



SPANISH MINISTRY
for the ECOLOGICAL TRANSITION and the DEMOGRAPHIC
CHALLENGE



AGREEMENT ON A JUST ENERGY TRANSITION FOR CLOSING THERMAL POWER PLANTS: EMPLOYMENT, INDUSTRY AND TERRITORIES

OCTOBER 2023



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1. Executive summary

The results of the analysis of the commitments agreed by the signatories of the Agreement for a just energy transition for thermal power plants facing closure: employment, industry and territories show progress in several terms, which are highlighted below:

New investments and estimated job creation:

- New alternative investments in the territory: the projects in the portfolio of the companies that own the plants being shut down total €7 billion.
- These projects have estimates of permanent job creation that are higher than the number of people affected by the closures in most of the plants. It is expected that 3,005 permanent jobs will be created compared to the 1,383 jobs directly affected by the plant closures. In addition, it is estimated that 18,619 jobs will be created during the construction phase of the investments.
- Despite these good figures, in five cases this estimate of permanent employment is lower than the employment resulting from the closures. These are the plants already being decommissioned in Anllares, Narcea (both owned by Naturgy), Velilla (Iberdrola) and, with a very small difference, Puente Nuevo. This is also the case for Soto de Ribera and Aboño (both owned by EDP). These plants, however, are still operating, although authorisation for the closure of Aboño Group 1 and the modification of Group 2 to use natural gas and hydrogen, which is expected to be in service before 30 June 2025, has already been requested.

Investments managed by ITJ (Spanish Just Transition Institute) and IDAE (Spanish Institute for the Diversification and Saving of Energy).

- In total, the Just Transition Zones have received some 230 million in financial support from the IDAE for the development of investments linked to energy transition.
- In addition, the ITJ has supported more than 200 environmental, social and digital municipal infrastructure projects in more than 90 municipalities in just transition territories linked to power plant closures for a total of more than €200 million. In order to reach all municipalities, an advisory service was made available for submitting applications and 1,600 queries were resolved.
- These infrastructures often lead to the generation or facilitation of new companies and jobs: 128 direct jobs and 820 jobs through the companies that will be set up in these infrastructures.
- Also, in 2023 the ITJ has invited bids for tenders worth €50 million to support business and small investment projects in areas of just transition, applications for which are currently being assessed. Applications for funding of €27 million will soon be open for business and small investment projects in mining areas, including many municipalities also affected by the closure of thermal power plants. Between them the tender processes are expected to support the creation of between 2,000 and 3,000 jobs.



ITJ Employment Pool and training offer

- All of the people affected by the closures who are part of the ITJ employment pool have received one or more training offers on topics related to clean energy transition and decommissioning.
- Most of the plants have training courses planned for the coming months, which means that 78% of the people in the pool who are in non-operating plants will have the opportunity to continue training in professions linked to the clean energy transition.
- In this line, the ITJ has sent more than 1,200 communications to the people registered in the thermal power plant employment pool with information on job offers, training courses and responding to general queries from those registered.
- The ITJ has launched a new training and insertion service with PRTR (Recovery, Transformation and Resilience Plan) funds that will benefit 200 unemployed people over 52 years of age from areas affected by mining and coal-fired power plant closures, with priority given to those registered in the ITJ thermal power plant employment pool. Different training programmes are offered for employment in solar photovoltaic energy, wind energy, energy efficiency and green infrastructures. At least 30% of trainees should be women.
- The SEPE (Spanish Public Employment Service) offered 2,697 services in areas such as vocational guidance and information, guidance for self-employment, training, employment promotion and intermediation to people registered in the ITJ employment pool. In addition, 61 training journeys have been offered to this same group by SEPE.

ITJ Employment Pool and recruitment in decommissioning and renewables

- At present, 606 people are members of the ITJ employment pool, which represents 22% of the total number of people affected by the closures. Most of the people registered, 97% of the total number in the employment pool, belong to ancillary companies subcontracted by the owners.
- 16% are unemployed, 79% are employed and 5% are in a situation other than unemployment, either self-employed (freelance) or other situations such as retirement or are in receipt of some kind of pension, e.g. disability.
- In line with the commitments made in the Closure Agreement, the companies that own the plants being closed have offered, as a priority, vocational training and employment in decommissioning work and other investments that are being carried out in the area. In total, 82% of the people in the ITJ employment pool have been offered work, and 57% of those registered who have received an offer have accepted it. The number of recruitment offers varies significantly between plants.



- Offers to those registered in the employment pool for training and employment in decommissioning varies greatly, with the plants with the highest offer for training being Litoral, Compostilla and Narcea. In terms of job offers in decommissioning, Velilla, Andorra and Lada are the plants that best fulfil their commitments, while the plants at La Robla, Narcea and Anllares (which had closed before the signing of the Agreement) have fulfilled their recruitment commitments to a lesser extent.

Power plants facing closure and decommissioning progress

- The 10 plants in the decommissioning process have made significant progress. In six of them, more than 75% of the total has already been decommissioned, while the other four are between 20-44% of the way through the process.
- In addition, on 18 July 2023, EDP has requested authorisation for the closure of the Los Barrios plant, as well as group 1 at Aboño and the modification of group 2 to use natural gas and hydrogen, which is expected to be in service before 30 June 2025.
- On 19 August 2023, ENDESA received authorisation to close the As Pontes plant following the favourable report issued by Red Eléctrica de España (REE) on the compatibility of the closure with the electricity system's security of supply.

Just energy transition and gender equality

- The difference in participation in the presentation events of new ITJ subsidies and the presentation of Just Transition Agreements (JTAs) in the territory is significant: between 22-38% of the total number of participants are women.
- The number of women in the ITJ employment pool is also 8%. With the aim of improving employment opportunities for women during the transition, the ITJ, in collaboration with the Naturgy Foundation, has carried out two important activities. The first of these has been the delivery of a course specifically for women on the photovoltaic solar energy installation. The results have been very positive in terms of recruitment by companies in the sector, which is enabling a rapid incorporation into the solar panel labour market.



2. Introduction

In 2018, Spain had 15 power plants with 31 thermal groups and a total installed capacity of more than 10 GW, approximately 10% of the installed capacity at national level, generating 14% of the nation's electricity.

Coal-fired power plants were becoming increasingly uncompetitive due to technical, economic and regulatory environmental factors, and yet their closure posed numerous difficulties for workers and for territories that in some cases had suffered a progressive decline in coal mining, with significant deindustrialisation and depopulation trends for communities that had made a fundamental contribution to the country's wealth and with town councils losing a significant part of their income with the closures.

In order to make progress in decarbonisation and at the same time have an orderly transition, work was carried out on an agreement with companies and trade unions which would incorporate the labour transition of the people affected and the need for new investments that would generate the necessary employment in the same territories. In April 2020 agreements were signed on 3 companies' plants: Endesa, Iberdrola and Naturgy. A fourth company will join in March 2021: EDP. With the entry of the latter, the agreement now includes all the plants in Spain and allows the closure of facilities to include worker participation and the companies' proposals for generating new opportunities.

The "Agreement for a just energy transition for thermal power plants facing closure: employment, industry and territories" was signed by the Ministry for Ecological Transition and the Demographic Challenge, the Ministry of Labour and Social Economy, the companies owning coal-fired power plants in the process of being closed (Endesa, Iberdrola and Naturgy) and the trade unions CCOO Industria and UGT FICA on 17 April 2020, and joined by EDP on 24 March 2021.

3. Key contents of the Agreement for a just energy transition for closing thermal power plants: employment, industry and territories.

- **The General State Administration** is committed to creating a framework for monitoring the workers involved, which has materialised in the implementation of an employment pool for Thermal Power Plant workers, as well as specific training plans and measures aimed at outplacement, among other aspects. It is also committed to the development of Just Transition Agreements as instruments to support projects that generate employment and economic activity in the areas.
- **The companies owning plants** facing closure undertake to develop outplacement plans for their own personnel and to give priority to hiring workers from ancillary companies for work related to the new activities and plant decommissioning and restoration. In addition, they shall submit accompanying plans for new investments in the area relating to renewable energy or other viable business lines.

The trade unions undertake to facilitate the implementation and monitoring of commitments on training, health and safety, re-industrialisation and dissemination among other activities.

The following table shows coal-fired power plants in Spain, the employment corresponding to each plant according to the companies, both direct and ancillary workers, at the date of the request for plant closure and the date on which the closures have been authorised. The operational plants as of October 2022 are shown in grey.

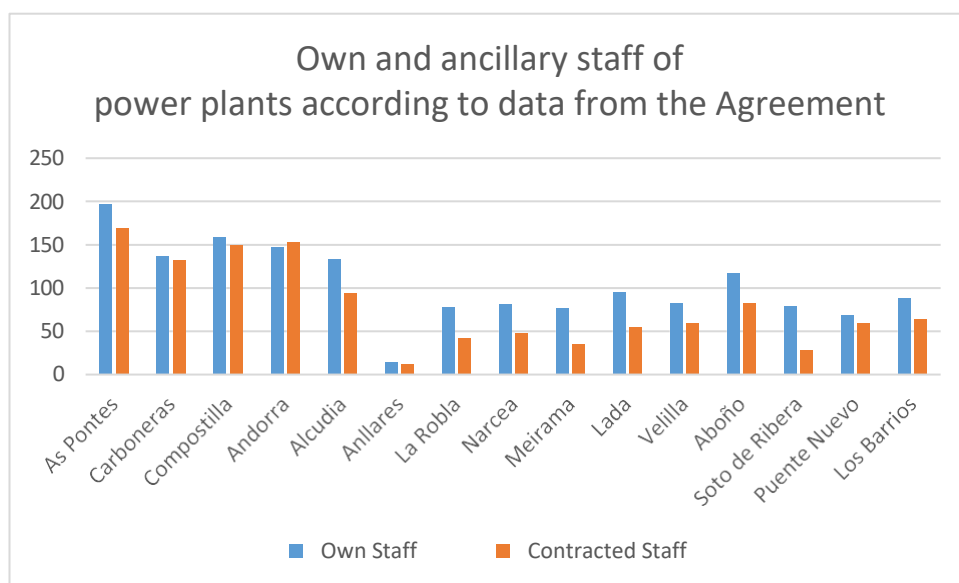
Table 1 Direct employment and ancillary workers in coal-fired power plants in Spain as of December 2018. Operational power plants are shown in grey.

Thermal Power Plant	Owner Company	Province	Own Staff	Ancillary Company Staff	Total
As Pontes	Endesa	La Coruña	197	169	366
Carboneras	Endesa	Almeria	137	132	269
Compostilla	Endesa	Leon	159	149	308
Andorra	Endesa	Teruel	147	153	300
Alcudia	Endesa	Mallorca	134	94	228
Anllares	Naturgy	Leon	15	12	27
La Robla	Naturgy	Leon	78	42	120
Narcea	Naturgy	Asturias	81	48	129
Meirama	Naturgy	La Coruña	77	35	112
Lada	Iberdrola	Asturias	95	55	150
Velilla	Iberdrola	Palencia	83	60	143

Thermal Power Plant	Owner Company	Province	Own Staff	Ancillary Company Staff	Total
Aboño ¹	EDP	Asturias	117	82	199
Soto de Ribera ²	EDP	Asturias	79	28	107
Puente Nuevo	EDP	Cordoba	69	60	129
Los Barrios ³	EDP	Cadiz	89	64	153
TOTAL			1,557	1,183	2.740

Source: Agreement on a just energy transition for closing thermal power plants: employment, industry and territories

Illustration 1: Own and ancillary staff of thermal power plants included in the Agreement on a just energy transition for thermal power plants facing closure: employment, industry and territories.



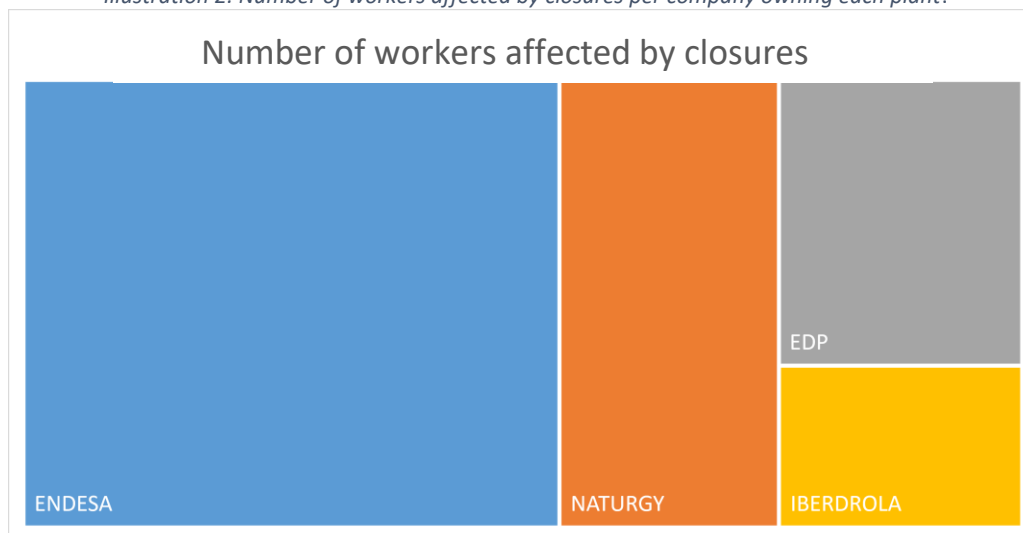
Source: Agreement on a just energy transition for closing thermal power plants: employment, industry and territories

¹ Power plant with closure request for Group 1

² Power plant with closure request

³ Power plant with closure request

Illustration 2: Number of workers affected by closures per company owning each plant.



Source: Agreement for a just energy transition for thermal power plants facing closure: employment, industry and territories.

4. Current situation of the different coal-fired power plants

The thermal power plants are in different stages of closure, so the situation of both their own staff and those of ancillary companies differ. Of the 15 plants that form part of the Agreement, 10 are in the process of decommissioning, 1 is not in operation following approval of the closure request but has not yet entered decommissioning, 3 have requested closure and only 1 continues in operation without a closure request in force due to the system’s technical restrictions.

In 2019, the 2 oldest groups in Alcudia were closed, while 2 others remained in operation. This plant will not be able to close until the infrastructure of the second Mainland-Majorca link is completed, included in the planning of Red Eléctrica de España (REE) 2021-2026.

On the other hand, the plants at As Pontes, Los Barrios and Group 1 at Soto de Ribera have requested closure. The latter has also applied for the transformation of Group 2 to stop burning coal completely. The latter two remain in operation pending such a resolution.

The rest of the plants are in the process of decommissioning, with different levels of progress. The following table shows the decommissioning status of each of the plants, the dates of the corresponding building permits and authorisations.

Table 2 Situation of the different coal-fired thermal power plants with respect to their closure and decommissioning status as of 21 October 2022. Shaded areas represent plants currently in operation.

