



Communication on engagement 2014/2015

Statement by the chief executive or equivalent expressing continued support for the UN Global Compact and renewing the participant's ongoing commitment to the initiative

Center for Democracy Foundation (CDF) has been a Global Compact participant since 2008. CDF fully supports the UN Global Compact and the ten principles regarding human rights, labour, environment and anti-corruption.

CDF is a not-for profit, non-governmental and non-partisan organization which, along 20 years of operation, has undertaken more than 80 projects. Our mission is to encourage and mobilize citizens for building a democratic society based on solidarity and sustainable development, and advance economic, social and cultural rights and advocate for responsible and efficient institutions through research, education and public dialogue.

CDF is the leading organization in Serbia in the socio-economic field which in the last 9 years has been constantly increasing its expertise and experience in the monitoring of economic, social and labor rights in a changing economic environment and in the context of the development perspective. CDF has become recognized and credible interlocutor on related topics, invited as consultant and associate by domestic and foreign organizations and institutions. CDF has a wide network of partners and associates, in public and business sector. It influenced public policies through recommending modification of legal and institutional framework. This expertise earned the CDF a position of a Chair of the Working group for monitoring Chapters 2 and 19 (free movement of workers, social policy and employment) within the National Convention on the EU (NCEU).

CDF will continue its commitment and support to the UN Global Compact and its principles through CDF's future activities and projects.

On behalf of the Centre for Democracy Foundation

Natasa Vuckovic
Secretary General

Belgrade, 26 October 2015



A description of the practical actions that the organization has taken to support the UN Global Compact principles and to engage with the initiative

CDF actively supports the UN Global Compact initiative and principles through its activities and projects.

In 2014 CDF became a Chair of the Working group for monitoring Chapters 2 and 19 (free movement of workers, social policy and employment) within the National Convention on the EU (NCEU). The aim of the Working group is monitoring the negotiating chapters 2 and 19, as well as monitoring legislative and reform activities in these areas, along with monitoring the effects and implementation of new regulations. Also, the aim is proposing recommendations through cooperation and engagement of all members. Working group currently has 30 members, representatives of the most relevant civil society organizations, trade unions, employers' associations, the International Labour Organisation and the academic community. Members of the Working group are: International Labor Organization, Serbian Association of Employers, National Alliance for Local Economic Development, Center for Decent Work – Union University, Smart Kolektiv, Association of Enterprises for Vocational Rehabilitation and Employment of Persons with Disabilities of the Republic of Serbia, Association of Women Entrepreneurs Artesa, Confederation of Autonomous Trade Unions of Serbia, Autonomous Trade Union of Workers in Banks, Insurance Companies and Other Financial Institutions of Serbia, Union of Autonomous Trade Unions of Novi Sad and Municipalities, Institute of Industrial Relation, Institute for Economic Research, Partners for Democratic Change Serbia, Centre for the development of trade unionism, Group 484, Belgrade Centre for Human Rights, Uzice Center for Human Rights and Democracy, Centre for Human Rights Cacak, Accessibility Audit Association Serbia and others.

Through “Crno na belo” Initiative (2012-2014) CDF promoted economic development and protection of socio-economic rights. The main themes were undeclared employment, Occupational H&S and mobbing. Through initiative organisations in local communities who promote the protection and supervision of workers' rights, but also in economic and social rights in the broader sense were supported. Also, the public were encouraged to express their preferences through our online portal and other social media sites. “Crno na belo” Initiative was supported by a significant number of representatives from various companies and we collaborated exceptionally well with the chambers' of Commerce and employers' associations.

In 2014 and 2015 CDF has implemented projects [*“More effective role of Labor Inspection in combating undeclared employment”*](#) and [*“Reducing undeclared labour through networking of institutions and more transparent work of the Labour Inspection”*](#), which are part of the three-year activities aimed at combating informal employment and informal economy and supported by Solidar Suisse - Office in Serbia within the program “Decent work”. In 2014 CDF has initiated the reform and modernization of Labor Inspection through a practical policies proposal and have created a network of support for this proposal or in order to reduce undeclared employment and secure better respect for workers' rights. CDF organized numerous consultative meetings which were attended by representatives of state institutions, business, trade unions, NGOs and the academic community. As a result of analysis and surveys for labour inspectors and consultation with representatives of the Labour Inspectorate, the ILO, trade unions, the Union of Employers of Serbia, NGOs and representatives of the academic community, a policy paper [*“Serbia without illegal work - enhancing the role of Labour Inspection in preventing undeclared employment”*](#) was created together with the following publication [*“More effective role of labour inspection in combating undeclared employment”*](#). In 2015 we continued with consultative meetings. Through the project “Reducing undeclared labour through networking of institutions and more transparent work of the Labour



Inspection" a step forward was made in the draft version of the publication "Information System for the purposes of the Labour Inspectorate", in which a possible way of operating ISIR, the benefits of its establishment and the necessary changes in regulations are presented.

CDF have identified corruption that occurs during employment process as a problem which, among other things, violates the principles of equality and non-discrimination and some of basic human rights. On one side, it disables the practicing of right to employment and right to equal access to all available work places; and on the other side it limits the rights of employees to decent work and the right to advance according the established criteria. Therefore, this type of corruption, often classified as small corruption, boost discrimination, strongly affect on everyday life of citizens, prevents accomplishments of basic human rights and leads to even bigger gap of social differences. Through projects ["Stop corruption that threatens decent work"](#) (2013-2014) and ["Towards Increased Transparency and Clear Criteria for Employment in Public Sector – Stop Political Employment"](#) (2015-2016). The goal of these projects is to contribute to fight against corruption through advocating for the rule of law and transparency in the area of employment in public sector and public companies. Ongoing and future activities include: monitoring the implementation of the Strategy for Fight Against Corruption and Action Plan in the area of fight against corruption during employment in public sector; monitoring of local action plans for fight against the corruption in Kragujevac, Kraljevo, Zrenjanin and Kikinda; cross-sectorial round tables and support for local civil society organizations through awarding small grants and improvement of their capacities for fight against corruption. All our activities will be accompanied by interactive campaign. Project is being realized in partnership with Belgrade Center for Human Rights and Initiative for Local Development from Kraljevo.

