

Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and Sustainability

Report 2010

Country: Serbia

Date: January 2011

This report should be filled in from a country perspective.

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

	Trade unions (mention also GUF to which affiliated):		
GS HNER "NEZAVISNOST"	ICEM (global federation); EMCEF (European federation)	Branch trade union of workers in chemistry, non-metals, energy and mining "Nezavisnost"	e-mail: gshner@eunet.rs
		(later in text: Branch trade union, or GS HNER Nezavisnost)	
GS PUT "NEZAVISNOST"	IUF	Branch trade union of food, hospitality and tourism workers Nezavisost	e-mail: gs-put@eunet.rs
	EFFAT		
Samostalni sindikata metalaca Srbije - SSMS	IMF	Autonomous trade union of metal workers of Serbia	

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Output

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	After SWOT analysis of the situation in GS HNER Nezavisnost, the union has started the activities prior and after its Congress, in order to strengthen its regional structures and professionalization of its staff and regional shop stewards/representatives
Training of leaders and staff	Leaders, the union leadership of the Branch trade union have been educated within the frames of the Joint ICEM/EMCEF-IMF/EMF-IUF/EFFAT Project for South Eastern Europe, (which has a specially ear-marked sub-project for Serbia , financed by FNV Mondiaal/FNV Bondgenoten). The leaders and staff have also been trained at seminars organised by UGS Nezavisnost (trade union confederation), and at seminars organised by Branch trade union (GS HNER), supported by Friedrich Ebert Foundation.
Introduction of measures for management improvement	The office of the Branch trade union HNER Nezavisnost has now been opened every working day from 8am to 4:30 pm. Alongside with 3 full-time employed staff, experts from the confederation UGS Nezavisnost have been hired for more extensive activities requested by the needs of the shop stewards' board of trade unions in the companies, as well as hired independent experts. The budget is controlled on a daily basis and the tasks are planned for each week, as well as some long term activities.
Innovations of internal democracy	Election of shop stewards at company union level has been raised to a considerably high level of democracy, with a more active involvement of the members. As it is provided in the Statute, the Main Board of Branch union verifies the election of the main shop stewards in a company, and the records are kept by the main office/headquarters of the Branch trade union.
Proposals for restructuring like unifications of company unions or unification of centrals	The Branch union proposed to the confederation, UGS Nezavisnost, the internal restructuring of the organisation, which would include a smaller number of branch unions affiliated to the

	confederation, in the way that some related branch unions merge, and these activities are now being processed and implemented.
Other:	The Congress of the Branch union GS HNER Nezavisnost gave authority to the Main Board of the Branch union to change the name of the branch union into "Branch union of industry and energy Nezavisnost" due to the proposed merger with other branch unions within the confederation UGS Nezavisnost.

Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	Branch trade union of chemistry, non-metals, energy and mining "Nezavisnost" (GS HNER Nezavisnost)
Name alliance that partner is involved in (mentioning names of organisations as well)	UGS Nezavisnost (trade union confederation)
Year partner joined the alliance	GS HNER Nezavisnost joined the UGS Nezavisnost confederation in 1996
Main accomplishments of the alliance this year	First of all, it is the struggle to preserve the fragile institutions of social dialogue, such as Social-Economic Council of Republic of Serbia
Additional comments:	The Government and the Ministry of Labour together with the union organising workers in the same sectors as GS HNER Nezavisnost union have a synchronised pressure to have the confederation UGS Nezavisnost proclaimed non-representative, and that it is expelled from the work of Social-Economic Council. The work of the Committee for the establishing of the representativity of unions and employers' organisations has been blocked.

