# Izveštaj sa konsultativnog sastanka

Konsultativni sastanak o radnoj verziji publikacije „Informacioni sistem za potrebe Inspektorata za rad"

# Report from the consultative meeting

Consultative meeting on the draft version of the publication "Information System for the purposes of the Labour Inspectorate"

Fondacija
**CENTAR ZA DEMOKRATIJU**

**Cilj sastanka:**

Na konsultativnom sastanku prezentovana je radna verzija publikacije „Informacioni sistem za potrebe Inspektorata za rad", koja je nastala u okviru projekta *"Smanjenje rada na crno kroz umrežavanje institucija i transparentniji rad inspekcije rada".* Publikacija se sastoji iz tri dela. U prvom delu publikacije, čiji je autor Miloš Savić, ekspert za informacione tehnologije, kroz reprezentativne primere iz srodne informatičko-poslovne prakse, predstavljen je mogući način funkcionisanja Informacionog sistema za potrebe Inspektorata za rad (ISIR), bez namere da se utiče na definisanje poslovnih procesa. U drugom delu predstavljene su koristi od uspostavljanja informacionog sistema za potrebe Inspektorata za rad. Autorke drugog dela su prof. dr Ksenija Petovar i Milena Vujović. Treći deo publikacije sadrži predloge izmena propisa neophodnih za uspostavljanje ISIR-a, koje je napisala Nataša Nikolić.

Zaključci sa konsultativnog sastanka biće uključeni u finalnu verziju publikacije.

**O projektu:**

Projekat *"Smanjenje rada na crno kroz umrežavanje institucija i transparentniji rad inspekcije rada"* je deo trogodišnjih aktivnosti Fondacije "Centar za demokratiju", usmerenih ka suzbijanju neformalne zaposlenosti i sive ekonomije i podržan je od strane Solidar Suisse – Kancelarije u Srbiji u okviru programa Dostojanstven rad. Centar za demokratiju je u 2013. godini organizovao konsultativne sastanke, na kojima su učestvovali predstavnici državnih institucija, privrednih subjekata, sindikata, nevladinih organizacija i akademske zajednice, na kojima se razgovaralo o sivoj ekonomiji i neformalnoj zaposlenosti, u cilju pronalaženja zajedničkog rešenja za njeno suzbijanje. Kao rezultat konsultativnih sastanaka nastala je publikacija "Dostojanstven rad i siva ekonomija", u kojoj su predstavljene preporuke za suzbijanje neformalnog rada i sive ekonomije, od kojih su neke usvojene prilikom donošenja Izmena i dopuna Zakona o radu.

**The goal of the meeting:**

At the consultative meeting we presented a draft version of the publication "Information System for the purposes of the Labour Inspectorate," which was created within the project "Reducing undeclared labour through networking of institutions and more transparent work of the Labour Inspection". The publication consists of three parts. In the first part of the publication, written by Milos Savic, an expert in information technology, a possible mode of operation of the Information System for the purposes of the Labour Inspectorate (ISIR) was presented through representative examples of IT-related business practices, without the intention to influence the definition of business processes. The second part presents the benefits of establishing an information system for the purposes of the Labour Inspectorate. The authors of the second part are Professor Ksenija Petovar and Milena Vujovic. The third part of the publication contains proposals for amendments to the regulations necessary for the establishment of ISIR, which was written by Natasa Nikolic.

The conclusions of the consultative meeting will be included in the final version of the publication.

**About:**

The project "Reducing undeclared labour through networking of institutions and more transparent work of the Labour Inspection" is part of the three-year activities of the Foundation "Center for Democracy", aimed at combating informal employment and informal economy and supported by Solidar Suisse - Office in Serbia within the program "Decent work". Center for Democracy organized numerous consultative meetings in 2013 which were attended by representatives of state institutions, business, trade unions, NGOs and the academic community. The meetings focused on the informal economy and informal employment, with the aim of finding common solutions for its suppression. As a result of these meetings, the publication "Decent work and the informal economy" which presents recommendations for combating informal labour and informal economy was created. Some of these recommendations were adopted and implemented in changes and amendments to the Labour Law.

U 2014. godini, kao rezultat analiza i istraživanja, ankete inspektora rada i konsultacija sa predstavnicima Inspektorata za rad, Međunarodne organizacije rada, sindikata, Unije poslodavaca Srbije, nevladinih organizacija i predstavnicima akademske zajednice, izrađen je predlog praktične politike "Srbija bez rada na crno – unapređenje uloge inspekcija rada u suzbijanju neformalne zaposlenosti" i publikacija "Efikasnija uloga Inspekcija rada u suzbijanju rada na crno". U Predlogu praktične politike date su preporuke za unapređenje uloge inspekcije rada u suzbijanju neformalne zaposlenosti, među kojima su uspostavljanje informacionog sistema i pokretanje zasebne internet stranice Inspektorata za rad, od kojih je druga ostvarena - Inspektorat za rad je u aprilu 2015. godine pokrenuo podsajt u okviru sajta Ministarstva za rad, zapošljavanje, boračka i socijalna pitanja. Kroz projekat *Smanjenje rada na crno kroz umrežavanje institucija i transparentniji rad inspekcije rada"* načinjen je korak dalje i u radnoj verziji publikacije „Informacioni sistem za potrebe Inspektorata za rad" predstavili smo mogući način funkcionisanja ISIR-a, koristi od njegovog uspostavljanja i potrebne izmene propisa. Uspostavljanje informacionog sistema za potrebe inspektorata za rad do sada su podržali: Unija poslodavaca Srbije, UGS Nezavisnost, Centar modernih veština, Udruženje za zdravlje i bezbednost na radu Srbije, Centar za dostojanstven rad, Udruženje za reviziju pristupačnosti, Fondacija Dokukino, Timočki klub, Udruženje Forum civilne akcije – FORCA, Udruženje građana Zajedno zajedno, Resurs centar Majdanpek, Centar za ljudska prava Niš, Protecta, ENECA (Economic Expert Community Association) iz Niša, Udrženje preduzetnica Artesa, Ženska inicijativa vojvodine-Živo, Osvit – Udruženje Romkinja, filijala Nacionalne službe za zapošljavanje u Nišu i dr.

### Mesto i vreme održavanja sastanka:
Konsultativni sastanak održan je u četvrtak 24. septembra 2015. godine, u Beogradu, u hotelu Palas.

### Organizator: Fondacija "Centar za demokartiju"
Fondacija "Centar za demokratiju" osnovana je 1994. godine od strane grupe istaknutih intelektualaca.

In 2014, 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". The recommendations for improving the role of Labour Inspection in combating informal employment were given in the proposal of the practical policy, including the establishment of an information system and launching of a separate website of the Labour Inspectorate, of which the second has been realized - the Labour Inspectorate launched a sub-site within the website of Ministry of Labor, Employment, Veterans and Social Issues in April 2015. 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". We presented a possible way of operating ISIR, the benefits of its establishment and the necessary changes in regulations. So far, the establishment of the information system for Labour Inspectorates has been supported by: the Union of Employers of Serbia, UGS Independence, Modern Skills Center, Association for Health and Safety at Work Serbia, Center for Dignity of Labour, 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 place and time of the meeting:
The consultative meeting was held on Thursday September 24th 2015 in Belgrade, at the Palace Hotel.

