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WORKING CELEBRATION OF LABOUR DAY



CAMPAIGN PROMOTED TO ESTABLISH LOCAL ECONOMIC AND SOCIAL COUNCILS

Federation of Trade Unions of Macedonia celebrated May Day working, by promoting the campaign to establish local economic and social councils.

On this occasion, at 12 o'clock was held a press conference, attended by members of the Presidency of SSM, members of the Council of SSM, members of trade unions affiliated to SSM and other trade union activists and representatives of the social partners.

At the same time, press conferences were held in 9 cities in Macedonia - Bitola, Prilep, Veles, Ohrid, Struga, Kicevo, Dellcevo, Probishtip and Gostivar.

Local economic and social councils have been established in 5 municipalities - Strumica, Kavadarci, Kumanovo, Stip and Tetovo. In all these councils SSM has its representatives. For the next period it is announced the establishment of economic and social councils in Bitola, Veles and Skopje - Centar.

Since 2010 SSM celebrates May Day working, starting 4 projects. In 2010 SSM held a campaign under the motto: "Join and Meet your Trade Union." In 2011, SSM launched a campaign under the motto: "Minimum wage - need and obligation for financial and social security of em-



Presidency on press: May Day is not only one day, but every day of this year

ployees," while in 2012 was promoted the initiative for making special law on mobbing and conference under the motto: "To protect human dignity of a law for the protection of mobbing" was held. This initiative of SSM was accepted by the Economic and Social Council and the Government, while SSM offered draft text of the Law on mobbing.

At the press conference, Dr. Zivko Mitrevski said:

SSM campaign will run throughout the year and will be aimed at achieving social dialogue and promote economic and social rights of workers. European practice of establishing economic and social councils at the local level will be implemented in a number of municipalities in the country.

Explaining the platform of SSM and answering the questions of journalists, president Mitrevski said that Macedonia does not allow such drastic deterioration as in other developed countries, where the level of layoffs amounted to 30 % of employees. Statistics show that employment growth in the country's 6%, while the reduction is 2%.

Another phenomenon characteristic of our country is that, according to data from 26.000 companies, over 10.000 employees with fixed-term employment transformed the working agreements and in that manner they received greater security.

SSM campaign will run throughout the year and will be aimed at the realization of social dialogue and the promotion of economic and social rights of workers.

Today we are here to inform you that the European practice of establishing of Social and Economic Councils at the local level will be implemented in a number of municipalities in the country. For the next period we ask efforts to be made to realize this

goal, i.e. the social partners to sign agreements for the establishment of SEC at the local level, which would represent a place for discussion on all different views of stakeholders in the municipality, and a place where you will find solutions that will contribute to improve the economic situation in the municipalities.

The SEC will have a consultative / advisory role or as a tripartite body will review the economic and social issues, will give opinions, suggestions and recommendations to the municipal council and to other organs on issues of social and economic sphere, and in particular the issue of youth employment and strengthening the links between the essential needs of the labor market, the common goals of social partners such as:

- establishment, promotion and development of social dialogue between the social partners and bringing their different views and interests at the local level,
- local SEC will be crucial in the initiation and maintenance of dialogue between the private and public sector, particularly in educational and support among all stakeholders in the community who are interested in local economic activity and employment issues,
- establishment and strengthening of links between the needs of the labor market as defined by the business and developing skills in youth through the educational system,
- exchange of views and information and reaching agreement on important economic and social issues within the scope of local government and especially on the issue of improving the employability skills of young people,
- participation in creation of legal decisions that affect the economic and social position of workers, unemployed, redundant workers, seniors, youth, women, etc,
- development of collective bargaining, negotiation and conclusion of Collective Agreements on the level of enterprises and institutions,
- monitoring and providing evaluations on the impact of local policies on economic and social stability, development and living standards.
- monitoring of the employment situation and proposing measures,
- methods of encouraging peaceful resolution of collective and individual labor disputes at the local level.

