

INDARBERRITZEN

XIV CONGRESS

Bilbao 2017-VI-15.16



Dear friends, welcome to ELA's XIV Congress

The importance of a congress is undeniable in the life of any organisation and ours is no exception. And the value of the presence of our sister organisations at such an important moment is also undeniable.

At ELA we are well aware of the value of recognition and international solidarity. We are a centenary organisation (1911), of a stateless nation, which for 40 long years remained in hiding, under a horrendous dictatorship.

During those tough years, we used the international organisations we belonged to as platforms to inform and report on the repression to which our organisation and our people were being subjected. ELA has been a member of the Christian Trade Union Confederation since 1933; later on, in 1949 from exile, it participated in the foundation of the International Confederation of Free Trade Unions (ICFTU). We maintained this double international membership until, in 2006 we took part in the founding of the International Trade Union Confederation (ITUC).

Our bilateral relations with other trade union organisations on the international scene also date back to the first half of the last century. The international solidarity and support received at that time allowed us to make it through the harsh years and become what we are today, our country's first trade union.

For all these reasons, we put great value on your presence amongst us during our Congress.

This Congress takes place in a general context of systematic attack against labour and social rights and also against the trade union movement and everything it represents. In our case, this context is also characterised by the total intolerance by the economic and political powers against ELA's approach, even denying us our right as a trade union to make proposals on social and political subjects.

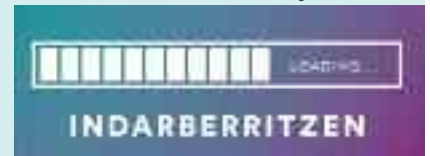
Over these days, we will share with you our diagnoses and reflections. Some will be common to all; others might be more specific to our reality and to our trade union organisational model. In any event, we would like you to witness our debates and the realization of the strategic lines that are going to guide our action in the future. In short, we would like you to see what we are and where we want to go.

In the words of the congress' slogan, we are going to build up our strength to face up to the challenges of the next few years, and you help us to **BECOME STRONGER!!!!**

ONGI ETORRIAK.
WELCOME

Adolfo Muñoz "Txiki",
Secretary General

Laura Gonzalez de Txabarri,
International Relations Secretary



INTERNATIONAL DELEGATION PROGRAMME

■ TUESDAY, JUNE 13

Arrival of the international delegations.

20,30h: Dinner.

■ WEDNESDAY, JUNE 14

11,00-13,30h International Seminar
(Parainfo UPV).

13,30-14,30h Lunch. Snack.

14,30-17,30h International Seminar
(Parainfo UPV).

20,30h Dinner: Colombo Restaurant.

■ THURSDAY, JUNE 15

08,30h. We will go to the Congress
(Palacio Euskalduna).

09,00-13,30h. Congress:
*Opening.
*Executive Committee's Report.
*International delegations speech.

13,30-15,30h. Lunch break.

15,30-16,40 Presentation on ELA and the
Congress. (Room B1.
Palacio Euskalduna).

16,40-19:15 Congress:
*ELA's organizations speech.
*International delegations speech.

20,30h. Dinner with the National Committee.
Bistro Restaurant (Guggenheim).

■ FRIDAY, JUNE 16

09,00-16,30h Tourist tour.

16,30-17,30h Congress:
*Results of the election of
the Executive Committee.
*Intervention of the General
Secretary.
*Closing.

20,30h Dinner: Baden-Baden
Restaurant.

GENERAL PROGRAMME

Thursday, 15th of june, 2017

8.00-9.00h Accreditation of delegates.
9.00-09.30h Opening session.
09.30-09.45h Election of Bureau. Opening of
the Congress by the
Chairperson of the Bureau.
09.45-10.00h Presentation of the guest
organisations.
10.00-10.30h Interventions by guest
organisations.
10.30-11.30h Report by the outgoing
Executive Committee.
11.30-12.00h Coffee break.
12.00-12.30h Report by the outgoing
Executive Committee.
12.30-13.30h Interventions by ELA's
organisations (federations and
regional unions).

These will be interspersed with interventions by
guest organisations.

13.30-15.30h Lunch break.
15.30-19.00h Interventions by ELA's
organisations, reply and vote
on the report.