### Host: Foundation "Center for Democracy"
Foundation "Center for Democracy" was founded in 1994 by a group of prominent intellectuals.

Tokom poslednjih devet godina svog rada Centar za demokratiju posebnu pažnju usmerava na ekonomska, socijalna i kuturna prava i zalaže se za dostojanstven rad u Srbiji, kroz projekte: *"Povratak žena na tržište rada", "Snaga društvene odgovornosti – Država, biznis i građani u zaštiti ekonomskih i socijalnih prava", "Žene, zapošljavanje VS siromaštvo", "Kako lakše i brže do posla", "Snaga društvene odgovornosti – Za izmenu pravnog okvira i unapređenje ljudskih prava zaposlenih", "Svi imamo pravo na bezbedno radno mesto", "Balkanska mreža za dostojanstven rad", "Dostojanstven rad za svakog", "Jednake na poslu", "Ka efikasnijem suzbijanju neformalnog rada i sive ekonomije", "Zaustavimo korupciju koja ugrožava dostojanstven rad", "Efikasnija uloga građana i civilnog društva u nadzoru i zaštiti radnih prava", "Efikasnija uloga Inspekcija rada u suzbijanju rada na crno", "Građani za reformu inspekcija"* itd. U ime Centra za demokratiju na sastanku su učestvovale Ksenija Petovar, programska direktorka i koautorka publikacije „Informacioni sistem za potrebe Inspektorata za rad", Nataša Vučković, generalna sekretarka, Bojana Ružić, koordinatorka programa i Milena Vujović, koordinatorka projekta *"Smanjenje rada na crno kroz umrežavanje institucija i transparentniji rad inspekcije rada"* i koautorka publikacije.

### Učesnici:
Sastanku su prisustvovali:
- Maja Ilić, Inspektorat za rad
- Rade Dragović, Direkcija za elektronsku upravu
- Jugoslav Stojiljković, Direkcija za elektronsku upravu
- Vesna Ristić, Tržišna Inspekcija
- Branislav Dobrosavljević, Agencija za privredne registre
- Zoran Martinović, direktor Nacionalne službe za zapošljavanje
- Dragan Radović, član Udruženja poslodavaca Srbije
- Milan Stefanović, USAID BEP projekat
- Ivan Dragošan, USAID BEP projekat
- Saša Jelić, USAID BEP projekat
- Jovana Stefanović, USAID BEP projekat

Over the last nine years of its work, the Center for Democracy pays special attention to economic, social and cultural rights and advocates dignity of labour in Serbia, through following projects : "*The return of women to the labour market", "The power of Social Responsibility – The state, business and the public together in the protection of economic and social rights", "Women, employment VS poverty", "Easier and faster way to employment", "The Power of Social Responsibility – For change of legal framework and the improvement of human rights of employees", "We all have a right to a safe workplace", "Decent Work Balkan Network", "Decent Work for All", "Equal at work", "Towards More Efficient Prevention of Undeclared Work and Shadow Economy ", "Stop corruption that threatens decent work", " More effective role of the public and civil society in monitoring and protecting workers' rights" , "More effective role of labour inspection in combating undeclared employment", "Citizens for inspection reform"* and so on. On behalf of the Center for Democracy, the meeting was attended by Ksenija Petovar, program director and co-author of the publication "Information System for the purposes of the Labour Inspectorate", Natasa Vuckovic, Secretary General, Bojana Ruzic, program coordinator and Milena Vujovic, coordinator of the project "Reducing Undeclared Work Through Networking of Institutions and More Transparent Work of Labor Inspection" and co-author of the publication.

### Participants:
The meeting was attended by:
- Maja Ilić, Labour Inspectorate
- Rade Dragović, E-Government Directorate
- Jugoslav Stojiljković, E-Government Directorate
- Vesna Ristić, Market Inspection
- Branislav Dobrosavljević, the Agency for Business Registers
- Zoran Martinovic, Director of National Employment Servise
- Dragan Radovic, member of Association of Employers of Serbia
- Milan Stefanovic, USAID BEP project
- Ivan Dragosan, USAID BEP project
- Sasa Jelic, USAID BEP project
- Jovana Stefanovic, USAID BEP project

- Saša Dimitrijević, predsednik Granskog sindikata građevine, industrije građevinskog materijala, drvne industrije i putne privrede „Nezavisnost"
- Sanja Paunović, Savez samostalnih sindikata Srbije
- Zora Veselinović, Savez samostalnih sindikata Novog Sada i opština
- Jovan Protić, nacionalni koordinator Međunarodne organizacije rada za Srbiju
- Lidija Kuzmanov, Tim za socijalno uključivanje i smanjenje siromaštva
- Ivana Vlaović, Prekršajni sud u Beogradu
- Milojka Zarubica, Uprava za bezbednost i zdravlje na radu i
- Snežana Milčić, Udruženje građana Zajedno zajedno.

**Moderator:**
Sastanak je moderirala Bojana Ružić.
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**Prezentacija radne verzije publikacije „Informacioni sistem za potrebe Inspektorata za rad"**

Na početku sastanka Milena Vujović predstavila je projekat *"Smanjenje rada na crno kroz umrežavanje institucija i transparentniji rad inspekcije rada",* u okviru koga je nastala publikacija „Informacioni sistem za potrebe Inspektorata za rad", nakon čega je prezentovala i sam informacioni sistem. Ona je predstavila namenu informacionog sistema, preduslove za njegovo uspostavljanje, korisnike i način funkcionisanja ISIR-a i funkcije sistema, odnosno mogućnosti koje pruža ovakav informacioni sistem, kao što su: notifikacije, podsistem za pretragu, baza znanja, kontrolne liste, segmentacija podataka, analiza rizika, planiranje budućih aktivnosti – kreiranje listi firmi za kampanjski inspekcijski nadzor, šabloni i automatizovano kreiranje dokumenata, analitika i izveštavanje.

Ksenija Petovar govorila je o koristima od uspostavljanja informacionog sistema i istakla da su inspektori rada u anketi, koju je Centar za demokratiju sproveo u 2014. godini kao najveći problem u tehničkoj opremljenosti Inspektorata za rad naveli nedovoljno umrežene i dostupne podatke

- Sasa Dimitrijevic, President of the Trade Union of construction, construction materials industry, the timber industry and the travel industry "Independence"
- Sanja Paunovic, the Union of Autonomous Trade Unions of Serbia
- Zora Veselinovic, the Federation of Independent Trade Unions of Novi Sad and municipalities
- Jovan Protic, National coordinator of the ILO in Serbia
- Lidija Kuzmanov, Team for Social Inclusion and Poverty Reduction
- Ivana Vlaovic, the Misdemeanor Court in Belgrade
- Milojka Zarubica, the Agency for Safety and Health at Work
- Snezana Milicic, Association of Citizens Together together

**Moderator:**
The meeting was moderated by Bojana Ruzic.

**Presentation of the draft version of the publication "Information System for the purposes of the Labour Inspectorate"**

At the beginning of the meeting, Mrs. Milena Vujovic presented the project "Reducing Undeclared Work Through Networking of Institutions and More Transparent Work of Labor Inspection", which encompassed the publication "Information System for the purposes of the Labour Inspectorate", after which she presented the information system itself. She presented the purpose of the system, the preconditions for its establishment, users and functioning of ISIR, as well as functions and capabilities provided by the information system, such as notifications, subsystem for search, database, checklists, data segmentation, risk analysis, future planning activities – creation of a list of companies for surveillance, templates and automated document creation, analytics and reporting.

