

PROGRAM FOR CANDIDACY FOR THE PRESIDENCY OF FOMENT DEL TREBALL

1. INTRODUCTION

It is essential to learn from our past if we aim to improve our future. This means we are and we will be faithful to the history of FOMENT and we also want to adapt the representative entity of Catalan companies and business owners and entrepreneurs to the needs and demands of the 21st CENTURY economy. We all have to combine past and future, taking advantage of the professional talent of those who work within our organization, to make it a dynamic, open and participatory entity in the future of Catalonia without forgetting the experience learnt from the past.

We start from a fundamental premise: Companies and entrepreneurs are an important part of the Society of our Country. **Without companies, let alone without businessmen, businesswomen and entrepreneurs, there is not a generation of wealth, jobs, neither any possibility of investing in social spending, health, education, pensions, or infrastructures.** In short, there is no Welfare State. Foment will be to contribute and demand all the political and social forces their commitment to guarantee the necessary conditions so that companies and entrepreneurs can continue generating growth and guaranteeing the well-being of our society.

With these premises we want to **REJUVENATE, MODERNIZE, FEMINIZE, RENEW AND GENERATE ENTHUSIASM TOWARDS THE FUTURE** to build the FOMENT of tomorrow enchanting companies and business sectors. Only in this way, we will achieve a strong entity, with implementation throughout the territory and in all sectors. An entity which defends business interests and knows how to adapt to new times. **We intend to fully implement all the potentials of Foment, with a great goal: to defend the economic and social progress of our Country and its people, in a fair and balanced way, to promote social cohesion and to reduce the economic inequalities.**

For this reason, we propose a series of actions to be carried out in the next mandate of **FOMENT DEL TREBALL, THE HOME OF ALL BUSINESSMEN AND BUSINESSWOMEN.**

2. PROMOTE A PROXIMITY ORGANIZATION for the defense of the interests of companies in Catalonia, and of their associates in particular. For this reason, we propose the creation of a Department of Relations with Public Administrations: Parliament, Catalan Government, Cortes Generales and Government of the State - taking advantage of the work done by the CEOE and deepening our relations - European Parliament, European Commission, councils and city councils. Our main goal is: a) Inform our companies b) Detect the information of interest in local, Catalan, Spanish and European legislation during the legislative process c) Influence public administrations and defend our interests – discussing and negotiating everything that refers to business activity and the productive economy.

3. PROMOTE THE TERRITORIAL AND SECTORIAL STRUCTURES OF FOMENT

It is necessary to root our activity with the territory and give solutions to the specific problems which affect the Catalan business community. We need to attend to their demands, listen to their needs, and address the specific problems which occur throughout the Country. Likewise, we have to expand our range of activities in all sectors and sizes, from micro-enterprises to large companies, through SME and SMB; both the growing sectors of self-employed and the entrepreneurs; multinationals and family businesses; the services sector companies as well as those of the primary one; and especially, the new sectors linked to the 4.0 economy and startups.

4. AN ECONOMICALLY INDEPENDENT EMPLOYER'S ORGANIZATION

To carry out our work efficiently and make our voice heard, we have to be economically autonomous and without conditions in the defense of our interests. Therefore, it is compulsory to work to expand our partner

base at the individual level of companies, as well as of collectives, both in the traditional sectors providing services and providing concrete answers, as in the new sectors of the new linked economy to the new technologies and the new models of the business system that are growing in our homes in recent years. We will propose a Strategic Plan leading by a Commissioner who will have the obligation to put it into practice and achieve goals align with it.

5. RENOVATE AND REJUVENATE our organization by giving answers to the concerns of the new business generations. We have to take advantage of the strength of the AIJEC, encouraging and motivating young entrepreneurs to join all the committees of FOMENT. The transparency and the internal participation will be basic axis of our mandate. Young entrepreneurs are the future and the engines of the new economy. Listening to their concerns and supporting their initiatives are critical to FOMENT to go hand in hand with new times. The innovation and disruption that new companies bring us will make us more and more competitive in an increasingly globalized environment.

6. FEMINIZE PROMOTION AND IMPROVE EQUALITY PLANS IN THE BUSINESS WORLD. We want Foment to reflect the reality of the business community, where women have increased their presence as entrepreneurs and businesswomen every day. **Therefore, it is essential to open the doors of our organization to this diversity and give example by developing an equality plan in order to foster parity both in managerial positions and in the organization itself, and in all the companies of the Country.**

7. LEAD THE VOICE OF THE CATALAN ENTERPRISE, which has always been a leader in the promotion of the modernization of the economy of industrial activity and the generation of wealth. Foment must have its **own and independent voice**, in good faith with FEPIIME with which we share goals and strategies together for years; and also the rest of the business organizations with which, **in the future, we will have to converge in a strategy of unity of action in the defense of the productive economy and the creation of quality employment.** Foment must become a reliable and credible social partner, which works to facilitate understanding, and to build bridges. On the other hand, it is crucial to maintain the current capacity of incidence of Foment within the CEOE and the Catalan accent in the voice of the Spanish business world.

