFE R-5 railway line** between Martorell, El Papiol and Mollet, by way of Rubí, Sant Cugat and the Autonomous University of Barcelona, as well as the link between this line and the different industrial parks by means of a bus service.
- It is also requested that the **new orbital rail route for the Barcelona metropolitan area**, which will link Granollers to Vilafranca and, from there, continue on to Vilanova and Mataró, be promoted.
- Finally, and with financing from the Spanish State, the **new passenger and freight railway line built according to international width standards that will enable connections to France, as well as the development of the trans-Catalonia corridor** and its links to the French border, by way of Puigcerdà, and to the Barcelona and Tarragona ports, are considered entirely necessary.

Given the planning needs of the set of Catalan airports, their potential development and the key role they play within the full set of infrastructure, the parties consider it indispensable for them to be managed with greater autonomy and flexibility, allowing for the participation of other partners and, in particular, of regional **airport management** authorities with a view to ultimately assuming the full management thereof.

In addition, the parties underscore the importance of strengthening the Barcelona airport and port, given that they are basic nodal infrastructures for sustaining and promoting the current and future development of the Catalan economy within the framework of the Euro Region and in an environment of economic globalisation.

On a separate note, the parties call for an improvement in **investment transparency through the annual publication of the investment in Catalan infrastructure** by Spanish State, autonomous regional and local authorities.

4

Energy and environmental infrastructure

4.1

Enhancement of the capacity and quality of the power grid

39. **Increase of electrical power production capacity** through combined-cycle power plants, cogeneration facilities and renewable energy plants. Specifically, the public actions of the Government will be geared toward meeting the targets for increasing production capacity, energy saving and efficiency established in the new Catalan Energy Plan.

40. **Enhancement of the capacity and quality of the electrical power grid** in order to achieve sufficient levels by means of all that provided for in the deployment of the full Tramuntana Plan, which would entail, first, implementation of 39 new electrical substations, which would increase available power by a total of 4,800 MWA– equivalent to 35 percent of current power– and, second, interconnection with the Spanish and European grids with a view to guaranteeing supply in case of malfunction of the local grid. The 2005 budget plans to allocate 4,000,000 euros to this measure.

4.2

The new Catalan Energy Plan

41. The Government, with the participation of experts appointed by its social partners, will draw up over the course of 2005 a new **Catalan Energy Plan through 2015**, taking into account that it is necessary to increase significantly both energy efficiency and the share of renewable energies in the energy supply. The drafting of the new Energy Plan is allocated 500,000 euros in the 2005 budget.

In addition to the **renewable energy targets** for this legislative period (installation of wind farm facilities able to generate 1,500 MW and implementation of 5,000 new solar panels), the Government intends to achieve, beyond the timeframe set by the legislative period, the implementation of wind farms able to generate up to 3,000 MW of power and the implementation of up to 8,000 new solar panels. The 2005 budget allocates 1,220,000 euros to fomenting the implementation of renewable energy sources.

4.3

Water supply and waste treatment infrastructure

42. The water supply and sanitation infrastructure and the urban, industrial and agricultural waste management, treatment and organised disposal infrastructure are essential to ensuring the proper implementation and smooth functioning of residential, industrial and commercial activities and, thus, prerequisites for the viability, competitiveness and modernisation of economic activities. In light of these considerations, it is agreed:

1) To review, prioritise and accelerate, with the participation of economic and social partners, the **investment plans for the 2005-2014 period** in order to ensure the provision of **sufficient and sufficiently high-quality water resources**, as well as **urban, industrial and agricultural waste treatment, recovery and disposal facilities**.

2) These investments, which are agreed to because they are basic or strategic, will have to adhere to social criteria, as well as to criteria of geographical balance and support to those industrial sectors exposed to strong international competition and especially sensitive to water prices.

The parties note that the application of Act 3/1998 has given rise to a series of dysfunctions that need to be corrected. In this sense, it is asked that the development of Act 4/2004, of 1st July (which regulates the process for adapting activities with an environmental impact) effectively address the correction of these problems through the adjustment of deadlines and a scaled action plan.

5

Telecommunications infrastructure and policy

43. It is proposed that, over the course of the legislative period and within the framework of the Master Plan for Telecommunications Infrastructure (PDIT), a **public body be created in the sphere of telecommunications infrastructure** to handle the Administration's responsibility in this area and to become a planning tool for improving coverage throughout the territory and competition with regard to services, quality and prices. The total cost of the PDIT is estimated at 488,000,000 euros through 2008, of which 21,219,000 euros are provided for in the 2005 budget.

44. Beginning in 2005, the **Master Plan for Services and Content** will be executed, for which a total of 38,888,127 euros have been allocated through 2008 (of which 5,413,000 euros correspond to 2005).

In accordance with the Information Society Strategy, the main goals of these two plans, among others, will be:

- **To avoid a digital divides** at both the geographic and social levels, to which end the following is proposed:
 - To accelerate broadband deployment by means of an action plan that includes public aid geared toward low-demand and underserved areas, in keeping with the principles of technological neutrality and promotion of competition, in accordance with the proposals put forward in this sphere at the EU level.
 - To develop an action plan to equip all Catalan municipalities with a public broadband connection point, oriented toward carrying out and obtaining information about handling any administrative process or public service (public transportation, healthcare, universities, etc.) related to any public authority.
- **To foment demand for ICTs** in both the public and private sectors, to which end the following initiatives are proposed:

In the public sector:

- Development of an “open” or online administration with regard to both the Generalitat and local authorities.
- To strengthen the use of ICTs in the healthcare and education sectors.
- To strengthen distance education through the Internet (virtual or e-learning).
- To develop a digital literacy plan for the population, taking advantage of existing school infrastructure outside of school hours.
- To promote the use of digital signatures.

In the private sector:

- To promote the use of ICTs by SMEs through the establishment of aids (financial, consulting, etc.)
 - To foment ICT-related research in order to develop a competitive centre, with the support of sector companies.
- **To deploy adequate telecommunications infrastructure in industrial parks and regions with large numbers of businesses.** Within the framework of the PDIT, the DURSI will carry out an assessment in the first quarter of 2005 and will draw up an action plan for telecommunications in industrial parks, above all, with regard to operator access networks at each company. The initial forecast, pending performance of the assessment, is for 90 percent of Catalan companies with more than ten employees to be able to contract 100 MB broadband service at a cost in keeping with that of the five most competitive European countries by 2007. The action plan is initially projected to be implemented over a period of four years.

45. To strengthen, by means of an appropriate **regulatory framework**, the **deployment of shared telecommunications infrastructures**, both public and private, and the rights of users of telecommunications services. The 2005 budget includes an allocation of 250,000 euros for this measure.

46. Although the brunt of the investments are assumed by operators, the **deployment of mobile phone services and, especially, those related to the universal mobile telecommunications system (UMTS)** will be facilitated by means of comprehensive coverage of mobile telecommunications services and the swift and extensive deployment of UMTS services in order to ensure access, without risk of a digital divide, to the full range of advanced services that the UMTS may offer. To facilitate this deployment, it will be allocated 500,000 euros in 2005 and, beginning in 2006, 1,000,000 euros annually.

47. It is considered necessary for a **common venture capital policy** to be designed and implemented over the course of 2005 by the different ministries of the Generalitat in order to optimise the number and profile of capitalised companies. Thus, while the Ministry of Economy and Finance would focus on the management and holding of funds, other ministries would collaborate in keeping with their own prescriptive functions.

