



Dear readers,

After six years of long, hard and at times discouraging negotiations for the accession to the EU, Croatia has finally achieved its historically, and strategically, important goal and has concluded the negotiating process and received the indicative date of accession – 1 July 2013. Member States agreed that the Commission will closely monitor up to the date of accession Croatia's fulfilment of commitments undertaken in negotiations. The Accession Treaty with Croatia is expected to be signed by the end of this year, followed by a referendum in Croatia on which citizens will have their final say on the Croatian accession to the EU. Following the conclusion of the negotiations, and trying to ensure the positive vote on the referendum, the Croatian government intensified its informational campaign, which is unfortunately predominantly an advocacy one. This is one of the reasons why the UATUC has launched its own informational campaign with a view of objective and transparent informing of citizens and workers.

As a part of this campaign, on 27-28 September 2011 the UATUC will organize a two-day high level conference, trying to gather relevant stakeholders from Croatia and EU, including the European Commission, ETUC and BusinessEurope, to discuss all the impacts of the accession to EU, including gains and losses for the citizens, sustainability of the current model of Europe, our strategic objectives and others.

Croatian experience of accession negotiations and Slovenian experience of both negotiations and membership in the EU will be one of the pillars of cooperation of the recently established Regional Trade Union Council "Solidarity", on the initiative of the Slovenian ZSSS and supported by the Friedrich Ebert Foundation and the ETUC. The "Solidarity" Council gathers ten representative trade union confederations from the former Yugoslavia, with a view of fostering cooperation among trade unions in the region, on all levels and with focus on all relevant trade union issues, from wages to migrant workers.

In the period covered by this issue of the UATUC INFO, we have continued with a number of activities and campaigns, in different spheres: non-payment of wages and of social contributions; decent work agenda; privileged pensions for MPs, etc. One such initiative is that the UATUC has opened public discussion on the impact of climate change policies on the employment and working conditions in Croatia, organizing a conference on energy efficiency and finally succeeding to convince the Government to establish a separate Commission of the Economic and Social Council which will deal specifically with these issues. The same initiative is also reflected in the UATUC participation in an EC-funded CENEP project which aims at developing socially responsible national policy in the field.

These are just some of the issues you can read about in this UATUC INFO. We hope they will be an interesting read during the holiday break ■

Dijana Šobota

Head of International Department

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FIGURE OF THE MONTH

1 July 2013

**EXPECTED DATE OF
CROATIAN MEMBERSHIP
IN THE EU**

EU NEGOTIATIONS CONCLUDED, TIME FOR THE CITIZENS TO DECIDE

Following the conclusion of accession negotiations, Croatian Government suddenly remembered its own Communication Strategy on the European Integration Process. However, the first steps are suggesting that instead of objective informative campaign, as envisaged by the Strategy, we can expect a purely advocacy one – for which the UATUC will try to compensate by our own informative activities and insisting on publishing all the results of negotiations.



Zagreb, 4 July 2011 – Following the recommendation from the European Commission and political decision of the European Council, the Accession Conference with Croatia at Ministerial level held in Brussels on 30 June decided to close last four negotiating chapters, including especially difficult ones on Judiciary and Fundamental Rights and Competition Policy, thus concluding the formal process of negotiations for Croatian accession to the European Union. Submitting formal application for membership in 2003, and opening negotiations in 2005, Croatia needed six years to formally conclude the process and receive indicative membership date for 1 July 2013.

The Accession Treaty is expected to be signed by the end of the year, followed by a referendum, on which Croatian citizens will give final decision on joining or not joining the EU. At the same time, the process of Accession Treaty ratification will start in all 27 member states, while European Commission will continue to monitor Croatia's fulfilment of all the commitments undertaken in the accession negotiations. Special focus of monitoring will be on the area of Judiciary and Fundamental Rights, including continuation of judicial reform, fight against corruption, as well as in the area of Competition policy, including restructuring of the shipbuilding and steel sectors, and in the area of Justice, Freedom and Security. Apart from two annual reports (progress report and comprehensive report), the EC will issue six-monthly assessments until the date of Croatian accession, but no special monitoring mechanisms are envisaged after that date, although this was a debated issue.

