



**THE SOCIAL AND ECONOMIC COUNCIL
OF THE REPUBLIC OF SERBIA**

THE SECRETARIAT

**REPORT ON THE ACTIVITIES OF
THE SOCIAL AND ECONOMIC
COUNCIL AND ITS
SECRETARIAT IN 2010**

**Compiled by:
Čedanka Andrić, Secretary to the Council**

Belgrade, No: 33/2011

CONTENTS:

I	Introduction.....	3
II	The Council’s budget and financial documentation.....	4
III	Meetings in 2010: topics, dynamics, opinions, decisions, effects.....	6
IV	Standing working bodies of the Council.....	10
V	Publishing activities.....	12
VI	International Co-operation.....	13
VII	Informing the public about the Council’s work.....	18
APPENDIX No. I	Overview of minimum wages in the 2005–2010 period.....	19
APPENDIX No. II	List of Council members and their deputies	20
APPENDIX No. III	Tabular survey of attendance of meetings in 2010.....	21

I INTRODUCTION

This Activity Report follows the objectives defined by the Plan of Work of the Council and the Secretariat in 2010¹, unplanned activities, and the current obligations required for the unimpeded functioning of the Council. It is envisaged by the Plan of Work that the Council's Secretary submits a Report on Activities at the first regular session in 2011 which is after its adoption posted on the Notice Board of the Council in the Secretariat. The Report is also posted on the Council's internet site.²

The Chairperson in the report period was the Minister of Labour and Social Policy, Rasim Ljajić. Minister Ljajić was elected Chairperson by Council Decision No. 229/09 at its 34th regular session held on 2nd October 2009. The one-year term of the minister of labour and social policy ran out on 2nd October 2010, when under the Law on the Social and Economic Council a rotation was envisaged and a representative of the unions should have been elected to the Chair - according to the agreed order, the President of the CATUS [Confederation of Autonomous Trade Unions of Serbia], Ljubisav Orbović. The President of the CATUS refused to assume the chairmanship until the representativeness of the social partners taking part in the work of the Council was re-evaluated. Minister Ljajić agreed to remain the Chairperson for an additional month³ during which he assumed an obligation to hold a meeting of the Collegium and agree on a date for the next Council session. By the end of 2010, neither the Collegium nor the Council had met. The one-month extension of Minister Ljajić's term expired on 2nd November 2010, after which the Council formally entered a state of deadlock. Within its competences, the Council's Secretariat continued its activities at a diminished rate, in particular in connection with its main obligations under the Law, drafting materials, coordination with partner organisations, relevant institutions and standing working bodies. The obligation under the law to pay salaries to and taxes and contributions for employees of the Secretariat and payment of running costs is regulated in accordance with the law and on the basis of an opinion obtained from the Treasury Department of the Ministry of Finance of the Republic of Serbia.⁴

¹ Conclusion No. 53/10, adopted at the 36th regular session held on 11th March 2010.

² After being translated into the English language, the Report will be posted on the internet site of the Social and Economic Council in English, and will also be forwarded just as was the Report on Activities in 2009 to the ILO, the European Economic and Social Committee, and the Office of the European Commission in Belgrade. The Serbian-language version is also forwarded to local councils and the Provincial Council, as well as to all interested partner organisations in and outside the country.

³ Decision No. 184/10, adopted at the 40th regular session of the Council held on 1st October 2010.

⁴ Certificate No. 02-422-2966/2010-002, dated 4th November 2010.

II THE COUNCIL'S BUDGET AND FINANCIAL DOCUMENTATION

The 2010 BUDGET

- ▶ Under the Law on the Budget of the Republic of Serbia for 2010⁵ in section 21 – Ministry of Labour and Social Policy, at function 410, economic classification 451 – Subsidies to Public Non-financial Enterprises and Organisations, an amount of 390,800,000 dinars was set aside for the functioning of the Solidarity Fund and the Social and Economic Council of the Republic of Serbia. The State Secretary of the Ministry of Labour and Social Policy⁶ informed the Council that of the aforementioned amount **some 22,200,000 dinars were earmarked for the functioning of the Council**, and the Financial Plan for 2010 was accordingly drafted and submitted to the Ministry of Labour and Social Policy.⁷
- ▶ The Council adopted the Financial Plan for the 1st January 2010 – 31st December 2010 period at its 36th Regular session held on 11th March 2010.⁸
- ▶ The Council's Secretariat submitted the Council's Conclusion and Financial Plan for 2010 on 15th March 2010 to the Ministry of Labour / Group for Economic Affairs in the Area of Labour, Pension and Disability Insurance and the Protection of Persons with Disabilities.

OTHER FINANCIAL DOCUMENTATION

- ▶ In accordance with the Regulation on Budget Accountancy⁹, on 12th January 2010 the Council's Secretariat submitted a Report on the Execution of the Budget for the 1st January 2009 – 31st December 2009 period to the Ministry of Labour / Group for Economic Affairs in the Area of Labour, Pension and Disability Insurance and the Protection of Persons with Disabilities.
- ▶ On 25th February 2010, the Council's Secretariat submitted a Financial Report for 2009 to the Ministry of Finance / Treasury Department.
- ▶ On 9th March 2010, the Council's Secretariat submitted a Report on the Expenditure of Funds in 2009 Ministry of Labour / Group for Economic Affairs in the Area of Labour, Pension and Disability Insurance and the Protection of Persons with Disabilities.