8. DEEPEN COMPLICITY WITH THE CIVIL SOCIETY OF CATALONIA,

On one hand, we will seek all the possible **synergies with the other organizations of Catalan society**, and on the other, extending business **collaboration with the International Chambers of Commerce and Consulates established in Catalonia.** Our aim is to strengthen the Catalan economy and explore new business opportunities of our companies, as promoting internationalization and innovation is the basis of business growth. To succeed, Foment must deepen the work and their synergies with ACCIÓ and ICEX in order to continue promoting the internationalization of Catalan companies and help to the implantation of companies of international scope to Catalonia. We will work so that **FOMENT continues to be a key player in the Catalan business** association network enhancing collaboration with our Chambers, the Family Business Institute, Barcelona Global, as well as to participate actively in the engines of the Catalan economy such as the Ports of Barcelona and Tarragona, airports, Fira de Barcelona, the Zona Franca Consortium; or in the engines of knowledge with an active participation in the board of trustees of universities, business schools, research institutes or transfer centers, whether they are driven by the state or by the Generalitat of Catalonia. Likewise, we will establish a program of collaboration with cultural industries to identify opportunities and boost their growth. Culture is one of the fields that will determine the success of the knowledge economy and the enhancement of talent.

9. PROMOTE AN ACTIVE AND SUSTAINABLE INDUSTRIAL POLICY consolidating the roots of the traditional sectors of our economy - such as the automotive industry or the chemist - and attracting new ones, encouraging its implantation in our Country, **to position Catalonia as the main industrial, technological and startups hub in southern Europe.** Foment will work to achieve an Action Plan - jointly developed by public administrations, business organizations, companies and civil society - to attract

local and international investment, to promote a plan for digitization for small and medium-sized businesses, a work that we will always do in collaboration with FEPIME, and to consolidate an industrial project of the future for the country and for future generations, improving the **network of infrastructures** - shops, ports, airports - to favor the renovation of the industries and improve the commercial networks. Also, FOMENT will work on the development of actions to promote business cooperation; through clusters as a tool for cooperation, to take advantage of the synergies of suppliers or common clients, to boost business competitiveness, to enter into new markets and **to favor the transformation of our automotive industry in the face of the challenges of the manufacture of the electric car.**

10. FACILITATE THE EVOLUTION OF MOBILITY AND THE DEVELOPMENT OF "SMART CITIES", so that it can be addressed and responded, from a business perspective to the important changes that take place in the cities as a result of the new mobility models, also addressing the interurban network - transportation of goods and people - and its economic motor role. We are faced with a reality that will require planning and execution of relevant investments aimed at the renovation of existing infrastructures to adapt them to new technological advances and new consumption habits and means of transport, with the environment in the center of the decisions and the technology like a catalyst. From Foment we will work, jointly with Public Administrations, in the **planning of sustainable urban mobility policies aimed at improving living conditions in cities and facilitating economic growth throughout the territory. We will promote formulas for a network mobility offer, within a global smart city system that includes all means of transport and the improvement of the efficiency and sustainability of the mobility models** that can be achieved thanks to the introduction of new technologies and with the permanent objective of reducing pollution.

11. IMPROVE THE MODERNIZATION OF THE TRADE SECTOR. In this Action Plan, we will also regulate the introduction of new technologies in the trade sector -market places- to avoid situations that create unfair or non-equitable competition that negatively affect the production of Catalan commerce. Likewise, from Foment we will work to avoid another unfair competition, such as the "top-manta" (hawkers) that directly affects the small commerce, and we will ensure a competitive regulation of business hours.

12. MODERNIZE AND IMPROVE THE TOURISM SECTOR. Foment will offer future alternatives for a sector that represents 12% of our GDP, speeding up the conversion of an obsolete offer, favoring the investments of large projects which help improve our leadership in the sector and helping to internationalize the Catalan companies. In this area, we will work to foster a destination that focuses on innovation, entrepreneurship and competitiveness, as a tool to improve its fit in its environment, to invigorate and optimize its resources, and thinking about tourism as a lever for the generation of new economic activities; **To generate a high quality offer**, trying not to increase the low-level tourism, which entails the growth of tourism that does not interest us, **to bet clearly for the promotion, not so much to increase in number of visitors, but to improve the quality and the profile of tourism** we want for our destination; and to be a recognized and valued destination around the world, with an international degree of **optimum promotion for your interests.**

13. PUT INTO VALUE THE REAL WEIGHT OF THE PRIMARY PRODUCER SECTOR AND AGRI-FOOD. It needs supports and promotion because it is essential for the structuring of the Country and has potentials of innovation, industrial transformation, export and creation of added value that deserve a special effort. **Everyone related to the exploitation of natural resources will receive from FOMENT the necessary support for their sustainable development and regulatory environment conditions that allow them to grow well.** Likewise, this Plan of Action will contemplate measures to strengthen and modernize the sectors of primary production and the food processing industry, which represent about 4% of Catalonia's GDP and 18.6% of the industrial one; They are the third exporting sector with 14.27% of the total value and are the first manufacturing industry in terms of employment with more than 70,000 farms and companies.

