



# MONTHLY BULLETIN

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## CERTIFICATE OF APPRECIATION OF CCM ON PROTECTION AGAINST DISCRIMINATION



President Mitrevski on the event

31.7.2014

On 31.07.2014 in the premises of the Club of parliament members, Skopje, certificates of appreciation to trained staff on nondiscrimination of employees in civil and public administration, judges, court staff, social partners and civil society organizations were awarded.

The awarding of the certificates is within the project "Support to the Implementation of the Law on Prevention and Protection of Discrimination-strengthening the capacity of public and civil administration and enforcement strategy for equality

and non-discrimination in respect of ethical origin, age, mental and physical disability and a gender, 2012-2015 funded by the Government of United Kingdom of Great Britain and Northern Ireland, and implemented by the British Council in Macedonia and the Ministry of Labor and social Policy.



Certificate for CCM, received by the President, PhD Zivko Mitrevski

The certificates were awarded by the Minister of Labor and Social Policy, Dime Spasov and the Ambassador of the United Kingdom of Great Britain and Northern Ireland, His Excellency, Charles Garrett.

The certificate of the Federation of Trade Unions of Macedonia was received by the President of CCM, PhD Zivko Mitrevski.

This is additional proof that CCM is dedicated to issues related to human rights and freedoms, as well as the issue of equal opportunities for all citizens, workers, with a particular focus on the protection from any direct or indirect discrimination, provoking and encouraging discrimination in all forms.

## 23RD SESSION OF THE ECONOMIC AND SOCIAL COUNCIL



The President of CCM, PhD Zivko Mitrevski, the President of SIER, Pece Ristevski on today's session of ESC

24.7.2014

The social partners, members of the Economic and Social Council, on 24.07.2014, in the Ministry of Labor and Social Affairs held the 23rd Session of the Economic and Social Council of this tripartite body dedicated to several key laws.

On this session proposals to the amendments of the Labor Law, the Law on Pension and Disability Insurance, Health Insurance Law, the Law on Contributions for Mandatory Social Insurance and the Law on Employment and Insurance in Case of Unemployment have been discussed.

Also on this session the amendment envisaged in the Draft Labor Law was discussed where the employee may request an extension of the employment contract with a written statement upon turning 62 or 64 years of age and a maximum of 65 years for women and 67 years for men. In this case the employer is obligated to continue the contract until the requested age of the employee.

The statement of the workers shall be done with a written statement that the employee shall submit in writing no later than 31 August of the current year in order to extend the employment contract. By the amendments to the Labor Law also the publication of public notices is being defined, as well as the possibility of publishing posts electronically, their recording in the Employment Agency of the Republic of Macedonia, and the mandatory elements that public posts must comprise.

Also with this law the basis for payment of mandatory social contributions, pension and disability insurance is being introduced for persons employed with copyright contracts and contracts per service rendered as well as registering the employee for social insurance the day before the employee comes to work, and for urgent work the day the employee begins with work.

The amendments to most laws have been elaborated by the President of ESC and Minister of Labor and Social Policy, Dime Spasov and by Minister of Economy, Bekir Neziri.

By CCM's representatives in ESC, the President of CCM, PhD Zivko Mitrevski and the President of SIER, Pece Ristevski, the position of the Presidency of CCM was elaborated which yesterday held its session and CCM gave a support to such amendments. They are the result of an agreement between trade unions, government and employers, thereby eliminating mandatory access and with fair solution workers are allowed to decide whether to continue their working life.

Also this adopted concept with given solutions was welcomed by the other social partners. Regarding other issues related to the laws a conclusion was adopted the issues to be review on a level of the Commission within the framework of ESC.

## PRESS CONFERENCE ON AMENDING THE LAW ON PENSION AND DISABILITY INSURANCE

23.7.2014

In the Federation of Trade Unions of Macedonia a press conference was held regarding the given supported to the proposed amendments to several laws, the Labor Law, the Law on Pension and Disability Insurance, the Health Insurance Law, the Law on Contributions for Mandatory Social Insurance, the Law on employment and insurance in case of unemployment.

