

**European Regional Committee BWI  
Madrid, October 19-21, 2011.**



## **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

- **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



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

BWI • BHI • BTI • IBB • ICM  
www.bwint.org

Mr. Rasim Ljajić  
Minister  
Ministry of Labour and Social Policy  
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1000 Belgrade  
Republic of Serbia

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Email: [ministar@minrzs.gov.rs](mailto:ministar@minrzs.gov.rs)

Geneva, 24 January 2011

Subject: Branch Collective Agreement for Construction and Industry of Construction Materials

Dear Minister Rasim Ljajić,

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.G.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:

I group – 270 - 350 € net; 440 - 550 € gross  
II group – 310 - 390 € net; 510 - 650 € gross  
III group – 360 - 440 € net; 590 - 720 € gross  
IV group – 380 - 490 € net; 630 - 820 € gross  
V group – 450 - 610 € net; 740 - 1001 € gross  
VI group – 610 - 830 € net; 1004 - 1390 € gross

- 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 Šumadija



# 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” ...

Савез СИНДИКАТА СРБИЈЕ  
СПИДПОЛ И РАДНИКА  
ГРАЂЕВИНАРСТВА И ИНДУСТРИЈЕ  
ГРАЂЕВИНСКОГ МАТЕРИЈАЛА СРБИЈЕ  
ДЕЧАНСКА 14, БЕОГРАД

Бр. 256  
10. 10. 2011. год.  
БЕОГРАД

117-00-02349/2011-04

Инспектор рада Министарства рада и социјалне политике Републике Србије, Инспекторат за рад, II Одељење инспекције рада града Београда, решавајући по захтеву Синдиката радника грађевинарства и индустрије грађевинског материјала Србије, Дечанска 14, Београд, на основу члана 26 у вези члана 93 Закона о државној управи („Сл. Гл. РС бр. 24/92 и 72/05) члана 192 Закона о општем управном поступку („Сл. лист СРЈ бр. 33/97 и 31/01) и члана 269 Закона о раду („Сл. Гл. РС бр. 24/05 и 61/05) доноси:

**РЕШЕЊЕ**

НАЛАЖЕ СЕ послодавцу – директору привредног друштва за производњу и монтажу префабрикованих бетонских конструкција „STG&CG MONTAŽA AD“ Пожешка 6А Београд, да отклони утврђене повреде закона и других прописа у области радних односа, тако што ће у року од тридесет дана од дана коначности овог решења:

исплатити запосленима, доспеле а неисплаћене нето зараде и накнаде трошкова, према обрачунима у прилогу, који чине саставни део овог решења,

у складити уговоре о раду и анексе уговора о раду са Законом о раду, Посебним колективним уговором за грађевинарство и индустрију грађевинског материјала Србије и Правилником о раду STG&CG MONTAŽA AD“ Пожешка 6А Београд.

Запосленима доставити обрачуне зарада за месец за који није извршена исплата са образложењем о разлозима.

Послодавац је дужан да најкасније у року од 15 (петнаест) дана од дана истека рока за отклањање утврђене повреде закона, обавести инспекцију рада о извршењу решења.

**ОБРАЗЛОЖЕЊЕ**

Синдикат радника грађевинарства и индустрије грађевинског материјала Србије, Дечанска 14, Београд, поднео је захтев за вршење

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# Branch Collective Agreement and Multinational Companies



**Increased rights**  
**Signed collective**  
**agreements:**

**HOLCIM**  
**LAFARGE**  
**TITAN**  
**TONDACH**

**Avoiding application**  
**Book of rules**

**FANTINI SCIANATICO:**  
**Brickyard UB**  
**Brickyard MIHAJLOVAC**  
**Brickyard BEČEJ**

**Trade Union**  
**Activities**

**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

## Trade Union Activities:

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

Example:

SCT&CG

- Construction of concrete products for PORR, Bridge on ADA



# 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 Kalvariija
- 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