One of the responsibilities of central and local government is the contribution to the strengthening of social dialogue as a means of achieving consensus on important economic and social issues in modern society based on a market economy and democratic relations. It is the basic method and module that allows to the social partners to contribute significantly with their recommendations, proposals, suggestions that contribute to social economic development. Dialogue is always needed because it is the only way to solve problems, both at central and local level."

Explaining the platform of SSM and answering the questions of journalists President Mitrevski added that Macedonia does not allow such drastic deterioration as in other developed countries, where the level of layoffs amounted to 30 %. Statistics show that employment growth in the country is 6%, while the reduction is 2%.

Another phenomenon characteristic of our situation is that, according to data from 26.000 companies, over 10.000 employees' with fixed-term employment contracts were transformed in indefinite term contracts and in that they received greater security.

Legal support data were presented, where last year there was over 2,800 procedures in the courts, of which about 90% were resolved in favor of workers. There were 380 cases for unpaid salary, over 380 for delay in salary and one part for payment of contributions. Regarding the allegations and attacks made recently to SSM, Mitrevski explained that problems cannot be solved by protests that last one day and signing of agreements, such as yesterday's settlement of SSNM, UPOZ, clinical union and the union of the diplomatic service. For SSM May Day is not just a day, but lasts the whole year.

Crucial step forward was made in the protection of certain categories of workers, especially regarding the protection of workers on the basis of pregnancy, childbirth and parenting. All forms of discrimination against workers on basis of pregnancy, childbirth and parenting are banned, irrespective of the duration and type of employment. All forms of discrimination are prohibited against workers regarding access to employment, working conditions, and all rights of employment, related to state of pregnancy or who use their rights related to birth, pregnancy and parenthood.

One of the large disputes is settled related to the retirement age and the right to a pension for the miners working in underground mines, which provides the right to reduce the age limit for acquiring retirement. The Rules for determining the jobs that with seniority to be increased, further number of new jobs was determined, more than 20, which have the character of jobs with beneficiary experience."

INTERNATIONAL WORKER'S DAY MESSAGE

On the occasion of the International Workers' Day – 1 May, the federation of Trade Unions of Macedonia sends cordial greetings to all the workers and the message that the fundamental human rights are inviolable. Everyone has the right to ensure their existence of their labor and to build their own future and the future of the community.

For this purpose, of utmost importance is employees to organize unions and to join, as workers participation has a key role in building of a modern and democratic society.

The Federation of Trade Unions of Macedonia is the largest workers' organization in the country that persists more than a century. It confirms the preoccupation of SSM in achieving of its fundamental goals: improving of the material and social position of workers, respect and promotion of their rights, respect for the union and strengthening of its position in the society as a social partner who equally contribute to the building of Macedonia into a modern and democratic society - a candidate country for membership in the European Union.

With practical, rational, modernized and institutional approach, in terms of toughest economic challenges of global financial and debt crisis, CCM focused and defended the three most important pillars:

- Did not allow mass layoffs of workers;
- Did not allow wage cuts;
- Did not allow increase in retirement limit.

Verified results are part of the labor legislation and we are in implementation process of a series of EU directives, promotion of social dialogue, adoption of many historical laws like the Minimum Wage Law, the Law on European Workers' Councils and the Law on Mobbing which is expected to be adopted soon. At the same time, labor legislation is enriched by ratifying 5 ILO Conventions and 19 EU Directives, which is a concrete contribution in terms of increasing the number of, but also in raising awareness of the need for International labor standards.

SSM remains with the same challenges: promotion of labor rights, respect for labor laws and collective agreements, increased number of employees, regular payment and maintaining the real value of wages, rise of awareness of the need for the implementation of international labor standards, promotion of social dialogue and more intensive process of formation of local economic and social councils, and other issues to improve the economic and social position of workers.

FOUR CAMPAIGNS SINCE MAY DAY 2010

Celebrating this great holiday of the workers SSM focused on campaigning for some specific issues of concern to workers and for improving of their economic and social position. The results remains challenge to continue the practice of action regarding Labor Day.



