



# MONTHLY BULLETIN

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## MINIMAL WAGE INCREASE STARTING FROM JANUARY AND PENALTY PROCEDURES



President Mitrevski on the press conference

**28.10.2014**

In the Federation of Trade Unions of Macedonia a press conference on the latest amendments to the Law on Minimum Wage, adopted by the Economic and Social Council and the Government of Republic of Macedonia was held, attended by the Minister of Labor and Social Policy, Dime Spasov and the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski.

Upon request of the Federation of Trade Unions of Macedonia and based on the need for strengthening the mechanism for payment of minimum wage to workers in the country, as well as protecting workers' interests, the new amendments foresee that if a state labor inspector concludes that the employee is paid a lower amount of the minimum wage, the employer first is obliged within seven days to pay the minimum wage, on the contrary the employer shall be fined in amount of 8.000- 9.000 Euros in Macedonian currency. If the employer repeats the offence within one year, i.e. not paying minimum wage to a worker, he/she shall be fined from 9.000 to 10.000 Euros in Macedonian currency and the state labor inspector shall issue a decision prohibiting activities of the employer within a period of 15 days during which he/she shall be obliged to pay minimum wage and social contributions of the workers. The amendments to the Law on minimum wage also provide fines for the responsible person within the employer in the amount of 4.000 to 5.000 Euros in Macedonian currency. These draft amendments are completely in the interest and protection of employees' rights in the Republic Macedonia, said Minister Spasov.

In his speech, PhD Mitrevski said that the central objective of the Federation of Trade Unions of Macedonia is implementing the concept of a minimum wage. With the amendments we want to achieve the following: preventing the abuse of some employers; elimination of unfair competition; increasing the integrity of employers; reducing the additional costs of employers who do not respect the law; reduction of gray economy and crime; further care for the living standards of the poorest and most vulnerable categories in the society, emphasized President Mitrevski. In compliance with the new amendments starting from January, the minimal wage will be 9.590 MKD.

## PRESS CONFERENCE OF SOCIAL PARTNERS REGARDING NEW DRAFT LAW ON AMENDING THE OHS LAW

**5.10.2014**

### - STRENGTHENING THE ROLE OF TRADE UNIONS IN THE PROTECTION OF WORKERS' RIGHTS -

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, the Minister of Labor and Social Policy, Dime Spasov and the President of the Organization of Employers of Macedonia, Angel Dimitrov on 5.10.2014, held a joint press conference at the Ministry of Labor and Social Policy, regarding the Draft Law on Amending the OHS Law. President Mitrevski pointed out the existence of a positive social dialogue and acceptance of the proposals from social partners, which is supported by the fact that this draft law in the context of protection of workers increases the role of unions in two sensitive segments: the union will take greater care in increasing workers' rights, and reinforce the positive impact and control of union protection and respect of workers' rights.



The President of CCM, PhD Zivko Mitrevski, the Minister of Labor and Social Policy, Dime Spasov and the President of ORM, Angel Dimitrov on press conference in MLSP

### The new amendments refer to the following:

- Each employer to develop and implement a safety statement for each job, specifying the manner, as well as measures to be taken.
- Once the OHS statement has been prepared, the employer is obliged to provide an opinion of the trade union or employee representative where there is no union.
- The employer is obliged to ensure the realization of the right of employees directly or through the president of trade union organization, to participate in determining the gaps and improving the working conditions of the working environment and the employer.

