



MONTHLY BULLETIN

Publication of Federation of Trade Unions of Macedonia
Monthly issue
No 23 November 2013

CONTINUING ACTIVITIES ON THE ESTABLISHMENT OF LOCAL ECONOMIC - SOCIAL COUNCILS

The activities for establishing local economic - social councils in the cities across the country are ongoing. Besides signing agreements i.e. establishment of councils, municipalities have regular consultation and preparatory meetings with the social partners.

PANEL DISCUSSION IN OHRID ON LESS

Ohrid's local government supports the campaign of SSM on establishment of local economic and social councils was the conclusion of the panel discussion – LESS – necessity, experiences and challenges, held at the local government in Ohrid on 22 November.

The panel was attended by President of SSM Zivko Mitrevski PhD, Ohrid Mayor Nikola Bakracheski, Milan Zivkovic from FES which also supported the panel discussion, Regional Secretary of the SSM in Ohrid Dragan Cvetanoski, representatives of employers and other organizations.



**President of SSM Zivko Mitrevski PhD at the meeting said that priority is to
courage employment of young people in the community**

President of the Federation of Trade Unions of Macedonia stressed the necessity for institutionalization of social dialogue on local level especially in conditions of complex economic and social conditions.

Mayor Bakracheski said that the establishment of a common economic and social body would mean institutionalizing of the social dialogue that should contribute to a more acceptable financial and economic position of workers and employers. It was stressed that the LESS will encourage peaceful resolution of labor disputes.



From Ohrid - Suggestions from the public are the basis for

CONSTITUENT MEETING OF THE LOCAL ECONOMIC – SOCIAL COUNCIL GAZI BABA



On 15th November in the premises of Gazi Baba Municipality a constitutive meeting of the Local Economic - Social Council was held. For a chairman the Mayor of Gazi Baba Toni Trajkovski has been elected. Also at today's meeting the Rules of Procedures were adopted as well as verification of LESC members.

The LESC Council of Gazi Baba comprises 11 members from local self government, Trade Unions and employers. Members from the Federation of Trade Unions of Macedonia are Zoran Mironovski, President of TU of the workers in chemistry, metals and non-metals and Jovan Cvetkoski, Regional Secretary of RTUO of SSM in Skopje.

Gazi Baba is the first municipality in Skopje in which LESC has been established. The Treaty for LESC establishment was signed on November 1, 2013 by the Mayor Toni Trajkovski, the President of SSM, PhD Zivko Mitrevski, President of ORM, Angel Dimitrov and Zoran Antovski of KSS.

The Federation of Trade Unions of Macedonia in May 2013 promoted the campaign for establishment of local economic - social councils.

The activities of SSM on the establishment of LESC had started previously and after the campaign they were intensified. One month after the launch of the campaign LESC in Bitola was established; on 1 September LESC in Resen was established; on September 30 in Gostivar and November 1 in Skopje, municipality of Gazi Baba. Previously LESC in Kumanovo, Strumica, Kavadarci, Stip and Tetovo have been established and currently these municipal coordination bodies exist in nine cities in Republic of Macedonia.

Also in many cities panel discussions have been held with the presence of representatives of the three social partners, local authorities, trade unions and employers. The central Conference of the cycle of debates "Local Economic - Social Councils – a necessity, experiences and challenges" was held on June 12 in SSM, attended by U.S. Ambassador Paul Wohlers, the Minister of Labor and Social Policy, Dime Spasov, the Mayor of the city of Skopje, Koce Trajanovski, representatives of "USAID", an organization that supports the project, and representatives from other organizations.

WORKSHOP ORGANIZED BY THE PEOPLE 2 PEOPLE PROGRAM OF THE EUROPEAN COMMISSION IN COOPERATION WITH ETUC

In the period between 25 and 28 November in Skopje is organized the Workshop on Western Balkans Trade Unions and EU integration – Social Policy and Social Security Systems organized by the People 2 People program of the European Commission in cooperation with ETUC.



One of the program goals is to create new partnerships

level counterparts and to create new partnerships as well as to visit EU institutions, in order to familiarize themselves with EU structures, policy making process, programs, policies and best practices.

Today's workshop is second in the cycle of the workshops planned for 2013 and 2014. Working groups will be working on following topics:

- Social Dialogue development
- Labor law and workers' rights / European Works Councils
- Health and safety legislation
- Single market and EU economy, free movement of labor /li>
- Fight against corruption and good governance

The purpose is to support trade union organizations in Serbia, Macedonia, Montenegro, Bosnia and Herzegovina and Kosovo participating in the regional "Joint trade union commission for EU Integration" to achieve European standards. This should enable the organizations to play their role in the EU integration process as relevant partners of the respective governments and the EU Commission.