Mrs. Ksenija Petovar spoke about the benefits of the information system and pointed out that the labour inspectors who participated in the poll, which was conducted by the Center for Democracy in 2014, indicated that the biggest problem in the technical equipment of the Labour Inspectorate is insufficiently connected and available data,

i nepostojanje jedinstvene i dostupne baze podataka, odnosno informacionog sistema.

## Rasprava o radnoj verziji publikacije

Nakon uvodnog dela data je reč učesnicima. U diskusiji su učestvovali Maja Ilić (Inspektorat za rad), Rade Dragović (Direkcija za elektronsku upravu), Ivan Drgošan i Milan Stefanović (USAID BEP), Dragan Radović (Unija poslodavaca Srbije), Vesna Ristić (Tržišna inspekcija), Zoran Martinović (Nacionalna služba za zapošljavanje), Branislav Dobrosavljević (Agencija za privredne registre) i Jovan Protić (Međunarodna organizacija rada).

*Maja Ilić (Inspektorat za rad)* je na početku svog izlaganja istakla činjenicu da Inspektorat za rad nema informacioni sistem i da je dobro što se Centar za demokratiju zalaže za njegovo uspostavljanje. Dodala je da Inspekcija rada u poslednjih deset godina sama ukazuje da joj je neophodan informacioni sistem, ali da im nisu bila odobrena budžetska sredstva za njegovo pokretanje. Predstavnica Inspektorata za rad ukazala je na slabu tehničku opremljenost ove službe. Ona je rekla da se podrazumeva da bi svaki inspektor trebalo da ima lap top, ali da je realnost takva da, na primer, u Vranju, Prokuplju i nekim drugim gradovima u Srbiji raspolažu sa možda jednim ili dva računara i da je iz navedenih razloga dobro što Centar za demokratiju ukazuje na značaj samog informacionog sistema za potrebe Inspektorata za rad. Takođe je navela da je za sada Inspektorat za rad zaključio sporazum sa Centralnim registrom obaveznog socijalnog osiguranja i da je inspektorima omogućen uvid u određene podatke kojima raspolaže ova intitucija, što značajno olakšava njihov rad i dodala da smatra da bi inspekcija rada imala korist od pristupa podacima svih drugih relevantnih institucija. Ilićeva je skrenula pažnju da u publikaciju treba da se unesu odredbe Zakona o inspekcijskom nadzoru koje se odnose na nadzor neregistrovanih subjekata i da bi bilo dobro da se terminologija karakteristična za razvoj informacionih sistema treba da se uskladi sa terminologijom koju inspektori uobičajeno koriste.

and lack of a unique and accessible database, or information system.

## Discussion on the draft version of the publication

After the introductory part , the participants joined the discussion. The discussion was attended by Maja Ilic (Labour Inspectorate), Rade Dragovic (E-Government Directorate), Ivan Dragosan and Milan Stefanovic (USAID BEP), Dragan Radovic (Union of Employers of Serbia), Vesna Ristic (Market Inspection), Zoran Martinovic (National Employment Service), Branislav Dobrosavljević (Business Registers Agency) and Jovan Protic (International Labour Organisation).

At the beginning of her presentation, *Mrs. Maja Ilic (Labour Inspectorate)* highlighted the fact that the Labour Inspectorate doesn't have an information system, and gave her support to the Center for Democracy which advocates its establishment. She added that the Labour Inspectorate expressed the need for such a system for the past ten years, but they were never granted adequate budget funds for its launch. The representative of the Labour Inspectorate identified a lack of technical equipment in the Labour Inspectorate offices. She said that normally, each inspector should be equipped with a laptop, but the reality is such that, for example, in Vranje, Prokuplje and some other towns in Serbia, there are no more than one or two computers in the offices. Afterwards, she indicated that it is good that Center for Democracy advocates the importance of information systems. She also stated that at present, the Labour Inspectorate is in agreement with the Central Registry of Compulsory Social Insurance and that its inspectors have gained access to certain information that is also available to this institution, which as a result, greatly facilitates their work. She added that she believes that the Labour Inspectorate would benefit greatly if given access to databases of all other relevant institutions. Mrs. Ilic indicated that publication should contain provisions of the Law on Inspection Oversight relating to the surveillance of non-registered entities. She added that terminology which is characteristic of the development of information systems should be aligned with the terminology commonly used by inspectors.

*Rade Dragović (Direkcija za elektronsku upravu)* govorio je o ulozi Direkcije u reformi inspekcijskog nadzora, projektu uspostavljanja jedinstvenog informacionog sistema putem koga će biti povezane sve inspekcije i aktuelnostima u ovoj oblasti. Dragović je skrenuo pažnju da je formirana Koordinaciona komisija za inspekcijski nadzor, da se njen rad može pratiti na sajtu www.inspektor.gov.rs i da su članovi Komisije potpredsednici Vlade, ministri i rukovodioci pojedinih inspekcija i dodao da, u skladu sa tom novinom i nekim drugim odredbama Zakona o inspekcijskom nadzoru, treba upotpuniti publikaciju. Predstavnik Direkcije za elektronsku upravu govorio je i o studijskoj poseti Republici Srpskoj i o tamo uspostavljenom Generalnom inspektoratu u kojem su objedinjene sve inspekcije. Dodao je da su u pripremi Zakona o inspekcijskom nadzoru, u posetama Republici Srpskoj u drugim aktivnostima i analizama Direkcije za elektronsku upravu imali svesrdnu pomoć USAID BEP projekta. Prema njegovim rečima, Direkcija za elektronsku upravu je počekom ove godine raspisala tender za grupu stručnjaka koja će izvršiti analizu poslovnih procesa u svim inspektoratima i do marta ili aprila 2017. godine izraditi dokumentaciju koja će biti osnov za sledeću fazu, a to je implementacija informacionog sistema u svim inspekcijama. Dragović je dodao da su planirana sredstva i za opremu inspektora i da je, prema njegovim rečima, uspostavljanje informacionog sistema država postavila kao strateški cilj, što garantuje Zakon o inspekcijskom nadzoru i uspostavljanje Koordinacione komisije. Prema njegovim rečima nezavisna analiza, odnosno publikacija Fondacije Centar za demokratiju „Informacioni sistem za potrebe inspektorata za rad" biće veoma korisna, posebno sa aspekta analize koristi od uspostavljanja informacionog sistema koju Direkcija za elektronsku upravu nije sagledala na takav način i dodao da aktivnostima koje je preduzela Direkcija nedostaje vidljivost.

*Ivan Dragošan (USAID BEP projekat)* govorio je o projektu uspostavljanja jedinstvenog informacionog sistema putem koga će biti povezane sve inspekcije i rekao da je jedan od glavnih ciljeva projekta koordinacija inspekcijskih organa i povećanje efikasnosti rada samih inspektora.

