



MONTHLY BULLETIN

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103RD SESSION OF THE INTERNATIONAL LABOR CONFERENCE IN GENEVA

12.6.2014

In the period from 28 May to 12 June 2014 in Geneva the 103rd session of the International Labor Conference was held. The session was attended by delegations from 185 ILO member countries.

The conference reviewed a wide range of issues, including labor migration, employment strategies, ways to strengthen ILO Convention no. 29 for forced labor etc. In this direction The International Labor Organization (ILO) has adopted a new legally binding Protocol designed to strengthen global efforts to eliminate forced labor.

The Protocol, supported by a Recommendation, was adopted by government, employer and worker delegates to the International Labor Conference (ILC) with 437 votes for 27 abstentions and 8 against.

The new Protocol brings the existing ILO Convention 29 on Forced Labor, adopted in 1930, into the modern era to address practices such as human trafficking. The accompanying Recommendation provides technical guidance on its implementation.

“The Protocol and Recommendation mark a major step forward in the fight against forced labor and represent a firm commitment among governments, employer and worker organizations to eliminate contemporary forms of slavery,” Guy Ryder, ILO Director-General said.

“Forced labor violates the human rights and dignity of millions of women and men, girls and boys. It contributes to the perpetuation of poverty and stands in the way of the achievement of decent work for all,” he added. The Protocol strengthens the international legal framework by creating new obligations to prevent forced labor, to protect victims and to provide access to remedy, such as compensation for material and physical harm. It requires governments to take measures to better protect workers, in particular migrant laborers, from fraudulent and abusive recruitment practices and emphasizes the role of employers and workers in the fight against forced labor.

Government, employer and worker Committee members emphasized the vital role played by the Forced Labor Convention, 1930 (No. 29), and the Abolition of Forced Labor Convention, 1957 (No. 105) but concluded that gaps in their implementation called for additional measures.

The tripartite delegation from Republic Macedonia that attended the session in the period from 9-11 June 2014 has voted for the adopted documents.

On the Conference the Text of the recommendation on supplementary measures for the effective suppression of forced labor was also adopted.



FIRST OF JUNE - INTERNATIONAL CHILDREN'S DAY

1.6.2014

First of June - International Children's Day, declared by UNICEF in 1925 on the World Conference on Welfare of Children, held in Geneva, Switzerland traditionally has been celebrated in many countries around the world. In honor of the International Children's Day this year the Confederation of Independent Trade Unions of Bulgaria 14 times in a row held the Ethno festival: Children in the Balkans together in Europe, in the beautiful place Mineral Baths - district Haskovo, Bulgaria.

The festival is supported by the Charity Fund Professor Zheljasko Hristov, former President of KNSB upon whose initiative this cultural event is being celebrated.

The festival has an international character and during the two days more than 2,000 children from around the world have been singing and dancing. This event was attended by the children's folklore groups from Bulgaria, Bosnia and Herzegovina, Serbia, Croatia, Moldova, Macedonia, Romania, Poland and Turkey.

At the invitation of KNSB, the Federation of Trade Unions of Macedonia each year from the start of the festival in 2001 participated with Folklore groups: Koco Racin, Mirche Acev, Orce Nikolov and Vlado Tasevski, Skopje, Srma from Kumanovo, Tikvesh from Kavadarci.

This year on the Children's ethno festival in Haskovo, CCM organized the participation of the Folklore group Buchim, Radovish that presented a "combination of Macedonian folk dances" performed by the orchestra of two children's accordions and drums and "dances from Povardarie" performed by the children dance group. The performance of the children folklore group Buchim was greeted with delight and loud applause by the crowds and the festival jury awarded a special prize for authentic folklore.

Through events of this kind, through dances and songs, exchanging experiences, children around the world have the opportunity to present the authentic ethnic culture of their country as well as to gain knowledge for the ethnic culture of other countries. With the nourishing and development of cultural and creative potentials and values of children it is being contributing to the development of the process of integration of countries from Balkan, region, Europe and worldwide.



Folklore Group, Buchim, Radovish

NEGOTIATIONS ON CONTINUATION OF CA IN ZK PELAGONIJA JSC BITOLA

2.6.2014

The President of CCM, PhD Zivko Mitrevski and the President of AGRO Union, Zivko Danevski on 06/02/2014 in Bitola, JSC Pelagonija had a working meeting dedicated to the amendments of the CA in this agricultural giant.

The meeting was attended by the CEO, Tomislav Davkov and the President of the Trade Union Organization, Kire Stojanovski. In a constructive atmosphere that is characteristic for this socially responsible company all issues related to the amendments of the CA in this company have

been agreed. Also it was agreed that the signing of the CA to be in the second half of this month.

The working visit was used for getting familiarized of the presidents of CCM and AGRO union with the operation of the company, investments and planted production. Special emphasis was put on one of the most reasoned investments in this region associated with the development of a cattle farm and building of a bio-central.