Thermal Power Plant	Owner Company	Province	Status	Decommissioning Progress	Closure request	Closure authorisation	Local Authority Authorisation Request	Local Authority Authorisation Granted
As Pontes	Endesa	La Coruña	With closure authorisation	Not started	27/12/2019	19/08/2023 ⁵		
Litoral	Endesa	Almería	Dismantling	19.7%	27/12/2019	27/09/2021	27/09/2021*	01/07/2022
Compostilla	Endesa	Leon	Dismantling	44.1%	19/12/2018	29/06/2020	19/11/2020	28/05/2021
Teruel	Endesa	Teruel	Dismantling	79.8%	19/12/2018	29/06/2020	30/07/2020	12/02/2021
Alcudia	Endesa	Mallorca	In operation 2 groups 500 h maximum operation (Closure requested for 2 groups)	Plant in operation	27/03/2019		Plant in operation	Plant in operation

⁵ <https://www.miteco.gob.es/es/prensa/ultimas-noticias/2023/08/miteco-autoriza-el-cierre-de-la-central-de-as-pontes-e-impulsa-l.html>

Thermal Power Plant	Owner Company	Province	Status	Decommissioning Progress	Closure request	Closure authorisation	Local Authority Authorisation Request	Local Authority Authorisation Granted
Anllares	Naturgy	Leon	Dismantling	98%	25/05/2017	13/11/2018	08/03/2019	28/05/2019
La Robla	Naturgy	Leon	Dismantling	82%	19/12/2018	15/10/2020 ⁶	03/11/2020	18/03/2021
Narcea	Naturgy	Asturias	Dismantling	41%	19/12/2018	17/12/2020	05/02/2021	09/03/2022
Meirama	Naturgy	La Coruña	Dismantling	77%	19/12/2018	31/07/2020	20/08/2020	11/11/2021
Lada	Iberdrola	Asturias	Dismantling	30%	10/11/2017	31/07/2020	09/09/2020	07/09/2021
Velilla	Iberdrola	Palencia	Dismantling	80%	10/11/2017	19/06/2020	06/07/2020	20/11/2020
Aboño	EDP	Asturias	With Request for closure of Group 1 and modification of Group 2 not to burn coal. In operation	Plant in operation			Plant in operation	Plant in operation
Soto de Ribera	EDP	Asturias	In operation ⁷	Plant in operation			Plant in operation	Plant in operation
Puente Nuevo	EDP	Cordoba	Dismantling ⁸	90% dismantling of systems and equipment that will not be reused in the future. future projects ⁹	27/12/2018	31/07/2020	23/03/2021	16/07/2021
Los Barrios	EDP	Cadiz	With request for closure. In operation	Plant in operation			Central in operation	Central in operation

Source: ITJ based on data provided by electricity companies in the framework of this Thermal Power Plant Closure Agreement.

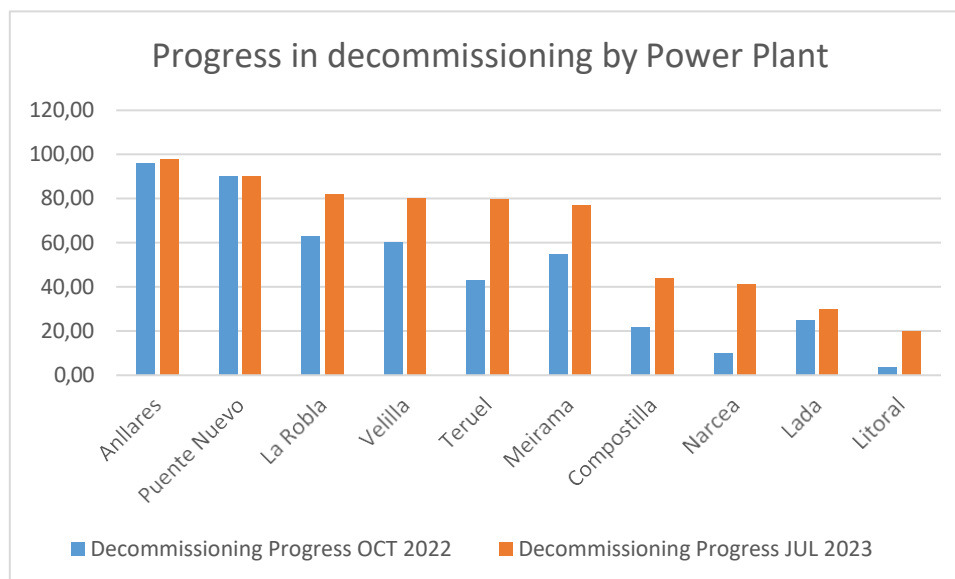
⁶ The Closing Act was extended on 16 November 2020.

⁷ The closure request was submitted on 29 October 2020.

⁸ The planned decommissioning at Puente Nuevo is partial, given the intention to carry out new energy projects at the site.

⁹ Pending closure and sealing of the ash, slag and gypsum landfill site and completion of a soil survey.

Table 3 Progress in decommissioning by Thermal Power Plant



Source: Own elaboration

As can be seen in the table above, all the plants have made significant progress in decommissioning. Most of the plants have already decommissioned more than 75% of the total, while the other four are between 20-44% of the way through the process. The most advanced plant in its decommissioning process is Naturgy's Anllares plant with 98% progress, 2 points higher than in October 2022. In the case of EDP's Puente Nuevo plant, all the equipment and systems that will not be required for future projects being planned in the area surrounding the plant have already been dismantled, which accounts for 90% of the total Power Plant.

In the cases of Andorra and Litoral, new recruitment is taking place in the framework of the decommissioning. This information is being passed on to those registered in the ITJ employment pool as they have priority in the recruitment process.



5. Monitoring compliance with the Agreement

5.1. Commitments of the General State Administration - MITECO

Among the commitments made in the agreement by the Ministry for Ecological Transition and the Demographic Challenge (MITECO), significant progress has been made in the development of just transition agreements, the design and launch of subsidies for energy and non-energy projects in the affected areas, the opening of tenders for just transition nodes as established in Royal Decree Law 17/2019 and the design of a vocational training plan in new green jobs for the unemployed people in these areas.

5.1.1. Just Transition Agreements

Progress has been made in the elaboration of the 15 Just Transition Agreements through elaborating the diagnoses, participative processes and signing of the joint action protocols between MITECO, the different regional entities representing the Spanish Regional governments linked to the process and FEMP (Spanish Federation of Municipalities and Provinces) representing the municipalities included in each of the Agreements.

In total, more than 800 different stakeholders (regional and local bodies, business organisations, trade unions, NGOs, women's associations, companies, training centres, associations, etc.) have participated. It is worth noting the gender gap in terms of participation, as only 22% of the total number of participants are women.

More than 2,000 contributions have been received, which are being considered for potential support through the different subsidies available at ITJ or through other public entities linked to MITECO that prioritise the territorial areas of the Just Transition Agreements in their subsidies, such as IDAE and the Biodiversity Foundation. Thanks to the innovative figure of Territorial Agents, it is possible to keep the window of participation open, guaranteeing a two-way and continuous dialogue between the administration and the area's stakeholders. The necessary measures are being planned by the just transition agreement team to reduce the current participation gender gap.

Table 4 Progress status in the preparation of Just Transition Agreements as of May 2023

REGION	AGREEMENT	PROTOCOL	DIAGNOSIS			PARTICIPATION PROCESS			
		Signature date	Preliminary diagnosis and delimitation	Final diagnosis	End date	No. of stakeholders involved	% men	% women	No. of proposals submitted (ideas + projects).
Aragon	Aragon	22/05/2020	Yes	Yes	07/06/2020	92	90%	10%	171
Asturias	Southwest	25/03/2020	Yes	Yes	13/12/2019	47	83%	17%	109
	Caudal-Aboño	25/03/2020	Yes	Yes	21/06/2020	73	67%	33%	139
	Nalon	25/03/2020	Yes	Yes	21/06/2020	56	80%	20%	99
	Bierzo-Laciana	12/11/2020	Yes	Yes	31/07/2020	170	75%	25%	438
Castilla and Leon	MCL-La Robla	12/11/2020	Yes	Yes	31/07/2020	72	74%	26%	175
	Guardo-Velilla	12/11/2020	Yes	Yes	31/07/2020	71	67%	33%	267
C. and Leon - Basque Country	Garofía	12/05/2021	Yes	Yes	20/06/2021	63	77%	23%	187
Andalusia	Carboneras	09/03/2021	Yes	Yes	06/09/2020	26	81%	19%	60
	P.Nuevo-V.Guadiato	09/03/2021	Yes	Yes	31/07/2020	41	76%	24%	193
	Los Barrios	09/03/2021	Yes	Yes	30/04/2021	20	70%	30%	53
Galicia	Meirama	10/11/2021	Yes	Yes	31/07/2020	43	89%	11%	74
	As Pontes	10/11/2021	Yes	Yes	08/06/2021	55	91%	9%	82
C. La Mancha	Zorita	24/11/2020	Yes	Yes	31/01/2021	42	-	-	77
Balearic Islands	Alcudia	09/03/2022	Yes		22/04/2022	7	-	-	6
TOTAL						878	78%	22%	2.087

Source: Prepared by ITJ

5.1.2. Project subsidies

The Ministry for Ecological Transition and the Demographic Challenge has been working on the provision of different subsidies to support projects that help the energy transition of the territories.

a. Subsidies available for new energy ventures.

The package of Strategic Projects for Economic Recovery and Transformation (PERTE) of Renewable Energy, Renewable Hydrogen and Storage (PERTE-ERHA) financed with funds from the PRTR (Recovery, Transformation and Resilience Plan) provides more than €6.9 billion.

The IDAE has introduced just transition needs in a transversal manner, whenever the mechanism allows it, in the country's **renewable energy development measures** in all PERTE-ERHA tenders.



These grants are additional to the specific mechanisms deployed by the ITJ.

In this way, tenders for project subsidies under this PERTE establish prioritisation criteria for projects located in just transition areas, improving their funding opportunities and attracting projects to just transition areas. To date, the following tenders have been opened with this prioritisation:

- **H2 pioneer programme.** Grants for pioneering and unique renewable hydrogen projects (1st tender process for €150 million and 2nd tender under way with a further €150 million).
- **Support programmes for the innovative renewable hydrogen value chain** (€250 million).
- **Subsidies for innovative energy storage projects** (€150 million).
- **Support programmes for innovative thermal and electrical renewable energy projects** (€300 million).
- **Incentive programme for energy community pilot projects** (€40 million).
- **Support programmes for hot and cold networks** from renewable energy (€100 million).
- **Support programme for biogas installations** (€150 million).
- **Investment subsidy programmes for repowering of wind farms**, for technological and environmental renovation of **mini-hydroelectric plants** and for innovative facilities for **recycling of wind turbine blades** (€150 million), pending resolution.
- **Subsidy programme for New Business Models for Energy Transition** (€156 million), pending.
- **Incentive programmes for electricity and heat production projects** from renewable energies to replace fossil fuel production (€150 million), pending resolution.
- **Subsidy programme for innovative projects' feasibility studies for the use of deep geothermal energy** (€60 million for the whole country).

Of the more than €1.8 billion of these PERTE-ERHA tenders, 15% of them (more than €120 million) have so far been awarded to projects located in areas of the Just Transition Agreements. These include several renewable hydrogen or energy storage projects to be developed in the vicinity of coal-fired power plants by the companies that are signatories to the Agreement.

In addition, from 2019 to date, the IDAE has granted more than €85 million in subsidies and more than €22 million in loans for renewable energy and energy efficiency projects in the territories targeted by the Urgent Action Plan in other subsidies for energy efficiency and local clean energy projects: energy rehabilitation of buildings, efficiency improvements in public lighting, individual local clean energy projects, low-carbon economy investment projects, electric mobility and energy efficiency actions in SMEs and large companies in the industrial sector.

In other words, in total, the Just Transition Zones have so far received around €230 million in economic support from the IDAE for the development of investments linked to energy transition, and tender proposals are still being decided on.

b. Subsidies for non-energy business projects

The Spanish government has called for applications for subsidies for business projects in areas affected by the energy transition, through the ITJ. These grants encourage investment in these vulnerable areas by providing subsidies covering a proportion of the investment costs, thereby attracting new projects that create jobs and help to maintain existing ones.

In particular, two types of subsidies have been deployed to companies, mainly SMEs. On the one hand, the so-called "aid for business projects that generate employment"; and, on the other hand, the "aid for small investment projects", focused on entrepreneurs and smaller business projects that are necessary to maintain the social and economic fabric of the areas.

These are competitive grants, so that priority is given to projects with the greatest social and environmental benefits for areas in transition.

In 2023, bids were invited for tenders worth €50 million in support for business projects and small investment projects in just transition areas, and the applications are currently being assessed. The tendering process for funding of €27 million for business projects and small investment projects for mining areas, including many municipalities also affected by the closure of thermal power plants, will soon be opened. Between the two tender processes, 2,000 to 3,000 jobs are expected to be created.

A total of 45 information sessions have been held in the territory of these subsidies, in the municipalities listed in the following table. These information sessions have been attended by more than 800 people. It is worth noting that here too, a majority of the attendees are men, 62% compared to 38% of women.

Table 5 Data from information workshops on company subsidies and small investment projects carried out by the team of territorial agents

					GENDER ANALYSIS	
					TOTAL per JTA	
REGION	AGREEMENT	LOCATION	ATTENDEES	TOTAL per JTA	% Men	%Women
Galicia	Meirama	Cerceda	27	34	67%	33%
		Tordoia	7			
	As Pontes	As Pontes	22	90	64%	36%
		Ortigueira	17			
		Ferrol	17			
		Vilalba	15			
		As Somozas	9			
		Moeche	10			

					GENDER ANALYSIS		
					TOTAL per JTA		
REGION	AGREEMENT	LOCATION	ATTENDEES	TOTAL per JTA	% Men	%Women	
Castilla and Leon	Bierzo-Laciana	Villablino	26	37	67%	33%	
		San Emiliano	11				
	La Robla	Pola de Gordón	45	45	45%	55%	
	Guardo-Velilla	Guardo	13	13	75%	25%	
	Garoña	Miranda de Ebro	51	51	57%	43%	
Aragon	Aragon	Andorra	14	131	59%	41%	
		Albalate del Arzobispo	10				
		Utrillas	9				
		Utrillas	15				
		Alcorisa	16				
		Calanda	21				
		La Puebla de Hajar	17				
		Escatrón	12				
		Andorra	17				
Asturias	Southwest	Tineo	25	42	84%	16%	
		Cangas del Narcea	17				
	Valle el Nalón	Sobrescobio	5	20	57%	43%	
		San Martín del Rey Aurelio	15				
	Valle el Caudal y Aboño	Gijón	2	26	45%	55%	
		Gijón	7				
		Mieres	17				
	Various		Gijón	4	152	38%	62%
			Oviedo	4			
			Oviedo	46			
			Llanera	9			
Gijón			9				

				GENDER ANALYSIS		
REGION	AGREEMENT	LOCATION	ATTENDEES	TOTAL per JTA	TOTAL per JTA	
					% Men	%Women
		Mieres	10			
		Oviedo	45			
		Gijón	25			
Andalusia	Puente Nuevo	Villaviciosa de Córdoba	12	25	64%	36%
		Fuente Obejuna	13			
	Carboneras	Carboneras	16	76	72%	28%
		Carboneras	60			
	Los Barrios	La Línea de la Concepción	12	42	67%	33%
		La Línea de la Concepción	30			
	Various	Andalusia	30	60	65%	35%
	Various	Andalusia	30			
			844	844	62%	38%

Source: ITJ own elaboration

c. Subsidies for municipal projects

In December 2020, the [bases for the granting subsidies and the tender process under PRTR](#) for environmental, social and digital infrastructure projects in municipalities in just transition areas were published. This order has a budget of €91 million, linked to the PRTR, which is granted on a competitive basis. The types of projects to be financed are projects that are of interest to municipalities in order to improve the provision of social services, the ecological transition and the development of new entrepreneurship.

These subsidies are regulated by [Order TED/1476/2021, of 27 December](#), and by [Order TED/442/2022, of 10 May](#) amending the previous one. The final resolution was made public in July 2023¹⁰.

The maximum eligible funding per activity is up to 100% of the costs. The subsidies regulated in this order consist of the award, on a competitive basis, of grants aimed at financing the cost of implementing projects in buildings and public spaces, and public domain assets that strengthen the

¹⁰ Announcement of the Resolution of the Just Transition Institute, O.A., by which the tendering process for subsidies for environmental, social and digital infrastructure projects in municipalities in areas affected by the energy transition within the framework of the (Recovery, Transformation and Resilience Plan) is resolved https://www.boe.es/diario_boe/txt.php?id=BOE-B-2023-22036



environmental, social and digital component of the spaces or help to create, conserve and enhance new ones to ensure compliance with the environmental and digital commitments of the PRTR (Recovery, Transformation and Resilience Plan).

In June 2022, the tender process for the submission of applications for this last subsidy was opened, with 95% of the municipalities of the JTAs participating. The tender results were published in March 2023, with support for 107 projects spread across all just transition zones.