**ЗАЧЛЕНИ СЕ И ЗАПОЗНАЈ
ГО ТВОЈОТ СИНДИКАТ**

In 2010, in honor of May Day, SSM launched a campaign under the motto: "Register and meet your Trade Union." In Skopje on the square "Macedonia", booths were set up with advertising material of SSM and of the branch trade unions, application forms, banners and flyers.

The result of the campaign: 26.000 new members joined in trade unions affiliated in CCM.

In 2011, on May Day, SSM launched a campaign under the motto: "Minimum wage - need and obligation for financial and social security of employees". Press conference was held for the minimum wage, and on the World Day for Safety and Health at Work - 28 April.

The aim of the campaign was passing of a law on minimum wage. SSM's campaign was successful and on 01.10.2011, and social partners had signed an Agreement for the minimum salary in the amount of 8.050 MKD for 2012.

The result of the campaign: Law on minimum wage in Macedonia

In 2012, May Day in SSM was celebrated working. The initiative for adoption of a special law on mobbing was promoted on the conference under the motto: "To protect human dignity by passing legislation to prevent harassment." This initiative of SSM was accepted by the Economic and Social Council and the Government, and SSM offered draft text of the Law on mobbing.

The result of the campaign: accepted initiative and started procedure of adoption of the Law for prevention of psychological harassment in the workplace.



SSM believes that the formation of the local SEC should be intensified as it is the most effective way to promote social dialogue and protection and promotion of economic and social rights and interests of workers and employers at local level. This would encourage signing of collective agreements at local level, i.e. on the level of employer, a process that also needs to be promoted and intensified.

The establishment of local ESC is in accordance with European concepts for strengthening the structures at local level. The composition of the local ESC is tripartite, with participation of local government, trade unions and employers. If necessary, depending on the nature of the subject, representatives convene of NGOs, civil society, schools, businesses, utilities. The function of the local ESC is consulting and advisory. So far most emphasis was mostly on the situation of young people and their education, which should be in accordance with local labor market. Local ESC provide opinions, suggestions and recommendations for specific situations and suggest ways of their implementation.

PRESS CONFERENCES IN NINE OFFICES

On May Day at noon, press conferences were held in regional offices in nine cities in Macedonia - Bitola, Prilep, Veles, Ohrid, Struga, Kicevo, Delčevo, Probishtip and Gostivar. The media were familiarized with SSM campaign.



Siljanovski with his colleagues on the press

Secretary of RSP Bitola Secretary Simeon Siljanovski informed the press that today started the campaign for establishment of Economic and Social Council in Bitola.

Local Economic and Social Council shall have consultative and advisory role as tripartite body and will consider questions and provide with opinions which will be submitted to the Municipal Council and other organs of local government, particularly on the issue of improving the employability skills of young people, said Siljanovski.

He also announced that in the coming period the employment situation will be actively monitored and measures will be proposed in municipalities under their jurisdiction, as well as peaceful resolution of collective and individual labor disputes at the local level.

We had a meeting with the Mayor and negotiations are going well which means we expect the establishment of the local ESC soon. We do not intend to enter into politics, but as a trade union, we have to meet the requirements of our membership. Dialogue is always needed because it is the only way to solve problems, both at central and local level, said Siljanovski.



Vanco Trajceski

who need to organize and create a union, to be able to exercise their rights, and to sign collective agreement with the employer and thereby obtain protection for workers' rights.

The establishment of the ESC is a step forward, but the fact is that workers in Macedonia are unorganized and scared, which is currently in favor of employers.

Editorial

THE USUAL HOLIDAY ATTACKS

It is difficult to imagine two private owners of city buses, smoking as bazaar kebabs, to go out in public, to declare themselves the representatives of the driving class, and to publicly accuse the City Transport Company, all long distance and international companies that it's a joke that they do not join.

Or, several nurses dissatisfied with some regulations, to come up with banners and to represent the "conscience of the Macedonian health." And then to wonder, in front of the cameras, why Clinical Center did not joined them, and all hospitals, urban health centers and general practices, all institutions of the state.