Participants will represent trade unions of the following organizations: Macedonia: SSM and KSS; Serbia: SSS and UGS Nezavisnost; Bosnia and Herzegovina and Republika Srpska: SSBiH/FBiH and SSRS/RS; Kosovo: BSPK; Montenegro: SSCRG and USSM.

NATIONAL MEETING OF EXPERTS OF THE PROJECT "TAXES, INFORMAL ECONOMY AND CORRUPTION IN THE COUNTRIES FROM WESTERN BALKAN"

The tax system, informal economy and corruption are significant social conditions of which depends directly the position of workers. It is good to talk openly and to build an overall strategy with respect to these matters, emphasized the President of SSM, PhD Zivko Mitrevski at National Meeting of Experts held in CCM on 21 November.

The meeting was held within the project "Taxes, informal economy and corruption in the Western Balkans", which began in March 2013 and covers trade unions in Macedonia, Albania, Serbia, Montenegro, Bosnia and Herzegovina (Federation and Republika Srpska), Croatia and Kosovo. President Mitrevski noted that the informal economy as a negative social phenomenon is still quite present. The same applies to corruption. Attempts of the government and general of the governments in the region to reform the tax system are highly important for the unions because from there the situation of workers and the regulation of working conditions depend on.

The expert on economic affairs of SSM, Ljubica Dekovska presented the first draft report on long-term policy in the Republic of Macedonia, prepared by the National team in the project. The report was a good basis for a constructive discussion by the participants. The positions of the Union of Autonomous and Independent Trade Unions (UNASM) were presented by Divna Zmejkovska, Mimoza Vujoshevik, and from the Confederation of Free Trade Unions (KSS) Lidija Stamenkovska. At the meeting the coordinator of ILO Macedonia Emil Krstanoski was present while in broader discussion developed the general secretaries and other officials in the unions affiliated to SSM and representatives from UNASM and KSS.

Peter Seideneck of the ETUC made the introduction explaining that the program is intended to help networking of the national, regional and European partners.

President Mitrevski PhD opened the event saying that the project is of high importance for the trade union movement in the region. With accepting various modules we will create a basis for joint concept for all trade unions that will be basis for fighting of the challenges we face with in the region. Cooperation is important for the economic crisis but also for privatization, creating new relations in social, economic and political system, adjustment of the legislation with the EU standards.

The P2P Program intends to offer to civil society organizations from the beneficiaries the possibility to interact and network with their national, regional and European-



President Mitrevski has emphasized that unions need to come up with a general strategy for these conditions

During the discussion, representatives of trade unions stressed that all countries in the Western Balkans have the same problems with corruption, informal economy and tax policy. The project started in March 2013 in Sofia and will last until October 2015. So far several meetings were held including regional training of experts; information materials have been prepared on national levels, a regional meeting of economists and lawyers, as well as information and communications campaigns. According to the Agenda it is envisaged organization of other regional meetings, round tables, submitting suggestions and proposals as well as organization of a regional tripartite conference. The project is organized with the support of the International Trade Union Confederation (ITUC), Pan-European Committee (PERC) and the Federation of Norwegian trade unions (LO - Landsorganisasjonen i Norge).

WORKSHOP ON INTERNAL TRADE UNOIN INFORMATION



Internal communication is essential to the basics of the trade union movement

On 22 and 23 November in Ohrid was held a workshop on internal trade union information, focused on the importance and development directions of this segment of the overall communication in SSM. President of SSM Zivko Mitrevski PhD explained that internal information is very important and significant part of the overall functioning of the organization and should be considered as very important. Good information should include all stakeholders in the trade union movement: members, local organizations, territorial units of SSM, branch unions affiliated in SSM. Only well-informed employee is a good trade unionist, emphasized Mitrevski and added

that SSM adopted new practices and technological changes in the information society in order to inform more effectively.

The workshop was held with the support of FES, attended by presidents of the branch unions affiliated in SSM and representatives of SSM's territorial network.

TU OF SGIP CONTINUES ITS ACTIVITIES OF CORRIDOR 10

As in the past and also in future TU of SGIP will continue its activities in the construction sector in which largest percentage of injuries and deaths to protect all construction workers in the country occur. Namely, SGIP has asked the highest state authority, the State Labor Inspectorate to conduct all activities with the contractor Corridor 10 and in future activities of Corridor 8, activities related to occupational safety and health work and to appoint a special inspector for this facility. The State Labor Inspectorate has made supervision on the largest infrastructure building Corridor 10. SGIP permanently monitors OHS measures of all infrastructure facilities and also promotes all that is necessary for the construction workers. These activities will continue in order to inform workers, joining of new members and strengthening of trade unionism as the only defense mechanism as well as a healthy environment for employees. From the attached letter can be seen that always can be found a common contribution of all parties in a joint collaboration.