The projects financed with these grants will generate services in the JTA municipalities, rehabilitating and making buildings and facilities available to citizens to help boost activity, with social housing to accommodate new settlers or temporary workers, with digitised spaces to promote entrepreneurship and community life which also ensure the connectivity of citizens and companies. The projects will promote the creation of spaces to attract digital nomads and retain young talent. Traditional activities and services for small industries linked to local resources are also supported.

To enrich the tourism offer, municipalities propose the rehabilitation of landmark buildings to enhance the value of their cultural heritage. There are also initiatives to restore old industrial and mining infrastructures to encourage tourism and preserve the identity of these areas. Natural areas are also the subject of projects combining their preservation, the traditional exploitation of their resources and their adaptation for leisure. There are numerous initiatives to restore paths and trails for walking and cycling routes.

Some of the services to be implemented will help to improve work-life balance. This involves the provision of social and health services to the elderly in residential homes and day-care centres. There are also initiatives for the creation of schools for children aged 0-3. A significant percentage of the projects approved include the fitting out of new, adapted and energy-efficient citizens advice bureaus, upgrading municipal sports facilities and creating parks, squares and urban routes.

In **Asturias** there are 19 very diverse projects supported, some of them highly symbolic, such as the Sobrescobio project, which will create a centre for comprehensive care and training for rural women to develop educational and business projects that promote their incorporation into working life; others address the promotion of traditional activities, circular economy and energy efficiency projects, the recovery of trails and green spaces, spaces for citizens to promote community and neighbourhood life, as well as coworking services or the enhancement of local agri-food, as is the case of the Aller proposal focused on digitalisation of the livestock market, to modernise transactions and improve the profitability of farms and meat quality.

In the case of **Castilla and Leon**, the projects that have been beneficiaries encompass different activities and sectors, with projects such as Ponfeblino standing out, involving different municipalities, and which recovers and proposes an alternative use for rail transport for tourist and industrial uses, as part of a strategy to change the territory's productive model. Or the case of the complete refurbishment of the former School of Arts and Crafts building in Barruelo de Santullán. An old building with an educational and cultural character, where hundreds of people from the area were trained in



different trades and which is going to become a multi-purpose building, open to the public, with a residential, cultural and educational area, coworking and co-living space, as well as areas for community use.

Andalusia has 14 supported projects. Among these is the adaptation of La Mina Aurora in Bélmez, a project for the restoration of industrial and mining infrastructures that will take the form of a suburban park and an interpretation centre for the municipality, promoting local residents' quality of life through leisure spaces and the recovery and display of their identity. Other examples relate to cultural heritage, such as the project presented by La Línea de la Concepción Town Council, with the proposed restoration of the Defensive Line of Levante; the Agri-food Interpretation Centre in Los Blázquez and projects related to social and health care, such as the nursing homes in La Granjuela and Fuente Obejuna.

In **Galicia**, of the 16 projects supported, we should highlight two projects with a strong social component, which cover previously detected needs of the territory. The project involves the refurbishment and conversion of the Tordoia cultural centre into a nursing home, offering this service to an ageing population and generating employment in the town. On the other hand, the creation of an ICT Centre for Rural Economic and Social Revitalisation called "CEDES Rural ICT" in Moeche, which will refurbish a warehouse to turn it into a meeting place for the associative network and to develop of ICT initiatives, very focused on the promotion of women's entrepreneurship.

The 14 proposals from **Aragon** benefit from a wide range of initiatives. The lack of housing has been identified by the projects presented by town councils such as Palomar de Arroyos and Estercuel. In addition to these, there are proposals for coworking spaces and the refurbishment of municipal buildings into multi-purpose buildings, with the aim of making them accessible and bringing them to life. Another key project in Aragon is the Centre for Research and Development of organic matter proposed by Calanda, which will promote the circular economy and offer highly qualified employment opportunities, favouring the return of young people.

In order to reach each and every municipality, an advisory service for submitting applications was made available, together with the support of territorial agents of the Just Transition Agreements. Through these two channels, information was provided to municipalities and 1,600 queries were resolved, which accounts for the good participation amongst small municipalities.



5.1.3. Tenders for just transition nodes

As established in Royal Decree Law 17/2019 of 22 November on urgent measures to promote a just energy transition.

The final decision has been taken on the first tender for access to a Just Transition node, at the [Andorra \(Teruel\) power plant node](#), where companies wishing to install renewable energies in the area had to compete to maximise their contribution to employment and local economic development. To this end, aspects such as the generation of employment (direct employment with former workers from the Andorra plant and ancillary companies, and indirect employment, taking into consideration a percentage of women) and the implementation of training plans for the unemployed have been analysed. In addition, the indirect effect on related local business or industrial projects, promotion of energy self-consumption, etc. has been analysed.

The winning company was ENEL Green Power S.L.¹¹ The investments linked to the node represent an investment of approximately €1.5 billion. The energy project is based on 14 renewable energy plants in different municipalities, with 1,202 MW of photovoltaic and wind power and the installation of batteries to facilitate energy management, as well as hydrogen production for local consumers.

In addition, several initiatives linked to the renewable value chain industry are being developed: a solar tracker factory will be created to supply plants in the area and in other Spanish provinces; an electrolyser factory will be set up for producing renewable hydrogen; and the local concrete manufacturing industry will be boosted in its diversification into wind tower components. In addition, a woodchip processing plant for biomass heating will be developed.

The production of renewables is made compatible with environmental protection, biodiversity and the agricultural sector. Thus, 50,000 centennial olive trees will be recovered to produce organic oil, strengthening an associated oil mill and canning plant; agreements with shepherds and beekeepers will be promoted; and an inclusive olive grove project will be created to integrate people with disabilities into work in nursery and agri-food industry activities. A centre for the dissemination of birdlife and micro-reserves of protected flora will be promoted.

Sustainable tourism is promoted through the creation of the so-called "green mile of just transition", which will connect nearby renewable developments and their associated agricultural initiatives by means of a hiking route, and the Val de Zafán railway line will be upgraded as a greenway. The Museum of the Evolution of Beekeeping project will also be enhanced, and Andorra will become the third "picto village" in Spain for people with disabilities.

Job training is aimed at renewables, also in the agricultural sector, with the collaboration of Afammer (Confederation of federations and associations of families and women in rural areas) and Asaja (Agricultural Association of Young Farmers), as well as social inclusion, with the Juan XXIII Foundation and Atadi (non-profit association that serves people with support needs in the province of Teruel). A total of 337,650 hours of training will be provided for 1,300 participants. The

¹¹ https://www.boe.es/diario_boe/txt.php?id=BOE-A-2022-19668

self-consumption projects and energy communities will benefit 3,800 families in Andorra and 9 other municipalities.

New just transition tenders open

Following the awarding of the Mudéjar just transition node tender, the granting of access capacity at other just transition nodes is being regulated. During June of this year the public consultation was opened for the just transition tender for the Lancha 220 kV node, associated with the Puente Nuevo-Valle del Guadiato Just Transition Agreement (Córdoba)¹². The bidding process will prioritise projects that minimise their environmental impact and maximise local socio-economic benefits, such as job creation, training for the unemployed, promotion of self-consumption and support for local industrial, agricultural or social projects.

Work is also underway to regulate the procedure for granting evacuation access capacity for synchronous renewable electricity generation modules at other just transition nodes, which will also include socio-economic and environmental requirements.

5.1.4. Support scheme for vocational training and labour insertion of workers in affected areas

A vocational reskilling programme has been designed, which is part of the PRTR, with a budget allocation of €9 million with the aim of reaching 840 people within the ITJ operational areas.

In November 2021 the [Order TED/1323/2021](#) was published containing elements to offer vocational training with professional certificates to people affected by the closures directly and indirectly through support to the unemployed in the Just Transition Agreement territories. In September 2022, the ITJ opened a [tender process](#) for contracting a service aimed at professional reskilling that promotes the labour insertion of unemployed people. The service covered by the contract consists of reskilling the unemployed by means of training activities aimed at obtaining professional certificates in the energy, water, safety and environment professional subject families (solar energy, wind energy, building rehabilitation and green infrastructures), which will provide training for 840 people. The package, which includes job-guaranteed training for a total of 200 people, is already underway.

People registered in the thermal employment pool, as well as unemployed people from the territories covered by the just transition agreements, will have priority access to training.

¹² Más información:

https://www.transicionjusta.gob.es/Documents/sala_prensa/23.06.12_NdP%20consulta%20p%20c3%20bablica%20nudo%20del%20Valle%20del%20Guadiato%20C%20c3%20b3rdoba.pdf



5.1.5. Just Transition Institute Employment Pool

One of the objectives of the "Agreement on a Just Energy Transition for Closing Thermal Power Plants: Employment, Industry and Territories" is to facilitate the reintegration into employment of workers affected by the closure of coal-fired power plants. To this end, the Just Transition Institute (ITJ) has set up an employment pool for thermal power plants, where workers from the companies owning the plants, as well as those from ancillary companies affected by the closures, can register.

Its purpose is to promote labour reinsertion of these workers through the employment opportunities that arise both in existing dismantling work at inoperative facilities and in new business initiatives that arise around them, and to monitor the commitments made in the agreement. The registration also gives access to various initiatives, such as training activities, to improve their employability.

Table 6 Number of people per thermal power plant within the ITJ thermal power plant employment pool as of May 2023. Shaded areas represent plants in operation¹³.

Owner company	Thermal Power Plant	TOTAL workers ITJ employment pool (EP)	Total personnel affected by closure	ITJ OWN EP	Own personnel (reported by owners)	ITJ ANCILLARY EP	Ancillary Companies' Personnel (AC) (reported by owners)	% of ITJ EP compared to. AC staff
ENDESA	AS PONTES	127	366	0	197	127	169	75%
ENDESA	LITORAL	101	269	0	137	101	132	77%
ENDESA	COMPOSTILLA	73	308	0	159	73	149	49%
ENDESA	TERUEL	87	300	1	147	86	153	56%
ENDESA	ALCUDIA	0	228	0	134	0	94	0%
EDP	ABOÑO ¹⁴	2	199	0	117	2	82	2%
EDP	SOTO DE RIBERA	13	107	0	79	13	28	46%
EDP	PUENTE NUEVO	16	129	7	69	9	60	15%
EDP	LOS BARRIOS ¹⁵	49	153	3	89	46	64	72%
NATURGY	ANNELLARS	5	27	1	15	4	12	33%
NATURGY	LA ROBLA	22	120	1	78	21	42	50%
NATURGY	NARCEA	37	129	4	81	33	48	70%
NATURGY	MEIRAMA	26	112	1	77	25	35	71%
IBERDROLA	LADA	39	150	1	95	38	55	69%
IBERDROLA	VELLILLA	9	143	1	83	8	60	13%
TOTAL		606	2,740	20	1,557	586	1,183	50%

¹³ The data shown in the columns "Total personnel affected by closure", "Own personnel (reported by owners)" and "Ancillary companies' personnel (reported by owners)" correspond to those shown in "Table 1 Direct employment and ancillary workers in coal-fired power plants in Spain as of December 2018."

¹⁴ Power Plant with closure request in force for Group 1

¹⁵ Power Plant with closure request in force

Source: ITJ's own data from the ITJ employment pool and data on staff affected by closures from the "Agreement for a just energy transition for closing thermal power plants: employment, industry and territories".

There are currently 606 people in the employment pool, which represents 22% of the total number of people affected by the closures and 50% of the people in the ancillary companies affected by the closures, two points below the previous Agreement monitoring report from October 2022. The employment pool is of much greater interest for people from subcontractors or ancillary companies. Only 3% of the total employment pool is made up of the thermal power plants' own workers, while the rest, 97%, corresponds to personnel from ancillary companies subcontracted by plants that are in the process of closing down or are already in the process of decommissioning.

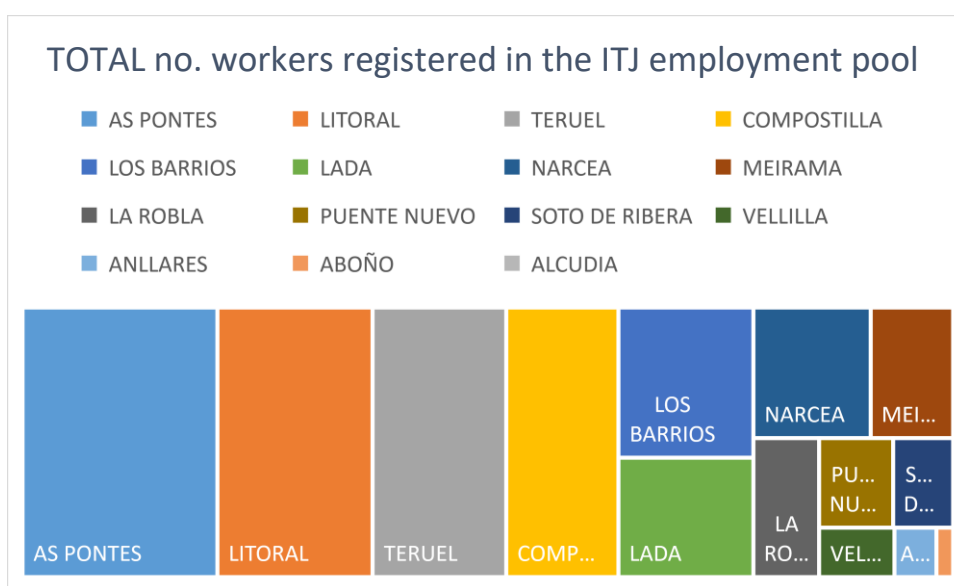
Changes in the employment pool compared to the last monitoring board:

Since October 2022, there have been several changes in the employment pool in each of the plants due to new incorporations (including new people registered in As Pontes) and people leaving the pool for different reasons, which are explained below:

- 42 people left the pool due to failure to sign the data transfer document, required by the LPD (Data Protection Act).
 - 3 Andorra
 - 2 As Pontes
 - 7 Compostilla
 - 4 La Robla
 - 4 Lada
 - 7 Litoral
 - 10 Los Barrios
 - 4 Meirama
 - 1 Velilla
- 51 people left the pool because they do not belong to subcontractors recognised as ancillary personnel by the companies that own the plants that are closing.
 - 1 Alcudia
 - 2 Andorra
 - 2 As Pontes
 - 2 Compostilla
 - 18 Litoral

- 1 Meirama
- 1 Narcea
- 15 Los Barrios
- 9 Velilla
- 57 people left the pool for other reasons (retirement, voluntary departure and others)

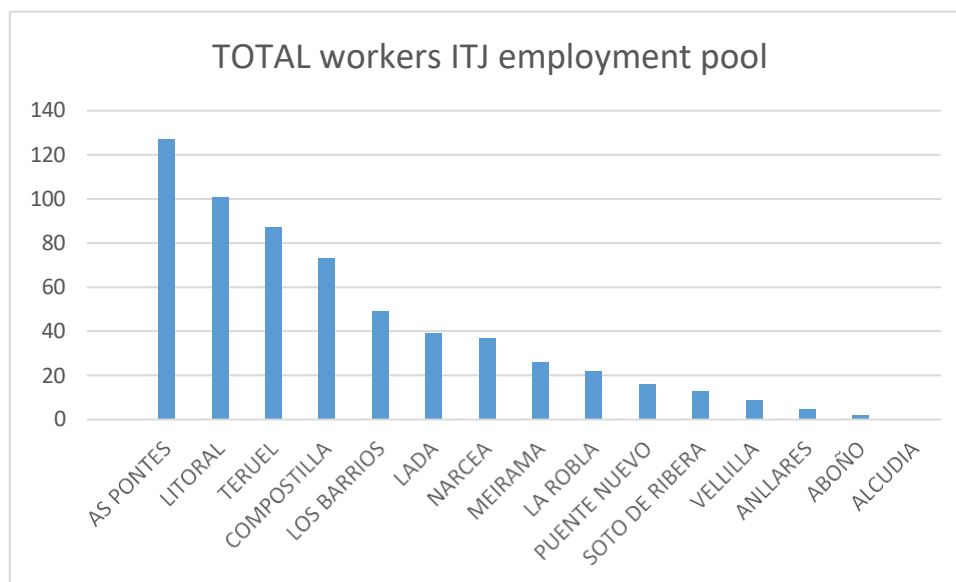
Illustration 3 Total number of staff registered in the ITJ employment pool from plants that are part of the "Agreement for a Just Energy Transition for thermal power plants in closure: employment, industry and territories".



