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HISTORIC SUCCESS OF CCM -CCM PART OF THE EUROPEAN TRADE UNION CONFEDERATION (ETUC)-



The President of CCM, PhD Zivko Mitrevski with the General Secretary of the ETUC, Mrs. Bernadette Segol

3/11/2015

The Executive Committee of the European Trade Union Confederation (ETUC) on its meeting held on 10.3. 2015 has adopted a decision on the admission of the Federation of Trade Unions of Macedonia (CCM) in the European Trade Union Confederation as a full member.

In this way, the Federation of Trade Unions of Macedonia has become the first organization that breaks the ice, for admission of the Republic Macedonia in the European family.

In terms of the full membership, the results of the Federation of Trade Unions of Macedonia during the last period in conditions of severe economic crisis have been especially emphasized.

As special credits and efforts of the Federation of Trade Unions of Macedonia, the leadership of CCM and the President of CCM, PhD Zhivko Mitrevski in the past period were emphasized: the Law on Minimum Wage, restoring the right of recourse for vacation, adoption of the Law on Protection from workplace harassment (mobbing), amendments to the Law on Occupational Health and Safety at Work, wage increases, sustainability of pension limit, the establishment of the Economic and Social Council- ESC, establishment of the Economic and Social Council on the local level- LESC, ratification of new ILO Conventions and the application of 18 EU directives in the Labor Law.

With the full membership in the European Trade Union Confederation (ETUC), the Federation of Trade Unions of Macedonia receives the opportunity to be actively involved in the creation of social and economic policy and social dialogue at European level and receives the support of the great European trade union family in all activities, as well as the ability to be involved in the creation of the European directives related to workers' rights.

In the work program of the Federation of Trade Unions of Macedonia which was created and implemented by the leadership of CCM and the President PhD Zivko Mitrevski, the determination of CCM has been clearly defined, to join the International Trade Union Confederation- ITUC, (CCM joined ITUC in 2013) and to join the European Trade Union Confederation- ETUC, in which CCM has already received its full membership.

For information: the European Trade Union Confederation (ETUC) was founded in 1973 to represent and promote workers' interests at European level. It is composed of 88 national trade union federations in 37 countries, plus 10 European trade union federations. The European Union, the Council of Europe and the European Free Trade Association all recognize the ETUC as the only cross- sectoral trade union organization representing workers at European level. This official status is enshrined in the Treaty of Maastricht (1992).

SIGNING OF THE MEMORANDUM OF UNDERSTANDING ON THE IMPLEMENTATION OF THE DECENT WORK COUNTRY PROGRAM 2015-2018



Address of the President of CCM, PhD Zhivko Mitrevski

3/26/2015

On 26.3.2015, in the Parliamentary Club a Memorandum of Understanding on the implementation of the Decent Work Country Program (DWCP) 2015-2018 was signed.

The memorandum was signed by the Minister of Labor and Social Policy, Dime Spasov; ILO Director for Central and Eastern Europe, Antonio Graziosi; the National Coordinator of ILO for Macedonia, Emil Krstanovski; the President of the Federation of Trade Unions, PhD Zhivko Mitrevski; the President of the Organization of Employers,

Angel Dimitrov; the President of the Union of Independent and Autonomous Trade Unions of Macedonia, Slobodan Antovski and the President of the Business Confederation of Macedonia, Mile Boshkov.

Over the next four years, the Government of the Republic of Macedonia, trade unions, employers' organizations and the International Labor Organization (ILO), will jointly implement the Decent Work Country Program.

This program shall promote decent work as a key component of the development policies and as goal of the national policy of governments and social partners. The DWCP is a medium-term planning framework that provides guidelines for ILO's work in a particular country in accordance with the priorities and objectives agreed among its tripartite constituents.

The DWCP, its priorities and objectives have been agreed following a comprehensive process of consultation with the tripartite constituents of the ILO in the country. The established strategic priorities and results shall be realized in the period 2015-2018 through joint activities of the Government and the social partners on the one hand and the ILO on the other.

