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# **THE ECONOMIC AND SOCIAL INTEREST GROUPS OF SPAIN**

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ECONOMIC AND SOCIAL COMMITTEE  
OF THE EUROPEAN COMMUNITIES

General Secretariat

THE ECONOMIC AND SOCIAL  
INTEREST GROUPS OF SPAIN

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PRELIMINARY REMARKS

Following the conference on enlargement which was held at the Economic and Social Committee in June 1980, the ESC's Studies and Research Division (acting on the instructions of the ESC Secretary-General, Roger LOUET) compiled this documentation on its own responsibility. It had the assistance of certain people with a specialist knowledge of the socio-economic situation in Spain (\*).

It goes without saying that this publication is in no way binding on the ESC as a whole, its working bodies or its Groups.

The publication describes a number of Spanish economic and social interest groups, dealing in particular with their structure, their role in the Spanish economic and social context and their principal activities. It does not claim to give a complete survey of Spanish organizations.

The publication forms part of a series on the economic and social interest groups of the south European countries that have either acceded recently to the Community (Greece) (\*\*) or have applied to join (Spain and Portugal).

\*

\*       \*

(\*) see the next page for a complete list of the people who took part in the work on this study.

(\*\*) the volume on Greece was published in 1981.

The study was drawn up simultaneously in French and Spanish by the Studies and Research Division (\*).

The following persons took part in the analytical and drafting work :

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P R E F A C E

On 26 and 27 June 1980 the Economic and Social Committee hosted a conference on the enlargement of the European Community. To provide participants, Community authorities and European interest groups with background material, the Committee compiled a number of papers on the role and structure of economic and social interest groups in Greece, Spain and Portugal.

This documentation has now been expanded. The volume on Spain contains an introduction setting out the present and historical socio-economic context.

Publication of these papers should not be construed as recognition (or non-recognition) of the organizations in question by the Economic and Social Committee with a view to establishing formal relations in the future.

METHOD APPLIED

Work on collecting information started in the summer of 1979. The document was completed in late June 1982.

Consequently the description of the structures and activities of some organizations relates to the situation in 1978, 1979 or 1980.

A detailed study was made of documents provided by the organizations, such as their constitution, rules of procedure and annual reports. In some cases representatives of the organizations were interviewed. One or more drafts were submitted to the officers of each organization covered, with a request for their comments.

Any inaccuracies will be corrected when the individual sections are revised and updated in about five years' time.

The ESC General Secretariat wishes to thank all bodies and individuals contacted in the course of the research, in particular the representatives of the Spanish organizations, for their cooperation and assistance.

Roger LOUET  
Secretary-General

NOTE FOR THE READER

Each section has a cover page giving the name and initials of the organization concerned, the names of its officers, addresses and telephone number(s).

For convenience, the organizations are subsequently referred to by their initials.

In the section on Membership of European economic and social interest groups, the term "European" refers broadly to any international organization with a European dimension and not just to Community-based organizations.

To facilitate comparisons, budget figures are given in ECU (value as at 14 September 1981).

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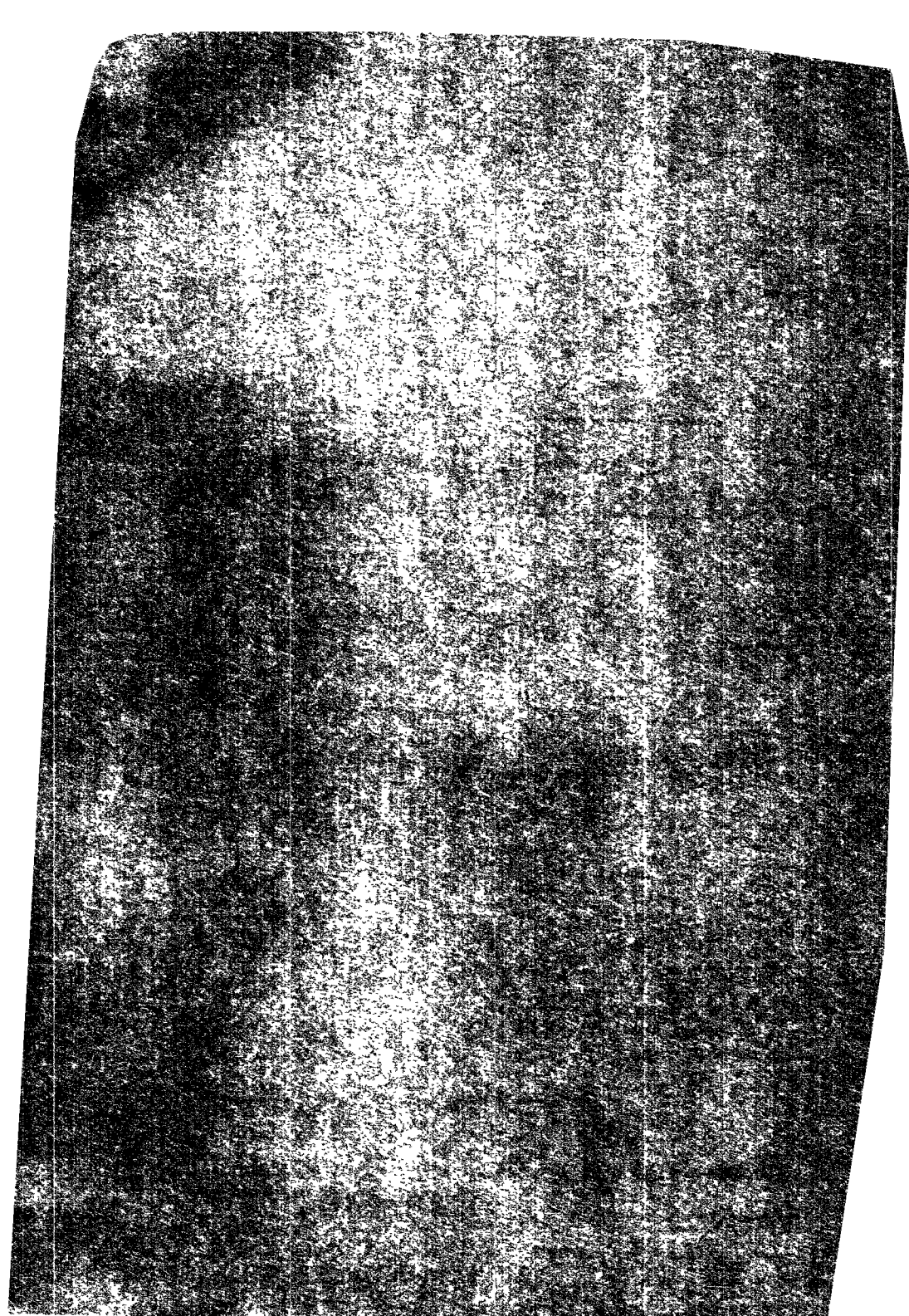


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C O N T E N T S

The Spanish interest groups have been linked under three headings (I. Employers, II. Workers, III. Various Interests) reflecting the groups formed within the Economic and Social Committee.

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## 1. INTRODUCTION

1.1. This document illustrates the rapid transition from a dictatorship to a pluralist democracy. This transition is taking place through the emergence of new political and social forces, and the consolidation of groups and structures - especially in the trade union sphere - which previously operated clandestinely.

This evolution of structures and groups is of course occurring within the context of the general economic development of the country. For this reason, the following survey contains a few basic facts and figures on the development of the Spanish economy.

1.2. From 1960 onwards, the Spanish economy experienced a long period of growth, with annual GDP increases far above the European average. A few figures will give an idea of the size and scope of this

transformation. Per capita gross product rose from \$300 (\*) in 1957 to \$2,446 (\*\*) in 1974. At the same time, industrial production trebled between 1960 and 1970, rising by a further 40% between 1970 and 1975 (1).

This growth was accompanied by fundamental changes in the respective contributions of agriculture, industry and services to GDP. In 1961 these were: agriculture 26.5%, industry 33%, and services 40.5%. In 1974 the figures were respectively 10.3%, 41.9% and 47.9% (2). Rapid urbanization - especially in Madrid and Barcelona - was the logical concomitant of this process.

While this growth has made Spain the tenth industrial nation in the world (2), Spain's industrial structure is still characterized by the existence alongside each other of modern enterprises controlled either by the State or by major finance groups, and of a large number of small and medium-sized firms. The latter employ the bulk of the industrial work force, and are expanding under the protection of considerable tariff and non-tariff barriers.

Since 1975, Spain's economic growth has stagnated in conjunction with the oil crisis which has seriously hit all OECD member countries.

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(\*) In ECU: 288.46 )  
(\*\*) In ECU: 2351.92 ) Value on 14.9.1981



Although the international situation is a major cause of this slow growth, certain structural defects in the Spanish economy are perhaps the main obstacle to a reversal of this trend.

In the area of foreign trade, structural factors are behind the vulnerability of the Spanish economy in the face of the world recession. These factors include:

- high dependence on imported energy, notably oil;
- concentration of manufacturing in sectors where world supply exceeds demand and Spain's output coincides with that of the newly industrializing countries;
- the contraction of productive investment due in large part of the fall in economic growth rates during the 1970s (3).

At the same time, Spain belongs to the group of countries where the exodus of labour from the farm sector has continued and where industrial stagnation has prevented the absorption of this labour force by industry.

Two further indicators of economic stagnation are worthy of mention: the deterioration of the terms of trade since 1975, and slow growth of exports and of foreign exchange earnings from tourism.

Two government measures to tackle these economic problems deserve special mention, as they involve the consensus of the political and socio-economic groups which have come into being at national level since 1977:

Firstly, the economic programme introduced by the Government elected in June 1977, with the priority goal of controlling inflation and restoring equilibrium in the balance of payments was expanded in October of the same year when the agreements known as the Moncloa Pacts were concluded with the main political parties. These agreements sought *inter alia* to fix a ceiling of 22% for wage increases in 1978. They lapsed a year later, when the political and economic debate re-started as a result of the negative indicators on economic expansion, productive investment, and employment, in spite of the relative success of the fight against inflation.

Secondly, in the first half of 1981 the Spanish Government and employers' and workers' organizations signed the first tripartite agreement of the post-Franco era (4). The National Employment Agreement committed the Government to maintaining until the end of 1982 the same overall number of jobs as when the agreement was signed. This commitment presupposes the implementation of an economic policy to create 350,000 new jobs, given the possible drop in employment over this period.

The CEOE (Spanish Confederation of Employers' Organizations) and the signatory trade unions agreed on wage increases of between 9% and 11% in collective agreements to be negotiated during 1982.

The national agreement also covers measures to boost employment, provide unemployment cover and social security, and strengthen the trade unions. The signatories see it as an economic and social instrument to help guarantee democracy, which has only recently been restored in Spain (5).

There are two main factors in the development of agriculture (6):

a) Although half of the land can be classed as Mediterranean, this accounts for barely one-third of final production (14% for vegetables, 10% for citrus and other fruit, 4% for wine and 4% for olive oil). Animal products represent a further third of farm production, and cereals 10%.

Spanish agriculture is thus highly diverse and heterogeneous. There are a little over 2 million people engaged in agriculture (of whom 43.3% are self-employed farmers, 23.2% family helpers, 31.9% workers and 1.6% employers of labour); they work around 27.2 million hectares of farmland. At the time of the last census (1971) there were 2,571,000 farms.

b) Farms vary greatly in size. Those over 500 hectares represent 37.3% of the total area and only 0.5% of the total number of farms

(or around 12,000). At the other end of the scale, the seven out of ten farms which are under 10 hectares only account for 11.8% of the total area. The large estates in the south (Andalusia) and the small holdings in the north (particularly Galicia) represent the extremes.

## 2. The main interest groups

### 2.1. Employers and various interests

#### 2.1.1. Industry and services

During the period when the political groups represented in the Spanish Parliament were preparing the ground for the "Moncloa Pacts", various moves to unite Spanish employers in an umbrella organization met with a favourable reception. On 22 September 1977, the inaugural meeting of the CEOE (Spanish Confederation of Employers' Organizations) represented the culmination of an intensive effort to win support and encourage employers to organize.

The changed political environment and the scope of the government action programme resulting from the Pacts (whose impact on business is obvious) led the CEOE to engage in a campaign to develop employers' unity, their solidarity, and their guiding role in a serious economic situation (7).

The CEOE represents over 1,300,000 firms belonging to 133 confederation organizations. This makes it the main employers' confederation in Spain. The organization takes an active part in national and international politics, its central aim being the defence of private

enterprise and the free market economy. Its main actions at national level include the signing of the Inter-Confederal Framework Agreement with the UGT (General Workers' Union) on 5 January 1980.

At European and international level, the Confederation has encouraged and increased the representation of Spanish employers in sectoral and intergovernmental bodies. The CEOE is thus a member of the International Organization of Employers (IOE), an associate member of the Union of Industries of the European Community (UNICE), and a member of the OECD Business and Industry Advisory Committee (BIAC). It is also represented in the International Labour Organization (ILO) and in the Inter-American Council of Commerce and Production (CICYP).

\* \*

The AEB (Spanish Association of Private Banks) is affiliated to the CEOE, and plays an active part in the representative and decision-making bodies of the Confederation. It has 127 full member organizations. Created in 1977, the AEB seeks to defend its sectoral interests by acting through legal, administrative and parliamentary channels.

Another organization representing banking interests is the CSB (Central Banking Committee). The CSB operates outside the CEOE, and is a consultative government body in the banking sector, operating through the Ministry of Economic Affairs.

\* \*

The insurance sector is represented by UNESPA (Spanish Union of Insurance, Reinsurance and Investment Companies), which is affiliated to the OECD. The organization defends the interests of its members at national level, trying at the same time to present a clearer image of insurance and its function in the economy.

UNESPA's activities at international level are varied, centring on Europe and Latin America. UNESPA is the only association to belong to both the two large continental insurance confederations: the European Insurance Committee (EIC) and the Federación Interamericana de Entidades de Seguros (Inter-American Federation of Insurance Bodies) (FIDES).

\* \*

CEPYME (Spanish Confederation of Small and Medium-sized Enterprises) was set up on 26 September 1977. It is affiliated to the CEOE, and like the CEOE has as its main goals the development and defence of free enterprise and the market economy. Organized on geographical and trade lines, CEPYME seeks to defend the interests of its many members by promoting cooperation with the Spanish state and the trade union federations, while remaining independent of any political party.

CEPYME provides a third of the employers' representatives on the social security councils set up by the Spanish Government, and also takes part in the work of IMPI (Institute of Small and Medium-Sized Enterprises).

CEPYME is represented on various international bodies through the CEOE. It is also represented on the ILO and the various international and European organizations for small and medium-sized firms and craft industries.

\* \*

At present throughout Spain there are 85 provincial and/or municipal chambers acting as consultative bodies and representing the general interest of trade, industry and shipping. These chambers are grouped together in the Supreme Council of the Official Chambers of Commerce, Industry and Shipping of Spain, created in January 1922. Its operations are governed by the provisions which came into force in March 1978.

The Supreme Council performs those functions which fall outside the terms of reference of the chambers, at either national or international level. Its specific task is to keep in touch with the chambers and coordinate their activities and goals. For their part, the chambers are able to meet in provincial or inter-provincial assemblies to discuss problems of common interest. There are now two regional chambers of commerce (Catalonia and Basque region).

Since 1969 the Supreme Council has been a corresponding member of the EEC Conference of Chambers of Commerce and Industry (8).

### 2.1.2. The Agricultural Sector

Because of the brief period of time which has elapsed since the passing of the law on freedom of association, and the enormous complexity of the task of transforming a government-controlled union set-up with a vertical structure into a fully democratic system, it has not yet been possible to obtain a sufficiently clear picture of the union situation, not least because of the great diversity of professional and trade organizations.

In the agricultural sector, the only recent emergence of organizations and their low membership figures, together with their frequent joint programmes and transfers of members from one organization to another, make it difficult to evaluate the structure of the organizations to judge how representative they are and to make a clear distinction between the various organizations' objectives.

The elections organized by the Chambers of Agriculture in 1978 did little to clarify the situation because of the large number of independent representatives elected and the transfers mentioned above. (9)

The first movements of arable and livestock farmers came into being at the end of the 1960's as autonomous units with little coordination between them. They gradually established contacts, culminating in 1976 in the creation of COAG (Federation of Spanish Farmers' Organizations), which claims to represent between 100,000 and 125,000 family farmers. (6)

COAG is at present made up of associations of arable and livestock farmers operating mainly family farms.



COAG occupies a predominant position in almost the whole of the Ebro region, and in the provinces of Léon and Alava. It is also well-established in Valencia and Murcia and in Catalonia.

COAG claims to bring together farmers of various ideologies and to be completely independent of political parties. Nevertheless, it maintains frequent contacts with the parties, sending them regular bulletins and receiving varying degrees of support from "all the parties of the democratic opposition". (10)

UFADE (Union of Spanish Agricultural Federations), founded in October 1978, is made up of 22 provincial associations of arable and livestock farmers (full members and four sectoral organizations. UFADE currently has cooperative links with the UDC (Union of Centre Democrats). (11)

UFADE claims to represent the majority of farmers in the Duero Region and to have a considerable base in Galicia and Asturias.

Like COAG, the young farmers' movement emerged prior to the entry into force of law on freedom of association in 1977. However, the association set up in 1970 put forward its sectoral demands within the "Hermandades" ("brotherhoods") without giving rise to the sort of direct confrontation which occurred in the case of the organizations which later formed COAG.

Thus, in 1977, there emerged the CNJA (National Association of Young Farmers), modelled on the French young farmers' movement. (11)

The CNJA, which, according to its own information, has about 100,000 members, includes all categories of farmers and has considerable influence in the provinces of Barcelona, Gerona, Toledo, Coruna, Granada, Jaén, Almeria, Segovia, Salamanca, Valencia, Alicante and Seville; it could be said to be well-established, without having a dominant position in any of these provinces, with the possible exception of Barcelona.

Two agricultural organizations have been classified in this study as an employers' and a workers' association respectively. They are, firstly, the CNAG (National Confederation of Farmers) which was set up in 1977 and is affiliated to the CEOE, and secondly, the FTT (Agricultural Workers' Federation) which is affiliated to the UGT.

The CNAG mainly comprises large landowners plus a few local groups of small landowners. It claims to have 250,000 members (6) and to be independent of political parties (12). It has a broad base in Extremadura and Andalusia, especially in the provinces of Seville, Cordoba, Jaén, Cadiz and Granada, and is also well-established in the provinces of Madrid, Badajoz and Albacete.

The CNAG includes various sectoral organizations, such as the Union de Olivares españoles (Union of Spanish Olive Growers) and the Asociacion Nacional de Ganaderos del Reino (National Association of Stock-raisers).

The FTT (Agricultural Workers' Federation) was set up in April 1930 and constitutes the agricultural arm of the UGT (General Workers' Union). The organization was dismantled at the end of the Spanish Civil

War. The FTT with its close ties with the trade union movement, brought together farm workers and small farmers. In 1980, the small farmers formed UPA (Smallholders' Union), a trade union for the self-employed in the agricultural sector. Farm workers, for their part, are grouped together in SOA (Wage-Earners' Union). These two unions form the basis of the FTT. (13)

The FTT is established in a large number of agricultural regions without having a leading role in any. Among the areas where the FTT's influence is greatest are the provinces of Badajoz, Alicante, Murcia, Valencia, America, Granada, Jaén and Huelva.

The FTT is represented on the European Trade Union Confederation (ETUC) and the International Confederation of Free Trade Unions (ICFTU) through its membership of the UGT.

The FTT is also affiliated to the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW) and the European Federation of Agricultural Workers' Unions in the Community (EFA).

Under the Royal Decree of June 1977, Spain's Chambers of Agriculture, which are of considerable importance at national level, became public law bodies of a consultative nature with the task of cooperating with the government through the Ministry of Agriculture.

These Chambers have been set up at municipal and provincial level throughout Spain.

The decree governing CONCA (National Confederation of Spanish Chambers of Agriculture), dates from 14 March 1980, it lays down rules governing the operation of this body, which is affiliated to the European Confederation of Agriculture (CEA) and the International Federation of Agricultural Producers (IFAP).

These Chambers, which have considerable financial and other resources, have been the subject of a lengthy debate. (14)

The agricultural organizations are generally favourably disposed towards Spanish accession to the Community, although with certain reservations. (15)

#### 2.1.3. Non-Bank Credit Sector

CECA (Spanish Confederation of Savings Banks) represents all the affiliated banks and acts as a consultative body for the government. From the financial point of view, it acts as a clearing house for the affiliated banks and is expanding its advisory role and its saving promotion activities. In quantitative terms, the people's savings system represented a third of the private credit system in 1980. The impact on investment is particularly significant in the housing sector.

#### 2.1.4. Consumers

Two bodies, INC (National Institute of Consumer Affairs) in the public sector, and OCU (Consumers' and Users' Organization) in the private sector, represent the interests of consumers at national level.

INC, set up in May 1971 as a centralized public service, became an independent body within the institutional framework of the Spanish Ministry of Commerce in 1977.

INC provides subsidies for the 70 associations which were surveyed in the census of consumer organizations in April 1980. It has produced a large number of studies and publications to inform and advise consumers throughout Spain.

OCU, for its part, brings together the associations of users of insurance (USEG), housing (USVI), transport (UTRANS), money and credit (UDICRE), energy (UEN) and telephone and telecommunications services (UTTE).

Organized on the basis of provincial, district or local councils and users' groups, OCU is represented, as consultative body, on a great many government bodies, such as the Prices Commission, the Ministry of Trade Advisory Committee and the Directorate-General for Energy.

Both INC and OCU are corresponding members of the International Organization of Consumers' Unions (IOCU) and observer members of the European Bureau of Consumer Unions. (BEUC)

Both organizations declare themselves to be resolutely in favour of Spain's accession to the European Community. (16)

## 2.2. Trade Unions

### 2.2.1. Background

Spain has a long tradition of trade unionism. As in other European countries, trade unionism first appeared in the second half of the nineteenth century. The first International had a decisive influence on the development of the emerging trade union movement. The breach within the International produced a deep division in Spanish trade unionism between the majority anarchist tendency prevalent in Catalonia and Andalusia, and a minority socialist tendency predominant in Madrid and the Basque country. The socialist tendency led in 1888 to the foundation of the UGT (General Workers Union), which adopted a reformist attitude open to negotiations.

The anarchist wing which went through periods of clandestinity and repression, formed a series of short-lived organizations which finally crystallized in the CNT (National Confederation of Labour), formed in 1910. This Confederation followed the precepts of revolutionary libertarian trade unionism, which has direct action and general strikes as its most characteristic instruments. The economic and the political struggle were intertwined within the Confederation.

Attempts to set up other trade unions, whether the "free trade unions" promoted by Catalan employers or Christian unions, met with little success. The Confederación de Sindicatos Católicos (Confederation of Catholic Trade Unions) was founded in 1919, but it had little influence outside the farm sector. The only major exception was the establishment in 1911 of

the Solidaridad de Trabajadores Vascos (ELA-STV) (Union of Basque Workers). The combination of Christian and labour ideals, closely linked with the special mentality of the Basque Worker, made this union a very important force in this region, particularly during the second republic.

During the years of the republic, confrontation between the two opposing tendencies continued. The socialists resolutely supported the new regime, while the anarchist tendency was dominated at the time by the groups affiliated to the FAI (Iberian Anarchist Federation). This led to much conflict and social disarray during these years.

The trade union movement was thus a belligerent in the republican area, while in the national area one saw the immediate dissolution and dismantling of the unions, persecution of their leaders, and replacement of the unions by compulsory workers' and employers' organizations, inspired partly by the national labour front of national-socialist Germany, and known as Centrales Nacionales Sindicalistas (Decree of 21.4.1938). These organizations followed the concept of "vertical trade unionism" embodied in the 13th declaration of the Labour Law. In other words, they were "public corporations", inspired by "principles of unity, totality and hierarchy", managed by government appointees drawn from the sole party. At the same time it was forbidden to form "new trade unions or associations whose aim was to defend trade or class interests". Furthermore, strike action was considered a crime.

These organizations engaged in a variety of research, advisory and assistance work. However, they had no part in the determination of working conditions, which was the exclusive province of the State. It was only in 1958 that the possibility arose of collective labour agreements (albeit of a supplementary and marginal nature) between the elected representatives of the "vertical" union, i.e. between the social (workers) and economic (employers) Sections. At plant level, the works council or "Jurado" took part in negotiations.

Although there were a few isolated strikes (general strike in Vizcaya in 1947, tram strike in Barcelona in 1951), it was only with the introduction of collective bargaining that there began to emerge a more general response to official labour policy, and it became possible to use both legal channels and alternative instruments, which had initially been illegal and clandestine, as was the creation, during a particular dispute, of "comisiones obreras" (Workers' Committees) to coordinate workers' response to a particular problem. "A Workers' Committee was set up in order to hold talks with management on behalf of the other workers. After this it would report on its action" (SARTORIUS) (17). An example is provided by the mine workers' committee of La Camocha (Asturias) set up in 1958. These were embryonic ad hoc organizations which were active intermittently, and which disappeared once the dispute which had led to their formation was resolved.

The dispute at the end of 1961 (strike at the Compañía Auxiliar de Ferrocarriles at Beasain, Guipuzcoa) worsened during 1962. This led to the systematic appearance of these temporary strike committees known as



"comisiones obreras". In the mid-1960's it was decided that these committees should be made permanent, in order to coordinate disputes and create a basic organization. In 1966, the comisiones obreras were made permanent representative bodies. A declaration the same year laid down their dual line of action : to demand better working conditions (particularly higher pay) and to fight for democratic rights, both political and union.

The "comisiones obreras" were set up in accordance with pluralist principles, and workers always participated in an individual capacity. The basic instrument was the workers' meeting. However, their pluralism diminished, especially when certain Christian unions, such as USO set up in 1960, and the Basque ELA-STV, decided to stop taking part in the comisiones obreras.

Throughout the period of dictatorship, the union militants of the UGT suffered special persecution from the Franco regime and were against joining the "comisiones obreras". They conducted several bitter strikes (for example in Asturias) at great risk. Many UGT militants were imprisoned or forced to go into exile.

At provincial level, many regional movements began to spring up, both within existing federations and in local groups which placed emphasis on a union plan to achieve regional demands. The ELA-STV, which was the

first example of this type of trade unionism in the Basque country, as stated above had its first period of legality in 1923-29. The ELA-STV flourished during the second republic, when it became the main trade union in the Basque region.

In September 1966 elections were organized within the vertical union for workers' representatives. At these elections, the comisiones obreras lists met with some success, particularly in the most industrialized parts of the country. Official repression did not take long to emerge, and applying the penal code then in force the Supreme Court declared the comisiones obreras again to be illegal "as they are prohibited associations tending to subversive, clandestine agitation, dedicated to social strife, and completely opposed to those associations which have sprung from the present trade union system". The Supreme Court stressed furthermore that in the comisiones obreras "there are links with and persons affiliated to parties which are in favour of the class struggle and the violent destruction of the present organization of the State" (Judgement of 17.10.68).

Despite this, the "comisiones obreras" movement consolidated its position, although it remained a movement based on spontaneity and holding of ad hoc shopfloor meetings, unitarian and with neither membership nor contributions. It also retained its "entrista" strategy, i.e. making use of the possibilities afforded by the representative structure of the vertical union. This position ran counter to the strategy of the re-emerging UGT, which was growing in strength.

The resurgence of the labour movement was consolidated in the early 1970s, in parallel with a strong student movement in the universities. These movements had similar methods (holding of ad hoc meetings, direct

democracy, representatives that could be dismissed, indirect coordination via mainly political organizations, etc.) and aims, combining short-term goals with the more general aims of democratization and political change.

In the elections for workers' representatives within companies and the vertical union, the "democratic" candidates backed by the comisiones obreras and the USO obtained highly satisfactory results.

When General FRANCO died, the situation was somewhat confused. In some sectors, effective leadership had led to the consolidation of the "official" representative bodies. In other sectors, however, they had de facto been superseded by informal arrangements such as "delegados de asambleas" (meeting delegates and coordinating bodies, etc.); outwardly there were no trade union associations - they operated clandestinely because of their illegal status. (18)

#### 2.2.2. The trade unions during the period of transition to democracy

The years of transition were to prove decisive for the development of the labour movement. The first government of the monarchy was unwilling to engage in radical political change, and in the first three months of 1976 there was a spectacular rise in the number of strikes (more than 1000% compared with the previous year). The main aim of these strikes was to encourage political change and thus recognition of union rights and the right to strike. This strike movement was undoubtedly one of the main causes of the fall of the Arias government and its replacement by Suarez, whose government gave resolute encouragement to the democratization of the political system and labour relations.

In 1976, three important events occurred in the trade union movement :

- In April 1976, under the cover of "Trade union seminars", the XXXth UGT Congress took place. This meant emergence from clandestinity and confirmation of the UGT as a "working class, revolutionary, autonomous and free, unitary, democratic, representative and socialist" trade union. The restoration of democratic freedoms became the central objective, with insistence on a break with the "official trade union apparatus" and on unity of action, so that once freedom of association had been achieved the union movement could face the future united. The UGT's position was therefore based both on an associative conception of trade unionism and the recognition of the special place of socialist trade unionism, without straight away accepting (in the light of the Portuguese experience) either retention of the vertical trade union structure or a premature and hasty unity on account of the supremacy enjoyed at the time by the CC.OO (Comisiones Obreras) Workers' Committees. (19)
- The second event was the setting up, in July 1976, of the "Coordinadora de Organizaciones Sindicales" (COS) (Coordinating Committee of Trade Union Organizations), by the CC.OO, the UGT and USO. This body safeguarded the specific character of its member organizations and their "autonomy of structure and of action", and sought to ensure unity of action on the part of all member organizations as a means of democratic and trade union opposition, although this unity of action was conceived from the point of view of trade union unity, "an unrelinquishable demand of the working class". The objectives of this Coordinating Committee were economic and occupational in the short term, incorporated in an ambitious "joint platform of demands", and also political, being directed towards the winning of democratic freedoms and the stimulation of a unifying process through unity of action and freedom of association. It is significant that this Coordinating

Committee implicitly acknowledged the existence of pluralism in the trade union movement, although without giving up its more distant objective of eventual trade union unity.

- In July 1976, the general meeting of the CC.00 also took place; it was assumed that a majority line would be imposed which favoured the transformation of this semi-organized movement, with no clear membership or permanent administrative bodies, into an associative trade union organization of a new kind, with a central organization alongside the other central organizations already in existence, in keeping with the de facto pluralism which was asserting itself. The decision to organize an inaugural congress of the Confederación Sindical de Comisiones Obreras (Confederation of Workers' Committees), however, encountered opposition from a minority group supporting a unitary form of trade unionism, open to all, and based on the holding of ad hoc shopfloor meetings. This minority group, which included militants from the Communist Party, the Labour Party (PTE) and the Workers' Revolutionary Organization (ORT), brought about a split within the CC.00 in November 1976, and set up a provisional Coordinating Committee to encourage shopfloor meetings, at which proposals for the setting up of unitary trade unions were put forward; at the same time the process was set in motion which was intended to lead to a trade union congress inaugurating a large unitary central organization. However, the tensions between these two political forces led to a new split and in March 1977 two new bodies were created, the Confederación de Sindicatos Unitarios de Trabajadores (CSUT) (Confederation of Workers' Unitary Trade Unions) with Labour Party (PTE) sympathies, and the Sindicato Unitario (SU) (Unitary Union) supported by the Workers' Revolutionary Organization (ORT). (20)

In 1977 two important events occurred in the process of consolidation of democratic trade unionism :

- Firstly, trade unions were legalized in the traditional associative structure; the law of 1 April 1977 and the ratification of a number of international conventions in this field allowed the legalization of unions which had already been tolerated, and in April and May both the "historic" central organizations, the UGT and the CNT, and the new bodies, the CC.OO, the SU and the CSUT, were legalized. Some regional trade unions, such as the ELA/STV, and a number of "independent" central organizations such as the Confederación Democrática de Trabajadores and the Confederación Española de Sindicatos Independientes (CESI) were also legalized. Thus at the end of 1977, the trade union scene was marked by a multiplicity of central organizations, ranged against an employers' movement which was already largely united in the form of the CEOE.
- The second event was the dissolution of Franco's trade union apparatus, which began in October 1976 with the setting-up of the Administración Institucional de Servicios Socio-Profesionales (AISS) (Institutional Administration for Socio-Professional Services), which took over the social and welfare services of the government-controlled trade union movement, and especially with the promulgation of the Royal Decree of 2 June 1977 on the abolition of obligatory trade union membership and the conversion of the AISS. This dissolution raised the question of the situation of the workers' elected representative bodies, particularly those at company level. The disagreement between, on the one hand the CC.OO and USO, which were in favour of maintaining the trade unions' representative functions, and on the other the UGT, which was not, proved intractable and even led, in March 1977, to a split within the Coordinating Committee of Trade Union Organizations. The matter was settled by the Government when, in December 1977, it approved provisional rules for the election of workers' representatives within firms (delegates and committees); these rules did not provide

for trade union branches or delegations, which the UGT in particular supported. In the same month, the UGT and the CC.OO signed an agreement fixing the dates of the elections and recognizing the unions' identity.

These elections, known as the "elecciones sindicales", were held at the end of January 1978; they made the situation clear - two central trade union organizations took the lead with a large majority (the CC.OO with 34.5% and the UGT with 21.6%); the USO got over 3% and the CSUT, the SU and the other organizations failed to reach this percentage. From that time on the sharp distinction between the "big", most representative organizations and the rest became increasingly marked; indeed, it was encouraged by the selective contacts engaged in both by employers and by the government itself. (21)

### 2.2.3. Present situation

The adoption of the Spanish Constitution in 1978 meant not only the consolidation of a democratic political system, but also the enshrinement in the Constitution of trade union freedoms and the right to strike.

Under Article 7 of the Constitution, trade unions and employers' organizations defend and promote their own economic and social interests, and such bodies can be freely set up and can operate freely.

Pending a future law on trade unions, of which there is little sign at the moment, trade union legislation continues to follow the law of 1 April 1977, based on a compulsory register of trade union associations;

these associations are organized on geographical and occupational lines, and are modelled on systems in other countries. On the one hand, all areas of activity have their own trade unions, in turn form federations for the various branches of activity or industries, while, on the other, district or regional intersectoral organizations have been set up, culminating at national level in a central body with a confederal structure. An organizational peculiarity is the - at least formal - importance given to the regional levels, of the trade unions for the various branches of activity and the sectoral organization, a structure which reflects the increasingly important role of the regions. An illustration of this is the emergence of regional-level trade union organizations, mainly in the Basque country, as a result of the growth of the ELA/STV; the same phenomenon is to be seen in Galicia, while in Andalucia the Sindicato Agrícola de Trabajadores (SAT) (Workers' Agricultural Trade Union) has acquired a base only in agriculture.

The dualistic federative nature of the trade union organizational structure is reflected in its managerial, representative and administrative bodies. Thus, the confederal (or regional) congresses are made up of federations representing particular branches of industry and intersectoral bodies. The same is true of other permanent representative bodies (Executive Committee and Confederation Committee of the UGT, Confederation Council and Executive Committee of the CC.OO, Confederation Council of the USO, etc.) elected by the Congress.

The constitutional requirement for trade unions to have a democratic structure is reflected in their rules, not only regarding the democratic appointment of decision-making bodies, but also regarding the existence of pre-established procedures for taking decisions and of internal systems for checking and reviewing decisions. The institution of legal proceedings to resolve possible internal conflicts has not become a general practice.



Since 1979, the development of Spanish trade unionism has been characterized by a greater institutionalization, which has led first and foremost to a significant increase in the proportion of the working population covered by collective labour agreements (92% of private sector workers in 1980, as opposed to 57.6% in 1979). (22) A second feature is the reduction in the number of disputes, which began in 1977; by 1980 and 1981 lowest figures in recent times had been reached. This change is not only quantitative, however, but also qualitative - strikes are more closely linked to collective bargaining and generally indicate the failure or breakdown of negotiations.

This normalization of labour relations is greatly helped by the fact that the trade union organizations are well established and by the mutual recognition of unions and employers' organizations, as well as by the increasing concern in the face of a difficult situation of economic crisis, inflation and high unemployment. The number of unemployed has increased tenfold in the last ten years, and is now close to 2,000,000 or about 14% of the working population. (23)

The two sides of industry have not been able to remain aloof from these serious problems and have accepted responsibilities and sacrifices in this area. As early as 1977, a socio-economic agreement of the parliamentary political forces (known as the "Moncloa Pacts") received the support in principle of the unions and the CC.OO in particular although it did not embrace the unions or the employers' organizations; both the UGT and CEOE, however, had reservations, considering that they should have been consulted and should have been party to the agreement.

The leading role of trade unions and employers' organizations on the Spanish socio-economic scene was recognized at government level. Accordingly, when the government was formulating its economic policy for 1979, it approached the unions and employers with the intention of renewing the Moncloa Pacts. When this move failed, the State laid down its economic programme (which included the fixing of a ceiling for wage rises) unilaterally. At the end of 1978, this ceiling was set by decree at 14%. The two main central trade union organizations (CC.OO and UGT) announced their own objectives : a 16% increase in wages and shortening of the working day. This union proposal formed part of the more wide-ranging short and long-term objectives contained in the action programme of each central organization.

The discussion of a very important Bill called the Estatuto de los Trabajadores (Workers' Statute) designed to regulate contracts of employment, the representation of workers in the firm and collective labour agreements, was to provide an opportunity to consolidate the forms of worker organization at plant level. Whereas the majority of the central union organizations felt that the leading role in representation and negotiation within the company should be given to the elected, unitary representative bodies (delegates or committees), with greater or lesser scope for the basic meetings, the UGT advocated the granting of this power to the company trade union sections, legally constituted in establishments where the union has a certain number of members. This discussion was finally ended by the law giving priority to the committees, and limiting considerably the role of the plant meeting, but leaving open the possibility of negotiating collective labour agreements at company level via the trade union representatives.

However, this discussion was to lead at the same time to top-level negotiations between the CEOE and the UGT, which crystallized in July 1979 in a number of amendments to this Bill, especially in connection with collective bargaining, which were accepted by the two main political parties, the UCD, which was in power, and the PSOE, which was in opposition. This first top-level agreement led several months later to the Acuerdo-Marco Interconfederal (AMI) (Interconfederation Outline Agreement) on collective bargaining, signed on 5 January 1980, between the UGT and the CEOE, and which USO endorsed later. The CC.OO, although it had taken part in the drafting, withdrew from the negotiations and adopted a position of symbolic opposition.

The aim of the AMI was to seek a concerted solution to the economic crisis by means of measures to restrict wage increases, but at the same time to lay the foundations for a reorganization of collective bargaining, priority being given to sectoral agreements and the reinforcement of trade union rights inside and outside the firm; the recognition of trade union delegates with certain rights and privileges meant that an UGT demand which for years had been rejected had finally been met. Although the collective labour agreement of 1980 was not signed by the largest union, the CC.OO, it basically satisfied the criteria established by the AMI, which was revised at the beginning of 1981, in separate form for the CEOE and the UGT, and the CEOE and the USO.

The AMI not only resulted in an improvement in the disputes situation and an extension of collective bargaining, but also increased the prestige of the trade union organizations which had signed it, as was clearly reflected in the results of the union elections held at the end of 1980; in these elections, both the CSUT and the SU suffered a major setback;

the CC.OO lost some ground (16,000 fewer delegates and a loss of 3.5 points), while the UGT gained 8,000 delegates and improved its previous percentage by 7.7 points. The CC.OO now had 30.86% as against the UGT's 29.27%. USO, for its part, gained 5.5 points and managed to obtain 8.69% of the delegates, a sizeable figure but not enough to cross the 10% threshold for representative status in collective bargaining. At regional level, the ELA-STV obtained 25.60%, doubled its number of delegates, and exceeded the 15% needed for representative status; the same thing occurred in Galicia in the case of the ING (Intersindical Nacional Gallega) (17.5%); these two regional unions therefore seem to be firmly established in their respective zones of influence (\*).