Following the conclusion of accession negotiations, Croatian Government suddenly remembered its own Communication Strategy on Informing the Croatian Public about the European Integration Process, adopted 2002 and refurbished in 2006 but never put properly in practice, and started the public campaign on the EU membership issue. However, the first steps are suggesting that we can expect a purely advocacy campaign, with the sole aim of maximising positive vote on the referendum, instead of an objective informative campaign, which would enhance citizens' knowledge and understanding of the EU and its institutions and foster public discussion, as envisaged by the Communication Strategy.

Moreover, the Government has still not announced the planned date for the parliamentary elections, nor confirmed they would be held prior to the accession referendum, as demanded by the President of the Republic, all of the opposition and even some of the governing coalition parties and most of the public. Desperately insisting on the fact that she should be the one who will sign the Accession Treaty, the Prime Minister **Jadranka Kosor**, who is widely expected to lose power after the elections, is dangerously gambling with the results of the accession referendum and spill-over effects of the national politics on the EU accession process. Due to the fact that Kosor Government has achieved virtually no results in the implementation of its anti-crisis programme, with Croatian economy still remaining in recession, and taking into account serious public objections to the lack of transparency and public involvement in the way EU accession process was led, there are serious reasons for concern that not insignificant number of voters could vote NO just in order to show their attitude to the current Government ■

Dariko ŠEPERIĆ

20 YEARS LONG ROAD – WITH IRONY AT THE END

Although Croatia set membership in the then 12-member European Community as its strategic goal since the restoration of independence in 1991, the 1991-1995 war for independence and authoritarian regime of President **Franjo Tuđman** and his nationalist-conservative Croatian Democratic Union (HDZ), which brought country into quiet international isolation in the second half of 1990s, prevented Croatia in starting its European journey before beginning of the new millennium.

Following the victory of the left-wing coalition led by the Social Democrats in the 4 January 2000 elections and appointment of new Government headed by **Ivica Račan**, which set the country on the road of democratisation and economic and social reforms, Croatia was immediately accepted as a viable EU aspirant country, demonstrated by signing the Stabilisation and Association Agreement in 2001 and submitting formal membership application in 2003. As the Social Democrats and their coalition partners lost power in late 2003 elections, in a historical irony former Franjo Tuđman's party HDZ, under new Prime Minister **Ivo Sanader**, got a chance to open and lead EU accession negotiations until their conclusion in 2011.

Notwithstanding the merits of Sanader's successor **Jadranka Kosor** in fight against corruption, solving the border dispute with Slovenia and concluding the EU accession negotiations, it must be remembered that the politics of HDZ was the main reason why Croatia has missed the 2004 enlargement, as well as why we are dealing with the corruption issue on the scale we are – including the former champion of the Croatian EU accession Ivo Sanader himself, currently waiting for extradition to Croatia from Austrian prison. From this perspective, Kosor's insisting that she should sign the Accession Treaty to honour the fact that HDZ has brought Croatia into the EU sounds as a bitter irony.

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UATUC AND THE EU

Since the start of the accession process and based on the Declaration on the process of Adjustment and Integration of Croatia in the EU adopted by the Council of UATUC in 2000, the UATUC has supported Croatian accession to the EU, while demanding that the process of negotiations and accession should be transparent, accessible to public, with active involvement of social partners and other interest groups, that relevant impact and cost/benefit analyses are undertaken for specific areas, and that the process is not used for undermining existing social and labour rights in Croatia.

Although almost none of the abovementioned demands was respected by the Croatian Government, which among other repeatedly tried to use accession process as an excuse for unpopular laws and lowering of existing workers' rights, the UATUC continues to support the membership in the EU, as we do not see any other viable alternative for the future of Croatia. We also do not see any other alternative for the trade union movement in Croatia, except to join the European trade union family in the fight for stronger social and less neoliberal Europe, as witnessed by the UATUC's affiliation to the ETUC, with observer status since 1998 and as a full member since 2004.

Following the conclusion of accession negotiations, the UATUC will continue to insist that Croatian Government as soon as possible publicize all the results of the negotiations and start properly informing Croatian citizens on the effects of EU membership to their

everyday working and private lives, as without this information the citizens will not be able to reach conscious and informed decision on the accession referendum.

In spite of its pro-EU integration position, the UATUC will refrain from suggesting our members as how to vote on the referendum, calling on them to use their right to vote on this historically important decision, and to vote by their conscience and own reasoning. However, the UATUC will strive to objectively inform its members on all the repercussions of the EU membership, including combating both positive and negative prejudices on the EU which have so far dominated rare public discussions on the EU membership.

