



BOFOS *news*

ELECTRONIC NEWSLETTER OF AUTONOMOUS TRADE UNION OF EMPLOYEES IN
BANKS, INSURANCE COMPANIES AND OTHER FINANCIAL ORGANIZATIONS
OF SERBIA

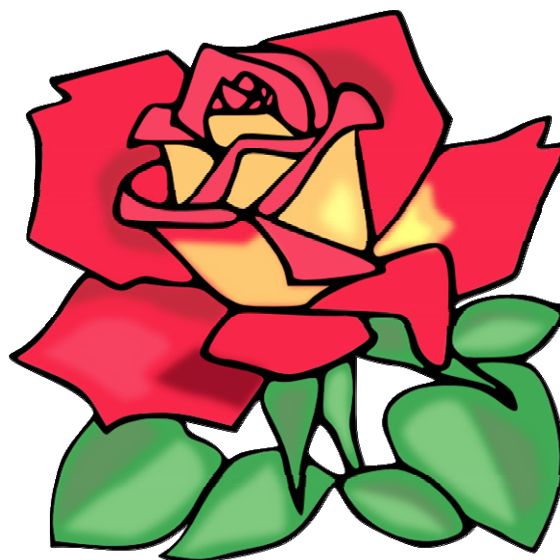
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Happy International Workers' Day



Bofos news



IN FOCUS

Support for Our Colleagues from Metals Bank

Union office inadequate located

The current situation in Metals bank was a central topic of the Metals bank trade union organization Board session which was held on April 20th. Svetlana Novakovic, President of Metals bank trade union organization informed the participants about collective agreement proposal which was given to the employer for consideration on April 6th. Union initiative was that negotiation on the conclusion of collective agreement begin in the next 15 days, she said.



Short deadline for concluding the collective agreement

Svetlana Novakovic met with Natasa Jovanovic the Metals bank Human Resources Director. At the meeting Svetlana has received verbal information that in the future Metals bank trade union organization office will be inadequate located. Svetlana Novakovic also said that employer wants to conclude a collective agreement till April 28th, and that the deadline for the conclusion is too short. According to the employer, reason for such a short period for collective agreement conclusion is maintenance of the Metals bank Assembly, and Metals bank's name change. Svetlana Novakovic informed the participants that she also had a meeting with the President of the Assembly of the Autonomous Province of Vojvodina, Bojan Pajtic, on April 12th on which they discussed about the relationship between the employer and the Metals bank trade union organization.

Violation of Law in Metals Bank

Vladislav Jevtovic president of the SS BOFOS Provincial Board, commented current situation in Metals bank. He pointed out that the employer has an obligation to distribute *Jobs and basic earnings Catalogues* to the Metals bank trade union organization, as well as Metals bank average earnings data. He said that there is no legal basis for earnings reduction in Metals bank.



Mara Edelj: - "It is necessary to provide support to people who have lost their jobs"

He also said that the employer has an obligation to distribute Earnings Reduction Explanation to each employee. Jevtovic said that the deadline for collective agreement conclusion is too short.

He said that the deadline is not deniable only if employer fully complies with the collective agreement proposal. Mara Erdelj President of SS BOFOS, said that verbal communication between trade union and employers, should be avoided. She said that SS BOFOS need to provide support to people who lost their jobs.

- SS BOFOS will address a letter to the European Board of the World Organization of Workers (WOW) and seek support for employees in Metals bank, said Mara Erdelj.



New SS BOFOS Territorial Committee

Verica Radosavljevic - Territorial Committee President

SS BOFOS Territorial Committee for several municipalities located in Sremska Mitrovica was founded on April 15th on its constitutive session. The meeting was attended by Verica Radosavljevic, Zlatica Seratic, Zivanic Milan, Momcilo Stojic, Svetlana Stojanovic, Mara Erdelj, Vladislav Jevtovic and Stevan Romakov.

Verica Radosavljevic was elected for a Territorial Committee President while Milan Zivanic was elected for a Secretary.

Stevan Romakov President of Autonomous Trade Unions of Serbia Board for Sremska Mitrovica Municipality and town called Sid informed constitutive session participants about the Board work and about its professional services, which are available at Board office.



Verica Radosavljevic with constitutive session participants



Mara Erdelj: Successfully formed Territorial Committees

All SS BOFOS Territorial Committees:

for the city of Novi Sad with several municipalities,
for the city of Sombor and Odzaci,
for the city of Zrenjanin,
for Moravicki district located in Cacak,
for the city of Kragujevac,
for the city of Nis and
the Zlatibor district, located in Uzice.



Mara Erdelj - Working Visit to Vienna

Work-Life-Balance



Krifa - a fighter for workers' rights

Mara Erdelj President of SS BOFOS, as a member of European Board of the World Organization of Workers (WOW) took part in the WOW Board meeting in Vienna, which was held on Wednesday April 7th 2010.

