

WHY SOS ZIS?

BECAUSE:

- WE HAVE TRADITION, CONSCIOUSNESS AND ENERGY
- WE NEED SOCIAL JUSTICE AND SECURITY
- WE WANT TO NEGOTIATE AND IMPROVE THE RIGHTS AND INTERESTS OF THE EMPLOYEES
- WE BELIEVE IN THE UNITY AND SOLIDARITY
- WE NURTURE INTERPERSONAL RELATIONSHIPS



Belgrade, may 2016.

CONTACT

For more information you can contact
a Trade Union organization of employees
of the Intellectual Property Office

contact: Kneginje Ljubice 5, 11 000 Belgrade, Serbia
Phone: (+ 381 11) 20 25 976

E-mail: dtomic@zis.gov.rs
www.zis.gov.rs/trade-union.1147.html

WHY SOS ZIS*?



* SOS ZIS stands for Trade Union organization of
employees of the Intellectual Property Office

• WE HAVE TRADITION, CONSCIOUSNESS AND ENERGY

Nine decades of existence of the Intellectual Property Office as a significant and respectable Government body, implied the existence of Trade Union organizing its employees for all along. From the time of workers' self-management to the present day, through various forms of organization, the Union fulfilled tasks relating to labour rights, social justice and solidarity.

We still remember our tradition and we try to carry on the activities of trade unions in recent decades, when we, as a small organization in the State administration provided a significant contribution to protecting the rights and interests of civil servants. By participating in a number of protests and talks with the Government as an employer, we fought for a better position and social security of employees.



• WE NEED SOCIAL JUSTICE AND SECURITY

The social position of civil servants in recent years has been characterized by crises, small income, and pressure and constant threats of layoffs. Realization of the law and collective rights guaranteed by agreement is often hindered by a limited budget. For these reasons, trade unions, but also the little units within trade union organizations, have an important task to collaborate, learn, exert pressure and negotiate with employers for employee rights.

Our Union has made contacts and it co-operates with the Union of Serbia's judiciary, Union Administration for common services and other organs of Government bodies are engaged in an exchange of experiences and information. A legal aid lawyer is available to us for the Trade Union cases of violation of rights arising from the employment relationship.

• WE WANT TO NEGOTIATE AND IMPROVE THE RIGHTS AND INTERESTS OF THE EMPLOYEES

It's not easy to establish a social dialogue and partnership with the employer in unstable conditions which exist in the organs of public administration. Unfortunately, examples of managers arbitrariness and disregard of Union representatives are common.

Believing in the validity and fairness of demands the Union strives to fight for the rights and interests of employees, even if they came down to less important issues such as, for example, attending Jubilee festivities or assigning New Year gifts. Guided by the discussions on social benefits, organizing medical check up, organizing recreation and improving working conditions and safety, health at work and the living standards of employees, we try to improve our position.



• WE NURTURE INTERPERSONAL RELATIONSHIPS

Social gatherings organized by the trade unions as:

- sports games in 2006. year
- new year's Eve party for kids
- Memorial chess tournament
- excursion in Vrsac grape harvest
- visit to the archaeological site of Viminacium

these are unforgettable experiences and the best way to build friendly relations and create a spirit of community and a sense of positive atmosphere in a work environment which is one of the fundamental tasks of the Union.



• WE BELIEVE IN THE UNITY AND SOLIDARITY

Longstanding social crisis, unjust law on salaries of civil servants and unbalanced reward and progression, led to a general dissatisfaction and stratification among employees. Instead of collegiality, cooperation and teamwork, the situation led to damaged interpersonal relationships. Convinced that this can be improved, we are trying to influence the society to achieve proper evaluation of work achievements, social justice and better climate among the colleagues.

We believe that the IPO consists of somewhat divided groups of professional, hard-working and responsible workers, but above all, fine people, who know how to show unity and solidarity, whenever necessary.