



European perspectives on social security governance

社会保障治理的欧洲观点

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GOBIERNO
DE ESPAÑA

MINISTERIO
DE INCLUSIÓN, SEGURIDAD SOCIAL
Y MIGRACIONES



Plan de Recuperación,
Transformación
y Resiliencia

Three challenges to Social Security systems

社会保障体系的三大挑战

Demographic forces

人口因素

Understand well the complexities of these processes is key to design the right policies

充分了解这些过程的复杂性是设计正确政策的关键。

New, heterogeneous labor realities

新的、具有异质性的劳动现实

It is key to recognize this heterogeneity to design policies that work for all and reinforce the overall

sustainability of the system
关键是要认识到这种异质性，从而设计出适合所有人的政策，并加强体系的整体可持续性。

How to extend protection to all

如何将保护范围扩大到所有人

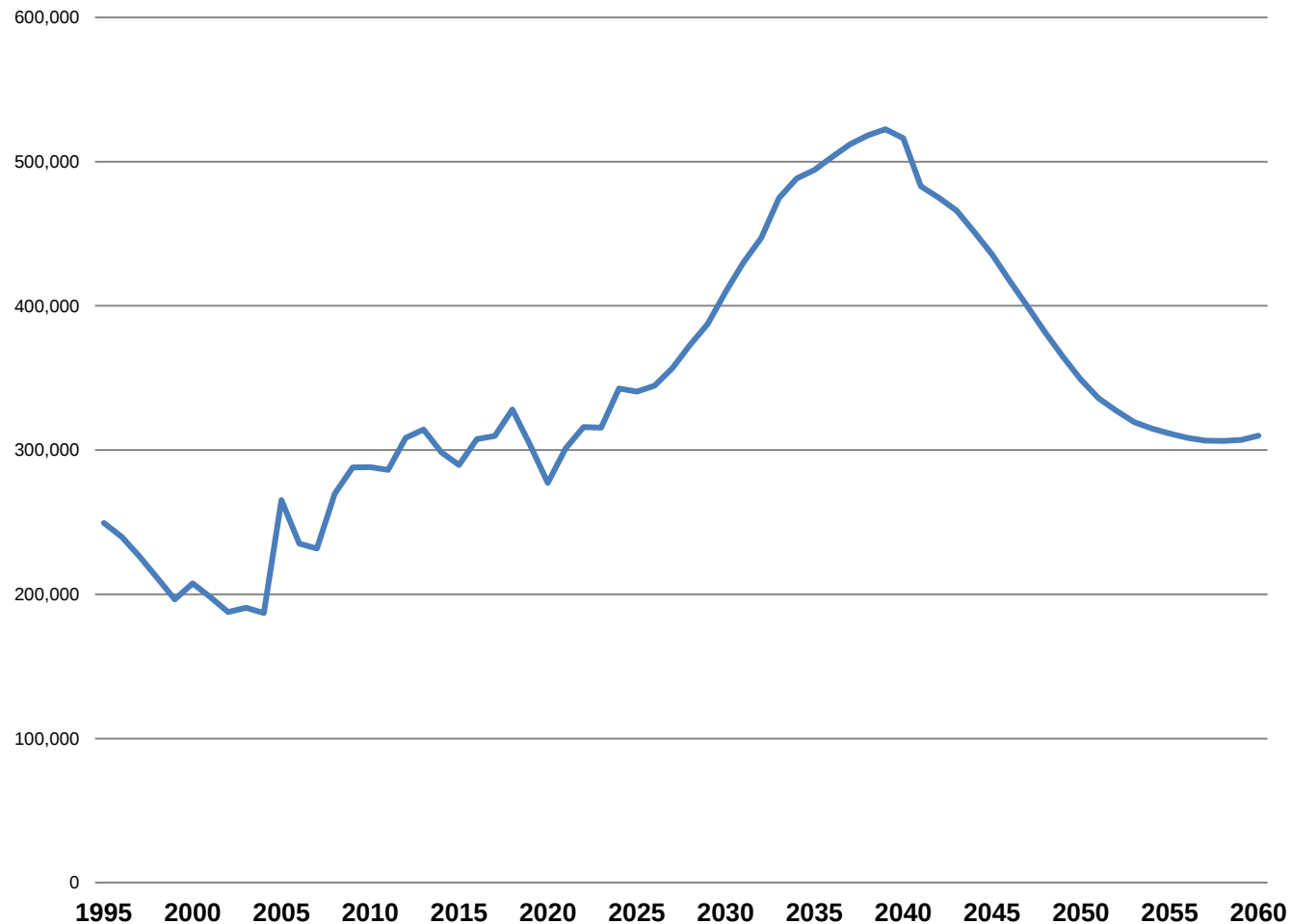
Addressing social protection gaps is not only fair, it makes social security protection more effective in addressing economic challenges

