

Starting from the ILO Convention No 98 on the Right to Organise and Collective Bargaining, the Constitution of the Republic of Croatia which guarantees the right on trade union organising, the Labour Code of Croatia and the Statute of the Metalworkers' Union of Croatia – the Industrial Trade Union, as well as from the facts:

- That in Croatia there are five representative trade union confederations;
- That there are around 700 registered trade unions;
- That unjustifiable divisions between the trade unions in their dealings with the Government and employers are self-evident;
- That the provisions of the Labour Code have allowed registration of numerous trade unions in order to break the strength of the trade union movement and allow the employers and the Government to unilaterally act without trade unions as a social partner;
- That the share of trade union members in the Metalworkers' Union of Croatia – the Industrial Trade Union is on average below 50 percent, meaning that there is further space for raising membership rates in companies where trade union is already present, the delegates of the Metalworkers' Trade Union of Croatia – the Industrial Trade Union adopt

## **THE DECLARATION**

### **ON ORGANISING, MERGING AND LINKING OF ALL INDUSTRIAL UNIONS, CONSOLIDATING AND STRENGTHENING OF THE TRADE UNION MOVEMENT AS A WHOLE IN ORDER TO PROTECT THE RIGHTS OF THE WORKERS AND MEMBERS**

The delegates of the 5<sup>th</sup> Congress commit themselves to:

1. To encourage organising and recruitment of new members in the Metalworkers' Trade Union of Croatia – the Industrial Trade Union in the local union at the employer from the workplace to the trade union group and local union, and on the level of the regional SMH-IS where a local union operates.
2. To encourage organising and joint affiliation of the trade union membership in the processing industry because the existing division by professions and job positions at the same employer is not efficient enough in protecting the workers' rights.
3. To encourage merging of the trade unions in the processing industry and industry as a whole and to make organisational and financial preconditions for the decisions adopted by the highest bodies of the Metalworkers' Trade Union of Croatia – the Industrial Union.

The delegates of the 5<sup>th</sup> Congress of the Metalworkers' Union of Croatia

Šibenik, 18 June 2010