

summary

The Basque Country, A nation of everyone and for everyone
Trade union strategy Towards a new society within
a framework of sovereignty
An efficient and participative organisation

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THE BASQUE COUNTRY, A NATION OF EVERYONE AND FOR EVERYONE

1.- INTERNATIONAL

Ultraliberalism

The ultraliberalism, that continues advancing, worsens the levels of exploitation, poverty, degradation of the environment, and international insecurity...being the cause of the biggest problems which the international community are confronting: nuclear energy, rising population, poverty, the increase in natural disasters...the degradation of the planet.

The technological revolution, which has modified many of the variable in the class confrontation, has been subject to the perverse use on the part of the economic-financial power, who are directing an authentic political-economic dictatorship.

The neo-liberal currents continue extending their political and economic influence and accelerating the processes of globalisation, which accentuate the economic and social inequalities. In this context the project to establish the Multilateral Agreement on Investment arose, that would be an body controlled by the most powerful states and multinational companies, to arrange the expansion of transnational corporations.

The processes of Globalisation accentuate the economic and social inequalities and, on the other hand, condition in a determined way the role and function of the present states, which when faced with the loss of economic and social power react by turning to the movements of the ultra- nationalists.

The European Union is developed exclusively on the basis of financial interests. Through the medium of politico-economic flows they are designing, from a basis of enormous deficits of participation and democratic credibility, and indeed turning their backs on every alternative of convergence and social justice.

Social democracy doesn't offer an alternative.

Social democracy (the third way, between capitalism and communism) doesn't offer an alternative for the working class; on the contrary, it denotes a progressive ultraliberal contamination that strengthens the profiting tendencies of financial-economic groups.

The European Union

The process of economic and monetary convergence that characterises the European Union is carried out through the process of globalisation. It shows the existence of a North/South divide in relation to the EU's social politics since this convergence is driven singly in the areas of interest of the financial and economic powers.

The position of the EU with regard to the Rights and the processes of Self-determination is contradictory. These have been realised due, fundamentally, to the value which each country was viewed to represent in the politico-economics of globalisation.

The alliance of nationalism of some states with the interest of ultra liberalism is the basis of this arbitrary acceptance of democratic rights and the right of self-determination.

For LAB the nations of Europe ought to have full economic and political recognition and also be active agents in the process of European construction.

European Trade Unionism

Weak position and without initiative. Subsidiary role in the convergence of Europe.

The international trade unions have suffered profound changes in recent years with the agreement on the evolution of the changes in the world's political and economic situation. A situation in which ideological differentiation is reduced and the necessity of collaboration is increased.

FSM/ World Trade Union Federation

CIOSL/ International Confederation of Free Trade Unions.

CMT/ World Labour Confederation.

LAB's position

To opt for the conforming of a model of international relations based on Sovereignty, solidarity and the co-operation between different nations. Nations shouldn't cede their political and economic sovereignty to the centres of economic power.

Initiate a process in favour of our presence and participation in the different international trade union forums.

Drive levels of stable relations amongst European trade union organisations belonging to nations without states

2- THE BASQUE COUNTRY

Introduction

The socio-political context of the Basque Country is determined by historic importance of the times we are experiencing and the necessity to join forces, unite wishes and commitments in order to reach a scenario that guarantees the survival of this nation with its own institutional, economic, social and cultural personality.

The active and decisive participation of all the progressive sectors of society, at a juncture like the one now, is necessary in order to resist the anti-democratic postures of both states.

At present we have the possibility to give backbone to a political plan brought together around its structural contents; to place solid foundations for the free exercise of the will of the Basque people.

Basque trade unionism has to assume the responsibility and the leading role around key factors at this historic point: Lizarra-Garazi, which gives to the Basque Country a new juridical-political framework. The socio-economic demands ought to be interrelated with the impulses of the political process.

2.1.- Balance and political context

End of one cycle.

This is characterised by the following elements.

The confrontation of two strategies: Spanish nationalists against progressive and left wing nationalists that want to construct a Basque Country that not is limited in scope than that which Basque citizens freely and democratically decide.

Process of collaboration and joint initiatives with ELA: With reference to the political ambit; Basque Framework of Labour Relations; Aberri Eguna 95 and 98;...

Democratic Alternative: The renewal of the political offer of ETA in relation to a democratic solution enabled an important change in the political rhetoric.

The Irish Peace process, the Stormont agreement and its projection in the Basque Country.

Institutional collaboration in the Parliament of Gasteiz: Trebiño, Sports law...articulation of a new majority.

The Agreement of Lizarra-Garazi and the cease-fire of ETA.

Lizarra-Garazi forms the first point of political emphasis in the Basque conflict. It allows for the political nature of the conflict: the respect of the wishes of the Basque People; that is to say the effective recognition of the Right to Self-determination.

The Lizarra-Garazi agreement and the political initiative given by ETA, through their unconditional and indefinite cease-fire, opened the doors to a new phase of politics.