President Mitrevski and President Danevski on the meeting in JSC Pelagonija Bitola

JUNE 12 - WORLD DAY AGAINST CHILD LABOUR

12.6.2014

The Federation of Trade Unions of Macedonia, on the occasion of June 12, the World Day Against Child Labor expresses its readiness and solidarity in the fight to eradicate this negative phenomenon. CCM is a workers' organization that fights for the dignity of labor, standard of living, fostering of family values, for generations that will continue to create and work in healthy and safe conditions, for respect of labor.

The Federation of Trade Unions of Macedonia is strongly against the exploitation of child labor and as so far will continue to advocate for ceasing of minor children work. Every child has the right to a happy childhood. That is why we were the initiators and we supported the ratification of the ILO Convention on Worst Forms of Child Labor C182, from 1999 and C138 Minimum Age Convention from 1973. CCM also supports all efforts, activities and actions of the International Labor Organization pertaining to keeping good social protection policies as essential question to eradicate the abuse of child labor.

The Federation of Trade Unions of Macedonia the solution of the problem of child labor is seeing in the rising opportunities of each child, their quality education, training and inclusion in the labor process when reaching appropriate age, without any limitation and discrimination, which is a human right guaranteed by the highest laws of the Republic of Macedonia.

In these efforts to eliminate child labor, a joint action by all relevant parties in the state is needed in order to exercise a social dialogue to achieve consensus between the social partners in the effort to provide conditions for the realization of children's potential through education and cultural institutions, and not by using children's labor.

The Federation of Trade Unions of Macedonia is confident that through joint participation and investment in the educational progress of children, sports, cultural programs and social protection measures, we will continue to decrease the number of abused children, especially those who perform hazardous work which nowadays has reached a number of 168 million.

SGIP AND SSM CONGRATULATE JUNE 20TH, THE CONSTRUCTION WORKERS' DAY



20.6.2014

On the occasion of 20th June, the Construction Workers' Day, the Union of SGIP held a solemn meeting. Also, traditionally SGIP held a meeting with retirees, former activists of SGIP, who have contributed greatly to the development of the trade union movement in recent years in our country.

As a sign of respect to former union activists and the first strike of the construction workers in the country in 1936, SGIP had laid flowers at the memorial in front of Skopje City Hospital.

This is an incentive, but also a pride of all our employees and union members to continue their activity in the realization of workers' rights.

Marking the Construction Workers' Day, Gradska Bolnica, Skopje

THIRD ASSEMBLY OF TRADE UNION ORGANIZATION IN MAKEDONSKA POSTA



20.6.2014

At the Federation of Trade Unions of Macedonia the third Assembly of the trade union organization in Makedonska Posta was held. On the Assembly several acts have been reviewed, including the Working Program for the forthcoming period, as well as the realized activities. On the electoral assembly the new composition of the bodies of Trade Union Organization of Makedonska Posta was elected and for a president was elected Marjan Veta. The Assembly of the Trade Union Organization of Makedonska Posta was attended by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, who addressed the delegates and guests.

President Mitrevski, on the Third Assembly of TUO of Makedonska Posta

CIVIL SOCIETY ORGANIZATIONS AND OHS

16-18 and 18-20.6.2014

Within the project "Civil society organizations as active social actors in the promotion of OHS standards" in Ohrid two-day training was held. Leader of this a project is the Macedonian Occupational Health and Safety Association. The training was attended by representatives of CCM, ORM, representatives of the National Council for Health and Safety at Work, Labor Inspectorate, educational institutions, NGOs, consultants, experts from the Republic of Macedonia and the European Union.

During the training the following was presented: the Macedonian OHS Law, with emphasis on the methodology of risk assessment, OHS Lobbying and advocacy and Study of EU cooperation among stakeholders in health and safety at work and possible ways of collaboration between stakeholders in the country.

By CCM the proposal for amending the OHS Law was presented.

START OF NEGOTIATIONS ON AMENDING COLLECTIVE AGREEMENT IN PE MAKEDONSKI SUMI



Collective Bargaining Committee chaired by President Mitrevski

23.6.2014

The Committee for collective bargaining of the Trade Union of Forestry, Wood Industry and Energy of Macedonia, SSHDE, consisted of PhD Zivko Mitrevski, President of the Trade Union of Forestry, Wood Industry and Energy of Macedonia and President of the Federation of Trade Unions of Macedonia, Irfan Isaku, Trajce Iliev and Kire Shushevski with representatives of the management of PE Makedonski Sumi on 23.06.2014 began the negotiations on amending the collective agreement for the employees in PE Makedonski Sumi - Skopje.

The purpose of negotiations is the harmonization of the existing collective agreement with the legislation and determination of the specifics in terms of the field allow-

ance.. By CCM the proposal for amending the OHS Law was presented.

By the negotiating teams other issues related to wages and contributions had been discussed as well as the compliance with the amendments to the Labor Law.

The Committee had agreed that after reviewing the draft text by the relevant bodies a signing of amendments to the Collective Agreement will follow. On this meeting an agreement regarding the determination of the minimum wage in the collective agreement for the employees of PE Makedonski Sumi was also reached.