In June 1981, the largest unions, the UGT and the CC.OO, the employers' organization CEOE, and the government signed the Acuerdo Nacional sobre el Empleo (ANE) (National Employment Agreement), which covered a very wide field but concentrated particularly on the rules governing collective bargaining in 1982, on limiting pay rises and on reducing working hours, in particular by abolishing overtime. The agreement contained other provisions acknowledging that the two sides of industry had a part to play through consultation; this is not always easy, as in the case of social security, where the meetings of a tripartite committee on rationalization and improvement of the system were fruitless.

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(\*) These figures are taken from the official data contained in BOE (Official Gazette) No. 89 of April 1981.

The ANE reinforced the unity of action between the UGT and the CC.OO and as a result led to a certain cooling in the UGT's special relationship with the CEOE. At the same time, USO, left out of the agreement because of union pressure, adopted a critical attitude, although not going as far as to attempt to boycott implementation of the agreement. More radical was the attack on the agreement by the trade unions with a strong regional base, especially the ELA/STV, despite the fact that this organization had supported the setting up in the Basque country of a bipartite labour relations council in line with the idea of an "appropriate labour relations framework".

The trade union elections and the experience of the AMI and the ANE seem to have consolidated the dominant position of the two major central organizations (CC.OO and UGT) and the relatively stable position of the USO as the third (minority) trade union organization; there has also been an increase in the strength of the two regional organizations with quite distinct tendencies (the ELA/STV, an efficient and well-organized union oriented towards negotiation, and the Intersindical Nacional Gallega (ING), which largely represents an ideology of revolutionary trade unionism).

However, the consolidation of the trade unions is attributable more to the legal and political consequences of the "hearing" given to the unions in the company-level elections than to a growth in membership, an area in which the unions are very badly organized. There are no reliable

figures on current trade union membership, but a recent fairly optimistic calculation gave the following picture (\*) :

CC.OO .....	897,000
UGT .....	806,000
USO .....	225,000
Nationalists .....	104,000
Independents .....	98,000
Others (CSUT, CNT, SU) .....	260,000 (24)

According to these calculations, some 2,400,000 Spanish workers are union members (the criterion being the membership card as opposed to the paying of dues), but, although optimistic, the calculations reveal a 20% drop in membership since 1979, affecting some organizations (CC.OO) more than others (UGT), with the exception of the USO, which seems to have increased its membership. A factor contributing to this organizational weakness of the unions is the generally efficient system of collective agreements, which does not stimulate membership since this is not felt to be necessary.

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(\*) The difficulty of establishing the true membership levels is obvious. The figures supplied to the Economic and Social Committee by the trade union organizations for 1980 are as follows :

CC.OO. ....	2,000,000
UGT .....	1,400,000
USO .....	644,476
ELA/STV .....	110,000

Mention should also be made of the influence of Communist (Euro-Communist) and other left-wing elements within the CC.00, the Socialist and Social-Democratic influence in the UGT and the changing situation within USO, which has moved away from more radical Socialist attitudes, such as workers self-management towards more moderate, centrist positions, which are gradually taking it in the direction of Christian trade unionism, but without the religious element. The ELA-STV has the specific characteristics of Basque trade unionism (25).

As regards specific demands and proposals in recent years, the CC.00 put forward an economic plan designed to create 300,000 jobs a year from 1980 onwards and to increase unemployment benefit for workers in enforced unemployment.

The UGT's guiding aims are primarily the protection and promotion of employment, the maintenance of the purchasing power of the working classes and the consolidation of trade union freedom.

The CC.00 and the UGT propose the establishment of a framework agreement providing for consultations between the two sides of industry.

USO, for its part, insists on its independence of political parties, declaring itself to be "an autonomous alternative trade union" (26).

The CSUT and the SU, which are on the left of the political spectrum are at present in the process of amalgamating. These two organizations support the establishment of a "united, working class trade union movement" and are opposed to socio-economic agreements along the lines of the Moncloa Pacts (27).

Basing itself on the principles of democracy, solidarity and independence, the ELA-STV, a regional organization firmly established in the Basque country has among its priority objectives the fostering of the institutional development of trade unionism and the development of regulatory structures for collective bargaining. The ELA-STV is proposing to set up an independent structure for labour relations in the Basque country, which will take account of its specific political and social features.

Another regional trade union organization in favour of a union programme with territorial demands is the Intersindical Nacional Gallega (ING).

The ideological differences are reflected in the union organizations' membership of European and international trade union bodies : the UGT is a member of the ICFTU and is affiliated to the ETUC (European Trade Union Confederation), as is the ELA-STV, which is also a member of the WCL (World Confederation of Labour). The WCL admitted USO as a member organization in March 1981. Neither USO nor the CC.OO have succeeded as yet in having their application for membership of the ETUC accepted.



All the trade union organizations are in favour of Spanish and Portuguese accession to the European Community. Slowly, the Spanish organizations are starting to analyse the social and economic implications of accession and the more specific effects in terms of employment policy and the free movement of labour. At the same time these organizations have established closer links with European workers' organizations.

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- 2) Institut Syndical Européen, "L'élargissement de la Communauté européenne par l'adhésion de la Grèce, du Portugal et de l'Espagne. Aspects socio-économiques", p. 40
- 3) OECD - Economic Surveys, Spain 1978-81.
- 4) The "National Employment Agreement" was signed by the Spanish Government and the CEOE, CC.OO and UGT on 9 June 1981.
- 5) The descriptions given as a guide are brief summaries of the original texts of the "Moncloa Pacts" and the "National Employment Agreement".
- 6) This part of the documentation is based on the article by Jacques Grall in "Le Monde" of 26 June 1982 entitled "L'Espagne à mi-chemin de la CEE - V. Cultivateurs prospères et régions sous-développées".
- 7) At the time, the recently created CEOE had not taken part directly in the discussion and approval of the "Moncloa Pacts".
- 8) The description of organizations under the heading "Employers" is based on internal documentation and various publications of the CEOE, AEB, UNESPA, CEPYME and the Supreme Council of the Official Chambers of Commerce, Industry and Shipping of Spain.

- 9) In June 1978, elections for representatives on the Agricultural Committees were held. The detailed results of these elections were as follows :

	CNAC	COAG	FTT	CNJA	UFADE
Local members	3,330	6,172	2,416	1,701	9,691
Provincial members	86	136	11	33	263
Chairmen of provincial councils	8	6	-	2	17

These figures are derived from document No. 17 (table 1) entitled "Adhesión de España - trabajos - preparatorios - Agricultura" concerning trade organizations prepared for the Commission of the European Communities and sent to the General Secretariat of the ESC under cover of letter of 3 May 1982 by the Spanish Ministry of Agriculture's Institute for Agricultural Relations.

Interesting details can also be found in the article of Jacques Grall op. cit. (see note 6) under the heading "Des syndicats dispersés".

- 10) The COAG "has no official links with the left, but the members of the national collective are openly members of the PCE or the PSOE or are unaffiliated". See : Jacques Grall, op. cit. note 6, same article, "Des syndicats dispersés".
- 11) According to Jacques Grall (op. cit. notes 6,9 and 10), UFADE and the CNJA are "close to the UCD, without there being any organic link".
- 12) According to Jacques Grall (op. cit.), the Confederation "maintains it is apolitical, although some of its members also belong to the Alianza Popular".

- 13) The FTT "has organic links with the PSOE, as its general secretary is a senator of that party" (op. cit. Jacques Grall).
- 14) See Jacques Grall, op. cit. for details.
- 15) The description of Spanish agricultural organizations is based on internal documentation and various publications provided by the CNAG, COAG, FTT, CNJA, UFADE and the Agricultural Committees and on the documents mentioned in note 9.
- 16) Various publications and documentation provided by the INC and OCU.
- 17) SARTORIUS "Qué son las Comisiones Obreras", La Gaya Ciencia, Barcelona 1976, and "EL resurgir del movimiento obrero", Laia, Barcelona 1976.
- 18) For the Spanish trade union movement under Franco, see LUDEVID "Cuarenta años de sindicalismo vertical", Laia, Barcelona 1976. An overview of democratic trade unionism during the transitional period can be found in COMIN "Qué es el sindicalismo", La Gaya, Barcelona 1976; DE LA VILLA "Nuevas organizaciones sindicales en España" and various authors "Hacia un modelo democrático de relaciones de trabajo", Zaragoza 1980. See ALMENDROS "El sindicalismo de clase en España" (1939-1977), Peninsula, Barcelona 1978.
- 19) UGT, Congress, Epilogo by N. Redondo, Akal, Madrid 1976.
- 20) See various authors "Anuario de relaciones laborales de España" (1977) La Torre, Madrid 1977.

- 21) Ministry of Labour 1978. For the origin and problems of the elections and a brief analysis of their results, see DE LA VILLA and PALOMEQUE "Introducción a la Economía del Trabajo", 2nd edition, vol. II, Madrid 1982, pp. 575-581.
- 22) ZUFIAUR in "Balance del AMI", F. Ebert, Madrid 1980.
- 23) See the monograph entitled "Paroy Política de Empleo" in Papeles de Economica Española", 1981, DE LA VILLA and PALOMEQUE, Introduction, cit. II, pp. 237 et seq.
- 24) EDIS, Elecciones sindicales 1980, F. Ebert 1982, p. 121. Figures derived from samples. It is impossible to obtain real figures because although unions record all issues of membership cards there are no resignations procedures, and the only way of detecting relinquishment of trade union membership is through non-payment of dues. However, as this is not strictly monitored, it is very difficult to distinguish between bad or late payers and those who wish to withdraw from the union. If the figures given by the unions are not inflated they at least need to be corrected; real membership must therefore be considerably less.
- 25) See also the Institut syndical européen op. cit. note 2, pp. 62 and 63.

- 26) To assert itself as an "autonomous alternative trade union" USO feels that the basic issues to be tackled during the post-constitutional stage in Spain are : (i) the consolidation of democracy, (ii) the development of trade union freedom and (iii) how to overcome the recession.
- 27) The CSUT gives priority to ad hoc shopfloor meetings, the movement of delegates and the existence of a union which encourages the holding of ad hoc shopfloor meetings, all of which it feels are vital to progressive trade unionism. The Confederation's main demands are (i) an employment policy under which trade unions are involved in the work of the National Employment Institute and the Prices Commission and (ii) higher unemployment benefit.

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## SYNOPSIS

### MAIN CHARACTERISTICS OF THE ORGANIZATIONS

ORGANIZATION	Date of formation	Membership	Aims	Administrative Bodies
<p>I - <u>EMPLOYERS</u></p> <p>SPANISH CONFEDERATION OF EMPLOYERS ORGANIZATIONS (CEOE)</p> <p><u>/I.1./</u></p>	<p>1977</p>	<p>39 area organizations 92 sector organizations 2 associate organizations</p> <p>A total of over 1,300,000 firms</p> <p>Full membership is open to professional organizations (confederations, federations, or associations, whose membership is made up of firms and/or industrial professional organizations provided that the area they cover is :</p> <ul style="list-style-type: none"> <li>. the whole country, if they are organized according to trade or sector;</li> <li>. a province or larger, if they are organized on an inter-sectoral or inter-trade basis.</li> </ul>	<p>To represent the common general interests of employers to the public, the Government and workers' organizations, promoting and upholding the unity and integration of firms;</p> <p>to analyse the problems facing industry and to further the development of management techniques and methods;</p> <p>to study aspects relating specifically to labour, establishing suitable relationships with professional organizations, trade union confederations and the public authorities;</p> <p>to establish, maintain and encourage relations with Spanish or foreign organizations, acting as the representatives of the employers' sectors.</p>	<ul style="list-style-type: none"> <li>. The General Assembly</li> <li>. The Board of Directors</li> <li>. The Executive Committee</li> <li>. The Office of Chairman</li> </ul>



Decision-making procedure	Budget	Representation on national economic and social consultative bodies	Membership of European Interest Groups	Attitude to Accession	Publications
<p>Simple or absolute majority vote, according to the body or the importance of the decision</p> <p>In exceptional cases a 75% majority vote</p>	<p>1982 364,000,000 pesetas = 3,602,177 ECU (at rate of exchange ruling 14.9.1981)</p>	<p>The National Council for Industrial Census</p> <p>The Central Executive Committee for the Industrial Census</p> <p>The Coordinating and Advisory Committee for the Standardization of Statistical Nomenclature</p> <p>The Supreme Statistical Council</p> <p>The National Institute of Health (INS)</p> <p>The National Institute of Social Security (INSS)</p> <p>The National Institute of Social Services (INSERSO)</p> <p>The National Institute of Employment (INEM)</p>	<p>Union of Industries of the European Community (UNICE) (associated member)</p> <p>International Employers' Organization (IOE)</p> <p>Business and Industry Advisory Committee to the OECD (BIAC)</p> <p>International Labour Organization (ILO)</p> <p>and others</p>	<p>In favour</p>	<p>Information Bulletin of the CEOE</p> <p>Research and information (monthly)</p> <p>A quarterly bulletin on the economic situation</p>

ORGANIZATION	Date of formation	Membership	Aims	Administrative Bodies
<p>NATIONAL CONFEDERATION OF FARMERS (CNAG)</p> <p><u>/I.1.a./</u></p>	<p>1977</p>	<p>27 associations 21 provincial 3 regional 3 sectoral</p> <p>open to :</p> <p>a) national employers' organizations from the different sectors of agriculture;</p> <p>b) area and inter-sector agricultural employers' organizations at provincial level;</p> <p>c) local or district area employers' organizations;</p> <p>d) employers' organizations affiliated for a period of one year;</p>	<p>To represent, manage, uphold and promote the professional interests of farmers in meetings with any public or private bodies and, especially, with the Government and Trade Unions;</p> <p>to advise member organizations on fiscal and labour matters;</p> <p>to establish and develop special services for advice or assistance, or any other service of common interest to its members;</p> <p>to contribute towards the goal of uniting professional organizations through federations and confederations.</p>	<p><u>Assemblies :</u></p> <ul style="list-style-type: none"> <li>• The General Assembly</li> <li>• The Executive Committee</li> <li>• The Management Committee</li> </ul> <p><u>Individual :</u></p> <ul style="list-style-type: none"> <li>• The President</li> <li>• The Vice-President</li> <li>• The General Secretary</li> <li>• The Treasurer</li> </ul>

Decision-making procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to accession	Publications
<p>General Assembly : simple majority</p> <p>In exceptional cases: 75% majority</p> <p>Board of Directors : majority</p>	<p>1980</p> <p>Madrid head office : 6,000,000 pesetas = 59,376 ECU</p> <p>Associations making up Confederation : 50,000,000 pesetas = 494,804 ECU</p> <p>(at rate of exchange ruling on 14.9.1981)</p>	<p>Representation on following Agricultural Boards :</p> <p>FORPPA</p> <p>SENPA</p> <p>INIA</p> <p>National Seed and Tree Nursery Institute</p> <p>INDO</p> <p>IRYDA</p>	<p>European Confederation of Agriculture (CEA)</p> <p>through the CEOE op. cit.</p>	<p>In favour but with some reservations</p>	<p>No regular publication</p> <p>Annual report on general agricultural policy</p>

ORGANIZATION	Date of formation	Membership	Aims	Administrative Bodies
<p>THE SPANISH UNION OF INSURANCE, REINSURANCE AND INVESTMENT COMPANIES (UNESPA)</p> <p><u>/I.1.b./</u></p>	<p>1979</p>	<p>4 national groups</p> <p>13 national technical groups</p> <p>5 area unions</p> <p>Full membership is granted on request to those bodies which carry out their activities within Spanish territory and fall into the following categories :</p> <p>a) insurance and/or reinsurance companies and mutual insurance societies - both Spanish and foreign - which are subject to Spanish legislation on private insurance</p> <p>b) employers' mutual insurance societies for accidents at work;</p> <p>c) savings and investment societies.</p> <p>d) All other institutions with interest in insurance.</p> <p>Honorary membership is granted to individuals nominated by the General Assembly</p>	<p>To represent, manage and uphold the economic, social and professional interests of member companies before public and private bodies and organizations;</p> <p>to encourage and uphold the system of market economy and free enterprise by taking part in community activities in the commercial and social spheres;</p> <p>to contribute to the unity of employers through collaboration with and participation in the projects of professional organizations;</p> <p>to promote a just and suitable image of the insurance sector as a service to the Community.(...)</p>	<ul style="list-style-type: none"> <li>. General Assembly</li> <li>. Board of Directors</li> <li>. Executive Committee</li> <li>. Office of Chairman</li> </ul> <p><u>Executive bodies</u></p> <ul style="list-style-type: none"> <li>. Managing Director</li> <li>. General Secretary</li> <li>. Secretaries</li> </ul>

Decision-making procedure	Budget	Representation on national economic and social consultative bodies	Membership of Euro-Interest Groups	Attitude to accession	Publications
simple majority (specified majority in certain cases)	1980 200,000,000 pesetas = 1,979,218 ECU (at rate of exchange ruling on 14.9.1981)	Institute of Hygiene and Safety at Work INSALUD INSERSO INSS Institute for Leisure	European Committee on Insurance (CEA)	in favour	no regular publications reports or documents on particular subjects

ORGANIZATION	Date of formation	Membership	Aims	Administrative Bodies
<p>SPANISH ASSOCIATION OF PRIVATE BANKS (AEB)</p> <p><u>/I.T.C./</u></p>	<p>1977</p>	<p>Full membership granted to 127 banks, including 26 branches or subsidiaries foreign banks.</p> <p>All institutions operating as private banks in Spain may become AEB members.</p>	<p>To uphold the professional interests of its members in the field of union relations and in the field of culture; to work together with other employers' associations.</p> <p>To work together with the National Administration (preparation of reports and studies on financial and banking matters).</p>	<ul style="list-style-type: none"> <li>. General Assembly</li> <li>. General Council</li> <li>. Executive Committee</li> <li>. Office of Chairman</li> </ul>

Decision-making procedure	Budget	Representation on national economic and social consultative bodies	Membership of European Interest Groups	Attitude to accession	Publications
<p>General Assembly : simple majority</p> <p>(3/4 majority in certain cases)</p>	<p>81/82 223,774,692 pesetas .</p> <p>=</p> <p>2,214,494 ECU (at rate of exchange ruling on 14.9.81)</p>	<p>via the CEOE op. cit.</p> <p>INSS</p> <p>Committee for the Implementation of Welfare Housing Construction</p>	<p>Corresponding member of the European Financial Marketing Association (EFMA)</p>	<p>in favour</p>	<p>monthly report on monetary development</p> <p>Annual report</p>

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>SPANISH CONFEDERATION OF SMALL AND MEDIUM-SIZED ENTERPRISES (CEPYME)</p> <p><u>/I.1.d./</u></p>	<p>1977</p>	<p>47 area inter-professional organizations and national professional organizations</p> <p>The following are entitled to full membership :</p> <ul style="list-style-type: none"> <li>- the area inter-professional organizations which cover at least a province;</li> <li>- the national professional organizations which are made up of small and medium-sized enterprises.</li> </ul> <p>The following may be full or associate members :</p> <ul style="list-style-type: none"> <li>- bodies, foundations or study groups whose activities are based on the principle of the defence of free enterprise;</li> <li>- organizations created to study the problems of small and medium-sized enterprises.</li> </ul>	<p>To promote and uphold the system of free enterprise and market economy; to put forward an economic policy which will guarantee small and medium-sized enterprises the necessary means to play an appropriate role as a partner in economic and social activity;</p> <p>to cooperate with the Government and the Unions in order to achieve stable and sustained economic development which will guarantee the achievement of a satisfactory standard of living in an atmosphere of social harmony (...)</p>	<ul style="list-style-type: none"> <li>. The General Assembly</li> <li>. The Board of Directors</li> <li>. The Executive Committee</li> <li>. The Office of Chairman</li> <li>. The Vice-Chairmen</li> <li>. The Office of General Secretary</li> </ul>



Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
<p>Simple majority</p> <p>(in exceptional cases : qualified majority)</p>	<p>1981 Budget</p> <p>63,540,000 pesetas = 628,797 ECU (at rate of exchange ruling on 14.9.81)</p>	<p>Councils of the following social security bodies :</p> <p>INSS;</p> <p>INSALUD;</p> <p>INSERSO.</p> <p>Also :</p> <p>INEM;</p> <p>IMAC;</p> <p>Institute of Small and Medium-Sized Industrial Enterprises (IMPI)</p>	<p>European Association of Crafts and Small and Medium-Sized Enterprises (UEAPME)</p> <p>International Association of Crafts and Small and Medium-Sized Enterprises (UIAPME)</p> <p>International Federation of Master-Craftsmen (FIA)</p> <p>International Federation of Small and Medium-Sized Industrial Enterprises (FIPMI)</p> <p>International Federation of Small and Medium-Sized Commercial Enterprises (FIPMEC)</p> <p>International Labour Organization (ILO)</p>	<p>Favourable</p>	<p>"El Empresario" (monthly)</p> <p>"Informe" (Report)</p>

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>CENTRAL BANKING COMMITTEE (CSB)</p> <p><u>/I.2./</u></p>	<p>1946</p>	<p>129 banks divided up as follows :</p> <p>national banks : 40</p> <p>regional banks : 12</p> <p>local banks : 49</p> <p>foreign banks : 28</p> <p>All private banks operating in Spain must be members of the CSB. All national and foreign private banks are subject to this legal provision.</p>	<p>The main aim of the CSB is to act as a link between the Ministry of the Economy and the banks.</p> <p>It therefore acts as an advisory body to this Ministry.</p> <p>It also : provides information on changes in banking legislation; publishes the balance sheets and statistics of the banking establishments; issues reports on the various aspects of banking; relays the requests and reports of the private banks to the appropriate ministries.</p>	<p>The Plenary Assembly</p> <p>The Committees</p> <p>The Chairman</p> <p>The Board, the General Secretariat and the Departments.</p>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Simple majority	1980 Budget: 210,000,000 pesetas = 2,078,179 ECU (at rate of exchange ruling on 14.9.81)	Various consultative bodies on banking	-	Favourable	"Anuario Estadístico" (Statistical Year-book)  Reports and studies on specific banking subjects  Catalogue of Publications

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>SUPREME COUNCIL OF THE OFFICIAL CHAMBERS OF COMMERCE, INDUSTRY AND SHIPPING OF SPAIN</p> <p><u>/I.3./</u></p>	<p>1922</p>	<p>A total of 85 Chambers, of which 50 are provincial and 35 local.</p> <p>The Supreme Council is the central body which unites and coordinates activities.</p> <p>All Chambers are represented on the Supreme Council since their Chairmen constitute part of the Plenary Assembly of the Council.</p> <p>The Chambers can associate with one another, draw up agreements, carry out work or provide services of mutual advantage affecting two or more provinces.</p> <p>The Chambers can meet in provincial or inter-provincial assemblies to examine problems which affect their common interests (...)</p>	<p>Three different functions :</p> <p>1) Consultation : on all matters related to the economic affairs of the nation which affect the general interests of commerce, industry and shipping; drawing up information reports, proposing reforms or measures.</p> <p>2) Representation : to create or sponsor bodies, services or committees, provide back-up services, to create and manage institutions, foundations, etc.</p> <p>3) Coordination: to coordinate and unify nationally and internationally the attitudes adopted by the Chambers, to prepare and keep up to date the general census of trade. (...)</p>	<ul style="list-style-type: none"> <li>. The Plenary Assembly</li> <li>. The Executive Committee</li> <li>. The Chairman</li> <li>. The Vice-Chairmen</li> <li>. The Treasurer</li> <li>. The Accountant</li> <li>. The Managing Director</li> <li>. The Secretary</li> </ul>

Decision-making Procedure	Budget	Representation on national economic and social consultative bodies	Membership of European Interest Groups	Attitude to accession	Publications
Simple majority under normal procedure	1981 : 145,000,000 pesetas = 1,434,980 (at rate of exchange ruling on 14.9.81)	The Chambers themselves are consultative organizations for the government.  Institute for the Reform of Trade Structures (IRESCO)	Standing Conference of EEC Chambers of Commerce and Industry (associate member)	In favour	Annual Report  report on the current situation  report on Community matters (CEC-Sintesis)  surveys on different sectors of the economy  information bulletins

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>II. <u>TRADE UNIONS</u></p> <p>CONFEDERATION OF WORKERS COMMITTEES (CC.00)</p> <p><u>/II.1./</u></p>	<p>(...) 1977</p>	<p>Results of 1980 elections : 50,817 workers representatives (30.86% of the elected representatives)</p> <p>2,000,000 members belonging to 24 trades federations</p> <p>17 area organizations</p> <p><u>structure :</u></p> <p>two linked structures made up of the Trade Federations, the Confederation of the independent regions and regional or provincial unions.</p> <p>The Confederation defines its trade unionism as standing for claims, class unity, democracy and independence, internationally and socio-politically.</p>	<p>The consolidation and development of democratic freedom;</p> <p>the completion and extension of trade union freedom;</p> <p>contribution to the improvement of workers' living and working conditions;</p> <p>ensuring the defence of workers' interests in view of the internationalism of capital and production;</p> <p>defending civil liberties;</p> <p>at international level, establishing and consolidating a close relationship with trade unions;</p> <p>negotiating membership of the ETUC, supporting the claims of emigrants and of foreign workers in Spain (...)</p>	<ul style="list-style-type: none"> <li>. The Confederation Congress</li> <li>. The Confederation Council</li> <li>. The Executive Committee</li> <li>. The Secretariat</li> <li>. The Financial and Administrative Supervisory Committee</li> <li>. The Protection of Rights Committee</li> </ul>

Decision-making Procedure	Budget	Representation on national economic and social consultative bodies	Membership of European Interest Groups	Attitude to accession	Publications
Simple majority (except in certain cases which require a qualified majority)	1982 : 171,441,000 pesetas = 1,696,594 ECU (at rate of exchange ruling on 14.9.81)	Social Security Councils	International Labour Conference (ILO)	In favour	"Gaceta de Derecho Social" (monthly) "IPA en CC.00" (fortnightly)

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>GENERAL WORKERS UNION (UGT)</p> <p><u>/II.2./</u></p>	<p>1888</p>	<p>Result of the 1980 elections :</p> <p>The UGT had 48,194 delegates (29.27% of the elected representatives)</p> <p>1,400,000 members at the time of the 32nd Congress in April 1980.</p> <p><u>Structure :</u></p> <ul style="list-style-type: none"> <li>. industrial federations</li> <li>. area-based unions</li> <li>. unions in countries of emigration</li> </ul> <p>The structure of the UGT is based on local, district, island or provincial unions.</p> <p>UGT describes itself as "an autonomous organization, independent of political parties, the State and employers, which is run solely according to the wishes of its members"</p>	<p>To bring together the various Spanish organizations seeking to advance and defend the interests of workers by means of association;</p> <p>to achieve solidarity between the affiliated organizations;</p> <p>to defend and promote employment, maintain the purchasing power of the working class;</p> <p>to strengthen trade-union freedom etc.;</p> <p>to demand full recognition of the right to strike;</p> <p>to seek to achieve a new system of collective bargaining;</p> <p>to defend freedom of action for trade unions in enterprises and the establishment of plant-level branches</p>	<ul style="list-style-type: none"> <li>. Confederation Congress</li> <li>. Confederation Committee</li> <li>. Executive Committee</li> <li>. Auditing Committee</li> <li>. Confederation Arbitration Committee</li> </ul>



Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Simple-majority voting (exceptionally : absolute majority)	1981 132,699,000 pesetas = 1,313,201 ECU (at rate of exchange ruling on 14.9.81)	Social Security Councils  INSS  INSERSO	ETUC International Confederation of Free Trade Unions (ICFTU)  International Labour Conference (ILO)	In favour	"Boletín de la Unión General de Trabajadores"  "Cuadernos de Acción Sindical"

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>AGRICULTURAL WORKERS' FEDERATION (FTT)</p> <p><u>/II.2.a./</u></p>	<p>1930</p>	<p>150,000 members</p> <p><u>structure:</u></p> <p>FTT comprises 2 unions:</p> <p>UPA (Small-holders' Union)</p> <p>SOA (Agricultural Workers' Union)</p> <p>The two unions operate quite autonomously but coordinate their activities for mutual benefit.</p>	<p>To improve and defend the working conditions of rural workers;</p> <p>to broaden and strengthen FTT organizations;</p> <p>to achieve solidarity at international level with similar organizations;</p> <p>to improve the economic, cultural and social conditions of agricultural workers and their families;</p> <p>to improve training facilities for agricultural workers;</p> <p>to show solidarity with all the organizations affiliated to the UGT;</p> <p>to promote democratically-based agricultural workers' unions freely accepted by the workers themselves; to fight for agrarian reform and the transition from a capitalist to a socialist society.</p>	<ul style="list-style-type: none"> <li>• Federation Congress</li> <li>• Federation Committee</li> <li>• Federation Executive Committee</li> </ul>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Majority voting	Not available	FORPPA ENESA ICON IRYDA SENPA working through the UGT (op. cit.)	ETUC (through the UGT)  ICFTU  * * *  International Federation of Plantation, Agricultural and Allied Workers (IFPAAW)  European Federation of Agricultural Workers' Unions within the Community (EFA) (associated organization)	Favourable with reservations	"El Trabajador de la Tierra" (monthly)

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>TRADE UNION CONGRESS (USO)</p> <p><u>/II.3./</u></p>	1960	<p>Results of 1980 elections : 14,296 delegates (8.69% of elected representatives)</p> <p>22 Unions and/or trade federations: 644,476 members</p> <p>USO presents itself as an alternative, independent union respecting the political ideological and religious convictions of its members while retaining autonomous decision-making powers.</p> <p><u>Structures :</u></p> <ul style="list-style-type: none"> <li>. works section</li> <li>. trades federation</li> <li>. unions</li> </ul>	<p>consolidation and defence of the working class' gains and demands;</p> <p>opposition to any social or economic system leading to exploitation of working people;</p> <p>representation of the labour force in all industries and services in the whole-hearted defence of their collective interests;</p> <p>total adherence to democratic methods in all the confederations' actions and decisions;</p> <p>complete independence from all political parties, the government and employers' organizations;</p> <p>establishment of a united prospect for the unions, founded on unity of action;</p> <p>(...)</p>	<ul style="list-style-type: none"> <li>. Confederation Congress</li> <li>. Confederation Council</li> <li>. Confederation Secretariat</li> <li>. Confederation Executive Committee</li> <li>. Confederation Committee for Union Rights</li> <li>. Confederation Auditing Committee</li> </ul>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to accession	Publications
simple majority (in exceptional cases, specific majority)	1979 : 141,782,000 pesetas = 1,403,087 ECU (at rate of exchange ruling on 14.9.81)	INSS INSALUD INSERSO INEM	ILO (International Labour Conference)  WLC (World Labour Confederation)	positive	"Union Sindical" (monthly)

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>UNION OF BASQUE WORKERS (ELA - STV)</p> <p><u>II.4.</u></p>	1911	<p>Results of 1980 elections : 25.6% of delegates elected in Vizcaya, Guipuzcoa and Alava and 8.5% of representatives elected in Navarre</p> <p>110,000 members organized in 20 district unions and 12 industrial federations</p> <p><u>Structures :</u></p> <p><u>Trade level</u></p> <p>.trade union sections .district trades federations .national trades federations</p> <p><u>area or inter-trade levels:</u></p> <p>.local inter-trades unions .district inter-trades unions</p>	<p><u>Social and political level :</u></p> <p>.to promote institutional development of trade unionism and development of organizations regulating collective bargaining to create an independent labour relations structure in the Basque country, taking into account the region's specific social and political conditions;</p> <p><u>Demands :</u></p> <p>.to give priority to protection of purchasing power and jobs; .to insert clauses recognizing the trade union representative in collective agreements;</p> <p><u>Organization level :</u></p> <p>.to strengthen the union's internal organization</p> <p>(...)</p>	<p>. Confederation Congress</p> <p>. National Council</p> <p>. National Committee</p> <p>. Executive Committee</p>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
simple majority (in exceptional cases, specific majority)	1980 : 350,800,000 pesetas = 3,471,548 ECU (at rate of exchange ruling on 14.9.81)	INSS INSERSO INSALUD INEM IMAC National institute for Leisure Advisory council for the Fund for Guaranteed Wages	(ETUC) (European Confederation of Trade Unions) (ICFTU) (International Confederation of Free Trade Unions) (WLC) (World Labour Confederation) (ILO) (International Labour Conference)	positive	"ELA-Semanal" (weekly) "LANTZEN" (monthly)

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>III. OTHER INTERESTS</p> <p>NATIONAL ASSOCIATION OF YOUNG FARMERS (CNJA)</p> <p>/III.1./</p>	<p>1977</p>	<p>98,090 members (nine Spanish regions)</p> <p>Membership is open (i) to farmers, and foresters working on their own holdings either as owners, part owners or tenants and (ii) to all members of their families working with them.</p> <p>The CNJA's structure is decentralized, it comprises regional, provincial, district and local levels</p>	<p>Defence of the professional interests of farmers and foresters especially family farmers and young farmers;</p> <p>.social and economic encouragement of family farming;</p> <p>.Economic and managerial freedom of farmers and their means of production</p> <p>.representation of farmers by defending their interests and providing them with the resources to achieve their aims;</p> <p>.Steps to encourage young farmers to get involved in trade union activity, self-help organizations, and mutual benefit associations</p> <p>(...)</p>	<p>. Congress</p> <p>. National Assembly</p> <p>. Board of Management</p> <p>. Executive Committee</p> <p>. Chairman</p> <p>. Vice-Chairman</p> <p>. General-Secretary</p>



Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Simple majority (in exceptional circumstances 2/3 of members present)	1981 : 25,481,000 pesetas = 252,162 ECU (at rate of exchange ruling on 14.9.81)	CNJA has representatives on : CONCA (Spanish Chambers of Agriculture) FORPPA (Fund for Planning and Regulation of Agricultural products and prices) ENESA (State Agricultural Insurance Organizations) SENPA (National Service for Agricultural Products)	European Confederation of Agriculture (CEA) European Council of Young Farmers (CEJA) (observer status)	qualified support	weekly bulletin, pamphlets, documents and technical reports : "Jovenes Agricultores" (monthly)

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>FEDERATION OF SPANISH FARMERS' ORGANIZATIONS (COAG)</p> <p><u>/III.2./</u></p>	<p>1976</p>	<p>13 regional unions 14 provincial unions</p> <p>COAG is the coordinating body for all member unions and organizations at national level. Each union is independent in its own area. Since the organizations are independent, they alone can take valid decisions in their own areas.</p>	<p>Defence of the interests of the family farm; support for crop planning which takes account not only of market stability but also balanced development in the regions and the reforms necessary to permit the modernization of agriculture; Steps to encourage adequate involvement of family farmers and stock breeders in decision making</p>	<ul style="list-style-type: none"> <li>. General Assembly</li> <li>. Plenary Assembly</li> <li>. Standing Committee</li> </ul>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
efforts are made to achieve a consensus on all decisions; majority; (Plenary Assembly's majority 3/4 majority in the case of binding decisions)	1982 the budget for running the Madrid Office totalled between 6,600,000 pesetas and 7,200,000 pesetas = 65,314 to 71,251 ECU (at rate of exchange ruling on 14.9.81)	ENESA (State Agricultural Insurance Organization) FORPPA (Fund for planning and Regulation of Agricultural Products and Prices) CONCA (Spanish Chambers of Agriculture)	-	qualified support	"COAG INFORMA" (fortnightly) "ESPECIAL PRENSA" (weekly) press sheet training pamphlets Studies ...

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>UNION OF SPANISH AGRICULTURAL FEDERATIONS (UFADE)</p> <p><u>/III.3./</u></p>	1978	<p>22 Province associations</p> <p>4 sectoral associations</p> <p>Umbrella group for production groups, orgs. and assoc. in agric. and forestry sector</p> <p>following can be members :</p> <p>.General and sectoral employers' assoc. which are legally constituted and operate in Spain; any other agr. assoc. approved by National Assembly</p>	<p>Champion interests of farmers</p> <p>Improve quality of life, education etc. of farm families</p> <p>Coordinate activities of affiliated associations</p> <p>Further industrialization and marketing of farm produce</p> <p>Press for measures to help young people working on the land, including measures in connection with education and land ownership</p> <p>At international level, UFADE cooperates with international agricultural organizations</p>	<p>. National Assembly</p> <p>. Junta Directiva</p> <p>. Executive Committee</p>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Simple or qualified majority, depending on body and importance of decision	1981 operational budget for Madrid bureau 7,116,000 pesetas = 70,420 ECU (at rate of exchange ruling on 14.9.81)	FORPPA SENPA IRA IRYDA INIA INDO ENESA CAT	-	qualified support	weekly bulletin on topical matters

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>NATIONAL CONFEDERATION OF SPANISH CHAMBERS OF AGRICULTURE (CONCA)</p> <p><u>III.4./</u></p>	<p>1980</p>	<p>50 provincial chambers</p> <p>8000 local chambers</p> <p>The Agricultural Chambers are legally constituted public corporations set up to advise and work with the government through the Ministry of Agriculture.</p> <p>The Chambers are organized on a geographical basis: the Confederation at National Level, with the Provincial and local chambers for their respective areas. The Chambers may create a district, inter-Provincial or regional federation. These bodies are also considered to be public corporations with their own legal status.</p>	<p>These are of three types :</p> <p>a) Consultation with the Government on the preparation and application of provisions affecting agriculture in general;</p> <p>b) Collaboration with the Government in connection with any actions, measures or reforms for the development and improvement of agriculture;</p> <p>c) Undertaking of tasks, services and management activities of general interest to rural communities.</p>	<ul style="list-style-type: none"> <li>. Plenary Assembly</li> <li>. Executive Committee</li> <li>. Specialized Committees</li> </ul>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Simple majority (specified majority in some cases)	no information available	consultative body itself FORPA SENPA ENESA National Institute of Seeds and Nursery Plants (...)	European Confederation of Agriculture (CEA) International Federation of Agricultural Producers (IFAF) Representative office with COPA in Brussels	Favourable, with some conditions	"Actualidad Agraria" (weekly) reports, brochures, magazines, news sheets, etc.