Towards a new constituent process, from the exercise of sovereignty.

It is vital to establish the close interrelation between the democratic process and the process of political-institutional construction of a sovereign Basque Country.

The key of the sovereign strategy for LAB is to carry out, from the beginning, acts of Sovereignty in the process of National Construction.

Basque Trade Unionism at the end of this cycle.

Basque Trade unionism has assumed an important role in the struggle to achievement and respect of the democratic rights that correspond to the Basque Country.

The collective action that LAB, ELA, EHNE, ELB, ESK, STEE, and HIRU have developed in: the defence of the rights of political prisoners; in the driving of the agreement of the agreement of Lizarra-Garazi; in the responses given to the repression of both states; have all shown the firm commitment of the majority of Basque trade unions to create a situation of peace and democracy for the Basque Country. This objective is shared and desired by the great majority of workers.

The general strike called on the 21st of May 1999, with the partial stoppage of work in April 1998, showed the desire of Basque trade unionism to be an active subject in the economic and social demands; 35 hour working week and Social Wage. Overcoming in this way, the dependence demonstrated by the CCOO-UGT and its trade union model on the system and confronting them with the democratic demands of the Basque Country and other nations.

This was the first General Strike with a socio-economic content that was carried out in the Southern Basque Country, and was undertaken on the initiative and direction of Basque trade unions. It had the virtue of showing our firm determination to put into practice the class solidarity of the Basque Country in our conception of Euskal Herria with its own specific framework of struggle.

2.2.-Characterisation of this phase of the process.

Conceptualisation of this political phase.

We are experiencing in this process the tactical use of inter-class alliances and collaboration, in order to achieve a free and sovereign situation that will make possible the development of a strategy of national and social construction.

The left nationalist movement ought to determine at this juncture a political and organisational offer, which accumulating the nationalist and left wing forces, will form the process of national and social construction.

Key factors in this transitional process

The permanent initiative and leadership of the political and trade union forces for the putting into practice of the constituent process.

Construct a political, social and trade union majority with the capacity of proposing and democratically confronting both states. In doing so it will expose the democratic deficit of both states.

This voice will be made from: the commitment and determination to political principals, the institutional activities and social mobilisations, and stimulating the disobedience and unsubmitiveness campaigns.

LAB will actively participate in the democratic process of Lizarra-Garazi, will vigorously promote the constituent process and continue responding to the demands of the Basque working class.

The process and Basque territory

The dispersal of the Basque national subject, which is accentuated by the partition of the Basque Country.

The homogenised and centralist conception of the left wing nationalism about the internal bodies of the Basque Country. The regionalist anti-Basque discourse hasn't been countered.

The determination and recognition of the Basque national subject is a vital question, and one which will be needed for the exercise of the will of the citizens of the Basque Country.

The constitution of Udalbiltza incorporates a large step forward in situating ourselves adequately in the strategy to continue and drive a new constituent process for the whole of the Basque Country.

3.- INDEPENDENCE: AN ALTERNATIVE FOR A POLITICAL AND SOCIAL DEMOCRACY

Introduction

LAB has fixed the objectives of national liberation in Independence and, the objectives of social liberation in Socialism.

LAB considers it vital the creation of sovereign institutions that'll make up the Basque State and that'll guarantee, within the context of the European Union, democracy, social justice and the defence of workers.

That is to say, we are encouraging the creation of the Basque State, where in addition to the development of a cultural identity, its configuration would have as a base freedom, democracy and social cohesion. In addition it would contribute to relations on the basis of equality and solidarity between peoples and cultures, founding itself in proper universalism.

3.1 The States at present

Historical notes. Super states framework and the nationalist birth

The effect of globalisation is ambivalent, since, on the one hand, it unites on an economic level, and on the other, it weakens the identity of the centralist nation state that are being questioned and are in need of a deep restructuring.

The existence of superstate economic frameworks, that is represented in Europe by the European Union, is increasing the level of internal contradictions in the central states, whose functions and ideological argumentation is being erased and losing weight.

3.2- Independence in a political-economic picture of interdependence

The acceptance and backing of the necessity of economic interrelation with the other nations and people of Europe. The Independence of the Basque Country outside any autarchic or isolationist vocation. From the use of our own economic and productive resources. It will be a positive asset to organise and manage a collective democracy and advance towards an alternative social model.

Confronting the tendencies of economic concentration and centralisation, and also facing the deregulatory dynamics in economic and social relations, the independentists

demand Capital for cohesion and social solidarity.

3.3- A Basque state: an alternative for the Basque Country.

LAB doesn't consider emancipatory nationalism and internationalism contradictory concepts but complementary ones. It is a part of the tradition of the Left Nationalist movement here to keep solidarity links with other countries throughout the process of building our own nation. Especially with the workers and other sectors most oppressed in other countries.