Reports on the Execution of the Budget (Standard form No. 5) were submitted to the Ministry of Labour and Social Policy as the direct budget beneficiary for the following periods:

- 1st January – 31st March 2010;
- 1st January – 30th June 2010;
- 1st January – 30th September 2010; and
- 1st January – 31st December 2010.

⁵ *Official Gazette of the RS*, No. 107/09.

⁶ Communication No. 401-00-4/524/2009-18, dated 30th December 2009.

⁷ Some 22,150,000 dinars were transferred to the Council's account, of which sum only about 75 per cent of the budget was realised owing to the three-month blockade of its work, but also the low level of intensity of work over six months – this datum is based on a situation as it existed in the period of drafting this Report - December 2010.

⁸ Conclusion No. 50/10.

⁹ *Official Gazette of the RS*, Nos. 125/03 and 12/06.

► In accordance with the Law on Assets Owned by the Republic of Serbia¹⁰, the Council's Secretariat submitted on 9th August 2010 to the Republic Directorate for Property completed standard forms recording movable and immovable assets owned by the Social and Economic Council.

► In communication No. 401-00-869/2010-18 dated 7th September 2010, the Secretariat of the Ministry of Labour and Social Policy asked the Council's Secretariat to submit by 10th September 2010 a Draft Financial Plan for 2011 and projected financial plans for 2012 and 2013. Attached to the communication was an Instruction for Drafting the Budget of the Republic of Serbia for 2011 and projections for 2012 and 2013 issued by the Minister of Finance, in accordance with a Memorandum on the Budget and Economic and Fiscal Policy for 2011, as well as projections for 2012 and 2013, adopted at a session of the Government of Serbia in August.¹¹ The limits determined by the memorandum for 2011-2013 are 22,200,000 dinars. On 9th September, the Council's Secretariat submitted to the Secretariat of the Ministry of Labour a Draft Financial Plan for 2011, with projections for 2012 and 2013.¹²

¹⁰ *Official Gazette of the RS*, Nos. 53/95; 3/96; 54/96; 32/97 and 101/2005.

¹¹ The basis for adopting the Memorandum is Article 35 of the Law on the Budget System of the Republic of Serbia, *Official Gazette of the RS*, No. 54/09.

¹² Communication No. 175/10.

III MEETINGS IN 2010: TOPICS, DYNAMICS, OPINIONS, CONCLUSIONS, DECISIONS AND EFFECTS

The intensity of the Council's work in 2010 declined considerably compared with the preceding year. A total of six sessions were held – five regular ones and one extraordinary one.

Not a single draft law from within the purview of the Council's work was communicated to the Council for its opinion.

Under Article 9 of the Law on the Social and Economic Council of the Republic of Serbia, "The Council reviews the following issues: development and promotion of collective negotiation, the influence of economic policy and measures for its implementation on social development and stability, the employment policy, pay and price policies, competition and productivity, privatisation and other issues of structural adjustment, protection of working environment and living environment, education and professional training, health and social protection and security, demographic movements and other questions in accordance with Council documents. Under Article 10, the Council reviews draft laws and other regulations of importance for the economic and social status of employees and employers and issues opinions on them. Opinions are submitted to ministries responsible for individual areas which had drafted the bills and regulations. Such ministries are required to notify the Council within 30 days of the date of submission of the opinion about their opinions. Where a ministry does not accept an opinion, the Council may forward it to the Government."¹³

Extraordinary sessions in 2010

The first (and only) extraordinary session of the Council in 2010 was held on 3rd February.

The session was devoted to the economic situation in Serbia, the introductory address being made by the Prime Minister, Mirko Cvetković. The Prime Minister presented to the Council the economic situation in the country and the measures the Government would implement with the aim of preserving macro-economic stability and enhancing economic activity. It was noted that the year would be another difficult one and that Serbia was only making initial steps on its way out of the crisis. The Prime Minister announced Government activities on attracting foreign investments and enhancing demand at home and abroad, which should result in the creation of new jobs and an improvement of the financial status of employed persons. It was noted that in 2009 Government measures assisted by the social partners had helped mitigate the negative consequences of the economic crisis, as proven by macro-economic indicators, as well as comparisons with the neighbouring countries. Government initiatives and measures helping to equate conditions for doing business and to strengthen financial discipline and the fulfilment of obligations in paying taxes and contributions were welcomed. The social partners particularly called for measures aimed at stimulating production and employment in the less developed regions in the Republic. The unions pointed to the necessity of completing

¹³ Law on the Social and Economic Council of the Republic of Serbia, *Official Gazette of the RS*, No. 125/04.

privatisation of the remaining socially-owned enterprises by placing an obligation on their new owners to make the enterprises economically viable and to ensure full employment. There was agreement that regular consultations and exchanges of opinions between the social partners and the Government in connection with the most important economic issues were necessary throughout the year, as was monitoring of the effects of the measures.

Regular sessions in 2010

Five regular sessions were held in 2010:

- the 36th session, held on 11th March;
- the 37th session, held on 1st April;
- the 38th session, held on 17th May;
- the 39th session, held on 3rd June, and
- the 40th session, held on 1st October.