Source: Prepared by the authors with data from the ITJ job bank and data on employment impacts included in the "Agreement for a just energy transition for thermal power plants in closure: employment, industry and territories".

The plants with the highest number of people registered are As Pontes, Litoral, Andorra and Compostilla II, all owned by Endesa. The next are Los Barrios (EDP), Lada (Iberdrola) and Narcea (Naturgy). The Power plants with the fewest job vacancies are La Robla and Meirama (Naturgy), Puente Nuevo (EDP), Velilla (Iberdrola), Anllares (Naturgy), Aboño and Soto de Ribera (EDP). Alcudia (Endesa) has no one registered so far.

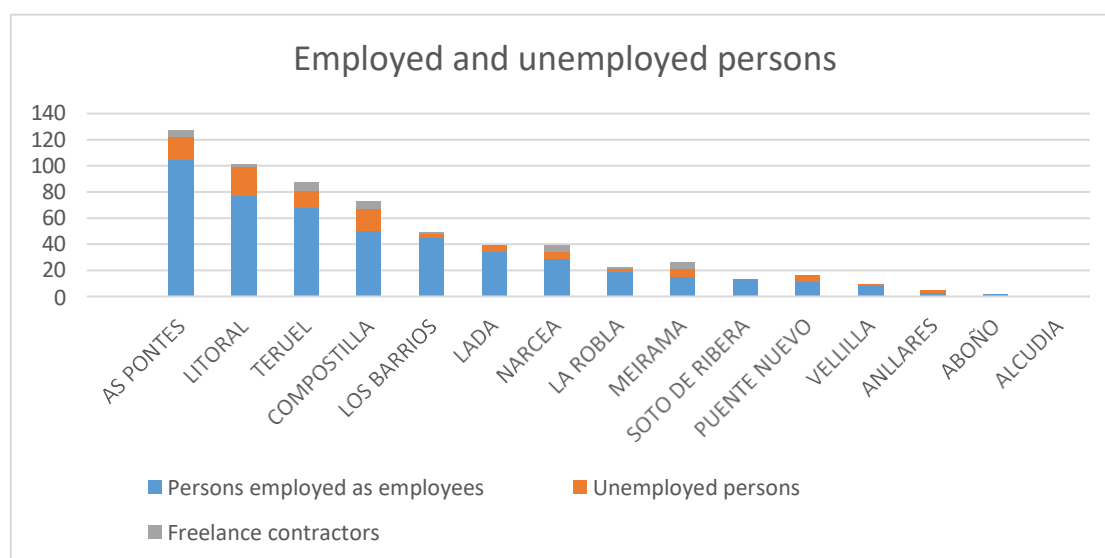
Illustration 4 Total number of staff registered in the ITJ employment pool from plants that are part of the "Agreement for a Just Energy Transition for thermal power plants in closure: employment, industry and territories".



Source: Prepared by the authors with data from the ITJ employment pool and data on employment impacts included in the "Agreement for a just energy transition for thermal power plants in closure: employment, industry and territories".

It is worth mentioning that this is a highly male-dominated labour market. There are 555 men registered in the pool (91% of the total). The presence of women does not exceed 8% of the employment pool (51 women).

Illustration 5 Percentage of ancillary staff currently employed and unemployed in the ITJ employment pool



Source: ITJ Employment Pool

79% are currently employed, 16% are unemployed and 5% are in a situation other than unemployment, either freelance contractors (self-employed) or other situations such as retirement or in receipt of some kind of pension, e.g. disability. This data represents an improvement in the employment situation since October 2022 with 4% less unemployed people.

Table 7 Status as employed, unemployed and without employment in the last year of people outside the ITJ employment pool

Owner company	Thermal Power Plant	TOTAL workers ITJ employment pool	Persons employed	Persons unemployed	Persons in other situations (not unemployed)
ENDESA	AS PONTES	127	105	17	5
ENDESA	LITORAL	101	77	22	2
ENDESA	TERUEL	87	68	13	6
ENDESA	COMPOSTILLA	73	50	17	6
EDP	LOS BARRIOS ¹⁶	49	45	3	1
IBERDROLA	LADA	39	34	5	0
NATURGY	NARCEA	37	29	5	5
NATURGY	LA ROBLA	22	19	2	1
NATURGY	MEIRAMA	26	15	6	5
EDP	SOTO DE RIBERA	13	13	0	0
EDP	PUENTE NUEVO	16	11	5	0
IBERDROLA	VELLILLA	9	8	1	0
NATURGY	ANLLARES	5	3	2	0
EDP	ABOÑO ¹⁷	2	2	0	0
ENDESA	ALCUDIA	0	0	0	0
TOTAL		606	479	98	31

Source: ITJ Thermal Employment Pool

5.2. Commitments of the General State Administration - MITES

The following is a description of the services offered by the SEPE (Spanish Public Employment Service) of the National Employment System to people registered in the ITJ Power Plant employment

¹⁶ Power Plant with closure request in force

¹⁷ Power Plant with closure request in force for group 1

pool, obtained by the SEPE from the information contained in their Public Information System. In total, more than 2,600 services have been offered to people registered in the ITJ Employment Pool and over 60 training itineraries have been offered.

Table 8 Services offered by the Spanish Public Employment Service of the National Employment System to the people in the ITJ Employment Pool

Region	Proportion of applicants by Region	No. of Services received	No. of services per applicant	No. of applicants with itineraries
ANDALUSIA	30.29%	517	4	18
ARAGON	13.39%	1,364	16	13
CASTILLA AND LEON	18.42%	178	3	3
GALICIA	23.59%	154	3	4
ASTURIAS	14.31%	484	7	18
TOTAL	100.00%	2,697	7	56

Source: Spanish Public Employment Service of the National Employment System

Table 9 Type of Service offered by the Spanish Public Employment Service of the National Employment System to the people in the ITJ Employment Pool

Service Type	No. of Services	Ratio to total
Vocational Guidance and Information	1,465	54.34%
Guidance for Self-Employment	2	0.07%
Training	162	6.01%
Employment Promotion	11	0.41%
Mediation	1,056	39.17%
TOTAL	2,696	100.00%

Source: Spanish Public Employment Service of the National Employment System

Table 10 Type of itinerary offered to people in the ITJ employment pool by the Spanish Public Employment Service of the National Employment System

Itinerary Type	No.	% of total
0001 - Individual and Personalised Itinerary of Employment	24	39.3%
0002 - Active Insertion Income Itinerary	1	1.6%
0007 - Experimental Programmes	10	16.4%
0008 - Programme for the Improvement of Long-term Unemployment Care	9	14.8%
9999 - Regional Schemes	17	27.9%
TOTAL	61	100.0%

Source: Spanish Public Employment Service of the National Employment System

5.3. Commitments of the signatory companies

5.3.1. Proposal for new investments in the same territories related to business opportunities in renewable energy generation or other business lines when viable.

The following is information on new projects in the territories where the signatory companies are working in compliance with this section of the agreement.

The projects are divided into three categories: energy projects, industrial and economic projects (beyond energy) and other types of projects (social, raising awareness, etc.). In addition, estimates of job creation have been included where this information is available.

For energy projects, a distinction is made between installation jobs, on the one hand, and operation and maintenance jobs, on the other, because it is the latter that can replace lost jobs in a sustainable manner.

It is important to bear in mind that these are project proposals at different levels of maturity and although probably not all of them will be implemented, they are useful to show that the path of reconversion is generally underway and to identify in which areas more work needs to be done in the search for projects that will generate additional employment.

It should be remembered that these are not the only projects under development in the territories, as different projects of varying scales are also being developed through the ITJ subsidies, both in support of the local business fabric and municipal infrastructures.

New investments planned by electricity companies in the areas where thermal power plants are closing included in the "Agreement for a just energy transition for thermal power plants in closure: employment, industry and territories" as of July 2023. All jobs in renewable installations are expressed in annualised full days.

As Pontes Endesa Galicia A Coruña
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Own energy project proposals

- 1,000 MW of renewable energy, mostly to supply local industries such as Sentury or Alcoa through PPAs.
- 100 MW storage
- 100 MW green hydrogen plant

Industrial project proposals

- The company Sentury Tire will set up a tyre factory on the site of the old mine, with an investment of 477 million and will multiply traffic volume in the Port of Ferrol. The project follows the SIP (Strategic Industrial Project) administrative process. It has passed the public information phase and is in the process of resolving issues raised during the consultation phase.
- Ence plans to locate a biofuels, bio-products and special cellulose factory in the plant's grounds, which would involve an investment of some €380 million. The project has started the SIP administrative process. In June 2023 the Galician Regional Government has approved the project to be processed as a SIP.
- EUMESER, the new industrial services division of EUMECONS. Projects are in the process of being drawn up. The planned investment is around €2.5 million.
- ENDESA will create a wind maintenance logistics centre for its facilities in Spain. 1.4 million investment.

Estimated job creation

- Construction jobs in energy projects: 2,378.
- Operating jobs in energy projects: 291 in operation and maintenance (1,305 MW Wind, 100 MW BESS and 100 MW green H2).

Jobs in operation in industrial projects

- Sentury Tire to create 750 jobs in operations
- Ence to create 150 direct jobs
- EUMESER to create 30 direct jobs
- 45 jobs in the logistics centre

Litoral Endesa Andalucía Almería

Power plant built on land owned by Endesa Generación and on municipal public land, where the new projects will be built. The complex legal situation regarding delimitation conditions the location of new medium-term activities. Preliminary land use planning is therefore already underway, through a joint task force between Endesa and Carboneras Town Council, who have already defined the phases

and works to be carried out.

- **No. of new energy projects (MW)**
 - o Renewable generation: 1,040 MW
 - o Hydrogen: 2 projects, of 50 MW - with MITECO grants - and 150 MW
 - o Storage: 104 MW (10% of power)
- **No. of industrial projects: 6 projects** presented to the Town Council's plenary session, in the detailed engineering phase, definition of common infrastructures, preparation of permits and pending land development for the definitive occupation of plots that form part of the power plant installation:
 - o An integrated aquaculture centre.
 - o A larvae reproduction and breeding centre.
 - o A plant for the production of green methanol from green hydrogen in which Endesa would provide H2 production.
 - o A green ammonia production plant.
 - o A new desalination plant.
 - o A solar logistics centre.
- **No. of other additional projects: 2.** A microalgae plant is under construction and a new bulk import and export storage facility is still under negotiation.

The Algavillage project, formed by the British capital company Firglas and Biorizon Biotech, for the construction of an innovative industrial-scale microalgae production plant. The integrated aquaculture centre is analysing the execution of boreholes to study the possibility of using well water.

- **No. of new jobs:**
 - o New energy projects, 2,800 direct jobs during the construction phase, and 60 direct jobs during the operation and maintenance phase.
 - o Regarding industrial projects, 300 direct jobs.

Other initiatives, observations or actions benefitting people and areas of just transition by closing thermal power plants: Within the CSV Plans that accompany each of the renewable construction projects, a sustainable municipality axis is incorporated that encompasses digitalisation, energy efficiency, electric mobility and self-consumption-energy communities. Also, depending on the characteristics of the environment, initiatives from the primary and tertiary sectors are incorporated with the aim of maximising economic activity and employment in the area.

Compostilla Endesa Castilla and Leon Leon
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Proposal for new investments within the territory.

- **No. of new energy projects (MW)**
 - o Renewable generation: 251MW (Villameca-196MW is a photovoltaic project and Sierra de la Parada-55MW is a wind project).
 - o Hydrogen: project still to be finalised.
 - o Storage: 87MW.
- **No. of industrial projects¹⁸:** 2 projects that emerged from the first prospecting of projects in the Futur-e process are now in the development phase. Both projects are already being implemented.
 - o Electric vehicle battery recycling plant (NOVOLITIO). This is the first electric vehicle battery recycling plant on the Iberian Peninsula and will come into operation at the end of 2023 through Endesa's initiative in alliance with Urbaser. It involves an investment of €13 million and the creation of 50 jobs. It is estimated to have an annual treatment capacity of 8,000 tonnes of electric batteries.
 - o Wind turbine blade recycling plant (GRINEO), a joint initiative between PreZero and Endesa. This new company brings to life the first wind blade recycling plant in Spain, which is expected to begin construction in 2024. The new plant, which will employ around 30 people on a permanent basis, responds to the challenge of recycling more than 2,000 units of wind turbine blades per year, i.e. some 6,000 tonnes per year of fibreglass composite for wind turbines, with a firm commitment to the circularity of blade materials. The plant is recognised by the European Union's Horizon Europe Framework Programme, the EU's main funding programme for research and innovation.

A second prospecting exercise is currently underway to attract further investment.

- **No. of new jobs:**

For renewable projects with connection, 251MW:

- o Construction Jobs: 700 jobs during the construction period, estimated at 1 year.
- o Operation and Maintenance Jobs: 14 jobs per year for an estimated period of 20 years.

¹⁸ In addition, ENDESA is an energy partner in a project of local company TVITEC SYSTEM GLASS, which is supported by the Ministry of Industry (€180m) and is expected to create 250-300 jobs. The project includes the creation of a blast furnace for glass production with the latest available energy technologies and green hydrogen consumption, which means a 30% reduction in CO₂ emissions, 85% reduction in NO_x emissions and a reduction in natural gas consumption.

For the storage project, 87MW:

- o Construction Jobs: 25 jobs during the construction period, estimated at 1 year.
- o Operation and Maintenance Jobs: 3 jobs per year for an estimated period of 20 years.
- o For the industrial projects for battery recycling and wind turbine blade recycling: 77 direct jobs are foreseen in the Operation and Maintenance phase.

Other initiatives, observations or actions benefitting people and areas of just transition by closing thermal power plants: Within the CSV Plans that accompany each of the renewable construction projects, a sustainable municipalities axis is incorporated, which may include digitalisation, energy efficiency, electric mobility and self-consumption-energy communities. Also, depending on the characteristics of the environment, initiatives from the primary and tertiary sectors are incorporated with the aim of maximising economic activity and employment in the area.

Andorra/Teruel	ENDESA	Aragón Teruel
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Proposal for new investments within the territory (state location).

- **No. of new energy projects (MW)**
 - o Renewable generation: 164MW (Sedés - 50MW, Mudéjar - 64MW and Íberos - 50MW); Sedés and Mudéjar with photovoltaic projects and Íberos is wind.
 - o PSFV SEDÉS already under way

Through the awarding of the Múdejar node following the public tender for the Just Transition node.

- 1,203 MWp in photovoltaic plants (Santa María 99.4 MWp, San Martín 250.6 MWp, San Macario 74.2 MWp, Calandrias 480.6 MWp, Calanda 49.9 MWp, Regallo 174 MWp and El Tambor 75 MWp).
- 695 MWp in wind projects (La Plana 86.8 MWp, Alcor 111.6 MWp, Ithaca 55.8 MWp, Empeltre 173.6 MWp, Castillo 116.6 MWp, Torica 48 MWp and Pitarra 108 MWp).
- **Hydrogen:** 15 MW
- **Storage:** 20 MW to which we add 79.8 MWp of storage from the Mudéjar Node tender process (60.8 MWp at San Macario and 19 MWp at El Tambor).
- **No. of industrial projects:** The socio-economic project of the Mudéjar Node tender process incorporates a total of 22 projects focused on the three sectors (primary, secondary and tertiary. Descriptions of these projects are given in the following section).
- **No. of new jobs:**

For renewable projects with connection, 164MW.