Such absurd scenarios would never occur to the "K - 15" comedians but something like this happens every May Day on (but not in) trade union movement. As usual, also on First of May 2013 attacks on SSM happened by little known or completely unknown associations with vague goals and messed appearance, but with strange ideas on the syndicalism. There were two civic associations, "Lenka" and "Solidarity" that held press-conferences in front of SSM, with banners and a megaphone. When you don't know how, just hit hard! On the day of celebration "the rescuers of the workers," in imposing figure of as many of as forty people, mostly students were yelling on the the empty streets, and the echo sounded deaf in the holiday town.

Two of them smuggled into SSM building, falsely entered as "journalists of Radio Channel 77", and in the middle of the press conference opened their banners. Their answers were interesting: on "Who are you?" they only showed on the banners. "Who invited you?" – "We invited ourselves." "What do you want from SSM?" they just stared. A correct representation that somehow looked like of the exhibitionists being not able to communicate their message to the

world, jump through the fence, run zig - zag along the ground to avoid the guards and stop the matches for a few seconds.

These strange scenes are only attempts at self-promotion of certain individuals with questionable ambitions. In these cases people usually respond with dignity, as doctors with troubled patients. There are people that are convinced that they know more than all medical consillium. They teach the medical expert how to heal them and moreover thay determine the therapy themselves. Medics usually not discuss, they here them out and quietly move on. But they still treated these people well.

However, the real issue is the reason why these events were publicized in a number of media. The primary factor is the editorial policy of course, reduced et the manual "force these, attack those." But we need to clarify the nature and credibility of the Macedonian media with professional standards collapsed, striking ignorance, superficiality, ignorance, no desire for creation, low capacity for objective reporting, pandering to the employers. The thinking remains in the limited framework "Labour Day – Trade Unions - Rrotest or Not- Picnics - Barbecue."

It is easy to superficially connect two events like that. The Trade union is a gorgeous face for slapping, they can be hit and the hand will not hurt. They get a sound title, but also shoulder tap by the employer and the ones above. With politicians or businessmen is not like that, because it can hurt much more than a hand.

One scene of the press remained unnoticed, but is telling a lot. The publication "What we achieved" (that was distributed to all journalists) one of the journalists took picked it up, saw the cover, turned the last page and left it on the table. She did not even opened the brochure, did not even read the titles and left without taking it. Perfect illustration of the reasons why the achievements of SSM are not widely known in the Macedonian public.

So, there were suggestive titles as "Symbolic May Day messages of the trade unions instead of protests" (Dnevnik), "May Day honored by NGOs with no support of trade unions (Skaj)," SSM will not protest, but there is someone who will think about workers" (Telma).

Yet many media reported correctly, announcing on the protests and how SSM's celebration. Authors who truly follow the union work know more than those who receive final title, prepared before the event.

MEETING WITH THE AMBASSADOR OF THE KINGDOM OF BELGIUM ANNICK VAN KALSTER

On 5 April the Federation of Trade Unions of Macedonia was visited by Her Excellency Ambassador of Belgium in Sofia Annick Van Kalster, who spoke with SSM representatives: President Dr. Zivko Mitrevski, secretary of the Council of SSM Angelko Angelkovski Lidia Naskovska, adviser on projects and EU integration and Slobodan Trendafilov, head of departments of SSM.

At the meeting was discussed on the possibilities of cooperation of SSM with the trade unions in Belgium in the use of European funds and other forms of cooperation.

President Zivko Mitrevski explained that SSM is vitally interested and seeks to contribute in all the processes of integration of Macedonia into the European Union. He introduced the guest to the achievements of SSM from 2010 to date. For us historical traditions of the labor movement in Belgium and developed social dialogue are especially important, and so is the fact that Brussels is the center of the European Union. It is not about strikes and protests, but about creation of social dialogue and methods of action



Van Kalster said she would explore all possibilities for trade union cooperation
ions, said Mitrevski.

President Mitrevski informed the guest about the participation of SSM in country's European integrations through the participation in the National Council for EU Integration, important body related to the creation of labor legislation. Through the National Council we monitor all activities of the state in this regard.

