



# MONTHLY BULLETIN

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## **CCM determines the right for annual leave allowance for all workers in the private sectors of the economy**



The amendments to the General Collective Agreement for the private sectors of the economy have been signed by the President of CCM, PhD Zivko Mitrevski and the president of the Organization of Employers, Angel Dimitrov.

On the occasion of today's event the President of CCM, PhD Zivko Mitrevski gave a brief overview of the activities of CCM in 2013 and noted that this year was filled with major activities in the retention of labor rights. Most important is that CCM preserved the three main pillars: did not allow mass layoffs, did not allow a reduction in wages and did not allow the retirement age to be increased. In this direction CCM and OEM has shown that even in the toughest conditions achieved their program goals based on a sense of responsibility and obligation.

The President of OEM, Angel Dimitrov also speaking on activities in 2013 stressed that social dialogue in Macedonia is a reality that should be respected. The GCA has been made to be clear and understandable for everyone, and a large effect will be to reduce undesirable labor disputes in which all lose, both workers and employers.

Regarding the right to a annual leave allowance the two presidents stressed that so far this right has not been precisely determined and everyone could interpret in their own way. Also there is a space left the amount to be determined on a higher level than what is stipulated in the General Collective Agreement.

In the Agreement on the amendments to the General Collective Agreement other labor rights have been stipulated.

Based on the continuous monitoring of the implementation of the General Collective Agreement for the private sectors of the economy in practice the signatories of the GCA, CCM and ORM launched an initiative for its amendments during 2013.

Both parties had an argumentative and constructive dialogue to align positions on amendments to the GCA and by signing of today's agreement significant results and benefits to collective bargaining and social dialogue had been achieved in general.

By signing of this agreement CCM and ORM as representative organizations of workers and employers and social partners in the country had arranged many important issues in the interrelationships of workers and employers in order to improve workers' rights, creating balanced business relationships and improving the business climate in the country. From workers' perspective and their employment rights the most significant changes achieved by this agreement are:

1. The right of annual leave allowance for workers in amount of at least 40 % of the average monthly net salary paid in RM within the last 3 months In the Labor Law of 2005, (Official Gazette No. 62/2005 d) when specifying the type of work related costs, the right of annual leave allowance was not determined. Until the signing of today's agreement this right has not been precisely stipulated what caused the loss of this right.

The amount of annual leave allowance was to be determined by the collective agreement on activity level of activity in order workers to be able to exercise this right , otherwise this right remained only as a right provided in written but realistically impossible for many workers.

Practice has shown that in companies where there is no union organizing and collective bargaining workers are not able to exercise this right. With this agreement CCM through argumentative dialogue with employers provided this right to all employees in the private sectors of the economy thus determining the amount of the annual leave allowance in GCA which in accordance with the Labor Law is binding for all workers and employers.

In GCA the minimum annual leave allowance is stipulated in the amount of at least 40 % of the salary and a possibility to determine higher amount of the allowance is foreseen with CA on branch. i.e. employer level.

Putting efforts the right of annual leave allowance to be provided to all workers in the private sectors of the economy in the country in a guaranteed amount of at least 40 % of the base with the opportunity to increase the amount CCM has shown and proved to be a true protector of workers' rights in the country and sends a message to employees in order to indicate the need for larger and more massive trade union organizing due to exercise and promotion of workers' rights.



CCM and ORM held a press conference on the occasion of this event

Only union organized workers have the opportunity to actively participate in the institutions of the system through social dialogue and thus to affect policy making in all areas of the state and to contribute to the improvement of working position in society.

