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FIFTH REGIONAL ROUNDTABLE ON SOCIAL DIALOGUE IN SEE COUNTRIES IN SOFIA



President Mitrevski on the Roundtable

11/24-26/2014

On 25.11.2014 in Sofia, organized by the Friedrich Ebert Foundation and the Bulgarian Ministry of Labor in a tripartite composition of the Ministry of Labor, representatives of representative trade unions and employers' organizations a conference at the highest level was held on which the social dialogue in these countries was discussed. The Ministers of Labor of the Republic of Bulgaria, Croatia, Romania, Macedonia, Montenegro, Serbia and Albania together with unions and employers presented their experiences and achievements in the implementation of the social dialogue in

their native countries, as well as perspectives, opportunities and threats caused by global world crisis.

The ILO representatives again emphasized the international standards and their importance.

In their speeches the representatives of the Republic of Macedonia, the Minister of Labour and Social Policy, Dime Spasov, representative of the financial sector of MLSP, Mihajlo Koshtimovski, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski and the President of the Independent Union of Health, Pharmacy and Social Care, Ljubisa Karanfilovska, pointed out the significant results and the method of realization of social dialogue in R. Macedonia, the progress in labor legislation and the creation of a series of new historical laws. These claims were confirmed by employers' representatives.

In terms of social dialogue and labor legislation, a general assessment was that R. Macedonia is a positive example on this plan as opposed to a series of events that have occurred in many other countries. A generally accepted assessment is that the social dialogue is an indispensable tool for solving common problems between social partners.

This two-day conference reviewed other issues including wage determination by labor, informal sector and insecure employment.

MEETING OF THE PRESIDENT OF CCM WITH THE EMPLOYEES IN THE SUBSIDIARY OF PE MAKEDONSKI SUMI IN TETOVO

11/26/2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, at the same time President of the Union of Forestry, Wood Industry and Energy of the Republic of Macedonia and the member of the Executive Board of the union, Irfan Isaku on 26.11.2014 had a working meeting with the employees of the subsidiary of PE Makedonski Sumi in Tetovo.

This meeting was held regarding the held protest of the employees of this subsidiary on 24.11.2014 related to the dissatisfaction with the coefficient determined for determining salaries in the subsidiary, the need for new machinery and protection equipment. On this meeting to the union representatives the manner of calculation of wages had been explained, as well as the implementation of the collective agreement and OHS program.

This meeting was used to clarify the objective difficulties in the production process facing this subsidiary and that those are needed to be taken into account when creating of the coefficients.

At the end of the meeting it was agreed requests in writing to be submitted to the management team of PE Makedonski Sumi and the Board of Directors should review at its next session; the production process to continue and the Union to explain their requirements.

Also affiliation of new members in this union has occurred and the number of membership in this subsidiary has reached 98%.

SIGNED COLLECTIVE AGREEMENT FOR EMPLOYEES OF ENERGY IN R. MACEDONIA



Social partners

11/20/2014

The Independent syndicate of workers in energy sector of Macedonia and the Association of Employers of energy sector in the Organization of Employers of Macedonia, today in the Economic Chamber of Macedonia signed the Collective agreement that regulates the rights and obligations of the social partners in this area.

The purpose of this Collective agreement is to apply international labour standards, to equalize the working conditions at branch level and to establish a framework of rights for the employees. This will maintain fair competition between employers in times when it is most needed for job security and working conditions in the sector, promote social rights and healthy working environment.

"We firmly stand on the conclusion that the real social dialogue has no alternative and only through its continuity all open issues can be resolved," said Mr. Werner Hengst, President of the Association for energetic which is a part of the Employers organization of Macedonia.

The President of the Independent syndicate of workers in energy sector, Mr. Robert Simonoski expressed satisfaction with the signing of the agreement. He noted that with this act economic and social rights of workers in energy sector are verified and protected.

According to him, this is a proof for establishing socially responsible partnerships by implementation of European standards for work safety and it clearly confirms the social economic responsibility of the members and signatories to this collective agreement.

