

# Serving the **Gipuzkoa** business community



**ADEGI**

# > About us

**The Gipuzkoa Association of Employers (ADEGI)** is a business organisation which represents the group companies in Gipuzkoa. It is made up of around **1,200 private companies** which are voluntary members and which belong to every economic sector in the region.

- **The GOAL of ADEGI** is to promote and defend business interests, offer a High Quality service and create projects to support companies, thus responding to their present and future needs.
- **Its OBJECTIVE** is to achieve corporate leadership which serves as a meeting point and benchmark for managers, gaining prestige for their work and also promoting corporate cohesion and the coordination of the country.



# > History

**ADEGI's Constituent Assembly was held on the 25<sup>th</sup> of February 1977.** An almost unique model of business associationalism was set in motion.

A Business Association in which each company had a vote, coordinated internally with a structure based on sector, region and company-size which represented all employers in Gipuzkoa.

Ever since its formation, in addition to ***promoting and defending business interests***, ADEGI met the needs of companies in Gipuzkoa through the ***most diverse initiatives*** to have marked its history, (***Elkargi, Confebask, Etorpension, Geroa,...***).



# > What do we do?

## 1. Defending business interests.

This lobbying and representation has resulted in achievements which have had a huge economic and social impact for companies in Gipuzkoa.

- > Influence on legislation
- > Economic-financial measures
- > Collective bargaining
- > Intermediation before institutions
- > Promoting infrastructures
- > Promoting business image and values

ADEGI participates in numerous institutions and bodies which are highly influential for the region and its companies' competitiveness: CEOE, CES, CRL, Hobetuz, Osalan, Euskalit, Eustat, Ihobe, INEM, INSS, Fogasa, Mutualia, Pasajes Port Authority...



## 2. Different services designed for businesspeople.

The opportunity of working with numerous Gipuzkoa companies on a daily basis enables us to offer a wide range of services.

Besides the numerous services offered by the market, businesspeople require consultancy, training, information and practical services with on-the-ground experience.

### > Consultancy

Labour Law, Collective Bargaining and Business Agreements, Occupational Risk Prevention, People Management, Competitiveness and Innovation, Environment and CSR, Tax and Commercial, Management tools...

### > Training

E-Managers, e-Executives, Direlan, AdegiTop, Online Workshops, Courses and Workshops, Continuous Training, Professional Training, In-Company Training, Labour Relations and People Management Forum, Ekotalde Forum...

### > Information and Research

Aid and Subsidies, Legislative Monitoring, Economic Climate Reports, Gipuzkoa Economic Observatory, Business Gazette, Labour Relations Gazette, Analysis of Sectors, Reports on Wages, Working Days, Labour Costs and Accident Rates, Reports on Employment, Unemployment and Hiring, Summary of the Daily Press, Information about Companies in Gipuzkoa...

### > Specific Services

Strategic Company Support Service, Job Site, Defence Lawyer for Businesspeople...

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### 3. The creation of useful bodies for companies.

We are involved as founders in the creation of various bodies which are of great use to companies.

- > **Confebask** (Basque business confederation)
- > **Elkargi** (Mutual guarantee company)
- > **Geroa** (Sectoral employment social welfare body for workers)
- > **Etorpersión** (Confederation of Basque Social Welfare Bodies)
- > **Machine Tool Institute** (Training and technological innovation centre)
- > **BAN Euskadi** (Network of business angels)
- > **Training Institute of Construction** (Regulated vocational training institute)
- > ...

## 4. Networking / network of businesspeople.

It is important to be able to share experiences, concerns and knowledge with other businesspeople in an environment of the utmost trust.

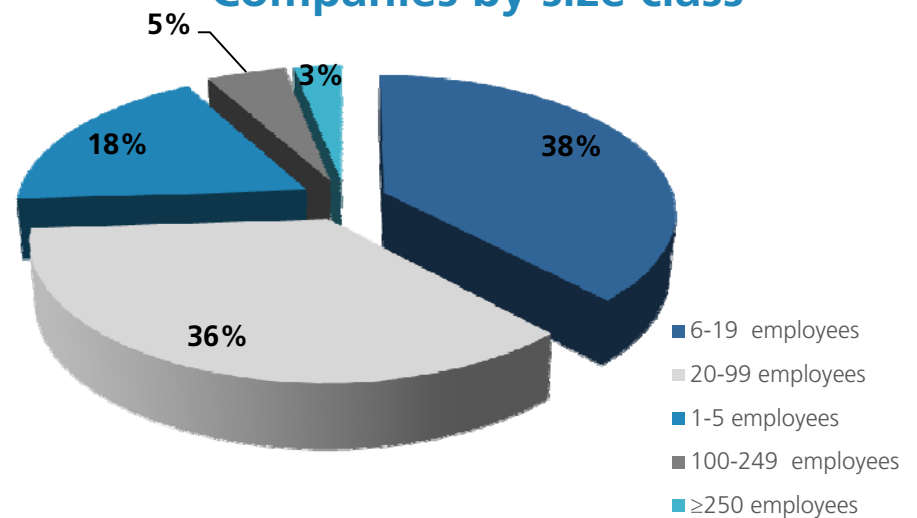
- > Intranet for companies which are members
- > Networking platforms
- > Groups of managers
- > Innovation workshops
- > Synergy teams
- > Business forums

To undertake a business project requires effort, commitment, courage and boldness, generating wealth and a future for the region.

