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
**GENERAL PROGRAMME**

**Thursday, 15th of June, 2017**

- **8.00-9.00h** Accreditation of delegates.
- **9.00-9.30h** 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.
- **12.30-13.30h** Continuation of the debate and vote on the text. 
- **13.30-13.54h** 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.

---

**INTERNATIONAL DELEGATION PROGRAMME**

**Tuesday, June 13**

Arrival of the international delegations.
20.30h: Dinner.

**Wednesday, June 14**

- **11.00-13.30h** International Seminar (Paraninfo UPV).
- **13.30-14.30h** Lunch. Snack.
- **14.30-17.30h** International Seminar (Paraninfo 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.
ELA will hold its 14th Confederation 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 recharge 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.

Pello 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 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 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.

Proposal for the executive committee

Adolfo Muñoz (Secretary General), Amaia Muñoz (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), Mikel 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).

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 Muñoz 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 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 complicity 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.
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 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 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 demagogy 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 Arrregui (which continued from 2011); ITV (which started in 2012); Corrugados Azpeitia or Ekonor. In 2013, the conflicts of the Las Residencias de Guipuzcoa (Old People’s Homes in Guipuzcoa), Feu Vert, Gasolineras de Bizkaia, Bobinados Bidekoetxe or Perot stand out. In 2014, the UTE Maramon. 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.

Laura Gónzalez de Txabarri
Nazioarteko harremanak.
International Relations.

Pello Igeregi

Mikel Noval

Leire Txakartegi

Amaia Muñoa

Amaia Aierbe
Zerbitzu Juridikoak. Legal Services.

Xabier Anza
Prestakuntza. Training.

Iván Giménez
Komunikazioa. Comunication.

Mitsel Lakuntza
Nafarroako Koordinazioa. Coordination of Navarra.

Eustakio Uranga
Antolakuntza. Organisation.

Joseba Villarreal
Sindikalizazioa. Trade Unionisation.

PROPOSAL FOR THE EXECUTIVE COMMITTEE

XIV CONGRESS ELA. Bilbao, 15-16 of June

Amaia Muñoa

Laura Gónzalez de Txabarri
Nazioarteko harremanak. International Relations.

Pello Igeregi

Mikel Noval

Leire Txakartegi

Amaia Aierbe
Zerbitzu Juridikoak. Legal Services.

Xabier Anza
Prestakuntza. Training.

Iván Giménez
Komunikazioa. Comunication.

Mitsel Lakuntza
Nafarroako Koordinazioa. Coordination of Navarra.

Eustakio Uranga
Antolakuntza. Organisation.

Joseba Villarreal
Sindikalizazioa. Trade Unionisation.