The engagement of the trade union is perceived in the fact that in two years 19 European Directives were implemented, 5 ILO Conventions are ratified and initiative was started of ratification of 3 other conventions. The Ambassador was also informed about the situation in the collective bargaining, the Law on mobbing and general methods of action of SSM. Mitrevski explained that Macedonia must take account of the fact that political ideology is more dominant than the social and therefore we need to be very careful that SSM remains independent organization. The President reminded on the move of the previous leadership, when taking the side of an political party caused division in the labor movement in Macedonia.

Ambassador Van Kalster asked about SSM's participation in European projects. She emphasized that there is interest from both parties, both SSM and Belgian trade unions, for development of cooperation. She also informed that Belgium has developed cooperation between the three national trade union centers (Christian-Democratic, Socialist and liberal) who, as in Macedonia, have signed a Memorandum of Understanding. There is person in charge to examine which areas of cooperation would be interesting to SSM.

Special topic of conversation was the access to European funds, and President Mitrevski explained that the EU funds distribution is quite problematic. Sometimes huge funds are being allocated to NGOs with only a few members and low capacity, for trade union and social issues, while SSM is bypassed.

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Van Kalster and Zivko Mitrevski, PhD: SSM is very interested in EU integration of Macedonia

CELEBRATED WORLD DAY OF HEALTH AND SAFETY



President Dr. Zivko Mitrevski specifically pointed to the dangers posed by new technologies

On April 25, 2013 in Mavrovo was held the Conference on National Strategies for Safety and Health at Work, organized by the Macedonian Association of Occupational Safety and Health to mark the 28 April, World Day for Safety and Health at Work.

SSM was co-organizer of the Conference. President of SSM, Zivko Mitrevski, PhD., in his address pointed to struggle to provide safe and healthy conditions at work. SSM continuously is especially committed to this human right which is a prerequisite for ensuring social development.

In this context was emphasized the role of SSM related to fight for enrichment of international labor standards and labor legislation. This plan is especially important that SSM has successfully completed the activities that led to the ratification of the Convention on the promotional framework for OSH (in RM ratified on 19 March 2012) and the Convention for the Protection of motherhood (in RM ratified on 19 March 2012 .) This Convention shall review the Convention on Maternity Protection, revised in 1952.

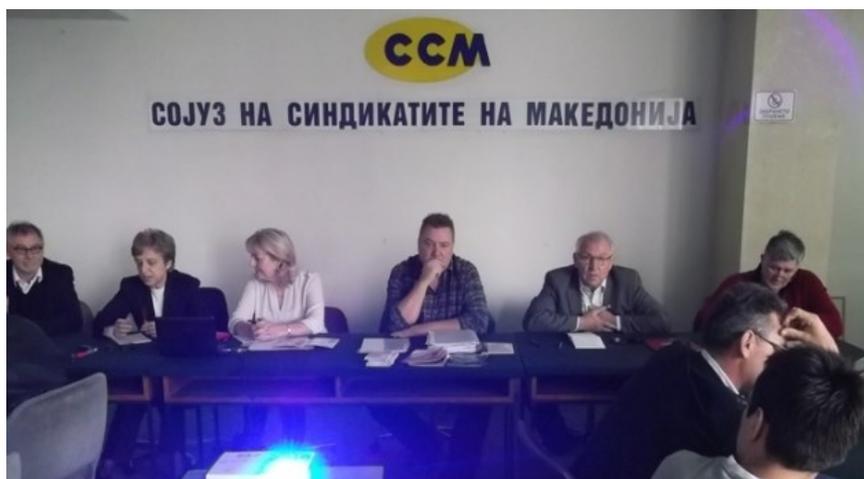
Over the past year SSM raised a series of issues related to raising the level of health and safety and also implemented changes in Labor Law related to the protection of workers' rights on the basis of pregnancy, childbirth and parenting, prohibition of discrimination related to these categories in terms of access to employment, working conditions and all employment rights. SSM over the past year raised a series of issues related to raising of the OHS level,

and also there were changes in Labor law related to the protection of workers' rights on the basis of pregnancy, childbirth and parenting, prohibition of discrimination related to these categories in terms of access to employment, working conditions and all employment rights (Article 9 - B, 11, 25 and 101 of Labor Law/12). At the same time, as a result of the campaign for the adoption of the Law on Mobbing, the proposal for this law is in parliamentary procedure for adoption.