(for additional tables on reactions government authorities **copy paste the above table**)

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	GS PUT Nezavisnost focused its work on strengthening of regional structures of the union.
Training of leaders and staff	The branch union GS PUT Nezavisnost organised seminars which were in accordance with the needs of the union leadership, and the union participated at the seminars that were organised by the confederation (UGS Nezavisnost), as well as at the educational workshops that were organised by social partners
Introduction of measures for management improvement	Reorganisation of the network of regional shopstewards with the aim of rationalisation and education of young & future union leaders, and all with the aim of the improvement of the union organisation
Innovations of internal democracy	<ul style="list-style-type: none"> - Elections of the shopstewards in the same calendar year as the year of the branch union congress is held - There is no possibility of separating the branch union from the confederation
Proposals for restructuring like unifications of company unions or unification of centrals	Merging and unifying unions in the related branches/sectors
Other:	

Examples of alliances

Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year

Name FNV Partner	Working with FNV Bondgenoten and FNV Mondiaal via the sub-project of The Joint ICEM/EMCEF-IMF/EMF-IUF/EFFAT project for South-Eastern Europe
Name alliance that partner is involved in (mentioning names of organisations as well)	
Year partner joined the alliance	
Main accomplishments of the alliance this year	Improvement of the union structures, mainly in regionalisation and redistribution of membership fees
Additional comments:	

Successful and effective unions or membership based organisations

Output

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	During the previous mandate (2006-2010) there were organisational restructuring, where trade union SSMS had to adapt to the capitalist social system. The change of Statute of SSMS had been made, in which a more flexible organisation of union at the company level and at the regional level was enabled.
Training of leaders and staff	During the previous mandate (2006-2010) education of leaders and members of the managing bodies of SSMS union was organised on the following topics: <ul style="list-style-type: none">- health and safety;- implementation of Labour law;- strenghtening of SSMS structures;- ILO Conventions;- gender equality;- Law on strike;- negotiations techniques;- voluntary pension insurance;- rights of young workers;- General collective agreement
Introduction of measures for management improvement	The above seminars and education was held in order to improve the management of the trade union
Innovations of internal democracy	
Proposals for restructuring like unifications of company unions or unification of centrals	
Other:	

Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	SSMS trade union worked with SLA, ILO and FES
Name alliance that partner is involved in (mentioning names of organisations as well)	SSMS is affiliated to Savez samostalnih sindikata Srbije (SSSS) / Confederation of autonomous trade unions
Year partner joined the alliance	SSMS joined SSSS in the "communist" times (ie before 1990s)
Main accomplishments of the alliance this year	
Additional comments:	

Representation

Percentage of workers organised i.e. members of a trade union in the country	There are no precise data, but the number is estimated to be about 50%, and that number being mainly in the state owned companies, while it is considerably lower in many privately owned companies where the union is not even existent, and where GS HNER Nezavisnost has been trying to recruit new members.
Comments	Because of the weak Labour Law and a high level of unemployment, workers employed in service sectors and in many of the privately owned companies fear joining a trade union.

Negotiation capacity

Number of workers under collective bargaining agreement	It is rather hard to give any exact number on this. It could be said that most of the employed in the state owned companies, as well as the employed in the public services, are covered by collective agreements. A large number of workers in the privately owned companies in the sector (and in privately owned companies in general) are not covered by collective agreements, but only by Employment Contracts, which makes them completely unprotected from any measures of the employers.
Comments	A great handicap for the workers is the fact that the collective agreements are signed at the company level, where the negotiating power of a trade union is weak. Due to the problems of representativity of the Association of Employers of Serbia there are no branch or sectoral collective agreements.

Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	Due to the Joint ICEM/EMCEF-IMF/EMF-IUF/EFFAT Project for South Eastern Europe (and its now sub-project for Serbia that has been sponsored by FNV Bondgenoten and FNV Mondiaal), the Branch trade union GS HNER Nezavisnost has fully developed transparency regarding its work and managing of the affiliation fees, thus the members of the union have the complete insight into the work of the Branch trade union. The decision making process has
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	been improved, as well as the interactive communication with the shop stewards' boards of the companies, which resulted in an increase of membership number, even in this period of economy crisis and privatisation of companies.
Describe in what way FNV-support has been important for this.	The support of the FNV during the 12 years of the ICEM – IUF Educational Project for South Eastern Europe (ending in June 2010), and via the new project for Serbia, which is a sub-project of the Joint ICEM/EMCEF-IMF/EMF-IUF/EFFAT Project for the South Eastern Europe, has been a decisive and extremely important factor in development and restructuring of the Branch trade union GS HNER Nezavisnost.