As part of these activities, the UATUC is planning a two-day conference in Zagreb under the title *Croatia in the EU: What do Croatian workers get and what do they lose*, organised jointly with the Friedrich Ebert Foundation. Scheduled for 27-28 September, the conference will try to gather highest level representatives from Croatian and European institutions and social partners in order to discuss issues such as gains and losses of the EU accession for Croatian workers, social and economic consequences of EU membership, Croatian strategic aims in the EU, social Europe vs. Europe of liberal capitalism and sources, consequences and responses to euroscepticism in Croatia.

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SAVEZ SAMOSTALNIH
SINDIKATA HRVATSKE

REGIONAL TRADE UNION COUNCIL “SOLIDARITY” ESTABLISHED

Regional trade union council “Solidarity” is the result of long term excellent cooperation among trade unions in the region of former Yugoslavia, and joint problems they are facing



Ljubljana, April / June 2011 – On 1 April 2011 Regional trade union council „Solidarity“ was established in Ljubljana (Slovenia) whose members are ten representative trade union confederations from Bosnia and Herzegovina (SSSBIH, SSRS), Croatia (UATUC), Macedonia (KSS, SSM), Montenegro (SSCG, USSCG), Serbia (CATUS, UGS Nezavisnost) and Slovenia (ZSSS), on the initiative of the Slovenian ZSSS, and supported by the Friedrich Ebert Foundation and European Trade Union Confederation.

The founding declaration says that the establishment of the Regional council is a result of an excellent trade union cooperation, which needs to be further strengthened with a view of promoting integration processes in the economic, social and cultural area.



PHOTO ZSSS

Among the objectives of the regional trade union council are trade union solidarity, joint actions and campaigns to protect workers' interests in the region of former Yugoslavia, exchange of experience and information in all the fields of trade union activity, supporting trade union cooperation at company level and in multinational companies, harmonization to the *acquis communautaire* of the European Union, promotion and monitoring of the implementation of the ILO conventions, as well as promoting

the work of trade unions among and with young members, equal opportunities, gender equality and migrant workers.

Regional trade union council will meet two times a year, gathering the leadership of the member organizations. The presidency of the Council will rotate - each year a new country.

„Is it really impossible to demand more workers' rights in the 21st century, is it really impossible that a person wants a (stable) job, (regular) wage, access to health care, education, decent pension, regardless of the fact that he/she is rich or not?! In today's world we need some other values – we need Solidarity! However, I am an optimist because the topics we committed to work on are the right topics that will hold us together and are a guarantee of quality. The fate of our work depends on us“ - **Dušan Semolič**, ZSSS President and the Presiding of the Regional trade union council „Solidarity“

After the April founding meeting, the first two-day meeting was held 23-24 June 2011 in Ljubljana where the members of the Regional trade union council „Solidarity“ adopted formal decisions on the functioning of the Council and discussed the proposals for future work as presented by the ETUC advisor **Peter Seideneck**. Some of the topics on the agenda were also migrant workers and the role of trade unions in the adoption of international social agreements. A decision has been taken to form a Youth Board of the Council. Members of the Council also sent a protest letter to Montenegrin authorities against the proposed amendments to the Labour Code. UATUC was represented by its President **Mladen Novosel** and Head of International Department **Dijana Šobota**.

After Slovenian ZSSS, the presiding will be taken over by trade union confederations from Serbia ■

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SEEKING SYSTEMATIC SOLUTION FOR NON-PAYMENT OF WAGES

Trade union pressure forced the Government to start seeking permanent solution aimed at preventing work without payment of wages, after the UATUC campaign demonstrated that non-payment of net wages is not traceable by the public administration, and thus difficult to sanction in spite of penalties stipulated by the Criminal Law



Zagreb, 21 June 2011 – Continuing the campaign against unpaid work (see [UATUC Info No. 14](#)), the UATUC is simultaneously working on two fields – through a series of meetings in different ministries solutions are being sought for individual companies, while at the same time tripartite negotiations through the Economic and Social Council (ESC) are trying to find systematic solution which would prevent such problems reappearing in the future.

Detailed analysis of the problem conducted by the ESC expert committee showed that between 18 and 25 thousand workers are working without wage at the moment, while employers are not paying taxes and social contributions for between 70 and 110 thousand workers. Regarding the sectors where UATUC's branch unions have membership, the problem is most severe in the construction industry, metal industry, tourism and energy, chemistry and non-metal industry.

