

RESOLUTION

OF THE 9TH CONGRESS OF THE METALWORKERS' TRADE UNION NEZAVISNOST

“LOUD, UNITED, POWERFUL”

Adopted at the 9th Congress of the Metalworkers' Trade Union NEZAVISNOST, held on 2 October 2026 in Belgrade.

INTRODUCTION

The delegates of the 9th Congress of the Metalworkers' Trade Union NEZAVISNOST, representing trade union members employed in the metalworking, automotive, electrical, defence and related industries in Serbia, reaffirm their commitment to the principles that decent work, social justice, freedom of trade union organisation and social dialogue are fundamental values of a democratic society.

Faced with rapid technological change, the green and digital transitions, global economic challenges, rising living costs and increasingly strong pressures on workers' rights, we reaffirm our determination to continue our struggle for decent work, fair wages and secure jobs.

WE ASSESS

The 9th Congress notes that:

- workers in the metalworking and automotive industries contribute significantly to industrial production and exports of the Republic of Serbia, but their position does not reflect the contribution they make to the economy;
- wages in many companies still do not provide workers and their families with a decent standard of living;
- collective bargaining is not sufficiently developed, and the number of collective agreements concluded remains inadequate;
- some employers continue to restrict trade union rights and obstruct the work of trade union organisations;
- it is necessary to improve occupational safety and health, particularly in companies with a high level of occupational risks;
- the green and digital transitions must be socially just and must not be implemented at the expense of workers.

WE ARE COMMITTED TO

In the coming period, the Metalworkers' Trade Union NEZAVISNOST will place particular emphasis on:

1. Strengthening collective bargaining at all levels.
2. Increasing wages in line with productivity, inflation and the rising cost of living.
3. Respecting the dignity of work and ensuring equal treatment of all workers.
4. Protecting trade union freedoms and the right to organise.
5. Developing social dialogue between trade unions, employers and the state.
6. Improving occupational safety and health and preventing workplace accidents and occupational diseases.
7. Increasing the involvement of young workers and women in trade union life and decision-making.
8. Providing continuous education and training for trade union representatives and members.
9. Strengthening international cooperation with partner trade unions and international trade union organisations.
10. Preserving jobs during industrial transformation and protecting workers from the negative consequences of restructuring.

WE DEMAND

From the Government of the Republic of Serbia, we demand:

- improvement of labour legislation in accordance with international labour standards and International Labour Organization conventions;
- consistent enforcement of the law and effective functioning of the competent labour inspectorates;
- development of an industrial policy that promotes quality and sustainable jobs;
- more active involvement of representative trade unions in decision-making processes affecting the position of workers.

From employers, we demand:

- respect for the right to trade union organisation and collective bargaining;
- open and responsible social dialogue;
- transparent wage and career advancement systems;
- investment in workers' occupational safety and health;
- continuous professional development of workers and the improvement of their skills and competencies.

WE COMMIT OURSELVES

The Metalworkers' Trade Union NEZAVISNOST will:

- continue organising workers in all companies within the metalworking sector;
- provide members with free legal, professional and organisational support;
- develop solidarity among workers;
- strengthen the participation and role of young people and women within the trade union;
- strengthen international cooperation and the exchange of experience;
- use all democratic and legally permitted forms of trade union action to protect the rights of our members.

FINAL PROVISION

The delegates of the 9th Congress call upon all members of the Metalworkers' Trade Union NEZAVISNOST to work together, in unity, solidarity and with responsibility, towards achieving the objectives set out in this Resolution.

Only a strong, democratic and independent trade union can be a reliable source of support for workers and an equal partner in building a fairer society.

Guided by the motto “**LOUD, UNITED, POWERFUL**”, we reaffirm our readiness to protect workers' rights through joint action and solidarity, to improve the position of workers and to build a future of decent work for all.

Delegates of the 9th Congress of the Metalworkers' Trade Union NEZAVISNOST