Within the overall theme of "decent work for all", the DWCP shall concentrate on three national program priorities for the period 2015-2018, as follows:

1. Job- rich inclusive growth and sustainable enterprises;
2. Effective social dialogue;
3. Formalization of the informal economy;

On the meeting his address on the importance of the DWCP had the President of CCM, PhD Zhivko Mitrevski who noted the following:

"Today's signing of the Memorandum of Understanding on the implementation of the Decent Work Country Program for 2015-2018 is of a great importance. Republic of Macedonia continues the realization of the decent work concept, which is particularly important in terms of economic and financial crisis. The signing of the present document shall mean a further challenge imposed to the social partners in the implementation of the main objectives of the decent work concept.

The decent work concept for the Federation of Trade Unions of Macedonia and for the workers shall mean striving towards eradication of poverty, elimination of inequality and creation of a prerequisite for a fair, inclusive and sustainable community development.

The idea that work and labor are precondition for personal dignity of the citizens, workers and their families' stability, and a prerequisite for democracy is at the core of the concept for decent work. All this is connected with the degree of the democratic relations in our society which is a basis for the prosperity of our country.

With the signing of this memorandum, we shall try to achieve more goals, creation of new productive jobs, improvement of the labor market, which the government has put as a top priority on its agenda, and we as unions give support and believe that the new measures shall be implemented and the rights of the elderly workers, including the ability to solve the problem regarding redundant workers shall be as well realized. In terms of guaranteeing labor rights for the purposes of the concept of decent work we shall specifically focus, together with the other partners, on the area of the right to a union organizing of a huge group of workers who have been working in the industrial areas and who are not unionized and have been facing with certain existential problems and non-application of labor legislation. Our emphasis shall be placed on transforming the vast majority of jobs with fixed-time employment to permanent contracts. That is the essence of the concept of decent work, to provide decent life for the workers.

In terms of ensuring the promotion of social protection for all workers, we as social partners shall contribute to a full implementation of the active measures and policies implemented by the Government.



The social partners on the joint tet-a-tet meeting with ILO representatives

As a final segment of the novelties which have been mentioned, will be the transition from informal to formal economy, which for us as unions means providing additional livelihood and providing secure jobs for those workers who are currently working in the informal economy, as well as providing decent wages.

Within the concept of decent work we will stand in particular for further implementation of the social dialogue at all levels, including the process of signing collective agreements in those areas where collective agreements are not signed. A special emphasis shall be placed on the gender equality.

I deem that the social partners in the Republic of Macedonia together with all other relevant factors in the country, ILO and the UN, shall have the capacity, power and a common strategy to implement this decent work concept over the next three years."

THE PROJECT "MACEDONIA EMPLOYS" HAS RECEIVED THE SUPPORT OF THE SOCIAL PARTNERS

4/3/2015

In the Ministry of Labour and Social Policy the 27th session of the Economic and Social Council (ESC) was held.

The meeting was attended by the Minister of Labour and Social Policy, Mr. Dime Spasov, the President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski and other social partners.

On this meeting the measures regarding the draft law amending the Law on Employment and Insurance against Unemployment, the draft law amending the Law on Pension and Disability Insurance and the draft law amending the Law on Health Insurance were reviewed and unanimously adopted.

After the meeting the Minister together with the social partners held a press conference for the media. On this press conference the President of CCM, PhD Zhivko Mitrevski had his address.

In his address, President Mitrevski stressed the given support of the Federation of Trade Unions of Macedonia regarding the adopted measures, which will help in the fight against the unemployment. He expressed satisfaction that these measures come into force immediately after the signing of the Decent Work Country Program and one of the first goals in this program is encouraging employment and competitiveness in the labor market. This project means practical realization of the previously adopted work program of the ESC, which incorporates employment measures.

Among other things he said: "For The Federation of Trade Unions of Macedonia this measure shall mean achieving more goals, from one side will be an opportunity to encourage employment, and on the other side, strengthening of the launching of our campaign on the occasion of 1st of May when we have demanded safe and secure jobs. The most important for us as trade unions is that the status of unemployed persons placed in five groups shall be addressed for the first time. The first group of workers aged less than 35 years who have been unemployed for at least 3 months before and for whom companies are exempt from paying contributions within period of three years, with an obligation to keep the employees for one year. The second set includes people from 35 to 50 years, who are out of work at least 10 years, and for whom the exemption for companies is five years. The third and fourth set relating to workers over 50 years and the vulnerable groups, such as parents of three children or more, single parents, recipients of social assistance, victims of domestic violence, former professional soldiers, people with limited professional capacity. Fifth, for workers aged over 58 years no contributions till their retirement shall be paid. With the last two measures the status of an older category of workers for their employment, including the problem of the redundant workers is being solved".