President Mitrevski specifically pointed to the need for adequate treatment of climate change and the need for new green jobs. SSM despite the economic and financial crisis pointed to the need for consistent enforcement and prevention measures for OSH introducing and building national OSH strategies that not only should be made, but should be consistently implemented as an obligation not only of the social partners but of the community as a whole.

The conference was attended by numerous guests from home and abroad (Norway, Ireland, Turkey, Serbia, Albania, Switzerland, Belgium, Bulgaria and Kosovo). The Conference was opened by Milan Petkovski, President of MOSHA. At the conference were awarded the Annual OHS awards.

WORKSHOP OF THE PRO-GE, SGIP, SIER, AND AGRO TRADE UNION



Harald Videhoffer, Mare Anceva, Jenny Formbi, Gerhard Rice, Mato Lalic and Jakim Milutinovic (from left to right)

In the Federation of Trade Unions of Macedonia was held workshop for recruitment of new trade union members. The workshop was held under the joint project of the trade union PRO-GE of Austria, trade union of Civil Engineering, Industry and Planning, Trade Union of Industry and Energy and AGRO Trade Union.

Participants of the workshop were members of the three Macedonian trade unions. Lecturer on the workshop was Jenny Formbi, National Secretary of the British "Union", who shared experiences on recruitment methods in her country.

The meeting was attended by Harald Videhoffer, General Secretary of EFFAT, Gerhard Rice of PRO-GE, and associates of the joint PRO-GE project - SGIP, SIER and AGRO trade union, Mato Lalic of Croatia and Jakim Milutinovic of Serbia.

Extended the Collective Agreement for Textile, Leather and Shoes



Signing of the Collective Agreements in SSM

In the Federation of Trade Unions of Macedonia were signed two agreements for extending of the validity of collective agreements of textile, leather and shoes.

Agreement on the extension of the collective agreement for textile industry was signed by the President of the Trade Union of Workers in the textile, leather and footwear industry of Macedonia, Angelko Angelkovski and the President of the Association for the textile industry in the Organisation of Employers of Macedonia, Dimitar Popovski.

The Agreement on the extension of the collective agreement for the leather and footwear industry was signed President of STKC Angelko Angelkovski and President of the Association for shoe and leather industry in the OEM, Kostadin Barzov.

The signing was attended by President of SSM Zivko Mitrevski, PhD and president of the Organization of Employers Angel Dimitrov.

PRESIDENT OF EFFAT BRUNO VANONI IN AGRO TRADE UNION



Bruno Vanoni (in the middle) at today's session of the AGRO Trade Union

On 18th april Trade Union Today was held the 10th Session of the Council of the Trade Union of workers of agro-industrial complex of the Republic of Macedonia (AGRO Trade Union), attended by Bruno Vanoni, president of EFFAT, European Federation of Unions of Agricultural, Food and Tobacco Industry and Tourism.

President of AGRO Trade Union Zivko Danevski briefed President Vanoni and the guests from Bulgarian Agriculture Trade Union on the situation in the country and stressed the need for unity of unions in achieving common goals.

Council members were informed by Bruno Vanoni of the common EU policy for agriculture and the problems of employment in agriculture in the EU. There is development in the protection of the environment, and they work on more equitable allocation of the EU budget for agriculture. Basically, EFFAT is satisfied of the agricultural policy in the EU.

AGRO Trade Union is a full member of EFFAT, an organization that brings together 125 national trade unions with 2.6 million members.



SEMINAR OF SHNM ON COLLECTIVE BARGAINING

Dr. Lazar Jovevski and seminar participants Trade Union of chemistry, metals and non-metals (SHNM) on 20 and 21 April in Mavrovo organized seminar on collective bargaining.