2. Besides this very important benefit for workers' rights under this agreement other rights that improve the status and protection of workers are achieved including:

- **Provision on prohibiting any kind of harassment in the workplace that beside the law the cases of prohibition of psychological harassment will be arranged with CA.** This will allow real application of the prohibition of psychological harassment in the workplace especially in work environments through regulation of specific types of psychological harassment in CA.
- **The amendments to the GCA stipulates that representative for information and consultation on employer's level selects the union** which an active and important role of trade unions in enterprises was given, since timely, accurate and complete information and consultation is a prerequisite for taking measures to protect workers' rights in work environments.
- **The amendments to the GCA representative provided that OHS representative is being elected by employees upon trade union proposal out of its lines.** This provision also emphasizes the active role of the union in the enterprise that it is a driver in achieving the right to safe and healthy working conditions for the workers that is a prerequisite for the achievement of the national strategy for decent work.
- **The amendments to the GCA reserved all further allowances.**

We do believe that this agreement and made amendments to the GCA for the private sectors of the economy will contribute to the promotion and protection of workers' rights and also will raise the awareness of the need for workers to a trade union organizing and continuous promotion of collective bargaining and social dialogue at all levels in the country. The GCA will be valid for the next 2 years from the date of its publication in the Official Gazette and CCM will closely monitor its application and will actively contribute to its full implementation and realization as so far.

## SIGNED AN AGREEMENT ON ESTABLISHMENT OF LOCAL ECONOMIC - SOCIAL COUNCIL OF THE CITY OF SKOPJE



**President PhD Zivko Mitrevski has emphasized that these advisory bodies are one of the models for mitigation of the consequences of the global economic crisis**

Today at the premises of the Council of city of Skopje an agreement on establishment of Local Economic - Social Council of the City of Skopje was signed.

The Agreement was signed by the Mayor of Skopje, Koce Trajanovski, President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, President of the Organization of Employers of Macedonia, Angel Dimitrov and Acting President of the Confederation of Free Trade Unions, Violetka Spasevska. The event was attended by James Stein, director of "USAID" an organization which through its project "Network for Youth Employability Skills" (YES Network) actively and logistically supports the establishment of local economic - and social councils in the country. Caption: Signing of the Agreement The Mayor of Skopje, Koce Trajanovski has emphasized that LESC Skopje is the ultimate aim of improving the living conditions of citizens. We are witnessing that in recent years the public - private partnership or cooperation between state institutions and local self-government with private enterprises has been intensified.

In his opening speech the president of CCM, PhD Zivko Mitrevski has noted that given the impact of the global economic crisis the establishment of LESC Skopje is a success in achieving the common goals of the social partners as well as of the organization "USAID" which actively participates in the establishment of LESC in the country. The signatories have a privilege not only to participate in the work of the council but they do have serious obligations and responsibilities to meet set goals.

CCM on the celebration of First of May this year launched the Campaign for establishment local economic - social councils which is implemented intensively. The equal participation of all social partners we want to establish local councils in every city in the country, noted the President of CCM.

The Director of "USAID", James Stein has emphasized that through the YES Network is being actively contributing to the establishment of LESC in the country. We know that in your country youth unemployment is very high and do try to find ways to solve that problem.

Angel Dimitrov, President of ORM has stressed that the establishment of LESC Skopje is highly important due to the fact that half of the GDP is generated in Macedonia's capital.

The Acting President of KSS, Violetka Spasevska has said that the labor market in the country has experienced hard times since the beginning of the transition and the educational process shall be reviewed through harmonization of labor market.

## **SUCCESSFULLY COMPLETED NEGOTIATIONS ON THE AMENDMENTS TO THE COLLECTIVE AGREEMENT FOR THE PRIVATE SECTOR IN THE FIELD OF ECONOMY**



The Federation of Trade Unions of Macedonia and Employers' Organization have managed to harmonize all the provisions of the amendments to the General Collective Agreement for the private sector in the field of Economy. The meeting was held on December 13, in CCM.

The signing of the amendments to the General Collective Agreement has been announced for December 24, which will be attended by the members of the Council of CCM.

The meeting of both social partners was attended by trade unions affiliated in CCM in the field of private sector, led by the President of CCM, PhD Zivko Mitrevski and representatives of the Board of the Organization of Employers of Macedonia, led by the President Mr. Angel Dimitrov.