LAB believes that, whilst confronted by the tendencies of deregulation of labour relations and the individualisation of society, the social cohesion of the nationalist movement allows for the better articulation of the confrontation and the solidarity of classes. In this sense, we believe that the existence of a vigorous and fighting Basque trade unionism is the best example of this.

Independence is a demand that contributes values to the democratic system, to solidarity and universalism.

Together with the growth of super-national politico-economic spaces, there is the thrust towards development of the national realities, which is a stabilising factor, the deepening of democracy, and the greater social cohesion and solidarity.

The creation of a Basque State ought to serve to increase and deepen our economic and political relations with the people of the Spanish and French states.

Basque Sovereignty, a hypothetical state, isn't being constructed against anybody, but, on the contrary, it would be an alternative through which to deepen democracy and the normalisation of relations between different communities that have a lot in common to share.

3.4- Independence for the Basque Country: an alternative to build and democratically achieve in Basque society.

The independentist movement has to achieve the adhesion of the social majority in the Basque Country. This is a democratic condition to legitimise the independence project and the social liberation of the Basque Country.

Betting on the democratic methods necessitates an indispensable democratic space where the confrontation of projects and ideas can be worked out. A democratic space that is built on the basis of respect, without the interference or influence of any type, in the decisions of Basque citizens by the French and Spanish states. A question, which is a determining factor in the overcoming of the violent conflict, which the Basque Country continues to suffer.

The Independence project that we are proposing is part of democratic postulations, as much in the form of understanding the political subject of self-determination- all those who work and live in the Basque Country- as in the respect of linguistic and cultural peculiarities. This is valid for those sectors of the population who come from other nations in the Spanish State. What we want to say is that we don't regard national identity as an exclusive and xenophobic ideology but an integrationist and multicultural one within a common project of political sovereignty of the Basque Country.

Independence has to be the consequence of a process of national construction where the majority of women and men of the Basque Country, through the exercise of their sovereignty, will build the independence option.

4. - NEW JURIDICAL-POLITICAL FRAMEWORK- DEMOCRACY AND SOVEREIGNTY.

4.1. - Wide Reflection

The Basque Country is experiencing moments of historical importance that we should all try and take in, and adequately create projects, in order to achieve that the citizens of our nation recuperate their capacity of organisation and decision in what regards politics, economics, culture and society.

The struggle for the recognition and exercise of the right of self-determination, for Basque sovereignty, is synonymous with the struggle for democracy and political stability in our relations, and our co-operation with, other nations or super-national frameworks.

When the plurality of Basque society resorts to the necessity of constructing together the political, social and economic future of our country, our response has to be simple and positive. That is of course, amongst all those who work and live in the Basque Country without threats or interference in the decision of the citizens.

For LAB, the Basque ambit of the decision isn't something to be consulted with those who reject this proposal; it is the precondition in order that whatever consensus is achieved later is produced in equal conditions.

Facing the complexity of the process and the provocative attitudes, it will be a decisive factor the articulation and activation of the social majority. The whole of Basque society

has to protect this political process.

4.2- Democratic scenario

The overcoming of the conflict between the Basque Country and the Spanish and French States and the creation of a stable social, political and economic context, will only be possible from the recognition of the Basque national reality and the respect, without the influence or interference of any type, of the wishes of Basque citizens.

Whatever resolutative framework, which does emerge, will have to contain the basic contents of the agreement of Lizarra-Garazi:

- a) Recognise the existence of a historic conflict of a political character.
- b) Dialogue and negotiation as the only way to find a solution to the conflict.
- c) A definitive agreement in a strictly democratic basis: respect of the final say of the Basque Country.

4.3. - A new juridical-political framework for the Basque Country Territorial

The new political-juridical framework ought to signify a political offer for the 6 provinces of the Basque Country. A framework which will take into account the plural reality in political, social and cultural aspects, and will positively reflect and integrate these internal specifics.

In the transitory phase, Udalbiltza ought to acquire an important role to add backbone to this constituent process and drive its extension and territorial consolidation.

Socio-economic contents

The putting together of a new political-juridical framework with a sovereign basis ought to endow on Basque institutions the necessary capacity in economic and social areas, for the equal and cohesive construction of our society.

a) Basque Framework of Labour Relations and Social Protection (MVRL)

The MVRL has to move from being a generic demand to concretely basing itself in the contents, instruments and capacities in order to allow Basque Trade Unionism, and the Basque working class, to be the leader of a socially progressive change in the Basque Country.

We demand a sovereign programme and political power in what regards society

and employment. With this we will be able to respond to the problems and demands of the Basque working class: insecurity, unemployment, social welfare, etc...

In this way we demand that the MVRL be supported in its legislative capacity with regard to employment and social protection; in the creation of a Public Employment Service and the putting into practice of the Basque Social Security.

b) Basque Socio-Economic Programme (ESEV)

The outline of the ESEV in the present context of International relations is the only way of being able to consolidate our own development model, being able to make our capacities and resources adequate and, that will in reality serve to satisfy the demands of the whole of Basque Society.