The Employers and the Independent syndicate, together noted that with this event the social partners have expressed mutual understanding and they have shown interest for rights and responsibilities implementation, regarding the working conditions, salaries, reimbursement, and work safety.

MEETING OF THE REGIONAL TRADE UNION COUNCIL "SOLIDARNOST"

11/12-13/2014

On 12 and 13.11.2014 in Terme Tuhelj, Tuheljske Toplice (Croatia) a meeting of the Regional Trade Union Council "Solidarnost" was held.

The meeting was attended by representatives of the Federation of Trade Unions of Macedonia, as well as representatives of trade unions from Serbia, Croatia, Bosnia and Herzegovina, Montenegro and Slovenia. During this meeting a special program for youth was included.

The meeting was opened by this year's host and Chairman, Mladen Novosel, President of the Federation of Independent Trade Unions of Croatia- SSSH.

The meeting discussed the topic on strengthening the union and exchange of experiences and best practices for attracting, retaining and mobilizing new membership. The meeting was attended among the others by Jaap Wiene, Deputy General Secretary of the International Trade Union Confederation - ITUC and Alexander Martin, Project Manager of the European Trade Union Confederation - ETUC.

The President of CCM, PhD Zivko Mitrevski in his address referred to the activities of CCM in the previous period between the two meetings of RTUS and emphasized the importance of labor rights promotion. Recent amendments to the Labor Law on the pension system, accepted requests from the Government to amend the Law on OSH, amendments to the minimum wage, the wage increase in the public administration by 4% and the increase of the minimum wage in the private sector for 9.32 %. On the meeting the importance of internal and external communication was again emphasized with special focus on CCM as particularly positive experience and a successful example in the region and beyond.

Along with meeting the PCC "Solidarity" was held meeting of the Board of Youth. The meeting was opened by the Foundation "Friedrich Ebert" Emilia Grujic and Daniel Carrion, president of the youth section of the SSSH.



Participants on the meeting of the Regional TU Council "Solidarnost"

The meeting discussed the implementation of the Resolution of the Board of Young SSR "Solidarity," which refers to the improvement of the situation of young people in the trade unions, which was adopted in March 2014. Also at the meeting were presented so far made and launched campaigns that resulted from the time of the "Youth Camp 3" SSR "Solidarity" in Mary Bistrica- Croatia.

Deputy General Secretary of the International Trade Union Confederation, Jaap Wine, address and pleased that young people well know what society wants and what unions do, in order to improve the situation of young people in the union. At the same time he told the youth that must find ways to implement their ideas.

Given the current rotating presidency of the Regional Council union "Solidarity", agreed in 2015, host to the Federation of Trade Unions of Macedonia.

After the parallel meetings held a joint session. This meeting was attended by representatives of the International and European Trade Union Confederation, the International Labour Organization and other guests.



Participants at the meeting of the Board of Young SSR "Solidarity"

A PUBLIC DEBATE ON THE DRAFT LAW ON PROHIBITING AND PREVENTING PERFORMANCE OF UNREGISTERED ACTIVITIES

-FURTHER PROMOTION OF WORKERS' RIGHTS-

11/7/2014

At the Federation of Trade Unions of Macedonia the first public debate on the Draft Law on the prevention and prohibition of carrying unregistered activities was held. The debate was attended by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, the Minister of Labor and Social Policy, Dime Spasov and representatives of social partners.

Minister Spasov noted that this draft was prepared after extensive analysis and consultation with partners from the Economic and Social Council.

"Unregistered activity in the laws where it is being regulated has a minimum penalty for carrying an unregistered activity or in some cases even it lacks such penalty. Due to these reasons a possibility of occurrence of gray and informal economy has been existing, i.e., those not registered do not pay taxes, do not register their businesses, do not register their employees, do not meet performance standards because in practice no such prohibition, penalty, action defined in the law has been lacking," said Spasov.