The implementation and adoption of the draft amendments to the Labor Law, by which the workers are given the right to choose whether to retire or to prolong the life of one, two or three years means confirmation of the standpoints and demands of the Federation of Trade Unions of Macedonia since 2010 and the same have been submitted to the Government of RM in addition to the implementation of the anti-crisis measures.

The President of CCM, PhD Zivko Mitrevski on the press conference estimated that benefits of the proposed amendments to the Labor Law would have workers, employers and the state.

There will be a multifaceted benefit for all, for the workers, employers and the state, since it would eliminate more gaps such as lack of highly qualified workers which was one of the issues employers have faced, while for the workers these changes would allow further extension of life in those categories of workers who deem that this would provide additional social and material existence, noted Mitrevski.



President Mitrevski on the press conference

This solution is extremely beneficial for all and allows each worker to assess when to retire.

- We expect in branches such as textile and construction sector workers to exercise their right, to be early retired while in certain industries where there is a deficit, workers to resume the working life, added Mitrevski.

The Federation of Trade Unions of Macedonia is satisfied with the solution which is proposed to workers who work with copyright contracts or contracts per services rendered the contributions for health and pension insurance to be also paid.

With the new changes men can decide if they would retire at 64, 65, 66 or 67 years of age, while women can choose whether to retire at 62, 63, 64 or 65 years of age.

Employees will have to declare in writing whether they continue their working life for the next year until August 31 of the current year. With these solutions the labor rights are being dramatically increased. By the decision regarding the voluntarily shift of the pension limit as a legal solution, the Republic of Macedonia is the leading country in the region in terms of conceptual improvement of workers' rights. The adoption of these laws is extremely important and acknowledges the strategy of the social partners, of the joint agreement that the Federation of Trade Unions of Macedonia, the Government and the Organization of Employers of Macedonia had, in direction of solving the most difficult issues in terms of complex social-economic and financial crisis. With these legal provisions the promises made by the Federation of Trade Unions of Macedonia are being realized. In that direction are the legal solutions for shift of the pension limit on a voluntary base and thus all those who thought that CCM does not fulfill its promises and commitments are disproved.

## PROJECT LAUNCH EVENT: SUPPORT TO THE FIGHT AGAINST UNDECLARED WORK



Launch of the Project: Support to the fight against undeclared work

**3.7.2014**

On July 3, at the hotel "Holiday Inn," a Project Launch Event of the project funded by the European Union: "Support to the fight against undeclared work" was organized.

With this project the efficiency and effectiveness of the fight against undeclared work in the country is expected to be improved by strengthening the capacity of the State Labor Inspectorate and by improving the institutional and coordinated involvement of relevant institutions and social partners in the fight against undeclared work.

Among other participants, the conference was attended by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski.

## ILO CONFERENCE ON THE PROTECTION OF MOTHERHOOD AND FATHERHOOD



President Mitrevski on the ILO conference

**8.7.2014**

Organized by the International Labor Organization and the National Coordinator of the ILO in Skopje, Emil Krstanovski on 8 and 9 July in Skopje a Conference on protection of motherhood and fatherhood was held. The conference was opened by Dime Spasov, Minister of Labor and Social Policy, Antonio Graciozi, Director of the International Labor Organization for Central and Eastern Europe and Sofia Amaral de Oliveira, ILO expert Budapest. The conference was attended by representatives of CCM, led by the

president of CCM, PhD Zivko Mitrevski. Within the conference several topics devoted to motherhood and fatherhood in employment were discussed: international labor standards and current law and practice in Macedonia as well presentation of the national study on motherhood and fatherhood at the workplace in Macedonia by Neda Korunovska, an independent consultant. Laura Adami, an expert presented the ILO Report, as well as family and working policies aimed at improving motherhood protection and the policies dedicated for support and raising awareness for the protection of the mothers at workplace. On this conference practices and experiences by the tripartite partners were presented as well as the development of an action plan to raise awareness on motherhood and fatherhood at workplace.