An ESEV, which has equal competency as those other states that at present make up the European Union. With the capacity to make decisions about the economic and social politics, in the framework of a project of construction in Europe based on a Europe of peoples. Together with a model of international relations fundamentally based in co-operation and solidarity, and not a Europe based in a lack of solidarity that at present is being constructed.

An ESEV that can make private initiatives and the actions of a Basque public sector compatible. A system that will guarantee the social efficiency of the system and the equal development with regard to social, sectoral and territorial matters.

Characteristics of the Process

The recognition or not of the wishes of Basque citizens shouldn't be conditioned. The new juridical-political framework ought to go on operating in what ought to be an exercise in effective sovereignty.

The exercise of Basque sovereignty shouldn't come about as the mere result of a referendum, but should continue building it, through solid majorities, but always respecting minorities. This will guarantee social cohesion and strength needed to settle and realise a Basque State.

The alternative that LAB considers most suitable is to work towards the holding of a plebiscite or an act that gives popular legitimacy to the proposal of a juridical-political framework for the six provinces of the Basque Country. The contents of this juridical-political framework has to be remembered by the political, social and trade union organisations and should not be subject to negotiation with both States.

Udalbiltza has an important role in establishing a political body that can project this plebicitory act.

Rhythm- Methods of Struggle

The "time factor" has to be considered as another factor but not the most important one if the roots of the project are being developed. The interference and/or position of the two states, the capacity of democratic confrontation of a new social majority, the evolution of the correlation of forces,... are variables that will effect the rhythm of the process.

The use of peaceful and democratic methods of institutional and social struggle- that is all social energy available- will be a determining factors in driving the process. This is vital in order to escape, from delegationist schemes, from being mere spectators, all of which greatly limit the real strength of the political and social majority.

A new framework and State models.

The question of whether this new juridical-political framework fits in with the juridical orders of both States implicated is a subsidiary question and not one that should influence our strategy.

The opening of debate around the issue of whether "historical rights", or whether a federal state, or confederal state is regarded as a new juridical-political framework shouldn't impede our positions or our rhythm

The constituent process and the release of political prisoners

The Spanish and French states are trying to influence the process which has begun with the aim of destabilising it and wrecking it. They are using the collective of Basque prisoners and refugees as hostages in the process.

Their refusal to respond to the demand of " repatriate Basque prisoners" has to be considered as part of this process. We the political and trade union forces have to make a unified response to the strategy of Madrid and Paris with regard to the prisoners.

In spite of the fact that in the last few months the unified social mobilisations in favour of the prisoners have achieved important advances, it is time to take steps to organise a social and institutional response. That is that political, social, and trade union organisations will assume commitments of greater scope and implication.

That social movement has to be rooted and extend from the communities and towns, later interrelating with the general political dynamic and, taking steps so that the



demand will change from "repatriation" to "release" the prisoners.

Basque Trade unionism and a new framework.

Basque trade unionism and LAB in particular ought to be an active subject in the political process. It should be acquiring a leading role in its capacity to offer and initiate campaigns around wider aspects but especially around the contents that will sustain the social construction of Euskal Herria.

In the last few years, together with ELA, we have acquired become an important reference in the collective struggle of the Basque Country for the overcoming of the causes of conflict and the social construction of the Basque Country.

We find ourselves in at a stage of enormous importance for the realisation of the desires of the majority of workers and left-nationalists. LAB activists should assume the defence of labour and social demands, an active commitment to work together with the rest of the political, social and trade union sectors for the attainment of peace, democracy and sovereignty for the Basque Country.

TRADE UNION STRATEGY. TOWARDS A NEW SOCIETY WITHIN A FRAMEWORK OF SOVEREIGNTY

1. SOCIO-ECONOMIC SITUATION IN THE BASQUE COUNTRY

In the last few years we have experienced a period of economic growth. However this hasn't hidden the structural problems of the fabric of Basque society. For this reason we want to point out the following points as the most important ones.

- A structural dependency of the Basque economy with respect to the decisions that are adopted by the Spanish and French states.

- This phase of economic growth isn't being taken advantage of to produce the structural changes that are necessary to give coherence and stability to the Basque productive fabric, nor to generate strategies for the redistribution of wealth and the democratisation of labour relations.

- Business enterprises profit most from this economic growth.

- Failure and resignation of the leadership of the Governments of Gasteiz and Iruña in exercising a cohesión role in the Basque economic and social fabric.

- The praise of institutional initiatives in favour of Business.

- Economic politics based on, to a large extent, price competitiveness and a disregard of the value of work.

- Systematic reduction of public spending on services and social services.

- Fiscal counter-reform in favour of those on high incomes and discrimination of working incomes in respect to capital incomes.

- Labour reform in order to increase the deregulation of the labour market.

