



**FCD**

CENTER  
FOR DEMOCRACY  
FOUNDATION

# Who we are

CDF is a Serbian based not-for profit, non-governmental and non-partisan organization which, along 23 years of operation, has had a remarkable impact in advancing resources for democratic governance and EU oriented reforms in Serbia.

Our mission is to encourage and mobilize citizens for building a democratic society based on solidarity and sustainable development, to advance economic, social and cultural rights and advocate for accountable and efficient institutions through research, education and public dialogue



# We thrive for

- Democracy rooted in democratic institutions, based on democratic elections, responsible government and independent judiciary
- Human rights are universally respected and every individual is equal under the law
- Reduction of poverty and social cohesion, with entailed equal opportunities in education as key to development
- Decent work
- Equality between women and men
- Vibrant local communities
- Active citizens
- Sustainable development policies within market economy enabling fair competition
- Serbia is part of EU and is an predictable partner in the Western Balkans
- Media freedoms



# Our values

- Democracy, rule of law and human rights
- Solidarity
- Responsibility
- Tolerance
- Gender equality
- Equal opportunities
- Professionalism
- Creativity and innovation
- Sustainability



# We started in 1994

## 1st phase 1994-2000

- Peace initiatives
- Status of refugees and displaced persons
- Socio-economic analysis and planning of institutional, economic and social reforms
- Education and training of youth



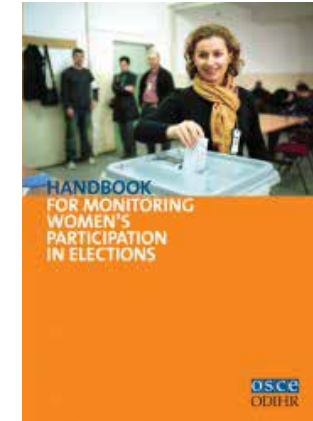
**The Third Forum of Yugoslav  
Non-Governmental Organizations**  
Center for Democracy Foundation



# We started in 1994

## 2nd phase 2000-2007

- Building institutions: programs for parliamentary democracy, effective and impartial judiciary and responsible public administration
- Empowerment of women for taking part in decision making
- Economic and social development in local communities: training, building coalitions, strategic planning,



# Introducing new programs 2007-2015

## Employment and labor issues:

- Health and safety at work
- Improving access to labor market for women and youth
- Improving employability of elderly workers and inter generational dialogue
- Improving regulations for employment in public sector

## Improved business environment

- Inspections reform
- Labour market reform corporate responsibility;
- Anti-discriminatory work environment

## Rule of Law and good Governance

- Management in Courts
- Regulation of Employment in Public Sector



# Main achievements in numbers

- More than 90 projects
- 18,000 citizens following CDF social networks' profiles and 13,000 included in our on field activities
- 1380 students in School "Politeia" creating a powerful and influential alumni community
- 238 young leaders in School for young political and social leaders "Perikles"
- More than 630 policy makers participated in conferences and debates
- 436 local counsels from 65 municipalities participated in the training for local and regional development "EU values and standards in local communities"
- 240 women trained for better job search and vocational trainings
- 120 women politicians in European Policy of Gender Mainstreaming Network
- 112 partners on local, national and European level, and a network of more than 100 experts
- More than 170 seminars and trainings
- 64 conferences, 73 publications, 12 conducted researches and on field surveys
- 12 public campaigns with visibility leading to outreach of 500,000 persons
- 50 donors





# CDF Today

- Leading organization in Serbia in the field of socio-economic rights, labor market issues and social development
- Recognized as credible interlocutor and partner
- Has a large network of partners and associates, in public and private sector, on local, national and regional level, cooperating with government agencies, companies, trade unions, universities and NGOs
- Member of the UN Global Compact and Associate member of the Foundation for European Progressive Studies (FEPS)
- Chairs the Working group for Migrations, Employment and Social Reform in the National Convention on the EU (civil society platform for monitoring the accession negotiations with the EU)