These will be interspersed with interventions by
guest organisations.

19.00-19.15h Tribute to the 'Artesanos
de la Paz'.

Friday, 16th of june, 2017

8.30-09.00h Accreditation of the delegates.
9.00-10.10h Presentation of the Report.
10.10-11.30h Debate on amendments.
11.30-12.00h Coffee break.
12.00-12.30h Interventions by guest
organisations.
12.30-12.50h Continuation of the debate
and vote on the text.
12.50-13.54h Presentation and approval
of the resolutions.
13.54-14.30h Executive Committee
presentation, proposal and
vote.
14.30-16.30h Lunch break.
16.30-16.35h Presentation of the Executive
Committee.
16.35-17.00h Intervention by the General
Secretary.
17.00-17.30h Closing ceremony.

Becoming stronger

ELA will hold its 14th Confederal Congress on the 15th and 16th of June, 2017 at the Palacio Euskalduna, in Bilbao, under the slogan *Indarberritzen* (Becoming Stronger), which summarises and reflects a fundamental idea: the congress must be an event to motivate ELA's militant leaders and to re-charge their efforts to face up to the challenges of the next four years.

As the statutes mark out, 736 delegates of ELA, 350 assigned by professional federations, 350 by the districts and the 36 members of the National Committee will debate the management report presented by the Executive Committee, as well as the Main Paper, which will mark out the lines of action for the next four years.

57.244% of the delegates will be men, with an average age of 42.62 years and 42.75% will be women, with an average age of 41.78 years.

In addition, the Congress will elect ELA's Executive Committee for the next 4 years. For this purpose, the National Committee has approved the list of people and functions of the executive committee that it will propose for ratification at the Congress. Adolfo Muñoz "Txiki" will once again be proposed as the candidate for Secretary General and along with him the current team will repeat in their positions, with the only new development being Pello Igeregi as head of Collective bargaining, health at work and Euskera.

Peio Igeregi has held different positions in ELA, since he joined the trade union in 2006, and he is currently in charge of organising Gizalan, the Federation of organising Gizalan, the Federation of public services and directly responsible to Osakidetza.

Regarding functions, the creation of a new position "Trade Unionisation" in proposed, which encompasses membership, trade union elections and trade union action that will be managed by Joseba Villarreal, until



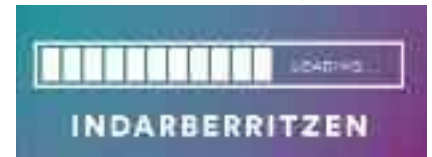
Proposal for the executive committee

Adolfo Muñoz (Secretary General), **Amaia Muñoa** (Deputy Secretary General; Iparralde, Treasurer), **Amaia Aierbe** (Legal Services), **Xabier Anza** (Training), **Iván Giménez** (Communication), **Laura González de Txabarri** (International Relations), **Pello Igeregi** (Collective Bargaining, Health at Work, Euskera), **Mitzel Lakuntza** (Coordinator for Navarra), **Mikel Noval** (Social Policies, Studies, the Environment), **Leire Txakartegi** (Strategic Planning, Gender Equality, Social Action, Immigration), **Eustakio Uranga** (Organisation) and **Joseba Villarreal** (Trade Unionisation).

now head of Collective Bargaining. Leire Txakartegi, on the other hand will become the head of Strategic Planning and will concentrate on Gender Equality Policies, one of the trade union's priorities in both the short and medium term.

An experienced and committed team. The current Secretary General, Adolfo Muñoz has underscored that the proposed list makes up a cohesive, experienced group, which, at the same time is committed and excited about developing their responsibilities.

The Congress must approve the Executive Committee's management report. One of the central moments of the Congress will be the approval of the Executive Committee's management report, the political content of which will be defended by Adolfo Muñoz "Txiki" and Amaia Muñoa will defend its financial part. Through this report, the executive committee is held accountable for the management carried out over the last four years. "At the last congress we received three mandates. The first one was to not accept the labour reform, which we have translated into attempting to introduce guaranteed indemnity clauses to the agreements to prevent the de facto application of the reform. The second was to not participate in the wrongly named social dialogue. And the third mandate was to confront the austerity policies that have characterised the crisis period....."