She also attended the Section Meeting Finance of WOW, as a coordinator. They discussed about several important topics such as social dialog, collective bargaining, conditions for trade union work, age-conscience policy with relation to the different stages of life of employees, policy regarding employability and high incomes and bonuses of top managers. Mara Erdelj participated in the seminar called „Work-Life-Balance“, as well. The seminar was organized by Kristelig Fagbevægelse (Krifa) in cooperation with the European Centre for Workers' Questions (EZA), the World Organization of Workers (WOW) and the CNV with the support of the European Commission.



Mara Erdelj with her colleagues

On that occasion, Mara Erdelj illustrated the establishment of the Work-Life-Balance on her personal example.

- The time I spend working (in the office, on the road, and almost every day at home) is much longer than the prescribed 8 hours. Generally this is not the problem, but it often happens that commitments can not be done in deadline and because of that I am often under a stress. I'm trying to relieve stress and manage it. I dedicate my energy and my attention to my family, my business and to those things that make me happy. I consider myself lucky and successful. I manage to fit together all three - work, family and personal interests. I do not balance between them. I devote time and attention to my career and my family, not forgetting myself.



Announcement: Project "Network for Health and Safety at Work" Start-up Conference

Start-up Conference - the Central Event of the Project



Antimobbing networks - employees demand

Trade Union of Employees in Banks, Insurance Companies and other financial organizations of Serbia (SS BOFOS) president Mara Erdelj, its Vice-Presidents Vladislav Jevtovic and Pera Bozic along with Stanica Sarcanski president of Erste bank trade union organization, Svetlana Novakovic president of Metals bank trade union organization, Biljana Verigic president of Srpska bank trade union organization, and Mladen Popovic president of Komercijalna bank trade union organization will represent SS BOFOS on the Start-up Conference of international project "Network for Health and Safety at Work" financed from the pre-accession fund IPA 2008 - Civil Society Facility.

Project Start-up Conference will last in the period from 01/06/2010. - 04.06. 2010. "Association for help and education of mobbing victims" from Croatia will organize Start-up Conference, and two other partner organizations will also participate the Start-up Conference (Financial Activities Union from Macedonia, and Union of financial organizations from Montenegro).

Besides SS BOFOS representatives, this event will be attend by representatives of relevant Serbian national institutions (Slobodanka Brankovic -Advisor of the Minister of labour and social policy; Jasmina Maricic-Vukotic - Labour inspector; Olga Lola Kicanovic- Legal adviser in Republic Agency for Peaceful Settlement of Labour Dispute) employers representative (Ranka Keca - Deputy Director of Erste Bank Human Resources) civil society organizations representative (Majda Sikosek, Main Coordinator of NGO "Felicitas"). Vesna Baltezarevic will also participate Start-up Conference, as an expert for mobbing prevention.

Start-up Conference is a the central event of the project. It is designed as a co-operation and exchange of experiences of representatives from Croatia, Montenegro, Serbia and Macedonia.

"Antimobbing network" will be established at this event. International project "Network for Health and Safety at Work" will encourage development of socially responsible labor market in the western Balkan region, through the mobbing prevention. Specifically, the project will encourage development of socially responsible labor market in four countries of the Western Balkan region: Croatia, Serbia, Montenegro and Macedonia.

The aim of the project is establishment of regional partnerships between civil society organizations and unions, as well as establishment of counseling services for victims of mobbing, in which work will be included trade union representatives.



Announcement: IV Conference of the Trade Union Representatives of Financial Organizations SEE

Unions Versus Workers' Councils - Cooperation or competition

IV Conference of the Trade Union Representatives of Financial Organizations SEE called - *Creating a regional network of trade unions in the banking sector in SEE*. The Conference will be held in May 5-8, 2010 at the Dubrovnik.

SS BOFOS representatives Mara Erdelj, Vladislav Jevtovic, Pera Bozic, Djuro Novakovic, and Zagorka Sandic will take part in this event. The host of this year's Conference will be Silvana Ercegović-Furlan representative of Independent Croatian Unions-RSRH and a member of the European Employees Council of Erste Bank. Participants will discuss about the role of social partners in the multinational companies in the financial sector. Roland Feicht from the Foundation Friedrich Ebert Stiftung (which funded this event) will address to the participants.



Unions Versus Workers' Councils - Cooperation or Competition – is the central topics of the event. Participants will discuss about the European workers' councils - as a model of association of employees in multinational companies in the financial sector across Europe. Financial sector unions from Croatia, Montenegro, Macedonia, Bulgaria, Romania, Republic of Srpska and Albania will have their representatives in this IV Conference.



Conference participants will present the state of the labor legislation in their countries. "Association for help and education of mobbing victims" from Croatia will present the international project "Network for Health and Safety at Work".