(for additional tables on reactions government authorities **copy paste the above table**)

Outcome

Representation

Percentage of workers organised i.e. members of a trade union in the country	About 30%
Comments	During the year 2010 the tendency of decrease of membership number/number of unionised workers was continued

Negotiation capacity

Number of workers under collective bargaining agreement	About 42% of the total number of the employed in the sector
Comments	There are no newly signed branch collective agreements

Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	
Describe in what way FNV-support has been important for this.	

(for additional tables on reactions government authorities **copy paste the above table**)

Outcome

Representation

Percentage of workers organised i.e. members of a trade union in the country	There are about 70% workers in the sector organised by SSMS
Comments	

Negotiation capacity

Number of workers under collective bargaining agreement	There are about 80% of SSMS members that are covered by collective agreements
Comments	

Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	SSMS has in its Statute a paragraph saying that it is a democratic organisation and that the work of all SSMS bodies is public and available to each member of SSMS
Describe in what way FNV-support has been important for this.	SSMS union has participated at the meetings and activities of the Joint ICEM/EMCEF-IMF/EMF-IUF/EFFAT Project for South Eastern Europe during the second half of 2010, in which FNV supports a sub-project for Serbia. The activities focused on organisational and structural strengthening and improvement of unions.

Sustainability

Membership

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	Granski sindikat hemije, nemetala, energetike i rudarstva „Nezavisnost“ = Branch trade union of chemistry, non-metals, energy and mining Nezavisnost (GS HNER Nezavisnost)
Number of members of trade union, confederation or central	17000
In/decrease in membership over de past year	Despite the crisis of economy, restructuring and privatisation of companies, and the bankruptcies, the GS HNER Nezavisnost has managed to keep the same number of members, and even to slightly increase their number.

(for additional tables on reactions government authorities **copy paste the above table**)

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	GS HNER "Nezavisnost"
Sector/area/company:	Oil sector, electro-energy sector, chemical industry, non-metals industry and mining
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	Oil sector: about 20,000 electro-energy sector: 31,000 chemical industry: 35,000 non-metals industry: about 20,000 mining: about 12,000
Number of women in that sector or area or company covered by the organization/ in your country	There are no precise data, although most of women employed in the chemistry industry belong to pharmacy sector
Number of members of the organization / trade union members?	GS HNER Nezavisnost organises workers in 107 companies, and has 17,000 members
Number of female members of the organization?	About 30%
Number of union leaders?	7 members of the Presidency of the Branch union, 31 member of the Main Board of the Branch union
Number female union leaders?	5 female members of the Main Board, women-president of the Statutory Board
In case of federation: Number of union leaders at federation level (of GUFs)?	
In case of federation: Number of female union leaders at federation level?	

(for additional tables on reactions government authorities **copy paste the above table**)

Membership trade unions/membership base organizations: youngsters

Name of organisation: GS HNER "Nezavisnost"	
Sector/area/company:	
Number of employees/workers in the sector or area or company that is covered by the organization?	
Number of youngsters(<35) in that sector or area or company covered by the organization?	
Number of young (<35) members of the organization?	There is no precise data – but the number of young members is between 15 and 20%.
Number of young (<35) union leaders?	4 representatives of the young members are members of the Main Board of the Branch trade union
In case of federation: Number of young (<35) union leaders at federation level?	