- The employer is obliged when planning, procurement of equipment and introduction of new technology, to consult and cooperate with the employees and trade union president, for their impact on health and safety at work, working conditions and working environment.
- The employer is obliged to inform the employees and the president of the trade union organization for any kind of risk for all jobs, necessary safety measures and to eliminate the risk of harmful consequences, as well as to give information to the employees regarding first aid care, fire and evacuation.
- The employer must allow the employees, the president of the trade union organization to participate in the discussion of all matters relating to safety and health in accordance with this Law and other OHS regulations.
- The OHS statement must be presented to the employees and the President of the Trade Union organization as well as the implemented security measures and records.
- The President of the trade union organization or trade union representative of the representative trade union or the employee's representative where there is no trade union organization established shall have the following rights:
  - To supervise jobs, at least twice a year, and if necessary, several times a year;
  - To ask the employer to take appropriate measures and in this regard to give proposals in order hazards to employees to be reduced (or to remove the sources of danger);
  - To inform the labor inspectorate for its mediation, to attend meetings, to give their views and to inspect the written report/minutes taken by the inspector;
  - To request information from the employer and have access to statements about the security assessment reports as an obligation of the employer and other documents relating to the planning and regulation of OHS;
  - To be notified in writing by the employer, immediately or within 48 hours of the event of death, injury and collective accident at work which causes temporary incapacity for work lasting more than three days, as well as for each occurrence which presents an immediate danger and threatens the safety of employees at work.

The employer must allow uninterrupted performance of its function to the employee's representative, by providing adequate time and resources needed without loss of pay, and shall not be put in a disadvantage position due to his/her activities.

Under the changes to the law, and by recommendation of the business community that was adopted by the Economic and Social Council, the procedure for the protection of students in practical work and has been defined and a secure system for their practice has been created.

By following the proposed measures, the protection of students during practical work in mines has been defined as part of the educational program. The employer is obliged before the beginning of the practical work of students in mines to introduce OHS measures. The practical work in mines shall begin only after prior approval by the responsible person from the employer. The employer is obliged to provide personal protective equipment to students and to train them for their usage. During the internship, the employer and organizer of practice appoint responsible persons to attend the practical work. The employer, in cooperation with the organizer of the practical work shall prepare a working plan for jobs being adequate to perform practical work of students. The proposal for OHS amendments have been made upon the proposal of the Federation of Trade Unions of Macedonia, and have been accepted by the Economic and Social Council.

## SEVENTH SUMMER SCHOOL OF PERC

6-7.10.2014

The President of the Federation of Trade Unions of Macedonia PhD Zivko Mitrevski attended the Seventh Summer School of the Pan European Regional Council- PERC in Bratislava from 6 to 7 October 2014. After opening the Summer School, Jaap Wiene, Deputy General Secretary of the International Trade Union Confederation, ITUC, informed on ITUC activities on the implementation of the program established on the previous Congress of ITUC.

The focus of the program will include affiliation of new membership, trade union growth, realization of workers' rights and implementation of the Program of sustainable jobs. On this Summer School his address had the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, who gave special attention on sharing information, increasing the capacity of trade unions on the manner how to deliver specific information, in which he presented the practical experiences of CCM in the publication of the monthly newsletter, which has been rated as one of the most successful practices of the union regarding dissemination of its results, as well as the accessibility and presence in the media and among the membership.



President Mitrevski on his address

## CELEBRATED OCTOBER 7, THE WORLD DAY OF DECENT



President of Youth Section, M.Sc. Lidija Naskovska, President of Women Section, Elizabeta Gelevska and MLSP representative, Goran Velevski

7.10.2014

At the Federation of Trade Unions of Macedonia on the occasion of the celebration of October 7,- The World Day for Decent Work a debate titled "Basic principles of decent work" was held organized by the Youth Section and the Women Section of CCM.

On the debate beside the representatives from the Women and Youth Section of CCM, a representative of the Ministry of Labor and Social Affairs, Goran Velevski, was also present. Decent work is the focus of the work of trade unions, not only in our country but around the world and represents their continued commitment. Namely, the International Trade Union Confederation- ITUC, on this day has a joint campaign of the national unions worldwide for