*Mr. Rade Dragovic (E-Government Directorate)* spoke about the role of the Directorate in the reform of the inspection, the project of establishing a unified information system through which all inspections and current trends in this field will be linked. Dragovic also drew attention to the fact that Coordination Commission for inspection already exists, and that its operations can be viewed on the website www.inspektor.gov.rs. Its members are Commissioners, Deputy Prime Ministers, and ministers and heads of individual inspections. He also added that publication should be completed in accordance with the provisions of the Law on Inspection Oversight. A representative of E-Government Directorate spoke about the study visit to Republika Srpska and their established General Inspectorate which unified all inspections. He added that, during the visits to Republika Srpska, they had the wholehearted support of USAID BEP project in the preparation for the Law on Inspection Oversight. According to him, E-Government Directorate announced a tender for a group of experts to carry out an analysis of business processes in all inspections and to create documents that will be the basis for the next phase (by March or April 2017), which is the implementation of the information system in all inspections. Mr. Dragovic added that E-Government Directorate has planned funds for equipment of inspectors and that the Government has set the establishment of information systems as a strategic goal, as it is guaranteed by the Law on Inspection Oversight and the establishment of the Coordination Commission. In his opinion, the independent analysis provided by Center for Democracy – "Information system for Labour Inspectorates" will be very usefull, especially in terms of analysis of benefits from such a system, which the E-Government Directorate did not perceive in that way and stressed that the activities of the E-Government Directorate lack visibility.

*Mr. Ivan Dragošan (USAID BEP project)* spoke about the establishment of a unified information system through which all inspections will be connected. He said that coordination and efficiency of inspection bodies remains one of the main objectives.

Prema njegovim rečima, jedna od ključnih pretpostavki je da će postojati saradnja sa eksternim sistemima, tj. drugim institucijama i da je jedna od ključnih stvari koju treba uzeti u obzir kada jedinstven informacioni sistem za inspekcije bude uspostavljen, njegova otvorenost za međusobnu razmenu podataka sa nekim drugim sistemima. Drugim rečima, taj projekat ne isključuje postojeće informacione sisteme drugih institucija, koji se mogu povezati sa platformom inspekcija. Dragošan je istakao da se primena informacionih tehnologija danas propisuje kao sastavni deo procedura rada i dodao da je jedinstveni informacioni sistem za sprovođenje inspekcijskog nadzora jedan od ključnih faktora za uspešnu primenu svih odredbi Zakona o inspekcijskom nadzoru. Prema njegovim rečima, važnost ovakvog informacionog sistema je prepoznata od strane Direkcije za elektronsku upravu, Ministarstva za državnu upravu i lokalnu samoupravu, pa i same Vlade i obezbeđena su budžetska sredstva za njegovo uspostavljanje. Dragošan je na kraju ponovio da će biti uspostavljena zajednička platforma koja će obuhvatiti rad svih inspekcija i da će biti identifikovani poslovni procesi koji su zajednički za rad svih inspekcija, ali i da svaka inspekcija ima specifičnosti u svom radu i da ideja i preporuka jeste da se razvijaju specifični segmenti za pojedinačne inspekcije, a u skladu sa Zakonom o inspekcijskom nadzoru.

*Milan Stefanović (USAID BEP projekat)* predstavio je detaljnije jedinstven informacioni sistem putem koga će biti povezane inspekcije. Prema njegovim rečima, radi se o zajedničkoj platformi u kojoj će biti sadržane informacije, podaci i uopšte aplikacije od značaja za sve inspekcije i po sistemu podsistema inspekcije će biti priključene na tu zajedničku platformu. Stefanović je naveo primer Tržišne inspekcije, koja već ima uspostavljen informacioni sistem koji se trenutno prilagođava i biće deo budućeg jedinstvenog informacionog sistema i koji podseća na informacioni sistem za Inspektorat za rad, predstavljen u publikaciji Centra za demokratiju. Dodao je da uzimajući to u obzir treba prilagoditi publikaciju i ažurirati je u skladu sa Zakonom o inspekcijskom nadzoru. Takođe je govoreći o Generalnom inspektoratu u Republici Srpskoj, ukazao na njegove nedostatke i ocenio da je rešenje primenjeno u Srbiji bolje i da inspekcije treba da ostanu u okviru Ministarstava i

According to him, one of the key assumptions is that coordination will exist with external systems (other institutions). In other words, the project does not exclude existing information systems of other institutions and it can be linked with the platform (database) of other inspections. Mr. Dragosan pointed out that the application of information technology became an integral part of labour procedures. He added that a unified inspection information system remains one of the key factors for successful implementation of all the provisions of the Law on Inspection Oversight. Mr. Dragošan indicated that, the importance of this information system is recognized by the Directorate of e-Government, the Ministry of Public Administration and Local Self-Government, and the Government itself, and the budgetary funds for its establishment have been provided. At the end, Mr. Dragosan reiterated that a common platform will be established which will include the work of all inspections, and that all business processes related to the work of inspections will be identified. He said that each inspection is quite specific in their work and recommended development of specific segments for individual inspections, in accordance with the Law on Inspection Oversight.

*Mr. Milan Stefanovic (USAID BEP project)* presented in more detail unified information system through which inspections will be linked. According to him, it is a common platform which will include information, data and applications of general importance for all inspections, and that throughout system of subsystems the inspections will be connected to this common platform. Mr. Stefanovic gave the example of the Market Inspection, which already has an established information system that is currently being adapted and will be a part of the future unified information system and which resembles an information system for the Labour Inspectorate, presented in a publication of the Center for Democracy. Taking this into account, he added that it is necessary to adapt and update the publication in accordance with the Law on Inspection Oversight. He also pointed out the shortcomings of General Inspectorate of Republika Srpska, saying that situation in Serbia is slightly better and stressed that inspections should remain within the ministries and

i drugih organa i da oni treba da koordiniraju njihov rad, samostalno i preko Koordinacione komisije. Stefanović smatra da nije potrebno donositi poseban Zakon o inspekciji rada i da specifičnosti inspekcije rada treba detaljnije izraziti u Zakonu o radu. On je dodao da su mišljenja inspektora o reformi inspekcijskog nadzora i uspostavljanju informacionog sistema podeljena, ali da bi se njegovim uspostavljanjem stalo na put lošem radu službi i korupciji i obezbedila transparentnost. Stefanović je naveo primere ponavljanja nadzora u firmama koje pravilno posluju i inspektora koji je imao 120 otvorenih predmeta od kojih nijedan nije zatvoren i još jednom ponovio da će informacioni sistem obezbediti transparentnost i omogućiti procenu rizika, tj. izračunavanje algoritma procene stepena rizika. Prema njegovim rečima, transparentnost će obezbediti suzbijanje korupcije, onemogućiti nesavestan rad, povećavati stručnost i odgovornost itd. On je na kraju dodao da je prema članu 48 Zakona o inspekcijskom nadzoru inspektor dužan da koristi jedinstven informacioni sistem, ali da sve zavisi od direktora inspekcija, koje će biti koordinirani kroz Koordinacionu komisiju, Ministarstava državne uprave i lokalne samouprave i drugih aktera koji pružaju podršku.