Through these and other projects and activities CDF has permanent cooperation with major companies and business entities in Serbia, through which promotes principles of UN Global Compact. Also, in its publications CDF always indicate that it is a member of the UN Global Compact.

Measurement of outcomes

Results of "Crno na belo" Initiative (projects: ["Decent Work for All"](#) and ["More effective role of the public and civil society in monitoring and protecting workers' rights"](#)):

- The campaign entitled "Black and White – Together we are louder" was implemented in 20 towns to motivate the public to fight for their rights within the sphere of employment, local coalitions were formed for support which were made up of relevant individuals and institutions from the public, civil and private sectors.
- 58 street campaigns were held throughout Serbia in three cycles, the themes being; undeclared employment, Occupational H&S and mobbing.
- Over 5000 members of the public supported our demands formulated in the Declaration for Decent Work with their signatures. We spoke to over 20,000 citizens and gave out legal advice to more than 1,000 people – mostly pertaining to wages that have not been paid out, harassment in the workplace, discrimination during the recruitment process and in the workplace, undeclared work, Occupational H&S, etc.
- Over 300 representatives from governmental institutions participated in our campaigns , giving us the opportunity to strengthened relations. This list includes the Ministry of Labour and Social Issues, the Government Directorate for Health and Safety at Work, the Labour Inspectorate, the Republic Agency for Peaceful Settlement of Labour Disputes, the Ombudsman, the Commission for Protection of Equity, the High Magistrates Court, etc. Support was also given by a significant number of representatives from various companies and we collaborated exceptionally well with



the chambers' of Commerce and employers' associations. Over 200 civil society organisations participated in various ways in the project and a large number of these signed the Declaration for Decent Work. The media actively covered the campaign and the coalition was mentioned in newspapers and electronic media over 200 times.

- We have published publications entitled "Working towards more efficient misdemeanour courts and labour inspection with regards to workers' rights protection" and "More effective role of the public and civil society in monitoring and protecting workers' rights". We have publicly promoted the recommendations made to improve operations of these institutions and forwarded them to the relevant decision-makers. Additionally, we have published a collection of selected recommendations regarding various topics within this field, some of which were adopted and implemented in Law on Amendments to the Labor Law in 2014.

Results of project "Stop corruption that threatens decent work":

- Through various trainings organised, we included 14 NGOs and 30 representatives of local government in the fight against corruption within the field of labour and employment.
- Publication entitled "[Corruption against decent work](#)" was published. The article contains an overview of the statistics regarding corruption within the sphere of labour, policy recommendations and results of research done under the title 'Workers in the grip of corruption'.
- The town of Kraljevo produced an integrity plan. The integrity plan is the result of talks made during the organised trainings by those employed in the Integrity Plan Department and the Education, Campaigning and Cooperation with Civil Societies Department within the Anti-Corruption Agency.
- Recommendations under the title "[Recommendations for the prevention of corruption in the field of labour and employment with socio-economic proposals and Proposals for the development of legislation with the goal of reducing corruption in the recruitment process and during employment](#)" were published.
- We drew the attention of the public to the connection between corruption and the right to employment and the labour rights that go hand in hand. Through the campaign, the press conference, media appearances, billboards, posters put up in public areas, banners and other, similar media materials, we were able to successfully reach over 500,000 people.

CDF's recommendations for combating informal labour and informal economy, some of which are presented in the CDF's publication "Decent work and the informal economy", published in 2013, were adopted and implemented in Law on Amendments to the Labor Law in 2014.

CDF's recommendations, presented in a policy paper "[Serbia without illegal work - enhancing the role of Labour Inspection in preventing undeclared employment](#)" have been supported by: the Union of Employers of Serbia, UGS Independence, Modern Skills Center, Association for Health and Safety at Work Serbia, Center for Decent Work, Accessibility Audit Association, Foundation Dokukino, Timok Club, Association Forum for Civil Action – FORCA, Association of Citizens Together, Majdanpek Resource Center, the Center for Human Rights Niš, Protecta, ENECA (Economic Expert Community Association) in Nis, entrepreneurs Association Artesa , Women's Initiative of Vojvodina - Zivo, Osvit - Roma Women Association, a subsidiary of National employment service in Nis and others.

The recommendation for launching of a separate website of the Labour Inspectorate in order to improve transparency of this institution presented in a policy paper "[Serbia without illegal work - enhancing the role of Labour Inspection in preventing undeclared employment](#)" was adopted- the Labour Inspectorate



Fondacija
CENTAR ZA DEMOKRATIJU

Kraljice Natalije 70, Beograd, Tel. (011) 3627 780 , info@centaronline.org www.centaronline.org

launched a sub-site within the website of Ministry of Labor, Employment, Veterans and Social Issues in April 2015.

Through projects "[More effective role of the public and civil society in monitoring and protecting workers' rights](#)" ("Crno na belo" Initiative) and "[Towards Increased Transparency and Clear Criteria for Employment in Public Sector – Stop Political Employment](#)" 9 local NGOs have been supported through awarding small grants and improvement of their capacities for monitoring and protecting workers' rights and fight against corruption.