

The second number of the PE „Roads of Serbia“ Newsletter

HIGHLIGHTS:

Toll collection revenue increased by 860,000 EUR a year
Biljana Vuksanović, B.Sc.C.E. “Improvement of the road network condition”

Main span of the Beška Bridge connected
Gordana Subotički-Đorđević, B.Sc.C.E. “A race against time”

Corporate Agreement signed
Road network on Geoportal



Successful realization of projects

Construction season is at its peak, which is confirmed by thousands of workers and builders being engaged in constructing the most significant structures of Serbian road infrastructure. Everyone is working non-stop with great enthusiasm, especially after the Corporate Agreement was signed, which is to guarantee new measures of safety at work, better working conditions and higher protection of rights to the road workers, in order to complete the projects of national interest in forecasted deadlines.

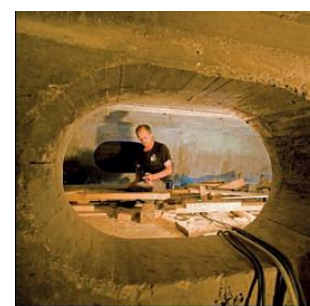
After the main span of the bridge structure across the Danube near Beška was connected, the works have been intensified, so that the completion of this currently the longest bridge being built in Europe, can be expected in a few months. Road workers are also vigorously working on reconstructing the busiest bridge in Serbia – the Gazela Bridge, on constructing the Belgrade Bypass, on rehabilitating the E-75 motorway passing through Belgrade, as well as on improving the road network condition across Serbia.

New integrated system of toll collection control was presented to the public, which is used for preventing all aspects of possible mistakes and omissions, so that the annual revenue is now averagely increased by 860,000 EUR.

This number of our Newsletter reveals more information on road workers' achievements, new projects, as well as on organizational, corporate and international activities of interest to our Enterprise.

We still welcome your support, suggestions and proposals, because the only way towards progress and success is mutual engagement.

Department for Public Relations





Integrated system of toll collection control presented

On May 16th, the Sector for Toll Collection organized a press conference on which the Integrated system for toll collection control was presented. **Director General, Mr. Zoran Drobnjak, B.Sc.C.E. and the Director of the Sector for Toll Collection, Mr. Milenko Caković, M.Sc.Ecc.** spoke at the conference.

Integrated system for toll collection control was designed and installed within the Sector for Toll Collection, and is being used for preventing any type of fraud related to toll collection. The system works through the Division for Analytics and the Division for Video Surveillance which were established on April 18th, 2008 within the Rulebook on Work Systematization and Organization.

Control of the work of toll booth operators, foremen, field inspection officers and the behavior of participants in traffic is being performed through these Divisions, owing to which any kind of organized theft in toll collection is disabled.

38 toll stations with 187 lanes are completely covered by video and audio surveillance, with the total of 830 cameras installed. Each lane has a minimum of 4 cameras (2 outer and 2 inner ones).

Video surveillance system represents a complex functional entity comprised of a number of independent subsystems, designed in such a manner that, if there was a failure of one of the system parts at a specific toll collection channel or booth, the functionality of the entire video surveillance system would not be impaired. Important segment of video system operation, along with regular operation of cameras, digital video recorders and subtitling devices, is also the observation of established procedures when handling, installing, replacing, transferring, analyzing and storing the disks.



Division for Video Surveillance

Through reviewing the recorded material on hard disks, *the Division for Video Surveillance* performs the inspection and control of the work of 643 toll booth operators, 57 foremen, 12 field inspection officers, as well as the behavior of traffic participants. Inspection is achieved through regular monthly procedure, using the method of random sample, following the requests filed by other divisions and sectors, inspecting the work of video surveillance officers, filed inspection officers, following the requests filed by the MoI or the external requests (MoI, the court, legal entities), etc.

Division for Analytics

Through 32 different analyses, *the Division for Analytics* executes the inspection of the work of employees (toll booth operators, foremen and inspectors), as well as the analysis and monitoring of the behavior of traffic participants, based on which the regular monthly analyses are prepared. The Division has expert capacities to register specific disturbances leading to attempt of an organized fraud in just a few days.

600,000 Euros of damage a year

It is estimated that total annual damage done by traffic participants (through ticket replacement or "saving" and violation using the "illegal exits") exceeds the amount of 600.000 EUR.