*Dragan Radović (Unija poslodavaca Srbije)* svoje izlaganje započeo je pitanjem da li bi uvođenje informacionog sistema za potrebe Inspektorata za rad značilo prevođenje sto hiljada radnika zaposlenih na crno u legalne tokove, što bi na godišnjem nivou donelo 120 miliona evra budžetskih prihoda (ukoliko bi se uzeli u obzir doprinosi na minimalne zarade, koji iznose 100 evra). Ili je reč o dvesta hiljada radnika na godišnjem nivou i dodao da je to više pitanje za Inspektorat za rad i Poresku upravu. Nakon toga je naveo podatke iz 2013. godine, kada je otkriveno samo 5500 radnika zaposlenih na crno. Takođe je ukazao na procenu da oko dvesta hiljada radnika prima zvanično platu po minimalnoj osnovici, a značajnu razliku zarade na ruke i postavio pitanje zašto Inspektorat za rad to ne kontroliše. Prema njegovim rečima, glavni uzroci rada na crno su

other bodies and that they should coordinate their work, both individually and through the Coordination Comission. Mr. Stefanovic does not consider it necessary to adopt a special law on labour inspection and that the specificity of labor inspection should be further expressed in the Labour Law. He added that there are divided opinions among inspectors on the inspection reform and establishment of the information system, but believes its establishment would put a stop to poor performance of services, and corruption and that it would ensure transparency. Mr. Stefanovic gave examples of repeat surveillance in companies that operate correctly and indicated that there are inspectors who had 120 open cases, none of which were closed and reiterated that the information system would ensure transparency and enable risk assessment, ie. calculation algorithm assessing the degree of risk. According to him, the transparency will ensure prevention of corruption, malpractice and increase professionalism, responsibility and so on. He finally added that under Article 48 of the Law on Inspection Oversight inspector must use a unified information system, but that all depends on the director of inspections, which will be coordinated through the Coordination Committee, Ministry of State Administration and Local Self-Government and other participants who provide support.

*Mr. Dragan Radovic (Union of Employers of Serbia)* started his speech by asking whether the introduction of an information system for the needs of the Labor Inspectorate meant moving one hundred thousand workers employed on the black market into the legal system, which would annually increase budget revenues by 120 million euros (if we take into account the contributions on the minimum wage, which amounts to 100 euros), or if the actual number is two hundred thousand workers annually and added that the question should be directed to Labour Inspectorate and the Tax Administration. He then cited data from 2013 when it was discovered that there are only 5500 illegally employed workers. He also pointed out the assessment of about two hundred thousand workers who officially receive minimum wages but but allegedly receive a different amount when being paid in cash and asked why Labour Inspectorate doesn't exercise control. According to him, the main causes of undeclared work is

"katastrofalan rad Poreske uprave i Inspektorata za rad" i previsoki porezi i doprinosi. Radović je dodao da ne misli da su porezi i doprinosi previsoki za najniže isplaćene zarade i da smatra da smanjenje rada na crno ne mora da prati otvaranje novih radnih mesta, već da "radna mesta već postoje, samo radnike treba prevesti sa rada na crno u rad sa prijavom". Dodao je da rad na crno prvo treba da se suzbije u privrednim subjektima koja imaju po više desetina, pa čak i više stotina radnika na crno, a da male firme kojima je to jedini način preživljavanja treba ostaviti za kraj i pomenuo zloupotrebu uputa studentskih i omladinskih zadruga. Na osnovu svog iskustva i baljenja temom sive ekonomije izneo je i stav da firme koje rade u sivoj zoni brže propadaju i da je zadatak Poreske uprave, Inspektorata za rad i Tržišne inspekcije da ih spasu od propadanja. Kao zaključak je istakao da je predlog za uspostavljanje informacionog sistema za potrebe Inspektorat za rad izuzetno dobar i da treba da se primeni, kao i da veruje da je lSlR potreban lnspektoratu i da daje dobra rešenja.

*Vesna Ristić (Tržišna inspekcija)* potvrdila je da Tržišna inspekcija ima informacioni sistem od 2010. godine i da im dosta služi u radu, ali da je s obzirom na to da je pokazao određene slabosti u toku razvijanje boljeg informacionog sistema, koji će biti funkcionalan od 1. oktobra ove godine. Ristićeva je rekla da su u toku obuke inspektora, načelnika i menadžmenta Ministarstva, odnosno Tržišne inspekcije i da će se informacioni sistem fazno uvoditi u rad[1]. Prema njenim rečima, razvoj informacionog sistema Tržišne inspekcije takođe je započet analizom poslovnih procesa, na isti način kao što je urađeno u publikaciji "Informacioni sistem za potrebe Inspektorata za rad" i ona se slaže da to treba da radi neka nezavisna organizacija, jer bi prema njenom mišljenju zaposleni u ministarstvima, odnosno inspektoratima bili subjektivni. Dodala je da smatra da je Centar za demokratiju u publikaciji došao do nivoa funkcionalne specifikacije i da bi informacioni sistem trebalo da zaživi.

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[1] Prema njenim rečima, od 1. oktobra će se u informacioni sistem unositi kontrole koje čine tržišni nadzor, dok će se u novembru ili decembru početi sa unosom podataka koje se odnose na tzv. opšti nadzor, gde spada i siva ekonomija.

"disastrous work of the Tax Administration and the Labour Inspectorate" and high taxes and contributions. Mr. Radovic added that he does not think that taxes and contributions are too high for the lowest paid wage and believes that reducing undeclared work does not have to follow the creation of new jobs, but rather that "the jobs already exist, but the workers should be shifted from undeclared labour into registered labour". He added that undeclared labour needs to be suppressed in businesses that have tens, even hundreds of undeclared workers, and that small companies which otherwise can't survive should be left alone and dealt with at the end. He also mentioned the abuse of student and youth organizations. Based on his experience in dealing with the subject of gray economy, he expressed the view that companies who operate in gray economy quickly deteriorate and that Tax Administration, the Labour Inspectorate and the Market Inspectorate are supposed to save them from collapse. As a conclusion, he pointed out that the proposal for the establishment of an information system is good and that it should be applied, and he believes Inspectorate needs ISIR since it provides good solutions.

*Mrs. Vesna Ristic (Market Inspection)* said that the Market Inspectorate has its own information system since 2010 and that it helped the work of Inspectorate, but it also exposed some weaknesses. The Market Inspectorate is currently developing a better information system, which will be operational from October 1st this year. Mrs. Ristic said that training of inspectors, the head of the management of the Ministry and market inspection is in progress and that information system will operate in phases. According to her, the development of the information system of the Market Inspectorate also started by analyzing the business process, in the same way as it was done in the publication "Information System for the purposes of the Labour Inspectorate", and she agrees that it should be done by an independent organization, because according to her, the opinions in ministries and inspectorates tend to be subjective. She added that she believes that the Center for Democracy reached the level of functional specifications and that the information system should be enforced.