- o Construction jobs: 440 jobs during the construction period, estimated at 1 year. 195 jobs as of 1st September at PSFV SEDEIS (50 MW).
- o Jobs O&M: 10 jobs per year for an estimated 20 years.
 - **For the storage project, 20MW:**
- o Construction Jobs: 6 jobs during the construction period, estimated at 1 year.
- o O&M Jobs: 1 job per year for an estimated 20 years.
 - **For the project associated with the 400KV Mudéjar just transition Node tender:**
- o Direct Jobs in Construction and Commissioning of the Generation facilities: 59 FTEs
- o Direct Jobs during the Operation Phase of the Generation facilities: 321 FTEs
- o Indirect employment linked to generation facilities and associated socio-economic activities: 5,944 FTEs

Other initiatives, observations or actions benefitting people and areas of just transition from closing thermal power plants

In relation to the socio-economic project of the Mudéjar 400KV Just Transition Node, details of the 22 projects that make it up are given below. These initiatives show a high degree of synergy between them and will be driven by local stakeholders, which reinforces their sustainability and durability in the medium and long term.

PRIMARY SECTOR

- **"Farm to Fork"**, project developed in coordination with APADRINA UN OLIVO (*Sponsor an olive tree*) developing production and sale activities of oil through recovering abandoned olive trees and elaborating preserves of products from the orchard with the oil being produced using traditional methods. The actions to be carried out within this project are: the recovery of 60,000 abandoned olive trees in the Andorra-Sierra de Arcos region, the installation of a series of irrigated vegetable gardens for vegetable production, the strengthening of the oil mill and canning infrastructures, and bolstering the human resources necessary for the promotion of the project until the business plan reaches its break-even point.
- **"Inclusive olive grove, nursery and agri-food activity, and forest screen"**, project developed in coordination with ATADI that consists of the development of 3 economic activities that are synergic between them, which will be developed entirely by the ATADI association (with the collaboration of the Gloria Fuertes Special Education School at the level of educational practices):
 - recovery and use of the 150 olive trees existing on plots owned by the Endesa Group adjacent to the Teruel Power Plant.
 - nursery activity, growing quince trees.

- and the production and processing of preserves and the provision of a nursery plant germination service (located in the ancillary business area of the Teruel Power Plant).
- The planting and maintenance of the same would be required for the plant forest screen to be constructed by EGPE within the framework of the Mudéjar node.
- **"Woodchip processing plant for biomass heating"**, initiative developed by MAESTRAZGO EL PORTS which consists of implementing a plant for storage, treatment and supply of woodchip for biomass heating, for which the use of the Tadarsa warehouse, owned by Endesa and located in the Teruel Power Plant, is proposed as a logistics centre. The raw material for this activity comes from forest clearing and cleaning of the photovoltaic plants included in this proposal, among other raw material sources, and is aimed at both the domestic and industrial market.
- **"Cultivation of aromatic plants on land adjoining the Teruel Power Plant"**, initiative developed by NATUR NATURE SL, which consists of the development of an agricultural activity cultivating aromatic plants on 18Ha of land owned by EGPE, on plots of land adjoining the Teruel Power Plant. These aromatic plant crops will be transferred by Natur Nature SL to its nearest distillation plant for the production of essential oils and their future commercialisation. In addition, various training workshops on agricultural work will be held in this space.
- **"Agrovoltaic cereal and aromatic crops at Endesa's solar plants"**, an activity carried out in coordination with local farmers, consisting of implementing agrovoltaic crops (between panels) at some of the photovoltaic plants in the Mudéjar node, where feasible and compatible with surrounding birdlife.
- **"Sheep grazing for natural clearing at Endesa's solar plants"**, activity that will be carried out in coordination with local shepherds at EGPE's renewable generation plants not dedicated to agrovoltaic crops, and consists of grazing sheep, taking advantage of the pastures and doing natural clearing work, with the benefits that this entails for the biodiversity of the environment. Grazing will take place on land compatible with the birdlife and biodiversity present in the area.
- **"Solar apiaries and apitourism in Endesa's solar plants"**, initiative developed in coordination with LUAS MIEL and APICULTURA LA CERRADA, consisting of installing at least 8 solar apiaries in EGPE's photovoltaic plants associated with the Mudéjar node. EGPE's solar apiary is a pioneering initiative in Spain in the field of beekeeping and renewable energies. It consists of monitored and secure sites inside EGPE's solar photovoltaic plants, made available to local beekeepers for producing "solar" honey, a habitat that protects the apis mellifera or Iberian honeybee as they are spaces free of herbicides and chemical products.
- **PROTECTED FLORA MICRORESERVES PROJECT**, an initiative consisting of the creation of a network of protected flora micro-reserves associated with Photovoltaic solar plant projects

presented by EGPE for the Andorra Just Transition Node. A micro-reserve is an area of less than 20 hectares in size, which is officially declared by the region's relevant authority on its own proposal or that of the landowners, in order to favour the conservation of rare, endemic or threatened botanical species or the habitat where they live. The objective of the project is to protect rare, endemic or threatened botanical species or their natural habitat through the reintroduction/proliferation of one or more of these species, including also scientific intervention/data collection, field studies and local community participation.

SECONDARY SECTOR (INDUSTRIAL)

- **Plant for the production of concrete supports, a project in coordination with PRETERSA** which consists of the manufacture of the elements that make up concrete wind turbine towers which EGPE plans to install. PRETERSA will ensure that the concrete towers covered by the Construction and Supply contract are manufactured at its plant in La Puebla de Híjar (Teruel). A total of 87 towers will be built in 5 phases to be executed sequentially over a period of less than 9 months, with an average production rate of around 3 towers per week.
- **Solar tracker factory, a project in coordination with SOLTEC** consisting of a manufacturing centre for solar trackers to supply the project's photovoltaic plants. This initiative will be a world first, as there is no known solar tracker factory built specifically to supply this equipment. Even the warehouses and facilities of the former Teruel Power plant will be used.
- **Hydrogen generation and use plant, a project in coordination with H2b2 and INGENOSTRUM** consisting of a 15 MW renewable hydrogen production plant on land adjacent to the Santa María photovoltaic solar plant and directly connected to the company's own renewable plants in the area, and a HVO production plant of some 33,000 tonnes per year (HVO, Hydrotreated Vegetable Oil, from which the acronym HVO is derived, is renewable diesel). The HVO plant will not only use renewable hydrogen as an input but also fats obtained from animal by-products not used for human consumption, which are considered waste in the region, and from used cooking oils.
- **Electrolyser Factory, in which EGPE** undertakes to develop in the next 4 months the necessary technical, financial and regulatory analyses to determine the full feasibility of an "Electrolyser Manufacturing Facility".

- **Wind turbine logistics and recovery centre**, project consisting of installing a logistics and recovery centre for decommissioning wind turbines at the end of their useful life.
- **Circular Economy Platform**, a project that consists of creating a Circular Economy Centre for recovering, recycling and searching for new uses for the different components (of renewable wind and solar farm equipment) reaching the end of their useful life, or needing to be replaced.
- **BPO Fast Track**, this initiative consists of creating a purchasing unit based in the Andorra municipality that will be responsible for managing supply activities associated with the construction, assembly, commissioning and operation of generation facilities covered by this bid, as well as other EGPE's nationwide initiatives.
- **SMART RURAL REGION ANDORRA**, an initiative that consists of the development of a digital platform that optimises the logistics chain of companies in the agri-food sector in Andorra and its region to connect production centres with urban consumption centres by means of non-CO2 emitting transport solutions. This project will involve creating a digital tool based on collaborative logistics that integrates the supply of agricultural producers by connecting them with existing demand in large urban wholesale consumption points ("Mercas").

TERTIARY SECTOR

- **"Api-Impulsa rural"**, an initiative with which EGPE will promote the activity of the "Museum of the Evolution of Beekeeping", a museum that is scheduled to open its doors during the first quarter of 2022 with the help of Apicultura La Cerrada. To this end, EGPE will donate 100 beehives to Apicultura La Cerrada, to be located on land owned by EGPE, adjacent to the Teruel Power Plant, just 5 km from the Museum site, and will promote recurring bee-tourism in the Museum among its employees and customers. To this end, it will distribute free tickets to the Museum, including discounts on accommodation at the Hotel Santa Bárbara and the Arkha country house, which will have a positive impact on the local hotel and catering trade. This annual flow of families will give Apicultura La Cerrada the opportunity to carry out honey tastings, product purchasing opportunities during museum visits and beehive sponsorships, etc.
- **"Andorra, inclusive pictovillage"**, project in coordination with the ANDORRA TOWN COUNCIL, which consists of signposting Andorra's urban centre with 75 pictograms specially designed for people with learning disabilities. Pictograms are placed on the main municipal buildings, monuments and heritage sites, and in some local shops. This action will make Andorra the third pictovillage in Spain, positioning it as a disability-sensitive municipality and providing it with visibility and attracting a type of tourism that is on the



rise, such as "inclusive tourism", possibly twinning with other pictovillages in Spain, associations of people with disabilities, etc.

- **"Green Mile of Just Transition"**, consisting of implementing a signposted walking route (~10-12 km) in plots adjacent to the Teruel Power Plant, connecting nearby renewable developments and primary sector socio-economic development initiatives planned for the area. This route will be complemented with activities carried out by Andorra's local commerce and various local agents involved in primary sector initiatives included in this proposal, such as: tasting and sale of honey, cheese, oil and other local products. EGPE will also offer the possibility of visiting renewable plants at certain times of the year (under its Open Plant initiative).
- **"Improvement of the Val de Zafán Route"**, project in coordination with PUEBLA de HIJAR Town Council, which consists of improving and conditioning the VAL DE ZAFAN railway line as a greenway through the installation of a Photovoltaic Kit on the Torica Bridge to achieve efficient lighting along the entire length of the La Mina Tunnel, given that it is currently not illuminated and makes travelling along this route very difficult.
- **Avifauna Research and Dissemination Centre**, a project consisting of creating a birdlife Research and Observation Centre located in the Andorra area, with the aim of promoting knowledge regarding the compatibility between renewable electricity generation projects and birdlife. The Centre will promote high-quality research and its ultimate objective will be to ensure not only the maintenance of the species present in the area, but also the increase of these bird populations and biodiversity improvement in the Andorran area in relation to the planned renewable developments. This Centre will be equipped with a section and a specific area dedicated to the reintroduction of steppe species (such as the Great Bustard, Little Bustard, Sandgrouse and Stone Curlew).
- **ARIÑO SPA PROJECT**, an initiative that consists of the extension of the Ariño Spa, a project that has an economic and social purpose. On the one hand, it adds value to a municipality like Ariño by reinforcing and encouraging tourism derived from this type of activity, thus promoting the local tourism economy and, on the other hand, by generating employment due to the extension of the municipally-owned spa. Specifically in the project for the extension of the Ariño spa, EGPE intends to finance part of the facilities necessary for the development and implementation of this project.

Alcudia Endesa Balearic Islands Mallorca

Plant in operation

Anllares Naturgy Castilla and Leon Leon

No existing energy projects

The processing of the closure of this plant was prior to the closure agreement, although it was included in it.

Other project proposals

An agreement was signed for the transfer to a third party of the plant's non-hazardous waste landfill site, initially intended for depositing the plant's ash and slag. This would reduce the amount of waste deposited and maintain an activity in the area, which could provide three jobs.

An agreement is being sought with a third party for transferring part of the land currently occupied by then landfill with its own facilities.

Estimated employment: 3 people

La Robla Naturgy Castilla and Leon Leon

Proposed new investments within the territory

No. of new energy projects (MW)

o Renewable generation: 3

These projects are being developed in the area around La Robla and are included in activities associated with the closure of the thermal power plant, although the municipalities in which the plants are located are not considered to be just transition. These wind farms will feed into the grid at the La Robla substation, with the construction of a new substation next to the current one planned as part of the projects.

These renewable developments will supply the energy needed for the planned green hydrogen plant in La Robla.

Table 11 Renewable projects planned in La Robla

PROJECT	Technology	Region	Province	Power _{evac}	Status	Comments
PV Los Corrales	PV	Castilla and Leon	Leon	225.00	Processing	Linked to H2 project
PV La Serna	PV	Castilla and Leon	Leon	49.80	Processing	
PV La Pradera	PV	Castilla and Leon	Leon	195.90	Processing	

During the second week of May, the new projects were presented to the Administration, taking into account the reduction in surface area required in the EIS (Environmental Impact Assessment). These projects have not yet been made public.

o **Hydrogen**

The project is being developed jointly by Naturgy and Enagás Renewable, for which the special purpose company Robla Hub, S.L. was set up in July 2021. The project envisages the creation of a large green hydrogen production HUB on the site of the Thermal Power Plant, with an electrolysis capacity of 280 MW.

The renewable electricity needed to produce green hydrogen will come from various photovoltaic developments that both Naturgy and Enagás Renewable are developing in the area, which are at an advanced stage of administrative processing.

The main uses of green hydrogen are proposed to be mainly in industry, in sectors with no other viable alternative in terms of decarbonisation. Part of green hydrogen will also be used for sustainable mobility in the area. For this purpose, contact is being made with various municipalities interested in introducing hydrogen in their urban bus fleets. The possibility of recovering the oxygen generated in the process for use in local industry is also raised.

The aim is to make La Robla a benchmark area for green hydrogen at a national level once Thermal Power Plant activity has been finished.

Relevant developments include the following:

- A study of the socio-economic impact on the territory has been carried out by a specialised consultancy in order to evaluate the creation of employment and economic activity that the project would generate.
- The basic engineering phase is completed. Basic project is prepared for administrative processing. An environmental impact study has been carried out and the preparation of documentation for the start of the integrated environmental authorisation process has been completed.
- A presentation event for the project was held in La Robla on 14 February 2023, with the presence of Sara Aagesen, Secretary of State for Energy.
- The documentation for the project to be declared a Priority Industrial Project (PIP) in the region was presented on 13 March 2023 at the Castilla y Leon Regional Government's Ministry of Industry, Trade and Employment.
- The project was submitted on 16 March 2023 to the European Innovation Funds' call for proposals to finance large-scale renewable hydrogen projects.

o **Storage**

Installation of an electrical storage system with stand-alone connected Li-ion batteries at the Just Transition node in La Robla, in the old thermal power station. The aim of the project is to bring stability to the grid, allowing synchronisation between generation, which is increasingly renewable, and consumption. The La Robla battery will have a capacity of 40 MWh and a power of 20 MW.

No. of new jobs

- o Renewable generation projects (470.7 MW): 622 direct jobs in the construction phase. 25 direct jobs in the operation phase.
- o Hydrogen Project: According to the socio-economic study indicated above, the generation of employment at the national level of the project is approximately 1,045 construction jobs and 125 jobs in the exploitation phase, including direct, indirect and related jobs.
- o Storage Project: 15 direct jobs during the construction phase and 1 direct job during the operation and maintenance phase.

Other initiatives, observations or actions benefitting people and just transition areas by closing thermal power plants:

- An agreement has been signed with the Isadora Duncan Foundation for the free transfer of two houses in the La Paz neighbourhood, subject to obtaining aid for their rehabilitation.
- An agreement has been proposed with the Isadora Duncan Foundation for the free transfer of the former residence of the power plant, pending signature.
- An agreement has been signed with la Robla vocational training institute to give a 60-hour practical and theoretical course in September on Health and Safety and solar panels. The course is aimed at providing the trainees with the appropriate training to be hired by the companies that have been awarded contracts for the photovoltaic park assembly.

Narcea Naturgy	Asturias	Asturias
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No energy projects

Other project proposals

- An agreement has been signed with Tineo Town Council for the transfer of land, housing and other buildings in the thermal power plant settlement. Naturgy financed the project for the recovery of Soto de la Barca Thermal Power Plant village, for the establishment of a cohousing model. The development of this project, the first municipal collaborative housing initiative in Spain, was financed by the company Naturgy within the framework of the agreement signed by the town council after the closure of the power plant. The project applied for Just Transition Institute infrastructure subsidies, which led to the award of €3.5 million to carry out the project. In the first phase of the project, the 14 detached homes in the Soto de la Barca settlement will be rehabilitated, as well as the communal facilities and green spaces, in order to promote a cohousing project that will be managed by a non-profit cooperative.
- Naturgy additionally finances the project for the reorganisation of the Narcea riverbed as it passes through the plant, considering the work necessary to protect the plot against flooding so that future industrial activities can be carried out there. These actions go beyond their legal decommissioning obligations. The execution of these works could start in the second

half of 2024, during the final phase of plant decommissioning.

