



MONTHLY BULLETIN

Publication of the Federation of Trade Unions of Macedonia
Published: on a monthly base
No. 3, March, 2014

PRESS CONFERENCE OF CCM REGARDING THE PAYMENT OF MINIMUM WAGE



President Mitrevski on the press conference

03/13/2014

In the Federation of Trade Unions of Macedonia a press conference regarding the Law on minimum wage was held which was attended by the President of CCM, PhD Zivko Mitrevski, Angjelko Angjelkovski, General Secretary of the Council of CCM and President of the Union of Workers in Textile, Leather and Shoe Industry, (STKC), Pavle Trendafilov, Vice President of the Council of CCM for the private sector and President of the Union of Construction, Industry and Planning of Macedonia (SGIP) and Robert Simonoski, Vice President of the Council of CCM for organizational development and President of the Independent Trade Union of Energy and Economy of Macedonia (SSESM).

The President of CCM, PhD Zivko Mitrevski has noted that the Federation of Trade Unions of Macedonia and the branch unions affiliated to CCM closely monitor the situation regarding the implementation of the minimum wage law and as it was reported, the increase in the minimum wage in March amounted to 9.32 %, which means 3 times the increase of rising of the living costs, i.e. in amount of 8.800.00 MKD. Given that before the adoption of the Law on minimum wage in 2012, the amount of the minimum wage was somewhere around 4,500 to 5,500 MKD,

the initial increase in the minimum wage was 78.88 % and considering that in 2014 the dynamics to increase the minimum wage by 2016, the first year the increase is 9.32 %, in 2015 the increase will be 9.590.00 MKD or an increase of 8.98 % and in 2016 the increase will be 5.11 % or 10.080 MKD, which would mean that the minimum wage in 2016 will be higher for 25.22 % of the current minimum

Also the minimum wage in the sectors textile, leather and shoes, according to the increase in 2016 will be 31.21 % of the current or in 2018 higher for a total of 46.96 % of the salary in 2013. The increase in salary from 2012 to 2016 will amount to 25.22 %.

The President Mitrevski has emphasized that CCM together with the Ministry of Labor and Social Policy and union activists have agreed to alert when a violation of the implementation of the minimum wage law has been made. It is necessary workers to be unionized in enterprises where unions are not established as quickly as possible in order unions to act in a legitimate manner, every worker in the country to receive the minimum wage guaranteed by the law.

Also CCM closely monitors the situation and has regular discussions with employers as well as points out to the penalties provided under the Act for violation of the minimum wage and in accordance with Article 7 of this law fines of 6,000 to 7,000 EUR in MKD currency have been envisaged for the employer if the employer does not pay minimum wage established by law and 3,000 to 4,000 EUR for the person responsible for the payment of the minimum wage.

Given the fact that the minimum wage is determined together with the social partners, the Government and employers, we deem that there will be no problems regarding the payment of wages; this means that we have an improvement of the economic and social position of more than 65,000 workers and before the adoption of the Law on minimum wage we had a serious problem with more than 80,000 workers who received salary up to 5,500 MKD so the benefit of increasing the minimum wage in 2014 will cover around 65,000 workers.

THE FEDERATION OF TRADE UNIONS OF MACEDONIA FOR THE FIRST TIME ON THE 8TH EXECUTIVE COMMITTEE MEETING OF PERC



PERC Executive Committee Meeting

03/10/2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, for the first time since the existence of the Federation of Trade Unions of Macedonia after receiving the status of a full member of the World Confederation of Trade Unions, ITUC on 03/10/2014 in Brussels in the premises of the European Social and Economic Committee, attended the Executive Committee Meeting of PERC.

The one-day meeting was opened by the President of PERC, Mikhail Smakov and the following addressed the audience, Sharon Burrow, ITUC General Secretary, Bernardet Segol, ETUC General Secretary and Jaap Wienen, ITUC Deputy General Secretary.

The meeting reviewed several issues including: PERC structure and mission, PERC Plan of activities for 2014-2015, activities of PERC women and youth committees, information on the 3rd ITUC Congress, nomination of members of ILO working groups, as well as current issues. On the meeting was once again the affiliation of CCM in ITUC was welcomed and the presence at the Executive Committee Meeting of PERC.

