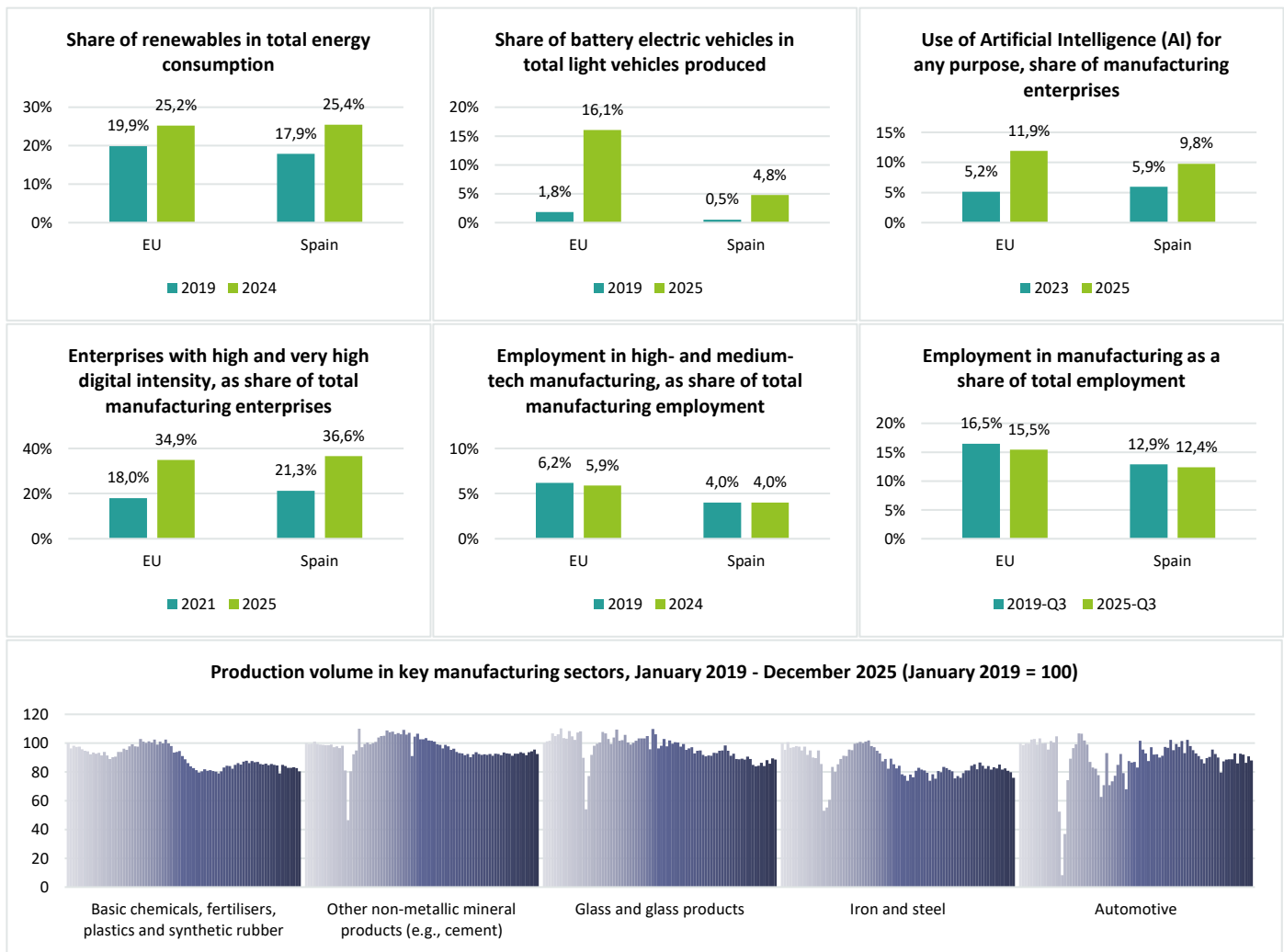


Just Transition Country Factsheet: SPAIN

Since the COVID-19 pandemic, the twin — green and digital — transition saw a major boost driven by EU regulation and facilitated by rapid technological development. The transformation has also been hampered by energy price crises, overall inflation, and supply chain disruptions. The [industriAll Just Transition Manifesto](#) makes a clear case that the transition needs to be “fair for ALL workers,” which means that it “does not destroy but preserves and creates good quality jobs” and that it is “anticipated, managed and negotiated with workers for every aspect that concerns them”. Taking stock of the past half a decade, **what is the situation in Spain?**

SPAIN: Key green and digital transition indicators



The graphs above showcase key developments for the green and digital transition in Spain in comparison to the overall EU trajectory, using the latest data available:

- Over a quarter of energy consumed in Spain came from renewable sources in 2024. The shift to renewables has advanced faster in Spain than in the EU overall.
- Spain’s significant automotive industry is making a relatively slow transition to electric vehicles.
- The use of Artificial Intelligence is advancing fast, albeit somewhat slower than the EU average. Still, one in ten manufacturing enterprises in Spain already use AI.
- Overall, digitalization is accelerating, with more than a third of manufacturing companies in Spain having a high and very high degree of digital intensity, compared to just over a fifth at the beginning of this decade.
- In terms of employment, developments have not been that positive: the share of high- and medium-tech manufacturing employment in total employment is stagnating around 4%, significantly below the EU average.

- Even if the share of manufacturing in total employment has shrunk slightly, the total number of manufacturing jobs increased by 184 thousand (+7.3%). The Spanish economy overall has been doing particularly well in terms of job creation.
- Developments have not been positive across manufacturing. In key sectors impacted by the green transition in particular, production volume remains well below pandemic levels and in some (glass, steel) the decline continued throughout 2025.

SPAIN: Key developments in collective bargaining and social dialogue related to the twin transition



Spain is one of the few European countries which has a **coherent Just Transition Strategy whose implementation gives ample space for trade union involvement.**



