



Geneva and Brussels, 23 February 2021

Mr Fadil Novalic
Prime Minister
Federation of Bosnia and Herzegovina
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IndustriALL Global Union and industriAll European Trade call on government of Federation of Bosnia and Herzegovina to meet urgently with SMFBIH to deal with minimum wage

Dear Prime Minister,

We are writing this letter to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Unions](#)—both representing millions of workers in mining, energy and manufacturing industries in Europe and worldwide, including Bosnia and Herzegovina—to call on the Economic and Social Council to meet with the Trade Union of Metalworkers of the Federation of Bosnia and Herzegovina (SMFBIH), which is also acting on behalf of the Independent Trade Union of Workers in Chemistry and Non-Metals in the Federation of Bosnia and Herzegovina, and Trade Union of Textile, Leather, Shoes and Rubber of the Federation of Bosnia and Herzegovina (STKOGFBIH), to discuss the minimum wage in the industrial sectors.

Please note that the Trade Union of Metalworkers of the Federation of Bosnia and Herzegovina (SMFBIH), as well as the Independent Trade Union of Workers in Chemistry and Non-Metals in the Federation of Bosnia and Herzegovina, and Trade Union of Textile, Leather, Shoes and Rubber of the Federation of Bosnia and Herzegovina (STKOGFBIH) are affiliated to IndustriALL Global Union and industriAll European Trade Union.

We understand that the current minimum wage is much below the living wage. Hundred thousands of workers in the industrial sectors, who cannot work from home, go to their factories and do their jobs, which very often include hard manual work, in order to gain their living, and thus exposing themselves to the pandemic and endangering the lives of their families. It is imperative that workers earn a decent salary and that all the health and safety measures are in place to protect their lives and those of their families.

Therefore, we fully support the call from the Trade Union of Metalworkers of the Federation of Bosnia and Herzegovina (SMFBIH) to hold an urgent meeting with the Economic and Social Council of the Federation of Bosnia and Herzegovina with minimum wage as the only topic on the agenda.

Furthermore, the Economic and Social Council should give due consideration to the union's proposal, which calls, among other things, to calculate the minimum wage on the basis of 70% of the average wage in the Federation of Bosnia and Herzegovina. In addition, other

contributions, such as paid meal, transport to work, holiday bonuses and benefits, should not be calculated as part of the minimum wage.

IndustriALL Global Union and industriAll European Trade Union urge you to intervene immediately to ensure that the Economic and Social Council meets without any delay with the Trade Union of Metalworkers of the Federation of Bosnia and Herzegovina (SMFBiH).

We expect your prompt action and reply.

Sincerely,

A handwritten signature in black ink that reads "Valter Sanches". The signature is written in a cursive style with a large, stylized initial 'V'.

Valter Sanches
General Secretary
IndustriALL Global Union

A handwritten signature in black ink that reads "Luc Triangle". The signature is written in a cursive style with a large, stylized initial 'L'.

Luc Triangle
General Secretary
IndustriAll European Trade Union