## MEETING WITH ILO DIRECTOR FOR CENTRAL AND EASTERN EUROPE

8.7.2014

In the Federation of Trade Unions of Macedonia a working meeting of the President of CCM, PhD Zivko Mitrevski and the ILO Director for Central and Eastern Europe, Antonio Graciozi was held also attended by the ILO national coordinator in Macedonia, Emil Krstanovski.

President Mitrevski presented the organizational structure of the Federation of Trade Unions of Macedonia to the ILO representatives, as well as the activities of CCM, its representativity and cooperation with the social partners. Also President Mitrevski noted that in the next period the Federation of Trade Unions of Macedonia its activities will direct towards ratification of new conventions and providing better material and social conditions for the workers in the country.

President Mitrevski explained the intention of CCM to establish center for training and education and for such realization several activities have been arranged and will be conducted in coordination with the International Labor Organization and the National Office of ILO in Macedonia.

The ILO Director confirmed the support to the activities undertaken by the social partners in the country, the verified social dialogue, as one of the success stories in the region and the efforts of trade unions, employers and government for implementation and ratification of several international standards of the ILO.

## WORKING VISIT OF THE LEADERSHIP OF CCM IN STRUGA AND OHRID



President Mitrevski, with the General Secretary of CCM and the General Secretary of RTUS Ohrid

4.7.2014

The President of CCM, PhD Zivko Mitrevski and the General Secretary of CCM, Angelko Angjelkovski on 4.7.2014 had a working visit of the trade union office in Struga and regional trade union subsidiary in Ohrid. The aim of the visit was the implementation of the OHS campaign and the implementation of collective bargaining in many enterprises in these two cities.

The campaign for mobilization of new membership is a continuous activity and in this regard the apparel company Zhabet in the village Orovnik, near Struga was attended. This private company employs 70 workers and is oriented towards apparel production. By the President of CCM the need for union action and association in the respective organization of employers was elaborated.

A working visit was also conducted in JSC Ambros where chemical substances are mostly produced and this company employs 160 workers. By the management the new investment program was elaborated. The working meetings were also attended by the General Secretary of RTUS Ohrid, Dragan Cvetanoski.

At the end of this working visit, the President of CCM, PhD Zivko Mitrevski had a meeting with the representatives of the newly formed trade union organization in EMO, Ohrid.

## WORKING SUMMER IN CCM VISIT OF TU OFFICE IN RESEN AND PRESIPA REGION

18.7.2014

As part of the OHS campaign, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski and the General Secretary of the Federation of Trade Unions of Macedonia, Angelko Angjelkovski visited the TU Office in Resen, Prespa region and the local self-government of the town of Resen as well as the factory STENJETEKS- Stenje LLC, Resen. During the visit to the local self-government of the town of Resen it was discussed on the implementation of the Treaty on establishing LESC in Resen and implementation activities for the legalization of the former resorts in the regions of Bitola and Prilep, in Pretor area.

In the framework of the OHS campaign and the implementation of the General Collective Agreement for the private sectors in the economy, a visit to the factory STENJETEKS- Stenje LLC, Resen was realized.



Leaderships of CCM in the factory STENJETEKS- Stenje LLC, Resen .



Leaderships of CCM in the factory STENJETEKS- Stenje LLC, Resen

The Director Kosta Gligorovski said that the factory has 150 employees. At the meeting, the recent amendments to the GCA for the private sectors in the economy and the GCA for textile were presented. This legal entity is one of those who paid special attention to achieving corporate social responsibility by consistently implementing the GCA and OHS measures. This company represents a role model to other companies in this field.

## WORKING VISIT OF TUO STRUMICA AND MEETING WITH THE PRESIDENT OF OEM IN SVETI NIKOLE

22.7.2014

The work of the leadership of the Federation of Trade Unions of Macedonia continues, in compliance with the operational program of CCM during the summer period and continuation of the visits of regional trade union subsidiaries and offices.