For CCM and the unions particularly significant is that the employment of older workers shall allow them to come up to the required years in order to be able to use the retirement conditions. Often, due to closure of companies there have been cases in which workers lack 2-3 years in order to obtain pension.

Also for CCM and the unions it is important that we are speaking about employments for an indefinite period of time, which for us is extremely important in the promotion of the campaign "For safe and secure jobs." President Mitrevski emphasized that this measure further allows employers to use the qualifications and expertise of these older workers because in the last period they have been facing with a problem of not being able to employ such older categories who are professional and well trained.

As a next benefit from this kind of measure President Mitrevski sees in encouraging of public expenditure, therefore this measure shall cover 150.000 new jobs, and thus new 150.000 families shall have the opportunity to improve their economic and social position and it shall ensure the revival of the economy.

At the end of the press conference, President Mitrevski said:

"We as a Federation of Trade Unions of Macedonia deem that this measure will be real and the employers will take advantage of these subsidies offered by the state, thus reducing the unemployment."



The President of CCM, PhD Zhivko Mitrevski on the press conference

28 APRIL - WORLD DAY FOR HEALTH AND SAFETY AT WORK

4/27/2015

The Federation of Trade Unions of Macedonia (CCM), this year will mark 28 April- the World OHS Day. Safety and health at work is a fundamental and extremely important right of employment. The exercise of this right is one of the priority commitments of the Federation of Trade Unions of Macedonia.

The Federation of Trade Unions of Macedonia in the previous period has made historic changes to the OHS Law since in 2014 launched the initiative for amendments to the Law on Occupational Health and Safety within the celebration of 1st of May – the International Workers' Day, by launching the campaign: "For safe and secure jobs." The essence of the proposed amendments to the OHS Law has provided an active role and gave proper weight to the President of the trade union organization or trade union representative of the majority union and OHS representative, taking measures and activities to ensure healthy and safe working conditions in the working environments and for the employer that represents an obligation immediately to notify the President of the trade union organization i.e. trade union representative of the majority union, the OHS representative and the representative for information and consultation, for every death case, collective accident, injury at work which causes a temporary inability to work lasting more than 3 days, as well as for any condition that presents an immediate danger and jeopardizes the safety of the employees at work. The complete and timely consultation and cooperation with these persons has contributed to improving the conditions for health and safety at work, especially when planning and procurement of new equipment and introduction of new technologies, compulsory and timely information to union representatives for each type of risk at the work places and consultation on the measures to control risks and eliminate harmful consequences.

The Federation of Trade Unions of Macedonia will actively cooperate with all organizations, associations, institutions, inspectorates, from the country and abroad, with employers' organizations, social partners at all levels, scientific and professional public in order to realize and promote a trade union system for protection of the fundamental OHS right.

The Federation of Trade Unions of Macedonia will further put efforts in the direction of improvement of relevant regulation, to improve the level of implementation in all companies and levels and to improve the level of personal and collective protection of the working places.

Namely, CCM gives support and joins the celebration of April 28th- the International Workers' Memorial Day- by the European Trade Union Confederation (ETUC) and the International Trade Union Confederation (ITUC). On this day trade unions remember all people who have lost their lives as a result of occupational diseases and accidents at work. The international theme for 2015 is protection of danger substances exposure.

CELEBRATED THE WORLD DAY FOR HEALTH AND SAFETY AT WORK



4/28/2015

On 28.04.2015, the Youth Section of the Federation of Trade Unions of Macedonia (SMSSM) attended the ceremony on the occasion of the celebration of the World OHS Day, April 28th, organized by the Macedonian Organization for Safety and Health at work (MOSHA) in the Daut- Pasin Amam in the Old Bazaar.