The UATUC campaign has so far demonstrated that non-payment of net wages is currently not traceable by the public administration, which can monitor only the payment of taxes and social contributions. Although aware of this problem, the public administration was reluctant to deal with it before the pressure from the trade unions initiated action in this field. Tripartite agreement reached on this issue stated that the Government should implement systematic changes by the end of the year which would prevent working without the full payment of the wage – through changes in tax forms and information exchange between the Financial Agency and Central Register of Affiliates (pension insurance), payment of wages will be monitored and payment of wages automatically enforced on companies which fail to do that in a period of one week after legal deadline (15th of the month for the previous month). Workers will be enabled to individually check if all social contributions from their wage are paid, while Tax Administration opened a call-centre for anonymous reporting of unpaid salaries.

The future steps agreed envisage creation of unified register of employers and workers (until the end of 2012) as well as forming of an expert group to propose solutions and criteria for financing insurance for unpaid wages (special warranty fund or similar solution) ■

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CLIMATE CHANGE AND JOBS

Energy efficiency is among the best answers to all open issues of today's energy sector, capable to simultaneously work on solving the environmental and social problems, while creating new jobs as well.



Zagreb, 27 April 2011 – Conference on the social aspects of energy efficiency and climate change, organised by the UATUC and Friedrich Ebert Foundation, gathered stakeholders from the public administration, social partners' organisations and academic community, in an effort to open public discussion on the impact of climate change policies on employment and working conditions in Croatia. "It is self-evident that trade unions support environmental protection and sustainable development, but so far there has not been much



talk in Croatia about economic and social consequences of the climate change policies", said UATUC President **Mladen Novosel**. As the newly constituted Economic and Social Council includes the Committee for sustainable development, energy and climate change as one of its five expert bodies, the social partners will be obliged to focus more on this topic in the future, reminded Novosel.



PHOTO **Marijana Tomić**

Speakers on the conference included **Anne Panneels** (ETUC), who spoke about trade union positions on European energy strategy, **Darko Šeperić** (UATUC), who presented the trade union role and position in climate change policies, **Slavica Robić** (Faculty of Electrical Engineering Zagreb) who spoke about energy poverty and policies for its combating in Europe and **Robert Pašičko** (UNDP) who presented the UNDP research on the potential for green jobs in energy sector in Croatia. **Maja Božičević Vrhovčak** (Society for Sustainable Development Design – DOOR) presented the EU-funded project "Citizens Participation in Energy Efficiency Action Planning" (CENEP) in which UATUC is participating as a partner organisation. The introductory presentations were followed by a panel discussion in which representatives of the Ministry of Economy, Labour and Entrepreneurship, Croatian

Employers' Organisation, Faculty of Mechanical Engineering and Croatian national electricity company HEP tried to give answers to a number of different issues raised by the conference participants.

In the conference conclusions, the participants agreed that the energy efficiency is among the best answers to all open issues of today's energy sector, capable to simultaneously work on solving the environmental and social problems, while creating new jobs as well. The participants also called for enhancing national statistics on energy and linking them with social indicators, as well as strengthening the social dialogue and inclusion of the general public in shaping public policies in this area ■

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CITIZEN PARTICIPATION IN ENERGY EFFICIENCY ACTION PLANNING

Project CENEP brings together Society for Sustainable Development Design (DOOR), UATUC, University of Zagreb Faculty of Electrical Engineering and Computing and Institute for International Relations in an effort to support the development of structured dialogue and formalised counselling between Croatian Civil Society organisations and public authorities in development, monitoring and evaluation of the national policies in the field of energy efficiency.

Specific goal of the project is to develop a socially responsible national policy in the field of energy efficiency through public consultations and discussions. The process will be carried on

through organising series of public hearings and discussions, conducting surveys and interviews with stakeholders at local and regional level, preparing analysis of relevant legislation and existing measures in Croatia, followed by overview of best practices from other countries and concrete recommendations and proposals for improving Croatian legal framework and policy measures.



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TRADE UNIONS WITHOUT BORDERS



PHOTO **Željko Slunjski**

Obrežje, 29 April 2011 – Representatives of the UATUC and the Association of the Free Trade Unions of Slovenia (ZSSS), met on the Croatian-Slovenian border crossing of Obrežje, continuing the tradition of the “Trade unions without borders” meetings, held every year since 2006 on the eve of the International Labour Day.