It is also necessary to strengthen the development of venture capital, promoting, before the relevant authorities, the possibility for the capital supply, for example, that of insurance company technical reserves, to materialise part of its investment in venture capital companies.

48. It is also necessary to strengthen the **Private Investor Network (XIP) of the CIDEM** in order to increase the number of financing sources for entrepreneurial activities, while also strengthening new financial tools, such as business angels, which directly mobilise private investor savings toward entrepreneurs.

It is also considered necessary to propose the adoption of tax measures in order to stimulate private investment by individuals in plans by entrepreneurs to create new companies, as is already done with institutional investors, and to reach levels of private investment in these areas comparable to that of other European countries.

49. Given the characteristics of our companies (predominantly family-run SMEs), it is considered important to **develop the concept of participating loans**, to which end, the following is proposed:

- **To implement over the course of 2005 the granting of participating loans**, while also taking advantage of existing instruments (the holding company Institut Català de Finances Holding, S.A.) and in collaboration and coordination with the Administration's own "prescriptive" bodies (the Catalan Institute of Finance (ICF), CIDEM and COPCA). For the 2005-2007 period, a line of 65,000,000 euros is projected to be opened for the granting of participating loans.
- **To promote agreements between the Government and the Directorate General for SME Policy** of the Ministry of Industry, Tourism and Trade, in order to enhance existing **collaboration** with bodies such as the **National Innovation Enterprise (ENISA)** (assistance for companies in their applications for participating loans) in order to optimise access by Catalan companies to this form of financing.

50. **In the first half of 2005, the ICF will strengthen a long-term financing line for SMEs**, distributed by means of the financial institution network at a **partially subsidised interest rate**, in order to ensure preferential conditions, while at the same time guaranteeing **compatibility with other lines** of public financing, as well as with mutual guarantee companies in order to **improve access to credit**. The SME financing line will have 600,000,000 euros for the 2005-2007 period.

51. **Micro-credits will be fomented through agreements with financial institutions**, while, at the same time, mechanisms will be studied to reinforce lender guarantees by means of sharing solvency risk between the financial institution and the Administration.

52. **The capacity of the mutual guarantee company (Avalis de Catalunya, SGR) to act will be reinforced in order to improve access to financing for business projects** by means of:

- **The granting of a second refinancing, complementary to that of the Spanish Refinancing Company (CERSA), under the responsibility of the Generalitat of Catalonia**, for up to 75 percent of the existing financial exposure in order to enable access to financing for a larger number of SMEs and self-employed workers.
- **The reduction of the stamp duty to 0.1 percent in 2005** in the case of notarial documents certifying the constitution, modification or equal status (simultaneous or subsequent) of rights in rem assigned to the Catalan guarantee company in order to limit the expenses

linked to business financing. The possibility of applying this new model to the other financing operations carried out through public bodies beginning in 2006 will also be studied.

53. In addition, the **compatibility and complementarity** of the Generalitat's business financing instruments will be guaranteed by means of **coordination** and the provision of financial advice to the rest of the ministries by the ICF.

7.

Other actions to foment competitiveness

54. **Over the course of 2005, the plan for a one-stop shop for businesses will be developed**, with the support of the Chambers of Commerce, which will integrate in a single area both the advisory services and practical steps required to start up a new business. Within this sphere, the signatories consider it necessary to propose as a goal **the reduction, between now and 2006, of the time needed to create a company by 50%**, working in collaboration with all of the authorities involved.

This same area will include an online tool, to be managed by the Generalitat, to guarantee the best information about and maximum dissemination of all aid and financing instruments for economic and business activities.

In addition, the online business support area would have to include a network information system for business innovation in the form of a service portal with aspects linked to:

- Technology centre network, innovation and new ideas
 - Security and sustainability
 - Internationalisation
 - Entrepreneurs
 - SME cooperation network
 - Innovation financing
55. The provision of industrial land at affordable prices and with a balanced distribution throughout the territory is one of the keys to the economic competitiveness of Catalonia. Under current property market conditions, characterised by rising prices in all spheres, obtaining a sufficient supply for all sectors of economic activity is difficult, and particularly so with regard to the industrial sector. Therefore, the signatories agree that an **industrial land policy** should be carried out with the following goals:
- Classification, for urban planning purposes, of a sufficient amount of land as industrial to meet the demand.
 - Intervention, through the Catalan Land Institute (INCASOL), in order to moderate prices by means of the public supply of industrial land.
 - Development of land in those regions of the territory where it is difficult for the market to do so.

For this purpose, INCASOL will prepare a 2005-2008 Industrial Land Programme, which will be presented to the social partners in the first quarter of 2005.

The budget for 2005 for the acquisition and development of industrial land is 75,000,000 euros, 13.1 percent more than in 2004.

1

Attraction of investments

56. An **Observatory of Long-Term Industrial Planning** will be created in order to study the problems faced by sectors and companies and, at the same time, make use of the information, within the sphere of the Observatory, generated by a tool for interlocution between social partners and the Administration. **The purpose of this Observatory will be to study the problems facing different sectors and Catalan companies, forecast their evolution and suggest the design of future lines of action.** In order to ensure a standing dialogue with the Administration and to monitor the agreements contained in this document, the social partners, working through the sectoral committees, will participate in the sectoral working spheres of the Observatory of Long-Term Industrial Planning, whenever this is jointly considered necessary.
57. The **Catalan Investment Agency** will be created, for the purpose of promoting and attracting sound business investments. The 2005 budget will allocate 4,000,000 euros to the creation of the Agency, which will fall under the jurisdiction of the CIDEM.

The Agency's main functions will be:

- To serve as a point for interlocution between companies and the Administration in the sphere of investments and business restructuring in Catalonia.
- To promote the installation of new business investments that generate stable, quality jobs.
- To promote and provide professional assistance for the implementation of new business activities.
- To support the consolidation of Catalan companies by means of assisting in processes to reach technological and production agreements with foreign companies.
- To intervene in business disinvestment processes by activating specific policies designed to minimise the consequences thereof.

2

Fomenting exports and international presence

58. Over the course of 2005, the **Plan for the Internationalisation of Catalan Companies** will be implemented. Its purposes will be to analyse international trends, prioritise countries, provide support for the different types of companies and regulate the conditions in which such support has to be carried out. This Plan will be managed by the COPCA, and social partners will participate in its preparation and monitoring. In order to undertake the measures derived from it, contributions to the internationalisation budget of the COPCA will be increased by approximately 20 percent and will thus amount to more than 28,000,000 euros.

In order to support the **internationalisation of Catalan companies**, the following measures will be carried out:

- The actions aimed at internationalising businesses will be increased, from the start-up phases through to the implementation of commercial or production facilities abroad, giving special attention to actions aimed at SMEs and areas considered strategic for the development of the Catalan economy. In this sense, a large majority of the corresponding resources will be allocated to promoting the internationalisation of Catalan SMEs.
- In the sphere of business cooperation, actions will be promoted to enhance cooperation between Catalan SMEs in their internationalisation processes, to enhance cooperation between Catalan and foreign companies and to enhance the internationalisation of strategic clusters.
- The COPCA Business Platform Network, complementary to the Business Promotion Centre Network, will be deployed in order to facilitate and accelerate the transnationalisation process.

