

FSCM - where we are?

- The first forms of organization appear at mid-nineteenth century , by mutual aid associations form, in which also employers were part.
- Between 1868-1872 workers' associations were created in Resita, Timisoara, Oradea, Oravita, Brasov, Arad, Sibiu and Cluj.
- In 1872 it was established at Bucharest the *General association of all workers from Romania.*
- Since 1890 labor unions appeared.
- In 1906 was created the *General Commission of Trade Unions of Romania.*
- **Between 1922-1928 there were 3,329 collective labor conflicts and were concluded over 1,500 collective agreements, in which have been recognized rights to paid holidays, Sunday rest, safety provisions, social insurances.**
- **During the communist period, trade unions were organized as an union and the Communist Party subordination diverted them from their purpose and functions.**
- **In 1991, FSCM affiliates comprising over 200,000 members, with 64 affiliated unions.**

FSCM organization was founded in 1990 and it is a federation, consisting from 43 trade unions currently, that operates in mechanical engineering industries. Machine-building sector include:

- metallic constructions and metal products industry**
- manufacture of machinery and equipment**
- production of road vehicles**
- manufacture of other transport equipment**
- repair machinery and equipment.**

The number of paying members is 18,300. The federation is representative of the machine-building industry and sign the collective agreement at branch level. The federation is a founding member of the Branch Committee Machine Building Sector.

FSCM is in the process of merging with Federation Infratirea Brasov, which has 21 affiliated organizations and 9500 trade union members. The name of the new federation will be FSCM-Infratirea.

According to the statute, the federation works to:

- **promoting and developing the social dialogue and the trade union solidarity**
- **development of social partnership in mechanical engineering branch**
- **professionalization of trade union movement**
- **training of members.**

Our trainers made annual courses for for about 400 persons, trade union members, on the following topics:

- **Trade union management**
- **collective labor agreement negotiation**
- **health and safety at work**
- **labor legislation**
- **development of social dialogue**
- **communication and public relations.**

FSCM participates as a partner and was part of the group of beneficiaries in projects. Also the federation members took part in projects as trainers or organizers.

Completed projects:

- 1. Seminars under the project funded by ESF and POSDRU "Increasing economic competitiveness through training and retraining of employees for the labor market" (01.09.2009 - 31.08.2012).**

- 2. The organization was part of beneficiaries in the project "Striking deals I", funded by MATRA, between June 2003 and June 2006. The project goal was to achieve a training system for workers in metal industry, by strengthening the role of social partners at sectoral level related training.**

- 3. Participation in the project "Continue to support the active involvement of the social partners - Strengthening the sectoral committees" (2004-2005). Partners: European Training Foundation (ETF), Romanian National Observatory (NRO), National Council for Adult Vocational Training (NATB)**

Participation in other ongoing projects beside BICO:

1. Seminars under the project funded by ESF and POSDRU "Social dialogue - towards a flexible route to employment and inclusion" (July 2010 - June 2013)
2. Organizers of seminars in the project funded by ESF and POSDRU "Increasing the qualification of employees in the labor market = alternative to unemployment caused by economic and social crisis" (July 2010 - June 2013).

Nationwide minimum wage: 750 lei / month, meaning 172 euros

Minimum wage in mechanical engineering branch: 900 lei / month, which is 206,42 euros.