Annual revenue increased by 860,000 Euros



In the first four months of 2011, as a result of successful work, the percentage of “unmatching” of toll tickets was 0.06%, which is percentually the lowest rate since the toll collection is implemented.

For example, in the period prior to year 2007, the percentage of unmatching was around 1% and higher.

After the introduction of the control system, there was no unmatching in December 2009 (0.00%), whereas the unmatching in December 2010 was 0.01%.

In such a manner, the annual revenue **has been averagely increased by 860.000 EUR per year**, in comparison to period prior to year 2008.

Laser counters

During the course of 2011, laser vehicle counters shall be installed on all toll collection channels. Apart from the vehicle counting itself, these counters also perform vehicle classification per categories, in order to check the data on vehicle flow through toll stations in an independent manner.

These counters shall be connected into a single network, independently from the current toll collection system. Thus, an independent control of vehicle flow through the toll collection system shall be enabled.

Software, i.e. program for traffic counting with laser counters shall be installed on independent servers at toll stations, secured from possible misusages.

It is also planned that an occasional software control by an independent expert team established outside the enterprise is performed on compulsory basis.

Interview

Biljana Vuksanović B.Sc.C.E. Director of the Sector for Strategy, Designing and Development



“Improvement of the road network condition”

Sector for Strategy, Designing and Development is engaged in various and complex operations: technical preparation, strategic planning, study preparation, research, development consideration, all necessary operations of planning documents design, procurement and preparation, conducting all traffic safety and environment protection operations, preparation and record-keeping of expert documents, as well as participation and provision of support to the realization of projects being financed by International Financing Institutions and European Funds, especially to the construction of Corridor X as a national priority.

Director of the Sector for Strategy, Designing and Development, Mrs. Biljana Vuksanović, B.Sc.C.E. says, in the interview for our Newsletter, that, in the strategic planning and management domain, the Sector prepared and introduced procedures which will be established and implemented through the operation of the

Department for Quality and Certification of the PE “Roads of Serbia”:

“**Procedures** of Development, Environment Protection, Traffic Safety, Coordination of planning documents preparation, Coordination of designing and technical documents preparation, as well as the analysis of prices and price list preparation have been approved for application. Consistent implementation of these procedures in 2011 shall assist the establishment and certification of the quality system, which shall significantly advance the culture of corporativity in the PE “Roads of Serbia”.

There is an ongoing tender procedure, after which the application of **“Framework and Guideline Development for Implementation of Public-Private Partnership (PPP) in financing road infrastructure projects”** shall commence, as well as another significant developmental project under the title **“Know-how Development for Project Management and Quality”**, which will enable the application of software in an accepted model of investment management within the PE “Roads of Serbia”. Additionally, the preparation of the Study titled **“Exploring the value of time in freight traffic on state roads in Serbia”** and the preparation of a geodetic design for road reserve database of state roads are also planned. This project continues the process of monitoring the improvement of road network condition, updating and recording the modifications, which was started in initial, now completed **“Evaluation of state road network of the PE “Roads of Serbia”**.

Cost-Benefit Analysis Manual

As stated by the Director of the Sector, Mrs. Biljana Vuksanović B.Sc.C.E., the Sector for Strategy, Designing and Development successfully completed, during the course of year 2010, the project titled **“Assistance in planning and programming road infrastructure in Serbia”** which was accomplished through technical assistance provided within the mutual cooperation of the Governments of the Republic of Serbia and the Kingdom of the Netherlands (G2G), through the Dutch-Serbian Business Council:

“Within this project, the **“Cost-Benefit Analysis Manual”** for road infrastructure construction was published, which is to provide the PE “Roads of Serbia”, as well as all other organizations, with guidelines for execution and presentation of the cost-benefit analysis for road transport projects in concordance with the principles and rules set forth by the international organizations, such as the European Commission and the International Financing Institutions (IFI).

Director General of the PE “Roads of Serbia” made the decision on the official implementation of **“Cost-Benefit Analysis Manual”** in practice, and the first projects in 2011 in which the manual was implemented are the following: Corridor E-763, Belgrade – South Adriatic, section: Belgrade (Surčin) – Obrenovac (left bank corridor of the river Sava) – Designer “CIP”, Belgrade; Corridor M-21, Novi Sad-Ruma-Šabac-Loznica, section: Ruma – Šabac – Designer “Centar za puteve Vojvodine”, Novi Sad; Corridor E-761, Pojate – Preljina, section: Preljina-Mrčajevci-Adrani – Designer “Highway Institute”, Belgrade.