- Promotion and advisory programmes will be developed to encourage the participation of Catalan companies in international tenders.
 - An increase in the training of foreign trade and business internationalisation specialists will be promoted.
 - Support will be given to the role played by social partners in development cooperation as a facet of international presence, with an increase in economic resources.
59. Within a period of one year, the **Foreign Market Observatory** will be created for the purpose of monitoring sector, market, technological, etc., trends, as well as to provide support for the implementation of the Plan for the Internationalisation of Catalan Companies. The Foreign Market Observatory will be based on the COPCA's international network and will have to coordinate its actions with the Observatory for Long-Term Industrial Planning. The 2005 budget has allocated 600,000 euros to the creation of the Observatory.
60. Over the course of 2005, the business areas to participate in the "**International Ring**" will be defined. The Ring is a management platform and debate forum, which, using online technology, will become a meeting point and dynamising factor for the internationalisation of the Catalan business fabric. The 2005 budget allocates 600,000 euros to the International Ring.
61. Given the importance of **tourism** in the Catalan economy and the affects of internationalisation processes on it, within a period of six months, the **Tourism Observatory of Catalonia** will be created and, over the course of 2005, a Strategic Plan will be drawn up for the sector, with the collaboration of the academic world and the participation of social partners. The **Strategic Plan** will define the tourism model for the coming years, according to the following guideline: a distinctive, more competitive quality offer that is better tailored to the demand and is sustainable and geographically balanced. The 2005 budget allocates 400,000 euros to the Tourism Observatory and 360,000 euros to the preparation of a Strategic Plan for the sector.
62. In the sphere of the internationalisation of companies, Spanish State bodies also operate in Catalonia; therefore, **institutional coordination** between these bodies and the many Catalan bodies involved in this sphere will be strengthened, while at the same time the participation of social partners will be guaranteed.

Within this framework, information will be provided on the nature of the commercial exchanges carried out between Catalonia and other countries, with reference to the types and number of companies engaged in such operations, and there will be an updated list of companies with production or commercial facilities abroad.

63. In order to accompany and reinforce these measures, **other actions** will be carried out, among which attention should be called to the following:
- The "**Catalonia**" brand will be fomented with regard to the export of goods, tourism, the attraction of foreign investment to our country and Catalan investments abroad, as will the perception and role of Catalonia within the context of the Euro Region.
 - The role of the COPCA's business promotion centres as providers of information, **support and accompaniment** before international authorities and bodies will be strengthened.
 - The **Catalan presence** in international institutions and bodies will be strengthened.

Improvement of job quality and social cohesion

1

Active labour market policies

Within the 2005 budget, the total budget allocated to active labour market policies amounts to 405 million euros.

64. **Over the course of 2005, an inter-ministerial Catalan General Plan for Employment (PGOC) will be designed with the consensus of economic and social partners.** The PGOC will take into account all those policies and activities that are carried out and that, directly or indirectly, affect the job market. It will be valid for several years and will be implemented on an annual basis by means of the Active Policy Development Plan.

The PGOC will define quantitative and qualitative employment indicators, in accordance with the guidelines and targets established in the European Employment Strategy and the Spanish National Action Plan for Employment (PNAE).

A PGOC Monitoring Committee will be set up under the auspices of the SOC Board of Directors in order to assess implementation and monitor the progress made toward the targets set.

The budget for 2005 allocates a total of 260,000 euros to this measure.

65. Within a period of six months, the **Catalan Employment Service (SOC) will be equipped with a decentralised model for managing employment services** with the SOC's cooperating institutions by means of multi-year programme contracts. The 2005 budget for these measures is 14,000,000 euros.

The model will have a budget allocation for the creation and/or consolidation of structures that allow for the decentralisation of active labour market policies, to enable the leading role in their planning, execution and assessment to be played by the territory's institutional, trade union and business actors, with regard to both planning and management.

Support will be given with sufficient resources to local employment plans in order to situate them within the framework of the European Employment Strategy, both with regard to qualitative and quantitative objectives and to priority groups.

The SOC will undertake an improvement in the allocation of human resources assigned to **personalised service with regard to job supply and demand.** To this end, over the course of the legislative period, at least 292 technical specialists will be incorporated, with an annual budget of 11,680,000 euros.

66. **Mediation plays a crucial role** in the job market, and the 2005 budget allocates 1,500,000 euros to this end. The specific measures to be developed are as follows:

- **Active labour market policies** (contents, programmes, management) **will be made more flexible to allow for personalised programming,** and a new regulatory framework will be promoted on the part of the Spanish State to the same end.
- **In this line, a job placement system will be established** by means of career training paths, and the actions to be taken with regard to groups with particular job placement difficulties will be determined and prioritised.
- The ongoing nature of the **labour market actions will be guaranteed throughout the entire year.**
- **A comprehensive information system will be created** that interrelates all employment system network applications, in connection with the Spanish State and European systems.

67. Within the framework of labour market policies, active policies will be designed specifically for the **relocation of individuals who have lost their jobs** due to business shutdowns or

relocations, and, when circumstances so require, customised programmes will be established for the creation of jobs during the business transition.

The SOC will define, within a period of six months, an action protocol for relocations, in which transparency, quality, non-discrimination and equal opportunities throughout the process are guaranteed.

68. **The Public Employment Service will define a comprehensive quality plan over the course of 2005** with quantitative and qualitative indicators with regard to its activity that are shared by and comparable to those of Spain and Europe and that allow for assessment of the use of public resources.

Likewise, a system will be put into operation for the assessment of the policies carried out within the Catalan employment system.

The amount allocated to this measure in 2005 is 300,000 euros.

69. Over the course of 2005, the contents and resources of the **Job Market Observatory (OMT) will be reformed in order to improve it and to reaffirm its function** as a support tool for the implementation of the PGO. The OMT will coordinate its activity with the sectoral and regional observatories. 300,000 euros have been allocated to this task in 2005.

Economic and social partners will have access to the OMT database and will participate in the interpretation and ongoing assessment of the Observatory's data.

70. **In the first six months of 2005, an Immigration Committee will be created within the framework of the SOC Board of Directors** to study how best to organise migratory flows and guarantee the rights of immigrant workers. The 2005 budget allocates 200,000 euros to this measure.

This notwithstanding, **the parties note the advisability of creating a service within the SOC, the Country-of-Origin Labour Mediation Service (SILO)**, as a mediation service in source countries. This would moreover entail the transfer of executive authority over immigration issues related to this function and, more broadly, would mean achieving a system of jurisdiction, to be exercised by the SOC, in matters of immigration that strengthens the mediation mechanisms.

The parties consider it necessary to address the situation caused by the large number of workers without work permits by establishing, by consensus, mechanisms to legalise the situation of foreign workers who provide proof of their employment relationships. It is necessary to bear in mind the groups of foreign workers engaged in domestic work, such as caring for dependents or the ill or housecleaning.

2

Labour relations

71. Participation and social dialogue

In order to foment and foster participation and social dialogue, the **creation of a body for participation and social dialogue is called for** (to be made up of the Administration and the main trade unions and business associations), which would encompass, in addition to the Catalan collective agreement committee, current forums for participation related to areas such as occupational health and safety, contracting, trade union elections, equality and non-discrimination, etc., as well as any others that may be incorporated in the future with a view to rationalising the structure for participation and social dialogue in Catalonia.

Within a maximum period of six months as of the signing of this Agreement, the Administration will submit an initial proposal to its social partners for the regulatory provisions for the creation of the body for participation and social dialogue, which will also provide for the creation of the Collective Agreement Committee of Catalonia. The measure will have an initial budget allocation of 200,000 euros in 2005, which will be adapted to the needs of the body's activities in subsequent years.