Legal position of the FNV partner organisation

(you can group those organizations to whom the same story is applicable)

Name organisation	GS HNER "Nezavisnost"
Describe the legal position	Representative organisation at the level of Republic of Serbia, which negotiates branch collective agreements, and participates in the work of the tripartite Work group formed by the Government, regarding the drafting and implementation of the Action Plan for the solving of the social consequences of the Energy community
Most important changes over the past year in the legal position of the organization	There have been no such changes

(for additional tables on reactions government authorities **copy paste the above table**)

International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	Yes	
If yes, explain:	<p>A large contribution to the development and strengthening of the trade union movement in Serbia comes from the strong international solidarity and support of the ICEM (GUF), which could be seen in the case of the privatisation of the pharmaceutical company GALENIKA AD, or the solidarity support in the case of strike of the workers in the pharmaceutical company SRBOLEK.</p> <p>An additional and important support comes from the colleagues from the German branch trade union IG BCE, especially in the collective bargaining, and restructuring of energy and mining sector.</p>	
Important changes in international solidarity over the past year:	<p>In the situation of world economic crisis, the strengthening of international union solidarity has become more visible, and which can considerably contribute to the improvement of the position of the union in the public and by the workers.</p>	

Sustainability

Membership

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	Branch trade union of food, hospitality, tourism, agriculture, water and tobacco industries "Nezavisnost" (GS PUT "Nezavisnost")
Number of members of trade union, confederation or central	15000
In/decrease in membership over de past year	Decrease of 10% in membership

(for additional tables on reactions government authorities **copy paste the above table**)

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation: GS PUT "Nezavisnost"	
Sector/area/company: Prehrana, ugostiteljstvo, turizam, poljoprivreda, vodoprivreda i duvanska industrija	
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	About 130000
Number of women in that sector or area or company covered by the organization/ in your country	About 50000
Number of members of the organization / trade union members?	15000
Number of female members of the organization?	6000
Number of union leaders?	<number>
Number female union leaders?	<number>
In case of federation: Number of union leaders at federation level (of GUFs)?	10
In case of federation: Number of female union leaders at federation level?	2

(for additional tables on reactions government authorities **copy paste the above table**)

Membership trade unions/membership base organizations: youngsters

Name of organisation: GS PUT "Nezavisnost"	
Sector/area/company: Food, hospitality, catering, tourism, agriculture, food production, water and tobacco industries	
Number of employees/workers in the sector or area or company that is covered by the organization?	About 130000
Number of youngsters(<35) in that sector or area or company covered by the organization?	About 45500
Number of young (<35) members of the organization?	About 5000
Number of young (<35) union leaders?	<number>
In case of federation: Number of young (<35) union leaders at federation level?	2

(for additional tables on reactions government authorities **copy paste the above table**)

Legal position of the FNV partner organisation

(you can group those organizations to whom the same story is applicable)

Name organisation	GS PUT "Nezavisnost"
Describe the legal position	It is a trade union organisation gathering workers employed in the activities covering agriculture, catering, hospitality, tourism, water and tobacco industries, and it is registered on 9 November 1994, and it functions within the UGS Nezavisnost (confederation of United branch unions of Nezavisnost)
Most important changes over the past year in the legal position of the organization	

(for additional tables on reactions government authorities **copy paste the above table**)

International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	yes	
If yes, explain:	Education and exchange of experiences	
Important changes in international solidarity over the past year:	Putting in practice cooperation with other affiliates of IUF and EFFAT, in the region and in Europe	

Sustainability

Membership

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	SSMS Is affiliated to IMF (international metal workers federation)
Number of members of trade union, confederation or central	About 65,000
In/decrease in membership over de past year	Decrease in about 2,000 members

(for additional tables on reactions government authorities **copy paste the above table**)

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	SSMS – WOMEN SECTION
Sector/area/company:	Metal industry in Serbia (which covers most of the companies from this sector in Serbia)
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	About 110,000
Number of women in that sector or area or company covered by the organization/ in your country	About 30,000
Number of members of the organization / trade union members?	
Number of female members of the organization?	About 70% of women employed in the sector are members of the SSMS union and its Women Section
Number of union leaders?	<number>
Number female union leaders?	<number>
In case of federation: Number of union leaders at federation level (of GUFs)?	
In case of federation: Number of female union leaders at federation level?	About 5%