These valuations are clearly corroborated by the following facts.

- In times of recession the collapse of employment is massive, while in cycles of expansion only a part of the increase of economic productivity is turned into employment.

- Employment created between 1991 and 1998 has resulted in an increase in the rate of temporary work from 26% to 31%.

- The unemployment rate is 5 points above the European average.

- The unequal sharing of the rate of activity and unemployment is felt most by women and the young. The unemployment rate is double the European average for women and 12 points more for the youth.

- In 1998 indefinite contracts represented of the total contracts.

- 79,3% of the temporary contracts of a determined duration were for a period of three months or less.

- 27% of the contracts made were made by ETTs

- Work related accidents is directly related to this precariousness. In 1997, for every 1000 workers there were 53,3 accidents of fixed employees and 108,9 accidents of people on temporary contracts.

- Only 30% of those unemployed received any type of benefit in 1998.

2- SITUATION OF THE BASQUE WORKERS' MOVEMENT

General reflection. Trade union development.

The social and labour measures introduced in the last few years hasn't only entailed an attack against working conditions but the neo-liberal project has deepened the disembodiment of the subject class. This brings with it the consequent difficulties for trade union action, through the deregulation of labour, the individualisation of labour relations and an increase in insecurities and social exclusion.

Faced with such aggression, the possibilities of acting from the field of collective negotiation has remained limited but it is essential to make the offensive trade union intervention much stronger both in confederate strategy as in a sectorial, territorial and centres of work

In our 4th Congress, we propose as objectives to answer this offensive:

- Break with the trade union inertia in managing the situation without offering avenues of trade union action.

- Articulate a conscientious response and mobilise people in the Basque Country to breaking links with the unproductive trade union model of the Spanish State.

- Plan clear lines and concrete Trade union actions around two basic demands of the Basque workers movement- the creation of employment and the redistribution of work and wealth.

We positively value the results achieved, because we have managed to make important steps to place the Basque Trade union majority in a key position in order to create both a new trade union and political scene.

We give fundamental importance to the demonstrations carried out around the demand for a minimum social wage and the reduction in work hours. The culmination of these demands resulted in a general strike on the 21st of May 1999. The support of the trade unions and society was revealed to be in favour of these demands.

But we haven't done anything more than overcome a defensive phase and there remains a lot to be done for the trade union offensive to take shape in all aspects of trade union intervention. That is an intervention from the works places to a sectorial, territorial and confederate dynamic. The incorporation of the youth in the workforce has to be taken advantage of, through an adequate trade union intervention, in order to strengthen trade union movement and to give a new impetus to the strategy.

With regard to the trade union elections we want to verify the continuing tendencies of growth of LAB and the consolidation of the trade union majority is placed squarely in LAB and ELA.

Balance of Collective Negotiation.

Within this report of the situation of the workers movement we include an intercongressual review of the Collective Negotiation whose most significant aspects we will describe presently.

The possibilities of overcoming structural problems of labour relations are severely limited through collective Negotiation. That is from the perspective of the lack of a level of competence and also from the lack of real possibilities through which the autonomy of the parts are able to modify, regulations, or substantial changes with respect to labour and social politics.

Nevertheless, we appreciate that advances have been produced in the organisation and preparation of Collective Negotiation, however this hasn't had the desired effect of increasing the participation and affiliation in the dynamic of our demands.

We haven't managed to break the tendency towards making delegations for Collective Negotiation and Trade Union Action.

The results show many contrasts amongst which we emphasise:

-The reduction of the working day is insufficient: 2,45hr. 96/97; 2,57hr. 97/98; 3,38hr. 98/99.

- Slight but insufficient recuperation of buying power.
- The proliferation of a double wage scale.
- Increasing risks for the Basque Framework of Collective Negotiation in the public sector.
- Improved results in respect to the rejection and boycott of the ETT's.
- Positive valuation of the agreements signed by the Council of Labour Relations of the Basque Autonomous Community (BAC), in respect to the elimination of overtime and the renewal of staff.

3.-TRADE UNION ACTION FOR THE CONSTRUCTION OF A SOVEREIGN FRAMEWORK.

Introduction

A trade union offensive to construct our own Labour structure in the Basque Country without any more conditions than those agreements made between organisations, trade unions, Business and institutions here.

Central role of Basque trade unionism in the proposals, participation and development of the process.

The fulfilment of a concrete plan with contents and steps laid out for the articulation of the Basque Framework of Labour Relations and Basque Socio-Economic Area.

Fundamental Contents of our actions

The creation of the Basque Framework of Labour Relations and the Basque socio-economic area are to act as instruments to articulate national construction. They are also lines of intervention in the accumulation of strength to surpass the present Politico-Juridical framework. Both should have a marked social character and their fundamental objective centred on achieving the maximum social efficiency of the economic system and the satisfaction of the demands of Basque society.

This position determines a greater involvement of the trade union movement in those questions that make up one or the other areas of intervention.