The following are the most important topics discussed and the results achieved:

- Conclusion No. 48/10 issuing a positive opinion and support for a proposal to establish an Occupational Health and Safety Day in the Republic of Serbia, in the manner it is envisaged to mark on 28th April, with the aim of promoting a culture of prevention and good practice in the area of occupational health and safety. (Proposal submitted by: Ministry of Labour and Social Policy / Occupational Health and Safety Administration)¹⁴
 - Conclusion No. 49/10 adopting the Report on the Activities of the Council and Secretariat for 2009 (Report submitted by: Council Secretary)
 - Conclusion No. 50/10 adopting the Financial Plan of the Social and Economic Council in 2010. (Financial Plan Proposal drafted by the Council's Secretariat)
 - Conclusion No. 53/10 adopting the Plan for Work of the Council and Secretariat in 2010. (Plan for Work of the Council and Secretariat in 2010 drafted by the Council's Secretariat)
- No decision on the minimum wage for the January-June and July-December 2010 periods was adopted at the Council's session as the requisite consensus was not achieved, and neither was there consensus at meetings of tripartite negotiating teams prior to the Council's sessions. In this case, pursuant to Article 112 of the Labour Law of the Republic of Serbia (*Official Gazette of the RS*, Nos. 24/05, 61/05 and 54/09), the decision on a minimum wage was adopted by the Government of the Republic of Serbia.¹⁵
- Conclusion No. 100/10 adopting a Platform for Participation in the 99th Session of the International Labour Conference in Geneva, from 2nd through 18th June. (Platform proposal drafted by: Ministry of Labour and Social Policy). The Conclusion is also followed by Council Decision No. 101/10, issued in accordance with the Financial Plan,

¹⁴ The standing working body of the Council for occupational health and safety, the Occupational Health and Safety Administration of the Ministry of Labour and Social Policy and the Council's Secretariat jointly prepared a leaflet for the first marking of 28th April containing the text of the Declaration on Occupational Health and Safety in the Republic of Serbia signed on 15th April 2009 at the 31st regular session of the Council.

¹⁵ A table containing a survey of minimum wages in the 2005-2010 period is given in Appendix No. I to this Report.

setting aside funds for financing a part of the delegation of the Republic of Serbia at the 99th session of the ILC in Geneva.

- Conclusion No. 102/10 instructing the standing working bodies to issue expert opinions on draft laws and regulations submitted to the Council for its opinion throughout 2010.
- Conclusion No. 103/10 asking the Republic Agency for Amicable Resolution of Labour Disputes to inform the Council about the Report on Activities in 2009. A similar request was also sent to the Solidarity Fund of the Republic of Serbia. At the first session which followed, the directors of the aforementioned institutions submitted to the Council performance reports for 2009.
- The Council failed to achieve the consensus needed to adopt a conclusion issuing a positive opinion and recommending that the Minister of Labour and Social Policy sign the Decision on the Application of a Separate Collective Agreement for Health-care Institutions Founded by the Republic to all employers engaged fully in performing health-care activities or performing certain health-care activities. (Submitted by: Ministry of Health and Ministry of Labour and Social Policy)
- Conclusion No. 180/10 and attendant Conclusion No. 181/10 determining a list of mediators of the Social and Economic Council, pursuant to the Law on the Prevention of Mistreatment at Work.¹⁶
- Conclusion No. 182/10 adopting a Report of the Council's Secretary from the 99th regular session of the International Labour Conference in Geneva, held from 2nd to 18th June 2010.
- Conclusion No. 183/10 adopting a Report on the work of the Council's Chairperson, the Minister of Labour and Social Policy, Rasim Ljajić, for the 2nd October 2009 – 2nd October 2010 period.
- Decision No. 184/10 extending the mandate of Rasim Ljajić, the Chairperson of the Social and Economic Council of the Republic of Serbia, until 2nd November 2010.

The Team for Social Inclusion and Poverty Reduction attached to the Office of the Deputy Prime Minister in charge of European integrations sent to the Council Secretariat in the first week of December 2010 a European Union questionnaire for the Government of the Republic of Serbia whose objective was preparation of an Opinion on the Application of the Republic of Serbia for Admission to the European Union. The Council Secretariat forwarded the questionnaire to the social partners, who sent their answers directly to the Team for Social Inclusion and Poverty Reduction, to the Ministry of Labour and Social Policy, or to the Office for European Integrations.

The Team for Social Inclusion and Poverty Reduction also actively included social partners and the Council in the process of consultations in drafting the first Report on Social Inclusion and Poverty Reduction in Serbia in the 2008-2010 period. Particularly engaged participation of the social partners and acceptance of their suggestions took place in the activity of the Working Group for Employment, within which the issue of social dialogue was also treated.

¹⁶ In accordance with the decision, the Council Secretariat posted the list of mediators on the Council's internet site. By the end of 2010 mediators were engaged in three cases, concluded successfully by the signature of agreements and thereby avoiding litigation.