decent work, with a special focus "Stop the precarious work." The International Labor Organization- ILO, governments, employers and trade unions consider decent work as a source of personal dignity, family security, peace in communities, democracy, economic growth that increases opportunities for productive jobs and enterprises development, contributing to development of national economies as well as. At the same time it represents a key element to achieve a fair globalization and poverty reduction. The world today faces a "deficit" of decent work. By this we mean unemployment and lack of commitment, poor quality and unproductive jobs, precarious work and precarious wages, violation of rights and gender discrimination. The message of the ITUC is also a message of today's debate, continuing the fight to limit unsecure work through legislation and collective agreements. They play a key role in mitigating the unsecure employment and improve conditions for temporary work, working time, emphasized the President of the Women Section of CCM, Elizabeta Gelevska. The President of the Youth Section of CCM, M.Sc. Lidija Naskovska, presented the topic of today's debate, especially focusing on the Idea and Concept of decent work, and stressed that "Decent work and its concept arise from the International Labor Organization, promoted in 1990, on the 87th International Labor Conference. It is based on the understanding that work is a source of personal dignity, democracy and general economic growth in the community. Decent work is a key element to achieve a fair globalization and poverty reduction. Also the idea of decent work is accepted by the World Summit of the United Nations, in 2005, followed by the Economic and Social Council of the United Nations (ECOSOC) in 2006 and the World Social Forum held in Nairobi on which the campaign "Decent work, decent life "(2007) was launched and October 7th was declared a World Day for Decent Work."The International Trade Union Confederation (ITUC) since 2008 has been celebrating the October 7 as the International Day for Decent Work. Over 100 countries in the world today celebrate the World Day for Decent Work. Youth and Women, present on debate could hear and receive information about the meaning of having a decent job, principles of decent work and efforts and activities that CCM has been realizing in the past to improve the situation of workers and to provide decent work. The debate ended with the message "Stop the precarious work" and continuation of the implementation of decent work through the legislation and collective agreements in all working environments, not only in our country but around the world.

# INTERVIEW OF THE PRESIDENT OF CCM FOR RADIO SLOBODNA MAKEDONIJA



President Mitrevski in Radio Slobodna Makedonija

9.10.2014

On October 9, 2014 the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski participated in the radio show "Brojki" in Radio Slobodna Makedonija.

President Mitrevski in his interview with the journalist Natasha Mersovska gave an analysis of the current state of the union on the changes of several key laws. He made special emphasis on the latest draft amendments to the OHS Law, which once again highlighted the benefits

of the Law in the context of the protection of workers by increasing the role of unions in the two sensitive segments: the union to take greater care in increasing workers' rights, and by so reinforcing the positive impact and control of union protection and respect of workers' rights. He also gave a comparative analysis of the first quarter of 2013 and 2014 on injuries at workplace, i.e. in vulnerable sectors and concluded that in this year, according to the State Labor Inspectorate their number has decreased. Also he mentioned the manner of union supervision as well as foreseen penalties.

By this President Mitrevski particularly stressed that the campaign of CCM that started on First of May is fully realized.

During the conversation, the World Day for Decent Work was also mentioned for which the President said: "The adoption of a Minimum Wage Law in Republic of Macedonia is the most important contribution of the social partners in ensuring decent work for the workers. The longstanding commitment of CCM on this plan has resulted in enactment of the law, but certainly does not end our involvement in this area since in the last period an agreement for raising the minimum wage and the pay of annual leave allowance, popularly called, K-15, for the employees in the private sector has been reached.

Also the President Mitrevski elaborated the analysis of the Federation of Trade Unions of Macedonia on the payment of annual leave allowance from data received by the unions affiliated in CCM. The situation is as follows:

- EVN (SSESM) has paid annual leave allowance for 2150 employees;
- 30% of companies in SSHDE have paid annual leave allowance;
- 40% of companies in SGIP have paid annual leave allowance;
- In transport and communications branches- paid annual leave allowance for 400 employees in Fershped, 1200 employees in T-Mobile Macedonia AD;
- In tobacco industry the annual leave allowance is paid;
- In food industry 30% of the membership has received annual leave allowance;
- In SIER for some workers the annual leave allowance is paid and for the rest the process is ongoing;
- SPTRM, in Makedonski Telekom the annual leave allowance is paid;
- In 9 companies, members of STKC annual leave allowance for 2939 employees has been paid.

Once again the President has emphasized the manner and procedure of payment, legal deadlines and penalties for violation of this right.