Basque Framework of Labour Relations and Social Protection (MVRL).

With the following elements:

- Full legislative competence.
- Commitment of the public powers to the strategy.
- The creation of a Basque INEM and Social Security.
- Full participation of the trade union organisations in the management.
- Distinct framework of Collective Negotiation. Articulated and developed

through the necessary agreements in sectoral and inter-sectoral frameworks, and in the workplace.

Basque Socio-Economic Space (ESEV)

Requires at least:

- A level of sovereignty, which at least equals that, possessed by those states that form part of the EU.
- A potent Basque public sector, which can act as, a fundamental reference in the designing of economic politics and the development model.
- A democratic and transparent public sector model which integrates a decentralised social participation; and which contains efficient instruments of intervention like public Industrial and service enterprise, a Basque Public financial system...
- A public sector model, which through fiscal politics would carry out an effective politics of wealth redistribution, of social protection.

A new public sector that is capable of driving the its own politics and articulate around their strategy the economic flows both public and private. We are planning a public sector that is involved in the project of national construction and thus requires plans of intervention in at least the following sectors of the economy.

Industrial Politics. - It is vital to elaborate an industrial plan which is negotiated with the with the trade union and social agents of the whole of the Basque Country. In so doing creating necessary instruments like the public industrial enterprise and a model of trade union diversification and co-ordination.

Financial System- This has to be created in order to participate in the articulation of the financial politics within an EU framework. Utilising an instrument like the Basque Public Bank and designing politics with a greater involvement of the private sector in the deve-

lopment of the social and productive fabric.

Territorial and Infrastructural arrangements- clear objectives. Social and territorial cohesion; co-ordination of the different sectoral and territorial plans; prioritise activities which function according to the criteria of social efficiency, optimum consumption of energy and impact on the environment.

Solidarity in the Area of Basque Socio-Economics.

The central objective for the next few years is to produce a significant change in the model of society.

It has to be included in the Basque Constituent process through the recognition in the said process of the political and social rights and the rights of the people to consolidate a Basque identity and the recognition and exercise of the mentioned rights.

We sum up social rights as the right of each citizen to be able to enjoy dignified living conditions whose return is the contribution of labour to the improvement of society.

Objective; order and layout the resources to carry out the said objectives.

Basque Health Care System

The creation of an area of Basque Social health care whose foundation stone will be the public health system and into whose ambit will be articulated health care politics, the availability of resources etc.

Basque Education System

Basque Education area and Basque National School. Universal access education, eliminate situations of discrimination through the recognition of diversity and difference,

4. - A TRADE UNION ACTION FOR THE CONSTRUCTION OF A NEW BASQUE SOCIETY

The recognition of Social Rights as a key to the change of the model of society. A key that materialises through the active politics around the following elements.

A Basque Society of full employment.

A concept of work within the parameters of work linked to the necessary social activity.

Active politics of job creation and distribution of work time.

The reduction of the working day through an agreement framework or intersectoral agreement with the following elements:

- Reduction of the working day for all sectors and fix it immediately at 35 hours a week.
- Efficient rules of the agreement.
- That fixed general criterion are set for the application of the Reduction of Work Time.
- Later development in areas of business and sectoral negotiation with respect to the arrangement of the working day and the creation of employment.
- That the bases are established so that the administration will accompany the process.
- Drive and add dimensions to the local employment commissions as instruments of local development and job creation, which bring social benefits.

Employment that is stable and of quality

The struggle against insecurity and the disqualification of the work force isn't just a trade union demand but is the most realistic option in order to provide a stable model of production.

The reduction of Work time cannot be used as an instrument of deregulation of labour relations, available business hours or the increase in the level of exploitation.

Professional Education. Planned as a strategic element for the development of the productive fabric, la training of the workforce and the democratisation of labour relations.

Health and Safety in the Workplace. Analysed as a negative result of the model of relations that is being established. A model that has repercussions in physical and psychological effects on the workers that can't be dealt with merely by restorative therapies but has to be dealt with by preventative remedies. This model has had profound changes on labour relations and has converted the health and safety of the worker into a mere risk factor and its cost is externalised.

A model of solidarity for Basque Society

In the short term the social salary is a fundamental part of the demand for the redistribution of wealth.

LAB defends a social salary, or basic wage as an individual right to dispose of source of income that guarantees a dignified living when faced with the impossibility of finding employment.

We are planning that the Bill of Social Rights of the Basque country will be approved and the parties involved will make it a reality.

We are not in conformity with waiting until the bill is approved in the different parliaments. We urgently demand the allocation of resources that will eliminate the difference in the 7 points of social protection above the PIB that separates us from the European average.

Social mobilisations as a valid instrument in the short term to continue defending the Reduction of Working Day and Social Salary.