Statistics

Labor Force Survey / Tables

UNEMPLOYMENT RATE		
Population aged 15 and over		
Republic of Serbia	Unemployment rate - total	Unemployment rate (15 - 64 years old)
2000	12.09	13.26
2001	12.23	13.36
2002	13.28	14.47
2003	14.63	16.00
2004	18.5	19.53
2005	20.8	21.83
2006	20.9	21.56
2007	18.1	18.8
April-2008	13.3	14.00
October-2008	14.0	14.7
2008	13.6	14.4
April-2009	15.6	16.4
October-2009	16.6	17.4
2009	16.1	16.9

(Source: Web Site Statistical Office of the Republic of Serbia <http://webrzs.stat.gov.rs/axd/index.php>)

Employment and Earnings Statistics

The average salaries and wages paid in March 2010 in the Republic of Serbia amounted to dinars 46457. Compared to the average salaries and wages paid in February 2010, this was an increase of 3.5% in nominal terms and a 2.4% increase in real terms.

The average tax and contributions deducted salaries and wages paid in March 2010 in the Republic of Serbia totaled dinars 33508. Compared to the average tax and contributions deducted salaries and wages paid in February 2010, this was a 3.6% increase in nominal terms and a 2.5% increase in real terms.

(Source: Web Site Statistical Office of the Republic of Serbia <http://webrzs.stat.gov.rs/axd/index.php>)

Retail Prices in April 2010

The retail prices of goods and services in the Republic of Serbia in April 2010 increased on average by 1.1% if compared to the previous month. The retail prices in April 2010, compared to April 2009, increased by 7.4 % and in relation to December 2009, by 4.2%.

The consumer price index in the Republic of Serbia in April 2010 increased by 0.6% on average, if compared to the previous month. Compared to April 2009, the consumer price index in April 2010 increased by 4.0% on average and if compared to December 2009, it increased by 2.6%.

(Source: Web Site Statistical Office of the Republic of Serbia <http://webrzs.stat.gov.rs/axd/index.php>)



News - Economy

GDP Growth Indicates Recovery

The real growth of Serbia's GDP in the first quarter of 2010, compared to the same period in 2009, was one percent. This indicates that Serbia has recovered from the financial crisis, Director of the Statistical Office of Serbia Dragan Vukmirović stated on Friday. During a news conference at the Serbian government, Vukmirović said that this was the first recorded GDP growth after the decline in four successive quarters in 2009.

(Source: Tanjug news agency)

Inflation Two Percent in First Quarter

The inflation figure in Serbia measured by the consumer price index amounted to two percent in the first quarter of 2010. This is according to an announcement today in Belgrade from the Statistical Office. The inflation in March was 1.2 percent compared to February 2010, whereas the year-on-year figure amounted to 4.7 percent, the statement said. The consumer price index is defined as a measure of average change of retail prices of goods and services used for personal consumption.

(Source: B 92)

World Bank Opens Information Center

The World Bank opened its Information Center in Belgrade on April. It is designed to enable access to main statistical databases and information regarding the projects funded by this international financial institution in the Balkan region and in the world. At the opening of the Information Center at the University library Svetozar Marković, World Bank Country Manager for Serbia Simon Gray said that Serbia's future largely relies on the access to trained human resources, stressing that the country may become noncompetitive if it keeps ignoring the modernization of education centers. The World Bank, whose mission is to reduce global poverty and improve the standard of living, is opening the Information Center with the aim of better public understanding and perception of development needs and priorities, Gray said.

(Source: Tanjug news agency)

WB in USD 580mn Support to Serbia

The World Bank (WB) has decided to provide funds of USD 580mn support to Serbia in the year ahead. This is according to Serbian Deputy Prime Minister and Minister of Science and Technological Development Božidar Đelić. He spoke to Tanjug news agency in Washington on Sunday evening. "The concrete result of the talks we had in the WB is that the total help provided to Serbia in the following 12 months will amount to USD 580mn," Đelić said, who is attending the annual WB-IMF meetings, was quoted.

(Source: Tanjug news agency)

Greek Banks in Serbia "Stable and Solvent"

The financial situation of Greek-owned domestic banks is stable, they are liquid and solvent, NBS says.

All business indicators are in accordance with the prescribed frameworks, the National Bank of Serbia (NBS) said in a statement on Wednesday.

These banks, as well as other banking institutions operating in Serbia, are resistant to external shocks, which has been confirmed by stress tests conducted by the NBS on the methodology of the International Monetary Fund (IMF), and the checks carried out by a joint team of the IMF and the World Bank under the program of assessment of Serbia's financial sector, the NBS statement reads.

In Serbia, there are four banks that are majority-owned by legal entities from Greece - Alpha Bank Serbia, Eurobank EFG, Piraeus Bank and Vojvođanska Banka - with a participation in the market of 16 percent.

In 2009 these banks increased their credit activity by 10 percent, and the growing trend is continuing in this year. These banks, as members of the financial companies from Greece, operate in Serbia as independent legal entities within the frameworks of their banking groups, with the license of the NBS and their own capital, which enables them to properly and efficiently fulfill all their obligations towards their creditors, including the citizens.

(Source: Tanjug news agency)