Asked by the journalist regarding the payment of the annual leave allowance for public sector employees, the President Mitrevski explained that the negotiations for the general collective agreement for public sector are ongoing and there are still some open issues which need to be discussed, including the issue regarding the payment of annual leave allowance.

At the end of his speech, President Mitrevski referred to the social dialogue and gave a positive assessment, as a way for achieving requirements from the government.

## ACKNOWLEDGMENT OF THE ACTIVITIES OF TRADE UNIONS AFFILIATED IN CCM

16-17.10.2014

Great success and a confirmation of the activities of the Trade Union of Forestry, Wood Industry and Energy of the Republic of Macedonia (SSHDE) and the Trade Union of Construction, Industry and Planning of RM (SGIP) was verified on the European Conference and the European Committee Meeting of the Building and Wood Workers' International (BWI) held on 16-17 October.

In the framework of conference which was devoted to BWI activities and implementation of sports campaigns as an opportunity and a challenge to unions, plan of activities 2014-2017 and priorities in 2015, the President of the Trade Union of Forestry, Wood Industry and Energy of the Republic of Macedonia, (SSHDE) and President of CCM, PhD Zivko Mitrevski and the President of the Trade Union of Construction, Industry and Planning of RM (SGIP), Pavle Trendafilov have been elected members of the European Committee of BWI.

The election of the two presidents as European Committee members is another confirmation of the activities of these two unions had in the implementation of the plan and program of their unions, but also the implementation of the strategy and activities of BWI, and the engagement in the ratification of the Convention on Procurement and signing of collective agreements.

Also a special conference of the Women section within the BWI was organized, dedicated to organizing women in forestry, wood industry and construction, as well as women's rights in collective agreements.



Attendees on the meeting

## TRIPARTITE MEETING ON DEFINING PRIORITIES IN DECENT WORK PROGRAM 2014-2017

21.10.2014

On October 21, 2014 the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski participated on a tripartite meeting on defining priorities in the Decent Work Program 2014-2017.

The event was held in the hotel Alexander Palace organized by the International Labor Organization (ILO)- attended by the Director of the International Labor Organization for Central and Eastern Europe, Antonio Graciosi and several experts of the ILO.

At the beginning of meeting each of the social partners had separate discussion with ILO representatives and set the priorities that are essential for the Decent Work Program 2014-2017.

Also on the meeting the evaluation of the Decent Work Program 2010-2013 was presented by the evaluator Marija Nashokovska.

As a conclusion was emphasized that the main priorities agreed by the social partners which are necessary to be involved in Decent Work Program 2014-2017 are: employment, with particular emphasis on young people, social dialogue and informal economy.



President Mitrevski on the consultations with the ILO expert, Ovidiu Jurca

## WORKING VISIT OF THE ILO REPRESENTATIVE



President Mitrevski with the ILO representative, Ovidiu Jurca on the meeting

22.10.2014

On 22.10.2014, in the Federation of Trade Unions of Macedonia, the President PhD Zivko Mitrevski had a meeting with the senior expert on trade union activities of the ILO, Ovidiu Jurca.

On the meeting the President of CCM informed the ILO representative on the current and future activities of CCM in terms of collective bargaining, the latest amendments to the Labor Law and the OHS Law, as well as the establishment of the Education Center in CCM.

## LAUNCH OF THE PROJECT "PROMOTING SOCIAL DIALOGUE"

22.10.2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski on 22.10.2014 in the hotel Holiday Inn participated on the launch of the project "Promoting social dialogue", funded by the EU through IPA Human Resources Development Component 2007-2013, which will be implemented over a period of 24 months. The goal of this project is to support the social dialogue between the government, employers and trade unions. On this ceremony his address had the Head of the EU Delegation, EU Ambassador, Avio Orav, the UN Resident Coordinator, Louisa Vinton and the Director of the International Labor Organization for Central and Eastern Europe, Antonio Graciosi, as well as representatives of the social partners.