The Social salary ought to be a grant given through the Basque public system, for which we insist that it is necessary to make use of the FULL REGULATORY CAPACITY, and use of Social Security, and the political will to extract from the state a competence to which they cling on to with fragile arguments as if it was the central element of political and economic unity of the Spanish State.

Exclusion and Trade Union Action

Inside and outside the workplace.

The struggle against exclusion requires the involvement of the entire Basque workers movement and all citizens in general. It isn't a problem to be resolved by those excluded but it is a struggle in which those excluded have to take a decisive part.

We haven't been capable of fulfilling the expectations that arose with the creation of LAB Langabetuak but this doesn't mean that we aren't preparing the lines of intervention with respect to this exclusion.

- Share and co-ordinated strategies with the social movement that struggle against exclusion.

- Integrate these demands in the dynamic of ordinary Trade Union action and incorporate in our organisational frameworks the people who directly suffer from the said working conditions.

- Homogenise our intervention with the affiliation of those who work in the areas of

social exclusion to articulate the measures that we consider adequate in each case.

5.-MODEL OF TRADE UNION ACTION

General characteristics

Demands, trade union action, radical.

Trade union actions of solidarity.

Trade union activity of the grassroots.

The trade union as an instrument at the service of workers.

The trade union as an instrument to democratise labour relations.

Trade union education, a training programme.

Trade union activity as the backbone of the Basque Workers' Movement.

Role of the different groups and departments: Women's group. Area of Youth.

Pensioners. Autonomous.

Strategy of Collective Negotiation.

Reduction of the working day.

Improvement in the obtainable capacity of salaries.

The application of the agreements of the Council of Labour Relations.

Struggle against insecurities, sub contracting, ETT's.

Trade union activity from a gender perspective

Trade union confrontation against discrimination.

Exclusion from the labour market for reasons of gender and a union intervention inside and outside the labour market.

Equal distribution of work and wealth.

Social salary/wage as an individual right.

The reduction of the workday isn't carried out at a cost to the employment of women.

Youth and trade union action.

Vital to incorporate the youth in the union movement.

Full commitment to work with respect to the working conditions of the youth.

Social Economy

Necessity of trade union intervention. Lines of action of the trade union section; take advantage of the co-operative structure in order to develop the unions actions.

Trade union activity and linguistic normalisation.

Euskara (Basque Language) as a valuable element of the workforce and its final product.

Strategic plan of action in the work area.

Create an entity for planning, managing and evaluating these policies.

Incorporate the plan in professional education

6. - UNITY OF TRADE UNION ACTIVITY

Fundamentals:

Synchronisation of objectives of trade union action shared in the area of the Basque Country. Present Reality.

The experience of the last few years indicate that the nucleus of the unity of trade union action is the relation that at present is maintained between ELA and LAB. Open to others.

The unity of action between LAB and ELA is fundamental to the project of National Construction.

The unity of action within these parameters is an active strategy for the Basque workers movement.

The attainment of the MVRL and the ESEV requires the deepening of the unity of trade union action.

The capacity of the proposal, negotiation and struggle of the Basque workers movement is conditioned by the evolution of positive united action in key areas.

AN EFFICIENT AND PARTICIPATIVE ORGANISATION

Confederal leadership bodies

Biltzar Nagusia (Congress)

It's the highest leadership body and is composed of 500 people. It will determine and approve the general lines of activity of the trade union.

Biltzar Nazionala (National Conference)

This is the highest leadership body between Congresses and is composed of 120 people, possible to increase this figure to a maximum of 125.

Komite Nazionala (National Committee)

This is the highest leadership body between National Conferences and will possess the official representation of the trade union in all aspects. Will be composed of 39 people.

Confederal Secretaries (13)

- General Secretary.
- Secretary of Union Activity and Social Policy.
- Secretary of Collective Negotiation.
- Secretary of Communication.
- Secretary of Finances, Infraestructure, and Human Resources.
- Secretary of the Bureau of Economics.
- Secretary of the Legal Bureau.
- Secretary of the Department of Women.
- Secretary of the Department of Youth.
- Secretary of International Relations.
- Secretary of Formation.
- Secretary of Internal Coordination.
- Secretary of Organization.

- Secretaries of Sectors (9):

- Construction, Wood, Glass, Ceramics...
- Chemical, Energy, Textiles, Paper, Graphic art, etc...
- Iron and steel metallurgy.
- Trade, Hotel trade, Cleaning,...
- Transport, telecommunications and Fishing.
- Financial (Banks, Savings and Insurance).
- Teaching (public, private and Ikastolas)...
- Health (public, Private, social assistance)...
- Public Administration (local, Autonomous, State, Posts...)