72. Collective Agreement Committee of Catalonia

As noted in the foregoing measure, it is also proposed that an institution (**Collective Agreement Committee of Catalonia**) be created, on a permanent basis, to handle and improve the different factors involved in collective bargaining in Catalonia, in order to promote and guide it and to attend to those general or specific situations and circumstances that may require its attention or a solution. It will have an initial budget of 200,000 euros in 2005, which will be adapted to the needs of its activities in subsequent years.

Functions

1) As an observatory and to monitor collective bargaining in Catalonia:

- It will act as an observatory for all Catalan collective bargaining processes to allow for their technical and statistical treatment in order to enable use and analysis of the resulting data and actions in relation to general parameters or specific aspects related to content or evolution.
- Evaluative monitoring by a group of experts in the field of collective bargaining.

2) As a consulting and advisory body in the negotiation of agreements with the capacity, to this end, to issue reports at its own initiative or at the request of any party. It will thus study in depth the content of collective agreements and transmit its conclusions to the parties responsible for the bargaining, including proposals, should these parties so request. It will improve and update the content of collective agreements, adapting them to new situations and realities. These tasks will specifically include:

- Carrying out of monographic studies.
- Promotion and dissemination of good collective bargaining practices.
- Specifically analysing emerging realities and new facets in labour relations.
- Advising, if needed, in the different bargaining processes in Catalonia.
- Requesting reports, when necessary, from specific sectors in which structural deficiencies may be detected due to a lack of representation, failures to appear in person or other reasons.

3) As a body to study and make proposals for the rationalisation of the collective bargaining structure in Catalonia. The main business associations and trade unions in Catalonia, the representative business sector organisations and the trade union federations of Catalonia will all be able to submit reports to the Committee on the state of the collective bargaining structure in their respective spheres, as well as plans for rationalisation and modernisation, including the detection of coverage gaps.

The Committee will analyse the different sectoral reports and will advise the parties with regard to reconciling possible discrepancies in their rationalisation proposals. Should the discrepancies persist, the Committee will be able to make proposals to define the collective bargaining structure of a given sector. If the Committee fails to reach an internal agreement, the parties, advised by the Committee, may voluntarily submit their case to arbitration.

The same procedure is established for requests to extend collective agreements.

The arbitrators of the Collective Agreement Committee of Catalonia will form a part of an agreed *ad hoc* list made up of renowned experts in the field of collective bargaining.

4) As a “depository” of collective agreements once the legality thereof has been established by the Labour Authority and prior to their publication in the Official Bulletin of the Generalitat of Catalonia (DOGC).

5) As an advisory and consulting body in the functional sphere of collective agreements: appropriate delineation of the functional sphere of the collective agreement to be negotiated; possibility of an agreement to adhere to a collective agreement already in force; interpretation of

a collective agreement currently in force in order to determine its functional sphere of application.

Composition and bodies:

Composition: The main business associations and trade unions in Catalonia and the Administration.

Bodies: Chairmanship, board of directors, office of the secretary, standing committee, sectoral committees and technical personnel.

Resources and tools:

The Committee will be provided with the human and material resources needed to carry out its functions. In this sense, it will be provided with personnel, premises and infrastructure, technical instruments and tools for accessing knowledge and information, with the budget allocation deemed indispensable to guarantee sufficient capacity for action and autonomy.

Collaborations and agreements with other bodies and institutions:

Open to similar bodies at the Spanish State or EU levels, universities, etc.

73. Contracting and subcontracting

1) Collective, sectoral or company bargaining may determine, depending on the nature of the sector or the specific company work plan, which activities will not be subject to sub-subcontracting in order to enhance the efficiency and quality of the work plan and the legal security of employees.

2) In case of successive subcontracting, the transfer of employee rights and employer obligations can lead to more productive use of the vocational training and acquired skills of subcontracted employees and, in general, to a higher-quality work plan, with positive effects for the efficiency and competitiveness of the main company. At the same time, it enables greater job stability and legal security for subcontracted workers.

3) Collective, sectoral and company bargaining may determine the cases and conditions in which the transfer of employee rights and employer obligations will be established, depending on the nature of the economic activity of the sector or the specific company work plan.

4) It is considered advisable, with a view to preventing misguided use of decentralisation, to ensure maximum guarantees and transparency in public sector subcontracting, to which end, the Government, over the course of 2005, will promote the preparation of an action proposal that makes it possible, with regard to the provision of goods and services and to subcontracting in this sector, to guarantee both compliance with the labour conditions set forth in the relevant collective agreements and efficient management of occupational hazard prevention.

5) Consulting and monitoring, within the framework of the Council on Social Dialogue and Participation, of the aforementioned clauses and of the quality of subcontracting processes.

74. Labour Court of Catalonia

The **Labour Court of Catalonia for Conciliation, Mediation and Arbitration Proceedings (TLC)** was set up under the Catalan Interprofessional Agreement of 7th November 1990 in order to perform conciliation, assessment and arbitration functions in those collective and individual conflicts submitted to it freely by the employees and employers involved.

Given the importance and significance that the exercise of the TLC's functions has for the design of a Catalan framework for labour relations, and in order to foster its functions of promotion and reinforcement, the following is proposed for 2005:

- To establish a new, multi-year financing system that enables the forecasting of targets and the detection and anticipation of longer-term needs than those that can currently be anticipated.
- To consolidate and foment the increase in efficiency and effectiveness of the actions of the Labour Court of Catalonia and to promote its decentralisation and specialisation.

75. Model of sustainable and responsible competitiveness

The purpose of the Strategic Agreement is to promote measures that lead to the modernisation and updating of our companies in order to leave them better positioned with regard to changes and the phenomenon of globalisation.

In this sense, it is necessary to reflect on the new needs imposed on companies by the current context of change and on the need to find solutions that allow for their **competitiveness**, while ensuring it is compatible with **social sustainability**. We understand that this concept is much broader and includes factors such as their capacity to meet challenges, the flexibility of their processes, quality, technological innovation and a firm commitment to the value of the people who form a part of the company. This last value is critical, and, in the majority of situations, it is not taken into account when a company's organisational and productive systems are being restructured.

A commitment to stability in labour relations is a commitment to the competitiveness of a company, a tool that can create an environment in which employees are more involved with company goals, even when adapting and negotiating adaptation systems and flexibility within the productive system. This needs to be translated into the negotiation of issues such as the contracting system, systems for making cutbacks in the workforce or systems for the training or adaptation of employees.

For all of these reasons, it is important for business associations and trade unions, in the sphere of this Agreement, to be able to identify the values that can contribute to making actions taken at companies more effective, so that they can be transferred to the collective bargaining process.

1) **Individuals and knowledge: company asset.** One aspect that has especially differentiated our business model from the business model in Europe has to do with the role played in it by people. Therefore, it is necessary to introduce new internal relationships based on stability and participation, trust, decentralisation of the decision-taking process and adaptability.

2) **Technology.** Technological updating has to be a strategic constant for companies, since technological advances allow for overall improvement of working tools, effectiveness and business results.

3) **Training, career paths and employability within the company.** Investment in training has to be considered a key factor for competitiveness. Training facilitates the process of constant re-adaptation to the workplace for workers and affords them the possibility of earning promotions. Likewise, workforce stability is an added value for companies, since it increases the chances for employees to accumulate experience.

4) **Innovation.** Scientific and technological advances and new proposals for enhancing business effectiveness and efficiency do not achieve their goals if they are not transformed into customised and sectoral innovation processes at companies. To innovate is to produce changes that keep our companies current. That is, the full set of processes carried out by the company in order to make use of research results, whether from the point of view of the work plan or that of the improvement, management and distribution of the product or service.