14. RETURN THE CONSTRUCTION SECTOR TO THE PLACE WHERE IT SHOULD BE. The construction sector and everything related to infrastructure engineering or the manufacture of materials must recover the economic importance they have in other OECD countries. Catalonia needs key infrastructure development, which FOMENT has vindicated, to sustain its economic growth and the maintenance of its specific weight in its environment. Our team will enhance the dialogue at all levels to recover the level of investments that the Country needs and we will make the necessary pressure to achieve this.

15. PROMOTE THE HEALTH AND SOCIAL SECTOR as a strategic sector of a new productive economy model that promotes **the deployment of an industrial sector and knowledge-based services, in the creation and attraction of jobs of high qualification, in innovation and in internationalization, in strategic areas such as biotechnology and bioscience.** At the same time, a sector that promotes the health and well-being of people, and of capital work, and acts as an agent of social cohesion.

16. IMPROVE THE PEOPLE ATTENTION SECTOR, which is an opportunity to create jobs and wealth for the increase of citizen demand as a result of demographic changes, through the promotion of research, innovation and training. It is also relevant to influence the administrations to achieve the equalization of the social expenditure of GDP to the European average (attention to dependence Spain 34.5, European average 37.3).

17. FAVOR THE PUBLIC-PRIVATE COLLABORATION. The reality of current public budgets, future budgetary constraints, rising social spending needs (pensions, health, education) and the predictable rise in interest rates make the possibilities of public financing of investments in infrastructure and the management of services and public works in the coming years are very limited. In order to respond to this situation, **Foment will appeal to the defense of public-private collaboration** in order to make the investments that are necessary without increasing public debt. The private initiative will facilitate the financing and management of infrastructures, viable and sustainable projects, guaranteeing the efficiency and efficiency of the resources used and the provision of services, in a framework of legal stability.

18. PROPOSED A REDUCTION OF THE ENERGY COSTS OF OUR PRODUCTIVE FRAMEWORK PRODUCTIVE, through a negotiation with the public administrations to modify the electricity tariff, establishing new access tariffs to the networks of transport and distribution of electrical energy. It is necessary to change the high voltage threshold to correct the over costs with respect to large consumers. This measure **will be a revulsive for more than 3000 Catalan companies** that would have access to a more competitive rate. This element is crucial for our economy, and **FOMENT must be the leader in this negotiation that would save more than 250 million euros in electricity costs,** would make it possible for our companies to eliminate the burden of their export capacity, to improve the production and could increase the hiring. In short, reducing electric costs by achieving the modification of tariffs is a fundamental element of our competitiveness.

19. EXPAND THE INTERVENTION IN THE CONSULTATIVE ORGANS OR ASSESSORS OF THE GENERALITAT to reinforce our social role. Foment must have a voice in all the instances that inform or propose public policies, as well as expanding the demand, from the perspective of the productive economy in the procedures of approval of laws and regulations. We want, above all, to obtain the legal recognition and legitimization of the business organizations - in the legitimate interest - **to resort administratively and in administrative litigation, if necessary, against the singular or general actions of the public administrations that harm the action business**

20. ACTING BEFORE ADMINISTRATIONS IN DEFENSE OF BUSINESS INTERESTS

- **Taxation.** Work to promote a fiscal framework that helps generate activity and employment.

Foment will defend the business interests before the Administrations to set up comparative taxation that does not harm and punish the productive system, and we will create a unit of action with the CEOE to influence the administrations through the different tables of social dialogue.

- **Rescue of companies.** Encourage the setting of a second chance framework following the line of other European countries. It is pivotal to work for insolvency regulations, as long as there is no fraudulent intention, focused on the rescue of companies and sectors in crisis.
- **Regulatory simplification.** Asking the administrations a **normative simplification by reviewing the current legal body**. In many cases, it is cumbersome for the company, for entrepreneurs and for citizens. To achieve this goal, we propose the implementation of better regulation programs in all public administrations, following the guidelines of the European directives.