...The trade union's political action on this point has been to report and propose alternatives. The executive committee will give an account of the degree of compliance with this triple mandate that has marked out the last four years", Muñoz stated.

New developments at this XIV Congress. The innovation shown at this XIV Congress of the trade union has not been in looking either at the ideological line or at the changes in people or functions. The newest development of the Congress is going to be the question of gender, with even more work being carried

out on this topic than ever before, socio-economic analysis, organisational and collective bargaining.

Another element that has become very important is the need to improve the planning of the trade union's work and actions. In times of crisis, work is often performed in a reactive way, often we do not mark out the times and the topics, but rather elements or agents that are outside the trade union mark them out. We believe that we are at an organisational point that allows us to also move forward in our planning.

A third aspect is the connection of the trade union with the alternatives and the question of climate change. An initiative such as the holding of Alternatiba in Bilbao in October, 2015 was unthinkable for this trade union not long ago and this shows the route to follow.

THE MAIN PAPER

INDARBERRITZEN-BECOMING STRONGER. This is one of the goals of our congress and the text of this Main Paper contributes to this: we want to renew our strength and propose a programme of action which, after the confederal congress will be specified in a plan for all the organisations and areas in the confederation. Therefore, the Main Paper has an eminently practical vocation: directing the trade union's actions over the next four years.

1. Key lines of intervention

- Maintaining the opposition to labour reforms and particularly, to reforms in the collective bargaining, which forces us to implement instruments and environments that guarantee the application of the agreements, the ultra-activity of the agreements and the approach to job insecurity which has reached levels unknown over the past 40 years.
- Dismantling the farce of social dialogue that does not exist, as even the people taking part have stated.
- Confronting the austerity policies and all their promoting agencies (employer associations, governments, etc.), promoting a trade union and social alliance that is not subordinated to the political parties.
- And to propose a sovereignist, social process that connects the national aspirations with the social ones of an impoverished social majority.

There are two ideas that are very important under the political heading:

*The first one refers to the dialectic relationship with the Basque government and an undisguised criticism is made regarding the lack of democratic disposition of the Basque government when referring to the trade union world.

*Another idea is our demand to take as terminated the idea of bilateralism in relation to the State. A working hypothesis about which we make a substantiated criticism.

2. The presentation proposes three innovations to be endorsed:

- The first refers to the process started up in our trade union two years ago regarding "Pro gender equity organisational change". It is an ambitious, demanding project that intends to make equality a reality, both in internal life and also within the trade union and industrial claim dynamics.
- From the organisational point of view we want to give priority to the empowerment of the militancy and direct ourselves towards a more ambitious trade union, social and political action. Our work consists of creating the organisational conditions that make it possible for which strategic planning is going to be very important.
- And from an ideological point of view, the presentation leans towards a defined position in anti-capitalist terms, backing a change in the production, distribution and consumption systems and of the social reproduction systems. To do this, ELA will strengthen the trade union's social action.

3. The changes we aspire to need alliances and complicities that we must build. And when talking about alliances, ELA gives priority to its relationship with LAB. Both confederations share a national and class project and a disaffection regarding the social partnership model; we are backing a militant trade unionism and our organisations are not "tied" to public funding. We have a wide and very homogeneous level of implantation throughout the territory, with an extensive membership and representative base. However, there are still some important differences to be overcome in several areas (particularly in collective bargaining).

The alliance of the abertzale trade unionism has, for all these reasons, enormous potential regarding the enclave where efforts can be accumulated to reach greater sovereignty and social justice benchmarks. ELA will invest the necessary effort to ensure that this common work can develop all its potential.

The staging of months of work.

During the months prior to the Congress, the cadres, militants and delegates of the trade union have taken part in an ambitious training programme and discussion of the presentation. All the delegates have passed through this programme with the aim of facilitating and enriching the debate and the presentation of amendments. Additionally, another 2,000 delegates and militants have gone through training days to be able to debate the presentation.

As is marked out in the Statutes, the 736 delegates at the Congress received the presentation that will be approved at the Congress at their



homes before the 15th of March. From this date onwards the period of amendments was started, which ended on the 30th of April.