## MEETING WITH THE GENERAL SECRETARY OF ITUC SHARAN BURROW



**President Mitrevski having discussion with Sharan Burrow, General Secretary of ITUC**

During the Congress of the World Federation of Trade Unions of Construction, Forestry and Wood Industry (BWI - Building Worker's International) which was held in December in Bangkok, Thailand, PhD Zivko Mitrevski, President of CCM and Member of the World Trade Union Council of BWI met with Sharan Burrow, the General Secretary of the International Trade Union Con-

federation (ITUC). At the meeting President Mitrevski on behalf of CCM conveyed gratitude for admission to world trade union family to the General Secretary, Sharan Burrow. The confidence expressed by ITUC to CCM specifically highlights the trade union activities in the country, which produce results even in the most difficult situations caused by the global economic and financial crisis. The act of affiliation of CCM in ITUC has been rated as historic step for the trade union movement in the country and its legitimization worldwide.

## MEETING OF THE TRADE UNION OF FORESTRY WITH THE PUBLIC ENTERPRISE



**- „Next year will be the year in which new restructuring, greater responsibility and measures for employees will be introduced. We recommend trade union activists in the subsidiaries of the Public Enterprise "Makedonski Sumi" to be actively involved in the implementation of these guidelines“.**

This is one of the expressed messages of the meeting the Presidency of the Trade Union of the workers in forestry, wood industry and energy, presidents of trade union organizations of the subsidiaries of PE "Makedonski Sumi" with the leadership of the PE, led by Director General, Zarko Karadzoski.

The President of the Federation of Trade Unions of Macedonia and also a President of the Trade Union of the workers in forestry, wood industry and energy PhD Zivko Mitrevski informed about the efforts of the union and set goals for next year including the adoption of the general collective agreement of the public sector. An important element is the enrichment of the technological system and fund investments.

Zarko Karadzoski, CEO of PE "Makedonski Sumi" talked about the need to introduce greater responsibility in the operations of the subsidiaries. He said that he expects trade unionists in the subsidiaries to contribute to increase the responsibility of all employees. Both social partners announced negotiations on the amendments to the Collective Agreement. For next year a new restructuring of the organization was announced.

## Session of the Youth Section of CCM



Today's meeting with President Mitrevski and the Youth Section

Active involvement in all areas of trade union activities, membership and participation of young professionals in international projects are some of the goals of the Youth Section of the Federation of Trade Unions of Macedonia for 2014. These are the findings of today's session of the Youth Section of CCM which was attended by the President of CCM, PhD

Zivko Mitrevski who noted that obtaining full membership of CCM in ITUC has opened broad opportunities for participation of young trade unionists from Macedonia in international projects. Last year the School for young trade union leaders was held and in 2014 another cycle will follow which means another generation of educated young trade unionists will come, stated the President of CCM.

## NEW YEAR'S BRIEFING WITH THE JOURNALISTS

### President Mitrevski on the briefing on CCM's activities in 2013



Today in CCM an annual briefing of the journalists with the President of CCM PhD Zivko Mitrevski was held. At the meeting the President of CCM summarized the activities of CCM in 2013 and informed about set goals for next year.

The most important thing is that in 2013 which was very complex year in terms of socio - economic crisis, we have managed to defend the three most important pillars: no massive layoffs, no reduction in wages and retaining of retirement age, said Mitrevski. In terms of labor legislation upon mutual shared views of social partners in the practical application of the Labor Law several amendments have been adopted. They refer

Mutual dismissal – it is anticipated that the employee personally writes down the necessary data in case of amicable cancellation, which will prevent the possibility of abuse of early signing of blank documents by the employee for cancellation of an employment contract;

A fine for unregistered workers - If the employer has unregistered workers, he/she will be punished with a fine, and if they do not register the workers within 8 days, the facility where the tasks are performed will be closed. If the employer is caught with three or more undocumented workers then the facility will be closed without issuing a fine. In this period no worker should be fired and they should be paid 70 percent of wage, as well as salary contributions;

Regulations governing legal status of Migrant Workers have been specified as well as published posts, employment records for work attendance, obligatory notification of state labor inspector when introducing overtime work and introducing the work on a state holiday etc.

Regarding the recently signed general collective agreement for the private sectors of the economy a special attention is given on the annual leave allowance. It is a traditional labor law which is governed by a collective agreement, the President answered. The employee has the right of annual leave allowance and this applies to all workers in the private sector. From next year employers must pay the annual leave allowance in the amount of 40 percent.