**Gaps in the regulation of private employment agencies in Serbia**  
ESPN Flash Report 2017/07

LJILJANA STOKIĆ PEJLIN – EUROPEAN SOCIAL POLICY NETWORK  
FEBRUARY 2017

**Workers employed by private employment agencies in Serbia are liable to potential discrimination and precarious work conditions, as this type of employment is not adequately regulated. National trade unions have raised this issue requesting improvements in this area. Currently new amendments are being drafted to address the gaps.**

**Description**

In the last ten years, non-standard forms of employment have become more present in Serbia's labour market. The standard type of employment (full time, indefinite work) is still dominant but this trend is now decreasing; it decreased by 11 percentage points between 2009 and 2015 (from 89% down to 78%). The national labour legislation has been adapted for some of the new types of employment, while the least regulated area is the employment operated by private employment agencies. The first agencies were registered in 2009; by the end of 2016 their number reached 90. There are significant gaps in the regulation of this type of work.

The major drawback in the regulation is inconsistency between the main normative acts: the Labour Law, the Law on Employment and Unemployment Insurance and the national Statistical Classification of Economic Activities (NACE). The provisions of the Labour law do not refer to this type of employment relationship, even though the operation of employment agencies is defined in the other two normative acts.

The main argument raised by trade unions and civil society organisations is that the determination of the responsibilities of private employment agencies is left out of legislation, and the evidenced practice shows that workers' rights are violated in this unregulated environment. Evidence has been recorded by the national trade unions, while some examples, the most common, were quoted in the 2016 report "Regulation of 'the work force leasing' in Serbia" prepared by the local NGO "Foundation Centre for Democracy". The complaints reveal that some workers are not adequately paid for overtime work and night shifts, and very often they do not receive maternity and sick-leave benefits, or compensation in case of occupational accidents or diseases.

These issues have come into focus more intensely during the last three years. Several of the largest trade unions have pointed to inconsistency in the legal acts and requested a change in the legislation. In May 2015, the "Confederation of Autonomous Trade Unions" (Savez Samostalnih Sindikata Srbije) adopted the "Resolution on chartering labour force and employment agencies", and in November 2016 the "United Trade Unions" (Sloga) appealed to the Constitutional Court for a ruling on the legality of the classification of "temporary employment agencies activities" which was adopted in the latest revision of NACE in 2010 (under section N, division 78, group 78.2, class 78.20). A number of round table discussions and seminars was organised on this subject with the participation of all stakeholders; the joint conclusion is that urgent legislative changes are required in order to better regulate the activities of employment agencies. The

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Social Europe

# Strategic development plan 2015-2018

## 3 programmatic fields:

- Labor, employment and social cohesion
- Rule of law and good governance
- Public dialogue



# Program 1: Labour, Employment and Social Cohesion

We monitor the implementation of reforms and regulations and propose solutions to identified problems to key stakeholders.

## Major achievements:

- Adopted amendments proposed by the CDF for Labour law modifications (increased capacity for Labour inspectorates, in 2014)
- Public policy proposal – Decrease of the unregistered work through introduction of the information system with the Labour Inspectorate (2015)
- Methodology of monitoring the employment practices in local government and local public enterprises (2016)
- Analysis „Decent Work and Grey Economy – Towards More Efficient Reduction of Unregistered Work and Grey Economy“ (2013)

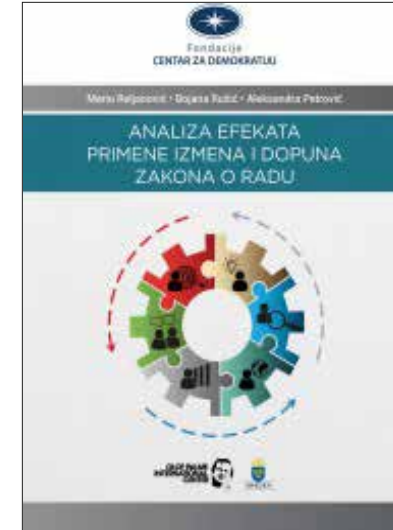


# Program 1: Labour, Employment and Social Cohesion

we conduct research

## Latest ones are:

- Profiles of the employed workers through private employment agencies, in cooperation with the Government of Serbia “Team for Social Inclusion and Reduction of Poverty” (2017)
- Transparency of procedure and criteria for employment in organs and organization which are beneficiaries of public budgets (2015-2016)
- Research „Citizens for Inspections` Reform“ (2014)
- Towards More Efficient Proceedings of the Misdemeanor Courts and labour inspectorates (2013)
- Research „Older Workers at the Labour Market “ (2012)