5) **Safe and sustainable work.** Safety in the workplace and the sustainability of economic activities are two priority goals for social partners. In this sense, preventive strategies and the involvement of employees in company processes for ongoing improvement are key factors for achieving these goals.

6) **Equality and non-discrimination.** The company has to guarantee the principle of non-discrimination both with regard to access to jobs and in the establishment of work conditions. The possibility of establishing measures for affirmative action with regard to specific groups with more employment problems will be studied.

7) **Participation.** Channels have to be developed that allow for everything from reporting to, consulting or checking with union representatives at the company to those mechanisms that give voice to the employees themselves with regard to major decisions that may arise from processes of change.

Actions in collective bargaining

The signatories agree to initiate a process to allow collective bargaining to develop the good practices that the parties have valued positively in recent times, while also updating its contents:

1) **Business restructuring.** Negotiated flexibility of the work plan, work hours and professional structure has proven to be positive for carrying out the changes a company needs. Negotiated internal flexibility is preferable to external flexibility and cutbacks in the workforce. To achieve a negotiated balance between the flexibility needed by a company and security for employees is a common goal.

2) Collective bargaining has to regulate the need for a **flexible organisation of work hours** in order to adapt it to the needs of the business activity, especially to cycles of varying intensity and to fluctuations in demand. It is advisable to establish, in addition to annual plans, procedures for prior bargaining for times when changing circumstances make it necessary to modify the initial plan. Calculating work hours on a flexible annual basis or calculating them in ways not based on the calendar year, as well as the agreed participation mechanisms, have proven to be positive.

3) The flexibility of work hours has to be accompanied by the regularisation of **guarantees for people**, especially those that guarantee better management of personal work time, individual and documented control of the workday put in, sufficient advance notice of the extension of workdays or changes, or the encouragement of volunteer systems, whenever possible, and the right to the establishment of compensatory breaks, whenever this can be done.

4) **Ongoing professional training.** The negotiation of ongoing training needs at the company and the planning thereof based on forecasts are indispensable to continued innovation. The collective bargaining process has to establish a specific negotiating procedure whose goals, in addition to training contents, should be to guarantee the right to equal treatment of all recipients, to establish affirmative action criteria for professionally underrepresented groups and the consideration of time spent in training as work hours. Likewise, another factor for stimulating ongoing training is the establishment of professional promotion systems and career paths, with objective criteria and the participation of trade unions, linked, moreover, to professional training.

5) **Job stability and fomenting open-ended contracts** for structural jobs, as well as an appropriate and justified use of temporary contracts, are key factors for the development of a business project. It is advisable to establish mechanisms in the collective bargaining process for converting temporary contracts into open-ended ones. Likewise, it is advisable to regulate the objective causes and circumstances that justify the use of different types of temporary contracting, depending on the nature of the business activity.

6) **Telework** is one of the tools that have to be used to modernise the work plan. In this sense, the European Framework Agreement on Telework establishes a general framework whose application and adaptation in the sphere of collective bargaining is advisable.

Complementary actions

At the same time, it is necessary to open and encourage debate and the exchange of opinions and experiences and to reach a consensus on concepts and content, which would have to give rise to a Catalan strategy for a sustainable and responsible model of competitiveness.

In this sense, the institutional participation body in the sphere of labour relations would be the body that would have to fuse the sensibilities and reflections of the main social interlocutors into a concept of competitive and socially sustainable business. The body would prepare the necessary reports to enable deeper exhaustive knowledge of the European strategy and of the recommendations that are applied in different member states. It could perform studies on issues such as what social

responsibility means for Catalan companies, deepen knowledge of this concept of competitiveness in European countries– orienting the possible proposals or recommendations to be adopted in Catalonia– debate the concept of socially responsible investment, etc.

76. Occupational health and safety

1. Government Plan for the Prevention of Occupational Hazards

1.1. The Government of the Generalitat of Catalonia, with the participation of trade unions and business associations, will draw up a **2005-2008 Government Plan for the Prevention of Occupational Hazards**. This Plan will contain specific goals, actions, timeframes, assessment and the resources needed for its implementation (material, human and budgetary). Among other goals, it is necessary to address:

- The creation and development of a system of indicators and registries on hazard prevention that makes it possible to understand the reality of companies in Catalonia with regard to occupational health and safety in order to enable the identification of problems, proposal of solutions and increase in monitoring and control in those cases where it is necessary.
- Actions in order to promote health and safety in relation to self-employed workers and those activities that are excluded, in accordance with Article 3, section 2, of Act 31/95. With regard to self-employed workers, it is agreed to promote the corresponding legislative amendments to include the possibility for self-employed workers to outsource prevention management at their companies or for their activity to external prevention services, provided they do not have the technical capacity to assess, plan and manage their own risks. Meanwhile, it is agreed to promote actions to start implementing this measure.
- To strengthen– jointly with the Labour and Social Security Inspectorate– the adoption of measures to control and monitor the material and human resources and the performance of external prevention services. Only in those cases where authorisation is definitive.
- To strengthen the self-assessment of the prevention services of public authorities, in particular, of the Generalitat of Catalonia.
- To promote prevention awareness-raising actions in all spheres of society, as well as specific training actions for employers and employees.

1.2. **Execution** of the 2005-2008 Government Plan for the Prevention of Occupational Hazards, which entails:

- Rationalising and providing sufficient resources and an appropriate administrative structure with jurisdiction over occupational health and safety issues.
- Participation of social partners through the relevant participation and social dialogue forum.

The reality of SMEs will especially be taken into account in order to contribute to the development of their preventive management systems through the formulation of diverse tools, such as economic and financial support for investments in occupational hazard prevention or advisory services for the implementation of regulations in ways that accommodate their specific characteristics.

2. Ministerial actions

2.1. Increase and reinforcement of the monitoring and control capacity of the Labour and Social Security Inspectorate by means of the necessary regulatory development in order to guarantee effectiveness in the exercise of the function of enforcing health and safety standards at companies and the workplace by authorised civil servant specialists reporting to the Autonomous Community, acting in coordination with the Labour and Social Security Inspectorate.

2.2. Plan to allocate the amount collected through fines for violations of occupational hazard regulations by the Ministry of Employment and Industry to carrying out preventive actions planned by the Ministry of Employment and Industry for an amount equal to the surplus obtained with regard to the amount provided for in the budget.

2.3. Regulatory development of the application in Catalonia of Article 54 of the Occupational Hazard Prevention Act, concerning the limits on contracting with the Administration applicable to companies that have committed offences or been fined for serious administrative violations of occupational health and safety regulations, and proposal for the inclusion of clauses on matters of occupational hazard prevention in the specific administrative terms of the contracts entered into by the Administration.

2.4. Development of the special administrative procedure for imposing corrective measures for breaches of occupational hazard prevention regulations in the sphere of the Administration of the Generalitat of Catalonia.

3. *Interministerial coordination*

3.1. In the sphere of the participation body in matters of occupational health and safety:

- To promote ministerial coordination between the Ministry of Employment and Industry and the Ministry of Health and Education in such matters.

4. *Other actions*

- To promote the establishment of the registry for internal and joint prevention services.
- To promote the integration of prevention in companies.
- In the sphere of the Catalan Council on Social Dialogue and Participation, a budgetary allocation of 500,000 euros is planned in order to carry out a pilot experience in 2005 aimed at the promotion and improvement of occupational hazard prevention management in small and medium enterprises, pending agreement between the parties during the collective bargaining process and authorisation by the Administration.