Besides CCM a member of ITUC is UNASM which was represented by the President, Slobodan Antovski.

MEETING OF RTUC SOLIDARNOST

03/07/2014

On 27 and 28 February, 2014 in Terme Tuhelj, Tuheljske Toplice a meeting of the Regional Trade Union Council "Solidarity" was held. The meeting was attended by the Federation of Trade Unions of Macedonia and Trade Unions from the region, Serbia, Croatia, Bosnia and Herzegovina, Montenegro and Slovenia. In the frameworks of this meeting a special program for young trade unionists was also presented.

On the meeting the countries from the region have presented the changes in the work and social legislation in the period between the two meetings of RTUC "Solidarnost" from April 2013 to February 2014. The Federation of Trade Unions of Macedonia presented information on the given legal protection, latest changes to labor legislation, and national action plan for youth employment in 2015 from which the latest measures for youth employment years have aroused.

A PANEL DEBATE: YOUTH EMPLOYMENT- PROMOTION OF THE NEW MEASURES FOR STIMULATION OF YOUTH EMPLOYMENT, THEIR IMPACTS AND EXPECTATIONS



Panel debate organized by the Youth Section of CCM

03/11/2014

The Federation of Trade Unions of Macedonia a panel debate organized by the Youth Section of the Federation of Trade Unions of Macedonia was held on "Youth Employment", in which representatives from the Ministry of Labour and Social Policy of the Republic of Macedonia, Violeta Dimitrieva, Department of Labour and Irena Risteska, Department of Pension and Disability Insurance had presentations on the topic "Promotion of the new measures for stimulation of youth employment, their impact and expectations". Participants were presidents and representatives of the youth sections of branch trade unions affiliated to CCM.

The Federation of Trade Unions of Macedonia and the Youth Section within its aims and objectives gives a special place and focus on the fight against unemployment and employment stimulation, especially for young people. Although during this period the unemployment was reduced by 10 % still young people comprise a large percentage of the unemployed population. Therefore, extremely important for all of us, especially for CCM and the Youth Section is the implementation of the package of measures that are directed towards youth employment stimulation as well as the acquaintance with the measures and policies by which young people would have an active position in this process. It is important for our young members these measures to be implemented as widely as possible in their working environments, since the ultimate goal of all of us is that this package of measures to be implemented adequately

This is the beginning of a campaign that the Youth Section of CCM will launch in several cities throughout the country and together with the Ministry of Labour and Social Affairs will implement a number of activities that would enable the package of measures to be implemented as soon as possible in order young people be involved in the working proc

Similar panel debates will be organized by the trade union representatives and offices, for which a special promotional materials and flyers will be published.

The representatives from MLSP, Violeta Dimitrieva and Irena Risteska gave a detailed explanation on the measures that stimulate employment which comprise: the measure of internships, employment at well known employer, measure for self-employment etc.

25TH TRADE UNION SCHOOL OF THE UNION OF UPOZ



Address by the President Mitrevski on the 25th TU School

03/13/2014

On 03/13/2014 in hotel Car Samoil - Strumica the 25th TU School of the Trade Union of UPOZ was held. The TU School was opened by the President of UPOZ, Peco Gruevski and the President of the Federation of Trade Unions of Macedonia (CCM), PhD Zivko Mitrevski addressed the participants specifically focusing on CCM's activities regarding the Law on Administrative Officers and the Law on Public Sector Employees.

President Mitrevski informed the participants on the activities related to the promotion of labor legislation, highlighting the changes in 2013 as well as the ratification of the three fundamental conventions: Convention on Labor Administration No. 150, Convention on Labor Relations (Public Service) No. 151, and Recommendation on Labor Relations (Public Service) No. 159, which were the basis for conducting negotiations and accepting the objections of trade unions of the public sector in CCM on the Law on Administrative Officers and the Law on Public Sector Employees.

WORKING MEETING OF NATIONAL TEAMS OF THE PROJECT: TAXES, INFORMAL ECONOMY AND CORRUPTION IN THE WESTERN BALKAN COUNTRIES



Working meeting of National Teams

03/24/2014

In the hotel Arka, Skopje a working meeting of the National teams of the Project: Taxes, informal economy and corruption in the Western Balkan countries was held. The meeting was attended by PERC Expert on Tax Policy, Martin Hutsebaut, President of CCM, PhD Zhivko Mitrevski, Acting President of KSS, Violetka Spasevska, Divna Zmejkovska, representative from UNASM, Ljubica Dekovska, Economic Expert from CCM, Biljana Ciklamovska, Legal Expert from UNASM and Lidija Stamenkova, Communication and Campaign Expert from KSS.