ACTIVITIES REGARDING OHS CAMPAIGN



President Mitrevski with members of SSHDE and employees in the subsidiary Karadzica, Makedonski Sumi- Skopje

26.6.2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski within the frameworks of the OHS campaign realized a working visit on June 26, 2014 in the premises of the subsidiary Karadzica, near Kitka which operates under Makedonski Sumi-Skopje.

The meeting besides the President of CCM, PhD Zivko Mitrevski was also attended by the Presidency member of SSHDE, Irfan Isaku, the President of TUO, Enver Jasharovski and group of employees, on which was discussed on the production conditions as well as OHS measures. At the same time employees were informed about the activities of SSHDE and CCM regarding the amendments to the OHS Law.

The general conclusion is that social partners should engage thoroughly in the implementation of OHS production process measures.

REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

RTUS Skopje

Meetings and discussions of JSC ELEM Skopje representatives for their affiliation as a new union under the Federation of Trade Unions of Macedonia.

RTUS Tetovo

A meeting with former employees of Polet Tetovo in bankruptcy.

RTUS Kavadarci

Due to the problems of workers regarding the payment of contributions on the base of work on holidays, night work, etc. in DMM Drekselmaer Manufakturing Macedonia LLC Kavadarci on June 2, 2014 a meeting was realized with the HR Manager and the President and General Secretary of the Union of SIER. On the meeting was agreed to be started with trade union organizing of workers in order to be able to exercise workers' labor rights in accordance with the law and the collective agreement.

Meeting with the leadership of the Union of SIER and the Commission for collective bargaining and negotiation in Feni Industry was held, on which the text of the collective agreement on employer level was reviewed as well as further activities for its signing.

On 3.6.2014 in PE Komunalec Negotino a meeting with the President and two members of the presidency of the union of SUTKOZ was held. The purpose of the meeting the establishment of a new trade union organization.

Meeting with 30 bankruptcy workers in MIK Kavadarci.

In PHI Health Centre Kavadarci the patronage employees and Executive Board had a meeting regarding the exercise of the right to beneficial years of service.

On 20.6. 2014 a meeting at the local Economic and Social Council of Kavadarci was held. The agenda comprised issues such as unpaid grapes, increased employment in the municipality, the situation of workers in DREKSLEMAER Kavadarci, program measures of the Government to increase the living standards of citizens in 2014 etc.

Working visit of trade union organization in the subsidiary Bor Kavadarci.

RTUS Kumanovo

On 4.6.2014 in Strumica a meeting of the Northeast region for cross-border cooperation was held which was attended by representatives from Bulgaria, the Ministry of Economy of our country and representatives from other regions of northeastern Macedonia.

A meeting with the employees in PE Watereconomy- Lipkovo, Kumanovo and the President of AGRO union was held regarding the establishment of a trade union organization.

Meeting with the Mayor of Kumanovo and the President of TUO of the local self government was held on current issues.

RTUS Prilep

On 2 June the TUO in Eurokompozit, member of the Union of SIER adopted a Decision on strike on 9.06.2014. The basic requirement is payment of at least one salary in order the production to be continued. In negotiations with the leadership of the company a portion of the salary, or 70% was paid by which the strike was put on hold.

Meeting with the president of the PE Makedonski Sumi- subsidiary Crn Bor, Prilep regarding the exercising of the right to annual leave allowance for 2010.

Initiative submitted to JSC Tutunski Kombinat Prilep on transforming employment contracts of several seasonal workers from definite period to full-time under the provisions of the Labor Law.

RTUS Ohrid

On June 17 and 18 a training part of the project "Active social actors in the promotion of safety and health at work was held in the hotel "Inex Gorica-" Ohrid.

Visit of private textile factory Zabet Fashion LLC Orovnik Ohrid and textile factory Moteks LLC also of Ohrid regarding the need of trade union affiliation.

RTUS Veles

In cooperation with the Union of SIER five lawsuits have been filed regarding dismissals without notice in DMM Drekselmaer.

Affiliation of 165 new workers from DMM Drekselmaer in the union of SIER.

RTUO Gostivar

A two-day seminar of a group of municipalities from LESC in Strumica was held.

RTUO Kicevo

Prepared appeal of an employee in Inc. Tajmiste Kicevo regarding termination of employment contract.

RTUO Makedonski Brod

Meeting with representatives of LLC Sumbro-Trade from Samokov, Makedonski Brod for their membership and establishment of a trade union organization.

On June 16, 2014 a meeting on affiliation of new members in the school Naum Ohridski, Makedonski Brod was held.

On 19.06.2014 a meeting with the labor inspector and the president of PE Water Supply and Sanitation of Makedonski Brod was held due to the unused annual leave allowance for 2013.

RTUO Probishtip and Stip

Meeting with employees in PE Nikola Karev from Probishtip on the indicated uneven wage cuts of certain employees due to political affiliation.

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