To the same end, namely, the development of occupational hazard prevention at small and medium enterprises, the Administration, trade unions and business associations undertake to seek other financing mechanisms, beyond the scope of the Generalitat of Catalonia, from Spanish State Administration authorities.

5. *Participation*

Participation in issues of occupational hazard prevention will be carried out within the participation body established for this purpose under the auspices of the Council on Social Dialogue and Participation.

77. Equality, non-discrimination

1) To incorporate **in the actions of the Government the goals of the European Community Action Programme to Combat Discrimination (2001-2006)** on grounds of sex, race or ethnic origin, religion or beliefs, disability, age or sexual orientation by deepening knowledge and understanding of the phenomenon; enhancing the effectiveness of the actions undertaken through the exchange of information and of good practices through networks; and promoting and disseminating values and practices that support the fight against discrimination.

2) **To promote equal opportunities for the disabled** by ensuring compliance with the specific regulations in this sphere, coordinating the bodies with jurisdiction over issues of job quotas and self-employment and integrating into the Ministry of Employment and Industry the jurisdiction over special work centres currently exercised by the Ministry of Social Welfare and Family Affairs.

3) To carry out actions aimed to **promote compliance with labour regulations** in relation to:

- The most vulnerable groups of workers, such as minors, the disabled, foreign workers, women, etc.
- The adaptation of the contents of collective agreements to the regulations in force in the sphere of protecting maternity, eliminating those clauses that may have been rendered obsolete due to changes in the law.
- Discriminatory behaviour.
- The Social Integration of the Disabled Act (LISMI) at companies in Catalonia.

4) **To gain an understanding of the situation of the most vulnerable groups of workers** through the creation of a system of indicators, the incorporation into the statistics of a gender perspective and the regular dissemination of these statistics.

5) **To establish an institutional participation forum to promote the adoption by companies of codes of conduct and action protocols in order to ensure equal opportunities** and the establishment of control and conflict resolution mechanisms in case of conducts that violate this right.

78. Enhancement of the management of temporary disabilities

The management of temporary disabilities entails addressing a complex and multi-faceted phenomenon that brings together diverse variables originating in equally diverse spheres. This is why any proposal that entails the undertaking of an analysis of the issue will need to start from a global point of view that takes into account aspects related to health and healthcare, social protection and the economic, socio-cultural and business environments, among others.

The fact that the review of the management of temporary disabilities is once again an issue is due to certain distortions detected in the system by experts and to concerns due to diverse problematic facets or factors that consistently arise, whose presence can no longer be ignored, such as the repercussions for worker health and dysfunctions in the calculation of risks, which make it impossible to improve working conditions and their elevated and growing costs, which, in turn, affect the Social Security system, companies and the economy as a whole, as well as the individual worker. Additionally, and in the context of the Strategic Agreement, the impact it has on human resource management at companies and their capacity and competitiveness is clear.

In conclusion, it is considered advisable to initiate a new analysis of the issue, taking into account its administrative, economic and health dimensions, in order to address the problems and propose solutions or improvements that give rise to a more effective treatment of the subject.

It is thus proposed that an **interdisciplinary working group be created, representing social partners, the bodies of the different public administrations involved in the management of temporary disabilities and the institutions that collaborate in the management of Social Security, for the purposes of analysing the state of the issue in Catalonia** through the identification of the circuits in use and their problems, and thus in order to **make improvements and provide for greater rationalisation**, while at the same time formulating **proposals to amend the regulatory framework** currently in force in order to resolve the problems of ambiguity and legislative instability. This working group will draw up its proposals by the end of 2005.

By way of suggestion for points to be considered from the outset, without detriment to the addition of others that may arise over the course of the work, and taking into account that they are interrelated:

- The operation of the circuit itself: defective communications, missed deadlines, insufficient computerisation of interrelated components or procedures and communication, among others.
- Adequacy of the material and human resources of the Catalan Medical Evaluation Institute (ICAM).
- The lack of communication between the different agents involved in IT management or the lack of coordination: poor relationships or interactions between the different bodies that participate in the system.
- Waiting lists and excessive caseloads for primary care physicians.
- Delays in access to the public healthcare system's specialised complementary tests and medical assessments.
- The link between employee leaves and the workplace.
- The need to classify each illness in the correct contingency.
- The training and provision of information to healthcare professionals with regard to temporary disabilities.
- The training and provision of information to companies in order to ensure that they make the relevant communications properly.
- Preventive policies within companies and management of absenteeism.

79. Labour and Social Security Inspectorate

1) The parties express the need to request the **transfer of the Labour and Social Security Inspectorate system**, with the corresponding and necessary human and material resources and the legal assignment of services, **guaranteeing the maintenance of its subjection to the principles of:**

- **A single comprehensive conception of the Labour and Social Security Inspectorate system.**
- **Unity of action in all issues under its jurisdiction.**
- **A single process for entry into the Labour and Social Security Inspectorate system corps.**

2) **To integrate and coordinate the actions of all authorities** operating in the labour sphere in order to avoid redundant actions and to guarantee the efficiency of monitoring and control actions.

3) **Consultation in the sphere of the relevant participation forum** with regard to the planning of goals for inspection actions in all functional spheres falling under the jurisdiction of the Autonomous Community, with special reference to the Labour and Social Security Inspectorate's plans in matters of occupational hazard prevention.

80. Proposals for reconciling personal, family and professional life

1) **Legislative:** It is considered necessary to take a step forward in the sphere of reconciling personal, family and professional life, in light of the impact that it has with regard to achieving qualitative improvements in working conditions and its contribution to guaranteeing women's right of equality in the job market.

Therefore, it is considered advisable to promote, in the relevant sphere, the revision of the laws currently in force at the Spanish State level with a view to:

- Introducing new tools for organising work hours and for economic support.
- Assessing the impact of certain contractual situations and their possible adaptation to social demands in matters of reconciliation.

This revision, aimed at reconciling family and work life, would have to be geared toward both men and women in order to foment more balanced participation by people of both sexes in these spheres, and it would have to take into account the current reality of de facto relationships.

2) Within the **collective bargaining** process, the reaching of agreements related to implementing new manners of organising work hours that enable reconciliation of the personal, family and professional lives of workers will be promoted in order to bring about both the necessary transformation of the distribution of family obligations and the possibility of balancing personal and private time with time spent at work. In particular, efforts will be made to seek out work plan formulas that allow for the harmonisation of meeting production goals and undertaking relevant family responsibilities, in the ways and cases set out above, as well as to foment formulas for providing advisory services in reconciliation matters at companies and trade union delegations within the Catalan Collective Bargaining Committee.

3

Fomenting social cohesion

3.1

Housing

The availability of decent housing is a key element for allowing personal, family and civic development and is indispensable for the integration of people into communities and their contribution to economic growth.

81. Within the framework of the Monitoring Committee for this Agreement, and on a twice-yearly basis, the Government will report on the **evolution of housing policy** and, among the full set of measures that make up this policy, will especially report on changes in public land, state-subsidised housing, parks, rental prices, home prices and the prices of renovation activities.