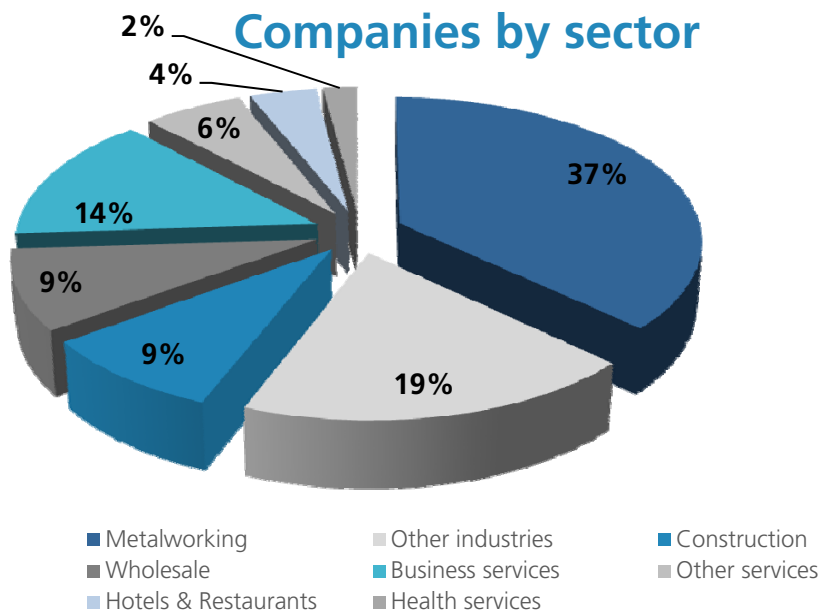


# > Profile of companies which are members

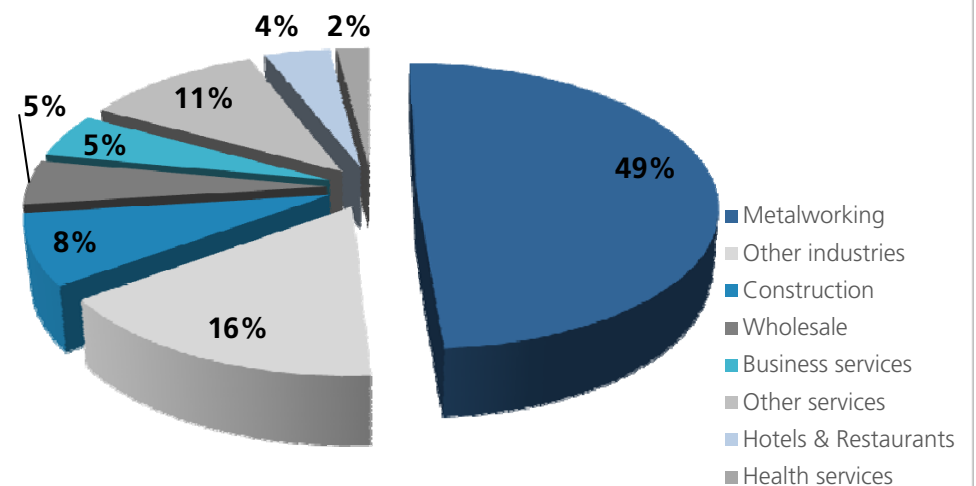
## Companies by size class



## Companies by sector



## Employees by sector



## > Other similar business associations

- **CONFEBASK:** Basque Business Confederation, formed from the initiative of the three member organisations: ADEGI, CEBEK, and SEA. It is a full member of the Spanish Confederation of Business Organisations (CEOE).  
([www.confebask.es](http://www.confebask.es))
- **CEBEK:** is the business Organisation from Bizkaia, comprising federations, associations and companies from this region.  
([www.cebek.es](http://www.cebek.es))
- **SEA:** is the Araba business Association.  
([www.sea.es](http://www.sea.es))

Confederación Empresarial Vasca  
Euskal Entrepresarien Konfederakuntza

Confe**Bask**

**CEBEK**  
Confederación Empresarial de Bizkaia  
Bizkaiko Enpresarien Konfederazioa

**SEA**  
Empresarios Alaveses  
Arabako Enpresariak

## > Similar organisations

- **ETORPENSION**

**Voluntary Social Welfare Body** of the Basque Country, created by ADEGI, CEBEK, SEA and ELKARGI which offers cover for Retirement, Death, Disability, Serious Illness and long term unemployment, fundamentally to businesspeople, professionals and executives.  
([www.etorpension.es](http://www.etorpension.es))