Two tripartite agreements were signed to address the challenges of phasing out coal-fired power plants across the country. The focus was on maintaining and reviving economic activities in the impacted areas. Despite regional unevenness, this is considered to be an overall success story when it comes to protecting the people and the overall regions impacted by these closures. The intention is to extend this tripartite approach for the phasing out of nuclear power in the future.



A new Just Transition strategy is currently being negotiated for the coming years, with trade unions involved in its design. **A new Law on Industry and Strategic Autonomy** should bring additional improvements, including mechanisms to anticipate redundancies for companies that have received public aid, or fiscal aid to favour temporary layoffs instead of collective redundancies/closures. The Law also foresees that, in the event of restructuring and under certain conditions, there is an obligation to create Reindustrialisation Committees (with the participation of management, trade unions and local authorities) to seek alternatives to avoid loss of activity and/or employment.



Some unions, such as Comisiones Obreras, are already showing **considerable interest in addressing the potential implications of digitalization, notably the deployment of Artificial Intelligence and Algorithmic Management.** Key actions include broad information campaigns among union members, lobbying for legal change with the government, and a permanent emphasis on the importance of embracing technological transformation while not sacrificing jobs and working conditions.



While national level collective bargaining and social dialogue are a clear example of good practice, **at company level the situation is much more uneven.** As in many countries, there is almost nothing happening in small and medium size companies. A few provincial or company collective agreements stipulate information and consultation rights covering the use of software and AI with an impact on workloads, the distribution of activities and impact on employment, but these are rather exceptional. Collective bargaining and social dialogue also covers green transition subjects only exceptionally.



Despite Spain's relatively strong transition toward a green and digital economy, **there is significant concern among trade unions regarding the delay of investments and the lack of concreteness of many technological transformation plans.** The inflationary crisis of recent years has made its mark on the Spanish manufacturing sector and its effects are not dealt with systematically via collective bargaining and social dialogue.