Also, the Minister Spasov stressed that the purpose of this Law is to regulate the unregulated activities to a greater extent in the country.

By regulating unregistered activities on a larger scale, it is expected workers' rights to be promoted, workers and consum-

The President of the Federation of Trade Unions of Macedonia PhD Zivko Mitrevski noted that the Federation of Trade Unions of Macedonia supports the idea of adopting this law, thereby promoting labor rights, reducing gray economy in the country and thus improving the material, social economic situation of those workers who work with legal entities performing unregistered activity.

The President Mitrevski stressed that the Federation of Trade Unions of Macedonia regarding the Draft Law on the Prohibition and Prevention of performance of unregistered activities had submitted initial proposals on precise definition of family assistance, friendly help that is widespread in the country, and the most important remarks by CCM were the remarks regarding the protection of workers or employees in case of closure and sealing of business premises of employers conducting unregistered activity and prediction of a liability to the employer to pay wages and benefits of compulsory insurance and registration within a specified period of the workers in permanent employment relation as stipulated in other labor legislation laws.



President Mitrevski on the press conference

VII CONGRESS OF THE FEDERATION OF INDEPENDENT TRADE UNIONS OF CROATIA



11/13-15/2014

In the period from 13 to 15 November 2014 in Tuheljske Toplice the VII - Congress of the Federation of Independent Trade Unions of Hrvatska- SSSH was held, under the motto "Strong union for better Croatia."

The Congress was attended by a delegation from Macedonia led by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski.

The delegates of the Congress again gave their support to the President of SSSH, Mladen Novosel for the function President of SSSH for the period of next four years.

CELEBRATION OF THE INTERNATIONAL SAVINGS DAY - OCTOBER 31

11/19/2014

On 19/11/2014, on the occasion of the International Savings Day, 31 October, at the initiative of the Trade Union of Financial Activities of Macedonia, supported by the Federation of Trade Unions of Macedonia, CCM, the first debate on the topic prevention of money laundering and financing of terrorism was held.

The event was attended by the President of CCM, PhD Zivko Mitrevski. President Mitrevski welcomed the participants and opened the event. In his remarks, the President Mitrevski stressed the permanent commitment of the Federation of Trade Unions of Macedonia for the cooperation with branch unions and the need for organizing debate on this topic.

On the debate his presentation had PhD Goce Trajkovski, an expert on prevention of money laundering. The participants on the debate were employees of financial institutions, banks, savings



President Phd Mitrevski on the debate

REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

banks and service providers for fast transfer of money in the country.

RTUO Ohrid

A peaceful protest of the employees of EMO Ohrid was held in front of the Municipality of Ohrid.

Meeting with the Mayor of the city of Ohrid, by whom it was promised that he would take action to address the problems of the employees of EMO to the competent higher structures, ministries and Government. Also it was agreed to have a meeting with the members of Parliament from Ohrid.

RTUO Kumanovo

Meetings with the employees in local self-government in the municipality of Staro Nagoricane, the factory for welded pipe and profiles "11 Oktomvri", the mine "Toranica" from Kriva Palanka and "Zito-Mel" from Kumanovo, on current labor issues and payment annual leave allowance (K-15).

RTUO Prilep

Meetings with trade union representatives of Eurokompozit, Tutunski Kombinat, Prilep, Vitaminka JSC, Prilepska Pivara, where annual leave allowance has been paid.

RTUO Kavadarci

Attending the presentation of findings from the quarterly monitoring of budget transparency of Kavadarci, Negotino, Rosoman and Demir Kapija.

Meetings with 80 redundant workers from MIK Kavadarci in bankruptcy.

TU office Sveti Nikole

Establishment of a new trade union organization in the Health Centre "Gabriel Gavrilski" from Sveti Nikole.

Meetings with employees of "MIK" and "Gradinar" in connection with the payment of K-15.

TU office Strumica

A meeting with Presidents of trade union organizations from UPOZ from Strumica and the President of UPOZ, Peco Gruevski was held.

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