21. STRENGTHEN BUSINESS FINANCING, taking advantage of the new figures that allow the introduction of new operators in the market that can take on greater risks than those commonly used by bank credit, with the aim of favoring and developing actions that strengthen the activity entrepreneur, as well as the capacity of growth of the consolidated companies. Therefore, **it is needed to opt for the increase in non-bank financing that allows entrepreneurs to be accompanied at the time of the start of their activity, or allow a change in size and the search for long-term results, focusing on this Funding at birth and accelerated growth of our business structure.**

22. LEAD THE TALENT RECOVERY, shaping an employer's organization of the 21st century. In this sense, we have to work and collaborate with the new generations incorporated into the business world. We propose that Foment work hard with the TALENT HUB INSTITUTE, to capture a specific target of today's society and the future, such as the search for talent from the university stages to people established in the workplace, promoting and strengthening the university-business relations. Our intention is to create synergies between young people and the business world through training programs where companies take part as mentors, collaborations with universities or organizing conferences/networking cycles.

23. STAND UP FOR A DUAL PROFESSIONAL TRAINING PLAN that gives people of the necessary knowledge related to the needs of the jobs demanded. Dual Professional Training is a strategic element for the competitiveness of our companies. It must provide people with the knowledge and professional competence required by current and future jobs, integrating young people into the practical reality of the company since the beginning of his studies, as it is necessary to train them to respond to the demands of the real economy. **Only with trained and skilled workers, we will have leading companies in the future economy.** At this respect, we also need to promote the participation of economic and social agents in the governance of Vocational Training, being responsible for the strategies, policies and system planning as a whole. **Foment has to lead, with Unions and Administration, a Dual Professional Training Plan fully adapted to the needs of companies and workers' concerns.**

24. INTENSIFY COLLABORATION WITH FEPIME It is critical to take advantage of the opportunity we have to be able to count on FEPIME, **reinforcing the joint work in the analysis of the difficulties of the group of small and medium-sized businesses, the search for collegiate proposals and the promotion of programs** that they favor the competitiveness of practically 98% of companies in Catalonia. **The self-employed, micro-enterprises, small and medium-sized businesses must play a key role in the Foment** and, therefore, we must harmonize in this new stage that we start the relationship with FEPIME.

25. PROMOTE AN ECONOMIC AND BUSINESS THINK TANK to discuss, analyze and propose alternatives to economic and social evolution. **We want to set up a platform to boost the current Economic Studies Society.** Constituted in 1907, it was created to help solve the problems and raise new scenarios facing our productive structures and develop development strategies in the public and private sphere focused on the productive economy so that we improve our ability to influence the preparation and

implementation of the legislative and productive processes that may affect us.

26. CREATION OF THE AGENDA 2030 COMMISSION within Foment to think, design, act and participate in the global action plan in favor of people, the planet and prosperity, supported by the 17 Sustainable Development Goals marked for the UN. We, Catalan businessmen and businesswomen, need to make our voice heard in order to ensure sustainable social and economic progress, eradicate poverty, reduce inequalities, make the person the subject of human rights and apply a gender perspective to the new society. This debate is extremely important and Foment must be present, take the initiative and collaborate with all the instances of the administrations, social entities, to the end and effect of making our voice heard.

27. WE WILL PROMOTE THE RETURN OF THE COMPANIES acting directly to achieve a stable political climate and give legal composure to the business world. The political situation in recent years has created uncertainty and tension, affecting economic activity. **We cannot lose more opportunities and FOMENT will act decisively, and proactively, in the construction of spaces for dialogue and distension** to take advantage of the future opportunities of companies and of the Catalan society.

28. CONTINUE THE WORK TOWARDS A STABLE COLLECTIVE BUSINESS FRAMEWORK ESTABLE that favors a climate of dialogue by building a framework of labor relations adapted to the evolution of the economic world, with a fluid and loyal relationship with the trade union organizations. **Work must be made to balance the business opportunities and social welfare of society as a whole.**

29. PRIDE TO BE BUSINESSMEN AND BUSINESSWOMAN We will propose the celebration of **Businessmen and businesswomen Day** in the Catalan institutions, the academic world and civil society organizations, proposing a fixed date in order to raise awareness among the population about the entrepreneur's contribution to social and economic progress of Catalonia, following the guideline of the UN that, in 2017, marked June 27 as the day of Micro-enterprises and small and medium-sized businesses.

30. LET'S KICK OFF A NEW STAGE which looks for a brighter future without forgetting the past. We want to configure participative, transversal management that receives all the business sensitivities, all the productive sectors, all types of companies; management who open the doors to many sectors and companies of the new economy. We want to be the **HOME OF ALL CATALAN BUSINESS OWNERS and be a tool at the service of companies** and set a new stage where values such as effort and sacrifice are present in all our objectives. **We have to make clear commitment to be entrepreneur and business owners synonymous with rigor, professionalism and seriousness.**

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