- The use by a third party of ash deposited in the plant's non-hazardous waste landfill is under review.
- The development of a livestock and agri-food waste treatment plant in the area is under review.

Employment estimate

- 10 jobs associated with village rehabilitation

Meirama	Naturgy	Galicia	La Coruña
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Proposed new investments within same territory

No. of new energy projects (MW)

- **Renewable generation: 2**

Table 12 Renewable projects planned in Meirama

PROJECT	Technology	Province	Power _{.nom}	Power _{.evac}
Meirama	Wind	A Coruña	44.50	44.50
As Encrobas	Wind	A Coruña	20.00	20.00

The information on wind projects differs from that previously sent for the following reasons:

Elimination of the Teixos wind farm (48 MW): Negative environmental impact statement obtained, so that the corresponding milestones established in RDL23/2020 of 23 June have not been passed.

Meirama wind farm power adjustment: Elimination of three wind turbines as a result of the administration process; the initial capacity has finally been reduced to the authorised capacity of 44.5 MW.

o **Hydrogen: 1**

The project envisages the development of a hydrogen production hub with a 30 MW (phase 1), 50 MW (phase 2) and up to 200 MW (phase 3) electrolyser on the grounds of the Meirama thermal power plant (A Coruña) to supply local industries for consumption as raw material (substitution of grey H₂) and for thermal uses replacing fossil fuels, for use as a fuel in mobility and for injection into the natural gas network.

The project was declared a Priority Entrepreneurial Initiative (PEI) in December 2022.

The project was granted €15 million for the first phase of 30 MW in the IDAE Value Chain tender process within the PERTE-ERHA.

- o **Biomethane:** Biomethane: The project envisages the development of an anaerobic digestion plant in Meirama to treat livestock waste, as well as other waste such as OFMSW (organic fraction of municipal solid waste) and RIO (organic industrial waste).

This process consists of two outputs: on the one hand, the biogas that will be taken to an upgrading plant to obtain biomethane and its subsequent injection into the grid, and on the other hand, the obtaining of a fertiliser (both liquid and solid) from the digested output. Of the latter, a part could be returned to farmers for their use and the other part could be marketed.

In total, around 630,000 tonnes of waste could be managed, producing 247 GWh/y of biomethane and avoiding emitting more than 150,000 tonnes of CO₂ per year into the atmosphere.

No. of estimated new jobs

- o **Renewable Projects:** For the initial construction phase of the 2 wind farms (64.5 MW) a total of 467 direct jobs are envisaged. For the exploitation phase, 14 direct jobs are estimated.
- o **Hydrogen Project:** For phase 1 (30 MW): 224 direct jobs during the construction phase and 14 direct jobs during the operation and maintenance phase, reaching in phase II (50 MW) up to 311 direct jobs during the construction phase and 17 direct jobs during the operation phase.
- o **Biomethane project:** 164 net permanent jobs and 160 additional temporary jobs for plant construction and start-up.

Other initiatives, observations or actions benefitting people and areas of just transition by closing thermal power plants: An agreement has been reached for the transfer of the plant's non-hazardous waste landfill to a third party. This landfill was intended for depositing ash and slag from the power plant and only approximately 10% of its total capacity is occupied.

With the transfer to a third party (subject to administrative authorisations) as an alternative to sealing and closure, there would be capacity available for depositing non-hazardous waste (there is currently little capacity available in Galicia and it is foreseeable that new landfills will be needed in the short term) and this activity would be maintained in the area, which could provide **some ten jobs**.

The necessary procedures have been initiated with the regional administration to carry out this transfer, requesting an extension of the type of waste authorised to be deposited (currently only the dumping of ash and slag from the plant is authorised) and a change of ownership. And a decision is still pending from the regional administration.

Lada Iberdrola Asturias

Proposal for new investments within the territory

- **No new energy projects (MW)**
- **Industrial projects**
 - **Renewable thermal generation centre** to replace natural gas in local industry through the production of process steam by means of a photovoltaic plant and thermal storage, replacing the current gas boiler and eliminating greenhouse gas emissions. The offer and the selected technology match the customer's needs and its own decarbonisation objectives, making it an innovative project and an example of cost-effective and competitive decarbonisation. Iberdrola supplies green and competitive energy ensuring the continuity of local industry.
 - **Photovoltaic solar panel factory (Exiom)**. Iberdrola has a 20% stake in Exiom Group's investment in the construction of a photovoltaic panel factory in La Felguera. In turn, Iberdrola acts as an offtaker by buying part of the factory's panel production. The former Vesubius refractory factory site, which is currently being refurbished, will be used for the new project, which will start production in 2024. Thanks to this investment and the commitment to purchase part of the production, Iberdrola ensures the viability and permanence of this new industrial facility in Cuenca de Nalón.
 - **Health services and industrial laundry centre in Asturias**: The Principality of Asturias is finalising its project to install an industrial laundry to serve public hospitals and nursing homes, as well as a central catering and medical supply storage service. This project will be implemented in La Felguera, on land owned by Iberdrola, within the Nitrastur urban development area. Iberdrola has already invested heavily in this land to prepare it for the new project. In turn, Iberdrola will supply electricity and renewable thermal energy for the industrial laundry from the renewable thermal generation centre.
 - **Waste recovery project for the ash, slag and gypsum deposit**: This project, which is fully operational, enables the recovery and marketing of the waste stored in the deposit for the cement and concrete industry, thus creating, together with the recovered waste from the Velilla thermal power plant, also owned by Iberdrola, a circular economy network in line with the objectives of the current Waste Act.
 - **Solar community**: The installation will have 199 panels and a total power of 90 kW on the roof of the Fundación Patronato de San José, enough to produce 95 MWh per year, which will prevent the emission of around 575 tonnes of CO₂ into the atmosphere over

the next 30 years. Thanks to this Solar Community, 120 families in this Asturian town will be able to save on their electricity bills by consuming part of the energy produced by this installation. For its part, the Fundación Patronato de San José will reduce its electricity supply costs by up to 20%.

- **Electric Vehicle Charging Station:** Iberdrola will set up an electric vehicle charging station equipped with ultra-fast chargers capable of charging up to 8 electric vehicles simultaneously and with a charging capacity of up to 350 kW. The station will be located on the AS-376 road opposite the current Barros service station. Thanks to this investment, electric vehicle users will be covered for interurban journeys between Cuenca del Nalón and the main towns in Asturias and Leon. Likewise, users of these facilities will recharge the battery of their electric cars with 100% green energy from renewable generation sources.
 - **Asturian supply chain:** Iberdrola has selected Asturian companies as preferred suppliers for its renewable projects around the world, facilitating the creation in Asturias of companies specialising in structures for photovoltaic plants, jackets for offshore wind, pressurised green hydrogen tanks and engineering, among other sectors. Iberdrola's contracts awarded to Asturian companies during the first 7 months of 2023 amounted to €637 million.
- **Employment estimate:**
- Renewable thermal generation centre: approx. 30 people during construction
 - Photovoltaic panel factory: 115 jobs when in operation and 30 jobs during construction
 - Industrial laundry: 100 jobs when in operation and 30 jobs during construction
 - Waste recovery: 6 jobs when in operation

Velilla Iberdrola Castilla and Leon Palencia

Proposal for new investments within the territory

No. of new energy projects (MW)

Photovoltaic plants project (400 MW): Iberdrola is building the Velilla (350 MW) and Virgen de Areños III (50MW) photovoltaic plants, which are expected to start production at the end of 2023. Investment in these plants exceeds €250 million, with €155 million awarded to companies in the region.

No. of industrial projects

- **Waste recovery plant for the ash, slag and gypsum deposit:** This plant, already fully operational, allows the commercialisation of ash from the deposit for the cement and concrete industry, thanks to a drying process which is completely innovative in Spain, which has been made possible thanks to the collaboration between Iberdrola and a local entrepreneur. This collaboration has come to fruition in a new industrial facility and in the

creation of a circular economy network, next to the Lada Thermal Power Plant depot, in accordance with waste law objectives.

- **Reskilling for Employment (R4E) Programme:** Iberdrola has started a training plan in photovoltaic solar energy together with the Green Employment Platform to train and support the employability of twenty people from the towns of Guardo and Velilla del Río Carrión, in Palencia, both included in the plans to support the closure of the company's coal-fired power plants. The employability of those participating in these type of activities is around 85%. These courses, promoted in collaboration with the Polytechnic University of Madrid and Ingeus (experts in social innovation, references in the sector and with previous experience) are part of the Reskilling for Employment (R4E) programme. This is an initiative of the European Roundtable, co-led by Iberdrola, which aims to promote the preparation of professionals for high-quality green jobs.

No. of new jobs:

- Photovoltaic plants: 1,100 jobs during construction and 30 people when in operation
- Waste recovery plant: 16 jobs when in operation
- Reskilling for Employment Programme: 17 jobs

Aboño EDP	Asturias	Asturias
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Plant in operation

Own energy project proposals

- Green hydrogen (150 MW) to supply to industry, with potential to scale up to 500 MW at the same site. The project has already been awarded several national and European quality labels. In December 2022, it was a successful bidder in the PERTE-ERHA Pioneers I and Value Chain I programmes, having obtained nearly €30 million in subsidies from the IDAE for two phases totalling 50 MW. A 100 MW phase has been authorised by the European Commission as an IPCEI (Important Project of Common European Interest) in the so-called "Hy2Use" in September 2022, together with 34 other projects at European level, pending the opening of the tender process for IDAE subsidies corresponding to line 4 of component 9 of the Recovery Plan, dedicated to IPCEI projects. The commissioning date for the first phases is foreseen for 2026, while scalability up to 500 MW will be developed depending on market conditions.
- Conversion to natural gas
- Off-shore wind
- Synchronous compensator
- 250 MW batteries

Other applicable project proposals

Stakeholder Action Plan (EDP Suma+) which aims to boost employment, training, wealth creation and digitalisation in these environments:

ENTAMA Programme: Programme supporting local entrepreneurs with the aim of creating employment, retaining population and creating wealth in the area.

Estimated job creation

Green hydrogen (150 MW) for industry supply.

- 300 construction jobs
- 45 jobs in O&M

Conversion to natural gas

- 180 construction jobs
- 6 jobs in O&M

Off-shore wind energy

- 100 construction jobs
- 20 jobs in O&M

Synchronous compensator

- 50 construction jobs
- 6 jobs in O&M

Storage (250 MW)

- 30 construction jobs
- 3 jobs in O&M

Soto de Ribera EDP	Asturias	Asturias
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Plant in operation

Own energy project proposals

- Self-consumption PV (14 MW)
- Storage: Consisting of
 - 20 MW LI-ION batteries.
 - Redox batteries, +2nd life-20 MW
- A molten salt storage project with 100 MW of power and 1 GWh of storage is in the works.
- Synchronous compensator (350 MW)
- 5 MW hydrogen project to supply industry and land mobility, with the potential to scale up to 500 MW at the same site. The project was a successful bidder in the Pioneers I programme, having obtained €6 million in grants from the IDAE for the first phase of 5

MW. In addition, the project is pre-selected to be a Project of Common European Interest (PCI) in accordance with the TEN regulation, together with the project in Aboño.

Other project proposals

ENTAMA Programme: To date, 5 projects have been selected in the municipality of Ribera de Arriba, with a total investment of €49,000, which has generated 12 direct jobs and an estimated 6 indirect beneficiaries.

Estimated job creation

Self-consumption PV (14 MW):

- 10 construction jobs
- 1 job in O&M

Storage

- 250 construction jobs
- 30 jobs in O&M

Hydrogen 5 MW

- 20 construction jobs
- 7 jobs in operation

Synchronous compensator

- 50 construction jobs
- 6 jobs in O&M

ENTAMA

- 12 jobs

Puente Nuevo	EDP	Andalusia	Cordoba
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Own energy project proposals

- A 50 MW biomass plant to be located on the site of the power plant.
- 5 photovoltaic plants in the area of 30-45 MW each, with a total power of 350 MW to be located in the area of the power plant and its surroundings (municipalities of Espiel, Bélmez and Villanueva del Rey).
- 50 MW floating photovoltaic plant on the reservoir's surface to be located on the Puente Nuevo reservoir.

Industrial project proposals

- Reuse of the alternator of the thermal power plant as a synchronous compensator (350MW). It provides voltage control services to the grid and enables the introduction of more renewable energy into the environment.

Other projects:

ENTAMA: To date, 3 projects have been selected in the Guadiato Valley, with a total investment of €28,500, which have generated 3 direct jobs.

Estimated job creation

5 Photovoltaic plants

- 150 construction jobs
- 10 direct and indirect jobs in O&M

Floating Photovoltaic:

- 50 construction jobs
- 4 direct and indirect jobs in O&M

Biomass:

- 500 construction jobs
- 35 direct jobs in O&M

Synchronous compensator

- 50 construction jobs
- 6 jobs in O&M

ENTAMA

- 3 jobs

Los Barrios	EDP	Andalucía	Cádiz
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Own energy project proposals

- Wind + PV in the vicinity (250 MW);
Green hydrogen (130 MW) for supplying to industry, with potential to scale up to 500 MW at the same site. The project was a successful bidder in the PERTE-ERHA Pioneers I programme, having obtained €4 million in subsidies from the IDAE for a first phase of 5 MW. A 100 MW phase has been authorised by the European Commission as an IPCEI (Important Project of Common European Interest) in the so-called "Hy2Use" in September 2022, together with 34 other projects at European level, pending the opening of the tender process for IDAE subsidies corresponding to line 4 of component 9 of the Recovery Plan, dedicated to IPCEI projects. The commissioning date for the first phases is planned for 2026, while scalability up to 500 MW will be developed depending on market conditions.
- Storage (250 MW) with lithium-ion batteries (50 MW scalable to 255 MW)
- Reuse of thermal power plant alternator as synchronous compensator (588 MW)

- In addition to the projects mentioned above, the possibility of promoting a floating offshore wind farm in Cádiz East (375MW), located some 35-50km off the coast, is also being studied.

Other projects

ENTAMA: To date, 6 projects have been selected in Los Barrios, with a total investment of €71,500, which have generated 11 direct jobs.