Ristićeva je detaljno objasnila način na koji funkcioniše informacioni sistem Tržišne inspekcije i dodala da se u velikoj meri podudara sa zamišljenim načinom funkcionisanja ISIR-a. Ona smatra da treba da se nastavi uvođenje informacionih sistema i da je dalje povezivanje sa drugim institucijama takođe potrebno i veoma važno, kao i da je poželjno povezivanje sa Poreskom upravom, MUP-om, APR-om itd. Kako ona navodi, tržišna inspekcija je preduzela korake ka povezivanju sa APR-om. Prema njenom mišljenju, umrežavanje sa drugim institucijama će inspektorima omogućiti da budu efikasniji, olakšaće im rad i omogućiti da budu jedinstveniji. Takođe će doprineti transparentnosti i onemogućiti da inspektor ide samo kod jednog subjekta, a da neko nikad nema posetu inspekcije ili da se kod jednog subjekta vrši nadzor, na primer, za deset propisa, a kod drugog samo za jedan zakon. Prema njenim rečima, informacioni sistem će načelnicima značajno olakšati planiranje nadzora i omogućiti da izvrše analizu rizika. Naime, omogućiće im da jednostavno dođu do podataka gde je nadzor izvršen više puta, gde nije izvršen nikada. Ona je dodala da ne treba na isti način tretirati firmu gde je gušća naseljenost (na primer Merkator na Novom Beogradu) i na primer porodičnu prodavnicu u selu. Ristićeva je potvrdila uočene nedostatke vezane za Generalni inspektorat u Republici Srpskoj, ali je dodala da su inspektori u Tržišnoj inspekciji u Republici Srpskoj imali veliki otpor kada se uvodio informacioni sistem, no da su nakon njegovog uvođenja spoznali njegove prednosti i da sada odbijaju da idu na teren ukoliko im se pokvari lap top, s obzirom da im u velikoj meri olakšava rad i još jednom je praktično objasnila kako funkcioniše informacioni sistem – ukoliko inspektor ode u kontrolu sa lap topom i unese osnovne podatke, sistem automatski ulazi u zapisnik, zapisnik ga odvede na rešenje, pokaže mu koje zakonske odredebe su prekršene, pruža mogućnost da se izda rešenje itd. U sistem se šablonski mogu ubaciti prekršajna prijava, prijava tužilaštvu, većina rešenja i tome slično. Prema njenim rečima, u sistemu je sve povezano, povezane su obaveze, upravne mere i kaznene mere i pored toga informacioni sistem pruža bazu znanja i na taj način dodatno olakšava rad inspektora, budući da omogućava da inspektori vide rešenja

Mrs. Ristic explained the way the information system of the Market Inspection operates in detail, adding that it largely coincides with the functioning ISIR. She believes that it should be continued with introduction of information systems and further connections with other institutions which is necessary and important. She added that it is important to establish connections with the Tax Administration, Ministry of Interior, Agency for Business Registers, etc. As she stated, the Market Inspectorate has taken steps in connecting to with the Agency for Business Registers. In her opinion, networking with other institutions will enable inspectors to be more efficient, facilitate their work and enable them to be unified. It will also contribute to transparency and prevent inspectors from inspecting just one particular subject time and time again, while at the same time, some subjects are never really being inspected. Some subjects are inspected for 10 different regulations, others for just one. According to her, the information system will significantly facilitate supervisions and allow inspectors to perform risk analysis. Mainly, it will allow them to easily obtain information about when and where supervision was carried out several times, and where it was never executed. She added that a company where the population is dense (eg Mercator in New Belgrade) shouldn't be treated the same way as, for example, the family shop in a village. Mr. Ristic has confirmed the observed deficiencies related to the General Inspectorate of Republika Srpska, and added that inspectors in the Market Inspection of Republika Srpska showed a great resistance to introduction of the information system. However, after its introduction, and after they learned of its advantages, they refused to work without it since it greatly facilitates their performance. At the end she once again explained how the information system works  - if the inspector went to supervision with a lap top and entered basic data, the system would automatically show the records, which further show if there are any violations, offer the possibility to issue a decision, etc. According to her, everything in the system is connected - commitments, administrative measures and punitive measures, and in addition the information system provides a database and thus further facilitates the work of inspectors, as it allows the inspectors to see solutions

njihovih kolega ukoliko prilikom nadzora naiđu na problem sa kojim se nisu ranije susreli.

*Zoran Martinović, direktor Nacionalne službe za zapošljavanje* i bivši državni sekretar u Ministarstvu za rad, zapošljavanje, boračka i socijalna pitanja rekao je da su u prethodnom periodu ulagani napori kako bi se unapredio Inspektorat za rad, ali da nisu imali mnogo rezultata. Martinović je izrazio razočaranje što se u poslednjih godinu dana ništa nije promenilo i što zaposleni u inspekciji rada i dalje otežano rade, a da su im, prema njegovom mišljenju, uslovi verovatno na najnižoj lestvici u poređenju sa nekim drugim inspekcijama u Srbiji. Direktor Nacionalne službe za zapošljavanje je rekao da će se u narednom periodu videti da li će donošenje novog Zakona o inspekcijskom nadzoru imati značaja i dodao "da će još uvek morati svi u svojim dvorištima da se snalaze kako znaju i umeju" i da će, prema njegovom mišljenju, dosta vremena proteći dok ne zaživi potpuno zajednički inspekcijski nadzor i dok onda sve inspekcije ne budu na sličnom položaju. Martinović je rekao da, sa stanovišta organizacije koju predstavlja, ima pojačan interes da kontrola rada na crno bude što efikasnija, samim tim što će to onda dovesti do boljih pokazatelja na tržištu rada. Dodao je da Nacionalna služba za zapošljavanje ima informacioni sistem, koji pruža različite mogućnosti i da omogućava da svakog meseca objavljuju podatke koji se odnose na zapošljavanje i rekao da su to dobre baze, ali da su pored toga ušli u proces obezbeđivanja sredstava i planiranja reinženjeringa informacionog sistema. Martinović je postavio pitanje šta je potrebno zaista da se desi da dođe do uspostavljanja informacionog sistema inspekcije rada, a imajući u vidu procedure javnih nabavki i što se mora obezbediti kompatibilnost ovog sistema sa sistemima koji su razvijeni u Ministarstvu rada.

*Ksenija Petovar* je ukazala na mogućnost postojanja ozbiljnih otpora od strane aktera koji imaju korist od ovako neuređenog sistema i dodala da se sa tim suočavamo već decenijama, da svaki pokušaj da se uredi neka oblast je u stvari suočen sa otporima onih nevidljivih aktera. Prema njenim rečima, radi se o različitim interesnim grupama koje su na različite načine povezane sa vladajućim, nevladajućim, prikrivenim nosiocima moći, onima u mraku, u senci itd.

of their colleagues if they come across a problem they haven't previously encountered.

*Mr. Zoran Martinovic, Director of the National Employment Service* and former Secretary of State in the Ministry of Labor, Employment, Veterans and Social Issues said that in the previous period, efforts were made to improve the Labour Inspectorate, but they showed little results. Mr. Martinovic expressed his disappointment that nothing has changed over the last year and that employees in the Labor Inspectorate still face difficulties at work, and that they have, in his opinion, the lowest level of working conditions compared to other inspectorates in Serbia. Director of the National Employment Service said that it remains to be seen if the adoption of the new Law on Inspection Oversight will have significance and added that "people will still remain in their yards (areas) and make do as best they can", and that, in his opinion, a lot of time will pass until we fully accept joint inspection. Mr. Martinovic said that, as a representative of the National Employment Service, he has increased interest to see more efficient control of undeclared labour, therefore this will then lead to better indicators of the labour market. He added that the National Employment Service has an information system that provides a variety of options and enables employment data to be published on a monthly basis. He said that they have good databases, but they have nevertheless entered into the process of securing, funding and planning reengineering of the information system. Mr. Martinovic asked the question – what needs to happen so that Labour Inspection can finally establish an information system, bearing in mind the public procurement procedures. He also added that system needs to be compatible with the information system of Ministry of Labour, Employment, Veterans and Social Issues.