- **GEROA**

**Employment Social Welfare Body** by agreement of the Provincial Sectoral Agreements, supplementing the worker's retirement and disability pensions and those paid on death.  
([www.geroa.es](http://www.geroa.es))

- **ELKARGI**

**Financial body**, created by and for companies, with the aim of improving their structure and financial conditions through two areas of activity: guarantor action and financial services.  
([www.elkargi.es](http://www.elkargi.es))

**ETORPENSION**  
EUSKAL AURRIKUSPEN EMPRESARIALA  
PREVISION EMPRESARIAL VASCA

**GEROA**  
PENTSIOAK  
BGAE

Sociedad  
de Garantía  
Recíproca  
Elkarrekin  
Garantia  
Elkarrekin  
**ELKARGI**

# > Interest Groups

**In the course of carrying out its objectives and duties, ADEGI maintains relations with a series of basic partners:**

- Regional Organisations.
- Public Institutions.
- Trade Union Organisations.
- The Media.
- Business Organisations.
- University and Training Centres.
- Society in general.



# > Institutional Presence

**Through the representation of Confebask, in various institutions:**

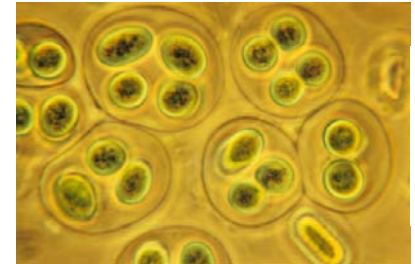
- Economic and Social Council of the Basque Country.
- Council of Labour Relations of the Basque Country.
- HOBETUZ Foundation for Continuous Training.
- OSALAN Basque Institute for Occupational Health and Safety.
- LANBIDE.
- Health Council of the Basque Country.
- Social Welfare Council of the Basque Country.
- Social Council of the University.
- Basque Council of Statistics.
- Shared Vocational Training Agreement Monitoring Committee.
- Advisory Board of Regional Policy.
- EUSKALIT Basque Foundation for the Promotion of Quality.
- Basque Technology Board.
- Basque Vocational Training Board.
- Basque School Council.
- EUSTAT Basque Institute of Statistics.
- IHOBE Public Environmental Management Company.
- SPRI Society for the Promotion and Restructuring of Industry.
- CEOE CEPYME
- ...



# > Participation in Organisations

**ADEGI is a member of the governing bodies of the following organisations:**

- Provincial Executive Committee of the National Employment Office (INEM).
- Executive Committee of the National Institute of Social Security (INSS).
- Executive Committee of the Wage Guarantee Fund (FOGASA).
- Elkargi SGR.
- Monitoring Committee of MUTUALIA, MPAT.
- Geroa Pentsioak, Confederation of Basque Social Welfare Bodies (EPSV).
- Etorpension, EPSV.
- Machine Tool Institute Foundation (IMH)
- Governing Board of the Construction Institute of Altza.
- Governing Board of the Furniture Institute of Azkoitia.
- Pasajes Port Authority.
- Social Marine Institute.
- INNOBASQUE Foundation for Innovation.
- ...



# > Governing Bodies

- **GENERAL ASSEMBLY:**

This is the Association's supreme and sovereign authority which is made up of all of the companies which have full members' rights.

- **PRESIDENCY:**

This is the highest institutional representation of the Organisation and its highest authority. He or she is elected by the Governing Council and each mandate lasts for four years.

- **GOVERNING COUNCIL:**

This is the highest authority for monitoring and inspecting the activity of ADEGI, which verifies that there is compliance with the plans and schedules approved by the General Assembly and the actions and agreements adopted by the Executive Board.

- **EXECUTIVE BOARD:**

This is the Association's highest executive body, representing it for institutional purposes and when dealing with third parties.

- **GENERAL SECRETARIAT:**

This represents the Association's executive line and is responsible for applying the instructions which have been given by its Governing bodies.



## > Main Strategic Challenges



1. To promote an organisational culture based on trust.
2. To lead lobbying in Gipuzkoa's socio-economic and business environment.
3. To make labour relations more flexible and promote a reform of the job market based on the concept of Flexicurity.
4. To strengthen the negotiation of Business Agreements, offering training and specific tools to employers for that purpose.
5. To incorporate future issues such as Energy and the Environment into the activities, products and services of ADEGI.

# Main strategic challenges 2009-2012

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6. To promote Innovative activities and to develop the Strategic Support Service for the Competitiveness of companies.
  7. To build and foment an effective Network of Cooperation and Knowledge between employers.
  8. To recover the number of members from 1991 (1,452 companies, 48,220 workers), incorporating new profiles (emerging sectors, technological centres, cooperatives...).
  9. To measure and increase the level of satisfaction of the members, developing a knowledge system to know their needs and increasing the percentage of members who use ADEGI products/services..
  10. ICT-intensive continual communication, with particular emphasis on the image and values of employers.