Lecturer on the seminar, held with the support of the Foundation "Friedrich Ebert" was Dr. Lazar Jovevski of the Faculty of Law "Justinian I".

The meeting was attended by 40 trade unionists from almost all trade union organizations in SHNM

SESSION OF YOUTH SECTION



On 29 April Youth Section of SSM held session to discuss the main future objectives.

President of the section Lidia Naskovska, advisor for projects and EU Integration of SSM, discussed to define the most important goals in the future.

Naskovska informed of the signed agreement of cooperation of the sections of young trade unionists in the Regional Trade Union Council "Solidarity", which includes unions from countries of the former Yugoslav Federation. At the meeting held in Sarajevo in mid-April was agreed organizing of youth camp in Bosnia and Herzegovina, and that a website is establishing of young trade unionists in "Solidarity", where all national sections will be part of.

President of Youth Section Lidija Naskovska and President of SSM Zivko Mitrevski (in the middle)

Besides networking of the youth sections, intensive work is needed on the Government's Action Program for Youth Employment. Also, this year will continue the School for young trade union leaders, which held several sessions last year.

Conference on Corporate Social Responsibility



President Zivko Mitrevski: Socially responsible companies must be organized in unions and to have social dialogue

in Romania (CNIPMMR). The project will last two years, until 1 December 2014.

President of SSM Zivko Mitrevski, PhD. said that given the global economic crisis, stakeholders and participants showed courage and responsibility in the progress of this concept in the country. The concept stimulates us all to accept more advanced principles and practices than those of the classical principles of neoliberal capitalism. Position of the Federation of Trade Unions of Macedonia and all trade unions in the country, is that without union organization there can be no social responsibility. SSM was asking for implementation of social components in social responsibility and therefore we encourage holders of this project to act in this direction.

Republic of Macedonia is regional leader in the organization of corporate social responsibility, although there are many components that need to be regulated.

This was said on 3 April's conference held in EU Centre in Skopje, being the start of the Project "Cooperative Social Responsibility for all." As informed by the moderator Mile Boškov of the Business Confederation of Macedonia, the project is supported by the European Commission and is led by the Turkish Federation of Associations of Employers. Participants in the Project will be International Organization of Employers (IOE), Croatian Organization of Employers (CEA), Business Confederation of Macedonia, Montenegro Employers' Federation (MEF) and the National Council of Small and Medium Enterprises



Representatives of the winning companies

community investment.

This year's national award is part of an initiative supported by the European Commission "European system of remuneration of corporate social responsibility." By participating in this initiative, which is implemented in Macedonia by the Association for Development Initiatives 'Zenith', the best practices of our business will be presented to the European public. Two companies are awarded - "Rade Koncar - Service" in category of ethical management, and "Dairy Bitola" in the category of community investment. Partnership projects of these two companies received the most points from the committees and will be presented at the European ceremony on 25 June in Brussels.

AWARDS FOR CSR

On 23 April in the Aleksandar Palace Hotel in Skopje, the Ministry of Economy and the Coordinative Body for Social Responsibility awarded National prizes for best socially responsible practices of the Macedonian companies for 2012.

This is the 6th year of awarding the awards for corporate social responsibility for large, small and medium enterprises. Federation of Trade Unions of Macedonia participates in the Committee on Relations with employees. Following categories were awarded:

employee relations, ethical management, market relations, environmental issues and commu-

"Rade Koncar – Servis" with the Office for persistent organic pollutants opened a "Regional Ecology Center for Removal of Harmful Ingredients from Transformer oil", for the first time in the Balkans. "Mlekarnica AD Bitola" with "Damu filantropija JIE Skopje" implement educational activities to promote humanity and helping the community in 150 kindergartens with 10.000 children covered. These children made unique gifts for children in more than 20 health care facilities and institutions for orphans.

Other rewarded companies are "Makedonski Telekom" and "T - Mobile" in the category of relations to employees, "Rade Koncar TEP" in the category of ethical management, "KB Penzisko drustvo" and "Cementarnica Usje" in the category of market relations, "Makedonija Turist" in the category of relation to the environment and "KA-DIS" in the category of community investment.