Intelligent Transport Systems

Intelligent transport system – ITS represents a set of measures and technologies applied in the transport system, which incorporates information and telecommunication technology with the objective to increase the safety level and enable a more efficient traffic flow with less congestion and a lower level of environment pollution. **Mrs. Biljana Vuksanović, B.Sc.C.E, the Director of the Sector**, emphasizes that the ITS, as an upgrade of the classical traffic system, represents an alternative to the construction of new roads in areas where material and physical conditions are unfavorable, since it can be used to significantly enhance the performance of the existing ones through the increase of flow, safety and user commodity.

“ITS implementation was commenced by installing the video surveillance system on motorways in the Republic of Serbia. By establishing the video surveillance, the PE “Roads of Serbia” is planning to raise the level of road safety, operation and maintenance to a considerably higher level than the current one. Video surveillance enables the registration of each traffic participant who does not follow the traffic regulations. In such a manner, the responsibility for traffic accidents on Serbian roads is transferred from the responsibility zone of the state towards the one of an individual. The completion of this system is forecasted for the end of 2011.”



Road network on geoportal www.geosrbija.rs

Pursuant to Directive 2007/2/EC of the European Parliament and Council, dated March 14th, 2007, the obligation of establishing the infrastructure of spatial information within the European Community /INSPIRE/ is defined.

“The Republic of Serbia has, by adopting the Law on State Land Survey and Cadastre (Official Gazette No. 72/2009), *Section XI – National infrastructure of geospatial data – NIGP*, created a basis for the formation of digital geodata, as well as for a proper functioning of particular geodata services for the Republic of Serbia, which are under the jurisdiction of the following: state administration authorities, local self-government authorities and public enterprises.

The Republic Geodetic Authority (RGZ) is the institution competent for establishing the Geoportal.

PE “Roads of Serbia” is, according to its duties, the first public enterprise from the transport sector which set up the cooperation with the RGZ during year 2010. Experts from the Sector for Strategy, Designing and Development, Sector for Traffic Control Information Systems and the Sector for Legal, Staff and Common Affairs conducted the data control. After the PE “Roads of Serbia” gave its consent, the road network became officially available at Geoportal on April 13th, 2011.

Director of the Sector for Strategy, Designing and Development, Mrs. Biljana Vuksanović B.Sc.C.E., points out that this fulfills the obligation of the PE “Roads of Serbia” as defined by the EU Directive /INSPIRE/, by making the state road data available to all potential users. For more detailed information, please visit the PE “Roads of Serbia” web presentation, as well as the following link: <http://www.geosrbija.rs/rqa/default.aspx?qui=1&lang=3>

All activities of the Sector related to traffic safety and environment protection shall be presented in the upcoming issues of our Newsletter.



Main span of the Beška Bridge connected

Works on constructing the new bridge across the Danube near Beška are coming to an end. On April 14th, 2011, the Minister of Infrastructure, Mr. Milutin Mrkonjić, the President of the MB of the PE “Roads of Serbia”, Mr. Zoran Lilić, the Director General of the PE “Roads of Serbia”, Mr. Zoran Drobňak, and numerous media representatives attended the official connecting of the main bridge structure of 210 m span, which marked the second over-bridging of the River Danube.

In order to demonstrate complexity of the construction work, the Minister of Infrastructure, Mr. Milutin Mrkonjić, offered the journalists, Ms. Milana Popović (Beta Agency) and Ms. Biljana Gavrić (PRVA TV) to place the last shovel of concrete between the two bridge segments.

Two bridge segments of 105 m span, one on the Belgrade side, and the other on Novi Sad side, are connected by a single intersegment of 2 m length. After the fine adjustment and placement of ballast onto a higher side, the height difference between these two segments was reduced to only 9 mm. The connecting process itself had a number of sub-phases – connecting the two structures, formwork setting-up, moving aside and introducing the horizontal pressure force of 1000kN due to the static system change, and the placement of reinforcement as defined in the design.



Width of the Danube on the sector in the zone of the new and the old bridge varies from 960 m to 420 m, and the over-bridging was once again executed on its narrowest part by the new Beška Bridge. Up to today, 33 structure spans have been completed on the left bank in the total length of 1,485 meters, whereas 4 spans in total length of 180 m have been completed on the right river bank. Main river piers and bridge founding in the river are also completed on the main span structure across the river. Out of the total of 510 meters, 86.11% is completed, i.e. 465 m. Total designed quantity of concrete for the bridge structure is 62150 m³ and of reinforcement is 6324 t. So far, 96.60% of the entire bridge structure has been completed, i.e. 2058 meters out of the total 2205 m.