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>SPANISH CONFEDERATION OF SAVINGS BANKS (CECA)</p> <p><u>III.5.</u></p>	<p>1928</p>	<p>80 members</p> <p>The nature of the Confederation enables it to maintain a permanent relationship with the various authorities</p>	<p>Two sides to the Confederation's operations :</p> <p>a) National association of Savings Banks;</p> <p>b) Financier of Savings Banks, in particular, it :</p> <p>.Represents Savings Banks individually and as a group in dealings with the authorities;</p> <p>.Offers to the Savings Banks any financial services considered necessary;</p> <p>.Acts as an investigation centre on all matters concerning the Savings Banks;</p> <p>.Manages and invests funds entrusted to it by the Savings Banks</p>	<p>. General Assembly</p> <p>. Administrative Council</p> <p>. Executive Committee</p> <p>. Supervisory Committee</p> <p>. Social Affairs Committee</p>



Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Majority (two-thirds in special cases)	1982 : 254 m. pesetas = 2.52 m ECU  (at rate of exchange ruling on 14.9.81)	Consultative body to the government	Groupement des Caisses d'Epargne de la Communauté Economique Européenne (observer member);  Institut International des Caisses d'Epargne;  Associazione Internazionale dei Pubbici  Istituti di Credito;  Confédération Internationale du Crédit Agricole	In favour	"Ahorro" monthly magazine;  "Papeles de Economía Española" (quarterly);  "Coyuntura Economica" (magazine);  "Temas Economicos" (collection of papers);  "Previsión Financiera Trimestral" (report);  Weekly bulletin and annual share report;  "Acción Cultural" (monthly bulletin);  "Comentario Socio Logico" (Publication of the Welfare Studies Service)

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>NATIONAL INSTITUTE OF CONSUMER AFFAIRS (INC)</p> <p><u>/III.6./</u></p>	<p>1975</p>	<p>70 consumer organizations</p> <p>Royal Decree 300 of 2 March 1978 reorganized the Ministry of Trade and Tourism, the National Institute of Consumer Affairs becoming an independent body within the framework of the Ministry. The Royal Decree assigned to the Institute, in addition to its existing responsibilities, the duties of the defunct Under Secretariat General of Consumer Protection, thus widening the Institute's range of operations.</p>	<p>protection and guidance of consumers:</p> <ul style="list-style-type: none"> <li>• informing consumers;</li> <li>• developing consumer education;</li> <li>• advising consumers and their organizations on all aspects of products and services;</li> <li>• putting forward proposals and recommendations to relevant bodies to help guarantee the protection and safety of consumers;</li> <li>• acting as a mediator in consumer claims;</li> <li>• carrying out surveys, investigations and comparative trials;</li> <li>• giving grants to consumer organizations;</li> <li>• approving and analysing consumer products; etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Director</li> <li>• Management Committee</li> <li>• General Secretary</li> </ul>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
<p>Decisions are taken by the Director</p> <p>The Management Committee puts forward proposals and recommendations on the general policy of the Institute</p>	<p>1980 budget 171,892,000 pesetas (1,695,187 ECU - value at 14.9.81)</p>	<p>-</p>	<p>European Bureau of Consumer Unions (BEUC) (observer)</p> <p>International Organization of Consumers' Unions (IOCU) (corresponding member)</p>	<p>in favour</p>	<p>several books:</p> <p>"La sociedad de consumo y su futuro. El caso de España" (Consumer Society and its future: the situation in Spain)</p> <p>"Estudio sobre el etiquetado obligatorio en Europa" (Survey on compulsory labelling in Europe) etc.</p>

ORGANIZATION	Date of Formation	Membership	Aims	Administrative Bodies
<p>CONSUMERS AND USERS ORGANIZA- TION (OCU)</p> <p><u>/III.7./</u></p>	<p>1975</p>	<p>The OCU is made up of:</p> <ul style="list-style-type: none"> <li>.The provin- cial con- sumers and users Councils</li> <li>.Local or District Councils</li> <li>.Users Associations</li> <li>The follow- ing users associa- tions are members of the OCU:</li> <li>.Insurance Users (USEG)</li> <li>.Tenants/ Houseowners Associations (USVI)</li> <li>.Transport Users (UTRANS)</li> <li>.Cash and Credit Users (UDICRE)</li> <li>.Energy Users (UEN)</li> <li>.Telephone and Tele- communica- tion Users (UTTE)</li> </ul>	<p>The OCU, a non- political, non- profit-making organization, advocates the education, gui- dance, support and representa- tion of its mem- ber consumers and users. More parti- cularly, it pro- poses:</p> <ul style="list-style-type: none"> <li>.to promote con- sumer education</li> <li>.to stress the importance of the education of children and young people</li> <li>.to direct its ac- tivities towards protecting the maintenance and improvement of the living stan- dards of consu- mers and users</li> <li>.to demand legal recognition of the basic rights of consumers</li> <li>.to work with official bodies of the State, the Provinces and the local councils, etc.</li> </ul>	<ul style="list-style-type: none"> <li>. The General Assembly</li> <li>. The Management Committee</li> </ul>

Decision-making Procedure	Budget	Represent. on national eco. and soc. consult. bodies	Membership of European Interest Groups	Attitude to Accession	Publications
Simple majority	1979 budget 15,000,000 pesetas or 148,441 ECU (value at 14.9.81)	FORPPA Ministry of Trade Advisory Committee  Prices Commission  Ministry of Culture Community Development Board  Energy Board  Internal Trade Board	European Bureau of Consumer Unions (BEUC) (observer)  International Organization of Consumers' Unions (IOCU) (corresponding member)	in favour	various specialized publications e.g.  "35 millones de consumidores"



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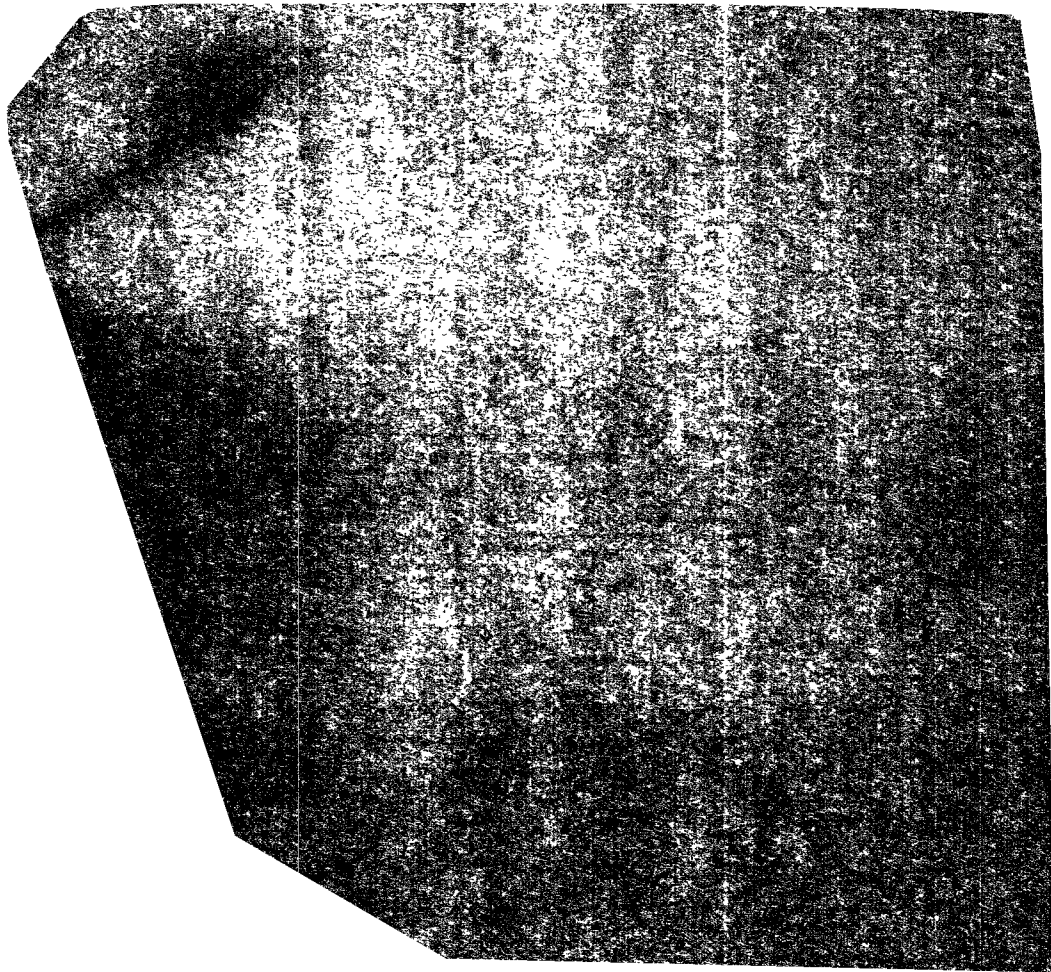
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#### DATE OF FORMATION

The Spanish Confederation of Employers Organizations was formed on 29 June 1977. It was constituted as a professional organization of confederation nature for all trades throughout the country.

In the constituent Assembly of 22 September 1977 the Statutes were approved and the governing bodies were elected for one year in order to enable the organizations joining the Confederation later to have the opportunity of becoming members of these bodies. 408 delegates from 89 sector and area organizations, representing over 800,000 employers, were present at this Assembly (1).

#### MEMBERSHIP

In 1982 the CEOE consisted of :

- 39 area organizations;
- 92 sector organizations;
- 2 associate organizations.

The CEOE at present represents through confederation organizations over 1,300,000 firms, which employ about 80% of the labour force (2).

#### LINKS WITH MEMBER ORGANIZATIONS

Full membership of the CEOE is open to all professional organizations (confederations, federations, or associations), whatever their denomination, whose membership is made up of firms and/or industrial professional organizations, provided that the area they cover is :

- the whole country, if they are organized according to trade or sector;
- a province or larger, if they are organized on an inter-sectoral or inter-trade basis.

"Spanish firms must be members of, and adequately represented on, their industrial organizations in order to face up to the problems which affect them.

"The performance of a firm is determined by two different types of problems - one derived from its geographical situation and the other from the production sector in which it operates.

"Once the necessity of membership of an industrial organization has been realized firms must take these two circumstances into account.

"In order to ensure representation at both sector and area levels a firm must be a member of a sector organization in its area. This organization will in turn be part of the provincial area (a member of the CEOE) and the national sector (CEOE member)."

Associate membership of the CEOE is open to groups or any type of entity which believe in the function of the private firm in a free market economy and to others which participate in the study and promotion of business methods. These organizations have the right to speak but no vote.

Organizations which are full members may designate the representatives to which they are entitled and may make use of the services the

the Confederation provides, in accordance with regulations. The rights of associate members and their representatives are laid down in the respective admission agreements or in the internal regulations.

Full members must comply with the agreements adopted by the Confederation, they must not obstruct its activities and must make available all non-confidential information at the request of the Confederation's governing bodies. Full members must also comply regularly with their financial obligations towards the Confederation. The duties of associate members are set out in the admission agreements and the respective regulations (3).

#### ADMINISTRATIVE BODIES

The governing bodies of the Confederation are :

- the General Assembly
- the Board of Directors
- the Executive Committee
- the Office of Chairman

The General Assembly is the supreme decision-making and governing body of the Confederation. It acts as a Plenary Assembly or a Standing Committee.

The Plenary Assembly consists of all the representatives in the Confederation of the full member organizations. In 1982 there were 540 representatives or members.

The Standing Committee in 1982 consisted of 246 members; its work covers specific subjects laid down in the Statutes.

The Assembly holds Plenary Sessions at least once a year and as the Standing Committee once every six months.

Extraordinary meetings of the Assembly can take place at the request of :

- a) one third of its members;
- b) the Board of Directors or the Executive Committee;
- c) the Chairman.

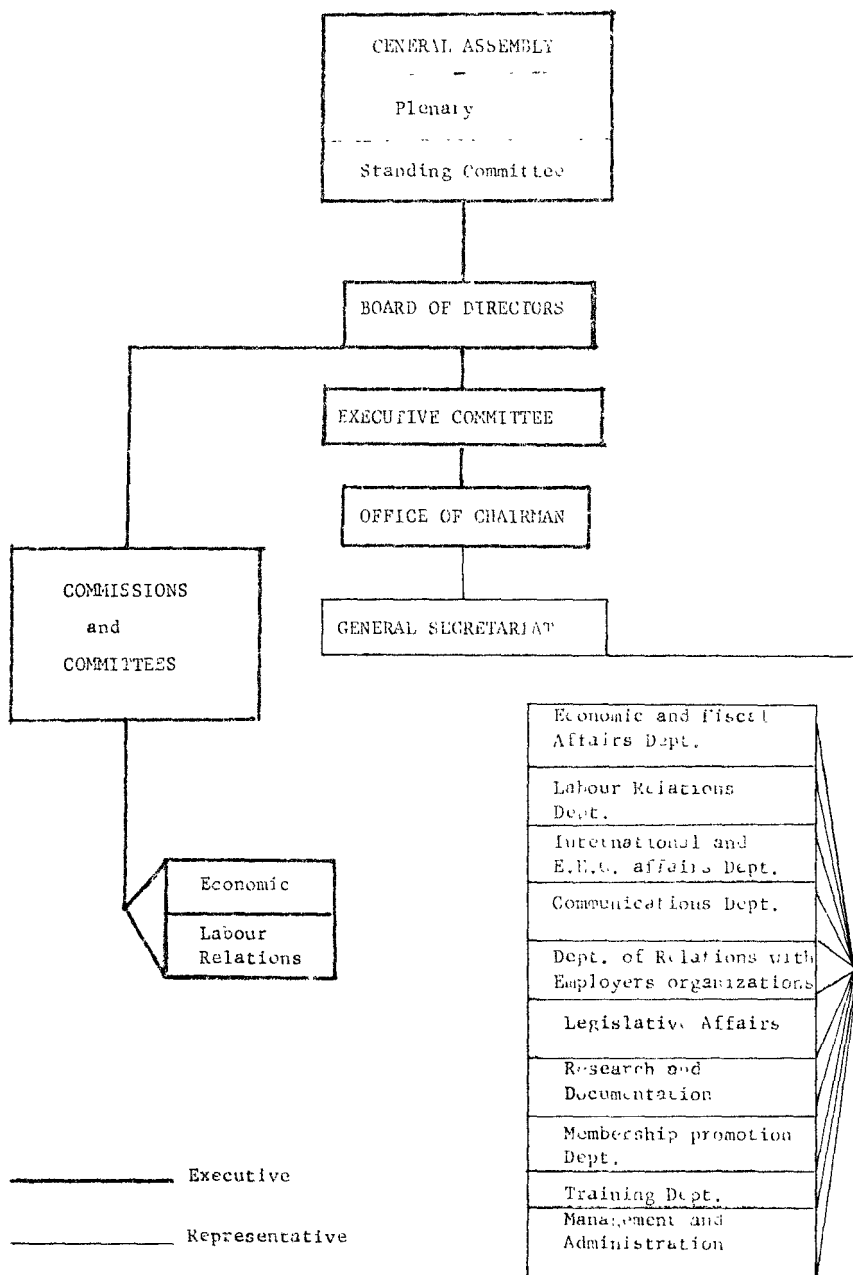
The Board of Directors, which is the normal governing, managerial, administrative and advisory body of the Confederation, consists of the Chairman and, in 1982, 60 members. The General Secretary is also a member but without the right to vote. The Board meets as often as necessary, but at least 6 times a year.

The Executive Committee is the permanent governing, administrative and advisory body of the Confederation and is elected by the Board of Directors from among its members. There are 18 members including the Chairman. It meets as often as required at the request of the Chairman or one fifth of its members.

The Chairman is elected by the General Assembly for a period of three years. Re-election is possible for one further period of three years. The Chairman or Vice-Chairmen are elected by the Board of Directors from its members; the Board also determines the numbers of Vice-Chairmen to be elected.

The General Secretary is in charge of the operation and administration of the Confederation's services. In addition the CEOE has two Specialist Commissions, several committees and research and advisory bodies, either standing or temporary. The Commissions consist of representatives from the member organizations of the CEOE (4).

The diagram on the next page illustrates the actual composition of the services and Specialist Commissions of the CEOE.



#### DECISION-MAKING PROCEDURE

Decisions are taken either on a simple or absolute majority vote, according to the body and/or the importance of the decision. The Statutes also provide for a 75% majority vote in exceptional cases, such as the voluntary dissolution of the Confederation (5).

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The CEOE budget for 1982 amounts to :

364,000,000 pesetas

3,602,177 ECU

(value at 14.9.81) (6)

The criteria for determining the contributions to be paid by the member organizations are based on :

- the number of firms;
- the number of workers which they represent;
- an estimation of the total value.

The Confederation is fully responsible for the administration and disposal of its financial resources. According to the Statutes this capital is made up of :

- membership fees;
- interest and proceeds from its assets;
- any contributions, donations or subsidies received;
- the assets bequeathed to it and any other asset authorized by law (7).

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

The CEOE is represented in numerous national advisory bodies. On economic affairs they are :

- the National Council for the Industrial Census;
- the Central Executive Committee for the Industrial Census;
- the Coordinating and Advisory Committee for the Standardization of Statistical Nomenclature;
- the Supreme Statistics Council.

On social affairs they are :

- the National Institute of Health (INS);
- the National Institute of Social Security (INSS)
- the National Institute of Social Services (INSERSO);
- the National Institute of Employment (INEM)

The CEOE has 10 representatives on the national advisory institutes on social affairs out of a total of 13 delegates for the Spanish employers organizations. These representatives take part on a regular basis in the work of the Institutes Working Committees (6).

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

The Department for International and Common Market Affairs coordinates and promotes the international role of the Organization and its principal courses of action. The CEOE is a member of the following international employers' organizations :

- International Organization of Employers (IOE)
- Union of Industries of the European Community (UNICE) (associate member)

- Business and Industry Advisory Committee to the OECD (BIAC).

The Confederation is also represented on the International Labour Organization (ILO) and on the Organization for Economic Cooperation and Development (OECD). In addition it is represented on the Council of Europe, the Economic and Social Committee of the UN and at the EEC in Brussels, where it has an office (8).

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

The CEOE is on the whole in favour of Spanish membership of the Community (6).

#### AIMS

The fundamental aims of the Confederation, as stated in the Statutes, are :

- to promote and support the system of private enterprise and free market economy, making use of economic development as a means of achieving social justice;
- to represent the common general interests of employers to the public, the Government and workers' organizations, promoting and upholding the unity and integration of private enterprise.

In order to achieve these aims the CEOE plans to :

- represent and negotiate the interests of the member organizations with any authorities;



- to promote employers' organizations encouraging their unity and solidarity; to promote services of interest to all;
- to analyse the problems facing industry and further the development of management techniques and methods through research, the organization of training and the provision of information as required. To establish the consequent courses of action by member organizations;
- to study the aspects relating specifically to labour, establishing suitable relationships with professional organizations, trade union confederations and the public authorities;
- to recommend courses of action to the public authorities on all matters relating to national or international socio-economic affairs;
- to establish, maintain and encourage relations with Spanish or foreign organizations, acting as the representative of the employers' sectors to the Government, trade union confederations and a wide range of national and international institutions and bodies (9).

#### ACTIVITIES

The 1980 CEOE Activities Report includes an extensive description of the Confederation's achievements, the main points of which are as follows :

### Economy

The publication of two papers :

- "Report on the economic situation in Spain and its future", which analyses the economic situation in 1979 and contains a forecast for 1980.
- "Urgent measures to combat unemployment : basic courses of action", which is a supplement to the previous paper and which proposes a set of specific measures putting the emphasis on the reactivation of production by means of investment and export drives.

The CEOE replied in September 1980 in a nine point document to the speech delivered by the President of the Government on matters of general policy. The points in the document are : unemployment, investment, savings, demand, reform of the fiscal system, reform of the Spanish industrial system, bureaucratic red tape, labour relations and labour costs, and, additionally, export drives.

As far as monetary policy and reform of the financial system are concerned, the CEOE sent the Government a document stating its position in view of the reform of the monetary system.

### Labour relations

In January 1980 the CEOE was a signatory to the Interconfederation Framework Agreement (AMI). This agreement signified the start of the discussion on the agreements on subjects such as productivity and absenteeism as they affect individual cases.

The CEOE's plan of action for 1980 included the monitoring of any labour legislation proposed. The CEOE followed the parliamentary debate on the Workers' Charter closely in the Congress and in the Senate until its publication on 15 March 1980. After publication the Charter was analysed and made known to all member organizations by the CEOE. Circulars were distributed on such important aspects as part-time employment contracts, the repeal of Article 68 of the Contract of Employment Act, which deals with temporary disability, the new system for financing the Guaranteed Wages Fund, etc.

Throughout 1980, the CEOE also concentrated on social security. At the end of the year the Confederation, which is represented on all the institutes concerned with social security, prepared a report "Social Security" - basic ideas for a programme and the employers' position in Spain". In it the CEOE analyses and evaluates the current European trends in social security, the typical problems of the Spanish system, the framework necessary for a future system in Spain and the position of employers with regard to the development of this future system.

During the last quarter of 1980 elections were held in the bodies representing the workers in industry in response to the Ministry of Labour directive of 26 September of that year. The CEOE conducted an extensive campaign among its member organizations and in Spanish firms to stress the importance of elections in firms. For this purpose the CEOE distributed numerous circulars, called press conferences and issued pamphlets specifically to facilitate the election process.

In the field of professional training the CEOE worked in the preparation of a document on the aims of training and liaised with the Inter-Ministerial Commission which was formed for the purpose.

The CEOE also published a document on the prevention of accidents at work.

#### International relations

Contacts were made with international institutions at the same time as the CEOE was being promoted to the different bodies which make up these institutions. The CEOE has consequently taken part in numerous meetings of the IOE.

With regard to the BIAC, it should be noted that in May 1980 the Chairman of this organization, accompanied by the General Secretary, paid a visit to the CEOE head office. The CEOE has had 6 meetings with the BIAC in all.

The CEOE had frequent contact with UNICE during the course of 1980. In November the Chairman took part in a meeting of the Council of Chairmen of UNICE, when approval was given to an important document destined for the European Community and containing the main concerns of European industry.

The Confederation has taken part in 24 UNICE meetings.

The CEOE office in Brussels has been playing numerous roles in providing information of Community subjects for bodies of the Confederation and its member organizations.

The CEOE took part in the ILO International Labour Conference, which was held in Geneva in June. As in previous years there was a great deal of technical cooperation between the ILO and the CEOE on several subjects. In 1980 the CEOE participated in 14 ILO meetings.

At the same time as these multilateral activities were taking place, in 1980 there was an extensive programme of bilateral contacts with employers' organizations from other countries.

#### European Community Office

In January 1980 the CEOE opened an office in Brussels to liaise with the EC in order to protect the interests of Spanish employers in the negotiations leading to Spain's membership of the Community.

Accordingly the CEOE published a paper containing the overall position of Spanish employers in view of membership; it was entitled "Spanish Industry and Membership of the Common Market".

#### Small and medium size enterprises

The intense efforts made by the CEOE from the day of its constitution to encourage integration culminated in April 1980 with the signing of the membership agreement with the CEPYME. As well as being a decisive move towards employers' unity, this step strengthened the emphasis which the CEOE places on the specific problems facing small and medium size enterprises. This work of integration was consolidated by the incorporation of 18 new organizations into the CEOE as full members.

### Relationship with member organizations

There has been continual contact with member organizations, with meetings taking place almost every day. Meetings to coordinate activities and exchange information have taken place between the Chairmen and between the General Secretaries of the confederation organizations. This has also happened with the advisory committees and the decision-making bodies of the numerous member organizations.

The CEOE has continually given assistance to raising problems brought up by the confederation organizations and has intensified its constant liaison with members of the Government, the Administration, political parties and the Trade Union federations.

### Research and documentation

This sector, which is considered to be an inter-departmental technical support service, began to operate in February 1980. Its most important achievements have been the creation of a library and, since August 1980, the planning of two types of a new line of publications :

- information and research (monthly with 10 numbers a year);
- a quarterly bulletin on the economic situation.

### Training

Training, as a basic part of employers' activities, began in 1980 as a new field in the structure of the CEOE.

The following are the principal activities :

- courses on labour relations which were held in Madrid during October and November;
- to quote one particular example, a seminar on collective bargaining and labour disputes which was held in Saragossa in December.

And, in collaboration with the IMPI :

- a conference on the use of computers in small and medium size enterprises (in Madrid, December 1980);
- a computer course for small and medium size enterprises (10).

#### PUBLICATIONS

Since the end of 1978 the publications department of the CEOE has produced the "Boletín de información de la CEOE", a periodical distributed nationwide.

Since 1980 the Confederation has also published :

- research and information (monthly);
- a quarterly bulletin on the economic situation (11).

#### SOURCES

- 1) "Qué es la CEOE" (What is the CEOE?), 1982, pages 5 and 9.
- 2) " " " 1982, pages 5 and 48.
- 3) " " " 1982, pages 39 and 41.  
Statutes, articles 4,5,7 and 8
- 4) " " " 1982, pages 21, 25 and 31, and  
Statutes item IV.
- 5) Statutes, items IV, VII and VIII; "Normativa sobre régimen interior"  
(Regulations on internal procedure), items I and II.

- 6) Reply to the CES questionnaire
- 7) Statutes, article 47
- 8) "Qué es la CEOE" (What is the CEOE?), 1982, p.29
- 9) Statutes, article 6; "Qué es la CEOE", 1982, pages 7 and 8
- 10) 1980 Report
- 11) 1980 Report, pages 65 - 66.



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JANUARY

REPORT OF THE

COMMISSIONER OF THE LAND OFFICE

FOR THE YEAR

1884

ALBANY:

WILLIAM B. EDELL,

PRINTED BY

1885

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PRINTED BY

1885



#### DATE OF FORMATION

CNAG was the first agricultural organization to be set up after the Law Regulating the Right of Trade Union Association came into force on 1 April 1977 (1).

#### MEMBERSHIP

CNAG consists of 27 agricultural associations - 21 provincial, 3 regional and 3 from different sectors (1)(\*).

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(1) Information sheet of 14.8.81.

#### LINKS WITH MEMBER ORGANIZATIONS

CNAG is a national professional employers organization and membership is open to :

- a) national employers organizations from the different sectors of agriculture;
- b) area and inter-sector agricultural employers organizations at provincial level;

- c) local or district area employers organizations in the provinces where there is no CNAG provincial organization for a transitional period of one year during which they must form themselves into provincial organizations. During this period of transition these organizations will have the right to speak but no vote;
- d) employers organizations which join as associate members for a period of one year, with no voting rights and paying only half of the subscription laid down.

There is no distinction between members of the Confederation, except for the cases given in paragraphs c) and d), and they enjoy full protection against any act that in any way undermines the rights the Confederation was set up to defend (2).

#### ADMINISTRATIVE BODIES

There are two types :

- a) Collegiate : - The General Assembly
  - The Executive Committee
  - The Management Committee
- b) Individual : - The President
  - The Vice-President
  - The General Secretary
  - The Treasurer

The General Assembly: the supreme managerial body in the Confederation; each confederation organization is represented on it by four elected delegates.

It has the authority to deal with any matter which affects the Confederation; among its specific functions are :

- a) amendment of the Confederation's rules;
- b) dissolution of the Confederation;
- c) approval of the estimates for each financial year;
- d) determining subscriptions;
- e) adjudication and the disposal of assets;
- f) the election of the members of the Executive Committee, the President and the Vice-President;
- g) the endorsement of the participation of the Confederation in federations or confederations at national or international levels (2).

The Executive Committee : consists of the President, the Vice-President, the General Secretary and up to 77 members, of which up to 52 represent the provincial organizations and up to 25 represent the national organizations.

The Executive Committee appoints a Management Committee which performs its functions and takes decisions in the periods between meetings.

The Executive Committee is the permanent governing, management and administrative body of the Confederation; it has the following functions among others :

- a) the election of the General Secretary, Treasurer and Accountant from among its members;
- b) the supervision of the implementation of the Assembly's resolutions;
- c) to decide on the holding of extraordinary meetings of the General Assembly and to draw up the agenda for both ordinary and extraordinary meetings;
- d) the audit of the accounts and the administrative functions of the Confederation;
- e) the adoption of agreements relating to the lodging of any type of action or petition against any organization or legal authority.

The President holds office for four years and he may be re-elected; among his responsibilities are the following :

- a) to preside over the General Assembly and the Executive Committee and to call their meetings;
- b) to represent the Confederation in any action or contract;
- c) to sign all documents relating to the Confederation, or between the Confederation and third parties;
- d) to authorize expenditure and payments;
- e) to comply with, and be responsible for the compliance with the legal provisions and with the rules of the Confederation.

All the management posts and the posts on the administrative assemblies are honorary and the holders do not receive any financial reward for their work. However they are entitled to the reimbursement of expenses for travelling, meals and any other expenditure arising from the performance of their duties.

In addition the Confederation may set up any Working Parties, either standing or temporary, which it considers necessary in order to facilitate the task of achieving its aims (2).

#### DECISION-MAKING PROCEDURE

In order that the General Assembly may be formally constituted at its first meeting there must be a quorum of more than half of its members. If this quorum is not reached, a second meeting will take place 30 minutes later; no quorum will be necessary on this occasion.

Resolutions are adopted following a majority vote of the members present, except in the case of dissolving the Confederation. In this case the motion has to be passed at an extraordinary meeting especially convened for the purpose with at least 25% of the members present and with a majority vote by at least 75% of those present.

Resolutions of the Executive Committee are adopted by a majority vote of the members present; in the case of a tie the President, or in his place the Vice-President, will have the casting vote (2).

BUDGET AND CONTRIBUTION ARRANGEMENTS

The total of the 1980 budget for the Madrid head office amounts to :  
6,000,000 pesetas  
59,376 ECU  
and for the Associations which make up the Confederation:

50,000,000 pesetas  
494,804 ECU

Each member Association contributes 300,000 pesetas annually (2,968 ECU) (values at 14.9.81) (1).

The assets of the Confederation consist of :

- a) the property and rights it possessed when it was constituted and those it has acquired since;
- b) the property and rights acquired through donations or any other legal process;
- c) the real property rights of which the Confederation is the holder;
- d) the shares or securities of which the Confederation is the holder and any rights in intellectual property it may have.

The Confederation has, on the other hand, the following income at its disposal:

- a) the monies it collects from subscriptions, which may be :
  - for registration;
  - ordinary (annual, quarterly or monthly)
  - special;



- b) the revenue from its assets, interest from bank accounts and other revenue;
- c) any donations, subsidies and contributions that it receives;
- d) any other funds obtained in accordance with the law or the rules of the Confederation.
- e) the income derived from services provided, either for its members or third parties.

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

CNAG is a member at national level of the CEOE. It is represented on the Chambers of Agriculture and takes part in the meetings the Government holds with the different agricultural organizations listed below to discuss the problems affecting Spanish agriculture :

- The Fund for Planning and Regulation of Agricultural Products and Prices (FORPPA);
- The National Service for Agricultural Products (SENPA);
- The National Institute for the Agrarian Industry (INIA);
- The National Seed and Tree Nursery Institute;
- The National Institute for the Marks of Origin (INDO);
- The Institute for Reforms and Development of Agriculture (IRYDA) (1).

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

CNAG is a member of the European Confederation of Agriculture. In addition as a member of the CEOE it is a member of the organizations of which the CEOE forms part (1).

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

CNAG is in favour of membership from the point of view of the social and economic aspect (1). However a number of changes will have to take place on the Community's side as well as Spain's; for example, more farmers should participate in the negotiations so that they will not be conducted exclusively by politicians, whose knowledge of agriculture may be limited (3).

#### AIMS

Amongst others these are :

- a) to represent, manage, uphold and promote the professional interests of its members;
- b) to obtain equality of income for the agricultural sector in comparison with the remaining sectors of the economy;
- c) to make the lives of farmers congenial, stable, secure and dignified;
- d) to promote and develop independent enterprises, free associations and co-operatives and the independence of the rural population;

- e) to defend private enterprise and to reject any form of State intervention in agriculture, even through agricultural corporations managed by the State;
- f) to encourage the use of cooperatives and other forms of associations;
- g) to endeavour to obtain the necessary adequate medical care for the agricultural community;
- h) to make it possible to obtain new and more flexible formulae for agricultural credit;
- i) to demand a true agricultural policy for Spain in which the State must participate, providing adequate technical and financial assistance, while farmers must be allowed to express their opinions and play a leading part in the implementation and management of the policy (2).

#### ACTIVITIES

These are, amongst others :

- a) to represent, manage and uphold the professional interests of farmers in meetings with any public or private bodies or individuals, and, especially, with the Government and Trade Unions;
- b) to uphold before any judicial, jurisdictional, administrative bodies or authorities the actions and rights which are in accordance with the Law, and to pursue any kind of proceedings;
- c) to advise member organizations on fiscal and labour matters;

- d) to act as a mediator in any disputes that might develop between members;
- e) to establish and maintain specialist services for advice or assistance, or any other service of common interest to its members;
- f) to contribute towards the goal of uniting professional organizations through the appropriate federations and confederations;
- g) to undertake any course of action which it may consider necessary or desirable in order to comply with the aims of the confederation (1 and 2).

#### PUBLICATIONS

The member associations publish several publications. Although the Confederation does not, it does compile an annual report on the situation in the sector and on the General Agricultural Policy as well as reports to different Government bodies (Draft Legislation, Agricultural Prices, etc.) (1).

#### SOURCES

- 1) Response to ESC questionnaire
- 2) Rules amended by the General Assembly of 11.12.79
- 3) Joint statement of CNJA, CNAG and UFADE at the ESC conference of 26 and 27 June 1980.

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#### DATE OF FORMATION

The Spanish Union of Insurance, Re-insurance and Investment Companies (UNESPA) was formed as a professional association of companies in accordance with Law 19/1977 of 1 April 1977. UNESPA has the legal status, independence and all the facilities necessary for the realization of its aims. The statutes of the Union were approved by the Ordinary General Assembly of 6 April 1979 (1).

#### MEMBERSHIP

The membership of UNESPA is divided into 4 National Groups, formed by virtue of their legal status, thirteen National Technical Groups and five Area Unions (2).

#### LINKS WITH MEMBER ORGANIZATIONS

The member organizations of UNESPA are divided into :

- National Groups, to which organizations belong because of their legal status;
- National Technical Groups, to which organizations belong according to their trade or the activities they engage in;
- Area Unions, to which organizations belong according to where they have their offices.

Full membership of UNESPA is granted on request to those bodies which carry out their activities within Spanish territory and fall into the following categories:

- a) Insurance and/or Re-insurance Companies and Friendly Societies which are subject to Spanish legislation on private insurance;
- b) Employers' Mutual Societies for Accidents at Work;
- c) Savings and Investment Societies;
- d) All other institutions with interests in insurance.

Honorary membership of UNESPA is granted on the nomination of the General Assembly and may be accorded to individuals.

The National Groups, which represent the specific interests of the members of UNESPA and act on their behalf, are responsible for the following operations :

- a) The representation, management and defence of the specific interests of the members, taking part in the activities of the Association in accordance with the statutory rulings;
- b) The creation of the necessary facilities to provide better assistance for their managing bodies and Group members, coordinating these services with the Common Services provided for by the Association;
- c) The approval and disposal of the funds in its specific accounts;
- d) The approval of their regulations in accordance with the provisions in the statutes of the organization (3).



#### ADMINISTRATIVE BODIES

These are as follows :

- The General Assembly
- The Board of Directors
- The Executive Committee
- The Office of Chairman (4)

#### Executive Bodies

The Executive Bodies of UNESPA are :

- The Managing Director, who is directly responsible to the Chairman of UNESPA and through him to the Executive Committee;
- The General Secretary of the Association, who carries out the secretarial duties of the representative and governing bodies;
- The Secretaries of the different bodies of UNESPA, who carry out duties similar to those of the General Secretary but within the sphere of action of each body (5).

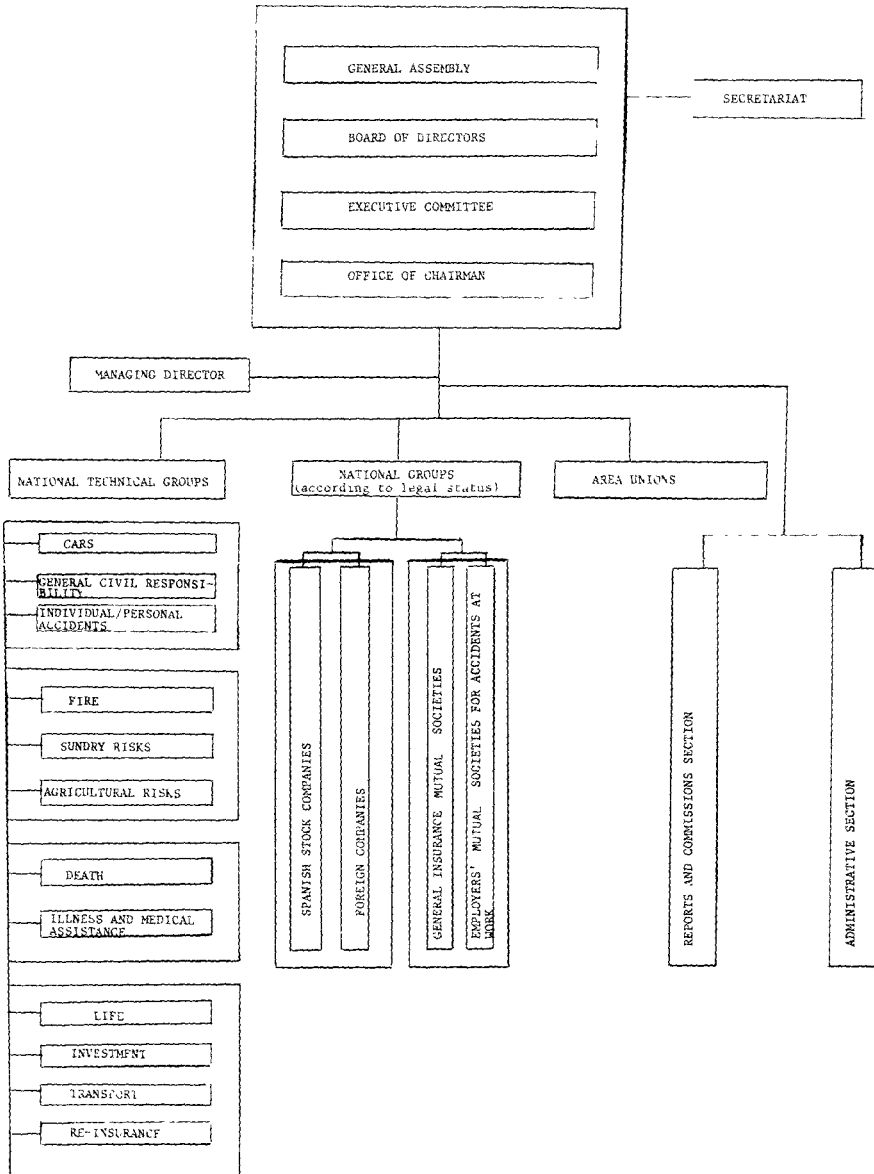
A diagram of the structure of UNESPA is shown on page 4.

#### DECISION-MAKING PROCEDURE

The adoption of resolutions by UNESPA requires a simple majority.

In certain cases laid down by law or in the statutes, such as the dissolution of the governing bodies or the Association itself, amendments to the statutes or the exercising of the right to withdraw membership, a specified majority is required (6).

The Structure of U.N.E.S.P.A.



#### BUDGET AND CONTRIBUTION ARRANGEMENTS

Budget for 1980 : 200,000,000 pesetas  
1,979,218 ECU  
(value at 14.9.81)

This sum is divided between the companies according to the premiums received by each.

UNESPA has the following income :

- rent and profit from property;
- donations and subsidies when applicable;
- the subscriptions from its members;
- any other funds it may obtain in accordance with current legal provisions.

Partial estimates of UNESPA's income are prepared by the Financial and Administrative Committee, which calculates the contributions to be made by the members (7).

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

UNESPA is represented by the Spanish Confederation of Employers' Organizations (CEOE) on the following bodies :

- The Institute of Hygiene and Safety at Work;
- The Health Institute (INSALUD);
- The Social Services Institute (INSERSO);

- The Institute for Social Security (INSS);
- The Institute for Leisure (8).

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

UNESPA is a member of the European Committee on Insurance (CEA) (9).

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

UNESPA stated that: "Spain will join the EC during 1983 at the latest. This implies that compromises will have to be made with the Community, with the consequent strengthening of relations with Europe" (10).