Estimated job creation

Wind + PV in the environment:

- 125 construction jobs
- 8 jobs in O&M

Renewable hydrogen:

- 300 construction jobs
- 45 jobs in O&M

Storage:

- 30 construction jobs
- 3 jobs in O&M

Synchronous compensator

- 50 construction jobs
- 6 jobs in O&M

Off-shore wind energy

- 100 construction jobs
- 20 jobs in O&M

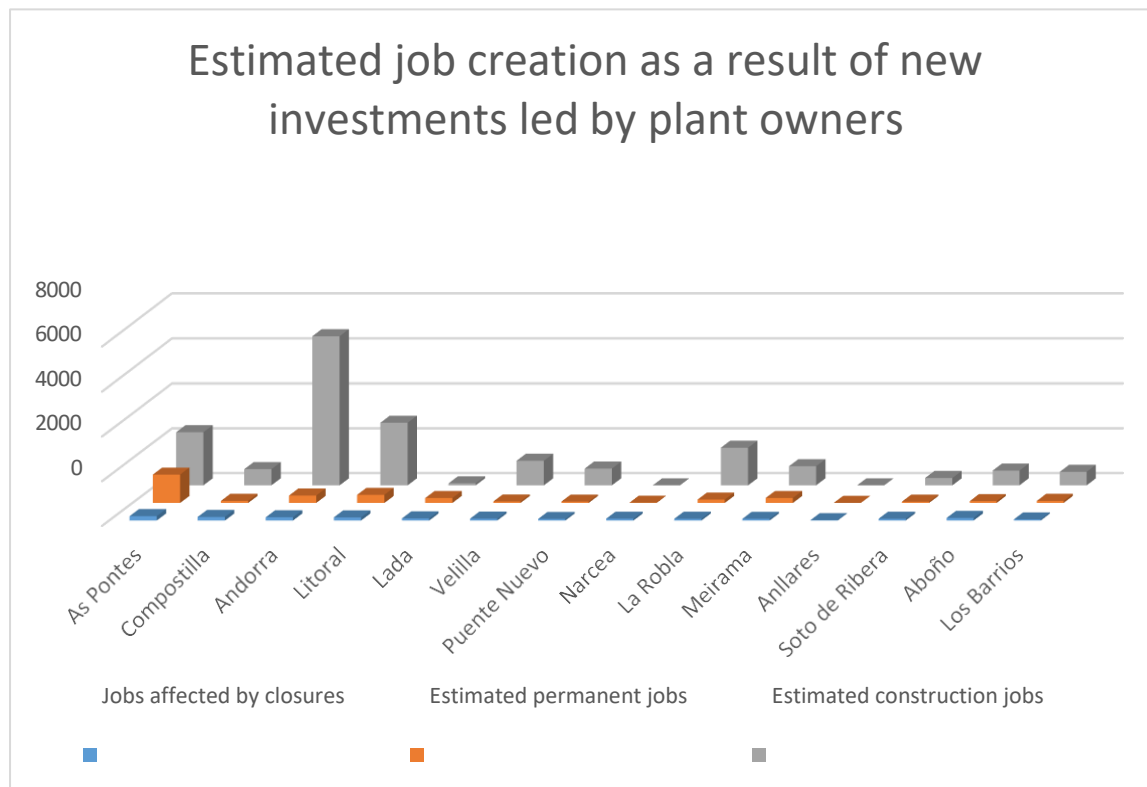
ENTAMA

- 11 jobs

Many of the projects are in an early stage of processing and may be subject to delays or other changes, so the employment estimates are mostly very tentative. In other cases, these are mature projects that are at a more advanced stage of development.

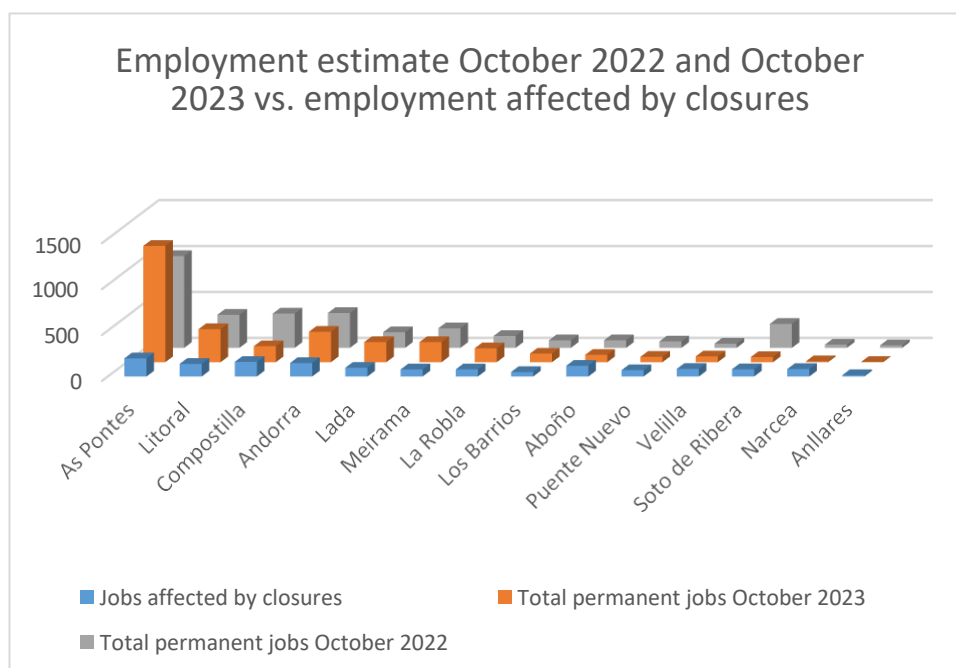
The graph below shows the number of jobs in the projects being worked on at each of the plants in relation to the number of jobs at the plant as of the date the agreement was signed.

Table 13 Estimated job creation as a result of new investments led by plant owners



Source: Own elaboration according to data sent by Power Plant owners.

Illustration 6 Estimated creation of permanent jobs linked to the new investments foreseen in the framework of Power Plant closures by the owner companies. Comparison October 2022 and October 2023



Source: Own elaboration according to data sent by Plant owners.

In terms of the estimated creation of permanent employment linked to the alternative activities that will be developed in the framework of the closure of the plants, As Pontes stands out in positive terms as a plant that has recently received authorisation for closure and which already has a portfolio of new investment projects. The Litoral plant in Almeria, Lada in Asturias and La Robla in Leon, Meirama in A Coruña and Los Barrios in Cadiz also have planned investments that will increase employment compared to the jobs affected by the closures.

In the case of Puente Nuevo in Cordoba, Compostilla in Leon, Velilla in Palencia, Anllares in Leon and Narcea in Asturias, the estimated job creation is lower than the employment caused by the closure. There are two plants still in operation, Aboño (which has requested the closure of Group 1, and the conversion to gas and hydrogen for Group 2 to stop burning coal completely) and Soto de Ribera, which also have alternative projects in an advanced stage of definition.

With respect to the data for October 2022, it increases in the cases of As Pontes, La Robla, Lada, Meirama and Velilla, and remains the same in Litoral. Estimated employment is reduced by a small percentage at Compostilla, Andorra and Puente Nuevo. In most cases, the reduction in employment stems from changes in renewable production or storage facilities that were being defined.

The Narcea, Soto de Ribera and Anllares power plants still have employment reductions that need to be addressed.

Table 14 Estimated permanent job creation October 2022 and October 2023 by Power Plant

Thermal Power Plant	Jobs affected by closures	Total permanent jobs October 2023	Total permanent jobs October 2022
As Pontes	197	1266	1000
Litoral	137	360	360
Compostilla	159	94	373
Andorra	147	331	380
Lada	95	219	170
Meirama	77	219	213
La Robla	78	151	129
Los Barrios	49	93	82
Aboño	117	80	83
Puente Nuevo	69	58	70
Velilla	83	63	46
Soto de Ribera	79	56	261
Narcea	81	10	35
Anllares	15	3	28

Source: Own elaboration according to data sent by Power Plant owners.

5.3.2. Outplacement plans for own personnel and prioritisation of workers from ancillary companies in work related to the new activities and plant decommissioning and restoration.

DIRECT WORKERS

Of the 1,557 direct workers covered by the agreement, approximately 66% work in plants that are being decommissioned. The companies and their workers' committees have reached agreements on departures (severance pay, retirement and early retirement) or relocations within the company (transfers) in the framework of trade union negotiations.

Table 15 Outplacement plan carried out by owners of closing plants for their own workers as of October 2022

Thermal Power Plant	Owner Company	Own workers				
		Total own staff	Outplaced	Outplaced dismantling	Early and ordinary retirement	Leaving
As Pontes	Endesa	197	Power plant with recent closure authorisation			
Litoral	Endesa	137	53	1	56	5
Compostilla	Endesa	159	57	0	99	3
Teruel	Endesa	147	53	1	93	0
Alcudia	Endesa	134	Plant in operation			
Anllares	Naturgy	15	5	3	0	7
La Robla	Naturgy	78	29	9	1	39
Narcea	Naturgy	81	27	6	0	48
Meirama	Naturgy	77	28	5	1	43
Lada	Iberdrola	95	7	17	70	1
Velilla	Iberdrola	83	6	12	65	0
Aboño	EDP	117	Operating plant with recent closure request			
Soto de Ribera	EDP	79	Plant in operation			
Puente Nuevo	EDP	69	11	8+2	3	45 ¹⁹
Los Barrios	EDP	89	Operating plant with recent closure request			

Source: Prepared by the authors based on information received from the companies owning the plants.

¹⁹ Through Workforce Adjustment Plan (ERE) 4/2020

EMPLOYEES OF ANCILLARY COMPANIES

In line with the commitments made in the Closure Agreement, the companies that own the closing plants have offered, as a priority, vocational training and work contracts in the decommissioning work and other investments that are being carried out in the area. In total, 82% of the people in the ITJ employment pool have been offered decommissioning work and 57% of those registered who have received an offer have accepted it.

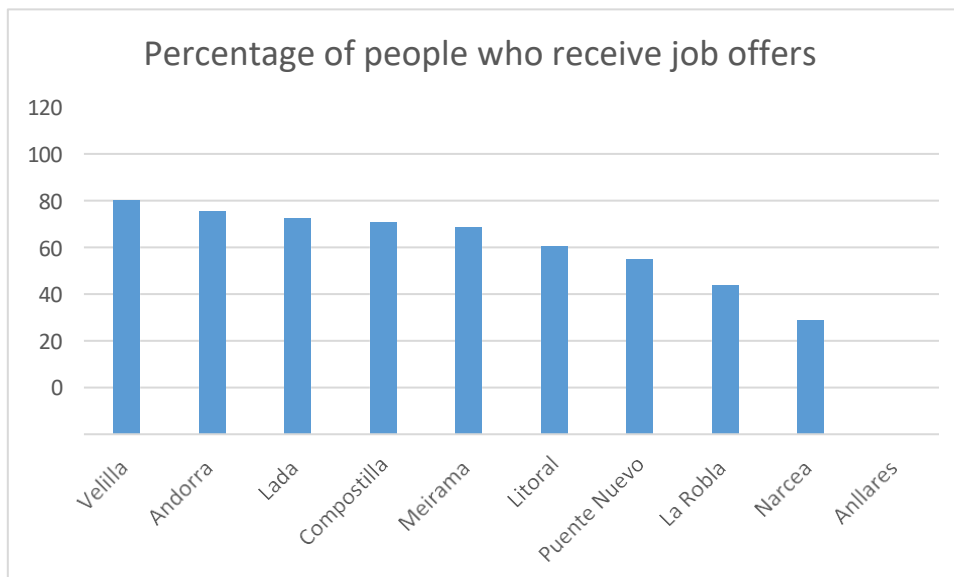
Table 16 Training plans and recruitment offered to ancillary workers

Thermal Power Plant	Owner Company	Total enrolled ITJ employment pool	Vocational training offered	Job offers in dismantling	Job offers accepted
As Pontes	Endesa	Power plant with recent closure authorisation			
Litoral	Endesa	102	102	82	45 in dismantling.
Compostilla	Endesa	74	74	67	20 in dismantling.
Andorra	Endesa	87	87	83	58 in dismantling. 4 in other projects.
Alcudia	Endesa	0	Plant in operation		
Anllares	Naturgy	5	5	0	0
La Robla	Naturgy	22	22	14	6 in dismantling.
Narcea	Naturgy	37	37	18	12 in dismantling.
Meirama	Naturgy	26	26	23	10 in dismantling.
Lada	Iberdrola	39	26	36 in dismantling 10 in renewables	26 in dismantling. 10 renewable.
Velilla	Iberdrola	9	5	7	5 dismantling. 4 renewable.
Aboño	EDP	Plant in operation			
Soto de Ribera	EDP				
Puente Nuevo	EDP	16	10	11	9 in dismantling. 4 recruited Los Barrios.
Los Barrios	EDP	Plant in operation			

Decommissioning recruitment offers (only for decommissioning plants)

In some plants contracts have been offered in other renewable projects, or in other projects that are being carried out in the vicinity of the closing plant (Andorra, Lada, Velilla, Puente Nuevo).

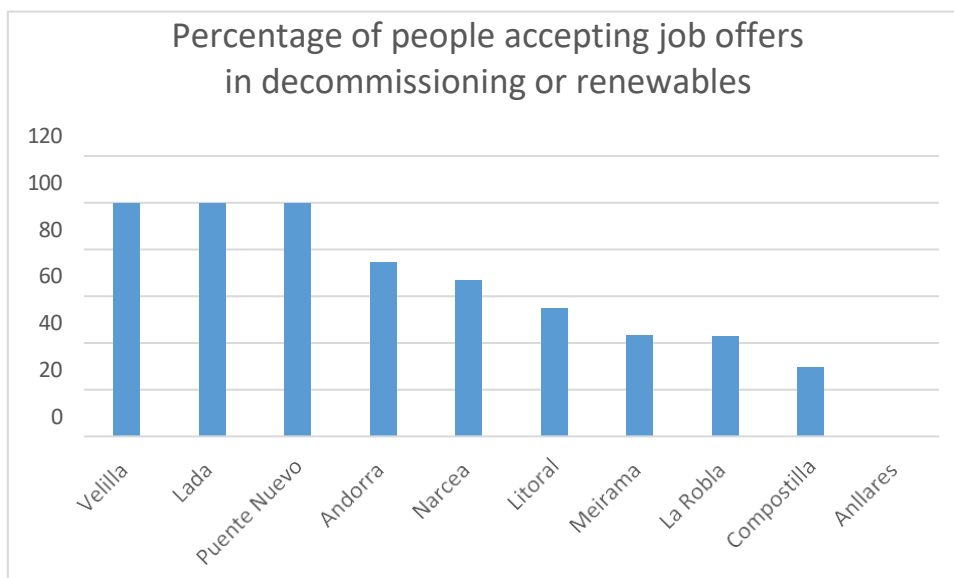
Table 17 Percentage of people in the ITJ Employment Pool who are offered employment in decommissioning or renewables



Source: Own elaboration

The percentage of registered persons offered employment in decommissioning or renewables varies by plant.

Table 18 Percentage of persons accepting the job offer compared to offers



Source: Own elaboration

5.4. Commitment on specific actions in the support plan for vocational training and labour market insertion to ensure improved worker employability in new activities

In order to monitor compliance with the agreement regarding the prioritisation of ancillary workers, the ITJ has followed up on the situation regarding the hiring of people registered in the employment pool for dismantling or other projects.

100% of the people in the ITJ employment pool have received a training offer, as the training developed by the Naturgy Foundation has been offered to all the people in the two employment pools managed by the ITJ, both the one linked to the Agreement for the closure of coal mining and the one linked to the Agreement for the closure of coal-fired power plants.

Also, the Naturgy Foundation has offered training to women in a course on Photovoltaic Solar System installation, with the aim of promoting the improvement of employability of the women members of both IJT employment pools. The 210-hour training period included 20 hours of work experience in a company. 40% of the participants have signed an employment contract in the company where their work experience was based.

If we consider the training offered by each of the companies that own the Power Plants to the people in the ITJ employment pool, 86% of the people registered in the pools of non-operational plants have received a training offer organised by the company that owns the plant.

It is worth highlighting five of the plants that have increased their training offer since October 2022: Litoral, Narcea, Meirama, La Robla and Anllares. Lada and Velilla are the only two plants that have not offered specific training to the employment pool, although they do have it programmed for the coming months and have developed training courses open to all interested persons in the towns where they are located, which have been able to include personnel from the employment pools.

Most of the plants have training courses planned for the coming months, which means that 78% of the people in the pool in non-operational plants will have the opportunity to continue training in professions linked to the clean energy transition.

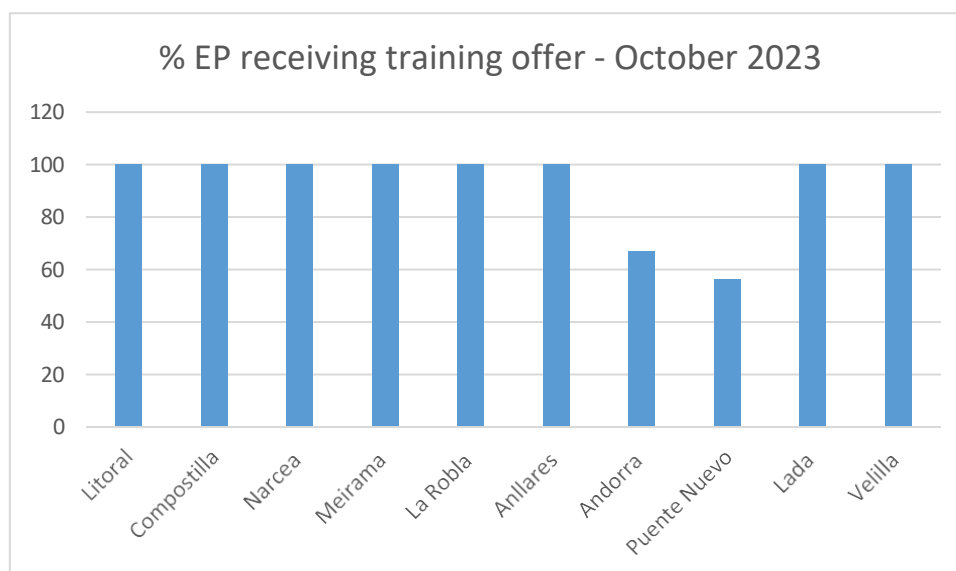
The following tables and graphs explain in detail the development of training offered by the companies owning the Power Plants.

