

Trade Union of Workers in Construction and Industry of Construction Materials of Serbia



PUBLIC INFRASTRUCTURE PROJECTS

HOW TO ACCESS COMPANIES AND ORGANIZE WORKERS?

Branch Collective Agreement in Construction and Industry of Construction Materials of Serbia



- Signed on December 20, 2010 in Belgrade
- Initiative in making decisions about the extended effect of the agreement
- Application stipulated by the decision on the extended effect
- The first branch collective agreement in the real sector in Serbia

Extended Effect of the Branch Collective Agreement in Construction and Industry of Construction Materials of Serbia



Building and Wood Workers' International - BWI
Bau- und Holzarbeiter Internationale - BHI
ggnads- och Träarbetar-Internationalen - BTI
Internationale des travailleurs du bätiment et du bois - IBB
Internacional de Trabajadores de la Construcción y la Madera - ICM

- BWI letter of support for the extended effect
 - January 24, 2011
- Decision of the Ministry of Labour on the extended effect
 - March 4, 2011
- Branch collective agreement, obligation for all the employers in Serbia
 - March 12, 2011

Mr. Rasim Ljajić Minister Ministry of Labour and Social Policy Bulevar Mihajla Pupina 2, 1000 Belgrade Republic of Serbia

Fax: + 381 11 3114-650

Email: ministar@minrzs.gov.rs

Geneva, 24 January 2011

Subject:

Branch Collective Agreement for Construction and Industry of Construction Materials

Dear Minister Rasim Liajić,

Our affiliated organisation the Construction and Building Materials Industry Workers Trade Union of Serbia - SGIGM and the Branch Trade Union of Civil Engineering and I.6 M Wooden and Road Economy "Nezavisnost" informed us about the signing of the branch Collective Agreement for Construction and Industry of Construction Materials with the Union of Employers of Serbia, signed on 20 December 2010, in Belgrade. We received this information with great pleasure and welcome the engagements of the social partners to work jointly on the improvements of working conditions that should be of benefit for the workers and construction industry.

Moreover, we are pleased that this significant achievement in shaping a better social dialogue in Serbia has been reached after our meeting with you of 29 September 2010, in Belgrade that took place on the occasion of the European Trade Union Action Day and the tripartite roundtable organised on 1 October 2010, in Belgrade with participation of Mr. Oliver Dulic, minister, Ministry of Environment and Spatial Planning, representatives of employers and the Trade Unions. We believe that these meetings gave a stimulus to the promotion of better and genuine social dialogue in the construction sector. We recall that you emphasised during the meeting, on behalf of the Ministry of Labor and Social Affairs and the Government of Serbia, that the social partnership is necessary if a national wide consensus on all economic and social reforms in Serbia want to be reached and that the Government will take its responsibility for the strengthening of social dialogue in the construction and wood sectors.

Guaranteed rights in a direct application

Minimum salary according to the education level:

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I group -270 - 350 \in \text{net}; 440 - 550 \in \text{gross}
II group -310 - 390 \in \text{net}; 510 - 650 \in \text{gross}
III group -360 - 440 \in \text{net}; 590 - 720 \in \text{gross}
IV group -380 - 490 \in \text{net}; 630 - 820 \in \text{gross}
V group -450 - 610 \in \text{net}; 740 - 1001 \in \text{gross}
VI group -610 - 830 \in \text{net}; 1004 - 1390 \in \text{gross}
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- Vacation bonus 125 € annually
- Hot meal bonus 35 € monthly
- Additional fee for the terrain work 7 € daily

Implementation of the Branch Collective Agreement – Seminars, **Campaigns**



FRUŠKA GORA, ANDREVLJE

- •SEMINAR, April 13-14, 2011
- •35 participants from Vojvodina
- •Representatives of the National Labour Inspectorate were present



KRUŠEVAC

- •SEMINAR, June 23-24, 2011.
- •32 participants from Central Serbia
- •Representatives of Labour Inspectorate in the county of Rasina



KRAGUJEVAC, ARANĐELOVAC

•Campaign, May 17, 2011.

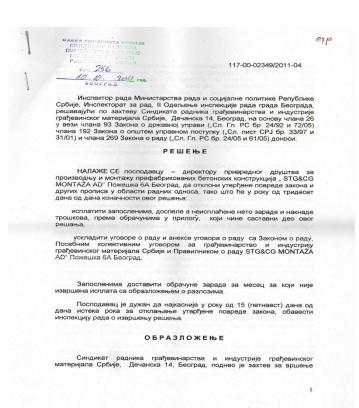
Tour of 4 enterprises

Participation of Labour Inspection in the county of



Implementation of Branch Collective Agreement – Labour Inspectorate

..."Adjust labour contracts and their annexes to the Labour Law, Branch Collective Agreement in Construction and Industry of Construction Materials of Serbia and Book of rules SCT&CG MONTAŽA AD", Požeška 6a street, Belgrade"...



Branch Collective Agreement and Multinational Companies



Increased rights
Signed collective
agreements:

Avoiding application Book of rules

Trade Union Activities

HOLCIM LAFARGE TITAN TONDACH

FANTINI SCIANATICO:
Brickyard UB
Brickyard MIHAJLOVAC
Brickyard BEČEJ

Strikes Inspection Negotiations



Branch Collective Agreement and Multinational Companies - Problems

- MNC hire sub-contractors
- Irregular payment of salaries
- No contributions
- Establishing the enterprise during the construction
- Local labour force

Example:

SCT&CG

 Construction of concrete products for PORR, Bridge on ADA

Trade Union Activities:

- 350 new members
- SCT&CG Belgrade,
- MORAVA IN KRUŠEVAC
- Strike
- Negotiations
- Inspection
- Prosecution

Tour of Corridor X

- civil engineering

ENERGOPROJEKT:

Bypass near Novi Sad

- Organized Trade Union
- Respect of Branch Collective Agreement and more than that



ALPINA:

Bypass near Dimitrovgrad

- Trade Union organization is non-existent
- Indication of overtime work
- Hiring workers only when there's work
- Protest of a group of workers
- Attracting more members in progress



Occupational Safety and Health

- seminars, campaigns





NOVI SAD

- SEMINAR, September 15-16, 2011.
- •34 participants from Vojvodina
- •Representatives of Labour Inspectorate in the county of South Backa



SMEDEREVO, Campaign March 16, 2011.

Tour of 3 enterprises where around 100 workers were involved in the conversation



ALEKSINAC, Campaign, April 20, 2011.

Tour of 2 enterprises where around 150 workers were involved in the conversation **KRALJEVO**, Campaign, September 1, 2011.

Tour of 3 enterprises where around 80 workers were involved in the conversation

Tragedy at the construction site

- On September 29, 2011
 landslide in Belgrade municipality Zemun,
 Construction site in the suburb of Kalvarija
- 4 workers died,1 worker was seriously injured
- Trade Union initiative to conclude an agreement on a common action and better control of the construction industry in Serbia







Economic Conditions

- Public Procurement
 Condition: Respect of health and safety measures, without unregistered workers
- There is no construction nor the demand for flats
- Industry of construction materials has a problem when placing brick products on the market
- Bankruptcies
- Workers on a paid leave

Thank you for your attention