Conclusions from the last session in December 2009¹⁷ which should have been realised in the first half of 2010, but which did not happen:

- Conclusion No. 299/09 accepting an initiative (No. 11/09) of the Provincial Council for a joint meeting to discuss the economic environment of the activity of the employer and the status of employees in the economic crisis.
- Conclusion No. 302/09 instructing the Council's Collegium to oversee work on revisions of the Law on Pension and Disability Insurance, given the significance of the issue for all participants in social dialogue in Serbia. The Conclusion was adopted with the aim of ensuring that the Council is informed better about all activities related to this area so it can be involved in a timely debate on the bill and issue an opinion in accordance with the Law on the Social and Economic Council of the Republic of Serbia. The Ministry of Labour and Social Policy submitted a draft of a revised Law on Pension and Disability Insurance to the Council at the 39th regular session, held on 3rd June 2010, giving the Council one week to issue an opinion. Given that in such a short time it is not possible to obtain the opinions of tripartite standing working bodies and call a new session of the Council, the social partners submitted their objections¹⁸ and proposals on the bill directly to the Ministry of Labour and Social Policy. All subsequent dialogue and negotiations in connection with the said law proposal, and then draft law, were therefore conducted outside the Social and Economic Council.

¹⁷ The 35th regular session of the Council, held on 25th December 2009.

¹⁸ Previously, the social partners had participated in the work of the tripartite working group for drafting the revisions of the Law during several different rounds of talks and expressed dissatisfaction about the extent in which their views were taken into consideration and proposals accepted.

IV STANDING WORKING BODIES OF THE COUNCIL

In 2010 members of the Council's standing working bodies¹⁹ forwarded to the Council no expert opinions on draft laws, because, as has already been noted, no bill dealing with the Council's purview was submitted for an opinion.

Nevertheless, in accordance with Conclusion No. 102/10²⁰, the working bodies did present their opinions on the following documents:

EMPLOYMENT

- The National Employment Action Plan for 2011 (submitted by the Sector for Employment of the Ministry of the Economy and Regional Development).

OCCUPATIONAL HEALTH AND SAFETY

- Regulation on Preventive Measures for Safe and Healthy Work in Underground and Surface Exploitation of Mineral Raw Materials, and the Regulation on Preventive Measures for Safe and Healthy Work in the Exploitation of Mineral Raw Materials in Deep Drilling (submitted by the Occupational Health and Safety Administration of the Ministry of Labour and Social Policy).

- Regulation on Preventive Measures for Safe and Healthy Work on Vessels Engaged in Fishery (submitted by Occupational Health and Safety Administration of the Ministry of Labour and Social Policy).

Tripartite working groups of the social partners also participated in the drafting of these documents.

A Working Group for Drafting an Analysis of the Application of the Law and Regulations Pertaining to Occupational Health and Safety was formed in April 2010, in accordance with the Action Plan proceeding from the Occupation Health and Safety Strategy of the Republic of Serbia. The Council's Secretary is participating in the work of this working group, as are representatives of the social partners in the Council's membership, the Ministry of Labour, the Ministry of Health and representatives of relevant professional institutions.

Participation of the standing working bodies in activities within the framework of international co-operation:

The standing working bodies, coordinated by the Council's Secretariat, engaged in most of the activities performed within the framework of the Council's international co-operation²¹.

■ The Standing Working Body for Legislation realised a project as part of co-operation with the United Nations Development Fund for Women - UNIFEM. (*Promoting the Economic and Social Status of Women in Serbia*).

¹⁹ Standing working bodies for: legislation; economic issues; occupation health and safety; collective negotiation and amicable resolution of labour disputes.

²⁰ Under the Conclusion the Council Secretary is required upon receiving the draft of a law or regulation in the Secretariat to forward them promptly to the president of the Standing Working Body for Legislation (if needed also to the presidents of the other working bodies) to enable him/them to schedule meetings to analyse the said documents and draft an expert opinion for the Council. The Secretary is also required to inform the Chairperson in writing on all activities undertaken.

²¹ More on these activities in part VI of the Report – International Co-operation.

- The Standing Working Body for Economic Issues realised a project as part of co-operation with the Swiss Labour Assistance organisation. (*Efficient Suppression of the Grey Economy*)
- A joint programme for the Council's standing working bodies realised in co-operation with the Spanish organisation ISCOD, with the participation of the Economic and Social Council of the Kingdom of Spain (*Presentation of the Work of the Economic and Social Council of Spain – Possibilities for Co-operation*)

Various initiatives launched by the standing working bodies included the following:

- Adoption of a conclusion asking the Republic Agency for Amicable Resolution of Labour Disputes for a Report on Activities for 2009. In connection with this, upon an initiative of the Standing Working Body for Collective Negotiation and Amicable Resolution of Labour Disputes and with the participation of members of the Standing Working Body for Legislation, a professional debate was organised with the managing officials and arbitrators of the Republic Agency for Amicable Resolution of Labour Disputes. The debate took place immediately after the effective date of the Law on the Prevention of Mistreatment at Work and focused on the most effective implementation of the Law, potential problems in its enforcement and the best way to form a list of the Council's mediators pursuant to the Law. There was also discussion about the future structure of the Agency's reports for the Council to ensure their best possible representation of reality in the area of amicable resolution of labour disputes and presentation of opportunities for upgrading work in this area. It was agreed that debates of this kind should be organised at least once every year.
- The Standing Working Body for Economic Issues initiated a meeting with representatives of the Ministry of Labour and Social Policy aimed at amending Government Conclusion No. 43-6256/2009-001 dealing with the implementation of a procedure on the manner of regulating unpaid contributions, which relied on the Information on the Need for and Manner of Regulating Unpaid Contributions for Pension and Disability Insurance for Certain Economic Entities. It was successfully initiated for additional categories of enterprises to be included in the programme of regulation of unpaid contributions.