Interview

Gordana Subotički – Đorđević, B.Sc.C.E.
Director of the Sector for Investments



Race with time

In the area of constructions, race of man with time, both meteorological and calendar, has always been present. This rule is the most expressed in the area of roads where the realization of set goals is measured with the number of kilometers of constructed, reconstructed and rehabilitated roads and structures. Each investment has to be realized efficiently and effectively, with quality and on time in order to contribute to the improvement of living and work of all road users by improving road network.

This task of managing the investments in roads, which is not easy at all, is the main activity of the Sector for Investments of the PE “Roads of Serbia” which includes all activities from planning priority investments, via design preparation, to their full implementation.

Director of the Sector for Investments Gordana Subotički – Đorđević, B.Sc.C.E. states that the Sector for Investment faces big tasks and challenges this year as well: “29 projects financed from national and international funds need to be successfully implemented, which involve 52 contracts for works and 30 contracts for supervision consulting services. Also, it is planned to conduct over 40 public procurements for works and services pursuant to the national procedures as well as the procedures set by international financing institutions.” Projects and contracts are of various profile and investment value and they can roughly be divided into national one-year projects of rehabilitation and reconstruction of sections and structures on the existing road network and into multiannual projects of construction of various roads on international road corridors.

Along with all of the stated objectives, Sector for Investments will have another two very significant tasks: Analysis of needs and priorities for investing in roads for the following investment cycle and applying the service of innovation/harmonization of technical instructions/guidelines in the area of roads with the EU standards: “**Analysis of needs and priorities for investing in roads for the following investment cycle** involves also the process of

project preparation for financing by international financial institutions pursuant to the required procedures and methodology which have to be strictly observed. Regarding the implementation of the significant consulting service of innovation and harmonization of technical instructions and guidelines in the area of roads with the European Union standards, our objective is to obtain the first issue of the set of guidelines and instructions for road design and construction with joint title **“Guidelines for Design, Construction, Maintenance and Supervision on Roads in Serbia”**. These guidelines will be used in future within projects financed from national or international funds.”

Gordana Subotički – Đorđević, B.Sc.C.E., Director of the Sector for Investments states for the Newsletter that the warranty for the fulfillment of the set objectives and plans is primarily the institutional capacity of the Sector for Investments which is reflected, first of all, through knowledge, experience and corporative culture of the employees followed by the management and organizational elements of the enterprise. 25 experts are employed in the Sector 84% of which are graduate engineers predominantly in civil engineering. Average work experience per employee is 20 years and excellent age and sex structure enables transfer and maintenance of rich experience and knowledge”.

Sector for Investments is organizationally divided into four functional entities. Dynamics and needs of contemporary business operations have conditioned the establishment of expert teams specialized in various areas in accordance with the requirements of each individual project. **Director of the Sector for Investments Gordana Subotički – Đorđević, B.Sc.C.E. concludes the following:** “Existing human quality, potential and enthusiasm, along with the present team work in the Sector, efficient decision making and support from the top management of the enterprise, as well as good cooperation with other sectors and departments in the Public Enterprise will provide for another successful year for the Sector, Enterprise and entire society regardless of the limiting and aggravating elements of money, space and time, which have an impact on our lives at the moment.”

Environment protection and protection at work watchfully observed by EBRD and EIB

One of important obligations of the Sector for Investments is the production of **Annual report on Environmental, Health and Safety Matters** for works on Lots financed by The European Bank for Reconstruction and Development and European Investment Bank in accordance with the policies of these international financing institutions. “Field trips are regularly organized with the representatives of contractors and supervisors and requirements regarding environment protection are fulfilled during project implementation through the control of asphalt plant operations and other plants engaged for project implementation. Possession of permits, licenses and documentation regarding environment protection is confirmed. Sector for Investments performs the control in the field while the contractors submit the overview of environmental activities in the form of questionnaire and standards in this area are constantly improved in cooperation with the employees in the Sector.”



Road projects have an impact on environment and thus Environmental Impact Assessment studies form an integral part of design documentation and representatives of the Sector perform permanent supervision and control over the fulfillment of requirements for environment protection during road rehabilitations, reconstructions and constructions.