#### AIMS

The general aims of UNESPA are :

- a) to represent, manage and uphold the economic, social and professional interests of member companies before all types of people, bodies and public and private organizations;
- b) to encourage and uphold the system of market economy and free enterprise by taking part in Community activity in commercial and social spheres;
- c) to contribute to the unity of employers through collaboration with, and participation in the projects of the appropriate professional organizations;
- d) to stimulate the development of the activity of member companies by creating and providing services in the common interest of these members, thus ensuring the maximum efficiency of their work and service in Spain;

- e) to promote a just and suitable image of the insurance sector as a service to the Community;
- f) to take the initiative and negotiate on the collective work agreements in their respective fields in accordance with the legislation governing them. To bring to the notice of the authorities any situations of labour conflict which may arise;
- g) to encourage the training of staff connected with the work of insurance;
- h) to administer its own funds and to use them to achieve the Association's aims and carry out its activities;
- i) to carry out surveys of the sector and to ensure that they are always up to date;
- j) to work with the Public Authorities and with the Users and Consumers Organizations and others of general interest on all matters relating to the organization's activities;
- k) to maintain relations with International Bodies and foreign organizations of interest to insurance operations (11).

#### ACTIVITIES

The UNESPA "1979 Report on Activities" (Memoria de actividades 1979) contains a comprehensive description of the Organization's activities. The wide range of activities is recorded in the list of publications

edited by the Organization, together with the reports it has compiled.  
These include :

- 1) Replies to the questionnaire referring to the problems which could arise in the insurance sector as a result of Spain's future membership of the Common Market. This involved the preparation of reports on the following :
  - The sector's position with regard to the negotiating procedure;
  - The extent of adaptation to current standards;
  - The practical problems which could arise;
  - Possible criteria for a period of transition;
  - The foreseeable economic impact of Spain's entry into the European Community;
  - The possible reaction of the Insurance Companies.
- 2) The publication of "The Directives of the European Economic Community on matters of Insurance".
- 3) The Association's most important activities during 1979 under the heading labour relations; these were :
  - The signing of the Collective Agreement for 1979;
  - The revision of the wages policy laid down in the Royal Decree-Law 49/78 of 26 December;
  - The commencement of the work of the Commission on Professional Insurance Colleges;
  - Permanent contact with the CEOE during the negotiations on the Inter-confederation Framework Agreement.
- 4) UNESPA consolidated and extended its relationship with the CEOE during 1979 through being represented on thirteen specialized Commissions and

Committees of this principal organization. In addition to this participation in the corporate activity, UNESPA recognizes the political and technical assistance given by the CEOE and its collaboration in the general economic aspects, especially in relation to labour.

- 5) In the same way UNESPA maintains relations with different corporate institutions and also with Cultural and Research institutions.
- 6) At international level in 1979 UNESPA engaged in various activities working to consolidate two basic spheres: the European and the Latin American.

In the Latin American sphere the following deserve mention :

- the creation of a Latin American Commission within UNESPA ;
- the participation of a delegation of Spanish insurers at the FIDES(\*) Conference held at Rio de Janeiro, at which UNESPA was accepted as an associate member;
- the Latin America Insurance Day-Conference organized by UNESPA to be held in Madrid in October 1980;
- participation in the meeting between Spain and Argentina in Buenos Aires in November 1979.

In the European sphere UNESPA is a member of the CEA working parties and has itself initiated a series of bilateral meetings between the officials of CEA responsible for the EC and the Employers

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(\*) FIDES: Inter-American Federation of Insurance Organizations.

Associations of member states of the European Community. In 1979 UNESPA took part in 23 CEA meetings.

In addition UNESPA was present at several international meetings; among these were :

- Geneva Association, Madrid, July 1979;
- European Study Conferences Limited, Brussels, October 1979;
- the Meeting of French Insurers, Madrid October 1979 (12).

#### PUBLICATIONS

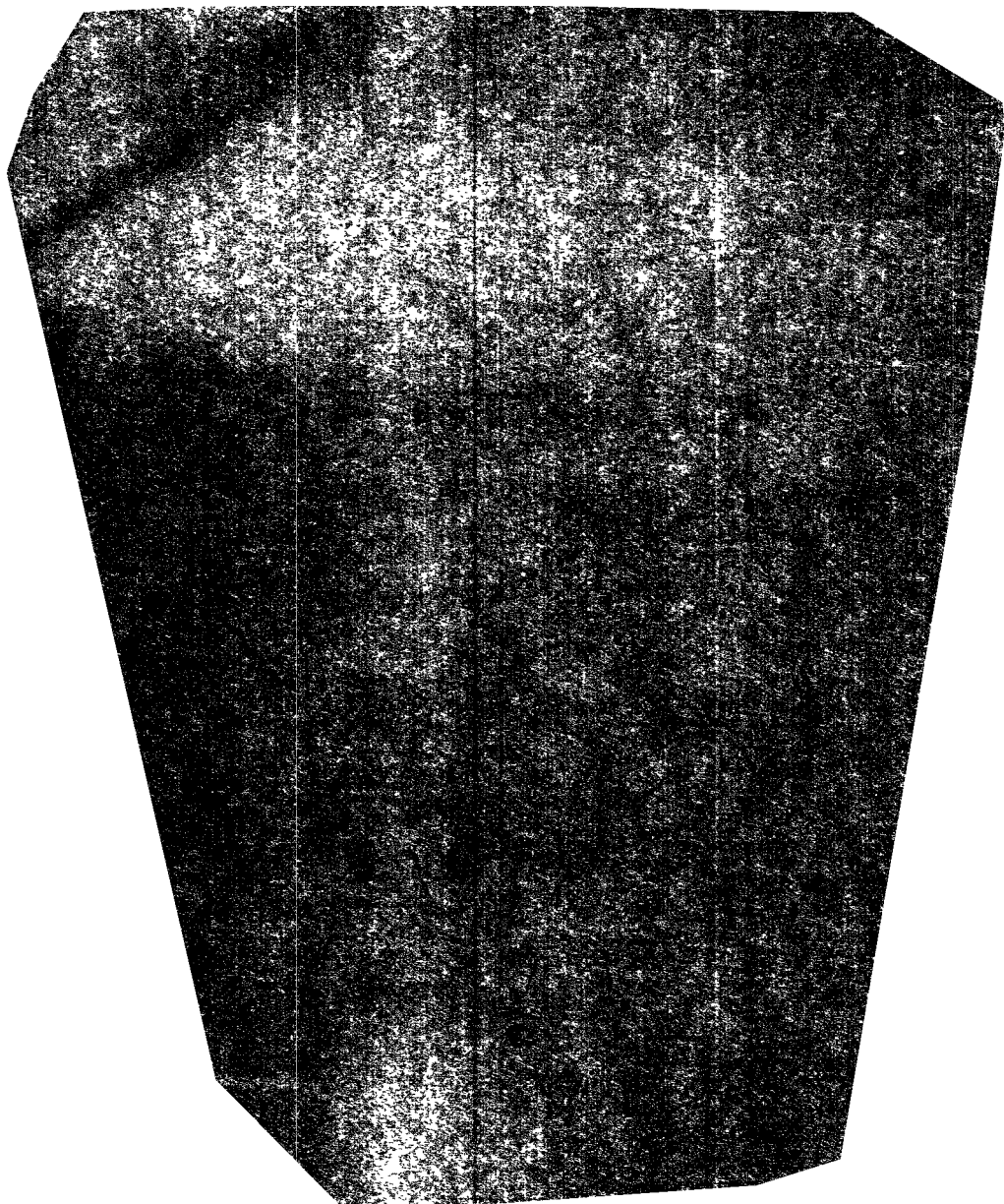
UNESPA does not publish periodicals but it issues reports or documents on particular subjects relating to insurance problems.

#### SOURCES

- 1) UNESPA : Statutes Article 1
- 2) UNESPA : Supplementary provisions Nos. 1, 2 and 3
- 3) UNESPA : ditto, in addition see Articles 7, 13, 39 and 40
- 4) UNESPA : Article 13
- 5) UNESPA : Chapter IX
- 6) UNESPA : Articles 15, 20, 34, 38, 88, 89, 90 and 91
- 7) UNESPA : Chapter X and UNESPA Letter of 27 August 1981
- 8) UNESPA : "Memoria de Actividades 1979", pages 80-82
- 9) UNESPA : page 55
- 10) UNESPA : page 67
- 11) UNESPA : Statutes, Article 6
- 12) UNESPA : "Memoria de Actividades 1979", pages 35, 54, 65, 67, 75-77 and 80-82.







#### DATE OF FORMATION

The Spanish Association of Private Banks (AEB) was created on 22 June 1977 by deed of incorporation, of the same date. This took place at the beginning of a period when the free Trade Union movement was instituted (1), at the start of a new, democratic political system.

#### MEMBERSHIP

Full membership is granted to private banking institutions included in the Register of Banks and Bankers of the Bank of Spain, provided that they fulfil one of the following conditions :

- 1) They participated in the foundation of the Association
- 2) They have been accepted as members (following a request for admission) with the specific approval of the General Council.

Associate membership is granted to credit and savings organizations and the other financial institutions which are not included in the Register of Banks and Bankers of the Bank of Spain who request admission and are admitted with the specific approval of the General Council.

On 30 November 1981 the AEB consisted of 127 banks with full membership, of which 26 were branches or subsidiaries of foreign banks (2). This means that all the institutions operating as private banks in Spain may become members of the AEB.

#### LINKS WITH MEMBER ORGANIZATIONS

The AEB maintains a permanent relationship with its members through the regular ordinary and extraordinary meetings of its governing bodies and different standing committees and through working parties set up to examine particular questions. In addition, surveys on specific issues together with circulars and letters from the Chairman's and General Secretary's offices ensure this permanent relationship (3).

#### ADMINISTRATIVE BODIES

The Association is governed by the following decision-making bodies :

- the General Assembly
- the General Council
- the Executive Committee
- the office of Chairman

The General Assembly is made up of all the full and associate members. Full members may take part in debates with voting rights, whereas associate members only take part in a consultative capacity.

The Assembly meets for an ordinary session at least once a year to approve the activities of the past year and to set out guidelines to be followed in the coming year. The Chairman may call an extraordinary meeting any time when a matter which he considers to be of importance arises, or at the written request of at least 20% of the full members (4).

There are certain subjects which are the sole responsibility of the Assembly, such as : the election of the Chairman of the Association; the approval of the Budget; to be acquainted with, approve or censure the general running of the Association.

The full members of the General Assembly are divided into four groups. The first group is made up of banks whose contributions are over 2.5% of all financial assets, including their own; the second consists of the banks whose contributions are between 0.5% and 2.5% of this figure; the third is made up of banks whose contribution is less than 0.5%; the fourth group consists of the foreign banks.

The General Council which represents the four groups of banks making up the AEB is made up of the Chairman and as many members as are laid down in the rules contained in the Social Statutes (5). On 30 November 1981, the General Council consisted of 23 members (6), seven members representing each of the first three groups, and two the fourth group; they are all elected for a period of four years.

The General Council holds an ordinary meeting at least once a month.

Its main duties are : to appoint the General Secretary of the Association on the recommendation of the Chairman; to nominate the members of the Executive Committee; to ensure that the activities of the Association conform with the rules laid down by the General Assembly; to be acquainted with the expenditure and to ensure that it is within the approved budget. The General Council must be informed of and approve all matters which have to be submitted to the General Assembly.

The Executive Committee is elected for 4 years and consists of the Chairman and seven members, two for each of the three groups of banks and one for the fourth. It meets on the Chairman's initiative, or at the request of at least three members, as often as necessary.

The Executive Committee has the same responsibilities as the General Council and any others that the Council may specifically delegate to it (7). In practice it meets two or three times a month and it is the governing body which has the most up-to-date knowledge of the different subjects involved in the running of the Association.

The office of Chairman is the highest representative post in the Association; the Chairman therefore presides over all the governing bodies.

He is elected by the General Assembly, in a personal capacity, whether or not he is attached to a member bank, by secret ballot of the full members. His term of office is four years and he may be re-elected.

His principal responsibilities are : to represent the Association legally; to preside over all the governing bodies; to submit to the General Assembly the budget for the following financial year and the balance sheets of the previous year (8) and to represent the AEB before every administration or legal authority.

#### DECISION-MAKING PROCEDURE

The Statutes lay down a system of proportional representation within the Assembly (9) which basically amounts to giving votes extra to those which each bank is entitled to in its capacity as a full member,

according to the proportion of each bank's funds to the total of the national Private Banks' fund, including their own.

Under these regulations the country's three leading banks had 11 representatives on 30 November 1981, but this number will decrease until each bank only has one representative as do the banks in the third and fourth groups. The total number of representatives on that date was : 67 in group 1, 65 in group 2, 69 in group 3 and 26 in group 4.

The ordinary resolutions put before the General Assembly are adopted by a majority vote of full members, either present or properly represented. According to the Statutes a majority of 75% of votes cast by full members, either present or represented, is required in certain cases (10), which include amendments to the Statutes and the appointment of the Chairman.

Within the General Council and the Executive Committee, the Chairman and the members of the Association have one vote each, with the Chairman having the casting vote when necessary. The General Council requires a quorum of 14, out of its 23 voting members (11).

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

Income (ordinary and extraordinary) budgeted for the financial year from 1 March 1981 to 28 February 1982 amounts to :

223,774,697.95 pesetas (1)

2,214,494.70 ECU

(value at 14.9.81) (12)

There are two methods of making contributions to the income of the Association. Regular ordinary contributions are made according to the number of votes each member bank holds. The appropriate bodies may agree to levy a special contribution the amount of which must be in proportion to the percentage of each bank's participation in the total of the assets of the banks, including its own, at 31 December of the previous financial year (1).

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

The AEB is a member of the Spanish Confederation of Employers' Organizations (CEOE) and has 10 representatives on its General Assembly. On 30 November 1981, the Chairman of the AEB became a member of the Board of Directors and of the Executive Committee of the CEOE, with the post of Accountant.

The AEB forms part, through the CEOE, of consultative bodies operating on economic and social affairs in Spain today.

The AEB has one representative on the National Institute for Social Security and the General Secretary represents Private Banks on the Committee for the Implementation of Welfare Housing Construction 1981/1983 (1).

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

The AEB has on several occasions made contact with the Banking Federation of the European Community, which has its headquarters in Brussels, with a view to applying for membership of the Federation as



soon as Spain enters the EC as a full member. In the meanwhile, the AEB has a working relationship with this organization and receives its publications (1).

The Spanish Association of Private Banks is in frequent contact with the Banking Associations of different European countries; it is a corresponding member of the EFMA (European Financial Marketing Association), has had occasion to work with INSIG (Institute for Inter-Bank Research), and is in touch professionally with banking associations of various American countries.

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

The AEB has indicated that it is strongly in favour of the expansion of the European Community and of Spain's entry into the Common Market. As a result public and analytical documents have been published in support of it (1, 13, 14).

#### AIMS

The ultimate aim of the AEB, as laid down in the Statutes, is to uphold the professional interests of the member private banks (1).

The Associations seek to achieve this by the following activities :

a) With the National Administration :

Working with the Administration on its own initiative or at the request of the Administration's bodies. Part of its work with the

Administration includes the preparation of reports, surveys, projects, proposals and any other activity beneficial to the nation. This of course relates to banking and financial operations.

b) In support of the professional interests of the members :

Representing and supporting the professional interests of the member bodies in all matters; contributing towards the maintenance of the principles of solidarity and cooperation between them and improving the operations and services of the firms within the sector. In addition to cooperate with them to inform the public of its work.

c) In the field of staff relations :

Participating in negotiations over general working conditions between member bodies and their staff in accordance with current legal regulations, acting on behalf of member banks in collective negotiations in the sector.

d) In the field of culture :

Taking part in the cultural development of the nation, cooperating with public and private educational and research institutions.

e) Working with other employers' associations :

Maintaining the necessary relationship with other employers' associations, both national and foreign, in order to achieve their common aims.

## ACTIVITIES

The principal activities carried out by the Association during 1980 in order to achieve the objectives and directives approved in the previous period are mentioned in this paragraph. This is of course only a brief statement giving the essential details.

About 24 circulars and other letters were issued by the Chairman or the General Secretary reporting on the trends and the current situation of the different governing bodies and working parties within the AEB. These circulars dealt with various matters related to the Association's duties (15).

It should be pointed out that the Association has two Standing Committees in order to carry out its duties. These are the Committees for Industrial Relations, and the Financial Committee.

The subjects of the ordinary meetings held by the Industrial Relations Committee have been related to the following three basic fields :

- inter-sector matters
- sector matters of a structure or permanent nature
- topical matters

The considerations of this Committee have resulted in a large number of circulars on different subjects within the three basic fields given above (16).

While recording the work of the Standing Committee on Industrial Relations, mention should also be made of the work carried out by the

AEB - UGT Joint Committee in interpreting the current collective agreement, in negotiating the wage increase for 1981, and in achieving agreements on the exercise of union rights signed by the AEB and several national unions.

In addition the Economic Advisory Service has carried out several surveys, of which the survey relating to the 1980 budget together with various reports on monetary changes deserves to be mentioned; it has taken an active part in the preparation of the CEOE report on the effects of Spain joining the European Community, and has also issued reports on the assessment by the CEOE of the political and economic measures adopted by the government (17).

The Advisory Council for Public Relations has enabled the various governing bodies of the Association to make contact with the different branches of the media, with a view to publicising the views of Private Banks.

The Financial Committee is the other Standing Committee of the Association; it has two functions, which are (18) :

- a) to monitor projects on all subjects in their preparatory stages;
- b) to analyse measures which have already been made public with the object of giving standard instructions to the whole sector, and to reply to member banks' enquiries on financial matters.

The work of the Financial Committee has been reported on in various circulars and some advice on specific subjects of interest to the banking sector has been offered to the Administration, which issues regulations on this basis.

Furthermore, some laws which relate to the development of fiscal reform have been the object of special enquiry. Among these the following are of particular importance :

- the "Capital Transfer" tax law
- the Company mergers law
- the 1981 Budgets law

Different working parties have drawn up reports on specific subjects relating to the Association's activities.

Special mention must be made of the report sent in November 1980 to the Minister of Trade and Economic Affairs, at his request, on "the Reform of the Financial System" (19).

#### PUBLICATIONS

At present the AEB does not issue publications for the general public, although its Advisory Service issues a monthly report on monetary developments which is distributed to all banks. The Advisory Service for Public Relations is responsible for making the opinions of the private banking sector known to the public through the media. The annual report, which describes the activities of the AEB, is also a means of information.

#### SOURCES

- (1) Reply to the CES questionnaire in a letter on 24.9.81
- (2) 1980 AEB Report, pp 37-44
- (3) 1980 AEB Report, pp 13, 22
- (4) AEB Statutes, article 12, No. 1

- (5) AEB Statutes, article 14 No. 1
- (6) AEB Report, 1980, pp 7,8
- (7) AEB Statutes, article 17
- (8) AEB Statutes, articles 20, 21
- (9) AEB Statutes, article 11, No. 3
- (10) AEB Statutes, article 12, No. 6
- (11) AEB Statutes, article 15, No. 2
- (12) Equality established in accordance with the "Official Journal of the European Communities", No. C 235/1
- (13) Speech made by Señor Rafael Termes, Chairman of the AEB at the day-conference on "The significance of entry into the Common Market for the Spanish financial system", p. 9
- (14) AEB Chairman's Report to the ordinary General Assembly of March 1980, p. 39
- (15) AEB 1980 Report p. 8
- (16) AEB 1980 Report, p. 15
- (17) AEB 1980 Report, p. 19
- (18) AEB 1980 Report, p. 22
- (19) AEB 1980 Report, p. 26

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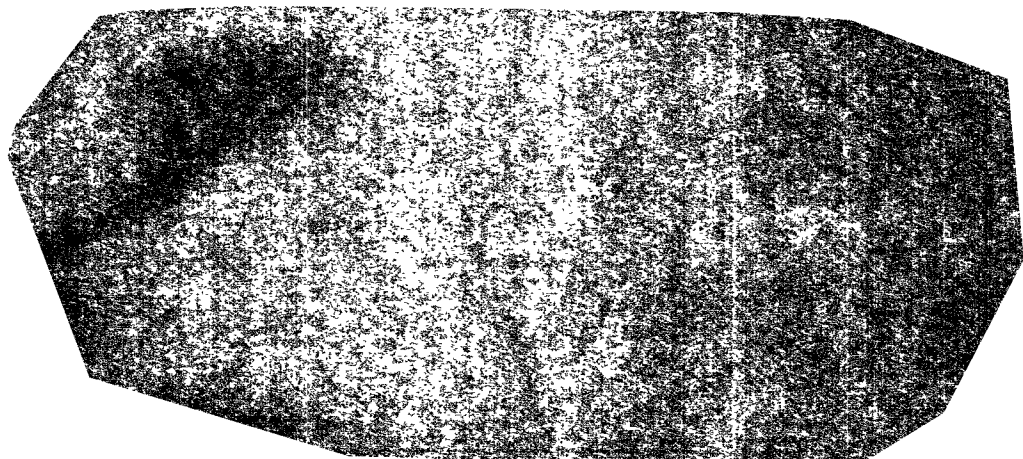
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#### DATE OF FORMATION

The Spanish Confederation of Small and Medium-Sized Enterprises (CEPYME), which is a member of the Spanish Confederation of Employers' Organizations (CEOE), was formed when the current rules were approved on 26 September 1977. The Confederation's General Assembly on 18 December 1978 made a partial amendment to Section 3 of the rules, which refers to its managing bodies. (1)

#### MEMBERSHIP

47 area national interprofessional organizations and national professional organizations are members of CEPYME. (2)

#### LINKS WITH MEMBER ORGANIZATIONS

The following organizations are entitled to full membership of the Confederation:

- The area interprofessional organizations which are at least of a provincial nature;
- The national professional organizations which are made up of small and medium-sized enterprises;

The following may be full or associate members of CEPYME:

- The bodies, foundations or study groups whose activities are based on the principle of the defence of free enterprise;

- organizations created to study the problems of small and medium-sized enterprises, to improve their management, etc.

The organizations which are full members are fully independent in their specific fields of operations and have equal opportunity to take up managerial posts in the Confederation and to participate in the elections for these posts. CEPYME in turn guarantees to respect the right of free expression of member organizations, which have the right to make use of all benefits and services provided by the Confederation, to inform and be informed of all its activities and to take part in its financial and administrative management as laid down in the rules.

The member organizations must comply with the resolutions adopted by the CEPYME managing bodies and must pay the subscriptions laid down. These organizations must also comply with the rules and regulations of the Confederation in their activities and must provide any information requested by the Confederation's managing bodies, unless it is of a confidential nature.

Affiliated member organizations have the same rights and obligations as full members, with the exception of electoral rights and those related to decisions made within the Confederation. (3)

#### ADMINISTRATIVE BODIES

These are:

- the General Assembly;
- the Board of Directors;

- the Executive Committee;
- the Office of Chairman;
- Vice-Chairmen
- the Office of General Secretary.

The General Assembly is the supreme body of the Confederation and consists of the Chairman of the Confederation, a maximum of five hundred members appointed by the member organizations and one representative from each of the affiliated organizations (who do not have the right to vote). The Assembly holds an ordinary meeting once a year and can hold an extraordinary meeting at the request of 15 % of the delegates or at the request of the Chairman. The period of office for members of the Assembly is four years, after which they are eligible for re-election.

The Board of Directors is the managing body of the Confederation; it consists of the Chairman and up to a hundred representatives. Member organizations have at least one representative on the Board while the rest are elected by the General Assembly. The Board holds a meeting at least once a quarter at the request of the Chairman or at least 10 % of its members. Members serve on the Board for four years and are then eligible for re-election.

The Executive Committee is responsible for the management and day to day administration of the Confederation; it consists of a maximum of twenty members. The Committee, which includes the Chairman, Vice-Chairmen and members elected by the General Assembly from the members for a period of two years, meets at least once a month or at any other time at the request of the Chairman.

The Office of Chairman is the highest an individual can hold in the Confederation. The Chairman's duties are to represent CEPYME before public authorities and other parties and the adoption of decisions which will assist in the achievement of the Confederation's objectives in accordance with the guidelines laid down by the General Assembly with the aid of the other managerial bodies of the Confederation.

The Chairman's term of office is two years which may be renewed for a further period.

The Vice-Chairmen of the Confederation are representatives elected by the Executive Committee from its members. The Vice-Chairmen work with the Chairman in guiding the research and technical services; the Chairman can delegate to them representative or other duties which he may consider suitable.

The Office of General Secretary is filled by a representative engaged by the Executive Committee for this full-time post. The General Secretary is responsible to the Executive Committee through the Chairman. (4)

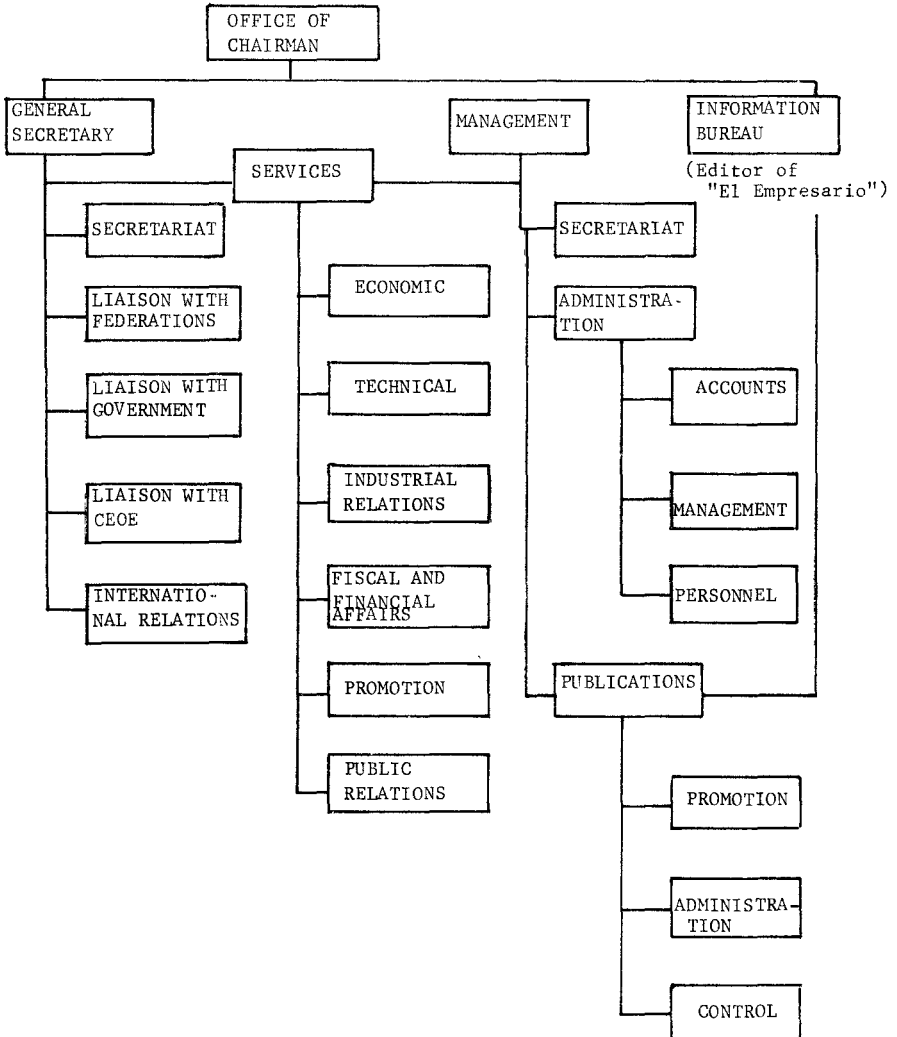
The Administrative bodies responsible for the Chairman and the General Secretary are shown in the chart on the following page.

#### DECISION-MAKING PROCEDURE

Resolutions are adopted by a simple majority within the Confederation. Exceptions to this rule, such as dissolution of the Confederation and amendments to the Rules and Regulations, are laid down in the Rules, which state that such decisions must be passed by a specific majority. (5)

C E P Y M E

MANAGEMENT STRUCTURE



#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The 1981 budget is:

63,540,000 pesetas  
628,797 ECU  
(value at 14.9.81)

CEPYME's funds are made up of the subscriptions from its members, donations received, subsidies granted and the proceeds from the sale of its property and shares. The Confederation also receives income from the sale of its publications and from providing services.

Subscriptions to be paid by the member organizations are fixed by the General Assembly and are calculated according to the number of representatives the organizations have on the Assembly, among other criteria. (6) (8)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

CEPYME takes part in the work of the councils of the National Institutes for Social Security, of Health and for Social Services which were created by the Spanish Government:

- National Institute for Social Security (INSS);
- National Institute of Health (INSALUD);
- National Institute for Social Services (INSERSO);

It also takes part in the work of:

- the National Institute for Employment (INEM);
- the National Institute for Mediation, Arbitration and Conciliation (IMAC).

In addition the organization is represented on the Institute of Small and Medium-Sized Industrial Enterprises (IMPI).

CEPYME is allowed one third of the total employers' representation on these bodies. (1)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

CEPYME is represented on the following organizations:

- the International Labour Organization (ILO);
- the International Union of Crafts and Small and Medium-Sized Enterprises (IACME);
- the European Union of Crafts and Small and Medium-Sized Enterprises (UEA-PME);
- the International Federation of Master-Craftsmen (IFC);
- the International Federation of Small and Medium-Sized Industrial Enterprises (IFSMI);
- the International Federation of Small and Medium-Sized Commercial Enterprises (IFSMC). (1)

## ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

CEPYME is in favour of Spain (and Portugal) becoming members of the Community. The Organization supports and upholds Spanish membership "because it considers that this will have a beneficial effect on both Spanish national interests and those of the rest of the members of the EC". (1)

### AIMS

The aims of CEPYME include:

- to promote and uphold the system of free enterprise and market economy;
- to cooperate with the Government and the Unions in order to achieve stable and sustained economic development which will guarantee the achievement of a satisfactory standard of living in an atmosphere of social harmony;
- the defence of the interests of small and medium-sized enterprises, totally independent of the public authorities or any pressure group or political party.
- to put forward an economic policy which will guarantee small and medium-sized enterprises the necessary means to play the appropriate leading role in economic and social planning.



To achieve these aims CEPYME proposes to:

- bring up the problems facing small and medium-sized enterprises, representing them before the Spanish Government and other autonomous and international institutions and encouraging them to participate in any conciliation, negotiation or arbitration bodies which might be set up;
- coordinate, or play the leading part in, negotiations with the Trade Unions as directed by the member organizations;
- protect and promote the image of small and medium-sized enterprises to the media and the public;
- establish the means necessary for good relations and cooperation between the member organizations, acting as a unifying and coordinating body and encouraging close bonds between them; ensure unity by means of arbitration of the interests of these organizations;
- support its members by providing services giving the necessary assistance, promoting constant communication between the member organizations through an information service; in particular satisfy the enterprises' needs for information, training and improvement;
- establish and promote contacts, relationships and collaboration with other organizations of a similar nature. (7)

## ACTIVITIES

The CEPYME 1981 Programme describes the specific objectives of the Confederation and includes work of a permanent nature to be carried out in the future.

In its 1980 Management Report the Confederation emphasizes that: "the principal task of major importance carried out was the achievement of unity between firms". As a result of the Confederation becoming a member of the CEOE, which was approved by a majority vote by the CEPYME directors at the beginning of the year, a number of actions were taken which helped to achieve the following objectives:

- the drafting of a specific plan of activities in order to secure the support of the Spanish Government for small and medium-sized enterprises;
- the submission of the problems and priorities of the sector, represented by the Confederation, to the Second Vice-Premier of the Government;
- the creation of joint working parties at different Government levels with employers and CEPYME experts with the object of presenting the problems which affect the sector and the solutions envisaged by the Confederation.

CEPYME has carried out an extensive programme of activities during the course of 1980; the following were the most important:

### Relating to Employers

- the setting up of the SME Committee within CEOE;

- the visits of the Chairman of CEPYME to ten Spanish provinces and his participation in employers' meetings, some of them in conjunction with the Chairman of CEOE;
- the creation of the Regional Employers Confederation of Castille and La Mancha and the election of its Chairman;
- the organizing of a seminar in November 1980 for the promotion of Mutual Surety Societies.

At National level

- the work of the CEPYME representatives in the tri-partite bodies of the Government;
- a one day meeting between the CEPYME Board of Directors and the Minister of Industry;
- a meeting between the Confederation's Chairman and the Vice-Premier of the Spanish Government, Leopoldo Calvo Sotelo, during which a CEPYME plan of action "Management at all levels" was drawn up;
- the work leading up to the approval of the Royal Decree, which regulates the second guarantee of the State to the Mutual Surety Societies, and the Decree for the re-structuring of the Institute of Small and Medium-Sized Enterprises and its area units;
- the joint plan of action with the Industrial Credit Bank (BCI), which concentrated on, amongst other activities, the support for the negotiation of credit for small and medium sized enterprises by the European Investment Bank and a proposal for the joint financing of an audio-visual training project;

- an agreement of collaboration with the Spanish Confederation of Savings Banks specifying this organization's support for CEPYME publications and the financing of the Confederation;
- the request for the repeal of item 8 of the Bill on the Penal Code and a study of the Bill on Public Limited Companies (Sociedades Anonimas).

#### At International level

The presence of the Confederation at the World Assembly of small and medium-sized enterprises in New-Delhi;

- draft agreements with the European Chamber of Commerce and the Spanish Chamber of Commerce in Paris with the object of organizing a permanent exhibition of Spanish products. It also established contacts with the Belgian commercial authorities with a similar aim;
- the proposal for support for the opening of commercial CEPYME offices in South America and Africa presented to the Spanish Minister of Commerce;
- contact with the Japanese Small and Medium Enterprise Agency (MITA);
- a draft agreement with Rumania on the setting up of a joint company;
- an exchange of visits with the Commercial Adviser of the Chinese Embassy and proposals for commercial activities and investments;

- the participation of the Chairman and General Secretary of the Confederation in an international seminar in Paris. On this occasion the Chairman of CEPYME spoke on the subject of "Taxation and the Small and Medium-Sized Enterprise". (8)

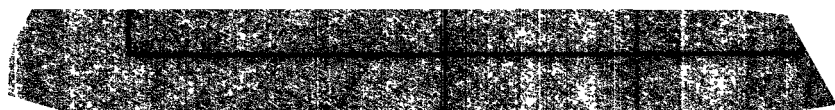
#### PUBLICATIONS

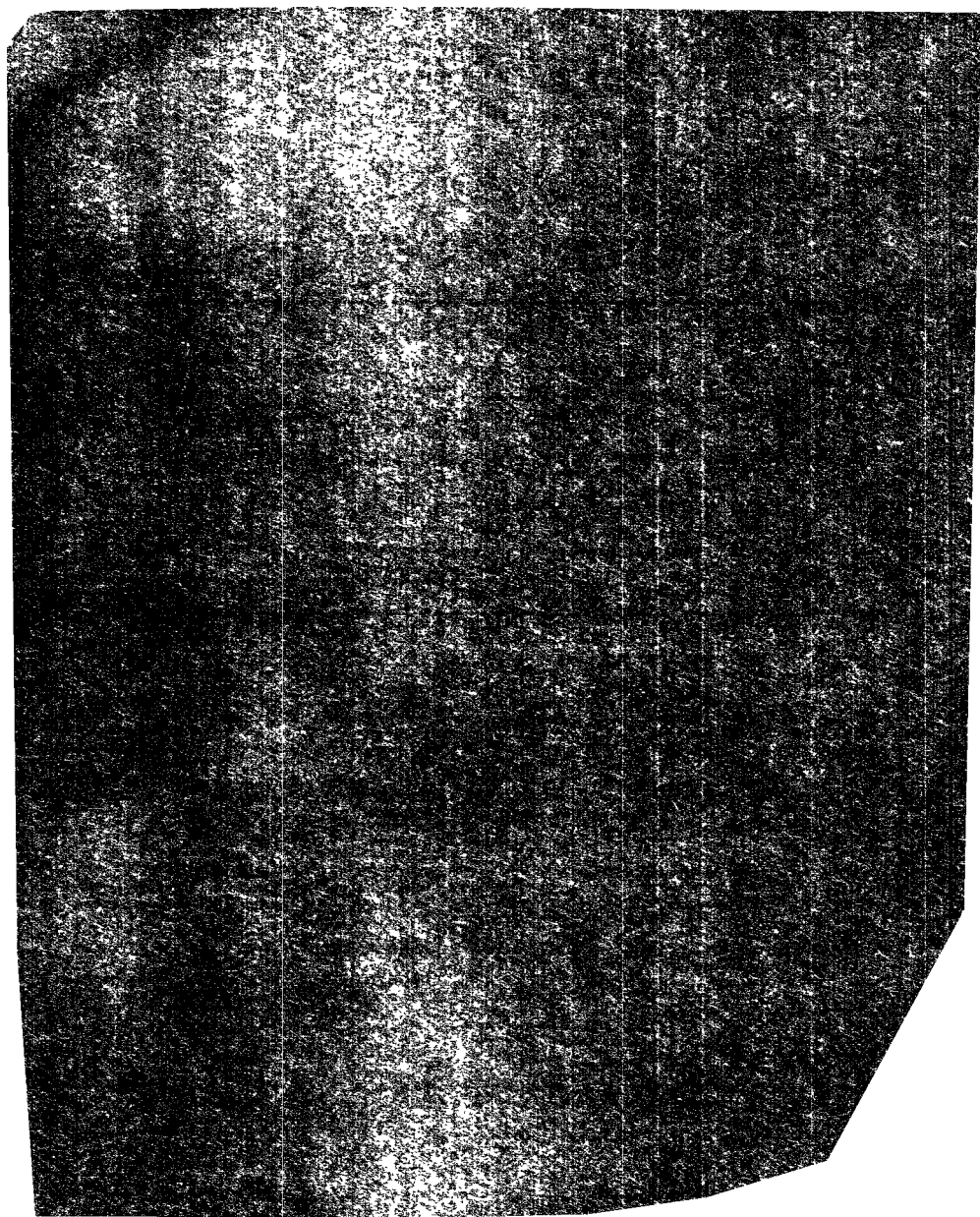
CEPYME publishes a monthly periodical entitled "El Empresario" (The Businessman). Since September 1980 the organization has issued publication called "Informe" (Report) which contains a collection of articles and studies at international level on themes of specific interest to the small and medium-sized enterprise. (1)

#### SOURCES

1. Reply to the ESC questionnaire.
2. List of area and sector members supplied by CEPYME.
3. Rules, Item II.
4. Rules, Item III and amendment of 18.12.78.
5. Reply to the ESC questionnaire and Rules, items III, V and VI.
6. Rules, item IV.
7. Reply to the ESC questionnaire and Rules, item I, article 7.
8. CEPYME - "1980 Management Report" and "1981 Programme".









#### DATE OF FORMATION

The Central Banking Committee was formed by the Law on Banking Regulations of 31st December 1946; the regulations, which define its functions and specify its organization, were approved by Order dated 16 October 1950. (1)

#### MEMBERSHIP

All private banks operating in Spain must be members of the Central Banking Committee. All national and foreign banks are subject to this legal provision. The Banco Exterior de Espana, whose operations are similar to those of a private bank, is also subject to compulsory membership.

129 banks are members of the Central Banking Committee; they are divided up as follows: 40 national banks, 12 regional banks, 49 local banks and 28 foreign banks. (2)

#### LINKS WITH MEMBER ORGANIZATIONS

The Central Committee maintains a connection with the member banks through the Plenary Assembly and the various working parties set up to study the technical, organizational, legal, security and other problems of banking. The following are some of the standing committees: the Inter-Bank Technical Committee, the Legal Advisory Committee, the Conciliation Service (for resolving disputes between banks), and the Security Committee, all of which are made up of representatives from the various banks. The research, statistical and legal services are in permanent contact with the members, either in a consultative capacity or to supply information requested. (2)

#### ADMINISTRATIVE BODIES

These are as follows:

- the Plenary Assembly
- the Committees
- the Chairman
- the Board, the General Secretariat and the Departments

The Plenary Assembly is the organization's highest decision-making body. It is responsible for decision-making in appropriate cases, e.g. mandatory reports, for advisory work, and generally for all matters within the scope of CSB activities.