Furthermore, also on an initiative of the same working body, a meeting was held with representatives of the Ministry of Health, the Pension and Disability Insurance Fund, and the Republic Institute for Health Insurance to exchange opinions on ways to solve the question of the large number of employed persons whose health insurance contributions had not been paid, due to which they currently have no state health care. This initial meeting was supposed to lead to additional consultations and possible proposals for the Council, but given the fact that it was held in October 2010, after which the Council discontinued its sessions, no further operative discussions took place.

V PUBLISHING ACTIVITIES

The Council's and Secretariat's Plan of Work for 2010 envisaged publishing activities pursuant to Article 3 of the Law on the Economic And Social Council of the Republic of Serbia.

Like in 2009, the Council's publishing activities in 2010 were realised in full thanks to financial assistance from the Swiss Labour Assistance office in Belgrade.

The following publications were prepared and printed:

1. *Socijalno-ekonomski savet Republike Srbije* [The Social and Economic Council of the Republic of Serbia]

Prepared by the Council Secretariat

1000 copies, 45 pages

The publication contains the Law on the Economic and Social Council of the RS, The Rules of Procedure and the Agreement on the Foundation, Purview and Manner of Operation of the Economic and Social Council of the RS dating from 2001, and the Agreement on Promoting the Work of the Economic and Social Council of the RS dating from 2002.

Distributed to: local councils, social partners, the media, other interested institutions.²²

2. *Zakon o sprečavanju zlostavljanja na radu* [Law on the Prevention of Mistreatment at Work]

Prepared by the Council Secretariat

1000 copies, 53 pp

Intended to inform employees and employers about the Law on the Prevention of Mistreatment at Work and the Regulation on the Rules of Conduct of Employers and Employees in Connection with Prevention of and Protection from Mistreatment at Work.

Distributed to the social partners, local councils, the non-governmental sector, the media, the executive branch, other interested institutions.

3. *Efikasno suzbijanje sive ekonomije* [Efficient Suppression of the Grey Economy]

Authors: Members of the Standing Working Body for Economic Issues

1000 copies, 93 pp

Based on the results of a study conducted in May 2010 as part of the 'Efficient Suppression of the Grey Economy' project and containing, besides results obtained from employed and unemployed persons and employers, also data provided by the Labour Inspectorate as well as texts by colleagues in Italy analysing the phenomenon and providing good practice examples.

Distributed to the social partners, the executive branch, the university, the non-governmental sector, local councils, the media, other interested institutions.

²² An electronic version of this as all other publications is available on the Council's website.

VI INTERNATIONAL CO-OPERATION

CO-OPERATION WITH UNIFEM

Co-operation with UN Development Fund for Women is envisaged under the Plan of Work of the Council and the Secretariat in 2010, when UNIFEM began implementation of a three-year project entitled **Promoting the Economic and Social Status of Women in Serbia**. Other partners in this project are the Directorate for Gender Equality, The National Employment Service, The Judicial Training Centre, the Provincial Secretariat for Labour, Employment and Gender Equality, The Ombudsman's Office and the non-governmental sector. The objective of the project is to empower the institutions of the system to implement and oversee the implementation of relevant national and international obligations in the field of gender equality and women's human rights, and to contribute to the elimination of gender discrimination on the labour market and at the workplace by strengthening the capacities of competent institutions and those who should respect and protect the labour rights of women.

In June, co-operation between UNIFEM and the Council was formalised by the signature of a Memorandum of Understanding²³, after which began the realisation of project activities through the work of the Standing Working Body for Legislation and with the coordination of the Secretariat.

The following activities were realised in 2010:

1. *Roadmap towards Equality of Men and Women*, an opinion of the European Economic and Social Committee (EESC) translated and distributed to the members of the standing working bodies. Done at the request of the European Commission, the Opinion was adopted by the EESC on 2nd March 2010. It analyses what has been achieved and issues recommendations in six high-priority areas of political activity and corresponding indicators: achievement of equal economic independence of women and men; harmonising employment with private and family life; promotion of equal participation of women and men in the decision-making process; elimination of all forms of gender-motivated violence; elimination of sexist stereotyping; promotion of gender equality in the field of foreign and development policies.
2. An expert study²⁴ was conducted in order to analyse the current legislation of the Republic of Serbia in the area of employment, labour rights and equality from the point of view of gender equality, with relevant recommendations for further improvements.
3. A workshop for members of all working bodies of the Council aimed at building up capacities in respect of identifying discrimination at the workplace and the ways to employ existing legal instruments and prevention.

Topics covered and the lecturers at the workshops:

- Gender and Development, Gender Equality, Genderising as a Tool (Aleksandra Vladislavljević, *XAOS Solutions*)

²³ The Memorandum in Serbian and English was signed by the Council's Chairperson, Minister Rasim Ljajić, and the Director of UNIFEM's regional programme, Erika Kvapilova. The total value of funds envisaged for all activities is a maximum of USD 11,000. No funds were transferred to the Council's account, but all transactions were realised through the UNIFEM Office in Belgrade, in accordance with the law.