On this occasion, UATUC and ZSSS Presidents **Mladen Novosel** and **Dušan Semolič** signed a Joint statement on the financial and economic crisis. The statement reconfirms trade union position that successful recovery will not be possible if based on conservative economic policy and neoliberal structural reforms. Europe does not need austerity measures, but measures to stimulate growth and jobs, says the statement, calling for a socially sensitive Europe and mutual solidarity of European citizens. Both confederations also expressed the wish for Croatia to conclude EU accession negotiations this year and become an EU member state as soon as possible ■

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INTERNATIONAL LABOUR DAY WITHOUT TRADE UNION DEMONSTRATION IN ZAGREB

Zagreb, 2 May 2011 – Although Croatian trade unions marked the International Labour Day by traditional paying respect at the main cross at the war veterans' cemetery of the central Zagreb cemetery Mirogoj, and the UATUC organised regional manifestations in Split, Osijek, Pula and Karlovac, five Croatian trade union confederations jointly decided not to organise traditional demonstration procession from the central Zagreb square to the Maksimir park, where the International Labour day has been traditionally celebrated since 1890.

“We do not want to see our message being used for political purposes”, said **Damir Jakuš**, president of the Association of Workers Trade Unions of Croatia (URSH) and current coordinator of trade union confederations, on a joint press conference. Additional reason for not organising the procession is recent return of trade unions to the Economic and Social Council and successful negotiations with the Government on the issue of non-payment of wages ■

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END OF “FACEBOOK DEMONSTRATIONS”

Zagreb, 12 June 2011 - Although the so-called “Facebook demonstrations”, which spread throughout the country in February and March (see UATUC Info No 14), managed to gather almost 10 000 participants at their peak, the organisers were not successful in keeping or enlarging the number of demonstrators and turning them into massive movement that could seriously threaten the survival of the Government. Without relevant social actors, such as the trade unions or opposition parties joining in, the organisers, themselves coming from a variety of loosely organised groups (ranging from far left to far right) did not succeed in keeping the movement going – the last demonstration on the central Zagreb square was attended by only some 20 participants and the

organisers subsequently gave up on efforts to organise this kind of events.

However, some of the groups involved continued their action by putting large banners on visible places in the city (such as bridges and flyovers), managing to retain some media attention. However, with the news of concluding the EU accession negotiations and Prime Minister's renewed mentions of elections in the autumn, it seems that the protests have now come to their final end and that public is ready to wait until the elections which are widely expected to lead to the change of the Government. ■

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NATIONAL CONFERENCE ON DECENT WORK

Zagreb, 21 April 2011 – As a part of the National Decent Work Agenda, agreed between the Republic of Croatia and the International Labour Organisation on the initiative of the UATUC, a national conference on decent work was held on 20 April 2011, organized by the Croatian Government and DWT/GO Budapest, comprising more than 60 participants, including national experts, Croatian tripartite constituents and representatives of civil society.

The conference promoted the Croatian Decent Work Country Agenda, highlighted the importance of ILO-Croatia cooperation and introduced the main topics of the work plan for 2011 such as crisis response and strategies for economic recovery, pension reform and green jobs. The conference was followed by a tripartite country peer review meeting, held on 21 April, comprising participants from Croatia, Serbia, Macedonia and Slovenia acting as a consultant with regard to the analysis of national reports within the project “Supporting strategies to recover from crisis in South East Europe”. The final report and the final DWA conference will be held in October this year. ■



PHOTO **Marijana Tomić**

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UATUC ON EUROPEAN ACTION DAY IN BUDAPEST



PHOTO Željko Slunjski

Budapest, 10 April 2011 – Around 90 members of trade unions affiliated to the UATUC joined the ranks with more than 50 000 trade unionists from other European countries and participated in the ETUC-organised Euro-demonstrations in Budapest, held this year under a motto “No to austerity”. The group of UATUC activists, in white jackets and with a banner saying “Your greed=our crisis? No way!” caught the attention of both journalists and the citizens of Budapest, while UATUC President **Mladen Novosel** was among trade union leaders who addressed the demonstrators from the main stage.