The Plenary Assembly is made up of the Chairman, the Vice-Chairman and 23 representatives of the member banks who are elected annually, either as full or deputy members. The proportion of full members for each type of bank is laid down in the Regulations. (2) (3)

The Committees are the research bodies appointed by the Plenary Assembly from its members to make proposals to the Assembly on specific issues or other matters. The Plenary Assembly may designate these committees as standing or temporary. (4)

The Chairman; this post is at present held by the Under-Secretary for Economic Affairs. His principal duties are to represent CSB in meetings with the Government and vice versa, to preside over all the organization's bodies, call meetings of the Plenary Assembly and the Committees and to supervise the implementation of decisions. The Chairman, however, does not have the right to vote on decisions in the Assembly. (5)

The Board, the General Secretariat and the Departments: their administration is the responsibility of the Director, who implements the resolutions adopted by the Plenary Assembly, passes on information on matters submitted to him for appraisal and manages the internal organization of the CSB and its departments. The principal departments are: Research, Statistics and Legal. (2) (6)

The General Secretary advises the Plenary Assembly and the Committees, issues records of the Assembly's decisions, proposes the agenda of the Assembly's meetings and carries out the orders of the other bodies of the organization. (7)

#### DECISION-MAKING PROCEDURE

Meetings of the Plenary Assembly are called by the Chairman or at the request of five members. Meetings require a quorum of at least twelve members with the right to vote. Decisions are taken by a simple majority of the members present. (2) (3)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The budget for 1980 amounts to:

210,000,000 pesetas (2)

2,078,179 ECU

(value at 14.9.81)

The budget is made up of the annual contributions of the member banks, which amount to 0.03% of their capital and reserves. (2)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

CSB does not belong to any of the usual socio-economic organizations. It acts as a consultative body to the Ministry of Economy in banking and is represented on various consultative bodies for the same purpose. (2)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

CSB does not belong to any European professional organization. However it does maintain regular contact with the different European banking associations and is represented on various organizations, one of which is the European Council for Systems of Payment. (2)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

CSB is largely in favour of Spain joining the EC. (2)

#### AIMS

The main aim of CSB is to act as a link between the Ministry of the Economy and the Banks.

In order to achieve this CSB performs the following functions  
(2) (9):

- it acts as an advisor to the Ministry of the Economy on banking matters;
- it provides information on changes in banking legislation;

- it publishes the balance sheets and statistics of the banks;
- it issues reports on the various aspects of banking, including, amongst others, the following: the authorization of the establishment of new banks, bank mergers, the setting up of new offices of Spanish banks abroad, the increase in bank capital, the fixing of interest rates and minimum commission in bank operations, the establishment of standards for the form and publication of balance sheets, etc.;
- it relays the requests and reports of the private banks to the appropriate Ministries.

#### ACTIVITIES

CSB does not publish an annual report on its activities. The descriptions and the results of the activities of CSB and its different working parties are contained in the circulars distributed by the Central Committee to the member banks.

CSB activities reflect its aims and the tasks assigned to it; the latter relate either to information or decision-making.

The Committees and Departments advise the Plenary Assembly on the preparation of reports on the whole range of aspects of banking. The Regulations clearly set out the specific topics on which CSB must be consulted and on which it must report. In addition there are regulations governing the decision-making functions of the organization. These functions cover operations of supervision, interpreting government regulations, preparation of applications, preparation of the budget of the organization, listing the customs and commercial practices of banking, etc. (2) (10)

## PUBLICATIONS

CSB publishes periodicals such as the "Anuario Estadístico" (Statistical Yearbook) and the monthly balance sheets of the Banks. It also publishes reports and studies on specific banking subjects. These publications are classified by subject in the CSB Catalogue of Publications. (2)

## SOURCES

1. Regulations of the CSB (Introduction) p. 1.
2. Reply to the ESC questionnaire and appendix.
3. Regulations of the CSB articles 2, 3, 10 and 11.
4.     "       "     "     "       "       19 and 24.
5.     "       "     "     "       "       2 and 25.
6.     "       "     "     "       "       27 and 29.
7.     "       "     "     "       "       28.
8.     "       "     "     "       "       13, 15 and 17.
9.     "       "     "     "       "       11.
10.    "       "     "     "       "       12.

**The Economic and Social Committee  
of Spain**

- 1.1 -

**MINISTERIO DE ECONOMIA Y HACIENDA  
DE ESPAÑA  
DIRECCIÓN GENERAL DE LAS CANTAS  
DE ECONOMÍA, INDUSTRIA Y COMERCIO  
DE ESPAÑA**

**Chairman**

**Don Ramón Sánchez Caldentey**

**General Secretary**

**Don Juan Sánchez**

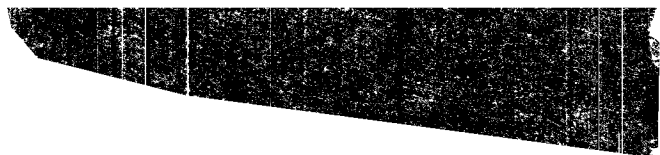
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**Document prepared by  
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of the Economic and Social  
Committee of the Spanish Republic**





#### DATE OF FORMATION

The Supreme Council of the Official Chambers of Commerce, Industry and Shipping of Spain was formed by Royal Decree on 13 January 1922, published in the Official Gazette of 14 January 1922. (1)

The current Regulations are those laid down in the Regulations for Chambers approved by Decree 1291/1924 of 2 May 1924 and amended by Royal Decree of 27 March 1978. (2)

#### MEMBERSHIP

There is at least one Chamber in each province. Local chambers can also be formed provided that they only cover the municipal area of the locality in which they are to be situated and that they fulfil certain conditions of size, economic potential, public demand, etc. (2)

The provincial chambers therefore have jurisdiction over the whole province, with the exception of the municipalities which have their own local chambers.

There are at present 85 chambers, of which 50 are provincial and 35 local. (1)

The Chambers are made up of individuals and legal bodies within the area, all of whom pay an annual subscription to the Treasurer of at least 25 pesetas for the right to carry out business of a commercial, industrial or shipping nature. (2)

#### LINKS WITH MEMBER ORGANIZATIONS

The Supreme council is the central body of the Chambers which unites them and coordinates their activities, with the legal constitution and authority to operate under the terms laid down in the Regulations applicable to it. (2)

All Chambers are represented on the Supreme Council since their Chairmen constitute part of the Plenary Assembly of the Council. (2)

In addition, the Chambers as institutions which are legally constituted and which have the authority to act for the achievement of their aims and to carry out the functions which are assigned to them, without prejudicing the ability to associate with one another, can draw up agreements to facilitate the realization of their aims, the execution of their work or the provision of services of mutual advantage affecting two or more provinces. In any case Chambers in the same province must come to an agreement over the provision of services of a general nature which affect the province. (2)

The Chambers can also meet in provincial or inter-provincial assemblies to examine and study the problems which affect their common interests and to propose reforms of general advantage to their aims.

At present some Regional Chambers Councils have already been formed (in Catalonia and the Basque Country) and it is anticipated that other similar Councils will appear in other regions as new independent bodies are created. (3)

## ADMINISTRATIVE BODIES

The governing bodies of the Supreme Council are the Plenary Assembly and the Executive Committee. There is also a Managing Director, a Secretary and the staff necessary to ensure its efficient running. (2)

The Plenary Assembly : the supreme decision-making and representative body of the Council which is made up of the Chairmen of all the Chambers and eight members, who are elected by the Council at the Assembly's constitution from members of the Chambers or from people of recognized standing in the business world in Spain. (2)

The Executive Committee; the managerial, administrative and advisory body of the Supreme Council which is made up of the Chairman, two Vice-Chairmen, the Treasurer, the Accountant and nine members of the Plenary Assembly; the Managing Director and the Secretary also attend the meetings but have no vote. (2)

The Chairman is elected by the Plenary Assembly. He is responsible for representing the Council, calling and presiding over the meetings of its bodies and the execution of the decisions of the Plenary Assembly. (2)

The Vice-Chairmen take the place of the Chairman at functions in the event of his absence through illness or if the post is vacant. (2)

The Treasurer manages the funds as directed by the Plenary Assembly and signs documents for receipts and payments. (2)

The Accountant audits all the receipts and payments and supervises the accounting. (2)

The Managing Director is responsible for the execution of policy adopted by the Executive Committee and for the management of the services in the organization, apart from any executive powers which can be delegated to him.

The Secretary acts as such at the meetings of the Council and the Executive Committee and, among other duties, is responsible for the taking and signing the Minutes, certifying the Council's decisions, managing the secretariat, organizing administrative tasks, etc. (2)

#### DECISION-MAKING PROCEDURE

With regard to electoral procedure a 75% majority vote of the members present at the first ballot is required at the election of the Chairman. If this is not obtained an absolute majority is sufficient at the second ballot; if this is not obtained the Chairman will be elected by simple majority vote at the third ballot. The person elected Chairman will be officially appointed by the Minister of Trade and Tourism. (2)

The election of the other eight members who have to be elected takes place when the Plenary Assembly is constituted by secret ballot, the successful candidates being those who obtain the greatest number of votes. (2)

Attendance at meetings of the bodies of the Council is compulsory for all members although the Chairmen of the Chambers can be replaced at meetings of the Plenary Assembly by their Vice-Chairmen. (2)

No legitimate debate can take place at meetings of the General Assembly when they are first called unless at least two-thirds of its

members are present; resolutions are passed by a majority vote of those present. (2)

If this quorum is not obtained the Plenary Assembly may convene after half an hour if half plus one members are present. In this case for resolutions to be accepted a majority of two-thirds of the members present is required. (2)

For the Executive Committee a quorum consists of half plus one of the voting members; resolutions are accepted by a simple majority vote.

In cases of urgency, unless the Ministry of Trade gives instructions to the contrary, the Executive Committee can make decisions on behalf of the Plenary Assembly. The Plenary Assembly must be informed of such actions at its next meeting. A two-thirds majority vote is required to establish the urgency of the matter and to pass the resolution. (2)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The budget for 1981 is as follows :

145,000,000 pesetas

1,434,980 ECU

(value at 14.9.81) (3)

The ordinary income of the Supreme Council is made up from 6% of the Chambers' permanent liquid assets, although the Ministry of Trade has the authority to adjust this percentage as necessary. (2)

The Chambers receive as permanent income, in order to carry out their work, 2% of the tax which must be paid to the Treasurer by individuals or legal entities, which are members of the Chambers, since they are involved in commerce, industry or shipping. (2)

Following the recommendation of the Executive Committee the Plenary Assemblies of the Chambers approve the ordinary budget for the next year and the settlement of accounts of the previous financial year. These are then submitted to the Ministry of Trade for approval. (2)

The Chambers may prepare special budgets to carry out work or provide services not provided for in the ordinary budget. Such plans have to be approved by the Plenary Assembly then by the Ministry of Trade. (2)

The Chambers may acquire assets of any type through bequests, legacies, donations, buying and selling, voluntary subscriptions, grants and collecting rent and interest. They may transfer or mortgage their assets although transactions involving the disposal of property or securities and credit operations require the prior formal approval of the Ministry of Trade. (2)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

As previously stated the Chambers themselves are consultative organizations for the government. However they also have representatives on other organizations such as the Institute for the Reform of Trade Structures (IRESCO) which is connected with the Ministry of Trade or, the

Institute of Small and Medium-sized Enterprises, which is connected to the Ministry of Industry. (3)

The Statutes of the Basque Country and Catalonia make provisions for Chambers, but since they have not been formed it is not possible to specify how they will operate. (3)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

The Supreme Council has for some time shown an interest in European problems; since 1969 it has been an associate member of the Standing Conference of the EC Chambers of Commerce and Industry. (3) In addition there is a delegation from the Supreme Council at the EC in Brussels. (\*)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

The Spanish Chambers of Commerce have declared themselves to be wholly in favour of Spain's membership of the Community and have supported this position not only with statements but also by taking various courses of action, not only in Spain but in Community circles as well.

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(\*) The Council was recently reorganized as an official correspondent of the Business Liaison Bureau formed by the European Commission in 1973. Thus Spanish firms have a substantial framework in which to expand their operations and to integrate their economy into the Community. (1)

Furthermore, in accordance with the 1961 Geneva European Convention on International Commercial Arbitration ratified by Spain, it has been designated exclusively as a suitable institution for performing the functions indicated in this Convention. (1)

The events which took place in the middle of 1980 made the Chambers reaffirm, in the Supreme Council, their mission in Europe and their support for Spain's membership of the EC, while insisting that the move should take place without any delay. (4)

#### AIMS

The Supreme Council has three different functions : consultation, representation of the general interests of commerce, industry and shipping, and the liaison and coordination of the different Chambers. The first two are roles which are performed by all Chambers but are carried out principally by the Council if they are beyond the capabilities of the Chambers, either at national or international level. The third role applies specifically to the Council.

#### 1. Consultative role. This consists of :

- a) being consulted on all matters related to the economic affairs of the nation which affect the general interests of commerce, industry or shipping;
- b) preparing reports at the request of the government or ministerial departments;
- c) suggesting to the government, through the Ministry of Trade, any reforms or measures which it considers necessary for the development of trade, industry or shipping activities. (2)

#### 2. Representative role. The Council is authorized to :

- a) carry out any work and provide services which it considers to be beneficial to the general interests for which it is responsible;



- b) act as a mediator, create or sponsor bodies, services or committees to resolve problems of a commercial nature which are submitted to it and give advice and issue technical reports;
- c) carry out work to assist and stimulate exports, to assist and encourage the economic expansion of the country abroad in cooperation with the government;
- d) create and manage, with the authorization of the Minister of Trade, institutions, foundations and establishments related to its specific functions;
- e) discourage secrecy in trading and cooperate in the formulation of prices of products;
- f) encourage the development of market research, quality, design and productivity;
- g) participate in mixed economy organizations, form companies and form part of bodies the object of which is consultation or the promotion of the public interest;
- h) participate in corporations, bodies and institutions whose aims and functions are in accordance with its own;
- i) carry out investigations, surveys and prepare reports of an economic and commercial nature;
- j) prosecute and to file all types of appeals, to executive authorities and jurisdictional;
- k) appear before all categories of authorities, bodies and corporations and establish contact with them. (2)

3. The role of coordination. It is the Supreme Council's particular responsibility to :

- a) coordinate and unify nationally and internationally the attitudes adopted by the Chambers on the different matters within their jurisdiction and, more especially, with regard to national and international subjects which lie outside the jurisdiction and the territories of the Chambers;
- b) prepare and keep up to date the general census of trade, industry and shipping;
- c) prepare an annual report based on the Reports presented by the Chambers;
- d) appoint the representatives of the Chambers, which must be part of the bodies on which they should be represented at national level. (2)

ACTIVITIES

The extent of the Council's activities is very considerable, ranging from libraries and meeting halls open to its members, to the administration of international arbitration previously mentioned. The following are the most important activities:

- a) taking part in arbitrations, nationally and internationally;
- b) issuing technical reports when requested;
- c) the provision of legal advice on urban housing, on companies, administration proceedings, commercial codes, civil codes, Parliament, etc.;

- d) the issuing of certificates and papers of authorization;
- e) large scale involvement in foreign trade, with import and export licences, customs tariffs and duty, certificates of origin, export credit insurance, trade agreements, Spain's entry into economic areas abroad.

With regard to the home market, performing functions such as : the publication of directories, catalogues and year books; work concerning patents and brands, industrial policy, prices, markets, gross profits, etc.;

- f) great emphasis is placed on the creation, the protection and the subsidizing of training centres for the development of professional skills;
- g) the provision of a statistics service and the organization of fairs and exhibitions;
- h) the provision of a research and publications department;
- i) an inter-Chamber system for assistance in the collection of debts. (1)

#### PUBLICATIONS

The Chambers issue a large number of publications, both periodicals (the Annual Report, magazines, information bulletins) and non-periodicals (surveys of current economic trends, news sheets).

The Council regularly publishes a report on the current situation, a report on Community matters (CEC - Sintesis) and occasionally brings out surveys on the different sectors of the economy. (3)

SOURCES

1. Information on the Official Chambers of Commerce, Industry and Shipping of Spain and their Supreme Council (May 1979).
2. Official Chambers of Commerce, Industry and Shipping of Spain and their Supreme Council - current regulations.
3. Replies to ESC questionnaire.
4. Motion adopted at the Plenary Session of the Chambers' Supreme Council on 16 July 1980.

THE UNITED STATES DEPARTMENT OF THE ARMY

WASHINGTON, D. C.

OFFICE OF THE SECRETARY

DEPARTMENT OF THE ARMY, WASHINGTON, D. C.

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General Department

Executive Office

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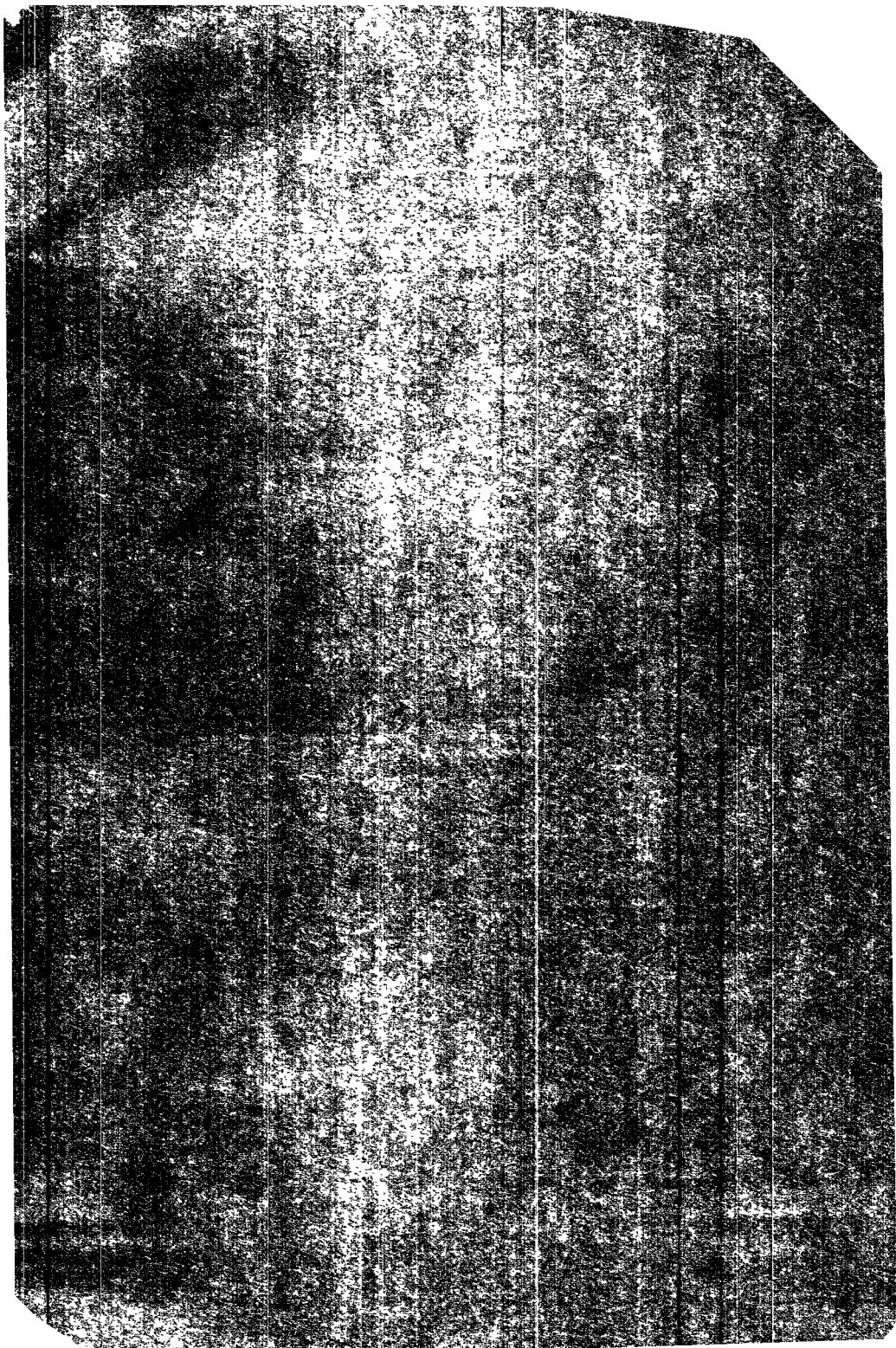
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the Department of the Army  
of the General Department  
of the General Department



#### DATE OF FORMATION

The beginnings of what eventually became the Workers Committees (CC.OO.) appeared during the fifties.

In June 1966 the CC.OO. made public a document stating its aims and its constitutions as a permanent organized workers' movement; the Confederation took part in the Spanish trade union elections of the same year. The first Assembly of the organization took place in June 1967; in November of the same year the Workers Committees were declared illegal by the Spanish Supreme Court.

During its proscription as a lawful trade union the CC.OO. continued to play an active part in Spanish trade union affairs. In April 1977, when the principal unions were legalized, the CC.OO. lodged its statutes with the Spanish Government. (1)

#### MEMBERSHIP

The CC.OO. represents 2,000,000 members belonging to 24 trades federations (2).

In the Spanish trade union elections in 1980 30.86% of the representatives elected were CC.OO. members, equivalent to 50,817 workers representatives. (3)

#### LINKS WITH MEMBER ORGANIZATIONS

The Basis of the organization of the Confederation is formed by two linked structures made up of the Trades Federations, the Confederations of the independent regions and regional or provincial unions.

- The Trades Federations are organized into unions or groups made up of members from the same trade throughout the country. The works Committee is the basic body of the unions and constitutes the Trade Union Section of the CC.OO., embodying all its members.

- The Independent Region Confederations and Regional or Provincial Unions, of which there are 17 at present, are the area organizations of the CC.OO. The area structure of the Confederation takes into account the independent regions and regions which were formed in the past. The fundamental task of these bodies is the leadership of the workers with the object of achieving the socio-political aims of the CC.OO. The area organizations are to be found at local, district, provincial, inter-district, regional or other larger area levels. (4)

The members of the CC.OO. Confederation have the right to participate in all union activities, to vote in elections and stand for election and to take part in the decision-making procedures at the relevant level. In addition the CC.OO. supports the freedom of expression, political opinions and ideological or religious beliefs of its members. Differences of opinion with the organization are taken into account according to specific formulae, provided that any group has the support of at least 10% of its members at the same level. These opinions are



tolerated, whether they relate to specific or general issues, provided that they do not develop into trends with their own identity or organization, or do not endanger the unity of the CC.OO., or undermine its principles or statutes.

Members of the Confederations must respect decisions reached democratically since they are obliged to accept, support and comply with any agreement reached by any CC.OO. body, such an agreement being binding. (5)

#### ADMINISTRATIVE BODIES

The CC.OO. Trade Union Confederation consists of the following bodies:

- The Confederation Congress;
- The Confederation Council;
- The Executive Committee;
- The Secretariat;
- The Financial and Administration Supervisory Committee;
- The Protection of Rights Committee.

The Confederation Congress is the supreme debating and decision-making body of the Confederation. It is made up of equal numbers of representatives from the Trades Federations and the Area Organizations. It holds meetings at least once every two years and may hold extraordinary meetings at the request of two-thirds of the members of the Confederation Council.

The Confederation Council is the supreme managerial and representative body of the Confederation when the Congress is not in session. Meetings of the Council are called by the Executive Committee and are held at least four times a year; extraordinary meetings are called following a majority vote in the Council. The Council comprises:

- the General Secretary;
- the members of the Executive Committee;
- the General Secretaries of the Federations;
- the General Secretaries of regional and/or provincial and independent regional Area Organizations;
- fifty members representing the Federations (in proportion to the number of their members);
- fifty members representing the Area Organizations (in proportion to the number of their members).

The Executive Committee is the Confederation's managerial body. It implements the decisions taken by the Council and the Congress and holds meetings at least once a month. It is responsible for the organization and operation of all the central services of the Confederation and it appoints the members of the Secretariat from among its members.

The Secretariat is the body which puts the decisions of the Executive Committee into practice and is responsible to the Committee for their execution. The members of the Secretariat meet at least once a week at the request of the General Secretary or of one third of the members. The Confederation has Secretaries for the following:

- Organization
- Finance and Administration
- Information and Publications
- Training
- Political Relations
- International Relations
- Women
- Emigration
- Technical and Trades Affairs
- Youth
- Trade Union Action (coordination of demands)
- Culture
- Employment

The General Secretary of the Confederation is its public legal representative who acts for the Council and Executive Committee jointly, carrying out the task of coordinating their activities and ensuring that they are performed.

The Financial and Administrative Supervisory Committee is made up of five members elected by the Confederation Congress. Its members may not hold any other managerial post within the Confederation while serving on this Committee.

The Protection of Rights Committee is elected by the Confederation Congress and consists of five members; they may not occupy any other managerial post within the Confederation while serving on this Committee. The Committee is responsible for mediating in all claims made by members and bodies of the Confederation against decisions and actions of other members and bodies. The decisions of the Committee are binding. (6)

#### DECISION-MAKING PROCEDURE

The various bodies of the CC.OO. Confederation adopt resolutions on a majority vote, except in the cases laid down in the Statutes, for example, the dissolution of the Confederation or amendments to the Statutes, which require a specific majority. (7)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The 1982 budget amounts to:

171,441,000 pesetas

1,696,594 ECU (value at 14.9.81)

The Confederation's funds are made up principally of affiliation fees and the monthly subscriptions of its members. Income obtained through the sale of objects, collections, etc. is additional.

Each year the Confederation Council approves the Confederation's annual estimate of expenses and income and the financial plan proposed by the Executive Committee, the plan is implemented by the Secretary of Finance and Administration.

Since 1 January 1979 a monthly subscription of 150 pesetas and an affiliation fee of 25 pesetas has been levied in the Confederation's bodies. These funds are distributed as follows:

- 7% of the subscriptions and all the affiliation fees go to the Executive Committee;
- 10% of the monthly subscriptions goes to the State Federations;
- The Council of the Independent Regions and the Regions decide on the distribution of the remainder.

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

The CC.00. is represented on the Social Security Councils set up by the Spanish Government.

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

The CC.00. takes part in the work of the ILO International Labour Conference.

The CC.00. has applied for membership of the European Trade Union Confederation (ETUC). (8)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

The CC.00. supports the entry of Spain into the European Community. (9)

#### AIMS

The CC.00.'s Statutes contain the manifesto in which the Confederation defines its trade unionism as standing for claims, class, unit, democracy and independence, internationally and socio-politically.

The "CC.OO. Plan", which was approved by the 1st Congress of the organization, lists the general socio-political demands of the Confederation; they include the following:

- the consolidation and development of democratic freedom, national and regional, by means of full recognition of the rights of association, assembly and free expression; the democratic election of Municipal Councils and the full democratization of the system of government, ensuring true control by the citizens; in addition, freedom of expression of the official means of mass communication;

- the completion and extension of trade union freedom by, amongst other means, consolidating and developing the rights and guarantees of works committees and their members and of the Industrial Unions Sector; restoring the trade union assets to the workers; full recognition of the rights of assembly in industry and the right to strike, without exceptions; the effective application of work amnesty and the promulgation of a Code of Workers' Rights guaranteeing democracy in industry and in labour relations; the Trade Union Central Offices' participation in and, control of, all the government bodies which influence the interests of workers;

- contribution to the improvement of workers' living and working conditions through full cooperation with peoples' movements and organizations. This involves: the assumption and the support of the rights of young workers both within and outside their place of work; encouraging the training for trades and cultures of the young and satisfying their

recreational and sports requirements; to assume and support the social, political and cultural claims of women and recognize the legal and actual equality between men and women;

- ensuring the defence of workers' interests in view of the internationalism of capital and production, by upholding the following measures:

a) the trade unions' ability to negotiate with the management of the multinational firms on all problems affecting the whole of the work force in one company or group of companies;

b) the formation of representative bodies at the level of multinational companies with representatives of the work forces and union head offices of each country with the right to be consulted and informed of the company's economic situation;

c) the encouragement of action by units and solidarity of support between the various centres;

d) the democratic control of the import and export of capital and of foreign investment, directing it to the most needy regional sectors and prohibiting the movement of any which would prejudice the country's economic and political independence;

- defending civil liberties, such as divorce and amnesty for women's offences proposing the repeal of paternal authority and the law on social danger;

- on the subject of international policy - the CC.OO. indicates in its Statutes the international nature of the working class and sets out some of its aims as follows:

a) to establish and consolidate a close relationship with all representative unions in the world, independent of their affiliation to existing world Confederations or Federations;

b) to negotiate membership of the European Trade Union Confederation (ETUC), with the same rights as the national trade unions which are already members;

c) to support the specific claims of emigrants, both inside and outside Spain, and those of the foreign workers in Spain; to encourage the coordination of the trade union representative bodies in the multinational firms. (10)

#### ACTIVITIES

Since the "Mass Demonstration of Class Solidarity", organized by the CC.OO., on 14 October 1979 the Confederation has set out a general outline of its short term programme of demands. This programme takes into consideration the necessity of encouraging the activities of the Confederation with the view to achieve the following objectives amongst others:

- the creation of 300,000 jobs annually from 1980 to reduce unemployment, and to extend the unemployment benefit to 400,000 workers made redundant in rural and urban areas;



- the updating of retirement and other pensions so that they are in no case less than the minimum wage; the fixing of the age of voluntary retirement on full pay at 60, and the legal retirement age at 65;

- a wages policy which will permit the purchasing power of wages to be maintained by means of a sliding scale;

- the recognition of the rights of the trade union sections and an increase in the authority of the works committees;

- negotiations for a rapid settlement of the complete restoration of Trade Union Assets to the National Unions in proportion to their degree of representation, with no discrimination;

- the encouragement of a fiscal and credit policy which would permit the economic development of small and medium size enterprises, including farms and small holdings;

- support for the granting of statutes of independence to the Basque Country and Catalonia.

The CC.00. Confederation Executive Committee meeting on 23 and 24 October 1979 set out guidelines for the demands and employment policy which the Confederation will be supporting at the Collective Conventions, specifying the following fundamental points:

- the necessity to open channels for negotiation with the Government over union rights, the Labour Charter and Union Assets;

- the desire to arrive at an inter-confederation agreement between the employer's organizations representing both large and small and medium size enterprises and the most representative national Unions with the object of outlining the criteria to be followed in collective agreements in 1980;

- the promotion of an extensive campaign supporting the rights of the Works Committees and the Union Sections, coinciding with the Parliamentary debate on the Labour Charter;

- the launch of a campaign against unemployment to take place in November 1979, coinciding with the European campaign proposed by ETUC;

- the implementation of the findings of the Confederation day conferences on employment organized by the CC.OO. which would lead to a process of organization, affiliation and mobilization of the unemployed.(11)

The Confederation considers the trade union training of staff and workers in general to be one of its fundamental tasks. The Confederation has a National Trade Union College "Juan Marcos Muniz Aapico", and it encourages the creation of colleges at union level. (12)

#### PUBLICATIONS

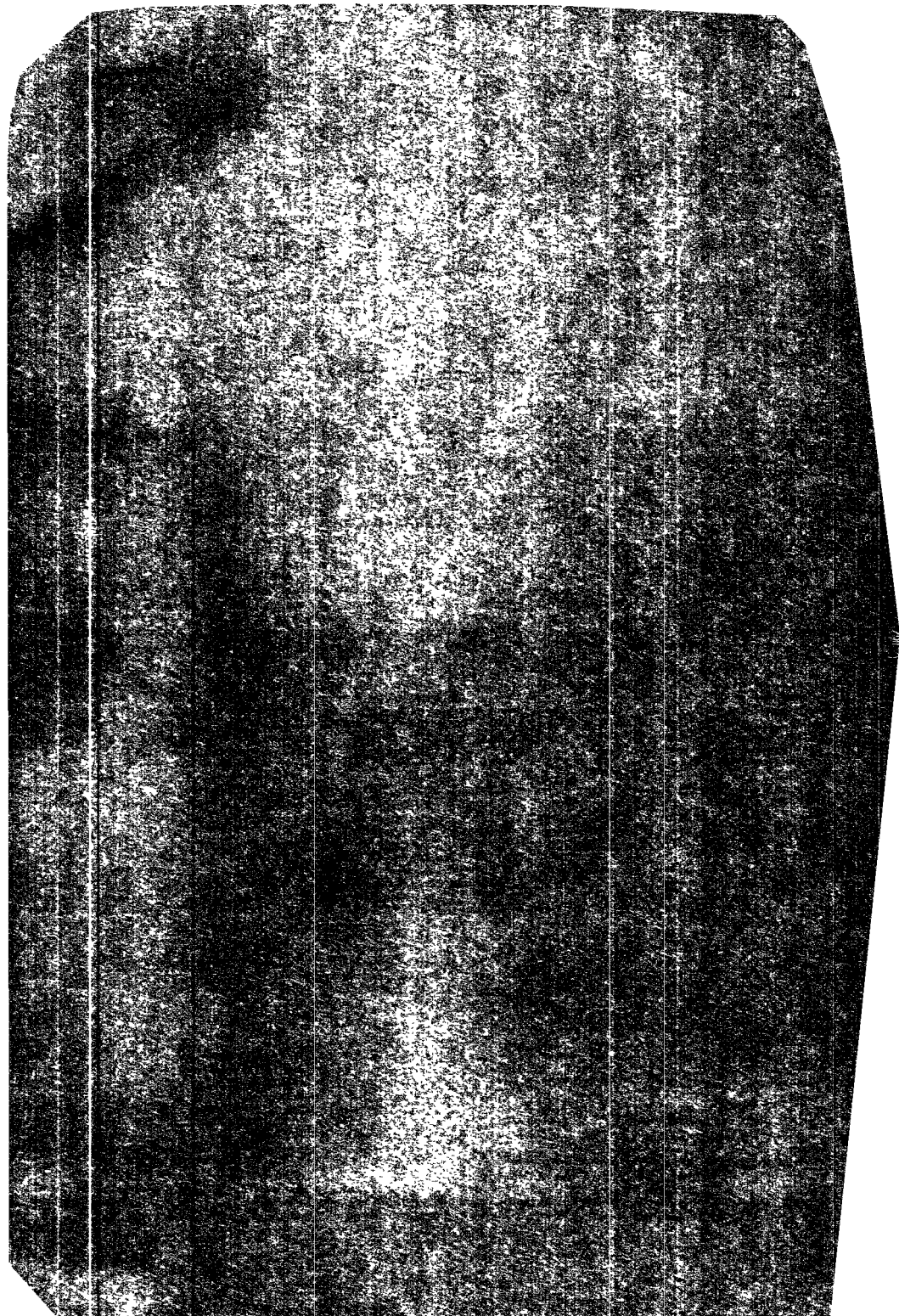
The CC.OO. publishes a monthly magazine entitled "Gaceta de Derecho Social" and the fortnightly publication "IPA en CC.OO." (a magazine for technicians and other specialist workers and staff in Workers Committees).

SOURCES

- 1) CC.OO. - "20 años de movimiento obrero"
  - 2) "Gaceta de Derecho Social", November 1979, Page 23.  
First Congress - "Informe General", Page 9  
CC.OO. Statutes, Article 32.
  - 3) Information provided by the Spanish Institute of Mediation,  
Arbitration and Conciliation.
  - 4) First Congress - "La Organización de La Confederación Sindical de  
CC.OO.", Pages 6 - 20.
  - 5) CC.OO. Statutes, Articles 7 and 8.
  - 6) CC.OO. Statutes, Articles 12 and 14.  
First Congress - "La Organización de La Confederación Sindical de  
CC.OO.", Page 21.
  - 7) Statutes, Articles 7c, 13b and 39.
  - 8) "Gaceta de Derecho Social", November 1979, Page 32.  
First Congress - "Informe General", Page 14.
  - 9) First Congress - "Informe General", Page 14.
  - 10) CC.OO. Statutes, pages 3 and 4.  
First Congress - "Programa de La Confederación Sindical de Comisiones  
Obreras", Pages 6 - 8.
  - 11) "Gaceta de Derecho Social", November 1979, Pages 5, 16, 17, 22 and 23.
  - 12) First Congress - "Informe General", pages 55 and 56.
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#### DATE OF FORMATION

The Congress during which it was agreed to form the General Workers Union of Spain took place in Barcelona on 12, 13 and 14 August 1888 when the first rules were published. The last Congress of this Union on Spanish soil before the advent of the Franco regime took place in October 1932.

UGT continued its existence during the Franco regime as a clandestine organization. It was legalized with other Trade Unions by order of the Spanish Government on 29 April 1977, and lodged its rules the same day.

The UGT Extraordinary Congress in Madrid in December 1979 amended the rules of the Union. (1)

#### MEMBERSHIP

In April 1980 there were 1,400,000 members.

In the Spanish Trade Union elections, which took place in 1980, 29.27% of the representatives elected were UGT members, giving a total of 48,194 worker delegates. (2)

#### LINKS WITH MEMBER ORGANIZATIONS

UGT is made up of:

- the Industrial Federations, made up of Trade Unions from one trade in their different geographical areas;

- the Area Unions, set up at provincial, island, regional or autonomous region levels with the responsibility of coordinating the activities of all branches in their areas, regardless of trade.
- emigrants unions, made up of all the sections within a given country.

The local, district, island or regional union, which is the basis of the UGT structure, has complete independence in its particular activities within its area and within its industrial federation.

UGT is defined as an "Independent organization, independent of political parties, the State and employers which is run according to the wishes of its members". Members have the right to voice their opinions on matters concerning the Confederation. This right cannot be restricted provided it is not used for censuring and defaming the basic principles of UGT. The various ideological and doctrinaire trends of members are respected, but they must not under any circumstances be allowed to develop into organized movements.

The independence, freedom of expression and unity promoted by UGT makes discipline necessary when complying with the will of the majority. (3)

#### ADMINISTRATIVE BODIES

These are:

- the Confederation Congress
- the Confederation Committee
- the Executive Committee
- the Auditing Committee
- the Confederation Arbitration Committee.



The Congress, which is the supreme body of UGT, consists of:

- The delegations from the national Industrial Federations, which represent 50% of its paid up members.
- The delegations from the Area Unions, representing 50% of the paid up members.
- The delegates of the national Union of Emigrants.
- The members of the Confederation Executive Committee, who have no voting rights.

Ordinary Congresses of UGT take place every three years. Extraordinary meetings are held at the request of the Confederation Committee, or when requested by at least five organizations within UGT which represent 50% of the members.

The Confederation Committee is the supreme body of UGT between ordinary meetings of the Congress. It consists of the members of the Executive Committee, the General Secretary and another two representatives from each national Industrial Federation, the General Secretaries of the Provincial, Regional and Autonomous Regional Unions and the General Secretary of each National Union of Emigrants having a minimum of 100 members.

The Executive Committee is the permanent managerial body of UGT and comprises 13 members as follows:

- the General Secretary
- the Organization Secretary
- the Administration Secretary
- the Secretary for the Coordination of Industrial Federations

- the Press and Information Secretary
- the International Secretary
- the Publicity Secretary
- the Training Secretary
- the Emigration Secretary
- the Claims Secretary
- the Industrial Relations Secretary
- the Research and Documentation Secretary
- one Confederation Secretary

The Auditing Committee consists of five members who meet every four months.