President Mitrevski, General Secretary Angelko Angjelkovski and Vasil Gligorov in TUO in Strumica

On 22.7.2014, the President of CCM, PhD Zivko Mitrevski and the General Secretary Angelko Angjelkovski had a meeting in the TUO in Strumica on which together with the legal representative, Vasil Gligorov analyzed the current condition regarding collective bargaining, OHS activities, organizing and mobilizing new membership, and the functioning of social dialogue on local level, given that LESC in Strumica is one of the first established local economic and social councils.

The same day, the President and the

General Secretary of CCM had a meeting with the President of the Organization of Employers of Macedonia, Angel Dimitrov. The meeting took place in Sveti Nikole in the premises of the factory MODA. The focus of the meeting was the problems in the implementation of the General Collective Agreement for the private sector and the realization of the rights stipulated in it.

Also, several initiatives and draft laws submitted by the Government and submitted to the social partners were reviewed, upon which common strategies within the implementation of the concept of development of social dialogue on national and local level were agreed.



President Mitrevski, president of ORM, Angel Dimitrov and the General Secretary of CCM, Angelko Angjelkovski in Sveti Nikole

## WORKING VISIT OF THE LEADERSHIP OF CCM IN PRILEP

25.7.2014

This summer the working visits of the leadership of the Federation of Trade Unions of Macedonia continue. The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski on 25.7.2014, had a working visit in the RTUS Prilep. The purpose of this visit which is a part of the working engagement this summer in CCM was the implementation of the collective agreements and the OHS Campaign. During this working visit, the President of CCM visited "Vitaminska" - Prilep, one of the most important economic capacities in Prilep, Macedonia.



President Mitrevski with the leadership of "Vitaminska"-Prilep

On the meeting in "Vitaminska" Prilep by the President of the board of directors, Simon Naumoski and the CEO Sasho Naumoski, the activities of their working capacities were presented and one example of the realization of the rights set forth in the labor legislation and collective bargaining. This company is one of the leaders in achieving corporate social responsibility in the implementation of all rights in the collective agreement, including the annual leave allowance and implementation of OHS measures. By the management of the company the developmental perspectives and new investments associated with opening a new factory were presented as well as the new cutting edge machine for making chocolate.

What was concluded was that the social dialogue within this company is operating at the highest level and is one of the most positive examples which among other things contribute to the development of this company. In "Vitaminska" Prilep there are round 600 employees.



President Mitrevski visiting the subsidiary "Crn bor" - Prilep

During the working visit, the President of CCM, PhD Zivko Mitrevski and the General Secretary of RTUS in Prilep, Lazar Angeleski, had a working visit in the subsidiary "Crn Bor" which operates within the PE "Makedonski Sumi" - Skopje. On this meeting by the President of CCM, also President of the Union for Forestry, Wood Industry and Energy of Macedonia, PhD Zivko Mitrevski, the employees in the subsidiary were informed of the new activities within PE "Makedonski Sumi" Skopj, as well as of the activities of the union in terms of the amendments to the collective agreement for employees in PE "Makedonski Sumi". The visit in Prilep was used for further discussions regarding the implementation of CCM's campaign for implementation of OSH measures, the implementation of social dialogue on local level and realization of the collective bargaining.

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## WORKING VISIT OF THE LEADERSHIP OF CCM IN VELES



President Mitrevski on the meeting

30.7.2014

The working visits and working engagement of the leadership of the Federation of Trade Unions of Macedonia continue.

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, the General Secretary of CCM, Angelko Angelkovski and the General Secretary of RTUS in Veles, Sebaedin Shakirov, on 30.7.2014 had a meeting with the mayor of the municipality, Slavco Chadiev, with whom had talks regarding the implementation of the Treaty on establishing LESC

in Veles. On the meeting was concluded that the institutionalization of social dialogue at local level will be an additional contribution of local social partners in achieving the strategic goals of LESC, especially on the employment of young people, the process of harmonization of education etc.