“Sector takes care on constant monitoring of polluters and implementation of environment protection measures throughout the project (protective archaeological researches, noise protection structures, retentions for collecting and treatment of waste waters, etc.). Example of this could be the project of Novi Sad by-pass and construction of new Beška bridge which involve a great number of environmental requirements.”

Corporate agreement signed



Minister of Infrastructure and Energy Milutin Mrkonjić, Director General of the PE "Roads of Serbia" Zoran Drobnjak and President of the Autonomous trade union Miodrag Milijić signed a new three-year corporate agreement on April 27, 2011 which sets better working conditions for workers in road industry.

Director General of the PE "Roads of Serbia" Zoran Drobnjak stated that our enterprise is the first public enterprise which signed new Corporate agreement with its trade union which anticipates better working conditions for workers in road industry and higher price of work and recommended to other companies in road industry to do the same.

Signing of Corporate agreement is significant for all the employees in the enterprise because it expands the rights of the employees, new measures of protection at work and better working conditions are introduced as well as increased protection of workers' rights, Director Drobnjak highlighted and recommended companies in road industry which sign new corporate agreement to obey it afterwards.

Continuation of Belgrade By-Pass construction

PE "Roads of Serbia" continues works on the construction of Belgrade By-Pass on Sectors A1 from Batajnica to Dobanovci and B5 from Orlovača interchange to Avala road.

Works on Sector A1 from Batajnica to Dobanovci include construction of Batajnica interchange, construction of full section of E-75 motorway from Batajnica to Dobanovci about 6.2km long, 2nd phase of construction of Dobanovci interchange and reconstruction of R-267 regional road from Batajnica to Dobanovci in the length of 9.4km.

Construction works at **Batajnica interchange** are divided into works on structures - bridge structures and construction of alignment and about 147,000m³ of dredged sand, 55,000m³ of gravel, 33,000m³ of crushed stone and 35,000t of asphalt are foreseen for these works. Contract for designing and executing works on Batajnica interchange construction was signed on November 4, 2010 with GP Planum a.d. – Ratko Mitrović - Niskogradnja d.o.o.

On the route from Batajnica to Dobanovci, works on topsoil stripping, subsoil treatment, placement of geotextiles and construction of sand embankments in layers are ongoing.

The most complex works are executed in 2nd phase of Dobanovci interchange construction where 15 bridge piles are currently being drilled, reinforced and concreted. For Dobanovci interchange and Batajnica-Dobanovci route about 800,000m³ of dredged sand, 150,000m³ of crushed stone and 120,000t of asphalt are anticipated. Contract with the contractor Strabag d.o.o. was signed on September 21, 2010.



On **Sector B5** a big construction undertaking started which includes the construction of three big bridges **13, 14 and 15** in total length of 1289m on the route **from Orlovača interchange to Avala road**. Construction works on

substructure of the bridge over Kijev stream (No.13, 555m long) and over Topčider valley (No.15, 661m long) are ongoing.

Contract with the most favorable bidder, Primorje d.o.o. & Ratko Mitrović - Niskogradnja d.o.o. was signed on December 9, 2010.

Land Acquisition

In 2011, land acquisition is ongoing on the following sections of E-75 motorway: Vladičin Han – Donji Neradovac (26.2km), Levosoje – Srpska kuća – territory of Bujanovac municipality (10km), Vladičin Han – Caričina Dolina (14.3km), Caričina Dolina – Grdelica (12km) and Grdelica – Grabovnica (7.9km).

On E-80 motorway, land acquisition is ongoing on the following sections Crvena reka – Čiflik (12.6km), Čiflik – Staničenje (12km) and Staničenje – Pirot east (14km).

On the future route of E-763 motorway, Belgrade – South Adriatic, land acquisition procedure is ongoing on the sections Obrenovac – Ub (24km) and Lajkovac – Ljig (26km).



New overpass “Tranšped” is growing

On April 19, 2011 main girder of the new overpass at the settlement “Tranšped” was erected over E-75 motorway, section Belgrade-Niš.

New overpass has two carriageways for motor vehicles and two sidewalks for pedestrians in both directions.

Works on “Tranšped” bridge are being executed with the anticipated dynamics.

Rehabilitation of E-75 motorway through Belgrade

Within the rehabilitation of E-75 motorway through Belgrade from Airport Interchange to Bujanj potok works on sections 1, 2, 3, 4, 5, 10, 11 and 12 were completed during 2010. In the first four months of 2011, sections 6, 7 and 8 were completed and works on sections 9, 13, 14 and 19 are ongoing.