The Confederation Arbitration Committee consists of five members. Its task is to investigate all cases of non-compliance with the UGT Rules and Regulations, breaches of discipline, harmful or slanderous attacks on members of the Organization and all acts which are contrary to the fundamental principles of UGT. (4)

#### DECISION-MAKING PROCEDURE

Resolutions are adopted by a simple majority vote. In certain cases, such as the removal from office of a member of the Executive Committee, the Rules provide that such decisions will be taken only on the full consent of all members. (5)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The budget for 1981 is:

132,699,000 pesetas  
1,313,201 ECU  
(value at 14.9.81)

The normal contribution for members is 150 pesetas with 100 pesetas for workers abroad, special rates being laid down for retired workers, pensioners or members who cannot afford the normal payments for financial reasons. Industrial Federations may levy supplementary subscriptions.

The Confederation Administration Service is the independent body which collects and distributes the contributions, which are used as follows:

10% to the Confederation Executive Committee;

6% to the solidarity fund which is used to assist the weakest parts of UGT and to support international union unity;

42% to the Area Unions, the sum being shared among them according to the criteria laid down by the Autonomous Regional, Regional or Provincial Congresses;

42% to the national Industrial Federations, the sum being shared according to the criteria laid down by the Federal Congresses. (6)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

UGT has five representatives on the Councils of the National Institute of Social Security, Health and Social Services formed by the Spanish Government by Royal Decree 36/1978. (7)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

UGT takes part in the work of the International Labour Conference (ILO). It is a founder member of ICFTU (International Confederation of Free Trade Unions) and of ETUC (European Trade Union Confederation).

At trade level there are 16 International Trades Secretariats, of which the national Industrial Federations of UGT form part. (8)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

UGT has stated that it is "wholly in favour" of Spanish membership of the EC. (9)

#### AIMS

Among other general aims laid down in the Rules, UGT upholds:

- The decision to bring into the Union the various Spanish organizations committed to the advancement and defence of class interests through association, uniting all workers who respect democratic principles;
- The principle of unity among its member organizations; to maintain relations with workers' organizations from other countries which are equally committed to upholding the same principles and, as far as possible, to put into practice the principle of unity with them;
- Intervention in all problems which affect the working class, defending individual and collective freedom; action in support of every day demands in order to improve the moral, material and intellectual welfare of the working class;
- Demanding government legislation to promote employment facilitate access to control of production by the working class;
- Unification of the actions of the working class with the object of creating forces for its emancipation and preparing it to be able to assume control of production, transport and the distribution and interchange of wealth. (10)

UGT has three principle objectives which form the background to its claims: "The support and promotion of employment, the maintenance of the purchasing power of the working population and the establishment of free Trade Unionism through a framework of industrial relations which guarantees a prominent role for the Trade Unions". (1)

The resolutions adopted at the XXXIst Congress of UGT, which took place in May 1978, define the courses of the Union's strategy. These courses, which are dealt with more fully in subsequent documents and publications, include:

- The demand for the full recognition of the right to strike, without any restrictions; the proposal to amend the Spanish Penal Code to this effect, together with the prohibition of the lock-out;
- Guiding the work of the Union towards achieving a new code for collective bargaining, supporting the freedom of trade union activity within a firm and setting up union sections within firms;
- Support for a minimum wage for all trades, proposing measures which will automatically link the minimum wage with the income of each working person;
- The proposition of a plan aimed at guaranteeing stability of employment and reducing the number of unemployed. (12)

#### ACTIVITIES

UGT regards the maintenance and promotion of employment as a prior aim in its union activity. To this effect in July 1979 the Confederation

Committee made known the general principles of its employment policy which form guidelines for the following proposals:

- The re-structuring of the industrial sectors, which involves the creation of tri-partite committees (Government, Workers and Employers) to work out the appropriate measures and supervise their implementation by the Government.
- The implementation of an industrial policy which in the short term would involve:
  - a) the greater efficiency of production processes in relation to the aims of markets at home and abroad;
  - b) special support to help labour-intensive industries or those which generate employment;
  - c) the encouragement of energy saving, in order to reduce costs;
  - d) protection of the home market in cases of unfair competition, dumping, etc.;
  - e) measures to retrain labour.
- The provision of medium term measures, which include:
  - a) making regional development possible, especially in regions suffering from high unemployment;
  - b) the promotion of research and training inside and outside industry;
  - c) the introduction of technology which is not a substitute for manpower;
  - d) the negotiation of the entry of Spain in the EC with the object of obtaining advantages for goods which generate greater demand for labour.

- To tackle increased unemployment by:
  - a) early retirement (at 60) and making greater efforts to encourage people to retire;
  - b) raising school leaving age to 16, extendable to 18;
  - c) a temporary employment regulation on a rota basis, from which no trade can be exempted;
  - d) a reduction in the working day (with a maximum of 40 hours per week) and/or minimization of the amount of overtime;
  - e) reducing the practice of holding more than one job at a time.
- Supporting levels of employment in times of crisis by means of negotiations and by examining the situations of individual companies;
- The coordination of trade union activity with a policy of job creation;
- The protection of the unemployed by promoting legislation similar to that generally used in the European Community; encouraging the democratization of the present system by trade union participation in the supervision of the executive bodies which implement public services policy;
- The encouragement of radical legislative and institutional reform in matters relating to employment. (13)

In July 1979 UGT signed an inter-confederation agreement with the Spanish Confederation of Employers Organizations. The document explaining this agreement lists the general principles that the signatories consider could be made into legal provisions or new confederation agreements.

Both organizations consider that any provision which regulates labour relations must be based on two fundamental principles:

- a) the recognition of the independence of both parties concerned in labour relations;
- b) the recognition of the presence of both parties, trade unions and employers' organizations, and the part they play in every aspect of labour relations.

Finally the organizations propose a number of criteria which they hope will be considered in the Workers Act and other legislation which will shape the new framework for labour relations. The Confederations consider that collective agreements are the fundamental means of ensuring harmony in labour relations. (14)

UGT, on basis of the principle of international trade union solidarity and in view of its status as a member of the ICFTU and ETUC, took part in several international conferences during 1979. The Confederation declares its active support for trade unionism in Latin America. (15)

Trade union training is viewed as one of the most urgent tasks of the Union. It is the responsibility of the Training Secretaries and the Confederation as a whole. (12)

#### PUBLICATIONS

The official organ of UGT is the "Boletín de la Unión General de Trabajadores" and its publication is the direct responsibility of the Confederation Committee.



The publication "Cuadernos de Acción Sindical" states the position and the proposals of UGT on specific problems, e.g. health at work.

#### SOURCES

1. "Rasgos Históricos de la Unión General de Trabajadores de España" (Historical features of the Spanish General Workers Union).
2. Information made available by the Spanish Institute for Mediation, Arbitration and Conciliation.
3. UGT Rules, articles 2 - 8
4. UGT Rules, articles 14 - 34.
5. "Sindicato Socialista", p. 70; UGT Rules, article 23.
6. UGT Rules, articles 35 and 36.
7. "Boletín de la Unión General de Trabajadores", no. 480, May 1979.
8. "Sindicato Socialista", pages 74-76.
9. Reply to ESC questionnaire.
10. UGT Rules, article 1.
11. Speech made by Nicolas Redondo during the series of conferences organized by Club Siglo XXI, October 1978.
12. "Minimum programme of UGT", March 1978; Executive Committee, circular no 1, June 1978.
13. UGT Confederation Committee working document: "Acción Sindical contra el paro" ("Trade Union Action against Unemployment"), Madrid July 1979.
14. "Accord de base interconfédéral entre l'Union Générale des Travailleurs et la Confédération Espagnole des Organisations Patronales". ("Inter-Confederation Agreement between the General Union of Workers and the Confederation of Spanish Employers Organizations").
15. "Sindicato Socialista", p. 73. "Boletín de la Unión General de Trabajadores", May 1979, p. 15. "Boletín de la Unión General de Trabajadores", June 1979, p. 15.



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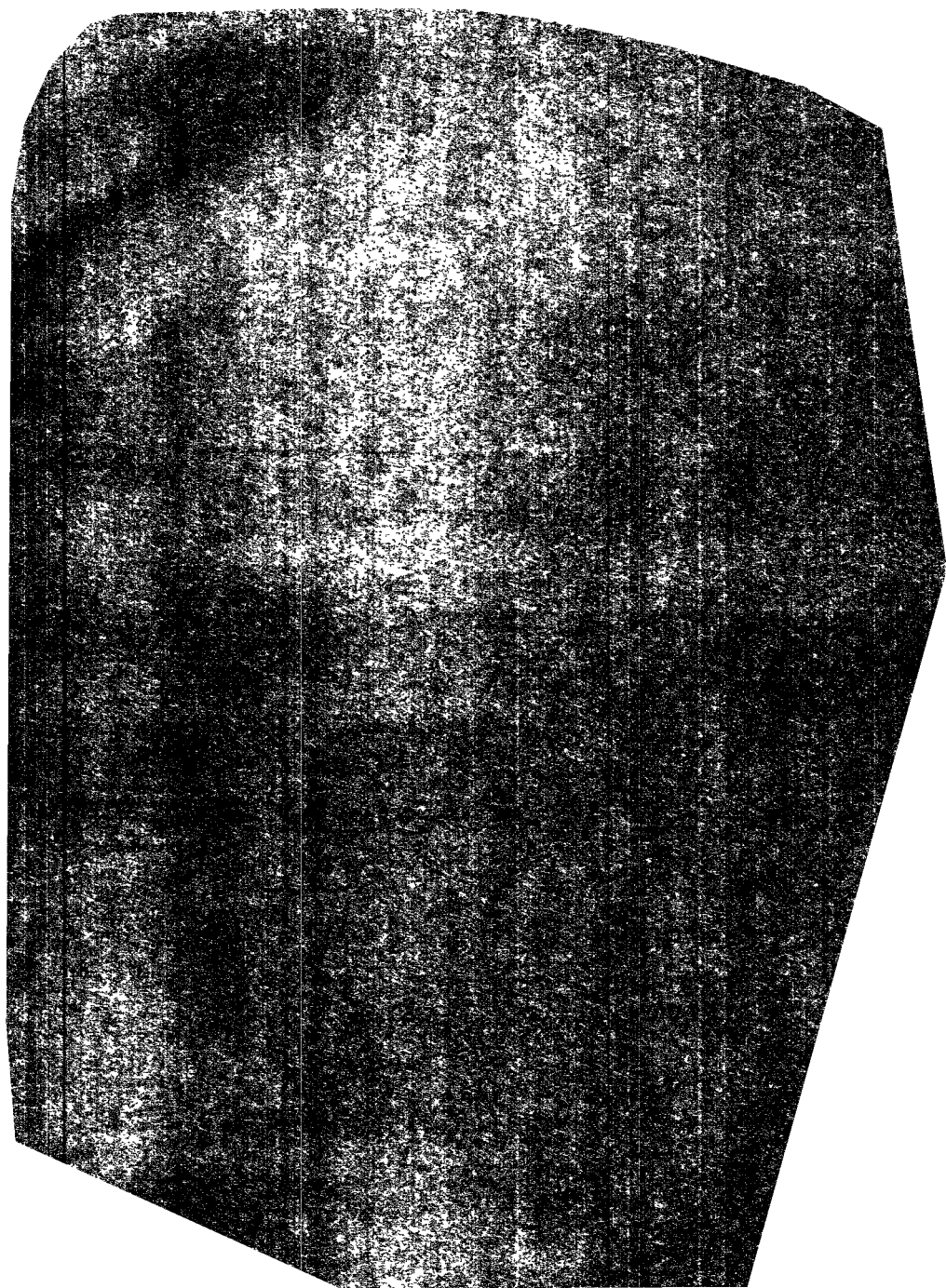
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#### DATE OF FORMATION

The Agricultural Workers Federation (FTT) was formed on 10 April 1930. (1) In 1933 the Federation, which was made up of all the agricultural workers who were members of UGT, had a total membership of 592,953 throughout Spain, divided into 2541 sections.

The organization was disbanded at the end of the Civil War and was not reorganized until 1970.

#### MEMBERSHIP

FTT, which is established throughout Spain, has at present 150,000 members, of whom 60,000 pay their subscriptions directly to FTT while the rest, who live in areas where there is no Federation organization, pay theirs through the local union.

FTT took part in the last Trade Union elections "appearing as the most powerful trade union in the agricultural sector in the country". (1)

FTT, an industrial federation which is part of UGT accepts the following categories of agricultural workers as members:

- wage-earning farm workers of all types in the agricultural sector;
- independent workers or self-employed farmers;
- tenant farmers and different types of part owners;
- smallholders and foresters who employ no permanent labour;
- workers in agricultural cooperatives;
- agricultural scientists and technicians specializing in the different branches of agriculture who have joined the Federation of their own free will.

FTT consists of the Unions in the agricultural sector (arable, livestock or forestry) and the local, district, provincial, regional and national federations. (1) (2)

#### LINKS WITH MEMBER ORGANIZATIONS

As a result of the FTT Extraordinary Congress which took place in Madrid on 14 and 15 June 1980, it was decided that the Federation would be divided into two unions which would operate independently but would work closely within the Federation itself.

The two unions are:

- the union of self-employed agricultural workers, to be known as UPA (Smallholders Union);
- the agricultural workers union, to be known as SOA (Employees Union).

The structure of the Federation and the Unions follows the traditional structure of the General Workers Union and that of other branches in which several unions operate independently and work in close harmony within the corresponding federation.

Each of the unions forms local, district, provincial, regional (including the autonomous regions) and national branches as far as possible, the structure being always determined by the respective

organizations in their independent capacity in accordance with the characteristics of each region (including the autonomous regions) or district.

In the same way, FTT also has local, district, provincial, regional (including the autonomous regions) and national branches. At each of the levels the structure of the Federation is formed by coordinating the structures of the two corresponding Unions, so maintaining the principle of independence so that the requirements and peculiarities of each area are taken into account when setting up the structure. (1)

#### ADMINISTRATIVE BODIES

These are:

- the Federation Congress
- the Federation Committee
- the Federation Executive Committee

The Federation Congress the highest managerial body of FTT, consists of delegates elected by the provincial federations according to the proportion of subscribing members laid down in the rules.

The Congress, which has to comply with the UGT Congress Regulations, meets every two years and may hold extraordinary meetings at the request of the Federation Committee or of at least five provincial federations if the majority of FTT members agree in a referendum.

The Federation Committee, the highest management body when the Congress is not in session, consists of the Executive Committee and the General Secretaries of the provincial federations, with the organization secretaries acting as deputies.

The Committee meets at least every six months and extraordinary meetings are held at the request of the Executive Committee or 25% of its members as often as necessary.

The Federation Executive Committee is made up of (in accordance with the decision of the Extraordinary Congress):

- The General Secretary
- The Administration Secretary
- The International Relations Secretary
- The Press and Information Secretary
- The Research and Documentation Secretary
- The UPA Secretary
- The SOA Secretary
- a delegate from UPA
- a delegate from SOA.

The Committee, whose members are elected by the Congress from the candidates proposed by the provincial federations, meets once a month.  
(1) (3)

#### DECISION-MAKING PROCEDURE

Decisions are taken by a majority vote in the Federation. (1)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The budget figures have not been given.



FTT considers that the development of the Federation depends principally on the subscriptions of its members. The collection of subscriptions, which at present are 150 pesetas per member per month, is the responsibility of the local unions.

The Federation lays down that subscriptions must amount to at least the total of the basic subscriptions decided by UGT. Subscriptions may be reduced, or exemptions may be made, where members cannot meet the payments because of their financial situation, i.e. unemployment, old age, apprenticeship, etc. (4)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

FTT represents its members, and has the right to vote, on the executive bodies of the Government organizations which control agricultural activities. Some of these are:

- the Fund for the Planning and Regulating of Agricultural Products and Prices (FORPPA);
- the State Agricultural Insurance Organization (ENESA);
- the National Institute for Nature Conservation (ICON);
- the Institute for Reforms and Development of Agriculture (IRYDA);
- the national Service for Agricultural products (SENPA);

FTT is represented by UGT on the Social Security Councils created by the Spanish Government. (1)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

The Federation is represented by UGT on the European Trade Union Confederation (ETUC) and on the International Confederation of Free Trade Unions (ICFTU).

FTT also belongs to the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW) and the European Federation of Agricultural Workers' Unions in the Community (EFA) (an associate organization). (1)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

FTT appears to be in favour of Spain joining the EC. However it expresses some reservations, which are given below.

The integration of Spanish agriculture into the European Community must be considered by preparing the following in this order:

- a) an overall scenario after the period of transition, preparing all the possible situations in order to detect the advantages and disadvantages:
- b) an evaluation of a range of possible situations in a transition period of five to ten years;

c) finally a strategy which might be followed during the process of negotiation.

In addition FTT lays emphasis on certain demands relating particularly to the application of the common agricultural policy, to the agricultural structure, the European Monetary System and retail prices. (1)

#### AIMS

Some of the general aims of FTT are:

- a campaign for the improvement and the maintenance of working conditions on the land, supporting any action against the exploitation, oppression and the deprivation of Union rights, and against industrial and commercial monopolies;
- the expansion and strengthening of FTT organizations, coordinating their activities to achieve their common objectives;
- close cooperation with similar international organizations;
- to represent and uphold its members' interests, preparing alternative solutions for rural problems;
- the improvement of the economic, cultural and social conditions of rural families;
- the promotion of the training of country people in accordance with the FTT cultural action programme; and the issue of publications to assist in the upholding of their interests;

- close cooperation with all the member organizations of UGT;
- the encouragement of the unity of agricultural workers' unions on a democratic basis freely accepted by the members fighting to achieve agrarian reform and "the transformation of a capitalist society into a socialist society". (5)

#### ACTIVITIES

FTT has directed its short term activities towards achieving the following objectives:

- equality of income for the agricultural sector with that of the other sectors;
- the observance of article 130 of the Spanish Constitution, which gives priority to agriculture and fishing;
- the reform of agricultural structures by the formation of cooperatives, and the restructuring of the financial channels;
- the promotion of a policy of public investment by the creation of public or national enterprises which would channel investments in different sectors into production, processing and marketing. FTT considers that the influence of the public sector is particularly weak in the agricultural sector, with the partial exception of the chemical and refrigeration industries.

FTT considers the development of an ongoing development programme for young people in rural areas to be essential, since it is the young people who are particularly affected by the long standing

crisis in the agricultural sector. For this reason the Federation is proposing a series of measures intended to reform the institutional, legal and educational framework applicable to young people in the country. (6)

#### PUBLICATIONS

FTT's official information bulletin is "El Trabajador de la Tierra" (The Agricultural Worker), which is published monthly.

#### SOURCES

1. Reply to the ESC questionnaire and supplementary reply on 1.8.81.
2. Rules, articles 1, 2, 3, 26 and 29.
3. Rules, chapter 3.
4. Rules, article 33, FTT - "Administration".
5. Rules, article 4.
6. Reply to the ESC questionnaire; FTT - "La juventud en el medio rural" (Youth in rural areas); FTT - "Inversiones en el Sector Agrario" (Investment in the agricultural sector).



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#### DATE OF FORMATION

The Trade Union Congress (USO) was formed in 1960. Its Charter was published in the same year and was approved by the USO National Congress in 1965.

The Rules were approved during the 1st Confederation Congress in April 1977, and were amended at the extraordinary Congress of 28 September 1980. (1)

#### MEMBERSHIP

USO is made up of 22 trade unions and/or professional federations, with a total membership of 644,476 (2).

As a result of the 1980 Spanish trade union elections 8.69% of the representatives elected were USO members, a total of 14,296 delegates (3).

#### LINKS WITH MEMBER ORGANIZATIONS

USO presents itself as an alternative independent union confederation which respects the political, ideological or religious convictions of its members while maintaining its own independence in decision making. In accordance with the principle of independence the USO considers that the holding of a political office by an individual is not compatible with the holding of a Congress office at the same time.

The Congress believes that the three bases of its organization guarantee democracy, unity and effectiveness in its work. These bases are :

- The Works Section, made up of all the USO members in one place of work;
- The Trades Federation, at local, provincial, autonomous region or state level;
- The Unions in different geographical areas in which are found the different sectors and types of trade whatever their industry.

All the Federations and Unions together make up the USO Confederation (4).

#### ADMINISTRATIVE BODIES

These are :

- The Confederation Congress;
- The Confederation Council;
- The Confederation Secretariat;
- The Confederation Executive Committee;
- The Confederation Committee for Union Rights;
- The Confederation Auditing Committee.

The Confederation Congress is the supreme managerial body of the USO; it is made up of delegates from the local federations, their number being defined in the Internal Regulations.

The Congress holds an ordinary meeting every three years and extraordinary meetings at the request of 2/3 of the Confederation Council or of 25% of the Confederation's members from their respective Provincial Federations.

The Confederation Council is the supreme managerial and representative body of the Confederation between meetings of the Congress. The Council, which holds meetings at least three times a year, consists of:

- the member of the Confederation Executive Committee;
- the members of the Confederation Secretariat;
- the General Secretaries of the State Federations and of the autonomous regional or regional Unions;
- the members of the State Federations elected according to the number of members as laid down in the Internal Regulations;
- the members elected in the autonomous regional and regional Unions according to the number of members as laid down in the Internal Regulations.

The Council may form working parties of members on specific issues affecting the economic, contractual or organization policy of the USO. These working parties are open to members who have no seat on the Confederation Council; they have the authority to make decisions, which is specified in each case by the Council.

The Confederation Secretariat, which is responsible for carrying out the directives of the Council, meets once a month at the request of the Confederation Executive Committee and may hold extraordinary meetings at the request of a third of the members of the Secretariat. It consists of :

- the members of the Confederation Executive Committee;

- 10 General Secretaries of the State Federations elected by the Confederation Council;
- 10 General Secretaries of the autonomous regional or regional Unions elected by the Confederation Council.

The Executive Committee is the body which represents the USO in meetings with public institutions and authorities and is responsible for the normal running of the Confederation and for implementing the decisions of the higher bodies.

The Committee is elected by the Confederation Congress and is made up of :

- The USO General Secretary;
- the Confederation Organization Secretary;
- The Confederation Secretary for Institute and Union Relations;
- The Confederation Secretary for Administration and Finances;
- The Confederation Secretary for Policy on Claims and Collective Negotiations;
- The Confederation Secretary for Employment and Specific Sectors;
- The Confederation Secretary for Training;
- The Confederation Secretary for International Relations and Emigration;
- The Confederation Secretary for Trade Union Services;
- The Confederation Secretary for the Press and Propaganda;
- The Confederation Secretary for Internal Information and Documentation.

### DECISION-MAKING PROCEDURE

Resolutions are passed on a majority vote in all bodies of the Confederation, except in certain cases laid down in the statutes where a specific majority is required. This procedure is aimed at achieving constant participation and clear expression to ensure internal democracy (1).

### BUDGET AND CONTRIBUTION ARRANGEMENTS

1979 budget for the Confederation : 141,782,000 pesetas  
1,403,087 ECU (value  
at 14.9.81)

Estimated members' subscriptions represented 60% of the budget.

USO considers that Union independence entails political and financial independence; the latter is achieved through the Confederation being self-financing at all levels.

USO's basic source of income is the minimum subscription, which is obligatory for all its members. USO's Financial Charter provides for other sources of revenue, the most important of these being campaigns for the collection of funds.

The Extraordinary Congress of September 1980 ruled that the Confederation Council should prepare a programme for the centralization of subscriptions and the operation of a budget which would go beyond the simple concept of financial support to become a project of greater

significance. The Congress recommends the study of a system for the gradual introduction of subscription levels based on a percentage of the members' wages (5).

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

USO has one representative on the following social security councils created by the Spanish Government by Royal Decree-Law on 16 November 1978 :

- the National Institute for Social Security (INSS);
- the National Institute of Health (INSALUD);
- the National Institute of Social Services (INSERSO);
- the National Institute of Employment (INEM).

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

USO is a member of the World Confederation of Labour (WCL). It applied for membership of the European Trade Union Confederation in 1973.

USO was a member of EFM (European Federation of Metal Workers) and is at present in the process of rejoining this organization (2).

It takes part in the work of the ILO International Labour Conference.

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

USO is in favour of Spain (and Portugal) entering the Community (2).

AIMS

At the Extraordinary Congress of September 1980 the 518 delegates present gave full approval to changes in the USO rules, including a proposal to reform the manifesto of the Organization. This led to the deletion of the reference to attempts to introduce its own type of socialism previously included in the rules. Thus USO established its general aims in the context of its definition as the supreme free trade union organization for the mass of working class people and presented itself as an alternative independent pluralist organization for the labour force, based on the principles of internal democracy and union solidarity.

The following objectives for the Confederation are set out in the USO manifesto :

- the consolidation and defence of the gains and demands of the working class;
- opposition to any social or economic system which leads to the exploitation of working people and the campaign for the change of the socio-economic structures through union action based on democracy with working people playing the leading part;
- representation of the labour force in all industries and services in the whole-hearted defence of their collective interests;
- total adherence to democratic methods in all actions and decisions of the Confederation, a procedure which guarantees and safeguards internal democracy. Accordingly USO expressly forbids the formation of

movements of any kind within the organization and insists on respect for decisions at all levels;

- the Confederation's complete independence from all political parties, the government and the employers organizations, reaffirming the wish of USO as a trade union organization to determine a strategy of its own planned exclusively in the interests of workers;
- the establishment of a united prospect for the unions, founded on unity of action and from the different existing concepts of unions held by the working class;
- the acceptance of, and the respect for, the political, philosophical, ideological or religious convictions of workers, this pluralism being considered to be an enriching irreplaceable part of union activity;
- complete unity of purpose with all trade unions throughout the world. (6)

#### ACTIVITIES

USO's Extraordinary Congress proposed that the following demands of the Confederation should be given priority in the present economic crisis :

- the campaign for full employment and against unemployment;
- the stimulation of investment;



- the maintenance of spending power;
- an improvement in the standard of living and working conditions of working people;
- a reduction in the working week;
- the development of the independence of the national and regional communities which make up the Spanish State, making possible the decentralization of economic growth and the proper development of the cultural identity of each group of people; to campaign against the inequalities between the different regions or nationalities;
- the revitalization of the agricultural sector;
- the formation of trade unions in specific sectors;
- an alternative negotiated solution to the crisis, which would involve the re-introduction of the Inter-Confederation Framework agreement (AMI);
- the consolidation and growth of democracy.

At international level, in view of the current negotiations between Spain and the EC, USO considers it a priority that the Spanish Government should establish permanent channels of information directed towards all the relevant sectors at national level, especially towards the most representative trade unions.

USO, as a full member of WCL since March 1980, proposes to guide the international activities of the Confederation towards the

concept of world trade unionism prevalent in WCL. With this in mind the Extraordinary Congress of 1980 entrusted the Confederation Secretariat with the task of encouraging USO's participation in all the activities of the World Confederation, giving it maximum support.

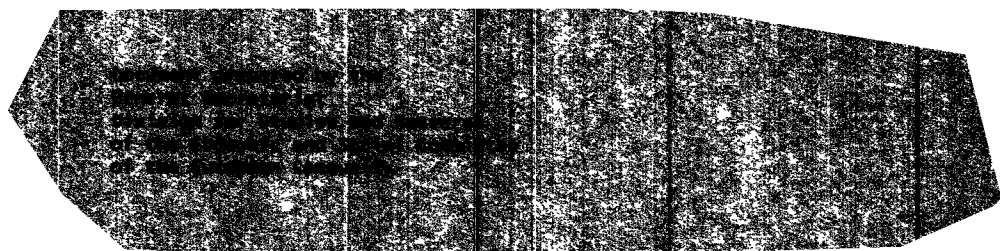
USO gives priority to the training of its members at the Trade Union Action Training School (EFAS) (7).

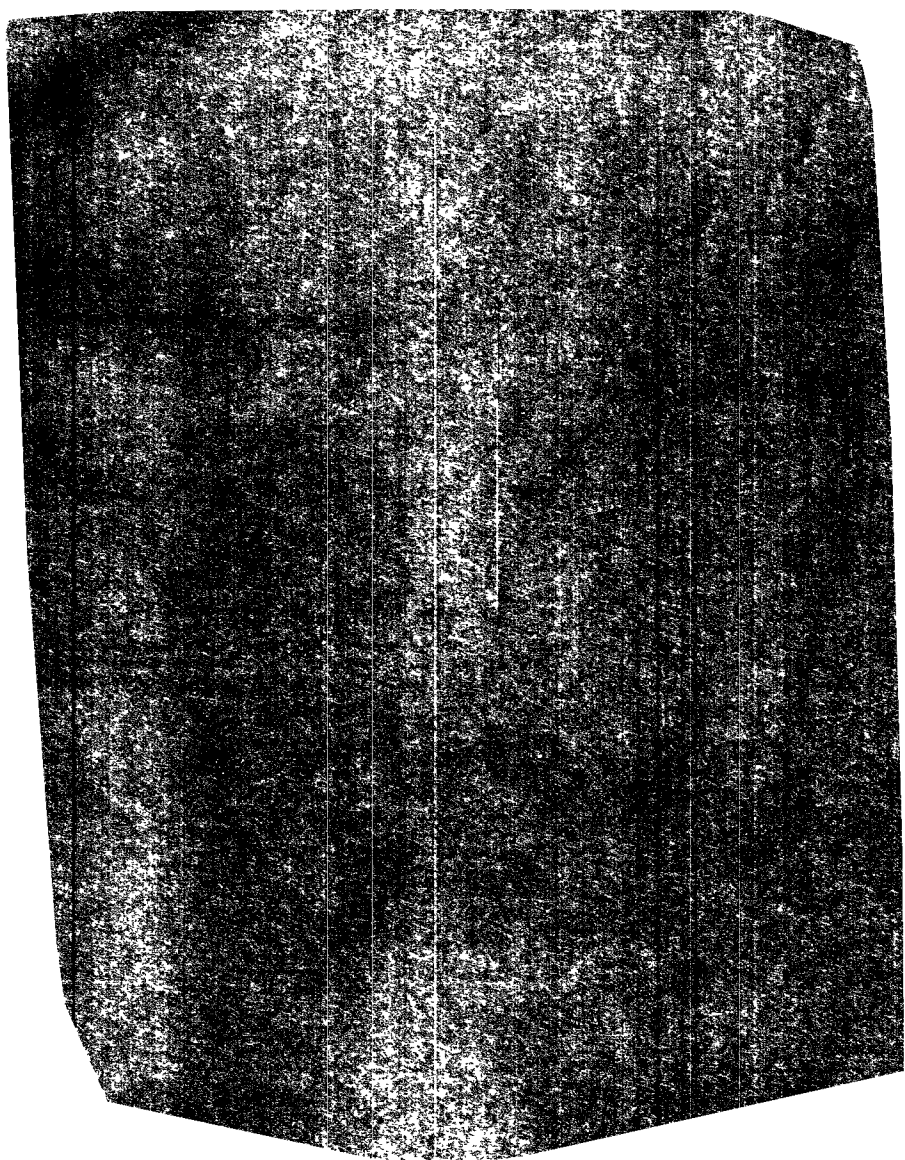
#### PUBLICATIONS

The official organ of USO is the monthly magazine "Unión Sindical".

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"USO - Congrès extraordinaire".





#### DATE OF FORMATION

Euzko Langilleen Alkartasuna (the Basque Workers Union - ELA-STV) was formed in 1911 in response to the increase in the Basque industrial workforce, especially in the provinces of Guipuzcoa and Vizcaya. During the period 1923-1929 the organization operated legally for the first time. The great growth of ELA-STV - which made the organization the largest Trade Union in the Basque Country - took place during the period of the Republic; it was at this time that the first two confederation congresses of the organization took place (1929 and 1933).

ELA-STV continued to operate underground during the Franco era. In 1976 the organization held its 3rd Confederation Congress with the object of adjusting its structure to the requirements of the post-Franco era. The Congress approved the rules and the manifesto of the organization. Six months later, in April 1977, ELA-STV was legalized together with the rest of the Trade Unions. The organization's 4th Confederation Congress, which took place in June 1979, amended the rules. (1)

#### MEMBERSHIP

ELA-STV has a membership of 110,000 out of a total of 850,000 paid workers in the Basque Country. Members are formed into twenty District Unions and twelve Industrial Federations. 25.6% of the delegates from Vizcaya, Guipuzcoa and Alava elected in the Trade Union elections which took place in 1980 were members of the organization. ELA-STV also obtained 8.5% of the representatives elected in Navarra (2).

#### LINKS WITH MEMBER ORGANIZATIONS

ELA-STV, which is based on works trade unions, is organized as a dual structure; its area covers the provinces of Alava, Guipuzcoa, Vizcaya and Navarra.

The structure consists of:

- At trade level:

- the Trade Union Sections;
- the District Trades Federations;
- the National Trades Federations.

- At area or inter-trades levels:

- the Local Inter-Trades Unions;
- the District Inter-Trades Unions.

The ELA-STV member associations are members of the corresponding Trades Federation and Inter-Trades Union; they undertake to base their actions on the principles, agreements and resolutions adopted by the main union, taking part in the organization, management and financing of their respective unions and federations (which retain their own independence).

ELA-STV declares itself to be completely independent of political parties or any other organizations outside the union itself and it regards the holding of a political office and a union office at the same time as being incompatible with the objective of guaranteeing this independence. Membership of the organization is open to all paid workers living in the Basque Country, regardless of origin, opinion or political affiliation. (3)

#### ADMINISTRATIVE BODIES

These are:

- the Confederation Congress;
- the National Council;
- the National Committee;
- the Executive Committee.

The Confederation Congress, the highest body of ELA-STV, is the plenary assembly of the representatives of the member trades associations. The area and trades sections are equally represented on the Congress, with 300 delegates, each with the right to vote. The Confederation Congress is held every three years, but extraordinary meetings may be called by the National Committee with the approval of the National Council, or at the request of the majority of the members of the Council.

The National Council consists of 40 representatives appointed by the National Trades Federations and 40 representatives appointed by the District Inter-Trades Unions and of members of the National Committee. The delegates have a nominal vote and hold office for the period between each ordinary Congress.

The National Committee is elected by the Confederation Congress and consists of:

- 12 members from the National Trades Federations;
- 12 members from the District Inter-Trades Unions;

- 12 members elected from the candidates put forward by the outgoing National Committee.

The Committee meets twice a month at the request of the executive Committee or whenever requested by at least 1/3 of its members. Amongst its powers the Committee can set up as many standing or temporary sub-Committees as it considers necessary for the smooth running of the Confederation.

The Executive Committee, which is elected from within the National Committee, is responsible for the day to day management and administration of the Confederation and the management of Secretariat and the Organization's Services. Its membership is limited to twelve which includes the ELA-STV Chairman, the General Secretary and the Treasurer. (4)

#### DECISION-MAKING PROCEDURE

Decisions are taken in all bodies of the Confederation by a simple majority. The rules make provisions for certain decisions to be taken by a specified majority, for example amending the rules or dissolving the Confederation. (5)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

Approximate budget for 1980:

350,000,000 pesetas

3,471,548 ECU (value at 14.9.81)



ELA-STV has fixed the monthly subscription at 1% of the average wage; this, which is the main source of income for the Confederation, is reviewed annually. In addition the Confederation derives income from the sale of publications and the provision of services. (6)

REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

The representation of the unions on institutes is governed by the Workers Charter; under it the standard for representation at State level covers Unions from independent associations with a minimum of 15% of their delegates from Works Committees in their area. ELA-STV fulfils these conditions laid down in the abovementioned Charter, consequently it participates in the following tripartite bodies at State level:

- the National Institute of Social Security (INSS);
- the National Institute for Social Services (INSERSO);
- the National Institute for Health (INSALUD);
- the National Institute for Employment (INEM);
- the National Institute of Mediation, Arbitration and Conciliation (IMAC);
- the National Institute for Leisure;
- the Advisory Council for the Fund for Guaranteed Wages. (2)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

ELA-STV took part in the formation of the World Trade Union Federation at the end of the Second World War. The organization was a founder member of the International Confederation of Free Trade Unions (ICFTU) and is a member of the World Labour Confederation (WLC) and of the European Trade Union Confederation (ETUC). (2)

ELA-STV also takes part in the work of the ILO International Labour Conference.

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

ELA-STV declares itself to be "definitely in favour of the enlargement of the EC and, in particular, hopes that the integration of Spain into the Community will take place within the time limit specified." The Confederation maintains that this is guaranteed for reasons of a political, economic and social nature and it considers that "a future outside the economic development of the Community is unthinkable".

Nevertheless the organization has stated that its favourable attitude towards membership of the Community is not without certain reservations with regard to the economic circumstances and the effect of the adjustments required for entry. ELA-STV points out that, among other problems to be resolved are those relating to employment and the necessity for an industrial re-planning scheme which would lead to the creation of new jobs.

ELA-STV expresses its interest in the participation of trade unions in every aspect of the integration process which affects the work-force and in an increase in the coordination between the unions.

AIMS

ELA-STV bases its activity and its organization on the principles of democracy unity and independence. It defines three large classes of objectives as a matter of priority at the present stage of development of the trade union movement in Spain. They are:

- At social and political level

- to promote the institutional development of trade unionism and the development of organizations regulating collective bargaining;
- to create an independent structure of labour relations in the Basque Country which would take into account the region's specific social and political conditions;
- to increase the negotiating capabilities of trade unions at every level from the factory floor to the trade sectors;
- to serve as a coordinating and unifying body for the member organizations representing them on public institutions and bodies, employers associations, other union confederations and international bodies;
- to collaborate with the international union authorities, strengthening the links with national confederations from other countries. ELA-STV states that "the building of Basque trade unionism is compatible with the quest for higher levels of international solidarity in order to make it possible to improve the defence of workers' interests".

- In relation to demands

- to give priority to the defence of purchasing power and of jobs. ELA-STV considers that the economic crisis is affecting the Basque Country mainly because of the level of industrialization in the region;
- to press for the reduction of the working week to forty hours;
- to include clauses on trade union rights in the collective agreements that would mean the recognition of the trade union representative.

- At organization level

- to strengthen the internal organization of the union and to encourage the extension of its influence in the different sectors of the working population;
- to create and organize the necessary services;
- to maintain a service providing constant information using the appropriate means to ensure a continuous flow. (7)

ACTIVITIES

Reports which were approved and discussed at the IVth ELA-STV Congress and which form the basis for the development of labour relations in the Basque Country examine the current labour legislation and the activities of regional trade unions proposing courses of action which take into account, amongst other points, the following:

- the organization of the committees of the trade union sections in all places of work, setting out their tasks and responsibilities and ensuring their permanent operation;
- the establishment of decision making by unions in the places of work through meetings of members;
- the creation of committees and councils in the sectors with the object of achieving greater effectiveness and democracy in decisions;
- the linking up of the trades federations in the Basque Country, making better coordination and understanding possible in this region;
- the establishment of general agreements between employers and unions fixing minimum working conditions and bases for the legal regulation of labour relations in the Basque Country.
- the defence of the organization's criteria with regard to procedures of mediation, consultation and arbitration. ELA-STV points out that such procedures must not replace collective bargaining, nor should they be used as a means of weakening the unions and introducing outside bodies into the negotiations. This means that these procedures must comply with the requirement that the parties are independent and act on their own free will with no interference from public bodies.

Amongst the services it provides ELA-STV has established the "Confederation Resistance Fund" which guarantees 70% of the average inter-trades minimum wage. In addition the organization provides free legal advice for the defence of its members at Industrial Tribunals.

The plan of organization of the Confederation sets out basic objectives for the internal course of action over a period of three years. These include:

- increasing the number of members;
- putting special emphasis on the training of union members;
- giving special attention to trade unionism in the services sector;
- the consolidation of the administration in order to achieve greater efficiency in the running of the organization;
- the improvement of the legal services;
- tackling the problem of Euskera, since the Basque trade union organization considers the language problem an important one.

