

EUROFEDOP


 CESI СИНДИКАТ ТЕЛЕКОМА
"СРБИЈА"

БРОЈ

409/14

ДАТУМ

27.10.2017

 RESOLUTION – EUROFEDOP/CESI – POST AND TELECOM TRADE UNION COUNCIL **БЕОГРАД**

Taking into account as the basis the clearly expressed determination of the citizens and state authorities of the candidate countries for the accession into the European Union and the achieved political consensus on the accession of these countries as an undisputed strategic objective, we wish to remind that the precondition for the full European integration is the existence of a democratic society, based on the rule of law and the observance of human and workers' rights, the principles of market economy, as well as the building of efficient state institution and social dialogue in line with the criteria for the accession to the European Union.

The salaries of employees in successful and profitable companies must follow the profitability of company and one part of the profit should be divided between those who contribute to its generation and who have contributed to the success of the company, i.e. its employees.

Employees are the main capital of a company.

Only a motivated and satisfied worker contributes to the success of the company, as indicated by all research results if the goal is for the company to continue to generate good business results, an adequate remuneration and compensation for the work and achieved results of the employees must exist. The European average in the percentage of participation of salaries in the overall income of telecommunication companies amounts to at least 15%.

In many countries, the employees are required every day to work more and they must bear the drastic deterioration of standard due to low salaries. It is unacceptable for workers, who work full time, to get paid so little that they can hardly make a living from their earnings, whereby they are employed in profitable companies.

A different action towards employees is contrary to the principles of economic and social market economy for which we have fought, and towards which these countries are striving on their path to becoming member states of the European Union.

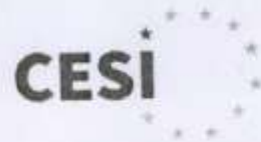
At the same time, by jeopardizing the basic rights of employees to adequate salaries for work performed and for the contribution to the operating success of their employers, many employers in countries who are in the process of accession to the European Union emphasize the need to downsize the number of staff. In this process, the employers often go for outsourcing from the company or for accepting external companies who are offering the same type of work, which was proven to be a faulty solution in the majority of companies in the member states of the European Union. Also, when deciding on the possible downsizing of the number of staff, employers must take into account all criteria that are applicable in Europe, and regarding telecommunication companies, the most important ones are the number of subscribers per employee, the degree of digitalization and the distribution of the telecommunication network.

Europäische Union Unabhängiger Gewerkschaften

European Confederation of Independent Trade Unions ★ Confederazione Europea dei Sindacati Indipendenti
Confédération Européenne des Syndicats Indépendants ★ Confederación Europea de Sindicatos Independientes

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Considering the sale of profitable companies that are majority state owned, we wish to point out that these companies should not be sold for lower prices than they are actually worth and that by selling the state shareholding in the company, the state receives only the one-time payment of the price, but loses dividends paid by these companies into the budget every year. According to the European practice, every sale is unjustified if the price is lower than the profit the state would obtain in the period of next five to six years if the company would remain state owned.

We wish to point out that in the process of the optimization of the number of staff and on the topic of salaries, there must be a permanent and constructive co-operation between the state, employers and trade unions, by upholding the best European practices of social dialogue and respect for the positions of all social partners, especially of the trade unions, in the capacity of representatives of employees.

We indicate the necessity of efficient co-operation between all participants in the social dialogue and on all issues regarding these rights and the position of the employees.

This resolution also concerns the state of the Republic of Serbia, as a candidate country for the accession to the European Union.

In Belgrade 27.10.2017

President of Trade Council Post and Telekom

Manfred Wiedner

Vicepresident of Trade Council Post and Telekom

Horst Sayfaerth

Europäische Union Unabhängiger Gewerkschaften

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