*Mrs. Ksenija Petovar* pointed to the possibility of serious resistance by the people who benefit from such disorganized system, adding that we're dealing with this situation for decades, and that any attempt to regulate is in fact faced with resistance from some invisible interest groups. According to her, there are different interest groups that are linked with the ruling elite, undercover holders of power and with those who "operate in darkness, from the shadows", etc.

Petovar je potvrdila da uspostavljanje ovakvog sistema nesumljivo doprinosi javnom dobru i javnom interesu, jačanju vladavine prava i pravne države i da je to nemoguće osporiti. Prema njenim rečima, ukoliko se što više aktera udruži i ukoliko mi ovu temu uspemo da postavimo na dnevni red, da je uvedemo u javnost, utoliko ćemo smanjiti prostor za otpore onih koji su protiv toga. Petovar je navela da je prema teoriji moći, moć mogućnost nametanja svoje volje u procesu donošenja odluke, ali da se moć ispoljava i na način da vi onemogućite da se određena tema nađe na dnevnom redu i dodala da je veoma važno da se ova tema u što većoj meri nađe na dnevnom redu, u javnom diskursu, da bi ljudi shvatili da je to nešto što je neophodno uraditi da bi se mnoge stvari i mnogi problemi, ne samo koji se tiču inspekcije rada, nego uopšte uredili u ovom društvu. Petovar je istakla važnost udruživanja i podelila sa skupom ideju Aleksis de Tokvila da treba razvijati umetnost udruživanja i zajedničkog rada i dodala da je bitno da se udruže svi akteri koji su zainteresovani za ovu temu i da je učine javnom.

*Branislav Dobrosavljević (Agencija za privredne registre)* pozdravio je organizaciju konsultativnog sastanka sa svim ključnim akterima. On se složio sa Ksenijom Petovar i dodao da je APR živi primer, koji potvrđuje njene navode. Prema njegovim rečima, stvaranjem Agencije za privredne registre i njenim otvaranjem 2005. godine prekinut je kanal korupcije koji se meri milionima evra, misleći na korupciju prilikom registracije preduzeća u Trgovinskim sudovima. Dobrosavljević je rekao da je neophodno praviti pritiske i uključivati javnost i naveo primer otvaranja Agencije za privredne registre uz prisustvo ambasadora, regionalnih direktora Svetske banke i USAID-a i ministara, čija je posledica bila prekid najvećih i najopasnijih otpora. Predstavnik APR-a podržao je napore Centra za demokratiju i organizaciju sastanka i istaknuo da je reč o prvorazrednoj temi. Dobrosavljević je učestvovao u razvijanju Generalnog inspektorata u Republici Srpskoj i prema njegovim rečima Svetska banka ovaj inspektorat i APR predstavlja kao primere za ugled.

Mrs. Petovar confirmed that the establishment of such a system undoubtedly contributes to the public interest, strengthens the rule of law and that the benefits are impossible to deny. According to her, if more participants join together and if we succeed in setting an agenda for this topic, and introduce it to the public, the more we reduce the room for resistance of those who are against it. Mrs. Petovar stated that according to the theory of power, power grants the ability to impose its will in the decision-making process, and it can be used in a way that disables certain topics from reaching public discourse, and added that it was very important for this topic to reach public discourse, and make people realize that this is something that needs to be done in order to regulate many problems, not only concerning Labor Inspections, but generally - the organization of society. Mrs. Petovar emphasized the importance of unifying and shared a set of ideas of Alexis de Tocqueville, that we should develop the art of unifying and collective work, and added that it is important to unite all those who are interested in this topic and make it public.

*Mr. Branislav Dobrosavljević (Business Registers Agency)* welcomed the organization of a consultative meeting with all the participants. He agreed with Mrs. Ksenija Petovar and added that the Business Registers Agency presents a living example, that confirmes her allegations. According to him, the creation of the Business Registers Agency and its opening in 2005 interrupted a channel of corruption measured in millions of euros, referring to corruption during the registration of various businesses in the Commercial Courts. Dobrosavljevic said it was necessary to "put on pressure and involve the public", and cited the example of the opening of the Business Registers Agency in the presence of ambassadors, regional director of the World Bank and USAID and the ministers, which resulted in disruption of the largest and most dangerous resistance attempts. He supported the efforts of the Center for Democracy and organization of the meeting and pointed out that it is a first-class topic. Mr. Dobrosavljevic participated in the development of the General Inspectorate of Republika Srpska and according to him, the World Bank assessed the General Inspectorate and Business Registers Agency as institutions of renown.

On se složio sa ocenama drugih učesnika da to nije najbolje rešenje i da treba zadržati samostalnost inspektorata pri ministarstvima, ali je imao veliku primedbu na to kako se gleda na koordinaciju inspekcija, odnosno na formiranje Koordinacione komisije i njene članove. Prema njegovim rečima, sve teorije upravljanja sistemima i projektima kažu da se sistemom ne može upravljati koordinacijom i da mora biti reč o upravljanju, a ne o koordinaciji. Dobrosavljević takođe smatra da je neophodno da postoji osoba koja bi lično odgovarala premijeru za uspeh projekta uspostavljanja jedinstvenog informacionog sistema za inspekcije, jer bi u suprotnom trebalo bar tri godine više da bi se nešto smisleno uradilo. Što se tiče rada Agencije za privredne registre, od početka su informatički orijentisani i imaju odličnu saradnju sa svim institucijama sa kojima su povezani i uputio je na Registar mera i podsticaja regionalnog razvoja, na sajtu APR-a, putem koga je uspostavljena saradnja 16 ili 17 institucija, od kojih je jedna od najvažnijih Nacionalna služba za zapošljavanje. Prema njegovim rečima, u Registru mera i podsticaja regionalnog razvoja povezani su podaci registara svih uključenih institucija i Zavoda za statistiku i reč je o značajnom izvoru podataka. Dobrosavljević je skrenuo pažnju na to da razvijene zemlje imaju svoje informacione sisteme, koji se vrlo različito zovu i različiti su metodi upravljanja tim IS i da je neophodno da se uspostavi "informacioni sistem države Srbije" i dodao da je deset godina postojala težnja da se uspostavi Ministarstvo za informaciono društvo, koje je nakon 3 godine ukinuto, pa pripojeno Ministarstvu nauke, pa drugim ministarstvima i dodao da ima ozbiljnu primedbu na diskrepanciju koja postoji između bavljenja problematikom informacionog društva u Ministarstvu trgovine, turizma i telekomunikacija i u Ministarstvu državne uprave i lokalne samouprave, pa i u Ministarstvu rada. Dodao je da govorimo o konkretnim inspekcijskim sistemima koji treba da se uklope u taj jedinstven sistem, dok sem Registra privrednih subjekata ne postoji nijedan od kapitalnih državnih registara spreman za interoperabilnost, a da je na današnjem nivou tehnike, vrlo jednostavno postići interoperabilnost, budući da