Table 19 New training courses July 2023 and planned courses

Thermal Power Plant	New Training Courses October 2023	Planned courses
Litoral	yes	yes
Compostilla	no	no
Andorra	no	yes
Narcea	yes	yes
Lada	yes	yes
Meirama	yes	yes
La Robla	yes	yes
Puente Nuevo	no	no
Velilla	yes	yes
Anllares	yes	yes

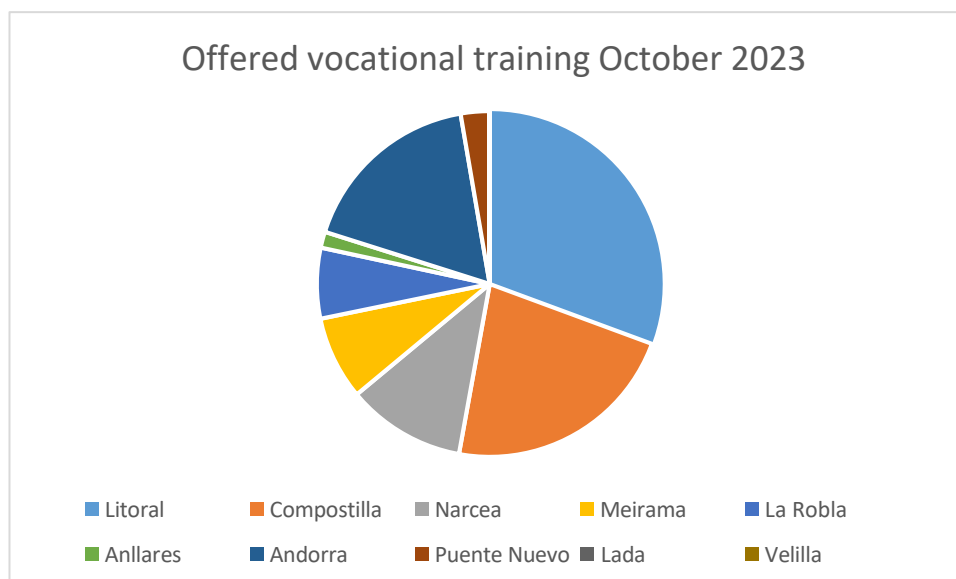
Source: Own elaboration

Illustration 7 Percentage of people in the employment pool who receive training offered by each JTA. Data as of October 2023



Source: own elaboration

Table 20 Number of persons receiving training offer by Power Plant



The following section contains information on the actions carried out by each of the companies owning the plants in closure in relation to their commitment to a support plan for vocational training to improve the employability of workers affected by the closures. Most of the training actions have been related to decommissioning tasks and to installation, operation and maintenance of renewable energies (solar, wind, renewable gases). Energy rehabilitation of buildings has also been the subject of training.

EDP, on the other hand, continues its work with the thermal power plants' communities where they are located through its ENTAMA programme. More information on the approach and results of this programme can be found in the following section.

These training courses have been directed at staff in ancillary companies affected by the closures, to local unemployed people and sometimes, as in the case of Naturgy, to teachers who provide vocational training to young people in the territories.

Training programmes carried out by the owners of the plants undergoing closure.

ENDESA - Litoral/Carboneras (Almería)

- **New trainings have been given since October 2022 and new courses are planned for the near future.**
- Total number of participants: 143, 17% of whom (25) belong to the EP.

Training programmes and number of hours:

- 600 hours implemented in 2022 and 200 hours implemented in 2023; in total, to date, 4 courses of 200 hours/course in Health and Safety in decommissioning tasks.
 - Health and Safety in dismantling tasks:
 - 1st edition: February 2022
 - 2nd edition: April 2022
 - 3rd edition: September 2022
 - 4th edition: January 2023
 - Solar panel fitter tasks.
 - 1st edition: May 2023

Courses planned for 2023 and 2024

- 186 hours to be implemented in 2023: 2 courses of 48 hours/course in solar panel fitter tasks; 1 course of 90 hours/course in Operation and Maintenance tasks in wind and solar plants.
 - 2nd edition: September 2023
 - 270 hours planned to be implemented in 2024: 3 courses of 90 hours/course in Operation and Maintenance tasks in wind and solar plants.
 - 1st edition: November 2023
 - 2nd edition: February 2024
 - 3rd edition: April 2024
 - 4th edition: June 2024
- 100 hours of training in sectors with potential, pending definition of Future projects.

ENDESA - Andorra (Teruel)

- **There is no additional training from October 2022, although there are new training plans linked to just transition tenders.**
- No. of participants: 163, 38% (62) from the EP.
- 800 hours implemented between June 2020 and May 2021: 4 courses of 200 hours/course in Health and Safety in industrial installations and decommissioning.
- Dates of the training action:
- Health and Safety in Industrial Installations and Dismantling:
 - 1st Edition: June/2020.
 - 2nd Edition: October/2020.

- 3rd Edition: January/2021.
- 4th Edition: April/2021.
- Having been awarded the tender for the evacuation capacity of the Mudéjar node, Endesa is implementing an ambitious training programme, called Escuela Rural de Energía Sostenible (Rural School of Sustainable Energy). This programme envisages more than 300,000 hours of training during 2023, 2024 and 2025, related to the renewables value chain.
- It is estimated that it could benefit around 5,000 students, and special priority will be given to the most vulnerable groups in rural areas, such as the unemployed, women, people from the Just Transition employment pool, young people and people with disabilities. In this regard, Endesa will make its best efforts to directly involve and benefit 1,300 unemployed people living in the just transition zone with these courses.

ENDESA - Compostilla II (Leon)

- **No additional training since October 2022**
- No. of people trained: 294, 15% (45) from the EP.
- No. of hours of training activity: 1,300 hours implemented: 4 courses of 200 hours/course in Health and Safety in industrial installations and dismantling, 2 courses of 150 hours/course in Operation and Maintenance of wind farms and 2 courses of 100 hours/course in Maintenance of photovoltaic solar plants.
- Training programmes:
 - Health and Safety in industrial installations and decommissioning
 - Operation and Maintenance of wind farms
 - Maintenance of photovoltaic solar plants

Iberdrola - Lada (Asturias)

- **There has been additional training since October 2022. There are courses planned for the coming dates**
- No. of people trained: 100 people from January 2021 to October 2022
- Number of hours of the training action: 2,229 h
 - 1,909 h in decommissioning training (Initial and Health and Safety training: 1,518 h and Specific technical training: 391 h).
 - 220 h for 40 workers external to Iberdrola related to Smart Solar, Smart Mobility & Smart Climate
 - 100 h in teacher training for vocational training institutes.
- Training programmes:

- Dismantling: Specific risk and technical training
- Installation of renewable energies: Smart Solar, Smart Mobility and Smart Climate
- Operation and maintenance
- Sustainable building and retrofitting
- Renewable gas
- Vocational Training in CIFP Valnalón (Lada): 24h training on Renewable Electricity Generation Plants, Operation, Substations, Remote Control and Automation, and Health and Safety.
- Training for the Citizen Innovation Platform

Next planned training:

- PV PANEL INSTALLER TRAINING for 20 people with priority of participation for staff from the Langreo VET and staff from the ITJ employment pool.

Iberdrola - Velilla (Palencia)

- **There have been additional training sessions since October 2022. There are training offers planned for upcoming dates**
- No. of people trained: 98
- No. of hours of training: 6,564 h
 - 6,294 h in decommissioning training (Initial and health and safety: 4,007 h and Specific technical training: 2,287 h).
 - 270 h for 48 workers external to Iberdrola related to Smart Solar, Smart Mobility & Smart Climate.
- Training programmes:
 - Dismantling: Specific risk and technical training
 - Installation of renewable energies: Smart Solar, Climate and Mobility courses: two days, aimed at installers and small companies. Also, workers in ITJ employment pool. To be held in Lada and Velilla.
- **Upcoming training offers** to which workers registered in the ITJ employment pool will have access in autumn-winter 2023 when the following training initiatives will be launched:
 - Reskilling Programme: training in solar energy assembly, for 20 workers and in collaboration with the Valnalón Integrated Vocational Training Centre (CFIP Valnalón). Open to ITJ employment pool. In Langreo.
 - Green employment platform programme: training in solar energy assembly, for 20 workers. Guardo and Velilla del Río Carrión.

Naturgy - Meirama (La Coruña), Anllares (Leon) and Narcea (Asturias)

- **There have been additional training sessions since October 2022 and new courses are planned for the coming dates**
- Training activity in the installation and maintenance of photovoltaic panels for 20 people from the ITJ Employment Pool.
 - Number of hours of the training action: 25 teaching hours and 15 face-to-face practical sessions in Madrid and Gijón from 21 November to 3 December 2022.
 - Programme:
 - Generic framework for renewables and photovoltaics
 - Basic electrical installation in homes
 - Photovoltaic system
 - Maintenance of photovoltaic panels
 - Execution of a photovoltaic installation (practical on-site training)
- Training in the installation of photovoltaic panels. The course is aimed at 20 women. The training is certified by the Naturgy Foundation and the Polytechnic University of Madrid (UPM). It has been developed in collaboration with the Platform for Green Jobs and Entrepreneurship.
 - Number of hours of the training activity: The course consists of 80 hours of theory and 20 hours of practical training in companies. Course starts on 6 June 2023.
 - Programme:
 - Development of transversal competences: communication, teamwork, assertiveness, digital skills - Duration: 80 hours
 - Development of technical and professional competencies - Duration: 90 hours
 - Electrical fundamentals for photovoltaic systems
 - Types of photovoltaic systems and their components
 - Solar resource
 - Photovoltaic modules
 - Photovoltaic inverters
 - Design of grid-connected photovoltaic systems
 - Expected electricity generation
 - Design of stand-alone photovoltaic systems
 - Assembly and maintenance of photovoltaic solar installations
 - Health and Safety
- Renewable gases: 9 + 8 people with 20 h of online training. October 2022 and March 2023.
 - Programme:
 - Introduction to biogas.

- Technologies for renewable gas production.
- Role in the circular economy and regulatory framework.
- Guided tours of biogas plants.
- Previous training in:
 - Renewable Gas. The future of energy and the environment: 13 people and 20 h. December 2020.
 - Sustainable building and renovation. The future of construction: 15 people and 30 h.
 - Energy rehabilitation in buildings: 9 people and 25 h. November 2020.
- **Other training actions for the benefit of Just Transition Areas:**
 - Within the framework of its Education and Dissemination Programme, the Naturgy Foundation has taken specific action in regions affected by the closure of the power plants. In the period 2017-June 2023 the beneficiaries have been:
 - Galicia: 34,849 people
 - Castile and Leon: 3,361 people
 - Asturias: 2,851 people
 - In addition, within the framework of the Naturgy Foundation's agreement with the SEPE (Spanish Public Employment Service), a total of 149 unemployed people and teachers have been trained, which is estimated to have had an impact on 5,400 students in the 3 regions. The training is related to the clean energy transition.
- **Planned courses:**
- TRAINING DIGITISATION OF ELECTRICITY NETWORKS. Training in Digitisation of electricity grids is planned for September - October 2023. An estimated 25 people are expected to participate, with priority given to those registered in the EP. The course includes 40 hours in virtual, asynchronous mode.

EDP- Aboño and Soto de Ribera (Asturias)

Plants in operation

- Hydrogen Training Course (Know+ Day on Hydrogen) for employees at the Aboño Power Plant, on 24 and 28 April 2023 (7 hours). This training was provided by EDP specialists, and employees attended both face-to-face (priority for employees at the head office itself) and remotely for employees at other locations.
- In addition, several training and information sessions on green hydrogen, presentation of just transition projects and others have been held, particularly dedicated to university students in the region.

EDP- Puente Nuevo (Córdoba)

No additional training since October 2022

- No. of people trained: 58
- No. of hours of training: 820
- Training programmes:
 - The training actions developed under the outplacement plan managed by LHH have involved around 20 hours of workshops: IT, Self-consumption and solar energy, Corporate tools, Corporate policies, Prevention, Languages, Digital transformation, Commercial, Leadership, Network operation, Development programmes, Hydrogen, New energies, Data protection, Environment, Diversity, Sustainability, labour market, interviews, use of professional social networks (LinkedIn).
 - LHH's job search programme was dedicated to staff of working age or their direct family members, who were part of plant closure's exit plan. The latter case has been the most demanded and the training activities have been largely directed towards family members, with a significant success rate.
 - In addition, during 2021, more than 300 training actions were carried out for Viesgo Producción staff at Puente Nuevo and other facilities, both virtually and in person, on self-consumption and photovoltaic generation, working at heights, legalising facilities, digital transformation and languages.

5.5. Commitments of trade union organisations

5.5.1. To facilitate the implementation and monitoring of all commitments in this agreement.

Awareness of the agreement and the monitoring mechanisms in place has been uneven across regions. On some occasions, trade union organisations in the territories, even in the case of the signatories of the agreement, have approached the administration with differing demands from those in the agreement or have spoken out against the signed agreements. The greatest difficulties have been perceived in Asturias (CCOO) and Galicia (CCOO and UGT).

5.5.2. To participate in all the processes and commissions that are determined at all levels: state, regional and local in the following areas: training, health and safety, reindustrialisation and dissemination, as well as all those that may be added in reaching of the agreement's objectives.

In relation to the impact on the employment of the plant owners' own staff, the trade union sections of the plants affected by the closures have held a series of meetings, in some cases ending in agreements on how these would be carried out. And introducing, in some of them, measures for the return of workers to their places of origin, if possible, by generating new activities with the capacity to absorb new jobs.



Compliance with guaranteed employment is being fulfilled in all of them and in terms of the proximity of relocations and possible returns with different difficulties for compliance.

In relation to the impact on the employment of ancillary staff, trade union sections have held various meetings with the owner companies, achieving mixed results.

- In the case of IBERDROLA, an agreement was reached in September 2020. Meetings were held with contractors to ensure compliance.
- In the case of ENDESA, meetings have been held on a tripartite basis (ITJ, trade union federations and the company) and on some occasions with trade union sections, federations and the company.
- In the case of NATURGY, meetings were held with the trade union sections and with the ancillary companies awarded the dismantling contracts to confirm their willingness to comply with the electrical regulations for participation in the work. In the case of Naturgy and Endesa, there has been a greater focus on local employment than in the case of the ancillaries.
- In the case of EDP, CCOO Industry held meetings with Viesgo for the plants that requested closure in Puente Nuevo (Córdoba) and Los Barrios (Cádiz) to discuss future projects and the accompanying measures that they presented when EDP signed the agreement.

In relation to training, the CCOO and FICA-UGT industry federations, after the meetings held (trade union sections, federations and companies), have made the companies aware of the need to strengthen, make more dynamic and participate in the training of trainers and vocational training schools within the energy and water subject families, to seek new opportunities for former employees from the closed plants, as well as for citizens who can participate in training and retraining in new businesses that will be set up in the areas affected by the closures.

All the companies welcomed the ideas, planning each of them with the ITJ, training schools, professionals, small companies, etc.

In addition, at the last meeting of the monitoring committee, the trade unions proposed to the monitoring committee, that we adhere to the just transition of the electricity sector statement signed by the unions: Industrial, EPSU and Euroelectric. Access to statement [here](#).