3.2

Dependency and disability

82. In the sphere of **services for the dependent**, the following actions are proposed:

- Over the course of the 2005-2007 period, **home-care services** will be increased to reach a coverage level of 4 percent of all dependents in Catalonia over the age of 65 and an average of 5 hours of care a week. Achieving this goal within the legislative period entails an increase of 9,700,000 hours and a total budget of 126,000,000 euros between the Generalitat, local authorities and users. The budget projected for 2005 is 75 million euros in order to reach 4,500,000 hours. Additionally, programmes to create new sources of employment for the provision of municipal home-care services will be promoted.
- Within the legislative period, **nursing home capacity** will be increased to reach a coverage level of 5 percent of those over the age of 65. 2.25 percent of this capacity will be publicly financed and, to this end, current geographical inequities will be taken into account. To achieve this goal, and including the capacity added in 2004, a total of 4,830 new openings will need to be created over the 2005-2007 period, of which at least 35 percent will be publicly owned and the rest privately owned and state-subsidised. The creation of a total of 1,500 new openings is planned for 2005.
- In keeping with the universalisation of access to **remote care services**, over the legislative period, priority will be given to those people living alone or in situations of neglect. In 2005, approximately 6 million euros will be allocated to remote care services by means of agreements with town and city councils.
- Over the course of 2005, a **comprehensive care system for the dependent** will be developed, with the participation of social partners, to encourage people to live on their own and to define a single system for assessing dependency, as well as to guarantee equal access to public resources, prioritise the provision of services rather than economic transfers and make progress in the coordination of the different teams composing the health and healthcare network.

83. In order to improve the **social and occupational integration of the disabled**, a **Master Plan** will be drawn up over the course of 2005 with the consensus of social partners.

Additionally, it is proposed that **jurisdiction over state-subsidised employment for the disabled be transferred to the Generalitat of Catalonia** so that regulations for special work centres and vocational workshops can subsequently be drawn up (access criteria, degrees and types of disabilities, inspection and compliance control, etc.).

3.3

Reconciliation of personal, family and professional life

84. Over the first quarter of 2005, the signatories will create a **committee to study the reconciliation of personal, family and professional life**, which, among other aspects, will take into account school and work hours, collective bargaining agreements (*see Measure 80*) and the infrastructure that affects the incorporation of women into the job market.

3.4

Social inclusion

85. Over the course of 2005, the **Catalan Social Inclusion Plan** will be drawn up and approved with the participation of social partners. The 2005 budget allocates 1,000,000 euros to drawing up and supporting the Plan.

Among the Plan's lines of work, the following measures are proposed:

- Over the course of 2005, and with the participation of social partners, the **Interministerial Minimum Income Insertion Programme (PIRMI)** will be redesigned in order to adapt it to the new social exclusion map in Catalonia and with a view to establishing the provision of a

minimum subsistence income to those individuals in situations of exclusion who, for reasons of health, age or other social factors, cannot follow the paths charted by the PIRMI. In order to meet this goal, an increase of 22.7 percent in the basic benefit provided by the PRIMI is projected over the course of the legislative period.

- Prior to July 2005, the Government, trade unions and business associations will study the situation of the pensions currently in force in Catalonia in order to agree to measures aimed at supplementing the **minimum pension** in order to situate them at 80 percent, if not higher, of an income indicator specific to Catalonia, so as to guarantee that pensions reach this income level over the course of the legislative period.

3.5

Immigrant integration policy

Over the course of 2005, a **Reception and Initial Integration Plan** will be drawn up and allocated 20,000,000 euros by means of a transfer from the Spanish State. The Plan will address, among other points, the following issues:

- The professional, social and cultural environment, promoting incorporation into different sectors of the job market.
- Language acquisition as a tool for understanding and exercising rights and obligations, and as an integration tool.
- Decent housing.

Implementation and monitoring of the Agreement

Monitoring Committee

The signatories of the Agreement consider it necessary to create a Monitoring Committee, which will have the following goals:

- To ensure compliance with the proposals contained in the Agreement, monitor them and submit such budgetary proposals as may be needed.
- To develop those proposals that, although they could not be specified in this Agreement, are considered relevant for subsequent incorporation.
- To anticipate new initiatives that could enrich the content of the Agreement in order to improve it and keep it consistently up to date.

Once the Agreement has been signed, the Working Committee will become the Monitoring Committee. It will be made up of representatives from the Ministries of Economy and Finance, Employment and Industry and Trade, Tourism and Consumer Affairs, as well as representatives from the following organisations: CCOO, UGT, Foment del Treball, PIMEC and FEPIME. It will be chaired by the Minister of Economy and Finance, who will be able to delegate this responsibility to the representative of the Ministry of Economy and Finance, who will be the Secretary of Economic Promotion.

The Monitoring Committee will be assisted by a technical secretary provided by the Department of Economic Promotion.

It will meet as often as necessary to fulfil its goals and, at least, once each quarter.

The Government will agree to the creation of an Interministerial Committee for Application of the Strategic Agreement, which will be made up of representatives holding at least the rank of Director General from each ministry with jurisdiction over the contents of the Agreement. The Director General for Budgets and Treasury of the Ministry of Economy and Finances will also form a part of the Committee and will ensure the compatibility of the Agreement with the annual budgets. The Committee will be chaired by the Secretary of Economic Promotion.

At the initiative of the Monitoring Committee, specific working committees may be set up to address issues contained in the Agreement. They will include the signatories and representatives from the relevant ministries. They may further include, when considered necessary, independent experts. These committees will submit their proposals to the Monitoring Committee.

Participation

Over the course of 2005, the Government will promote the creation of governing councils in those bodies or institutions of the Catalan Government that, as is the case with the ICF, CIDEM and COPCA, have the function of promoting the development of economic or industrial policies or policies for the internationalisation of the Catalan economy.

These governing councils will include representatives from the main trade unions and business associations in Catalonia and will have, among others, the following functions: orientation of the policies, planning and reform of their respective institutions; to study and report on budget proposals; to continually monitor the execution of the budget and the progress made toward institutional goals and activities.

The councils will carry out these functions without detriment to those tasks corresponding to the management bodies of the said institutions.

In order to carry out this Agreement, over the first quarter of 2005, the relevant ministries will promote the appropriate reforms of their respective institutions, which will be undertaken as provided for under applicable legislation.

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2. Fomenting exports and international presence

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2. Labour relations
3. Fomenting social cohesion

4. Implementation and monitoring of the Agreement

Organisational structure

of the Strategic Agreement to Promote the Internationalisation, Job Quality and Competitiveness of the Catalan Economy

Institution Council

Antoni Castells,
Minister of Economy and Finance

Josep M. Rañé,
Minister of Employment and Industry

Pere Esteve,
Minister of Trade, Tourism and Consumer Affairs (through 15th October 2004)

Josep Huguet,
Minister of Trade, Tourism and Consumer Affairs (since 15th October 2004)

Joan Rosell,
Chairman of Foment del Treball

Josep González,
Chairman of PIMEC

Eusebi Cima,
Chairman of FEPIME

Joan Coscubiela,
Secretary General of CCOO-Catalonia

Josep M. Álvarez,
Secretary General of UGT-Catalonia

Working Committee

Andreu Morillas,
*Department of Economic Promotion,
Min. of Economy and Finance*

M. Teresa Costa,
*Secretary of Industry and Energy,
Min. of Employment and Industry*

Jordi Serret,
*Director of the COPCA,
Min. of Trade, Tourism and Consumer Affairs*

Joaquim Trigo,
Executive Director of Foment del Treball

Albert Roca,
Director of Assessments, PIMEC

Benet Armengol,
Secretary General of FEPIME

Joan Carles Gallego,
*Secretary of Economy and Vocational Training,
CCOO-Catalonia*

Diego Martinez,
Undersecretary General of UGT-Catalonia

- **General Coordinator**

Josep Oliver,
Professor at the Autonomous University of Barcelona

- **Executive Secretary**

Xavier Roig
Consultant

- **Technical Secretary**

Angels Valls,
*Department of Economic Promotion,
Min. of Economy and Finance*

Lines of Work

Line 1

Transport, telecommunications and energy infrastructure

- **Coordinator**

Manel Nadal,
*Secretary of Mobility,
Min. of Town and Country Planning and Public Works*