On the meeting was also agreed that the headquarters of RTUS in Veles to remain in the existing building regardless that within that building is the local self government. Also subject of the meeting were further joint activities of CCM with the local self government. The same day the management of CCM had a working visit in the leather company Dimko Mitrev from Veles, with the Director General Atanas Kirov. This company is unique and best known in the field of fur manufacture which cooperates with Swedish partner and the famous brand "Shepherd". The visit was used the leadership of CCM to be familiarized with the process of production, implementation of collective agreements, functioning of the union organizing in the company and the implementation of the OHS Law. This company represents one of the few examples in which the commitments arising from the Labor Law, Collective Agreements and the OHS Law are consistently fulfilled.



President Mitrevski with the General Director of JSC Dimko Mitrev- Veles in the production hall

## ACTIVITIES OF THE UNION AND THE MANAGEMENT FOR PROJECT REALIZATION AND AMENDMENTS OF CA

1.7.2014

The Trade Union of the Workers in Forestry, Wood Industry and Energy of the Republic (SSHDE) together with the management team of PE Makedonski Sumi held a meeting devoted to many activities associated with BWI project implementation with a focus on the work and activities of PE Makedonski Sumi, as well as the implementation of OHS campaign.

By the President of SSHDE, the presidents of trade union organizations and union members of the Presidency were acquainted with the activities related to the process of negotiating for CA amendments for the employees in PE Makedonski Sumi and the implementation of OHS activities.

By the Director General of PE Makedonski Sumi, Zarko Karadzovski the current state of PE Makedonski Sumi was elaborated, as well as the suggestions for overcoming of current conditions, amendments to the legislation related to forestry and the future plans of the management.



Regarding the realization of the OHS project, the one is being realized within the predetermined activities that include visits to production areas and training of members in the area of implementation of OHS measures. In the context of overall activities the participants were acquainted with the actions taken by respective state authorities regarding the prevention of illegal cutting of trees and sale out of the legally prescribed norms.

## REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

### **RTUS Skopje**

Contacts and discussions with representatives from JSC ELEM Skopje, JSC GIM Skopje and participation on the Conference on protection of motherhood and fatherhood, organized by ILO on 8 and 9 July 2014, in Skopje.

### **RTUS Tetovo**

A meeting held with former employees of the company Polet- Tetovo, in bankruptcy.

### **RTUS Ohrid**

Visit to the private textile factory Zabet Ltd, Fashion Factory Orovnik- Ohrid and the chemical factory ANDROS LLC, also in Ohrid, with regard to the need for trade union organizing.

Visit to the management of the hotel Riviera, and hotel Desaret, Ohrid with aim of fast union organizing of employees. Visit to the National Park Galichica, Ohrid, in order to perform the necessary activities for electing a new president since the former has ended his mandate due to retirement. Meeting with the president of the JSC Hotel Metropo - Ohrid regarding registration of the Trade union organization and meeting with the union leadership on LTH Learnica, LLC Ohrid, for detailed consideration of the collective agreement on employer level and preparation of specific observations, with final goal, its signing.

### **RTUS Delcevo**

Realized meeting with an employee of the Health Center Goce Delchev, Delcevo for preparation a lawsuit on unpaid leave. Prepared complaint of an employee from Granit JSC against a decision of unrecognized disability pension. Given legal advice to an employee from Delcevo Municipality regarding cancellation of an employment contract and court proceedings for annulment of the decision of dismissal.

### **RTUO Gostivar**

On 8.7.2014 a meeting with the utility company Gostivar was held regarding the newly formed trade union organization which has 149 members who are members of the union of SUTKOZ. On 16.7.2014 a one-day seminar was organized entitled: Analysis of the labor market for the Gostivar region.

### **RTUO Kicevo**

On 11.7.2014 a court hearing was held regarding a lawsuit of an employee from JSC Tajmiste Kicevo for annulment of a decision to cancel the employment contract.

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