The ELA-STV claims policy, set out in a report approved during the organization's IVth Congress, considers proposals relating to the priority aims of the organization during the current stage of development. These include:

- The defence of the purchasing power of wages:
  - A minimum wage of 35,000 pesetas net per month;
  - Automatic reviews every six months, linked to the cost of living index;
  - Wage adjustments applied to all workers with no distinctions;

- Review of the items in the "shopping basket" and the periodical updating of their cost;
- Control of the cost of living index and the setting up of an index for the Basque Country;
- Opposition to maximum wage levels, whatever their origin, since it considers them to constitute external interference in trade union affairs;
- Opposition to attempts at limiting the opportunities for negotiation at places of work.

- Employment Policy

- Reduction of the working week to 40 hours;
- Reduction of the working week by 4 hours during the 5 years preceding retirement;
- Action against the increase in overtime, seeking its gradual abolition;
- Control of overtime by the works councils and union sections;
- Elimination of the practice of holding more than one job and working at home;
- Policy measures of a fiscal, financial and investment nature which favour the creation of jobs;

- Improvement of unemployment benefit by demanding a government policy which will remedy its inadequacies;
- Establishment of permanent trades training courses for unemployed workers. (8)

#### PUBLICATIONS

ELA-STV issues two publications:

- 1) "ELA-semanal", a union weekly distributed to all members, and
- 2) "Lantzen", a monthly magazine for union members.

#### SOURCES

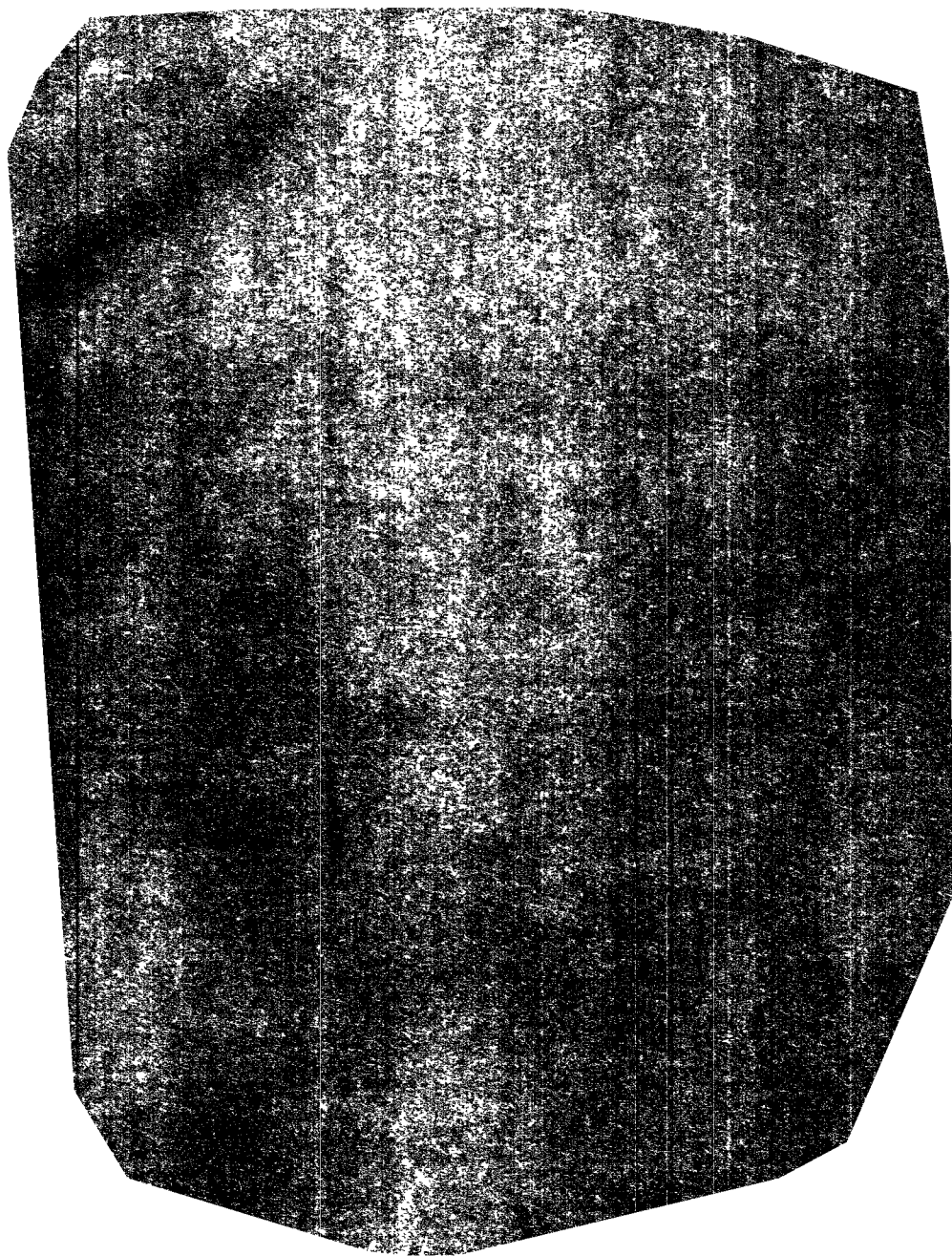
- 1) Reply to ESC questionnaire; ELA-STV IVth Congress.
- 2) Reply to ESC questionnaire.
- 3) Rules, Articles, 1, 2, 4 and 7.
- 4) Rules, Articles 10 to 22.
- 5) Reply to ESC questionnaire; rules, articles 29 and 30.
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#### DATE OF FORMATION

Although CNJA has been functioning as a youth organization since 1970, its full recognition was only possible after legalization of the trade unions. Consequently its foundation deed and the rules were drawn up on 13 June 1977 in accordance with law 19/1977 of 1 April 1977, which regulates the right of Trade Union association. The rules were lodged with the Head Office for the Depositing of Rules of Professional Organizations on 11 July 1977 which enabled CNJA to acquire legal status and the full authority to operate. (1) (3)

#### MEMBERSHIP

CNJA operates in nine Spanish regions:

Andalusia .....	30,000 members
Catalonia .....	19,700 members
Galicia .....	15,150 members
La Mancha .....	10,300 members
Castille and Leon .....	8,000 members
Extremadura .....	6,000 members
Levant .....	5,300 members
Murcia .....	2,500 members
Aragon .....	500 members
Other regions and islands .....	640 members
Total .....	98,090 members (3)

#### LINKS WITH MEMBER ORGANIZATIONS

Membership of CNJA is open to all self-employed farmers or foresters who work on their units as owners, part-owners or tenants, and to all the families who work with them. (1)

The association consists of self-employed farmers between the ages of 18 and 40. Under exceptional circumstances membership may be granted to 16 year olds.

All members enjoy the same rights under a structure based on decentralization since CNJA is organized at regional, provincial, district and local levels. Young farmers elect their representatives at each of these centres, each of which is expected to raise questions and put forward solutions for its members and for agriculture in its own area.

The district representatives are elected from the chairmen of the local associations; the provincial representatives are elected from the district chairmen and form the National Assembly. (2)

#### ADMINISTRATIVE BODIES (1)

There are two types :

##### . decision making and guidance

- the Congress
- the National Assembly
- the Board of Management
- the Executive Committee

##### . representation, management and disciplinary

- the office of Chairman
- the Vice-Chairmen
- the General Secretary

- the Auditor
- the Disciplinary and Arbitration Committee.

The structure of CNJA is illustrated by the diagram on the next page.

The Congress is the highest decision-making and guidance body of CNJA. It is made up of the members of the National Assembly plus two representatives from each province and one extra for provinces with more than 100 members.

The Congress meets every two years. Its responsibility is principally :

- to be familiar with, and pass resolutions on agricultural policy matters covered by the Association, deciding for or against a particular policy
- to take decisions on objective-setting, programmes and trade union activities at national level.

The National Assembly is the decision-making and guidance body of CNJA between meetings of the Congress. It is made up of the Board of Management plus the provincial chairmen and secretaries.

The National Assembly meets twice a year.

Its functions are :

- to adopt resolutions on representation, negotiation and defence of the interests of the Association and its members;

NAME OF THE BODIES AND FREQUENCY OF MEETINGS

COMPOSITION

National Congress

(every two years)

National Assembly

plus two per province

plus one per hundred members

National Assembly

(twice a year)

Board of Management

plus Chairmen and Secretaries of Provincial  
Assemblies

Board of Management

(once a month)

Standing Committee : Chairman

2 Vice-Chairmen

Secretary

Treasurer

Auditor

elected by Congress

(once a month maximum)

Womens' representative

one representative per Region, elected by the  
membership

Arbitration Committee

5 members elected by the Congress

- to approve programmes and plans of action;
- to be informed of the work of the Board of Management;
- to determine the membership fees to be approved by members;
- to approve budgets and accounts.

The Board of Management consists of the members of the Executive Committee, i.e. the Chairman, General Secretary, 2 Vice-Chairmen, Treasurer, auditor, one Women's representative from the country and one representative from each region, or two in the case of regions with more than four provinces.

The Board meets once a month.

Its basic functions are as follows :

- to call extraordinary meetings of the National Assembly when it considers this necessary in order to deal with the problems that the Association may be faced with;
- the implementation of resolutions made by the National Assembly;
- to carry out and direct the activities of the Association necessary to achieve its aims;
- to present budgets, balance sheets and accounts to the National Assembly for its approval;
- to prepare the Annual Report of the Association's work and present it to the National Assembly for approval.

The Executive Committee is responsible for carrying out the decisions of the Board of Management between the latter's meetings.

The Chairman is elected and dismissed by the Congress. He chairs the meetings of the Congress, the National Assembly and the Board of Management. In addition he represents the Association in a general capacity.

The Vice-Chairmen deputize for the Chairman in his absence and have his full authority.

The General Secretary undertakes investigations, tasks and organizes social functions for the central organization of CNJA. He supervises the staff, advises on its employment and in general is in charge of the administration of the Association.

The Disciplinary and Arbitration Committee is made up of five members elected by the National Assembly. It is responsible for studying the disputes which arise among members, local, district, provincial or regional centres and applying the sanctions which it considers appropriate.

Committees may be set up within CNJA for examining certain products and negotiating specific problems.

#### DECISION-MAKING PROCEDURE

60% of voting members must be present or represented for a quorum to be reached in the National Assembly. If this is not achieved the Assembly may be called a second time.

Resolutions are passed on a simple majority, except those which might involve fundamental changes in the structure of CNJA; these require a 2/3 majority of those present or represented. (1)



#### BUDGET AND CONTRIBUTION ARRANGEMENTS

Budget for 1981 : 25,481,000 pesetas  
252,162 ECU  
(value at 14.9.81)

There are three basic sources of revenue for CNJA:

- a) membership fees, which amount to 1,200 pesetas per annum, of which 20% goes to the local office, 30% to the provincial office, 40% to the regional office and the remaining 10% to the head office in Madrid;
- b) advertisements placed in the magazine, which provide 650,000 pesetas per month;
- c) grants given by associations, bodies or individual contributors (not the government as it does not contribute anything) amounting to approximately 4,000,000 pesetas.

This income only covers 70% of the expenditure; the annual deficit is therefore 30%. However, CNJA has signed a management-training agreement which will enable it to make up most of the deficit. (3)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

CNJA has more than 200 representatives on the Provincial Agricultural Committees and several thousand on the Local Committees.

The high standing of CNJA among the independent members of the Agricultural Committees has resulted in the choice of Dr. Giralt, 1st Vice-Chairman of CNJA, as the Chairman of the National Confederation of Agricultural Committees, the most important post for members of these Committees.

In addition CNJA is a permanent member of the Council of the Fund for Planning and Regulating Agricultural Products and Prices (FORPPA). It also takes part in the work of State Agricultural Insurance Board (ENESA) and of the National Service for Agricultural Products (SENPA). Its secretary is also national secretary of the Olive Growers National Association, the olive growers' principal representative body. (3)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

CNJA is an observer member of the European Council of Young Farmers (CEJA); full membership is not possible since the country must be a member of the EC. In addition to the meetings with the CEJA, CNJA holds meetings with COPA.

CNJA is also a member of the European Confederation of Agriculture (CEA). (3)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

CNJA supports Spain's joining the EC, "but not at any price. It considers that Spain's membership of the EC is essential but not at the expense of the farmers."

There would have to be a gradual and diversified integration process since, although there are agricultural areas in Spain interested in immediate integration, such as the Levant and the South-East, there are areas where the opposite is the case, such as the livestock farms in the North and the cereal farms of the Centre.

For this reason it is necessary to establish adequate timetables and provide the necessary assistance and, at the same time for the Community to undertake more structural reforms with more help for Mediterranean areas, and for Spain to develop irrigation, set up a network of industries for the processing, preservation and marketing of products and to encourage the improvement of transport, etc. (4 and 5)

#### AIMS

CNJA's aims are as follows:

- a) the defence of the general agricultural interests of farmers who face the risks of arable and livestock farming and forestry, especially on family farms and in the case of young farmers;
- b) to encourage the family farm socially and economically through improved income, training and a better standard of living;
- c) independence and freedom, economically and managerially, for farmers and foresters and for their systems of operation;
- d) to represent farmers by representing their interests and making available the means of achieving their aims;

- e) to promote and encourage the participation of young farmers in cooperativism, trade unionism and other movements of mutual benefit;
- f) to ensure for all members continual training in the fields of trade unionism and cooperativism;
- g) to participate and cooperate with any bodies, institutions or associations either national or international, whose work is particularly advantageous to young farmers;
- h) to contribute towards the unity of men and women in the countryside, ensuring the independence of their political and religious convictions.

#### ACTIVITIES

The work is varied but it is always basically the advancement and maintenance of the interests of young Spanish farmers, plus information services.

Examples are the preparation of reports on economic, commercial or agricultural matters; participation in negotiations with the Government, principally with FORPPA; ensuring that laws and decrees in force are adhered to and, if not, exerting the necessary pressure. (4)

Nevertheless its activities extend beyond Spain and demonstrate the concern of CNJA for all problems related to Spain's membership of the EC; numerous references are made to this subject in its publications; frequent contacts are made with Community farmers, such as the visits which were

made in 1979 by the Young French Farmers, the German Professional Agricultural Organizations group and the Gironde Departmental Farmers Federation (4).

#### PUBLICATIONS

CNJA publishes 10,000 copies a month of the magazine "Jóvenes Agricultores", which contains all kinds of practical information for farmers, as well as a weekly bulletin and several pamphlets, documents and technical reports. (3)

#### SOURCES

- 1) Rules of CNJA.
- 2) National Association of Young Farmers (leaflet).
- 3) Reply to the ESC questionnaire and supplementary information.
- 4) "Jóvenes Agricultores" of May, September, October and December 1979.
- 5) Joint statement of CNJA, CNAG and UFADE for the conference organized by the ESC on 26 and 27 June 1980.



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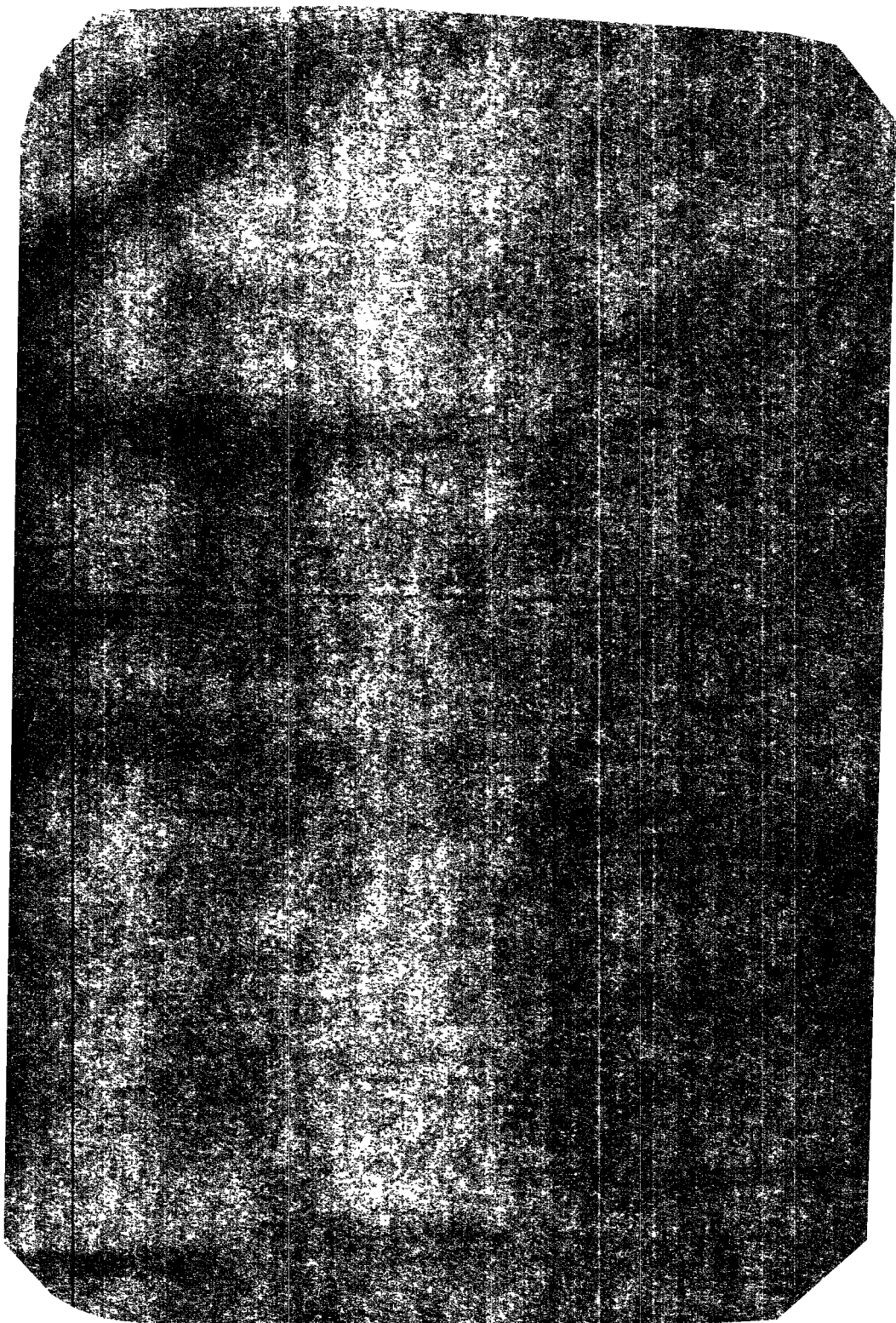
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#### DATE OF FORMATION

COAG was formed on 14 November 1976 following the IVth Conference of Spanish Farmers Organizations and achieved legal status in the Spring of 1977 after the order granting freedom to Trade Unions. (1)

#### MEMBERSHIP

The provincial Unions from among the COAG member organizations are being grouped into federations in the independent areas which make up Spain. COAG has organizations in almost all provinces except one. At present 13 regional and 14 provincial Unions are represented. (1)

#### LINKS WITH MEMBER ORGANIZATIONS

COAG is the coordinating body of all member Unions and Organizations at national level, each Union being independent within its own geographical area.

COAG and the Unions are organized basically by areas, not by sector. COAG reaffirms that the complete independence of all its component organizations is the only true form of trade unionism, in other words only they can make valid decisions within their respective geographical areas.

However, this independence must be combined with the establishment of links at national level; this is the task that is the responsibility of

COAG, which does, therefore, have an executive role to play, the power to make decisions resting with the Unions. Consequently everything approved in the COAG will have previously been discussed and approved by the Unions.

Both in COAG and in the Unions there are working parties for the different specific problems. One member from each Union is responsible for the topic under consideration and he takes part in the work of the Committee at COAG level. On this basis COAG has people responsible for each product and for all the major topics. The Committees' recommendations and guidelines for action must be approved by the Plenary Assembly. (1 and 2)

#### ADMINISTRATIVE BODIES

These are :

- The General Assembly
- The Plenary Assembly
- The Standing Committee.

The General Assembly is the supreme body of COAG; it decides on the line to follow at Government level, approves the Rules, elects the Standing Committee and the Economic Committee; all decisions being taken by voting.

The member of each Union's delegates on the Assembly is proportional to the size of the Union's membership : one delegate per Union with up to 250 members, above this number one delegate for every 250 members or part thereof, provided that it is over 100. All Assembly delegates must be farmers with a direct link with farming and must be recognized by the Plenary Assembly.

The Plenary Assembly is made up of two members from each Union plus the Standing Committee. The requirements for representation are the same as those for the General Assembly.

In the Plenary Assembly each delegate represents the interests of his Union by presenting and defending its recommendations. The interests of all Unions must be combined by seeking common agreement; when this is not possible the matter is decided by a vote.

The Standing Committee consists of 8 farmers of over 18 years of age belonging to one of the member Unions present at the General Assembly.

Members of the Standing Committee while acting in this capacity represent COAG as a whole and not one particular Union. Consequently, elections for these posts will be on an individual basis only.

A member of the Standing Committee must not be the holder of a high office in a government body, a representative of a political party or participate in public activities which might damage the image of the independence of COAG.

The Standing Committee represents COAG, implements the decisions of the General and Plenary Assemblies, controls and directs the Technical Services, convenes the Plenary Assembly, makes recommendations to it and finally supervises all negotiations and contacts at national level which are conducted in the name of COAG and have to be carried out by it.

COAG also has Technical Services which work for the Plenary and General Assemblies and are the direct responsibility of the Standing Committee, which direct and control the work.

In addition there is an Economic Committee made up of three people elected by the General Assembly, but not members of the Standing Committee; its responsibility is keeping the accounts and dealing with any financial problems of COAG. (2)

#### DECISION-MAKING PROCEDURE

Decisions are made either by the General or Plenary Assemblies depending on their nature. In either case attempts are made to achieve unanimity; if this is not possible a vote is taken and the issue is decided by a simple majority.

Voting is based on the same system as representation on the General Assembly, i.e. it is in proportion to the number of members in each Union. When agreement cannot be reached inside a Union on voting in the Assembly, the Union may be represented at the Assembly but without the right to vote.

There is no proportional voting system in the Plenary Assembly but each Union has one vote per member. Resolutions taken by the Plenary Assembly may be either advisory or binding :

- they are advisory when they represent the opinion of the majority of the Unions;

- they are binding when 2/3 of the Unions present decide that this should be so and when there is a 2/3 majority when the resolution is adopted.  
(1 and 2)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The 1982 budget for running the Madrid office amounts to :

between 6,600,000 and 7,200,000 pesetas  
or between 65,314 and 71,251 ECU  
(value at 14.9.81)

Each Union decides its own subscription levels and pays a percentage to the national office, which ranges from 1.250 pesetas for Unions with less than 250 members to 10,000 pesetas for Unions with more than 2,000 members. In addition to this minimum subscription each Union pays 8 pesetas per member.

The sale of "COAG Informa" is also a source of income, as are the various services which COAG offers and some of the work it undertakes on training programmes in cooperation with various organizations. (1 and 3)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

COAG plays an active role on all consultative bodies on agricultural affairs and on those dependent on the local independent authorities. It is represented on the General Council of the State Agricultural Insurance Organization (ENESA) and on the Fund for the Planning and Regulation of Agricultural Products and Prices (FORPPA).

COAG has two members on the Executive Committee of the National Confederation of Spanish Chambers of Agriculture (CONCA). COAG is taking part in the project to set up the Spanish Economic and Social Committee (agricultural section).

COAG is endeavouring to consolidate the Fruit Growing and Horticultural Committee, of which it forms part, in order to establish contact with growers in other countries. (1)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

COAG has established contacts with European organizations, principally French, Portuguese and Italian, but at present it does not belong to any European organization. It has also participated in several meetings of organizations in the Mediterranean area. (1)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

"COAG supports Spain's membership of the EC with the aim of creating a Europe of peoples instead of the present situation of a Europe controlled by monopolies". (1 and 4)

COAG asks for the close cooperation of European farmers with those of Spain so that by working together they can resolve the problems which Spanish membership of the EC might cause.

On the other hand some modification of the common agricultural policy would be necessary; this should be directed towards "a structural

reform rather than a policy based almost exclusively on prices". On the latter COAG expresses its disagreement with the "neglect" of Mediterranean products. (1)

In addition, as far as Spain is concerned, it would be necessary to begin a number of changes giving farmers a greater degree of participation in professional or union decisions.

If such changes did not take place, and if the Spanish government persists with its present policies, COAG would oppose Spain's entry into the EC since membership could lead to an irreversible crisis in large regions throughout the country.

Furthermore COAG supports better coordination between Agricultural Policy and Regional Policy.

COAG believes that matters which can be detrimental to both sides must be discussed. It is essential that contact is made between the representatives of both sides. (1, 3 and 4)

#### AIMS

The fundamental aim of COAG is the overall defence of the interests of the Family Farm.

In this respect COAG favours an incomes policy which would enable a satisfactory income for the Family Farm to be achieved.

COAG supports a programme for crop planning which takes into account not only market stability but also balanced development in all regions (including the semi-autonomous ones) and the reforms necessary to permit the modernisation of agriculture.

COAG also carries out studies concentrating on the main problems facing agriculture; these relate to production and commercial structures as well as rural housing.

One of the main aims of COAG and the Unions is the achievement of sufficient participation by family farmers in the making of decisions in the organization. To this end COAG works with all the various institutions, especially the local authorities and the autonomous bodies. (1)

#### ACTIVITIES

The work of COAG is concentrated basically on defending the interests of the Family Farm. Accordingly one of the means frequently employed by it and the Unions is the organization of farmers into demonstrations protesting against events, decrees etc. which they consider to be unjust, and defending their demands.

In addition COAG distributes to farmers its comments on regulations affecting there and numerous technical reports, either via its magazine or by other means.



COAG is also involved in training and in information services and it offers various services to its members.

It is also assisting in several programmes for the improvement and modernisation of agriculture.

In addition it collaborates with cooperatives etc. (1)

However, its activities extend beyond the national boundaries; they demonstrate its interest in European problems, as is shown, by the regular appearance of articles on such matters in "COAG - Informa", and by the contacts which have been made with other European bodies. An example of the latter is its participation in the 2nd Conference of Labour Organizations, organized by the Portuguese National Confederation of Agriculture and the summit conference which took place in Perpignan with the Young Farmers of France following the attacks on Spanish lorries. (3)

#### PUBLICATIONS

Since May 1978 COAG has issued the fortnightly magazine "COAG - Informa".

In addition since June 1981 COAG has been publishing a weekly supplement to "COAG - Informa", entitled "Especial Prensa". It also publishes training pamphlets on various subjects.

From time to time it brings out reports, studies etc. on the problems which affect the Spanish farmers. (1)

SOURCES

- 1) Replies to the ESC questionnaire and additional information;
- 2) Rules of procedure of COAG;
- 3) "COAG - Informa" (December 1979 to July 1980)
- 4) Statement by the COAG delegate at the conference on 26/27 June 1980 on EC enlargement, organized by the ESC. "Extracts .....", page 92.

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#### DATE OF FORMATION

26 October 1978. (1)

#### MEMBERSHIP

UFADE has 22 province associations and 4 sectoral organizations (poultry farmers, pig farmers, cotton producers, oil producers). According to its figures, UFADE covers 40% of the Spanish agricultural sector.

#### LINKS WITH MEMBER ORGANIZATIONS

UFADE is the umbrella organization for production groups and associations and organizations in the agricultural and forestry sectors.

The geographical arrangements adopted by UFADE are designed to ensure that it can cater for all member farmers, whatever the type of farm and its location, and represent and assist them all.

The member organizations of UFADE are general organizations. Specialist organizations can however join in exceptional circumstances, provided they cover an area where there is no general organization.

The following can be members :

- a) General and sectoral employers' associations which are legally constituted and operate in Spain;
- b) any other agricultural associations approved by the national assembly.

UFADE is free to establish links of any sort with other agricultural organizations provided that this does not affect its characteristics or independence. (2)

#### ADMINISTRATIVE BODIES

The governing bodies are :

- The National Assembly
- The Management Board (Bureau)
- The Executive Committee.

The National Assembly is the supreme governing body. It consists of representatives of member associations.

The Assembly holds ordinary meetings at least once a year; extraordinary meetings can be convened by the Chairman, a majority of the members of the "Junta" or 20% of the members of the Assembly.

The main powers of the Assembly are : election of the Chairman, Vice-Chairman, Secretary General, Treasurer and Comptroller; changes in the

constitution; changes in membership fees; participation of UFADE in federations of an equal or higher level; dissolution of UFADE.

The Management Board is the standing management, governing and administrative body. It is composed of the Chairman, Vice-Chairman, Secretary-General, Treasurer, Comptroller and one member for each region without an elected representative. The Board meets at least once a quarter, and when convened by the Chairman or half its members.

The Board is authorised by the Assembly to exercise its powers - except those specified in the constitution - when it is not in session.

The Executive Committee comprises the Chairman, Vice-Chairman, Secretary General, Treasurer and Comptroller. It holds ordinary meetings once a month. Extraordinary meetings can be convened by the Chairman or one-third of its members.

The Executive Committee discharges the functions of the Board, by the tacit delegation of the latter.

At the proposal of the Board, and subject to the agreement of the Assembly, temporary and standing working parties can be set up in furtherance of UFADE aims.

The Union, which is constantly concerned to simplify and rationalize its work, employs the support staff necessary for its purposes. Staff are appointed by the Board at the proposal of the Chairman of the Secretary-General.

#### DECISION-MAKING PROCEDURE

The Assembly is quorate if more than half the members are present. If this quorum is not attained the meeting is closed and a second meeting is convened - and held half an hour later. No quorum is then required. No quorum is laid down for meetings of the Executive Committee.

Decisions of the Assembly, Board and Executive Committee are taken by a straight majority. At meetings of the Board and the Committee the Chairman has a casting vote.

Some decisions have to be taken by a qualified majority. For instance, a decision to wind-up UFADE would require a 4/5ths majority vote. (2)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The 1981 operating budget for the Madrid Bureau is :

7,116,000 - pesetas  
70,420 - ECU  
(value as at 14.9.1981)



The UFADE constitution allows it to have various sources of income - subscriptions, grants, earnings from the services it provides, etc. At the moment, the sole source of revenue is the subscriptions of UFADE members; these do not cover expenditure. (1)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

At the last elections, held in June 1978, UFADE gained more seats on the Chambers of Agriculture than any other organization; 9,691 local representatives, 263 province-level representatives and 17 chairmen of province councils. (\*)

UFADE representatives attend the meetings on farm issues (basically prices) of agricultural organizations convened by the government. In particular, meetings of :

- Fund for Planning and Regulation of Agricultural Products and Prices (FORPA)
- National Agricultural Products Service (SENPA)
- Institute of Agricultural Relations (IRA)
- National Institute for Agricultural Reform and Development (IRYDA)
- National Institute of Agricultural Research (INIA)
- National Institute for the Designation of Origin (INDO)
- National Agricultural Insurance Board (ENESA)
- Supply and Transport Service (CAT)

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(\*) See p. 37, note 9

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

UFADE has links with organizations of the EC countries (especially French organizations) and at irregular intervals is in contact with COPA.

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

The Union considers that membership would be worthwhile. It is looking at EC rules on products, with a view to the adjustment of Spanish arrangements.

Changes will be necessary in Community attitudes (Mediterranean produce not to be treated less favourably than the produce of North Europe, Spanish produce not to be treated less favourably than the produce of other Mediterranean countries, etc) and in Spanish policy (to make Spanish agriculture competitive with that of the EC).

The only solution is a joint attempt to hammer out arrangements satisfactory to both sides. (1, 3)

#### AIMS

- To champion the interests of farmers and those occupied in the forestry industry;

- improve quality of life, education, etc. of farm families;
- organize and coordinate the activities of affiliated associations; provide joint services;
- further industrialisation and marketing of farm produce;
- press for measures to help young people working on the land, including education and ownership of farms.

In this connection, UFADE feels that it has three fundamental characteristics :

- its right to join or establish links with other agricultural bodies, without affecting its nature or independence;
- function as champion of the interests of its members and agricultural in general, especially small and medium farmers;
- function of training its members and providing them (and society at large) with information.

UFADE states that it is continually changing, in the sense that it tailors its aims to the requirements imposed by the passage of time, social and economic circumstances and the needs of new generations.

The Union cooperates with international agricultural organizations. (2)

### ACTIVITIES

These fall under two heads - relations with its members and relations with the government.

Its action to help its members - based on furthering farmers' interests - include the provision of services, production of reports on practical matters, help with training.

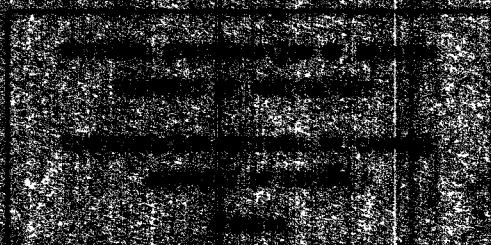
The Union defends farmers' interests in meetings convened by the government, in particular those held in connection with the establishment of farm prices.

### PUBLICATIONS

The Union does not have any publications catering for the general public. Members receive a weekly bulletin on current matters and at irregular intervals reports on specific products or practical issues.

### SOURCES

- 1) Reply to ESC questionnaire
- 2) UFADE constitution
- 3) Joint statement by CNJA, UFADE and CNAG to the conference on enlargement sponsored by the Economic and Social Committee and held on 26/27 June 1980.



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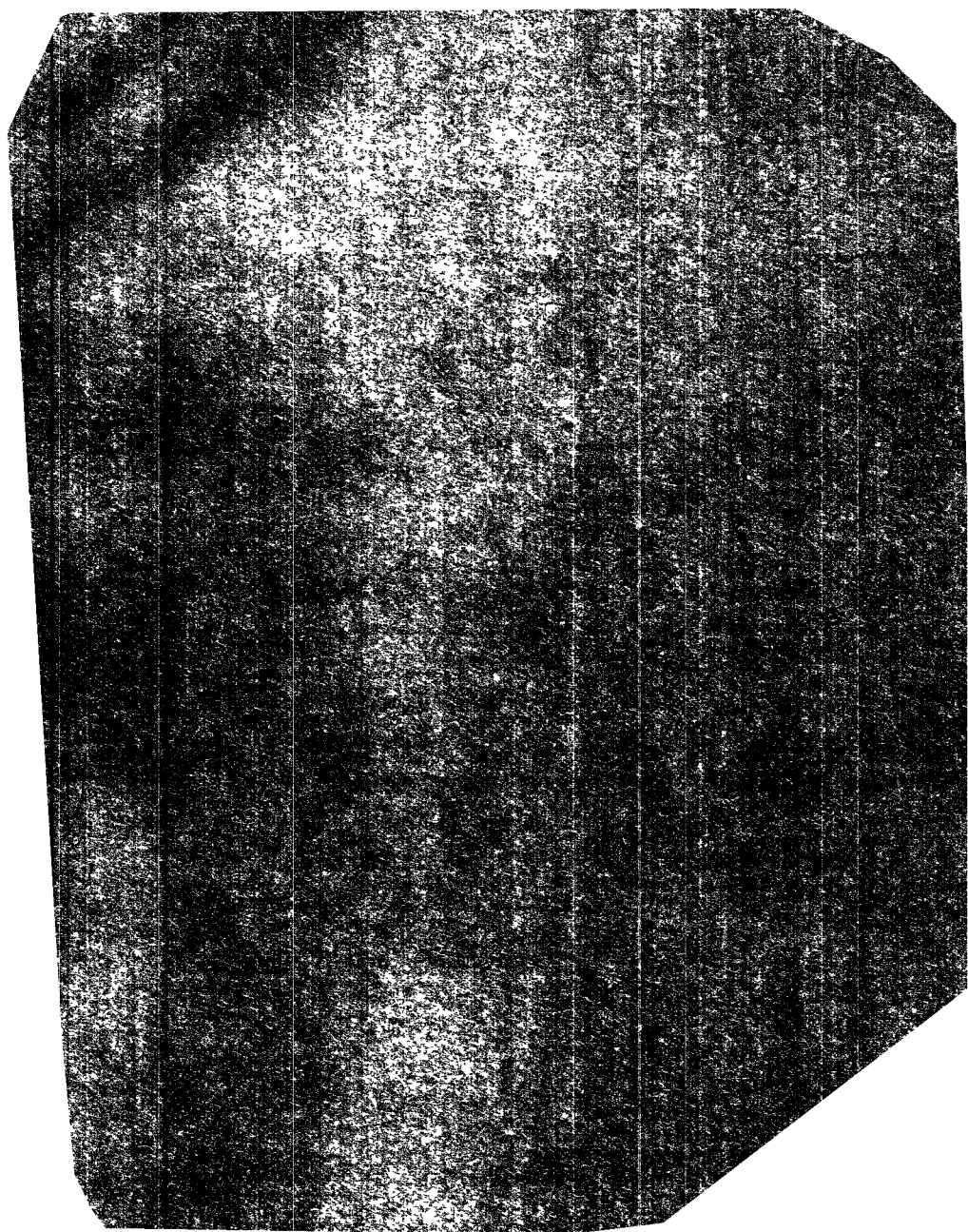
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#### DATE OF FORMATION

The Chambers of Agriculture were set up under the Royal Decree of 14 November 1980. They are now subject to the provisions in Royal Decree 1336 of 2 June 1977, which was amended and improved by Royal Decrees 320/1978 of 17 February 1978 and 1127/1980 of 14 March 1980; the provisions in the latter govern the Rules and the operation of the Chambers of Agriculture and their National Confederation, CONCA (National Confederation of Spanish Chambers of Agriculture). (1)

#### MEMBERSHIP

The Chambers of Agriculture play an important part nationally. In every Municipality there is a Chamber with its own governing body elected democratically by farmers and its own offices and administrative staff. Farmers are able to guide their negotiations and resolve all their agricultural and administrative problems through the Chambers.

There are also Provincial Committees in the respective provincial chief towns; this has led to the recent formation of the National Confederation.

There are at present 50 Provincial and about 8,000 Local Committees, out of which the Rules of 41 Provincial and 2,900 Local Committees have been ratified.

All farmers are eligible for membership of a Chamber of Agriculture and for inclusion on the respective register. In the same way all farmers can elect representatives and stand for election for the governing bodies of Chambers. (1)

#### LINKS WITH MEMBER ORGANIZATIONS

The Chambers of Agriculture are legally constituted Public Corporations set up to advise and work with the Government through the Ministry of Agriculture.

The Chambers are organized on a geographical basis : the Confederation at national level with the Provincial and the Local Committees for their respective areas. In districts where agriculture does not predominate in the local economy, or by mutual agreement between the neighbouring local authorities, a District Chamber may be formed.

The Chambers are largely independent and when it becomes necessary for the achievement of their objectives, may create a district, interprovincial or regional Federation. In these cases they are also considered to be Public Corporations with their own legal status (2).

#### ADMINISTRATIVE BODIES

The decision-making bodies on the Confederation are the Plenary Assembly and the Executive Committee.

The Plenary Assembly is made up of the Chairmen and Vice-Chairmen of the Provincial Committees. It meets when summoned by its Chairman, at the request of the Executive Committee or when requested by the Ministry of Agriculture.

The Executive Committee consists of the Chairman and thirteen members elected by the Chairmen of the Provincial Chambers of Agriculture from among their numbers by free secret ballot. The Chairman of the Executive Committee is automatically Chairman of the Plenary Assembly; two Vice-Chairmen are chosen from the Executive Committee.



The Executive Committee may sanction the creation of Specialized Committees to debate issues and give advice. They will be constituted according to the issues to be examined and in the geographical areas where the problems occur, in the manner described in the Regulations (3).

#### DECISION-MAKING PROCEDURE

The work of the Chambers is governed by their respective rules, strictly democratic principles always being allowed in their composition and their operation.

In order to be valid decisions must be taken on a majority vote, except in those cases where the rules require a specified majority; these are for duties to be levied on farmers, the dismissal of the Chairman and amendments to the rules. (1)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The figures for the budget have not been made available.

