

ITUC WAGE CONFERENCE

Brussels, 29 May 2024

Trade Union Confederation “Nezavisnost”

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REPUBLIC OF SERBIA – 2024/ HOW FAR ARE WE FROM LIVING WAGE

■ **MINIMUM WAGE MARCH**
(net): 386 euros

□ **MINIMUM CONSUMERS**
BASKET FEBRUARY: 450
euros

■ **AVERAGE WAGE MARCH**
(net): 821 euros

□ **AVERAGE CONSUMERS**
BASKET FEBRUARY: 868
euros

■ **MEDIAN WAGE MARCH**
(net): 618 euros

Legal base:

Labor Law - MW setting: Social and Economic Council if no consensus: Government

1. Cost of living
2. Trends of average salary
3. Basic and social needs of employees and their families expressed through value of minimum consumers basket
4. Unemployment rate and trends at the labor market
5. General level of economic development

- In last 13 years decision was reached through consensus only twice – in 2012 and 2018.
- 2018: council Conclusion and agreement that within 3 years time minimum wage can't be below value of minimum consumers basket – Government and Employers didn't stick to this agreement.
- With time, instead being exception for limited time when there are problems within a company, minimum wage becoming regular wage in many cases.
- Labor Inspectorate hardly control legality of the decisions for introducing minimum wage.

Belgrade 2022 – Minimum wage negotiations and protest of NEZAVISNOST and CATUS





ОПШТА ГОДИШНА
ПОТРОШАЧКА КОРПИЦА

TRANSPORT
2.626,81 динар

STANOVANJE
VOĐA
STRUJA
GAS I DRUGA
GORIVA
8.261,91 динар

OBRAZOVANJE
128,28 динара

ZDRAVSTVO
1.574,23 динара

OSTALO
1.435,50 динара

PLATA ZA ZIVOT / LIVING WAGE

- 2022 DECLARATION ON LIVING WAGE
 - COALITION OF TRADE UNIONS AND NGO'S
 - RAISING AWARENESS CAMPAIGN

WERE WE ARE AND WERE TO GO

Frustrations

- ❖ Less negotiations on wages.
- ❖ Government and MNC's "unfair deal" that downsize wages (minimum wage plus 20%) parallel social dialogue.
- ❖ Political agreements above rule of law.
- ❖ Decentralization of collective bargaining – employers' opposition to negotiate wages through coll.barg.

Initiatives

- New labor law – Nezavisnost initiative.
- Progressive instead flat taxation system – Nezavisnost strategic documents.
- No minimum consumers basket. It should be only average consumers basket.
- Broader coalition for campaigns.

WHAT HELPS

- ✓ **New social contract – Wages – ITUC Congress, 2022 (Union promotion of the document).**
- ✓ **EU Directive on Minimum wage (Accession process)**
- ✓ **ILO Living wages definition (ILO member), reinforces:**
 - Collective bargaining**
 - Effective tripartite social dialogue.**