He agreed with the opinions of other participants and stressed that the inspectorate should retain the independence in the ministries, but showed a great objection to the idea of inspection coordination or the establishment of the Coordination Commission and its members. According to him, all theories of systems management say that the systems can't be managed through coordination. Mr. Dobrosavljevic also believes that it is essential to assign a person that would answer to the Prime Minister for the successful implementation of the project of establishing a unified information system for inspection, otherwise it would be take at least three more years to get something meaningful done. Regarding the work of the Business Registers Agency, since the beginning, the the Agency is computer-oriented and has excellent cooperation with all the institutions. He drew attention to the Registry of measures and incentives for regional development on the website of BRA, through which the collaboration of 16 or 17 institutions has been established, of which the most important one is National Employment Service. According to him, in the Register of measures and incentives for regional development, the data is linked to the registers of all involved institutions and the Institute of Statistics and that it represents a significant source of data. Mr. Dobrosavljević drew attention to the fact that developed countries have their own information systems, which have different names and different management methods and that it is necessary to establish "information system of the state of Serbia". He added that for ten years there has been a tendency to establish a Ministry of Information Society, which was abolished after 3 years, and merged with the Ministry of Science and other ministries, adding that there are serious objections to the discrepancy that exists between addressing issues of the Information Society at the Ministry of Trade, Tourism and Telecommunications and the Ministry of State Administration and Local Self-Government and in the Ministry of Labour, Employment, Veterans and Social Issues. He talked about specific inspection systems that need to fit into this unified system, and except the Register of Business Entities, none of the state registers is ready for interoperability and that at the current level of technology, interoperability is very easy to achieve, since there

postoje web servisi koji predstavljaju savršen metod za razmenu podatka, tehničkih prepreka za koordinaciju pojedinačnih inspektorata i njihovih informacionih sistema, ali koji po svojoj prirodi izoluju informacione sisteme tako da svaki može samostalno da radi. Drugim rečima, nema da postoji problem na nivou zakona, organizacije i obezbeđivanja odgovarajućih uslova pojedinačnim inspektoratima Dobrosavljević je dodao da očekuje od Direkcije za elektronsku upravu da će kroz projekat uspostavljanja jedinstvenog informacionog sistema za inspekcije obezebediti inspektoratima odgovarajuća sredstva, odnosno opremu. Prema njegovim rečima, Agencija za privredne registre je kroz dve donacije dobila kompletnu opremu, hardver i softver i sve ono što je bilo potrebno za prva tri meseca rada, uključujući i plate zaposlenih. Dobrosavljević je zaključio da u najvećoj meri podržava uspostavljanje informacionog sistema za potrebe Inspektorata za rad, da APR stoji na raspolaganju i da tehnička rešenja apsolutno postoje i to odavno i da misli da je jako važno da projekat Centra za demokratiju ostane nezavistan u odnosu na centralni projekat razvoja inspekcijkog informacionog sistema i uopšte reforme inspekcija, kojom koordinira Direkcija za elektronsku upravu. Na kraju je istakao da se APR povezao sa Tržišnom inspekcijom i da se upravo i Turistička inspekcija povezala na taj web servis, a da Tržišna inspekcija ima kompletnu sliku baze privrednih subjekata na raspolaganju u svome informacionom sistemu sa dnevnim ažuriranjem.

*Jovan Protić (Međunarodna organizacija rada, MOR)* govorio je o projektu koji je MOR sprovodila 2004. godine koji se odnosio na podizanje kapaciteta Inspektorata za rad i tokom koga su, između ostalog, obezbeđeni kompjuteri i softver za informacioni sistem Inspektorata za rad. Prema njegovim rečima, inspektori nikada nisu koristili nabavljenu opremu, kompjutere i softver, koji su sada zastareli. Pre uspostavljanja jedinstvenog informacionog sistema neophodna je sistematska obuka inspektora, tokom koje će steći znanja neophodna za korišćenje savremenih tehnologija, dok bi ocenjivanje informatičke pismenosti trebalo da postane sastavni deo ocenjivanja inspektora rada. Protić je naveo primer Holandije, gde inspektori na svake dve do tri godine imaju testove znanja i

are web services that have perfect methods for exchanging information, which by their nature isolate the information systems so that each can work independently. In other words, there are no technical obstacles to the coordination of individual inspectorates and their information systems, but there is a problem at the legal level, the organization and provision of appropriate conditions to individual inspectorates. Mr. Dobrosavljevic added that he expects the E-Government Directorate to support the project and provide adequate resources and safety equipment. According to him, the Agency for Business Registers, through two donations, received the complete equipment, hardware and software, and all that was needed for the first three months of operation, including staff salaries. Mr. Dobrosavljevic concluded that he largely supports the establishment of an information system for the purposes of the Labour Inspectorate, and that the BRA is available for support. He believes that it is very important for the project of the Center of Democracy to remain independent to the 'central project for development of a unified inspection information system', and generally to the inspection reform coordinated by the E-Government Directorate. Finally, he pointed out that the BRA is networked with the Market Inspection and that Tourist Inspection recently joined the web service. The Market Inspection has a complete access to the database of commercial subjects available in its information system with daily updates.

*Jovan Protic (International Labour Organisation, ILO)* spoke about the project the ILO implemented in 2004 that increased the capacity of the Labour Inspectorate and during which, among other things, computers and information system of the Labour Inspectorate have been provided. According to him, the inspectors have never used the purchased equipment, computers and software, which are now obsolete. Prior to the establishment of a unified information system, the systematic training of inspectors is necessary, during which they will acquire knowledge necessary for the use of modern technology, while the assessment of computer literacy should become an integral part of the evaluation of labor inspectors. Mr. Protic gave the example of the Netherlands, where inspectors have tests of knowledge every two to three years, and they are

zabranjuje im se rad u inspekciji ukoliko test ne polože dva puta. On je najavio projekat MOR-a, prilikom čijeg sprovođenja imaju nameru da informatički povežu inspekciju rada sa policijom i Centrima za socijalni rad u cilju borbe protiv dečijeg rada. Na kraju je izrazio stav da teme kao što su bezbednost i zdravlje na radu, reforma inspekcijskog nadzora i tome slično treba da postanu teme zbog kojih se, prema njegovim rečima, dobijaju ili gube izbori.

### Zaključak:

Predstavnici institucija i organizacija potvrdili su da je informacioni sistem za potrebe Inspektorata za rad potreban i složili su se da bi njegovo uspostavljanje olakšalo i učinilo značajno efikasnijim rad inspektora rada i zaposlenih u drugim institucijama koje bi bile povezane putem ovakvog sistema, kao i da bi obezbedio transparentnost u njihovom radu.

Sugestije učesnika biće unete u finalnu verziju publikacije "Informacioni sistem za potrebe Inspektorata za rad".

unable to work in inspection unless they pass the test twice. He announced the new project of ILO during whose implementation they intend to connect the Labour Inspection with the police and Center for Social Work in order to combat child labour. Finally, he expressed the view that issues such as health and safety at work, the reform of inspection and the like should become topics for which, according to him, the elections are won or lost.

### Conclusion:

Representatives of institutions and organizations have confirmed that the information system for the purposes of the Labour Inspectorate is required and agreed that its establishment would significantly increase efficiency of Labour inspectors and employees of other institutions that are connected through this system. The information system would serve to ensure transparency in their work.

Suggestions of the participants will be incorporated into the final version of the publication "Information System for the purposes of the Labour Inspectorate."