A significant event in 2013 was the full membership of CCM in the International Confederation of Trade Unions and participation in the Pan-European Committee PERC, by which the work of CCM was legitimized internationally.

Also significant activities were the establishment of our local economic - social councils. As it is known on the celebration of the First of May we began the campaigning for the establishment of these councils in several cities in the country and there are many achievements that will continue in the next year too. We have managed to defend the three key pillars in the midst of global economic crisis In 2014 the focus of the work of CCM will be on the adjustments to the minimum wage for which negotiations would take place with employers' organizations, chambers of commerce, Ministry of Labour and Social Policy.

Also we expect adoption of the general collective agreement for the public sector. In 2013 with the branch collective agreements we increased the wages in some industries, such as healthcare, textile and chemical industry.

Among the significant achievements are the positive changes in the labor legislation, the implementation of the conventions of the International Labour Organization and the 19 EU directives, and in that direction the labor legislation is enriched with international labor standards, was stated by the President Mitrevski among other things.

## WORKING VISIT OF THE PRESIDENT MITREVSKI OF JSC "KIRO DANDARO" IN BITOLA



**The visit of "Kiro Dandaro" – the renowned printing company in Bitola is known as company with high corporate social responsibility**

Within the Program of visits in companies and working meetings with members of the social partners, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski has visited the printing company in Bitola JSC "Kiro Dandaro".

At the meeting President Mitrevski had discussions with representatives of the management of the company led by the Director Mr. Dragi Miloshevski as well as with the members of the trade union within the company.

During the visit the President of CCM was informed about the activities in this company which is one of the most renowned subjects in the graphics and printing industry in the country. Among the most important activities are the latest investments which will enable further development and application of new technologies. As part of the investment is the construction of the latest modern facility which is characteristics of the other office and production facilities.

At the meeting was also discussed on the practice of applying the highest OHS standards of workers in the company.

JSC "Kiro Dandaro" is recognized and renowned enterprise for its high level of social responsibility for employees, the application of collective agreements, regular payment of salaries, benefits and allowances.

## SEMINAR OF SHNM ON STRESS AND MOBBING AT WORK PLACE



The Trade Union of chemistry, non-metals and metals of RM on December 7, in Ohrid held a seminar on the topic: Work related stress and combustion syndrome and mobbing.

Lecturer on the topic "Work related stress and combustion syndrome" was PhD Dragan Mijakoski and lecturer on "Mobbing - psychological harassment" was PhD Saso Stoleski.

The seminar was attended by the members of SHNM who were actively involved in the discussions and group work.

After the seminar the members of the Presidency of

## **Federation of Trade Unions of Macedonia 10th December - International Human Rights Day**

The International Day of Human Rights - 10th December for the Federation of Trade Unions of Macedonia, the workers- citizens of the Republic of Macedonia is of a great importance.

On this day in 1948 the General Assembly of the United Nations adopted the Universal Declaration of Human Rights on whose foundation the Constitution of the Republic of Macedonia and other legal regulations are based on. Thus our country belongs to the world of modern developed democratic societies in which workers – the citizens enjoy basic human rights.

This year's World Day of Human Rights is dedicated to the 20th anniversary of the Vienna Declaration and Program of Action adopted at the World Conference on Human Rights in Vienna in June 1993 and the creation of the post High Commissioner for Human Rights.

The celebration of this day coincides with the death of the great and famous fighter for human rights, campaigner against apartheid - Nelson Mandela who after 27 years spent in prison has won the Nobel Prize on Peace. Mandela was the first black president of South Africa, elected in a democratic and free election - which left a precious heritage of their country and its people. Mandela's triumph as a great man and a politician known for his belief that people have more in common with each other than differences and need to be respected and to use peaceful resolution of conflicts not weapons.

Appreciated around the world Nelson Mandela will be remembered as the man who proved that the size of a man is fighting not only for his/her freedom but for the freedom of others as well. The most powerful weapon which you can use to change the world is the education according to Mandela. His thought is that when you climb on a high mountain you realize that there are many mountains to be climbed as well. A man should not hate others; he/she should love because love is much closer to human nature. Mandela is part of world history to fight for human rights; he is a hero, a legend and an inspiration to many world leaders and politicians, freedom movements around the world, charismatic man who had sacrificed his own freedom for the freedom of his people and future generations with unselfish struggle for human dignity, equality and justice.