²⁴ The study will be published in the first half of 2011 and distributed to the social partners and the executive branch, and other relevant institutions.

- The Gender Perspective in the Work of Social and Economic Councils and Equal Pay for Work of Equal Value (Verena Schmidt, ILO, Budapest)
 - The Gender Perspective in the Work of the Administration of the Republic of Serbia (Dragan Božanić, Provincial Secretariat for Labour, Employment and Gender Equality).
- The topics covered were attended by appropriate materials and presentations.

The fourth planned activity was a study visit for members of the Standing Working Body for Legislation to Brussels, to the Department for Employment, Social Issues and Citizenship of the European Economic and Social Committee. Given that the visit was planned for late 2010, when the Council's activities were blocked, the Council Secretary proposed that it be moved to 2011²⁵ to ensure a better effect, and submitted a report to the Council. The aim of the visit would be learning about the activities of the Department, with an emphasis on the process of preparing and formulating opinions on the *Roadmap towards Equality of Men and Women*, learning about the process of adopting opinions, holding a meeting with relevant partners so as to discuss other important topics in the area of gender equality and the role of the EESC, acquiring knowledge about how the working groups of the EESC contribute, each within its own mandate, to the advancement of gender equality. The visit would also involve a meeting with representatives of the Directorate for Employment, Social Issues and Equal Opportunities of the European Commission aimed at acquiring information about the process of consultations in drafting strategic documents and about the work of the Advisory Committee for Equal Opportunities, talking about ongoing and planned research activities, policies and trends in the area, and what is expected of the candidate countries.

CO-OPERATION WITH SWISS LABOUR ASSISTANCE (SLA)

Co-operation with the SLA²⁶ was realised primarily through **support to the work of the Council's standing working bodies and publishing activities**. It was noted in the preceding chapter that three publications were fully funded by the SLA in 2010. Also supported was the project **Efficient Suppression of the Grey Economy**, which was initiated and conducted by the Council's Standing Working Body for Economic Issues, with coordination by the Secretariat, as envisaged by the Council's Plan of Work.

Two of the planned three stages were realised:

Stage One, realised in the spring, involved a field study conducted in thirty municipalities in Serbia. Two types of questionnaires were used – one for employed and unemployed persons, and the other for employers. The poll was conducted by the network of organisations of the CATUS, the TUC 'Nezavisnost' and the Serbian Association of Employers (SEA). The results were presented in June at a news conference in Belgrade's Media Centre. Projection of the results to the economy as a whole points to a figure of some 665,000 working-age people being involved in the grey economy. A little more than 11% of respondents involved in the grey economy said they had formal employment, but with pay insufficient for a decent life.

²⁵ To be formalised by signing an additional Memorandum of Understanding.

²⁶ The SLA set aside funds totalling CHF 10,080 CHF in dinar counter-value. No funds were transferred to the Council's account, but transfers were realised through the SLA office in Belgrade, in accordance with legal procedures.

Stage two, realised late in 2010, involved production of a publication on the results of the study including data provided by the Labour Inspectorate, as well as a text by an Italian expert in the field of the grey economy in a highly-developed EU country.

Stage three would, based on a proposal of the Standing Working Body for Economic Issues, be the organisation of a professional conference to analyse this unfortunately very widespread problem in Serbia and to come out with certain recommendations proceeding from the results of the study, which would be a basis for drafting a comprehensive national strategy to fight against the grey economy and bring it into the legal economic flows, while action plans from local levels all the way to the national level would precisely define obligations and responsibilities of both the executive and the social partners.

CO-OPERATION WITH THE INTERNATIONAL LABOUR ORGANISATION (ILO)

IN April 2010, members of the Council's Collegium met in Belgrade representatives of the Regional ILO office based in Budapest.²⁷ The meeting was initiated by the ILO, and its aim was obtaining information about the latest activities and the current status of social dialogue in Serbia, and discussing the roles of social partners from Serbia at the Tripartite Sub-regional Conference planned to take place in Macedonia in June.

The Tripartite Sub-regional Conference (Ohrid, Macedonia, 29th June to 2nd July) dealt primarily with the role and functioning of social and economic councils in the countries of the Western Balkans and Moldova, particularly amidst the current world economic crisis. The ILO organised the conference within a project of technical co-operation with the Austrian Agency for Development.²⁸

Together with the ILO representatives, the conference was hosted by the Minister of Labour of the Republic of Macedonia, and also attended by the Minister of Labour of Albania, a Deputy Prime Minister of Moldova, state secretaries in the Ministries of Labour of Montenegro and Bosnia and Herzegovina, presidents and vice-presidents of trade union and employers' organisations of regional countries and secretaries of social and economic councils. Representatives of the ministries of labour and social partners from Ireland, Austria, the Czech Republic, Romania and Slovenia, as well as representatives of the European Economic and Social Committee, also took part in the conference.²⁹

The conference dealt with three sets of topics:

²⁷ Representatives from the ILO's regional office in Budapest were Cristina Miheș, Senior Specialist for Social Dialogue, Labour Law and International Labour Standards and Annie Nols, Senior Specialist for Employers' Activities, and the meeting was also attended by the ILO coordinator in Serbia.