解决社会保护的差距问题不仅是为了实现公平，也使社会保障保护在应对经济挑战方面更加有效

Illustration 1: Demographic challenges are complex, and we need tailored responses to address them

人口挑战是复杂的，我们需要有针对性的对策来解决这些问题

New contributory pensions, by year 新缴费养老金情况（年度）



Increase effective retirement age to address secular increase in life expectancy
提高有效退休年龄，以应对预期寿命的长期增长

Increase resources to buffer the impact of the transitory challenge
增加资源，以缓冲这种过渡性挑战的影响

Illustration 2: Effective retirement age is increasing in Spain thanks to previous reforms, but we can accelerate this process if we innovate and recognize the heterogeneity of careers
由于此前的改革，西班牙的有效退休年龄正在提高，但如果我们开展创新并认识到职业间的异质性，就可以加速这一进程

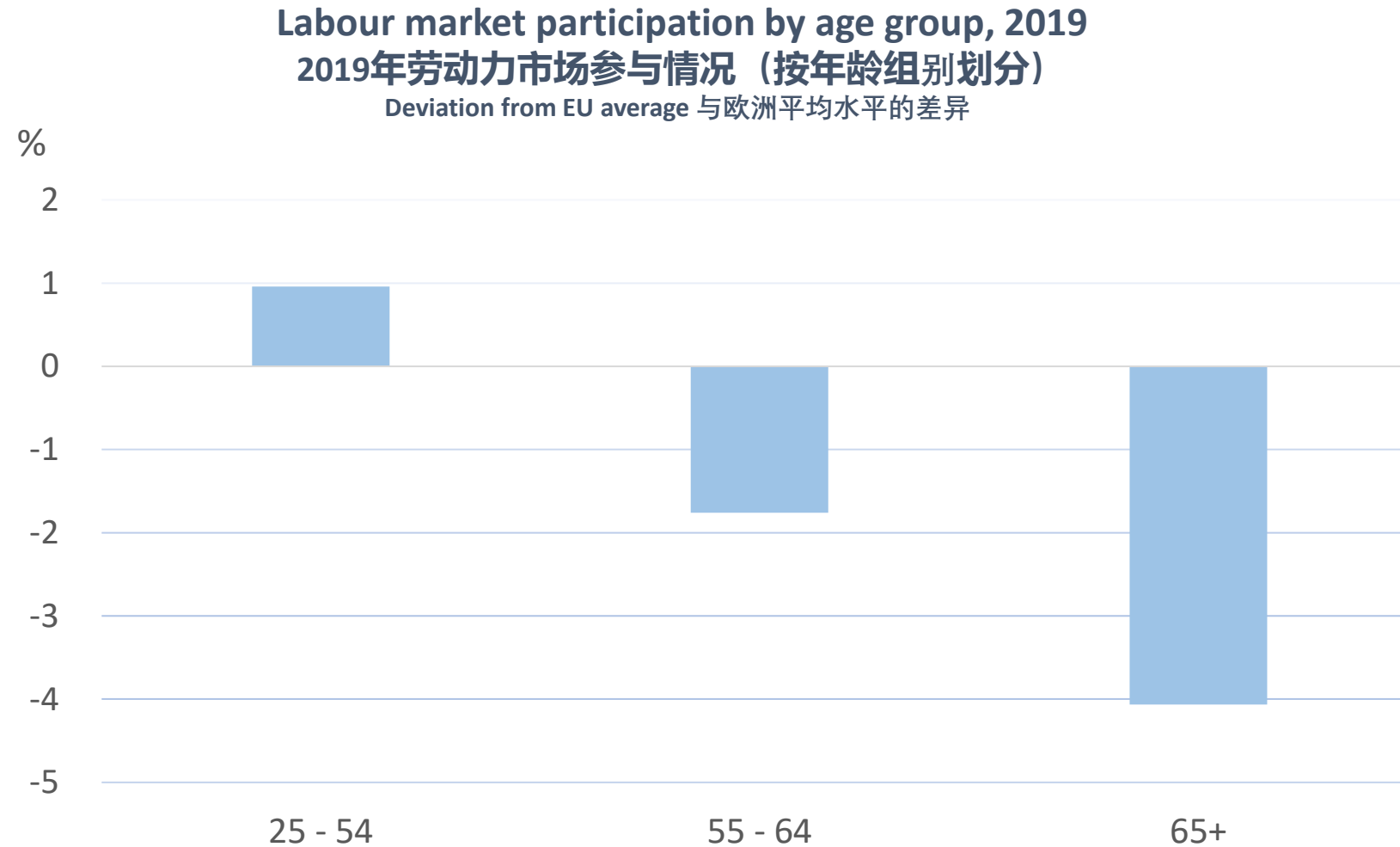


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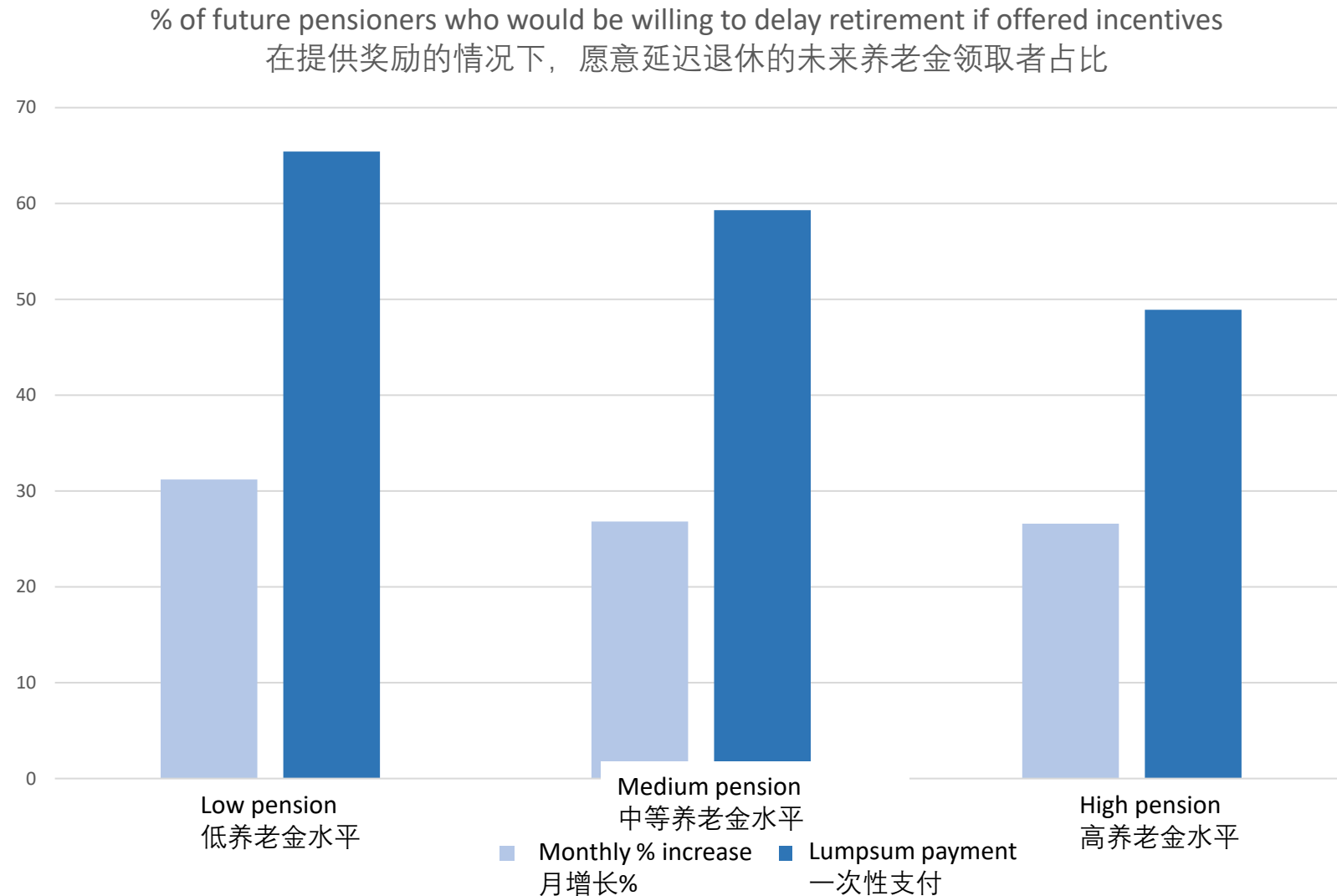
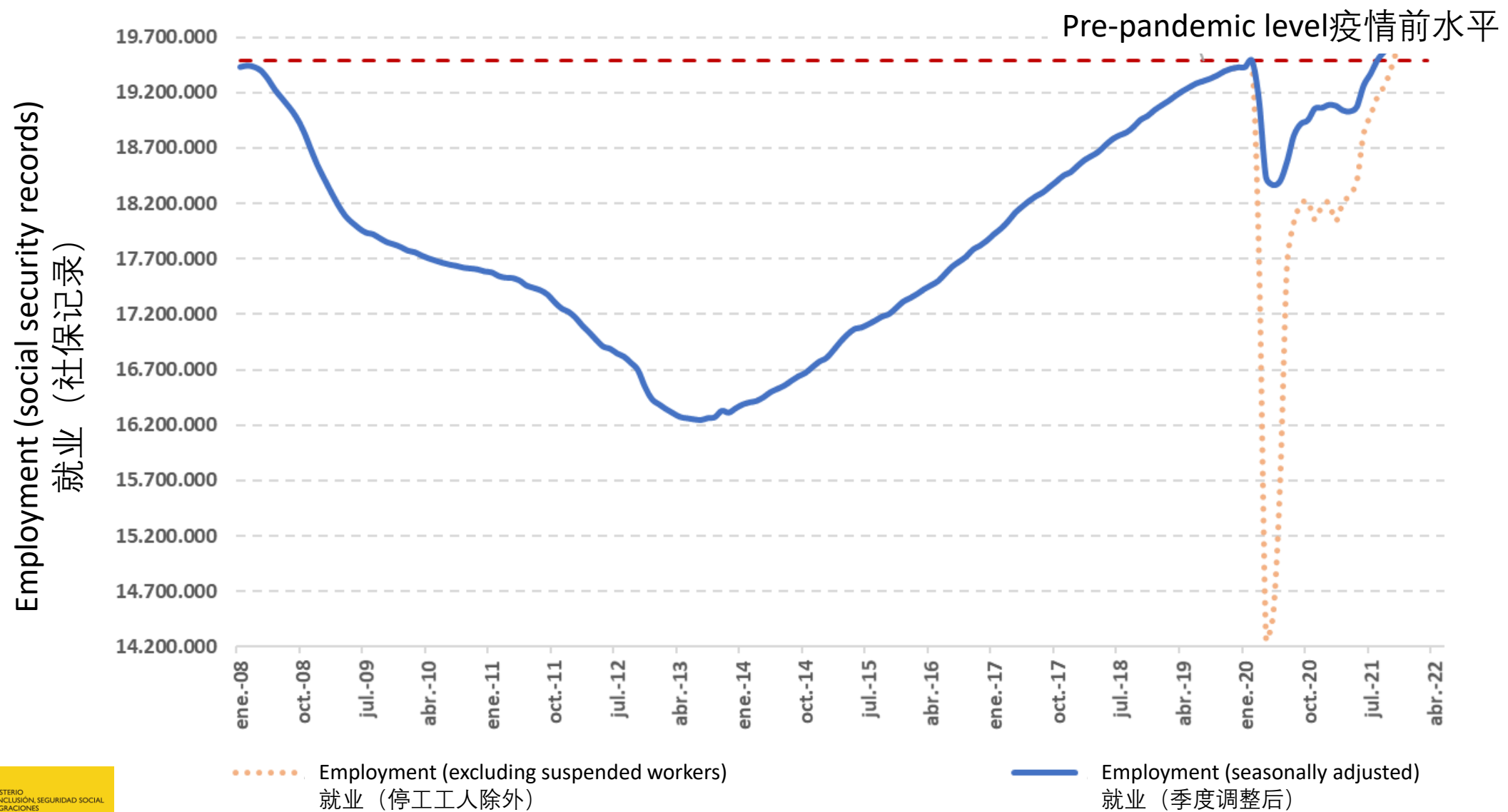


Illustration III: Responding to the pandemic protecting labor relations through policies that reached all workers has been proved effective in containing the costs of the crisis
通过惠及所有工人的政策保护劳动关系、应对新冠疫情，已被证明能有效控制危机成本



Solutions to all three challenges are facilitated by broad-based consensus 广泛的共识有利于三大挑战解决方案的制定

Policies should be design for the long-term 政策设计应该是长期的

Incorporating everyone's concerns makes policies more resilient to shocks
融入每个人的关切，让政策面对冲击时更具韧性

Citizens need guarantees: 民众需要保障

- i) their interests are taken into account, i) 考虑到他们的利益
- ii) policy is stable, predictable ii) 政策应具有稳定性和可预期性



There is no trade-off between consensus-building and policy flexibility: when all stakeholders are involved and support guiding principles of the system, room for policy experimentation expands
在建立共识和政策灵活性之间没有取舍：当所有利益相关者都参与并支持这一体系的指导原则时，政策试验的空间就会扩大