

Long - lasting Partnership



BOFOS is today profiled as a modern, dynamic and independent union organizing employees in banks, insurance companies and other financial organizations of Serbia.

With its membership in the reputable world trade union-World Organization of Workers (WOW), it has positioned itself internationally as well.





Wereldverbond van Beambten
Fédération Mondiale des Employés
Weltbund der Angestellten
World Federation of Clerical Workers
Federación Mundial de Empleados



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5 December 2003

Attn: Autonomous Union of Employees in Banks,
Insurance companies and other Financial Organizations in Serbia (SS BOFOS)
President: Mara Erdelj

24.11.2004
Ref: ON/16

Dear Mara Erdelj,

It is our pleasure to officially confirm your election as member of the EO/WFCW Board. The elections took place during the congress of the WFCW that took place in Medan, Indonesia from 1 to 5 November 2004.

We would like to congratulate you on this occasion and wish you a lot of success in your future activities.

Yours sincerely,

Roel Rotshulzen
President WFCW

Gunther Trauznitz
President EO/WFCW

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Attn.: Ms. Mara Erdelj
President
Autonomous Union of Employees in Banks, Insurance Companies
and other Financial Organisations of Serbia (SS BOFOS)
SS BOFOS, ul. Dečanska 14/ V,
11000 Belgrade
Serbia and Montenegro

RE: ivOn/021

Dear friend,

We have pleasure in announcing you that during its meeting of 4 October the WFCW World Board examined the request of affiliation of the Autonomous Union of Employees in Banks, Insurance Companies and other Financial Organisations of Serbia and that it was positively received.

We would like to congratulate your union for this international affiliation and express our wish of a fruitful co-operation between the SS BOFOS and the WFCW.

Looking forward to hearing from you soon, we remain

Yours sincerely,

Olga Nicolae
Executive Secretary WFCW

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Beginnings

The beginnings were not easy and took place in the context of the unfavorable international position of our country and the isolation of trade unions in the international trade union movement. In such an environment, the first hand of solidarity, friendly help and support, understanding for the hardships came from our colleagues at the then World Federation of Clerical Workers (WFCW), a federation within the World Confederation of Labor (WCL), which Bofos joined in 2003 and committed itself to its work.



The values and goals of the Christian trade union movement coincided with our goals and values, and the moment the WCL was disbanded and the WFCW chose its own path as WOW, we decided to stay within it. So far our expectations have been met and we have not regretted our decision to stay in WOW. I think we have proven to be a reliable and active partner in our cooperation.

The recognition of Bofos' work followed by the election of Bofos President Mara Erdelj to the European Board of WFCW in 2004 at the Congress held in Indonesia.





Since 2008, WFCW has continued to operate under the name of the World Organization of Workers (WOW), which was decided at the Congress held in Malta.





31st World Congress

November 2008, Malta





Cooperation with WOW member organizations

From the very beginning the contacts with FCG/GPA from Austria, the CNV International of the Netherlands and Krifa from Denmark, who selflessly, in solidarity and through many forms of help and support, contributed to the work of Bofos and its transformation into what it is today.



BRANDING PLATFORM

BOFOS:

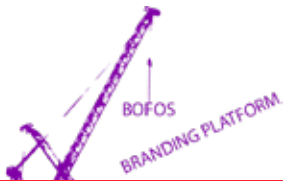
- ▷ Is an accountable and competent adviser and advocate of labour-issues;
- ▷ Is an equal partner in the social dialogue;
- ▷ Advocates for freedom of choice and trade union organization;
- ▷ Respects each individual's individuality and needs

BOFOS guarantees:

- ▷ Open relations based on mutual respect and trust;
- ▷ Exchange of information and training of its members;
- ▷ Possibilities and platforms for personal development;
- ▷ Improvement of existing levels of service and introduction of new services to members

BOFOS advocates:

- ▷ Freedom of choice and trade union organization;
- ▷ Better working-conditions, health-protection and safety at work;
- ▷ Elimination of all forms of discrimination at the work place;
- ▷ Creation of a good work-atmosphere where employees feel respected and will be motivated, satisfied and committed to work



Education

Bofos and its partners had continued working, seminars and trainings of great value for the new young trade union were held, executives and members of Bofos were introduced to the work of experienced modern trade unions, on the basis of genuine unconditional solidarity and friendly assistance. New young union activists were trained and Bofos membership was growing.

Through WOW's educational work, Bofos has gained a lot of new knowledge about the union, its tasks and activities, and how to apply that knowledge in our practice to be successful in union work.







Friendship and support

However, their support far exceeded the limits of the usual union solidarity. Through mutual visits and meetings (BOFOS Presidency members made an educational visit to Denmark in 2007, representatives of KRIFA and CNV visited Serbia several times at seminars and Bofosijada), we became closer and became truly friends. At each meeting we exchanged experiences and learnt from each other. Personal lasting friendships were established, study visits exchanged, congresses attended. Through her contacts with bilateral trade union partners, President Mara Erdelj contributes to their affiliation to WOW.









As a member of the European Board, she regularly participated in the meetings of the European and World Boards of this World organization. In support of and solidarity with BOFOS and its members, colleagues from the WOW European Board held their regular session in Serbia, first time in June, 2005, than during the “Bofosijada 2009”, and afterwards many times they were our guests at the Bofosijada. The then closed doors of the European and world trade union movement were opening for Bofos.





On two occasions, WOW leaders have signed the Declaration of Support for Bofos for activities that pursue, protect and promote the professional, economic, social and other interests and rights of Bofos members.

Each year, Bofos representatives take part in international seminars organized by WOW and the European Center for Workers' Questions (EZA), of which WOW is a full member. To Bofos WOW has opened the doors for cooperation with EZA. Bofos has currently full membership status at EZA, and a week ago we successfully organized our first seminar in Belgrade !





Solidarity

Thanks to Bofos affiliation to WOW, we have made contact with international colleagues and become an equal participant in the international cooperation.

It is also important to emphasize that we are sure we can count on the support and solidarity of WOW and its members when needed.





Fostering christian values

As stated at the beginning, WOW is Christian-value oriented TU on the European and World level and WOW keep personal and human approach to its members. WOW does everything to preserve feeling of the member organizations and members to be a part of the WOW Family. BOFOS is also Christian-value oriented TU, and we will keep on emphasizing and developing solidarity in accordance with Christian values.





Conclusion

WOW continues to successfully fulfill its mission in the trade union movement, and Bofos contributes to further affirmation of this organization through active and dedicated engagement.