As Miren Zubizarreta, chairperson of the amendments commission explained, after the pre-congress de-

bate 246 amendments have been presented to the presentation's text, of which 221 will be passed on to the presentation committee; 18 were grammatical corrections and 6 were rejected.

One month before the Congress, the congress-goers received the executive committee's management report, the amendments that will be debated and the resolutions.

RESOLUTIONS

The delegates at the Congress will also have to vote on the resolutions proposed by the National Committee, which include the trade union's posture regarding different strategic topics for ELA. The resolutions proposed by the National Committee are:

■ Moving towards a non-patriarchal trade unionism. No to sexist violence.

ELA wants to strengthen its role in the fight against the different forms of male violence against women and to do this it takes on the following commitments:

*We will work to encourage a non-chauvinistic culture, with empowerment processes for women, encouraging new types of masculinity or awareness in the breakdown of gender roles.

*We will generate procedures and strategies to identify and respond to situations of sexual harassment and in terms of gender.

*We will give continuity to the fight against work and social insecurity suffered by women, dignifying their living conditions. The organisation of the female-dominated sectors will continue to be a key aspect in our trade union strategy. Likewise, we will continue demanding quality public care services, in order to move forward in the co-responsibility of care work.

*We are strengthening our public commitment when reporting and socialising chauvinistic attacks, actively participating in the mobilisations convened by the feminist movement, networking with the aforementioned movement.

■ Moving towards the right to work in Euskera. Against cultural assimilation.

In our internal organisation we are committed to:

*The standardisation of the use of Euskera must be a fundamental base. The minimisation situation of Euskera will have a very outstanding position in our discourse and it will be treated as a structural policy matter.

*The standardisation of Euskera must form part of the trade union's strategic planning and it must be included in the work processes, in all the areas and structures, with target setting and monitoring.

*The work materials and backup that are created and designed in the trade union will be done so in Euskera.

Regarding labour relations, we undertake:

*We will be active agents in the defence of the right of workers to work in Euskera. We will organise awareness and motivation campaigns.

*We will promote Euskera plans and promotion measures in the work centres, both in the private and in the public sectors.

*We will promote standardisation in collective bargaining and in trade union action, demanding specific contents and measures.

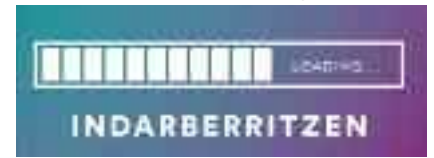
■ Committing ourselves to be part of social and ecological alternatives.

ELA wants to be an active organisation in this field. We have taken steps such as contracting the trade union's electricity with Goiener or the incorporation of Fiare as a partner, and we want to go much further. We want our militancy to form part of these social and ecological transformation experiences. And for this reason, this XIV Congress resolves:

*To call on our militancy and to the working class as a whole, to become an active part of this social and ecological transformation.

*To organise specific campaigns to guide and facilitate our militancy to take the steps necessary to join projects such as Goiener, Fiare, local currencies, consumer groups, etc.

*To become committed to the work that the Charter of Social Rights is promoting in this direction, either through specific campaigns that move in the above-mentioned direction, or through processes such as Alternatiben Herria in Iruñea, which will take place in 2018.



AMAIA MUÑOA, ASSISTANT SECRETARY GENERAL AND TREASURER, REVEALS THE TRADE UNION'S SIGNIFICANT FIGURES: ELA COMES TO THE XIV CONGRESS WITH THE HIGHEST FINANCIAL INDEPENDENCE RATE IN ITS HISTORY - ABOVE 94%, AND WITH A RECORD OF REPRESENTATIVITY IN NAVARRA

More independent than ever



-Let's talk about the economic data from the 2012-2016 period. What is the most outstanding point?

-The most outstanding point is the fact that the union dues have continued gaining in importance - 92.63% of the revenue, and our financial independence has now reached 94.40%. This means an improvement by almost four points compared to the previous congress period, which is an incredible piece of information. Financial and political independence is a central point in ELA's trade union model, therefore we are very satisfied. This consolidation of the trade union's independence gives great resilience to the project, both in terms of development of the trade union action and in the collective bargaining. We should also emphasise that a control commission appointed every four years audits the economic data.

-Continuing with positive data that strengthens the idea of the trade union's good health, ELA is coming to this Congress with an important rise in representativeness.