²⁸ The delegation of the Republic of Serbia was made up of Snežana Lakićević, State Secretary in the Ministry of Labour and Social Policy; Nebojša Atanacković, the President of the Serbian Association of Employers, and Čedanka Andrić, the Secretary of the Council. Representatives of the representative trade unions had also been invited, but did not take part, informing the ILO about the reasons for their absence.

²⁹ Report of the Secretary of the Economic and Social Council of the Republic of Serbia about Participation in the Tripartite Sub-regional Conference of the ILO in Ohrid, Republic of Macedonia, from 29th June through 2nd July 2010, No. 161/10.

The first, in which the chief challenges to social dialogue in the Western Balkan countries and Moldova were presented and where the introductory addresses were made by the ministers of labour or state secretaries³⁰;

The second, in which representatives of social and economic councils of the EU countries presented the work of their institutions, and

The third, which dealt with two separate topics:

- A gender balance as an objective in national tripartite bodies.³¹
- Presentation of social and economic councils in the Balkan countries and Moldova /challenges and solutions.³²

The conference was also an opportunity for a series of meetings initiated by the European Economic and Social Committee, one of which was that of the Council's Secretary with Staffan Nilsson, the president of Group III of the EESC (now the president of the European Economic and Social Committee) and Aurelian Juliard of the EESC's Foreign Affairs Department. The Council's Secretary presented the activities of and challenges in the functioning of the Social and Economic Council of the Republic of Serbia, as well as plans for the future. The EESC representatives expressed readiness for co-operation with the Council and requisite professional support for questions of interest to the participants in social dialogue in Serbia, having in mind in particular Serbia's course towards integration into Europe. The EESC representatives also promised assistance in the realisation of the Council's and UNIFEM's project in the part relating to the organisation of a study visit for the Standing Working Body for Legislation.

CO-OPERATION WITH ISCOD – Trade Union Institute for Developmental Co-operation

The ISCOD [Instituto Sindical de Cooperacion al Desarrollo] office in Belgrade in co-operation with the Council Secretariat organised on 25th February 2010 a workshop entitled *Presentation of the Work of the Economic and Social Council of Spain – Opportunities for Co-operation* for members of the standing working bodies of the Council. The scope of the work, manner of organisation and challenges in the work of the Economic and Social Council of Spain were presented by its members, an independent expert appointed by the Government of Spain (Fernando Valdes) and a representative of the employers' organisation - CEOE (Eduardo del Puejo). Besides the privilege of talking directly about the experiences of an institution in a EU member-country, the colleagues from Spain prepared for the workshop's participants high-quality materials relating to the participation of organised civil society in public affairs – in building up a social state. The workshop was preceded by a meeting of members of the Council's Collegium with colleagues from the Spanish ESC, attended by the Ambassador of the Kingdom of Spain in Belgrade, Iñigo de Palacio España, and the Director of ISCOD, Jose Mansanares.³³

³⁰ In this part the State Secretary of the Ministry of Labour and Social Policy of the Republic of Serbia also held an introductory address.

³¹ The Council Secretary presented the project ideas of the Standing Working Body for Legislation being realised with UNIFEM support. ILO experts for gender equality accepted an invitation to participate as lecturers in a workshop being realised in Belgrade.

³² The Secretary of the Economic and Social Council of the Republic of Serbia had a presentation in this segment.

³³ After the workshop, Mr. Marcos Peña Pinto, the President of the ESC of Spain, extended an invitation to the Council Chairperson, Minister Rasim Ljajić, for a delegation of the Economic and Social Council of the

CO-OPERATION WITH THE ITALIAN ORGANISATION *PROGETTO SVILUPPO* – CGIL

Co-operation with colleagues from the Italian organisation *Progetto Sviluppo* is envisaged by the Council's and the Secretariat's Plan of Work in particular through the project *Building Up a Partnership for Fighting against the Informal Economy in Serbia*, being realised in Kruševac, Subotica and Loznica. Partners in this project are the Serbian Employers Association, Confederation of Autonomous Trade Unions of Serbia and Trade Union Confederation 'Nezavisnost'. Besides local self-government representatives, staff from the Labour Inspectorate and the National Employment Service are directly involved in the realisation of the project, funded from the EU's IPA Programme through the European Commission's office in Belgrade. Given that the Council cannot participate as a partner in the *Strengthening Civic Dialogue in Serbia* programme being implemented by the European Commission, the Council is taking part as an associate member, together with the Permanent Conference of Cities and Municipalities, with the aim of extending political support to the activities, given that they strengthen the capacities of the social partners and help build up local tripartite coalitions in the struggle against the grey economy. The Council's Secretary is participating in overseeing the project and offering appropriate support in its implementation, with occasional engagement by members of the standing working bodies.

Republic of Serbia to pay an official visit to the Economic and Social Council of the Kingdom of Spain. This visit has not yet been realised.

VII INFORMING THE PUBLIC ABOUT THE COUNCIL'S WORK

Under Article 13 of the Law on the Social and Economic Council, the Council's work is public. Informing the public about this work is conducted by means of issuing communiqués, holding news conferences, giving interviews and in other suitable ways. The Council's Chairperson, or Secretary as authorised by Chairperson, decides on the ways of formally informing the public about the activities of the Council.