(for additional tables on reactions government authorities **copy paste the above table**)

Membership trade unions/membership base organizations: youngsters

Name of organisation:	SSMS – YOUTH SECTION
Sector/area/company:	Metal industry of Serbia (which is most of the companies in this sector in Serbia)

Number of employees/workers in the sector or area or company that is covered by the organization?	
Number of youngsters(<35) in that sector or area or company covered by the organization?	About 30%
Number of young (<35) members of the organization?	About 70% of young workers in the sector are members of the SSMS
Number of young (<35) union leaders?	About 15%
In case of federation: Number of young (<35) union leaders at federation level?	

(for additional tables on reactions government authorities **copy paste the above table**)

Legal position of the FNV partner organisation

(you can group those organizations to whom the same story is applicable)

Name organisation	Samostalni sindikat metalaca Srbije - SSMS
Describe the legal position	The branch trade union SSMS has a status of legal entity
Most important changes over the past year in the legal position of the organization	

(for additional tables on reactions government authorities **copy paste the above table**)

International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	yes	no
If yes, explain:	Experiences from the more developed countries/West-European countries and the countries in the region were very valuable for union work in new social conditions.	
Important changes in international solidarity over the past year:		

Priority in labour and trade union issues according to trade union leaders:

<u>Issue</u>	<u>Priority</u>	<u>Improvement</u>	<u>Activity</u>
	indicate 1 st , 2 nd , 3 rd , 4 th and 5 th priority by putting 1, 2, 3, 4 or 5 (you have to choose between 1, 2, 3, 4 and 5, you cannot repeat)	Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0).)You can fill in a number in each box)
Employment stability	4	1	3
Workweek	5	4	4
Health care	4	3	3
Social security	4	4	3
Salaries	5	3	5
Collective bargaining agreement	5	3	4
Eradication of discrimination	4	3	3
Equal opportunities at work	3	2	3
Health and safety	4	2	2
Trade union freedom	5	4	5
Child Labour	1	0	0
Forced Labour	3	2	3
Reduction of informal employment	4	2	1
Job creation	4	1	3

Priority in labour and trade union issues according to trade union leaders:

<u>Issue</u>	<u>Priority</u>	<u>Improvement</u>	<u>Activity</u>
	indicate 1 st , 2 nd , 3 rd , 4 th and 5 th priority by putting 1, 2, 3, 4 or 5 (you have to choose between 1, 2, 3, 4 and 5, you cannot repeat)	Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0).)You can fill in a number in each box)
Employment stability		0	1
Workweek		1	1
Health care	3	0	3
Social security		0	3
Salaries	2	0	5
Collective bargaining agreement	1	1	5
Eradication of discrimination	5	0	5
Equal opportunities at work		1	1
Health and safety		1	5
Trade union freedom	4	0	5
Child Labour			
Forced Labour			
Reduction of informal employment		0	4
Job creation		0	2

Priority in labour and trade union issues according to trade union leaders:

<u>Issue</u>	<u>Priority</u>	<u>Improvement</u>	<u>Activity</u>
	indicate 1 st , 2 nd , 3 rd , 4 th and 5 th priority by putting 1, 2, 3, 4 or 5 (you have to choose between 1, 2, 3, 4 and 5, you cannot repeat)	Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0).)You can fill in a number in each box)
Employment stability	1	0	1
Workweek		0	0
Health care		0	0
Social security		-1	1
Salaries		-1	1
Collective bargaining agreement	2	0	3
Eradication of discrimination		0	0
Equal opportunities at work		0	0
Health and safety	3	0	3
Trade union freedom	4	0	1
Child Labour		0	0
Forced Labour		0	0
Reduction of informal employment	5	0	0
Job creation		0	0