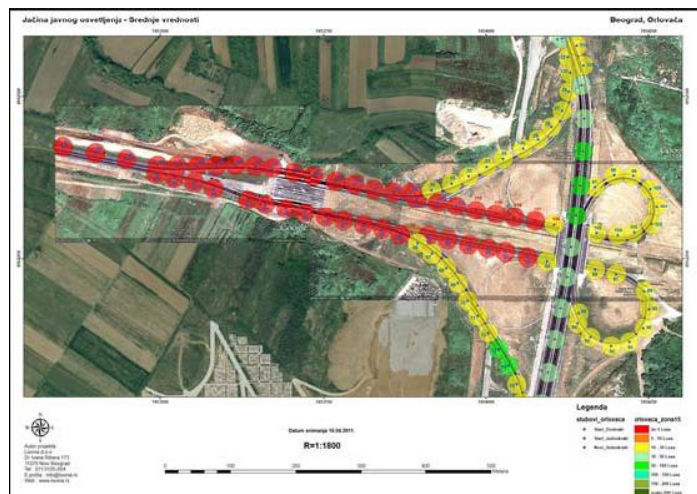
Executed works are in accordance with the most contemporary technologies and during their execution best quality materials are used. Laboratory of the Faculty for Civil Engineering in Belgrade has confirmed the quality of the executed works.

Pilot project of surveying the condition of lighting

Improvement of traffic safety on I and II category state roads is one of the most important objectives of the PE “Roads of Serbia” for the improvement of which significant funds are allocated and great efforts are made.

New technologies of artificial lighting represent energy saving and reduction of costs in public lighting lifetime as well as technological step ahead towards increased traffic safety in night conditions because they provide the impression of naturally lighted sections to the participants.

PE “Roads of Serbia” through the **Sector for Traffic Control Information Systems** conducted a pilot project of surveying the condition of lighting with the purpose to introduce new technologies in lighting road sections.





Measuring of light intensity was done by using the system based on Trimble GPS technology which enables automatic surveying of light intensity during driving and maximum capacity is several thousand measurement positions per hour. The system consists of GPS receiver integrated with Pocket PC computer, luxmeter and measurement controlling device. During measurements in movement, luxmeter measures the intensity with frequency of 10Hz and transfers data onto the controlling device. Depending on the settings, data are filtrated and sent to the field software which records it together with GPS positions. Results are available immediately after the surveying is completed in the form of GIS database of measured positions and various

thematic maps of light intensity.

So far, measurements are completed on Orlovača interchange, at Bubanj Potok toll station and at Bubanj Potok interchange. Instead of existing lighting fixtures, on three poles LED lighting fixtures are placed with power of 56W and on two poles lighting fixtures of 112W power are installed. On one pole, lighting fixture with rectifier is placed so LED is supplied with 12V. Lighting poles are 10m high. Also, on a part of Ring Road LED reflectors with 80W power are placed.

From the measurements it can be concluded that the advantages of LED lighting are savings, long life, color close to daylight, lower number of installed fixtures and possibility of work with renewable energy sources combined with large UPS devices, which is significant in particular for structures which require 24-hour lighting (e.g. tunnels).

Builders hidden in Gazela Bridge base

500 workers work day and night on the reconstruction of Gazela, the bridge with the highest frequency in the country, in order to regain its original glory. After the completion of the planned works, Gazela will be the first bridge in Serbia with gullies pursuant to the European standards, which means that water will be collected into one pipe and drained either to the sewage or to treatment system.

Most citizens did not realize how complex this bridge is until Studio B and RTS TV crews, as the first reporters who entered the bridge base, revealed details regarding



its structure. One, if not the most interesting thing are boxes within the bridge base, at the height of 12m. Most workers perform their work in these boxes although their height is only 1.20m. Gazela bridge consists of 31 parts and each of them hides a team of builders.

Apart from works in Gazela bridge interior, on March 28, 2011 works on reinforcing bridge structure started as well. The works started with lifting the bridge from the bottom part at the central part for 15 cm in order to reinforce the structure in the following period by adding new amounts of steel. The biggest undertaking lies in the fact that this delicate works was implemented with bridge under traffic.