President Mitrevski in his address expressed the satisfaction with the promotion of the ILO project on social dialogue "Promoting social dialogue", which will be implemented in the country in the next two years, as well as for the given support by the European Union in a continuation of the development of the social dialogue in our country.

"For CCM the social dialogue is extremely important and is a model and concept of dialogue on issues addressed by stakeholders in social partnership and represents the best way to harmonize the social and economic processes, development of democratic relations, achievement of strategic planning of social partners, stabilization progress and general development of the community", said PhD Mitrevski.

President Mitrevski emphasized that in the last period the Republic of Macedonia has a successful and intensive social dialogue which is based on several conventions of the International Labor Organization, and national legislation in the field of labor relations.

"Institutionalized and equal social dialogue in a country shows to what extent the democratic relations have been developed, as well as relations between social partners," said Mitrevski.

One of the important factors for achievement of the program goals and commitments of CCM is the further development of the social dialogue, collective bargaining and signing collective agreements on branch level and employer's level and the establishment of local economic and social councils.



President Mitrevski in his address at the launch of the project "Promoting social dialogue"

## UNITED NATIONS DAY

24.10.2014

On 24th October 2014 in Bitola on behalf of the UN Resident Coordinator, Louisa Vinton, the United Nations Day, 24 October, was celebrated entitled "The World We Want in 2030".

The event was attended by the Deputy Prime Minister, Fatmir Besimi, the Minister of Labour and Social Policy, Dime Spasov, the Minister of Education, Abdulakim Ademi, the Minister of Environment and Physical Planning, Nurhan Izairi, Pro-Rector of the University of Bitola, PgD Jovanka Tuteska, the Mayor of Bitola, Vladimir Talevski and the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski.

President Mitrevski on the celebration

The event resulted in discussions between students, government officials and employees of the United Nations on how they can work together over the next 15 years to make the world a better place. Each group had task to prepare three key actions that can be taken over the next 15 years to help to achieve the following new sustainable development goals including: End poverty in all its forms everywhere; Ensure healthy lives and promote well-being for all at all ages; Ensure inclusive and equitable quality education and promote life-long learning opportunities for all; Achieve gender equality and empower all women and girls; Reduce inequality within and among countries; Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; Take urgent action to combat climate change and its impacts; Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

## 22ND SESSION OF THE COUNCIL OF THE INDEPENDENT TRADE UNION OF HEALTH, PHARMACY AND SOCIAL CARE OF RM

29.10.2014

On 29.10.2014, the Independent Trade Union of Health, Pharmacy and Social Care of the Republic of Macedonia, held its 22nd session of the Council.

The session was opened and chaired by the President of the Independent Trade Union of Health, Pharmacy and Social Care of RM, Ljubisa Karanfilovski, and besides the Council members the session was attended by the President of CCM, PhD Zivko Mitrevski.

On the session several items have been discussed, including information on the current developments in health and social care activities in Macedonia, as well as the report of the 15th session of the Financial Assistance Commission of the union.



President Mitrevski on the session

## EU FUNDED TWINNING PROJECT: SUPPORT TO THE EMPLOYMENT AGENCY FOR IMPLEMENTATION OF ACTIVE MEASURES AND LABOR MARKET SERVICE



President Mitrevski with the attendees on the event

30.10.2014

On 30th October 2014, in the employment center of Bitola, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski attended the presentation of the EU-funded project "Support to the employment agency for implementation of active measures and labor market services."

The event was opened by the Resident Twinning Advisor Axel Birger who explained the project and informed about the timeframe of the project implementation.

President PhD Mitrevski emphasized the importance of this project, especially on regional level. Also in his speech, he emphasized the importance of the social partnership, especially on local level as an important factor in the creation of services and active measures on the labor market.

President Mitrevski also expressed his gratitude to the European Commission in promoting and enriching the capacity of the partners in the implementation of employment policies.

The project is being implemented in several municipalities in the Republic Macedonia, including Bitola, and despite the social partners other subjects that are important in the creation of employment policies at the local level are involved.