Beside the UATUC, Croatian participants at the Euro-demonstrations included the Independent Trade Unions of Croatia (NHS), also affiliated to the ETUC ■

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UATUC AGAINST PRIVILEGED PENSIONS FOR THE MPs

Zagreb, 7 April 2011 – Reacting to the Government's proposal to amend the Law on rights and obligations of the members of the Croatian Parliament, which proposes equalising the retirement age for male and female MPs, while leaving their pension privileges intact, the UATUC has sent its proposal of the legislative changes to all parliamentary clubs. UATUC is demanding the harmonisation of the MPs' pension rights with the general Law on pension insurance, meaning that MPs' pension rights would be equalised with those belonging to the rest of the citizens. According to the current law, MPs can get a privileged pension (roughly about four times higher than the average pension, with significantly lower retirement age) after only two years and one day of service in the Parliament.

Calling the parliamentary clubs to publicly state their position on this issue, UATUC President **Mladen Novosel** stated on the press-conference that now is the right moment to abolish privileged pensions. “Although it is not crucial financial issue for the sustainability of the retirement system, we consider it to be a crucial ethical issue”, said Novosel ■

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UATUC TRADE UNION AWARD TO PETER SCHERRER



PHOTO EMF

Zagreb/Duisburg, 9 June 2011 – On the last day of the EMF Congress held in Duisburg, its now former General Secretary **Peter Scherrer** was awarded the UATUC “Heart of Trade Union Solidarity” Award. The award was presented to him by the Presidency of the Council of UATUC/Union of Autonomous Trade Unions of Croatia upon the nomination by the Metalworkers' Trade Union of Croatia – Industrial Trade Union (SMH-IS).

The award is the only in its kind for trade union activities and has a long standing tradition. It can be awarded to individuals and organisations, both within and beyond the trade union world, to Croatians or foreign nationals, who have contributed to the development of the Croatian and international trade union movement based on solidarity and unity.

Peter Scherrer was nominated by the Metalworkers' Trade Union of Croatia – Industrial Union primarily for his support to Croatian unions and workers in their struggle to ensure a future for Croatian shipbuilding industry after the accession to the EU.

Thanking for the award, Peter Scherrer noted that he was aware of the raising euro-scepticism of Croatian workers. “It is, however, important to distinguish between the currently dominant liberal-conservative and anti-union policy and the true European trade union policy that puts workers and human beings before profit and market”, said Scherrer.

Two Croatian trade unionists also received the award: **Vojo Udovičić**, SMH-IS shop-steward for Uljanik Equipment Production Company and **Slavica Lakić**, shop-steward at Zagreb Holding Company ■

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BWI REGIONAL MEETINGS IN ZAGREB

Zagreb, 3 June 2011 – Two day regional seminar on the subject of enhancing the working conditions in construction projects on Pan-European corridors V and X, organised by Building and Wood Workers' International (BWI) and Friedrich Ebert Foundation, was held in Zagreb on 1 and 2 June, with participation of construction industry trade unions from Croatia, Albania, Bosnia and Herzegovina, Macedonia and Serbia. Seminar was followed by a meeting of the BWI Working Group 9 on the BWI strategy for environment transition, sustainable construction industry, wood and forestry and protection of the migrant workers.

The participating construction industry trade unions signed the Protocol on organizing and promoting the rights of migrant workers, committing themselves to building a joint network for providing legal advice and other services for migrant workers, as well as to promoting and advocating the rights of migrant workers through national legislative, political and tripartite structures and campaigns against discrimination and xenophobia. The Protocol signing was followed by a press conference.

Participating on the meetings, BWI General Secretary **Albert Emilio Yuson** also visited the Trade Union of Construction Industry of Croatia, meeting with its President **Ivan Kovačević** and UATUC President **Mladen Novosel** ■

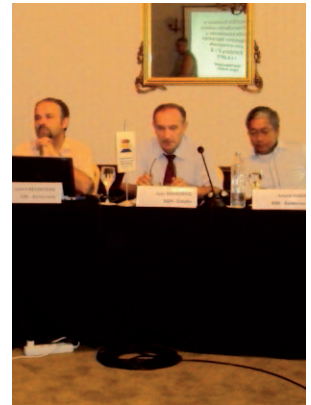


PHOTO **Marijana Tomić**

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IMPORTANCE OF CRISIS COMMUNICATION



Donja Stubica, 6 May 2011 – Continuing the UATUC's cooperation with LO Norway in the field of communication for the third year, a three-day seminar was held in Donja Stubica near Zagreb. Seminar was opened by the Norwegian Ambassador to Croatia **Henrik Ofstad**, who spoke about relations between the two countries, and UATUC President **Mladen Novosel**, who briefly presented current UATUC activities and trade union situation in Croatia.