No news conferences were held in 2010 after the Council sessions. The Council's work was presented by way of individual statements given by its members, in particular of the Collegium, and communiqués posted on the Council's website.

The Secretariat regularly updates data given on the Council's internet site³⁴ and posts all relevant documents. In accordance with the Plan of the Work of the Council and the Secretariat in 2010, an English-language version of the site has been introduced.

Public information about the Council's work is enhanced to a certain extent by the participation of its members and Secretary in various educational activities, conferences and workshops dealing with social dialogue, a good opportunity to present the conclusions, opinions and decisions of the Council. The publishing activities also increases the Council's visibility, but there still remains a lot of work to achieve a satisfactory level of information about the Council's work, which is of course very much connected with the effects of its work.

³⁴ www.socijalnoekonomskisavet.rs

OVERVIEW OF MINIMUM WAGES IN THE 2005–2010 PERIOD

PERIOD	MINIMUM HOURLY WAGE (NET)	<i>Official Gazette of the Republic of Serbia</i> No.	AVERAGE MINIMUM MONTHLY WAGE (NET)
Jan – June 2005	38.50 dinars	10/05	6,699.00 dinars
July – Dec 2005	41.00 din.	58/05	7,134.00 din.
Jan – June 2006	46.00 din.	11/06	8,004.00 din.
July – Dec 2006	49.00 din.	58/06	8,526.00 din.
Jan – June 2007	55.00 din.	09/07	9,570.00 din.
July – Dec 2007	63.50 din.	64/07	11,049.00 din.
Jan – June 2008	70.00 din.	11/08	12,180.00 din.
July – Dec 2008	78.00 din.	84/08	13,572.00 din.
Jan – June 2009	87.00 din	08/09	15,138.00 din.
July – Dec 2009	87.00 din.	70/09	15,312.00 din.
Jan – June 2010	90.00 din. ►	23/10	15,660.00 din.
July – Oct 2010	90.00 din. ►	89/10	15,660.00 din.
Nov – Dec 2010	95.00 din. ►	89/10	16,530.00 din.

► Based on a decision of the Government of the Republic of Serbia, in accordance with the Labour Law, given that a consensus needed for a decision was not reached at a session of the Council.

In 2010 the Council Secretariat replied to a total of ten requests to supply official data on the amount of the minimum wage in various points in time. Seven of the requests came from courts, and three from interested individuals – in two cases for the needs of labour litigation, and in one for the regulation of a foreign scholarship.

APPENDIX No. II

LIST OF COUNCIL MEMBERS AND THEIR DEPUTIES

No.	Name of Council member	Name of deputy Council member	Institution
1	Rasim Ljajić	Snežana Lakićević	Ministry of Labour and Social Policy
2	Diana Dragutinović	Marinko Bošnjak	Ministry of Finance
3	Mladen Dinkić	Mišela Nikolić	Ministry of the Economy and Regional Development
4	Milan Marković	Dragutin Radosavljević	Ministry for the State Administration and Local Self-Government
5	Tomica Milosavljević	Tomislav Stantić until 25 th June 2010	Ministry of Health
6	Žarko Obradović	Radivoje Mitrović	Ministry of Education
7	Ljubisav Orbović	Slavica Savić	Confederation of Autonomous Trade Unions of Serbia (CATUS)
8	Zoran Vujović	Svetozar Ercegovac	CATUS
9	Duško Vuković	Zoran Malenović	CATUS
10	Branislava Plančak	Branislav Pavlović	CATUS
11	Branislav Čanak	Milan Simić	Trade Union Confederation 'Nezavisnost'
12	Aleksandar Titović	Milorad Panović	TUC 'Nezavisnost'
13	Stevan Avramović	Miodrag Nikolić	Serbian Employers Association (SEA)
14	Nebojša Atanacković	Slavenko Grgurević	SEA
15	Nikola Pavičić	Slobodan Rubežić	SEA
16	Dragan Mijanović	Zoran Stojković	SEA
17	Boško Savković	Dušan Ristić	SEA
18	Miloš Nenezić	Ivan Kovačević	SEA

APPENDIX No. III**TABULAR SURVEY OF ATTENDANCE OF MEETINGS IN 2010**

(Total of six sessions held – five regular ones and one extraordinary one)

No.	Ministry/Social Partner Organisation	Council members present	Deputy Council members present
1.	Ministry of Labour and Social Policy	6	
2.	Ministry of Finance		5
3.	Ministry of the Economy and Regional Development	1	2
4	Ministry for the State Administration and Local Self-Government		1
5	Ministry of Health	1	2
6	Ministry of Education	1	2
7	Confederation of Autonomous Trade Unions of Serbia (CATUS)	4	2
8	CATUS	2	
9	CATUS	3	
10	CATUS	3	
11	Trade Union Confederation 'Nezavisnost'	6	
12	TUC 'Nezavisnost'	4	
13	Serbian Employers Association (SEA)	5	
14	SEA	6	
15	SEA	1	
16	SEA	4	
17	SEA	3	
18	SEA	4	2

The Council's Secretary attended all Council sessions. The Secretariat was responsible for preparing materials for the sessions, after the Chairperson and the Collegium had determined the proposed agendas.