## SESSION OF LESC - BITOLA



President Mitrevski on the session of LESC in Bitola

30.10.2014

On 30th October 2014 in the Employment center of Bitola session of the local ESC was held. Besides the members of LESC Bitola, this session was attended by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski.

The session was led by the Chairman, the President Tome Davkov.

At the meeting the agenda included: issues on determining the status of activities and identification of the needs to improve the efficiency of LESC, conclusions of the meetings of

LESC Ohrid in September 2014, the work plan of LESC Bitola in the next six months, with a possibility two main priorities to be financially supported by USAID YES Network, and information on the new EU project "Support to the employment agency for mediation of active measures and services on the labor market." President Mitrevski informed the participants on the work of the National Economic and Social Council- NESC and also presented more ideas for promoting the work of LESC.

# REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

## **RTUO Tetovo**

Held meeting with the director of "TETEKS Jarn" Tetovo due to affiliation of new 250 members.

## **RTUO Skopje**

A new trade union organization in the State Audit Office established with 74 members. On October 28, 2014 the third session of the LESC of Gazi Baba was held.

## **RTUO Ohrid**

Held meeting with employees of EMO, Ohrid and the legal representative of SIER, Drage Jovanovski on further activities regarding unpaid wages and contributions in the insolvency proceedings.

A meeting with the President and the General Secretary of SIER with union leaders of LTH "Learnica" from Ohrid regarding activities for the signing of the collective agreement at the employer's level.

Organized meetings with the leadership of PE National Park "Galichica", hotel "DESARET" and "Riviera" on establishing TU organizations and their registration.

## **RTUO Veles**

Working visits and meetings on current problems in trade union organizations in the company Derven Kolska and Basic Court Veles. Discussion on the payment of annual leave allowance and in some of these companies this payment has been successfully implemented.

Held meeting for new members' affiliation in the companies Alevado, Hemija Komerc and Dido Tex.

Signed 25 affiliation cards of seasonal workers, members to Agro Union.

Given legal assistance to five members of Agro Union.

## **RTUO Kumanovo**

Meeting with the bankruptcy trustee of "Zito-Mel" Kumanovo due to unpaid salaries and benefits of employees.

Attendance on a conference in Skopje, as members of the working group in the Pilot Project-Support of ESA in the implementation of active employment measures and services, which included representatives from Lithuania and Germany.

Meeting with President of redundant workers from Kumanovo, on which satisfaction for the cooperation with CCM has been expressed.

Affiliation of new members, employees in the municipality Staro Nagoricane.

## **RTUO Prilep**

Organized meetings of the leadership of SIER and employees from Eurokompozit due to non-payment of wages and benefits, job security and ability to strike.

Paid annual leave allowance in Tutunski Kombinat Prilep.

## **RTUO Kavadarci**

Held meeting with 60 redundant workers from "MIK" Kavadarci due to selling of the enterprise "Tehnoskop" Ltd Skopje and its further commencement of work, production and introduction of new production lines.

Organized meetings with employees from the Winery "Tikves", ZP DG "Tikves" and General Hospital Kavadarci.

Provided legal protection in RTUO Negotino and held two court hearings.

## **TUO Gostivar**

Meeting with the bankruptcy trustee of JSC Polet.

Held meeting in LESC Gostivar, titled Strategic Plan of the Municipality of Gostivar and Local Action Plan for Employment 2014-2017.

## REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

### **TUO Kicevo**

Prepared objections and complaints of an employee in JSC Tajmiste, Kicevo due to termination of employment.

### **TUO Sveti Nikole**

Meetings with trade union organizations in the Basic Court- Sveti Nikole and the Health Centre "Gavril Gavrilski" on establishing of TU organization, elections of governing bodies and registering at relevant authorities.

Federation of Trade Unions of Macedonia  
Str. 12ta Makedonska Udarna Brigada No. 2-A ,1000 Skopje  
Contact tel. +389 2 3161374  
fax: +389 2 3115787  
e-mail [info@ssm.org.mk](mailto:info@ssm.org.mk)  
web: [www.ssm.org.mk](http://www.ssm.org.mk)