Throughout three-day work, participants worked on the subjects of crisis communication, trade union involvement in election campaigns, organising young workers and using social media in trade union work ■

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TOGETHER FOR EQUALITY OF LGBT WORKERS AT WORKPLACE

Zagreb, 16 June 2011 – As a partner in the EU-funded project „Together for equality of LGBT workers at workplace“ managed by a lesbian NGO „Kontra“, the UATUC organized a seminar on discrimination at workplace, with the emphasis on discrimination based on sexual orientation and gender identity. The objective of the seminar was to raise the awareness of the problem, and help the seminar participants to acknowledge the importance of trade union fight against discrimination at the workplace, discrimination on all the bases, and to help those members who are discriminated because of their sexual orientation or gender identity. A new handbook for trade unionists developed within this project – „Invisible workers – how to protect LGBT workers at workplace“ – written by **Jasna A. Petrović**, UATUC Women's Section Vice-President and coordinator of this project, was also presented and distributed to seminar

participants.

The UATUC President **Mladen Novosel** invited all the workers, especially those in vulnerable groups, to join the trade union because only together we can protect human and workers' rights. „By participating in this project we believe we will encourage also our shop stewards to say loud and clear NO to a workplace where workers are discriminated against on the basis of their sexual orientation or gender identity“, said the UATUC President.

Gender equality ombudsperson **Gordana Lukač Koritnik**, who also participated in the seminar, said: „One cannot selectively decide who to protect at the workplace and this seminar shows the UATUC is a step ahead of the state“ ■

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CHALLENGES AND OPPORTUNITIES OF THE WOOD AND FURNITURE INDUSTRY

Zagreb, 3 June 2011 – On 2-3 June the UATUC organized a seminar on the challenges and opportunities of the wood and furniture industry in Croatia and Europe. The seminar is a part of the EC-co-funded FACTS 3 project, that has partners amongst employers organizations and workers organizations on both European level and in the candidate countries and the managing organization being the UEA/European Furniture Manufacturers' Federation. The purpose of the project is to exchange and share the experience of EU Member States in the field of social dialogue and health and safety issues, as well as to assist partners in the harmonization of the acquis in the wood and furniture industry.

The tripartite participants at the seminar discussed the state of affairs of the social dialogue in the sector in EU and in Croatia, with a special focus on OSH. The second part of the seminar focused on the problems and perspectives of the wood and related industry in Croatia ■



PHOTO **Marijana Tomić**

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TRAINING FOR YOUNG TRADE UNION LEADERS



Zagreb, 20 June 2011 – As part of the training programme for young trade union leaders, organised jointly by the UATUC and Friedrich Ebert Foundation, first two seminars on the basics of trade unionism and communication skills were held on Sljeme near Zagreb on 13/14 May and 17/18 June. The programme was initiated after the UATUC youth structures established that young trade union activists, beside specific trade union knowledge, also lack the training in communication and leadership skills, which are usually not included in trade union education programmes.

The aim of the training programme is to provide young trade unionists with skills needed for more active participation in trade union work both on the shop floor and higher levels, as well as youth activism in general. Beside participants from the UATUC, other two confederations, HUS and NHS, were also invited to send their representatives to the programme. The third and the final training will be held in September, with a perspective of continuing this programme in the following years. ■

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UATUC PUBLICATIONS (IN CROATIAN)



LABOUR CODE

New Croatian Labour Code, harmonised with the EU legislation, has entered into force on 1 January 2010. Publication brings full text of the new law, together with a guide on implementation of new provisions written by Marina Kasunić Peris, Head of UATUC Industrial Democracy Department ■



EU OCCUPATIONAL HEALTH & SAFETY POLICY

Trade union guide to occupational health and safety policies of the European Union is aimed at workers' representatives involved in health and safety issues on national and European level. Guide brings an overview of the EU institutions and procedures in the field of OHS, as well as the trade union role in this field ■



LAW ON OCCUPATIONAL HEALTH & SAFETY

New Croatian Law on Occupational Health and Safety, harmonised with the EU legislation ■

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