In Republic of Macedonia in compliance with the Constitution and labor regulation, every worker, every citizen has the right to: work, proper earning, health and safety working conditions and social security. Each employee has exercised the basic human right to voluntarily organizing and affiliation in trade unions, and to strive for the realization and promotion of working rights and interests, practicing democratic principles and methods, primarily through social dialogue at all levels, negotiation and collective bargaining. Unionized and affiliated, the workers in Republic of Macedonia have an impact on the improvement of their living standards, positive economic and social policies and the overall status and progress of the country.

## REGIONAL TRADE UNION OFFICES

### **RTUO Kavadarci**

3.12.2013, participation and training workshop "The concept of non-discrimination and the implementation of the national strategy for equality and non-discrimination on the basis of ethnical background, age, disability and gender"

that was held at the Hotel Romantique - Veles .

The workshop was attended by the presidents of TUO from AGRO union, VV "Tikves" Kavadarci - JSC and TUO from the General Hospital Kavadarci. The workshop was organized by the Ministry of Labor and Social Policy and the Ministry of Justice in cooperation with the British Embassy in Macedonia regarding the implementation of the Project to strengthen the capacity of professionals to effectively implementation of legislation and strategic documents on equality and non-discrimination adopted by the Government.

12.12.2013, in the Hotle Holiday Inn - participation in a workshop organized by the Association of Journalists for Human Rights in cooperation with WECF and the support of WHO Office for Environment and Health based in Bonn.

Legal protection of 40 members in RTUO Kavardaraci and 8 in Negotino. Meeting with members of the TU board and management team of FENI.

### **RTUO Veles**

12.03.2013, participation and training workshop "The concept of non-discrimination and the implementation of the national strategy for equality and non-discrimination on the basis of ethnical background, age, disability and gender"

that was held at the Hotel Romantique - Veles. Meeting and consultation with employees from Porcelanka "Dimko Mitrev" and Topilnica Veles.

On 20.12.2013 a meeting was held with the Mayor of Veles, M.Sc. Slavco Chadiev on the initiation and formation of local economic and social council where it was agreed that its establishment to be in late February.

### **RTUO Tetovo**

On 16.12.2013 in the premises of the Basic Court Tetovo a meeting of the Board of Trustees of the debtor JSC Polet Tetovo in bankruptcy was held with Agenda on the future course of the bankruptcy proceedings of the debtor. Employees in JSC Polet Tetovo in the regional union office has met with the Secretary and had consultations regarding the appeals submitted to the Basic Court Tetovo and the Appeal Court Gostivar.

### **RTUO Prilep**

Continuous meetings with employees from PE Komunalec, Mermeren Kombinat Prilep, Eurokompozit Inc., Tutunski Komibinat JSC Prilep, PHI Health Centre Krusevo and PE Komunalec Krusevo.

At the request of the mayor of Prilep, Mr. Marjan Ristevski a meeting with the director of the company Komunalec Prilep and the president of TUO of Komunalec, Blagoja Jovcheski was held on which a mutual agreement was reached to further action of trade union organization and overcoming problems of wage payment.

In the Mermeren Kombinat, Prilep the Mayor Marjan Ristevski has scheduled a meeting attended by executives of the Company as well as lawmakers from Prilep in connection with the termination of employment of workers based on technological, structural and other surplus. A conclusion has been made to stop actions of layoffs of employees for business reasons.

### **TU Office Probishtip and Stip**

Meetings and consultations with employees in Ziva, Stip on unpaid wages and appeals of several employees of the company TAB - MAK from Probishtip who were interested in beneficial service that has recently been applied in underground mines.

### **TU Office Gostivar**

During the month of December a workshop on strategic planning of Economic and Social Council Gostivar with a  
topic: Finalizing the strategic plan goals and activities.

### **TU Office Kicevo**

Initiation of the union with the president of TUO in Lopusnik on affiliation of new members from the ranks of the newly recruited workers.

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