The Chambers of Agriculture have considerable assets since by subrogation they have become the owners of the assets of the old Farmers' Associations. These assets were acquired with the subscriptions of the farmers themselves and must be used for the specific aims for which they were acquired.

In 1979 the Chambers received subsidies amounting to about 4,000 million pesetas. This money, which forms part of the Government budget, is used for providing a wide range of services to farmers.

They also receive a proportion of the rural tax levied by a Decree of 28 April 1933.

Apart from these sources of income the Chambers may levy specific contributions and special taxes, which must be approved by the respective Assembly, in order to provide services for the common good farmers contribute more than 2,000 million pesetas in this way.

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

The Chambers of Agriculture were specifically designed to advise and work with the State through the Ministry of Agriculture. As a result they are consulted and take part in the preparation of those regulations which affect the agricultural sector.

The Confederation is represented on the following bodies in particular :

- The Fund for the Planning and Regulation of Agricultural Prices and Products (FORPA);
- The National Agricultural Products Service (SENPA);
- The National Agricultural Insurance Board (ENESA);
- The Horticultural Committee of the Ministry of Agriculture;
- The National Institute of Seeds and Nursery Plants.

The Agricultural Committees also take part in meetings of other departments of other Ministries, such as the Ministries of Trade or of Labour, on all matters which directly or indirectly are related to agricultural problems (1).

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

The Confederation is a member of the Confederation of European Agriculture (CEA) and of the International Federation of Agricultural Producers (IFAP)

A permanent office is also available with COPA, and the Confederation regularly takes part in meetings of specialized product groups (1).

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

The Chambers of Agriculture view Spanish membership of the EC favourably, although their attitude is one of caution. They consider the following to be necessary :

- adherence to the original timetable, i.e. membership in 1983;
- the transition period, which will vary according to the product, to be between five and ten years at the most;
- certain exceptions to be permitted to the second condition, as long as they involve a reduction in the transition period to less than five years (1).

#### AIMS

These are of three types :

- a) Consultation with the Government on the preparation and application of standards affecting the agricultural sector in general;

- b) Collaboration with the Government in connection with any actions, measures or reforms for the development and improvement of agriculture as a whole.
- c) The undertaking of tasks, services and management, either their own or by delegation, of general advantage to rural communities in the pursuit of their agricultural activities. The Chambers may carry out this work themselves or in collaboration, agreement or participation with the Government and with public or private bodies. They may also promote and participate in the activities of societies or bodies of any legal status (2).

#### ACTIVITIES

The Confederation's activities are very varied but their object is always to achieve something of advantage to rural communities as a whole in relation to their particular work. These activities include :

- a) the organization of community services;
- b) the collection of agricultural social security payments;
- c) the distribution of diesel fuel for agricultural use;
- d) the repair of irrigation systems, roads or similar work;
- e) the provision of keepers/wardens;
- f) the provision of frost, hail, fire and other services;
- g) training and educating the rural population;

h) the provision of a hotel (on the Costa del Sol) which it owns, at reduced prices for farmers and their families.

At international level the Confederation organized the second International Congress of Chambers of Agriculture which took place in Madrid from 6 to 9 July 1980 (1).

#### PUBLICATIONS

The Confederation publishes the weekly magazine "Actualidad Agraria", which has a circulation of 12,000. In addition the Confederation, many Provincial and some Local Chambers produce regular publications and reports in the form of pamphlets, magazines, news sheets, etc. for the benefit of farmers in their respective areas.

#### SOURCES

1. Reply to the ESC questionnaire.
2. Royal Decree 1336/1977 of 2 June on Chambers of Agriculture (BOE No. 142, 15.6.77).
3. Royal Decree 1127/1980 of 14 March on the legal status and functioning of the Chambers of Agriculture and their Confederation (BOE No. 143, 14.6.80).











#### DATE OF FORMATION

The Confederation was formed on 21 September 1928. The Royal Order of the Ministry of Labour, Trade and Industry ratified its Rules on the same day and made provisions for its registration in the Special Register of General Savings Banks in Spain. (1)

#### MEMBERSHIP

There were eighty members represented in 1982. (1)

The importance of the Confederation as a financial organization is illustrated by the figures in the consolidated balance sheet for 1980 for all the Confederation Savings Banks. In 1980 the Savings Banks constituted one third of the Spanish private credit system. (2) On 30 September 1981 they held 31.7% of all the funds in the private credit system with 40 million savings accounts and they provided 19.3% of the private credit. (3)

#### LINKS WITH MEMBER ORGANIZATIONS

The nature of the Confederation's operations enable it to maintain a permanent relationship with the various authorities. In addition the circulars and reports of the managing bodies help to ensure effective communication with member banks. Its internal and general release publications also serve as a means of liaison between the management and the member organizations. Finally the various advisory bodies and committees enable continuous contact to be maintained between all the member banks and the management bodies.

#### ADMINISTRATIVE BODIES

The administration, management and representation of the Confederation is the responsibility of the following governing bodies (4) :

- The General Assembly
- The Administrative Council
- The Executive Committee
- The Supervisory Committee
- The Social Affairs Committee.

The Savings Council is the highest consultative body of the General Assembly.

The governing bodies operate in close cooperation.

The General Assembly is the supreme governing body. It consists of the Chairman of the Administrative Council and the Managing Directors of each of the Confederation Banks. (5)

Its functions broadly cover all matters relating to the Confederation, the following being the most important (6) :

- 1) the nomination of members of the Administrative Council and the Savings Council and the election of the Chairman of the Administrative Council;
- 2) the approval and amendment of the Rules and Regulations of the organization;
- 3) the supervision of the management of the Administrative Council, the approval of the Report, the Annual Balance Sheet and the Accounts.

The Administrative Council is composed of : the Chairman, the three Vice-Chairmen of the Confederation, four staff representatives, one representative from each federation and members proportionally representing the federations to bring the number on the Council to a maximum of twenty one. (7)

The Administrative Council is responsible for the government and administration of the Confederation. Its many powers, which are listed in the Rules, are designed to enable it to fulfil its role. (8)

The Executive Committee is made up of the Chairman of the Administrative Council, its three Vice-Chairmen, eleven members of the Administrative Council and two representatives of the organization's employees.

The Executive Committee carries out the duties delegated to it by the Administrative Council. (9)

The Supervisory Committee supervises the management of the Administration Council and the Social Affairs Committee. It consists of seven members elected by the General Assembly. (10)

The Social Affairs Committee is responsible for suggesting to the General Assembly for its approval projects of a social nature to be undertaken, and the estimates for those already in existence; it also manages all social activities already approved. (11)

The Savings Council informs and assists the General Assembly on all matters submitted to it in relation to anything concerning national savings, the Confederation or the member banks. The General Assembly elects the Chairman and appoints the members of this advisory body. (12)

The Board of Management is the link between the Administrative Council and the remainder of the staff. In addition it is responsible for the administration work in the Confederation. (13)

#### DECISION-MAKING PROCEDURE

Decisions are normally taken in the governing bodies on a majority vote. In special cases a two-thirds majority vote is required. (14)

The General Assembly hold ordinary or extraordinary meetings. The Administrative Council meets at least five times a year. (15)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The budget for the 1982 financial year amounts to :

17,396.25 million pesetas (1)

172.16 million ECU

(value at 14.9.81)

A net profit of 814.94 million pesetas is forecast for the present financial year.

The Confederation Savings Banks contribute 60 pesetas to the Confederation for every million pesetas of funds they hold. In 1982 this contribution has amounted to :

254,000,000 pesetas (1)

2,520,000 ECU

(value at 14.9.81)

#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

The Confederation acts as a consultative body to the Government, which must consult it on the following (1) :

- legislative reforms concerning Savings Banks;
- the establishment of mandatory regulations relating to savings;
- the fixing of maximum or minimum interest and discount rates for the various operations;
- matters of interest to, or the responsibility of, the Savings Banks in Spain.

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

The Confederation belongs to the following European professional organizations :

- International Savings Banks Institute (head office in Geneva);
- Saving Banks Group of the EEC (head office in Brussels), as an observer member;
- International Association of Public Pawnbroking Institutions (head office in Milan);

- International Confederation for Agriculture Credit (head office in Zurich).

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

The Confederation is wholly in favour of enlarging the European Community. It considers that this expansion is desirable both for Spain and for the present member countries of the Community. (1)

#### AIMS

There are two sides to the Confederation's operations. On one hand it is the National Association of the Savings Banks, and, on the other hand it is their financier. In these operations the Confederation promotes, facilitates and increases the national and international activities of the Savings Banks, encouraging the economic and social aims of saving and looking after the general interests of its members. To enable it to comply with these principles the Confederation carries out the following functions (1) :

- representing the Confederation Savings Banks, individually or collectively, before the authorities; encouraging the maximum unity between the banks and striving to make them as efficient as possible;
- offering any financial or other services to the Savings Banks which they consider necessary; assisting them by giving them loans or credit or any type of aid, organizing the common services with the maximum efficiency for this purpose;

- being an investigation centre for any of the problems which affect the Savings Banks, setting up as many institutions, projects and services as may be necessary to ensure the most efficient operation and development;
- managing and investing the funds entrusted to it by the Confederation Savings Banks, subject to the regulations and limits laid down in the Rules.

#### ACTIVITIES

The Confederation's wide range of functions means that it undertakes many different activities (16):

- negotiations on behalf of, and the representation of the confederation Banks before various ministerial departments, the banking sector and other economic and social sectors in the country;
- the administration of a current account service which has been continually growing, reaching 12,015,642 million pesetas in 1980; in addition the Confederation acts as a central clearing house for documents sent out from Confederation Banks;
- the provision of a Statistics and Balance Sheet analysis service, the results from which are used by Confederation Banks and by many other national and international bodies;
- the provision of a Social Studies Service which carries out an overall analysis of the current socio-economic situation in Spain for professionals, trade unionists, politicians and the various Spanish and foreign interest groups;

- the commercial research service, whose work has been concentrated on marketing and the study of the image of Savings Banks;
- the Savings Banks Welfare Services, which coordinates matters relating to welfare. Mention should be made of the surveys and discussions which have taken place on the problems of the aged and handicapped;
- the Culture Activities Service, which is a branch of the public relations department, has produced innumerable explanatory documents and has just produced a catalogue containing information on artists, museums, a legislation index, craft exhibitions and other information on cultural activity in Spain;
- the Financial Services, which cooperate with and advise the Savings Banks on matters relating to the stock market. This advice is in the form of weekly and annual reports on the stock market, daily reports on the Stock Exchange, investigations into issues of bonds and loans, the exchange of bonds for shares, etc.;
- the Information Service, which handles nearly all the transactions which take place between the Savings Banks by using the SICA computer;
- the Research, Advice and Programming Department, which operates in the following areas : financial and economic investigations, advice on organization, the use of computers, financial matters, calculations and legal matters. The department provides numerous economic reports, particularly those sent to the Bank of Spain and the Ministry of Trade and Economy relating to Savings Banks;



- the Savings Banks College, which provides training in marketing, financial analysis, accountancy, auditing, planning, organization, human resources and computers;
- the National University for Home Education (UNED) - the Savings Banks' Faculty of Economic and Business Studies runs a series of academic courses; these have resulted in the graduation of three students in the 1974 - 1980 period.

#### PUBLICATIONS

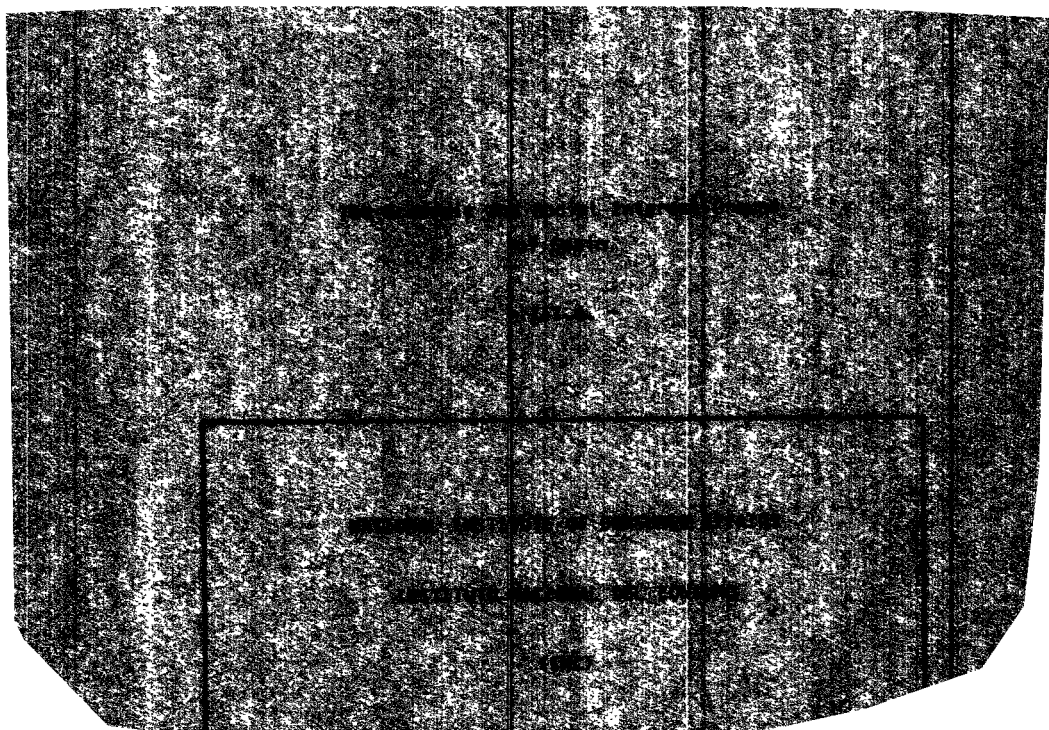
CECA produces several publications which give an account of the various aspects of its work. The following are among the most important (1) :

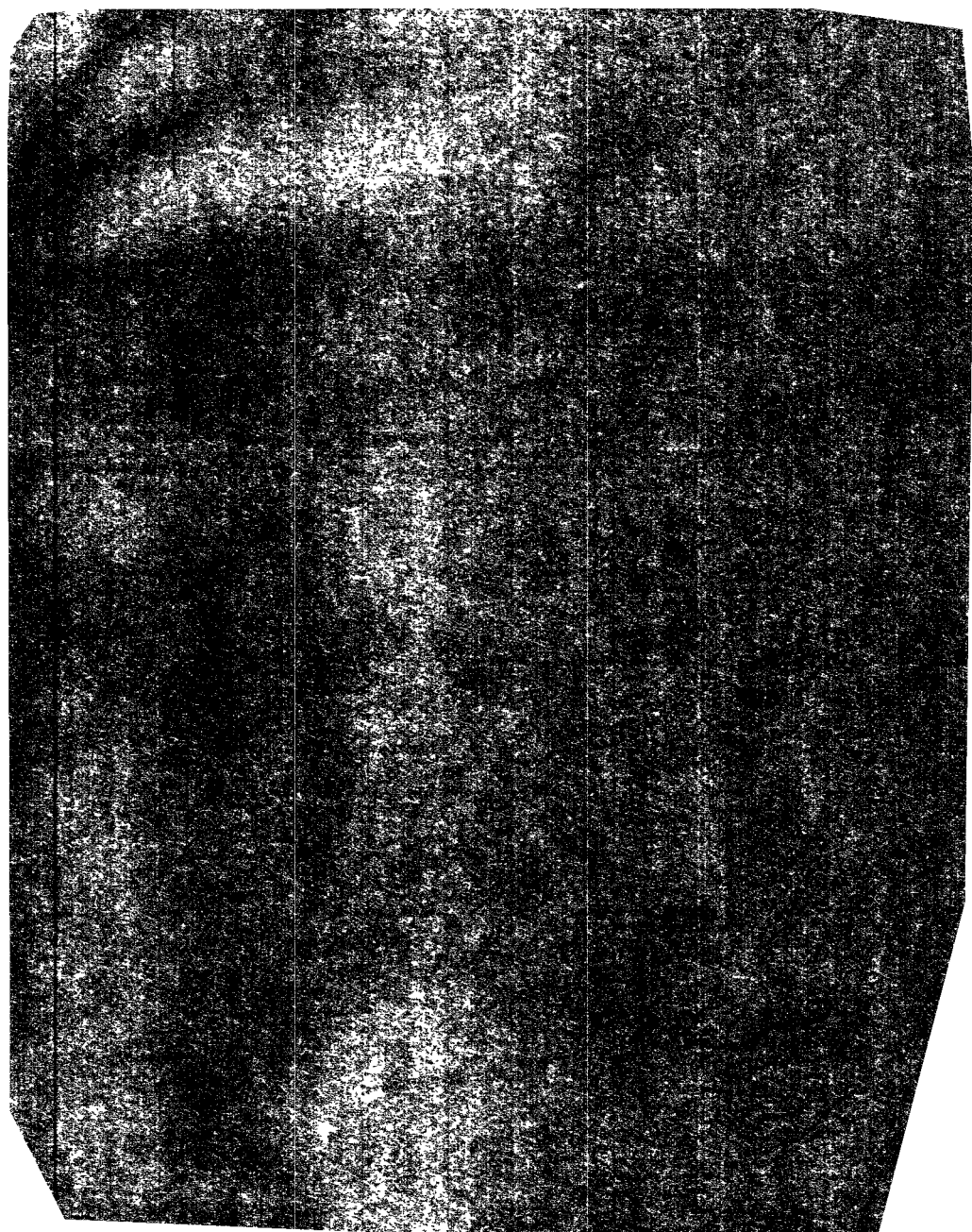
- the monthly magazine "Ahorro", which is the information bulletin of the Savings Banks;
- the quarterly magazine "Papeles de Economía Española";
- the magazine "Coyuntura Económica", which came out regularly in 1980 - 1981;
- the collection of papers "Temas Económicos", numbers 23 and 24 of which came out in 1980;
- the report "Previsión Financiera Trimestral" (Quarterly Financial Forecast);
- the weekly bulletin and the annual share report;

- the monthly bulletin "Acción cultural";
- "Comentario sociológico" is the publication of the Welfare Studies Services; its theme is the Social Structure in Spain and in 1980 two volumes of 2,000 pages were published.

#### SOURCES

- 1) Reply to the ESC questionnaire.
- 2) CECA 1980 Report, p. 31.
- 3) "Ahorro" (magazine), no. 149 p.p. 4 - 6.
- 4) CECA Rules, art. 6.
- 5) CECA Rules, art. 9.
- 6) CECA Rules, art. 13, nos. 1-15
- 7) CECA Rules, art. 19, no. 1.
- 8) CECA Rules, art. 24, a) to g).
- 9) CECA Rules, art. 27, nos. 1 and 6.
- 10) CECA Rules, art. 29, nos. 1 and 2.
- 11) CECA Rules, art. 31, no. 1.
- 12) CECA Rules, art. 33, nos. 1 and 2.
- 13) CECA Rules, art. 37, no. 1.
- 14) CECA Rules, art. 15, no. 3.
- 15) CECA Rules, art. 26, no. 1.
- 16) CECA 1980 Report, p.p. 43-83.





#### DATE OF FORMATION

The National Institute of Consumer Affairs was created under a decree of the Ministry of Trade on 7 November 1975. (1)

#### MEMBERSHIP

The Spanish Ministry of Trade and Tourism's order of 20 July 1978 laid down the requirements for the operation of a register of Consumer Organizations. In April 1980 the Register contained the names of 70 consumer organizations. (2)

#### LINKS WITH MEMBER ORGANIZATIONS

The National Institute of Consumer Affairs has undergone significant changes in recent years.

Under a Royal Decree of 11 November 1977 the Institute became an independent body, its previous legal status being that of a centralized public service.

Under Royal Decree 300 of 2 March 1978 the Ministry of Trade and Commerce was re-organized with the National Institute of Consumer Affairs as an independent body within the framework of the Ministry. The Royal Decree assigned to the Institute, in addition to its existing responsibilities, the duties of the defunct Under-Secretariat General of Consumer Protection, thus widening the Institute's range of operations.

One of the first decisions taken by the Director of INC was to accept other consumer bodies and associations with the object of encouraging mutual cooperation in carrying out the duties for which the Institute is responsible. In accordance with this aim INC organizes periodic meetings with representatives of various consumer organizations, in particular the National Federation of Housewives and Domestic Consumers, the Consumers and Users Organization, the National Consumers Federation and the Provincial Association of Madrid Housewives. (3)

#### ADMINISTRATIVE BODIES

These are:

- The Director;
- The Management Committee;
- The General Secretary;

The Director of INC is appointed by the Ministry of Trade and Tourism on the recommendation of the Under-Secretary for Internal Trade.

His duties include:

- the management of INC and its services;
- to propose campaigns and other Institute activities and to execute those agreed on by the Management Committee;
- to preside over the Management Committee.

The Management Committee consists of the Chairman, members and the Secretary.

The members of the Management Committee are:

- Two Deputy Director Generals of the Under-Secretariat for Internal Trade;
- One representative from each of the following Ministries:  
Education and Science, Agriculture, Industry and Energy, Transport and Communications, Public Works and Town Planning;
- Five representatives from the Consumer Organizations, appointed by the Minister of Trade and Tourism on the recommendation of the Advisory Council for Consumer Affairs of the Ministry;
- Two representatives, one from the manufacturing sector and the other from the distributing sector, appointed by the Supreme Council of the Chambers of Commerce, Industry and Shipping of Spain.

The General Secretary of INC is appointed by the Under-Secretary for Internal Trade on the recommendation of the Director of the Institute. The holder of this post is also Secretary of the INC Management Committee and is responsible for the preparations and editing of the Annual Report, in addition to the responsibilities assigned to him by the Director.

INC consists of the following administrative units:

- The General Secretariat;
- The Consumer Guidance Technical Service;
- The Consumer Information Section;
- The Legal Rights and Claims Section, which is directly responsible to the Director of the Institute. (4)

#### DECISION-MAKING PROCEDURE

Decisions are taken by the Director of INC. The Management Committee puts forward proposals and recommendations on the general policy of the Institute. (1)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

The Institutes' budget is part of the budget of the Ministry of Trade and Tourism and is INC's sole source of income.

1980 budget: 171,892,000 pesetas  
1,695,187 ECU  
(value at 14.9.81)

The budget allows for the provision of grants to the consumer organizations and associations which are included in the Register compiled by INC. The percentage of the budget they receive is determined by the following criteria:

1. Past, present and future activities;
2. The ability of each association to carry out the programmes proposed;
3. The assessment of the problems of the small associations in relation to their resources;
4. The number of members and the area covered by the associations. (5)



#### REPRESENTATION ON NATIONAL ECONOMIC AND SOCIAL CONSULTATIVE BODIES

INC will indicate in the near future the way it will be represented on the Spanish advisory bodies on economic and social affairs. (1)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

INC is an observer member of the Bureau of the European Union of Consumers (BEUC) and a corresponding member of the International Organization of Consumers' Unions (IOCU). (1)

#### ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

INC has declared that it is wholly in favour of Spain joining the European Community. (1)

#### AIMS

INC has as its objective the protection and guidance of consumers by means of the following courses of action:

- a) informing consumers so that they are able to make intelligent decisions;
- b) developing the education of consumers, using all available methods;
- c) advising consumers and their organizations on all aspects of products and services;
- d) putting forward proposals and recommendations to relevant bodies to help to guarantee the protection and safety of consumers;

- e) acting as a mediator in consumer claims;
- f) carrying out surveys, investigations and comparative trials;
- g) giving grants to consumer organizations;
- h) approving and analysing consumer products;
- i) organizing fairs and exhibitions. (1)

#### ACTIVITIES

The 1978 report describes many activities carried out by the Institute during the year, including;

- the production of literature etc. on the upbringing of children and educating adults as consumers, such as the publication "Guía del Comprador" (Buyer's Guide), the "Mini-diccionario sobre consumo" (the Consumer's pocket dictionary) and other papers on "the child as a consumer", "the policy of the consumer movement" and "consumer cooperatives".
- papers on the legal aspects of consumer protection; these include:
  - a) a summary of legislation relating to the consumer and current legislation of products and services;
  - b) investigations into possible amendments on the law on the suppression of restrictive practices in competition;

- c) draft Ministerial orders for the creation of trade conciliation committees with arbitration bodies and the creation of a Register of consumer organizations;
  - d) draft decree for the formulation of rules relating to advertising and legal regulations on advertising infringements;
  - e) draft standards for sales with free gifts and prizes and after sales guarantees.
- Reports on advertising, including the paper "Estatuto de la Publicidad" (Rules on Advertising), and numerous instances of censuring, in the presence of the appropriate body, for disregarding the Rules in respect of advertisements;
  - Reports of a technical nature on consumer guidance;
  - work of a legal nature relating to international organizations and including observations, reports and proposals presented to the Council of Europe and the OECD Consumer Protection Policy Committee; preparation of a technical/legal report on the adaptation of Spanish legal provisions on information for the consumer to the EC legal regulations;
  - the promotion, financing and the active participation of the Institute in seminars on advertising and deceptive packing;
  - meetings with representatives of the EC at the INC head office; meeting with a German commission for food and its consumption for an exchange of information;

- participation in two competitions held in Barcelona and Saragossa;
- publicizing INC's activities and its aims which it makes known through the radio, cinema and other audio-visual media;
- participation of the INC personnel in conferences and meetings organized by the different consumer associations;
- receiving and handling 679 complaints made by consumers. (6)

#### PUBLICATIONS

INC has published two books: "La Sociedad de Consumo y su futuro. El caso de España" (Consumer Society and its future; the situation in Spain) and "Estudio sobre el etiquetado obligatorio en Europa" (A survey on compulsory labelling in Europe).

In addition during 1978 the Institute introduced "Guía del Comprador" (the Buyer's Guide), a book with the title "Menús Familiares" (Family Menus) and "Cartilla Escolar de Alimentación (the Student's Guide to Foods). It has also distributed several publications and leaflets on consumer guidance. (6)

#### SOURCES

1. Reply to the ESC.
2. 1978 INC Report, pp. 2 and 3; reply to the ESC.
3. 1978 INC Report, pp. 1 - 3, 21.
4. Order 8070 of 29 March 1978 governing INC duties and laying down its structure.
5. Reply to the ESC questionnaire and INC Report 1978, pp. 6 - 8.
6. Summary of 1978 INC Report (several pages).

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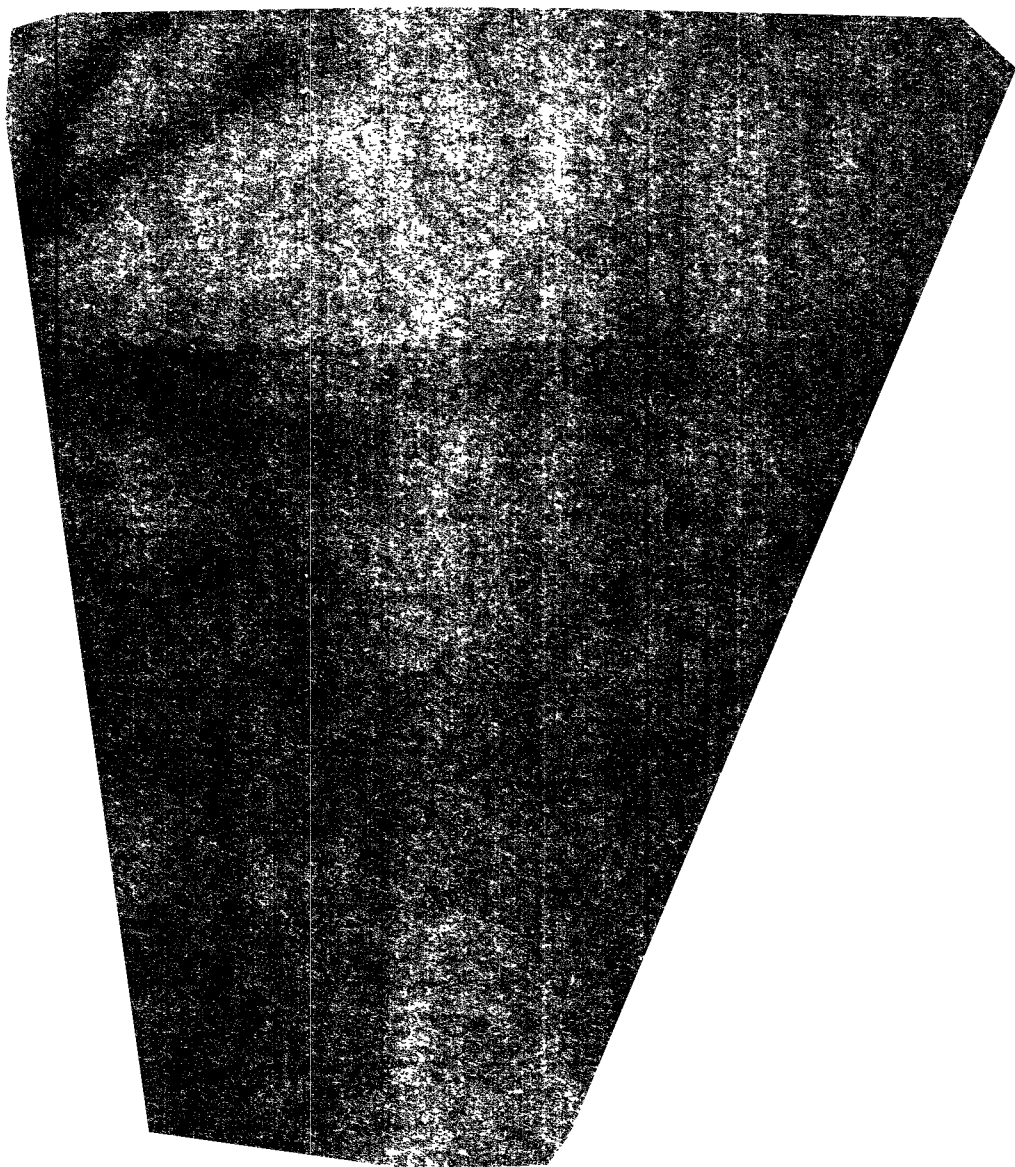
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#### DATE OF FORMATION

The Consumers and Users Organization (OCU) is a private nationwide organization which was formed in 1975. Its rules were approved at the foundation assembly in July 1975 and ratified by the Home Affairs Office in December of the same year.

#### MEMBERSHIP

The following users associations are members of OCU:

- Insurance Users (USEC)
- Tenants/Houseowners Association (USVI)
- Transport Users (UTRANS)
- Cash and Credit Users (UDICRE)
- Energy Users (UEN)
- Telephone and Telecommunication Users (UTTE).

#### LINKS WITH MEMBER ORGANIZATIONS

The OCU is made up of:

- The Provincial Consumers and Users Councils, consisting of members of OCU who live permanently within the province;
- The Local or District Councils, which are under the control of, and are responsible to, councils controlling a larger area and whose members live permanently in the area;
- The Users Associations.

Full or active members of OCU may:

- a) participate and vote in debates in the assemblies of the Organization and of the Users Associations which make it up;
- b) elect and be elected to the offices and posts of OCU and Users Associations;
- c) use the social services and take advantage of the social benefits of the Organization.

Full members must in turn respect and comply with the rules and agreements legally adopted by the Organization and Users Associations. Full or active members of OCU who are users of, or subscribers to, public services and/or consumers of goods or services produced by a monopoly organization can automatically become members of the Users Associations.

Associate members of OCU may benefit from the services of the Organization and receive its regular publications. For their part members undertake to respect the rules and agreements adopted and to pay the contributions laid down.

Individuals of under 21 years of age may become members of the Childrens and Youth Sections of OCU. (1)

ADMINISTRATIVE BODIES

These are:

- The General Assembly
- The Management Committee.



The General Assembly, which is the supreme body of OCU, is made up of full or active members who have fulfilled all their obligations. The Assembly meets at least once a year but it may hold extraordinary meetings when required by the Management Committee or one third of the members.

The Management Committee is the Organization's executive body and consists of not less than eleven and not more than twenty-one members elected by the General Assembly. These include the Chairman, two Vice-Chairmen, the Secretary, the Treasurer and one or more representatives. According to the rules the Committee's term of office is three years and its members may be re-elected for an indefinite period. (2)

#### DECISION-MAKING PROCEDURE

Decisions within OCU are taken on a majority vote. Amendments to the rules, the election of the Chairman and the Management Committee must take place at an extraordinary meeting of the General Assembly with at least two thirds of its members present or represented. (3)

#### BUDGET AND CONTRIBUTION ARRANGEMENTS

1979 budget: 15,000,000 pesetas  
148,441 ECU (value at 14.9.81)

The sources of income are:

- members' contributions, the amounts being determined by the General Assembly;
- subsidies given by the National Institute of Consumer Affairs, in accordance with the Budget. In 1978 these subsidies amounted to 50 million pesetas.

The General Assembly decides on the allocation of funds to the various bodies of OCU on the recommendation of the Management Committee. (4)

#### REPRESENTATION ON NATIONAL AND SOCIAL CONSULTATIVE BODIES

OCU is represented permanently or temporarily on an advisory basis on the following organizations:

- The Ministry of Trade Advisory Committee;
- The Prices Commission;
- The Fund for the Planning and Regulation of Agricultural Product and Prices (FORRPA);
- The Ministry of Culture Community Development Board;
- The Energy Board;
- The Internal Trade Board. (5)

In addition OCU has requested to be represented in an advisory capacity on the following:

- The Nuclear Safety Council;
- The Energy Research Centre;
- The public enterprises which generate and distribute energy. (6)

#### MEMBERSHIP OF EUROPEAN INTEREST GROUPS

OCU is:

- a corresponding member of the International Organization of Consumers' Unions (IOCU), The Hague, and
- an observer member of the Bureau of the European Union of Consumers (BEUC), Brussels. (5)

ATTITUDE TO SPAIN'S JOINING THE EUROPEAN COMMUNITY

OCU has emphasized that "Our Organization has had a European Outlook since its foundation. We hope, therefore, that our country's way of life will merge into that of the member countries of the EC and that Spain will become completely integrated into the Community." (5)

AIMS

OCU, a non-profit making, non-political organization, advocates the education, guidance, information, support and representation of its member consumers and users. Among other objectives laid down in its rules OCU proposes:

- to promote the education of consumers by all means available to it so that they will have sufficient knowledge to choose goods and services;
- to stress the importance of the education of children and young people;
- to direct its activities towards the maintenance and improvement of the living standards of consumers and users, especially in the case of those who are less fortunate socially, culturally and financially;
- to demand the legal recognition of the basic rights of consumers, namely:
  - . the right to protection from risks to health and safety;
  - . the right to protection from economic risks;
  - . the right to assistance and compensation for damage and loss;
  - . the right to information, education, representation, advice, participation and the right to be heard;

- to work with official bodies of the State, the Provinces and the Local Councils at all levels, intervening and acting as a mediator between the consumer and the public authorities;
- to establish contact and have discussions with commercial representatives in manufacture, commerce and the services;
- to combat dishonest, deceptive or anti-social advertising, promoting a better information service for consumers; to secure measures from the Administration, manufacturers and traders for the provision of informative labels and quality marks;
- to make information and documentation on the problems affecting Spanish consumers and users available to the media. (7)

#### ACTIVITIES

OCU states that its role is that of an official spokesman for the consumer and user, its prime aim being their defence. The work involved includes:

- investigation into the publicity given to current problems of national interest, such as:
  - . its attitude towards the Moncloa agreements put forward in a document presented at the conference called by the Spanish government in December 1977;
  - . its attitude towards the day conferences to consider economic and social matters, Madrid 1978, and towards the Spanish Government's Economic Programme in November 1979.

- . reports (which were sent to members of the national parliament) on the stand taken by OCU on the National Energy Plan (PEN);
  - . the attitudes taken with regard to the nuclear debate in Congress and, in conjunction with UEN, on the "problem of safety and alternative sources of energy".
- publicity campaigns in specific consumer areas, including:
- . a survey of energy users, Madrid 1979;
  - . a campaign against the increase in the cost of energy in view of the new prices of crude oil, and their possible repercussions for the consumer;
  - . the situation with regard to the rise in telephone charges and its repercussions;
  - . a list of the "basic claims of the telephone user".
- campaigns for the education of consumers through publications aimed at informing them and making them aware of their rights, including:
- . "El consumidor, protagonista en el sector de la enseñanza, la educación y la cultura" (The consumer, the most important person in the field of upbringing, education and culture), Madrid, September 1979;
  - . "Cláusulas abusivas en los contratos celebrados por los consumidores y métodos de control apropiados" (Unfair clauses in contracts signed by consumers and suitable methods of control);
  - . "Lista negra de cláusulas abusivas elaboradas por el Consejo de Europa" (Blacklist of unfair clauses drawn up by the Council of Europe), Madrid, November 1979.

Other activities carried out by the OCU and its member Consumers and Users organizations include:

- a) The first day conference on Consumer Rights - "Credit and the Consumer", Madrid, 20 - 21 May 1977.
- b) The second day conference on Consumer Rights - "Unfair clauses and practices in member contracts", 14 - 15 December 1978.
- c) The third day conferences on Consumer Rights - "The Consumer and the User and their protection; Rights and obligations", Madrid, 15 - 16 November 1979.
- d) The second National Users conference, Madrid, June 1979 for:
  - Telephone and Telecommunication Users (UTTE);
  - Energy Users (UEN);
  - Transport Users (UTRANS);
  - Insurers (USEC).
- e) OCU and Transport Users (UTRANS) on the subject of fines for traffic offences, Madrid, 14 November 1979.

The document "The attitude of OCU to the Government's Economic Programme", the Organization states that "a solution to the crisis cannot be found without an economic programme embracing both sectors and areas and prepared after careful analysis, to which all the political and social forces of the country will commit themselves in a spirit of unity". (8) To achieve this OCU considers that a new alliance is necessary of all economic and social forces, including those of the consumer representatives along the lines of the Moncloa agreements.

The activities and points of view of OCU are given coverage by the press and radio, with which the organization maintains a close relationship. OCU organizes a meeting once a month with the specialized press.

OCU provides individual legal advice and assistance to its members. (9)

#### PUBLICATIONS

OCU does not produce any regular publications. Apart from various specialized publications which the Organization circulates (mentioned under the heading of "Activities"), OCU has also published a book "35 millones de consumidores" (35 million consumers), written by Señor Antonio García Pablos, Chairman of the organization.

#### SOURCES

1. Rules, articles 7 - 14.
2. Rules, articles 15 - 22.
3. Rules, articles 15 - 17.
4. Rules, articles 23 - 26; reply to the ESC questionnaire; 1978 Report.
5. Reply to the ESC questionnaire;
6. "OCU and the debate on the National Energy Plan at the Plenary Session of the Congress of Deputies", July 1979.
7. Rules, item 1.
8. "The OCU and the Government's Economic Programme", Madrid, September 1979, p. 6.
9. 1978 Report; reply to the ESC questionnaire; press release 1978-1979.





European Communities - Economic and Social Committee  
"The Economic and Social Interest Groups of Spain"

Brussels: General Secretariat of the Economic and Social Committee  
1982-283 pages  
English, French, German, Spanish.

The conference on enlargement of the Community held in the summer of 1980 by the Economic and Social Committee was the starting point for this documentation on Spanish economic and social interest groups, aimed at making these bodies better known to Community circles, national and European socio-economic organizations, and to the relevant authorities in the applicant countries.

This documentation summarizes the structure, role and activities of 19 Spanish organizations, situating them against the Spanish economic and social background.





**The possible accession of Spain and Portugal to the European Community is the background for this reference work on Spanish economic and social interest groups. It has been compiled by the Studies and Research Division at the Economic and Social Committee's General Secretariat and is part of a series dealing with consultative processes.**

**The work covers 19 organizations and explains their structure, aims and activities and places them in the Spanish economic and Social context.**

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