

Current situation of the Romanian Gaz Sector

Catalin Musoi
First Vicepresident Gaz -Romania Trade Union

Past structure of Gaz Sector

2000

ROMGAZ

(distribution, transport, production)

32.000 employees

2004

Distrigaz Sud Distrigaz Nord Transgaz

Romgaz

(11.100 empl)(11.400 empl) (4500 empl) (5000e)

90% of all employees - members of our trade
union

Current structure of Gaz Sector (after the privatisation)

DGSud-51% owned by Gaz de France

-49% owned by Romanian state
through AVAS(Gov. Institution)

DGNord (actualy E-on Gaz Romania)

-51% owned by E-on Gaz Int.

- 49% owned by Romanian state
through AVAS(Gov. Institution)

Transgaz-100% owned by Romanian state

Romgaz -100% owned by Romanian state

Evolution of the employees number (refree of DistrigazSud-GdF)

2004: GdF signs Privatisation Contract with the Romanian Government and proposes the decrease of the employees number as follow:

2004	2005	2006	2007	2008	2009
11.100	11.400	11.100	10.800	10.300	9.800

How GdF justifies itself in the Privatisation Contract :”The decrease of employees number starting with 2006 will reflect the tehcnical improvements and new instruments such IT sistem and know-how transfer from buyer to DistrigazSud”

Situation at that moment:

2007	2008
7.700	6.000*

*For 2008 it's a proposal

How it was possible ?

1.OFFERING MONNEY (“voluntary leaving”)

- no training
- no alternative
- no social program
- no early retirement

2.PRESSURING: “leave now with money or leave tomorrow whithout”

Trade Union was not involved and has no tools to take position

Effects

- Some activities remain uncovered
- Non - compliance with technical normatives regarding periodicity of pipe control(reduced without replacing)
- Jeopardizing the national sistem
- Not taking into account the demografic impact
- Pressure of the remains employees (overloaded employees)

Fed Actions vs. Effects

Romanian state notifications (trought AVAS owning 49% and appoint 3 of 7 members of Board)	Not yet results
Legal asistance for pressing members to leave, members who have the courage to oposite	Favorable judgments
Romanian regulatory notification regarding tehcnical normative defaulting and jeopardizing national	Unclear responses avoiding subjects
EWC notification regarding pressure for some category of employees(example legal advisors)	EWC comission controls in January 2006 finalised with a report to the GdF Direction what makes the things come down
Press articles against some Board practice	Much support of population and members feel protected

Privatisation Benefits

- Compliance with the Collective Bargaining Agreement
- EWC representative(5 members)
- Payment improvement
- Social dialogue compliance
- Work condition improvement
- Good communication with all French trade unions of GdF

Conclusions

GOVERNMENT'S

WORK

MISSING

THANK YOU !