On the working meeting it was discussed about the details and need of harmonization of the National Report on Tax Systems and Policy of Republic of Macedonia, as well as trade union position toward such policies. The final result would be preparation of a comparative analysis for all Balkan countries regarding these issues.

PANEL DEBATE: FINANCIAL EDUCATION ON THE REFORMED PENSION SYSTEM



Attendees on the panel debate

26.03.2014

In the premises of the Federation of Trade Unions of Macedonia (CCM) a panel debate: "Financial education on the reformed pension system" was held which was organized by the Youth Section of CCM.

The panel debate was opened by Ms. Lidija Naskovska, President of the Youth Section of CCM and PhD Zivko Mitrevski, President of CCM.

On this panel debate presentations had: Tatjana Stefanovska, representative from the Agency for Supervision of Fully Funded Pension Insurance – MAPAS, Zarko Ordevski, representative from the New Pension Fund, Igor Tasevski - KB First Pension Fund and Jehona Ramadani - Sector for Pension and Disability Insurance of the Ministry of Labor and Social Policy.

The purpose of this panel debate is to improve the situation in terms of familiarization of young members of unions affiliated to CCM with the second and third pension pillar through whose functioning funds to personal accounts of members of the pension fund have been accumulating and investing, by which an active participation and individual choice of citizens in securing future pension has been achieved, said Ms. Naskovska, President of the Youth Section in CCM.

CCM within the framework of achieving its goals, especially the Youth Section, gives a special place to the education of young people and together with the Ministry of Labor and Social Policy, the Agency for Supervision of Fully Funded Pension Insurance (MAPAS) and the two private pension funds - KB First Pension Fund and NLB New Pension Fund has begun their activities in order to improve the education of young people, members of TUs in CCM through organizing such debates that will continue in the next period in other cities in Republic of Macedonia.

SEMINAR OF THE UNION OF SHNM



Participants on the seminar

03/29/2014

From 28 to 30 March 2014 in Ohrid, the Union of the workers in chemistry, non-metal and metal industry held a seminar titled: "A review on the regulations on minimum OHS requirements of employees at work and related risks due to exposure of chemical substances".

The seminar was attended by 44 participants, 10 of which from the twinned union, the Independent Trade Union, Zdravje Actavis from Leskovac, Serbia. On this seminar lecturer was Snezana Jankova - Petkovska of DPIU PROGEN Z LLC.

REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

RTUS Skopje

Organized meetings and activities in JSC "Pelisterka", PE Water Economy "Vardar" Skopje, "Niko Computers", and JSC "ZIM" - Skopje for their affiliation and fees payment.

Registry of fixed assets in the building of the Federation of Trade Unions of Macedonia, the Union of SRSVM, due to change of leadership.

RTUS Veles

Visits to wineries "Stobi" and "Vardar Gradsko", Agency for management of businesses and homes and the local Ministry of Agriculture in order to obtain the number of registered farmers and their membership in coordination with the President of the agriculture union, Zivko Danevski.

Complaints of two workers from the factory for railway vehicles "Kolska" for unpaid years of service. After the conversation with the president of the union organization and the factory manager the problem was positively solved.

RTUS Tetovo

Upon directions of the President of the agriculture union, Zivko Danevski talks with the management of Mlekara Tetovo were conducted where it was found that the dairy factory is once again operating well and salary and benefits have been regularly paid. By the General Secretary of RTUS Tetovo was initiated to re-enroll employees into the union, for which the President of the agriculture union was informed.

On 3 March an objection by former employees in Polet Tetovo in bankruptcy was sent to the Basic Court Tetovo, against the draft plan for distribution of property to the bankruptcy trustee, pursuant to Art. 9, paragraph 3 of the Law on forced settlement, bankruptcy and liquidation. On 03/05/2014 at the request of the bankruptcy judge consultations with the Basic Court Tetovo have been made regarding the complaint, its resolution and reaching the final decision on the allocation of property of the bankruptcy creditors.