FOURTH MEETING OF THE ACADEMY FOR YOUNG TRADE UNION LEADERS

Within the "Academy for young trade union leaders 2013" from 15 to 17 November in Probishtip in the hotel "Cresovo Tocpe" the fourth meeting of young trade unionists is being held. Theme of the meeting is "Labour Legislation (theory and practice)."

The Academy is being held with the support of the Foundation "Friedrich Ebert" while participants are young trade unionists from the Federation of Trade Unions of Macedonia (SSM), Confederation of Free Trade Unions (KSS), Trade Union of autonomous and independent unions (UNASM), Confederation of Trade Union Organizations (KSOM) and the independent Trade Union of Journalists and Media Workers (SSNM).

At the workshop speakers will be PhD Todor Kalamatiev who on November 15, will lecture on the topic "Termination of employment" and "The role of trade union representative in the protection of labour rights." Professor Kalamatiev also on November 16, will chair the panel - debates "Youth and labour legislation" on topics "employment", "employment rights", "Responsibility and termination of employment" and "Labour Rights Protection".

Vlado Karaev from "Rubikon" will chair the team work on November 16. On November 17, PhD Konstantin Petkovski will chair the panel debate "Youth and Trade Union Leadership" with the topics "Why young Trade Union leaders are needed in unions?", "What is required to a one good young Trade Union leader?" and "How to become a good young union leader?".

The "Academy for young trade union leaders 2013" included four workshops, the first of which was held on 8 and 9 June in Ohrid, the second on 5 and 6 October in Mavrovo and the third from 18 to 20 October in Ohrid. The goal of the academy is training of young union members on trade union leadership and labour legislation. The activities of the seminars are being conducted by PhD Todor Kalamatiev and PhD Konstantin Petkovski.

REGIONAL TRADE UNION OFFICES

The Secretaries of the regional trade union offices and union coordinators attended the workshop "internal union information", held on 22 and 23 November in Ohrid.

RTUO KAVADARCI. In November a legal protection is provided for 28 clients in the area of RTUO Kavardaraci and four of the RTUO on the territory of Negotino. The Court held a hearing on "MIK" Kavadarci, a company in bankruptcy, a meeting of the Board of Trustees was held and other activities have been undertaken for this enterprise. In coordination with the Independent Trade Union of Health the Trade Union Organization of PHI "Zdravstven Dom" - Kavadarci was visited.

RTUO KUMANOVO. The Employment Agency in Kumanovo was visited where employees have shown interest in joining SSM.

In coordination with the agriculture union activities are carried out in the poultry farm in the village Ginovce in order to regulate the procedure and functioning of trade union office.

Attendance at court hearings on "Zitomel" - Kumanovo, "Tutunski Kombnat" - Kumanovo. Legal procedures have been undertaken in order to realize employees' rights in "Tutunski Kombnat".

RTUO PRRILEP. Several meetings of trade unions in Prilep have been held (Mermeren Kombinat, Eurokopozit) and Krusevo (PHI Zdravstven Dom); a legal protection of members of trade unions in SSM was given, while the President of SUTKOZ visited the communal company "Pelagonija" in Krivogastani where workers expressed a desire for union organizing.

TUO SVETI NIKOLE. In order to increase the membership several enterprises have been visited in Sveti Nikole and Lozovo. New members from "MIK" and "Gradinar" from Sveti Nikole have affiliated in SSM. In coordination with the agriculture union a legal protection was given to a member, victim of mobbing for whom a court procedure has been initiated.

RTUO SKOPJE. Participation in the establishment and constitution of local economic - social council of the municipality of Gazi Baba. At the inaugural session the Secretary of RTUO Skopje was appointed member of the Council of LESC.

Because of occurred problems the TU organization in the Court of Misdemeanours was visited. After negotiations the problems have been overcome.

An Initiative Board for the basic trade union organization in the municipality Karposh has been formed. Due to the inaction of the President, Vice President and Executive Board an initiative for their dismissal. On 30 November at the request of the President UPOZ a meeting was held on which according to the Statute of UPOZ the mandate of the leadership of TUO was terminated and was elected new leadership.

RTUO TETOVO. A legal protection of people from Tetovo was given, including a nurse in a doctor's office, because the new concessionaire is obliged to keep the work and the workers of PHI "Hemo Medica" - Tetovo based on cancellation of termination of employment.

TUO GOSTIVAR

Participation in a two-day workshop "Strategic Planning" which was held on 8 and 9 November in Gostivar organized by "USAID" and local self-government, as well as on the workshop in SSM "Taxes, informal economy and corruption in the countries from Western Balkans".

TUO KICEVO. Realized activities regarding the visit of the President UPOZ Peco Grujovski in the region on which the current situation and problems have been discussed.

CONTACT

Blagojce Krstevski, Associate for information, SSM
tel/fax ++ 389 2 3225-937 e mail: b.krstevski@ssm.org.mk