

Government of the Republic of Serbia
Att: Prime Minister, Aleksandar Vučić

Republic of Serbia

ivica.kojic@gov.rs

Ref.: JWG/cb

Brussels, 21 December 2015

Re : Proposals regarding the Law on the Salary System in the Public Sector

Dear Prime Minister, Mr Vučić,

We have been informed about the proposals regarding the Law on the Salary System in the Public Sector by our affiliated unions in Serbia. Information was also provided on the negotiations in the work group which is responsible for the amendments to this law and which was set up by the Social-Economic Council of the Republic of Serbia. This Law on the Salary System in the Public Sector stipulates more limited rights than those given by the Labour Law. This is not acceptable. We understand this is also the opinion of the representatives of the Ministry of Labour, Employment, Veteran and Social Affairs headed by Minister Vulin. We ask you to withdraw this law and enter further negotiations with the trade unions.

The Labour Law adopted by the National Assembly of the Republic of Serbia in 2014 foresees minimum employees' rights. The law says that collective agreements cannot reduce the rights of workers, nor create less favourable working conditions than those established by the Labour Law. Collective agreements can ensure broader rights than those stipulated by the law and based upon agreements between the unions and the employers. Such collective agreements were signed by the so-called line ministries in 2014 and 2015.

The new law (on the Salary System in the Public sector) terminates the validity of many provisions of the existing collective agreements. These agreements were approved by the Government of Serbia. We support the demands of the trade unions that all employees in the Republic of Serbia have the same rights. No workers should have less rights than what the Labour Law provides for. We also bring to your attention the report of the committee of experts of the ILO. In 2013 they presented their findings on collective bargaining in the public sector to the ILO governing bodies. It strongly promotes collective bargaining in the public sector and underlines how positive the effects are.

We fully support the demands of the public service unions of Serbia. We ask you to reconsider the proposals.

EPSU Secretariat 40 rue Joseph II, box 5 – 1000 Brussels, Belgium
Phone: +32 2 250 10 80 Fax: +32 2 520 10 99 Mail: epsu@epsu.org www.epsu.org

European
Federation
of Public
Service
Unions

Federación
Sindical
Europea
de Servicios
Públicos

Fédération
Syndicale
Européenne
des Services
Publics

Europeiska
Federationen
för Offentlig-
anställdas
Förbund

Europäischer
Gewerkschafts-
verband für den
Öffentlichen
Dienst

Европейская
Федерация
Профсоюзов
Общественного
Обслуживания

 
EPSU is a member
federation of the ETUC
and represents
PSI in Europe

If you seek to continue with discriminating between workers, and especially discriminate against workers in the public sector we will inform the European institutions. This could have an impact on the pre-accession negotiations slowing them down and potentially leading to blockage.

Hoping you will show understanding for the legitimate demands of the unions.

Yours sincerely.



Jan Willem Goudriaan
EPSU General Secretary

P.S This letter is also sent to the Minister of Public Administration and Local Self-Government, Mrs Kori Udovički and Minister of Labour, Employment, Veteran and Social Affairs, Mr Aleksandar Vulin