- **Members**

Josep Isern
Ministry of Employment and Industry

Albert Castellanos
Ministry of Trade, Tourism and Consumer Affairs

Jordi Bosch
*ITT Centre,
Min. of Universities, Research and the Information Society*

Salvador Guillermo
Foment del Treball

Albert Roca
PIMEC

Josep Ignasi Martí
FEPIME

Manuel Ferri
CCOO-Catalonia

Eva Granados
UGT-Catalonia

- **Experts**

Salvador Curcoll
Official Chamber of Commerce, Industry and Navigation of Barcelona

Lluís Serra
Abertis

Antoni Llardèn
Gas Natural

Alfons Cornella
Infonomia

Jordi Pericàs
Localret

Jordi Pons
University of Barcelona

Line 2

Employment and training policies

• **Coordinator**

Francesc Castellana,
*Directorate General for Employment,
Min. of Employment and Industry*

• **Members**

Francesc Colomé
Ministry of Education

Ramon Vilaseca
Ministry of Universities, Research and the Information Society

Josep Francí
Ministry of Education

Xavier Ibars
Foment del Treball

Lourdes Esteban
PIMEC

David Garrofé
FEPIME

Dolors Llobet
CCOO-Catalonia

Eva Granados
UGT-Catalonia

• **Experts**

Maravillas Rojo
Barcelona Activa

Adriana Casademont
Casademont, SA

Josep Bové
Catalan Foundation Coordination Body

Gregori Cascante
D'aleph

Antoni Rovira
College of International Business

Jordi Calero
University of Barcelona

Francesc Solé Parellada
Technical University of Catalonia

Ferran Mañé
Rovira i Virgili University

Line 3

Research, technological development and innovation

• **Coordinator**

Enric Banda,
*Director General of the Catalan Research Foundation,
Min. of Universities, Research and the Information Society*

• **Members**

Agustí Segarra
*CIDEM,
Min. of Employment and Industry*

Isidre Masalles
Ministry of Trade, Tourism and Consumer Affairs

Marta Aymerich
*Interministerial Council for Research and Technological Innovation (CIRIT),
Min. of Universities, Research and the Information Society*

Antonio Sáenz
Foment del Treball

Fran de la Torre
PIMEC

Gabriel Torras
FEPIME

Sergi Gomila
CCOO-Catalonia

Llorenç Serrano
CCOO-Catalonia

Carmen Rangil
UGT

• **Experts**

Miquel Barceló
22@

Carles Kinder
GTD

Antoni Olivella
Indo, SA

Marita Callejón
University of Barcelona

Màrius Rubiralta
University of Barcelona

Rolf Tarrach
University of Barcelona

Line 4

Social policies

- **Coordinator**

Marti Masferrer,
*Director of the Catalan Institute for Social Care and Services (ICASS),
Min. Social Welfare and Family Affairs*

- **Members**

Carme Trilla
Ministry of the Environment and Housing

Enric Aloy
Ministry of Trade, Tourism and Consumer Affairs

J. Miguel Beneroso
Foment del Treball

Lluís Montset
PIMEC

Llorenç Claparols
FEPIME

Cristina Faciabén
CCOO-Catalonia

J. A. Alcaide
UGT-Catalonia

- **Experts**

Pilar Malla
Catalan Centre for Solidarity

Manuel Riba
Training and Employment Foundation

Xavier Ramos
Autonomous University of Barcelona

Joan Subirats
Autonomous University of Barcelona

Gosta Esping Andersen
Pompeu Fabra University

Vicenç Navarro
Pompeu Fabra University

Line 5

Labour relations

- **Coordinator**

Mar Serna,
*Director General for Labour Relations,
Min. of Employment and Industry*

- **Members**

Jordi Carbonell
Ministry of Trade, Tourism and Consumer Affairs

Àngels Pujols
Ministry of Employment and Industry

Xavier Ibars
Foment del Treball

Josep Hallado
PIMEC

Joaquim Campaña
FEPIME

Simon Rosado
CCOO-Catalonia

Juan Manuel Tapia
CCOO-Catalonia

Josep Montoya
UGT-Catalonia

Jesus Husillos
UGT-Catalonia

- **Experts**

Francisco Longo
ESADE

Salvador del Rey
Pompeu Fabra University

Manuel Luque
Pompeu Fabra University

Josep Ginesta
Ramon Llull University

Albert Recio
Autonomous University of Barcelona

Line 6
Business financing

- **Coordinator**

Josep M. Ayala,
Chief Executive of the Catalan Institute of Finance

- **Members**

Narcís Mir
Ministry of Employment and Industry

Núria Bosch
*CIDEM,
Min. of Employment and Industry*

Maite Ardévol
*COPCA,
Mini. of Trade, Tourism and Consumer Affairs*

Salvador Guillermo
Foment del Treball

Moisès Bonal
PIMEC

Ricard Sánchez
FEPIME

Dolors Llobet
CCOO-Catalonia

J. Manuel Fandiño
UGT-Catalonia

- **Experts**

Rafael Suñol
Banc Sabadell

Ferran Lemus
Highgrowth

Àngel Pes
La Caixa

Joan Cals
University of Barcelona

Josep Lladós
Open University of Catalonia

Line 7

Business-friendly environment

- **Coordinator**

Joan Josep Brugera,
*Chairman of the Economic Policy Committee,
Barcelona Chamber of Commerce*

- **Members**

Bernat Valls
Ministry of Trade, Tourism and Consumer Affairs

José García Quevedo
*CIDEM,
Min. of Employment and Industry*

Eduardo de Paz
Foment del Treball

Jordi Roig
PIMEC

Miquel Angel Fraile
FEPIME

Carles Martínez Riba
CCOO-Catalonia

Carmen Rangil
UGT-Catalonia

- **Experts**

J. Ramon Rovira
Official Chamber of Commerce, Industry and Navigation of Barcelona

Àngel Hermosilla
Centre for Metallurgy Studies and Consulting (CEAM)

Xavier Mena
ESADE

Fernando Casado
Institute of Family Businesses

Line 8

Internationalisation and international presence

• **Coordinator**

Jordi Serret,
Director of COPCA,
Min. of Trade, Tourism and Consumer Affairs

• **Members**

Joan Josep Berbel
CIDEM,
Min. of Employment and Industry

Montserrat Palet
COPCA,
Min. of Trade, Tourism and Consumer Affairs

Joan Tristany
COPCA,
Min. of Trade, Tourism and Consumer Affairs

Isabel Pera
Presidential Department

Francesc-Xavier Hernandez
Ministry of Universities, Research and the Information Society

David Tornos
Foment del Treball

Pere Cots
PIMEC

Simon Rosado
CCOO-Catalonia

Lluís Sanz
UGT-Catalonia

• **Experts**

Josep M. Cervera
Official Chamber of Commerce, Industry and Navigation of Barcelona

Robert Tornabell
ESADE

Javier de Paz
Mercasa

Elena Giráldez
University of Barcelona

Elisenda Paluzie
University of Barcelona

Publishing Coordination and Linguistic Support

Laura Domínguez

*Directorate General for Economic Planning,
Min. of Economy and Finance*

Administrative Coordination

Núria Casas

*Department of Economic Promotion,
Min. of Economy and Finances*

Natàlia Feliu

*Department of Economic Promotion,
Min. of Economy and Finances*