- Secretaries of Counties (17):

- Aiara (A)
- Errioxa- Arabako Bailarak- Arabako Mendialdea. (A).
- Gasteiz-Lautada.
- Bilbo. (B)
- Busturialdea-Lea (B).
- Durangaldea. (B)
- Ezkerraldea-Enkarterria. (B)
- Hego Uribe-Arratia. (B)
- Ipar Uribe-Txoriherri.(B)
- Debaldea. (G)
- Donostia-Hernani. (G)
- Kosta-Urola. (G)
- Oarso- Bidasoa. (G)
- Tolosa-Goiherri. (G)
- Erribera-Erdialdea. (N)
- Iruñea-Iruntzu-Baztan. (N)
- Sakana-Larraun. (N)

Komite Exekutiboa (Executive Committee)

It is made up of the total members of the Confederal Secretaries of the National Committee (13 people). It is the leadership body with responsibility to activate the National Committee, and guarantee the putting into practice the basic decisions and directions

adopted by the superior bodies. In a delegation of the National Committee they should act as the official representation of the trade union in all types of situations.

Territorial structure, functions and composition

Secretariat of the County

The strengthening of this structure is turning into one of the greatest organisational challenges beginning with this Congress. Has to acquire important levels of reference and legitimacy within the trade union. The proper planning and definition of objectives in each of these areas will be decisive for the later organisational development.

This intermediate structure has to be converted into one of the motors of the union. For this, the elements are clearly defined and are the following: direct participation of the Secretary of the County in the National Committee and the integration within the Secretariat of the County of those representatives of the sectors and of those representatives of the Departments of Women and Youth existing in the county. Its composition will be the following:

- Secretary of the County.
- Representative responsible for Legal Advice.
- Representatives of Sectors.
- Representative of the Department of Youth.
- Representative of the Department of Women.
- Local representatives.

The representative of the Bureau of Economics of each province is integrated organisationally in the Secretariat of the County where their input can have more effective results.

Herri Biltzarrak (Local Secretariats)

What we are planning is to move the trade union closer to where the conditions for the development of our socio-political intervention are generated. The creation and later the dynamic of the Herri Biltzarra is directly related to the economic, political and social composition and characteristics of each local framework.

The existence of the Herri Biltzarra ought to consider that the presence of the trade union expands to the whole of the local community, as it is one of its fundamental tasks to extend the trade union in all regions and areas.

Each Herri Biltzarra will make its composition adequate for the reality of the local area. In whatever case, the minimum working equipment that is necessary to consolidate is the following:

- Responsible for the Herri Biltzarra (Union Activity and Organization).
- Responsible for the extension of the trade union.
- Representative of the Department of Youth.
- Representative of the Department of Women.
- Representatives of the most important Trade Union Sections.

Union Members' Assembly of the County

Sectoral structure, functions and composition

The building of 9 sectors is planned:

- Construction, Wood, Glass, Ceramics...
- Chemical, Energy, Textiles, Paper, Graphic art, etc...
- Iron and steel metallurgy.
- Trade, Hotel trade, Cleaning,...
- Transport, Telecommunications and Fishing.
- Financial (Banks, Savings and Insurance).
- Teaching (Public, Private and Ikastolas)...
- Health (Public, Private, Social assistance)...
- Public Administration (Local, Autonomous, State, Posts...)

Congress of the Sector

It is the highest body of the sector and has the task- on the assumption of confederal decisions- and make adequate the lines of intervention.

National Committee of the Sector

It's the organisational body , elected by the Congress of the Sector, and will assume the organisational development and intervention of the sector.

The presence of the Secretary of the Sector in the National Committee and of the representatives of the Sector of the County in the Secretariat of the County endows this body with the keys for the full intervention of the sector. The composition of it will be the following:

- Members of the Executive Committee of the Sector.
- Representatives of the Sector of the County.

Executive Committee of the Sector

The composition that is reflected here is for orientation purposes and the exact composition should be established on the basis of the reality and the necessities of each sector.

- Secretary of the Sector.
- Responsibles for the subsectors.
- Responsible for the Collective Negotiation of the Sector.
- Responsible for Organization of the Sector.
- Other wider responsibilities.

Secretariat of the Sector of the County

Its flexible composition ought to be related with its own specifics and the levels of introduction and development of each sector in the different areas that we have established.

- Responsible for the Sector of the County.
- Local representatives of the Sector.
- Representatives of the main companies.

Union Members' Assembly of the Sector of the County

Trade union section. Composed of all the affiliated people in the workplace.

Departments of especific intervention

The characterisation that we are making in these departments, from an organisational point of view, is the response to the present fragmented situation of the working class.

We have situated the priority departments in the intervention, faced with the fact that determined segments of the population have added difficulties in incorporating themselves in the world of employment- and in dignified conditions- which is the case of the Youth and Women. However, we aren't limiting ourselves to these and we have to continue making efforts in order to develop fields of intervention that will give a response to the other sectors with specific situations (retired/pensioners; self employed; etc..)

National Assembly-Congress

- Executive Committee.
- people who participate in territorial and sectoral frameworks.

Executive Committee

- Secretary of the Department.
- National Representatives.
- Representatives of the Counties.

ASSEMBLY OF DELEGATES