-This is true. We arrived at the previous congress with a representativeness of 39.59% in the Autonomous Community of the Basque Country and 21.26% in Navarra. Four years later, we have reached 40.35% and

23.10%, respectively. In the ACBC we are close to our historic record, but in Navarra we have passed this with a wide margin. So much so that we are a few tenths behind the second trade union in this community. UGT and CCOO no longer make up the majority trade union in Navarra, an unthinkable reality a few years ago. And this representativeness has been achieved in a very hostile context for the trade union and the model of society that it defends. On this point, I would like to emphasise the enormous merit of our delegates. This is the result of their work and their good work in the companies.

-The membership data between congresses is not as positive... but with some differences.

-There has been a loss in membership, clearly caused by the crisis and job destruction. The positive point is that this trend was reversed in 2016 and all of 2017 has shown a positive membership tendency. It is a point that invites optimism and to continue working along the same lines. I insist on an idea that is an obsession for ELA: membership gives us independence. The trade union cannot be silenced because we are not tied to

-A positive point is the membership amongst women workers.

-This is true. In a context of membership loss, the net amount of women members during the four years is positive. Our trade union today is more female than it was four years ago and we must use this to look, to reflect and to debate on what we are doing in the trade union regarding equality.

The presence of women members has grown since 2012 in percentage terms (going from 39.98% to 43.71% of the membership base) and also in total (1,155 more women members).

anyone. We only owe something to our people. And with the situation at the moment, there is no alternative but to continue increasing our membership base. Our future lies in becoming larger and larger, working along the same lines of social justice and solidarity. Knowing that our project exclusively depends on ourselves, on the people that make up ELA, gives us enormous strength.

-ELA is the only trade union that audits its membership.

-In a unique example of transparency, on the 9th of May in Bilbao, ELA brought together professionals from different means of communication to verify the membership data. The journalists could certify the accuracy and rigour of the information that the trade union makes public.

-The Contingency Fund must be highly present in the conflicts that have taken place during these four years.

-Saying that you are backing collective bargaining and not providing the tools is pure demagoguery and more so in the present times. One of our great differentiating facts is the Contingency Fund, which has been very present because during these four years there have been conflicts that have lasted for a long time. Thousands of workers have resisted and won thanks to the solidarity of the trade union as a whole: before 2012, workers from Laminaciones Arregui (which continued from 2011); ITV (which started in 2012); Corrugados Azpeitia or Ekonor. In 2013, the conflicts of the Las Residencias de Gipuzkoa (Old People's Homes in Guipuzcoa), Feu Vert, Gasolineras de Bizkaia, Bobinados Bidekoetxe or Perot stand out. In 2014, the UTE Miramón. In 2015, Arkema. In 2016, Eaton, Ingemar, Kaiku km0, TMB, or Las Residencias de Bizkaia.

PROPOSAL FOR THE EXECUTIVE COMMITTEE



Adolfo Muñoz
Idazkari Nagusia.
Secretary general.



Amaia Muñoa
Idazkari Nagusi
albokoa. Diruzaina.
Iparraldea. *Assistant
Secretary General.
Treasurer.
Iparralde.*



Amaia Aierbe
Zerbitzu Juridikoak.
Legal Services.



Xabier Anza
Prestakuntza.
Training.



Iván Giménez
Komunikazioa.
Communication.



**Laura González de
Txabarri**
Nazioarteko
harremanak.
*International
Relations.*



Pello Igeregi
Negoiazio
Kolektiboa. Lan
Osasuna. Euskera.
*Collective.
Bargaining. Health
at Work. Euskera.*



Mitxel Lakuntza
Nafarroako
Kordinazioa.
*Coordination
of Navarra.*



Mikel Noval
Gizarte Politikak.
Azterketa bulegoa.
Ingurumena.
*Social Policies.
Studies.*



Leire Txakartegi
Planifikazio
Estrategikoa. Genero
Berdintasun
politikak. Gizarte
Ekintza. Inmigrazioa.
*Strategic Planning.
Gender Equality Policy.
Social Action.
Immigration.*



Eustakio Uranga
Antolakuntza.
Organisation.



Joseba Villarreal
Sindikalizazioa.
Trade Unionisation.