# Program 1: Labour, Employment and Social Cohesion

we conduct  
public campaigns

## The most successful were:

- Initiative Crnonabelo.com –sustainable Internet platform [www.crnonabelo.com](http://www.crnonabelo.com) which was visited by more than 50.000 visitors, with more than 200,000 reviews and with an on-line community of about 20,000 members (started in 2012)
- Competence vs Political Employment (2013) – a campaign for clear criteria in employment in public sector
- What Kind of Inspections Do We Want - towards the Inspections Reform / 5 new mobile and web applications have been created so as to improve communication between citizens and inspectorates, with CSOs throughout Serbia, such as „Green Inspector“, „Inspector Citizen“, „Invisible Worker“.
- Balkan Network for Decent Work, with partners from Croatia, Bosnia and Hercegovina, Montenegro, Macedonia and Kosovo (2011-2012, 2017)
- Economic and social rights – Good practice in corporations (2009-2013)



# Program 1: Labour, Employment and Social Cohesion

## we assist citizens

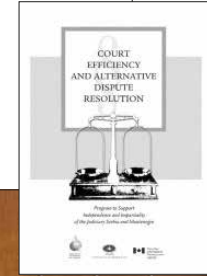
- We encourage citizens for active citizenship through inclusive campaigns, debates and on-field activities
- We help them protect their rights and fight against discrimination, with particular focus on women, elderly, persons with disabilities.
- We provide free legal counseling and create innovative on-line links with institutions for protection of the citizens' rights
- We build partnerships and cooperation so as to represent citizens needs better
- We empower civic organizations through sub-granting, training and mentoring
- We have cooperated with National Employment Service, Agency for Peaceful Resolution of Labour Disputes, Commissioner for Protection of Equality, Ombudsman, Labour Inspectorate, Directorate for Health and Safety at Work and others
- We cooperate with the Union of Employers, Serbian Chamber of Commerce, companies and small and medium enterprises.



# Program 2: Rule of Law and Good Governance

Research, training  
and awareness raising  
campaigns in the fields:

- Reform of judiciary (peaceful resolution of disputes and courts mediation, alternative sanctions to imprisonment, assessment of trainings programs for judges, improving access to justice, raising constitutional and legal culture)
- Constitutional reform (facilitating debate among experts, decision makers and citizens)
- Public administration (improved regulation of Work in public administration, strengthen capacity of local officials)



# Program 3: Public Dialogue



- We bring together policy makers, experts, businessmen, journalists and social activists
- Together we engage in debating key issues and search for common approaches in finding solutions

## Issues in 2017:

- Health Care for All
- New Technology and Future of Work
- Addressing Main Challenges in Education
- Democracy in Digital Era





# CDF is at its best

- Expertise and Team work leading to innovative solutions and policy proposals for labor market issues, local development (linking economic and social development through inclusive methodology of all stakeholders)
- Monitoring of implementation of reforms and programs in education, employment and social policy
- Empowering vulnerable groups women, young, elderly, persons with disabilities for job search, protection of rights...
- Capacity building through training and mentoring of policy makers, public servants, civic activists, associations...
- Media campaigns including innovative tools through social media



# Our Goals

- Engage in innovative and results oriented projects
- Enlarge outreach by creating and joining networks, building partnerships and coalitions in regionally and European and globally
- Exchange good practice and share them with our beneficiaries



# Organization and Funding

## Management

- Assembly of Founding
- Members
- Management Board
- Secretary General

## Main donors

- EU
- USAID
- Open Society Foundation
- International center Olof Palme



THANK YOU FOR  
YOUR ATTENTION





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