To most construction workers Gazela bridge is the first experience regarding work in bridge base since they didn't have the opportunity to see in practice the manner of work characteristic for such large infrastructural structure such as Gazela bridge. Nevertheless, there is no doubt that despite numerous challenges the builders will succeed in completing the started works with quality and on time.

International Labor Organization



International Labor Organization organized the seminar “Strengthening of workers' protection in unsecure employment” held at the International Training Center in Turin from November 22 to 26, 2010. The seminar gathered the representatives of the ministries of labor, employers and employees from sixteen countries in total.

Among the participants from the EU, Brazil, Korea, Japan and Balkan countries, Serbia had two representatives. As scholarship holder of the International Labor Organization and International Training Center, Nevena Matijašević, business secretary of PE “Roads of Serbia” Director General acted as representative of the employees and trade union and thus participated at the seminar. Her

impressions are given in this newsletter:

“The course which was organized excellently and training of high quality. Lectors were university professors from Bologna University, Lester University and London College. Seminar was focused on the analysis of problems and challenges occurring due to the increase of flexibility of defining employment and improvement of working conditions of the employees in unsecure employment regarding legal and social protection. As highlighted, insecurity, which was the topic of the course, occurs in formulating contracts which define employment.”

European labor law differentiates contracts which define temporary employment and with reduced working hours, contracts for employment via agencies, contracts for performing work outside the employer's premises, and for houseworks. Some of these employment forms are defined in our legislation as well, but in practice they almost do not exist. Nevena Matijašević says that such forms of employment in many European countries suit workers, because it is one of the ways to enter the labor market, however, frequently employers get such workers in the situation with no or just partial protection either legally or socially, which leads to serious destabilization of labor market.

“From the nineties to date, International Labor Organization has adopted numerous Conventions and Proposals referring to the protection of workers who enter into unsecure employment, in order to achieve appropriate protection and security of the employees. Since Serbia is yet to adopt national law with international legal standards and ratification of documents of the International Labor Organization is ahead of us, knowledge from the course and experience of the representatives of other countries are of great benefit for future activities in our country. This primarily refers to the preparation of appropriate protection of workers in all branches of the economy, from the moment of harmonization of our national labor law with the European standards.”

Owing to good results and initiative showed during the course, our representative will be involved in further trainings as well as in future projects of the International Labor Organization and International Training Center.

Trade union and international cooperation

Trade union organization of the PE “Roads of Serbia” is very active and engaged and its representatives regularly take participation in useful and important international seminars. Seminar for the young “Role and significance of trade union - meet the union” and seminar of the European Female Committee “BWI” are highlighted. Special attention is also paid to specialized trainings such as the Workshop for training trade union leaders “Collective negotiation - collective contracts, monitoring and application” and “Strengthening the protection of employees in

unsecure conditions" of MOP in Torino. In the previous year, trade union organization participated at the Conference for the young of BWI for South East Europe and took part in the Subregional meeting for networking named "Trade unions of the Western Balkans united in the protection of migrant worker rights in the sector of civil engineering and construction".

Social responsibility

Employees in the PE "Roads of Serbia" and over 500 workers from more than 20 road companies engaged for routine maintenance of I and II category state roads took part in cleaning road reserve on 85 sections of the Republic of Serbia road network as a part of the action "Let's clean Serbia together".



Over 220 workers of the PE "Roads of Serbia" participated in the activity of voluntary blood donation "Make the day to yourself and others".

ISO 9001:2008 in the PE "Roads of Serbia"

Introduction of quality system in the PE "Roads of Serbia" will significantly increase efficiency in work and improve interior organization. Mission and objectives of the Enterprise will be established in an efficient manner and operating processes will develop in accordance with the highest international standards, which will provide higher efficiency in planning, monitoring and implementation of projects under the enterprise authority.



Out of 27 planned procedures in total, 23 have been adopted and approved so far. What follows is a two-month period of Enterprise preparation for certification and the certification of quality system pursuant to ISO9001:2008 is expected in October 2011.

The introduced quality system will provide great assistance to the management in managing and control of the most significant segments of business operations and in accordance with the defined operating procedures daily work of all employees in the enterprise will be clearly set and facilitated.

Putarijada sports event 2011

Trade union organization of the Autonomous Trade Union of the PE "Roads of Serbia" Belgrade together with the top management of the Enterprise organized the trip of the employees to the 17th workers' sports games "Putarijada 2011" held from June 23 to 26, 2011 on Zlatibor.

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