The International Labor Organization each year sets a different theme for the celebration of World OHS Day and this year's theme was "Take part in the creation of OHS prevention culture".

On this event the President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski had a video address on the importance of this day and the culture of OHS prevention.

Among other speeches on this event the statistics from the "Annual Report on accidents at work 2014", prepared by MOSHA were presented. Also on this event the national prizes for good practice in OHS for small, medium and large enterprises were given.

The tripartite national involvement and commitment and national actions are crucial in the implementation of lasting improvements in the area of health and safety at work, and in this direction awards for cooperation were given to the social partner. From the Federation of Trade Unions of Macedonia, Ivan Peshevski from the TU of the workers in construction, industry and civil planning of Macedonia (SGIP), received an acknowledgment, who is also a member of the Executive Board of the Youth Section in CCM.



President of SMSSM, Lidja Naskovska MSc with the members of the Executive Board of SMSSM

ROUNDTABLE- TAX POLICY, INFORMAL ECONOMY AND CORRUPTION IN THE WESTERN BALKAN COUNTRIES

4/30/2015

In the hotel "Arka" in Skopje, a roundtable on tax policy, informal economy and corruption in the Western Balkan countries was held organized by the Federation of Trade Unions of Macedonia (CCM), the Confederation of Free Trade Unions (KSS) and the Union of Independent and Autonomous Trade Unions of Macedonia (UNASM) within the frameworks of the project „Tax policy, informal economy and corruption in the Western Balkan countries", which is implemented by the International Trade Union Confederation (ITUC), the Pan-European Regional Council (PERC) and the Norwegian Confederation of Trade Unions (LO), on which the Report on tax policy and informal economy in the Western Balkan countries was presented as a result of the two year implementation of the project.



The President of CCM, PhD Mitrevski on the roundtable

This project represents an opportunity to share experiences with the countries from the region and to learn more on the measures and actions taken by governments in the fight against the informal economy and corruption as well as the involvement of trade unions with this regard.

On this roundtable the Report on tax and budget policies in the EU and the Western Balkan countries was presented by the EU expert on tax policy, Martin Hutsebaut; Biljana Chklamovska from the Union of Independent and Autonomous Trade Unions of Macedonia (UNASM), presented the situation in the informal economy in R. Macedonia, the representative of the Association for Democratic Initiatives, Monica Veljanoska presented the Assessment corruption report in Macedonia- 2014 and the representative of the MLSP, Mladen Frchkovski presented the measures taken by the Government to reduce the informal economy.

On the round table his address had the President of CCM, PhD Zhivko Mitrevski, who stressed the need for raising of this issue on a higher level and the need for a comprehensive joint action of all social partners in the country including the trade unions to channel and include this economy in the overall formal economic activities of the state.

At the end of this roundtable what was concluded was that trade unions will continue to work together to mitigate and reduce the informal economy in the Republic Macedonia.

REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

RTUO Skopje

2-3.3.2015, in hotel "Holiday In" Skopje, attendance on a workshop for the EU 2020 Strategy "Jobs and prosperity from European perspective".

Meetings and discussions with employees in several companies from Skopje.

RTUO Tetovo

Meetings and given legal assistance to employees from Teteks Tetovo, the Public Institution **Center for Social Welfare, Tetovo and JSC Polet**.

RTUO Kumanovo

Meeting with President of TUO in the Factory for welded pipes and profiles "11 Oktomvri" and help with decision for strike on 29 and 30.04.2015.

Meeting with the staff of "Zito Mel" from Kumanovo.

Appearance on local TVs regarding the Solidarity March on the occasion of the celebration of the International Labor Day, May 1, in Skopje.

RTUO Prilep

Meetings, legal assistance and talks with employees of "11 Oktomvri -Eurokompozit" JSC Prilep, Tutunski Kombinat JSC Prilep, Hospital, Prilep, EMO LLC Makedonski Brod, PCE Komunalec, Makedonski Brod, PCE Pelagonija, Krivogashtani.

TUO Gostivar

A meeting and legal support to an employee in PCE Komunalec Gostivar.

TUO Kicevo

A meeting and legal support to an employee in PCE Komunalec Kicevo.

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