RTUS Prilep

A working meeting was held on 13.03.2014 the promotion of OHS standards upon invitation of the State Labor Inspectorate. Attendees despite union representatives were representatives from companies and institutions in the region of Prilep.

Meetings of Public Revenue Office employees in Prilep with the President of UPOZ, Peco Grujovski and the President of the union organization in PRO RM, Vase Najdenov for their affiliation.

During this visit employees from the Penitentiary Correctional Institution Prilep have been affiliated.

Contacts with staff from PHI Zdravstven Dom Krusevo, Krusevo Cadastre, Water and Sewer PCE Prilep, Prilep Eurokompozit Inc on ongoing problems.

RTUS Kavadarci

Held meeting and consultations with 50 redundant workers from MIK Kavadarci in bankruptcy, as creditors in bankruptcy proceedings about the meeting of the Board of Trustees in the District Court Veles.

Meeting with members of the union and Supervisory Board at PHI Zdravstven Dom Kavadarci, on the role of members in TUO and Regulations for award of financial assistance from the Solidarity Fund of health, pharmacy and social work.

Participation in Trade Union School of the union of UPOZ that was held from 13 to 15 March 2014 in the hotel "Car Samoil" - Bansko, Strumica.

Given legal assistance to 21 employees from Kavadaraci and 3 employees from Negotino.

RTUS Kumanovo

Preparation of claims of former employees in Kumanovo Tobacco Company to exercise the right to payment of compensation to the Administrative Court.

Meeting with redundant workers from Kumanovo who filed claims, the same claims had been submitted in writing to the Council of CCM.

Two meetings with the bankruptcy trustee of "Zito Mel" from Kumanovo was held on claims and employees status who after two years have not been unregistered.

RTUS Delcevo

Meeting with employees of JSC "Palteks" - Delcevo on the election of a new president of the TUO. The proposals have been sent to the union of STKC.

Meeting with authorized persons in the Employment Agency- Delcevo on the list of persons covered by the law on compensation for unemployed who have terminated employment in enterprises with dominant state ownership, where a response have been received that the list has not yet been submitted.

Given legal assistance to employees in Health Centre "Goce Delcev" – Delcevo and Ltd "Dalija Tabak" Delcevo.

RTUS Probistip

Affiliation of new members from "Strmos" JSC Probishtip in the union of SHNM.

Meeting with all employees of PE "Nikola Karev" - Probishtip who were members of KSS and now are members in the union of SUTKOZ.

TUO Gostivar

Demand by a group of employees of EVN Macedonia from Gostivar for a preparation of a request that will be submitted to the Human Resources Department at EVN requesting covering of the transport cost to/from work and an increase of the transport cost coefficient.

Discussions and consultations with the President of the union of the Ministry of Labor and Social Affairs, Regional Office Gostivar, Jane Petrovski on TU issues in the presence of the General Secretary of RTUS Tetovo, Trifun Cvetkoski and the lawyer Novica Aleksievski.

TUO Kicevo

Meeting with employees of PRO Kicevo for membership in the branch trade union in the presence of the President of UPOZ, Peco Grujovski, President of TUO in PRO, Vase Najdenov and TU Coordinator, Boris Andreski.

Meeting with the President of Local Self- Government Kicevo in regard to timely payment of membership fee.

TUO Debar

Contacts, discussions and consultations with the staff from PE Water Supply and Sewage- Debar on the appointment of a new President of the TUO, The National Association for OHS equipment, in terms of occupational health and safety and "Knauf - Radika" JSC Debar, on the signing of the Collective Agreement.

TUO Makedonski Brod

Elections of a new president and new members of the union in PE "Water Supply and Sewage" - Makedonski Brod, attended by the President of SUTKOZ Zoran Georgievski.

On 03/14/2014 a working meeting was held in collaboration with the Labor Inspectorate of the Project "Civil society organizations as active social actors in the promotion of OHS standards". Lecturers and organizers of the meeting were representatives of the Macedonian Association for Occupational Health and Safety, the Ministry of Labor and Social Policy and the European Foundation ENETOCH.

Meeting with the President of the union organization of the company Sandanski in PE "Makedonski sumi"- Makedonski Brod. On the meeting the current issues in the union organization.

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