In addition to these companies, 18 other companies received plaques for successfully implemented projects.

This year there were total of 66 projects, and highest number of companies in the last five years. Over 1/3 of the companies have applied for the first time. State Secretary at the Ministry of Economy Ance Trifunov said that this is proof that one of the goals of expanding the circle of businesses seeking to work responsibly towards the environment and social environment is accomplished.

Operating Officer of the Delegation of the European Commission, Martin Klauke noted that for Europe CSR is the formula for competitive, innovative and socially inclusive Europe.

President of the Coordinating Body Aleksander Nikolov informed that over 70 percent of companies have applications submitted in partnership with NGOs, institutions or authorities, indicating that companies develop a systematic approach to social responsibility.

FACILITATED PROCEDURES FOR OVERTIME AND NIGHT WORK AND ABILITY TO CONTROL



All three social partners satisfied with the new procedure

procedures to facilitate the procedures for overtime work and control.

Minister of Labour and Social Policy Spiro Ristovski explained that employers electronically will be able to submit report workers for overtime, night work and work on public holidays to the State Inspectorate of Labour and electronically, the email adresataprijava@mtsp.gov.mk. Starting from today employers will be able to electronically submit report workers for overtime, night work and work on public holidays to the State Labor Inspectorate.

"This involved complex administrative procedure and costs for companies, so we decided to establish an electronic reporting system. Unified reports will be sent that employers can find on the websites of the Ministry of Labor and Social Policy and the State Labor Inspectorate, said at a press conference the Minister of Labor and Social Policy Spiro Ristovski.

As before, also in the electronic reporting employers must respect deadlines as in the Labor Law.

President of the Federation of Trade Unions of Macedonia said that this manner of reporting will provide increase in the value of workers' labor, but also greater transparency and control on workers' rights.

Angel Dimitrov, head of the Organisation of Employers noted that ORM is satisfied with the measures primarily because they are the answer to their objections to the inability in some cases to go personally to the Inspectorate. This way people can respect deadlines and avoid high fines.

Starting from 11 April employers will be able to electronically submit report workers for overtime, night work and work on public holidays to the State Labor Inspectorate on address prijava@mtsp.gov.mk

"This involved complex administrative procedure and costs for companies, so we decided to establish an electronic reporting system. At the address can be sent unified reports that employers can find on the websites of the Ministry of Labour and Social Policy and the State Labour Inspectorate, said at a press conference the Minister of Labour and Social Policy Spiro Ristovski.

President of the Federation of Trade Unions of Macedonia said that this manner of reporting will provide increase in the value of workers' labor, but also greater transparency and control on workers' rights.

On April 11 was held a press conference that explains the

REGIONAL TRADE UNION OFFICES

RSP DELCEVO

Extended legal assistance provided to employees in local government Delčevo. The proceedings before the Supreme Court and Court of Appeal annulled the acts of termination of employment.

Intervention for another employee in local government about received warning on alleged failure of tasks.

Provided legal advice to a person from "Frotirka Company" about relocating not in line with obtained higher education and working experience.

Obtained two judgments of the Supreme Court for two employees in local government, which rejected the submitted revisions to termination of employment. Obtained a judgment of the Court of Appeals which reversed the first instance decision that accepted the claim of civil servant from the Municipality.

Prepared petition to the National Judicial Council for a worker in "Sasa" on a notice for violating working order and discipline. The employee is provided with legal advice.

Regular contacts are maintained with several presidents of trade unions in the region, including the workers JPKD "Bregalnica" who recently joined the union.

RSP Ohrid

In April, the region held meetings and interventions in many working environments on problems with non-payment and delays of salaries.

For the delay of payment of wages over three months a meeting was held in the Trade Union in PE "Proakva" RE Ohrid, which was attended by President of the Management Board of the company.

For the same problem, delay in wages and health insurance contributions for three months, a meeting was held with a group of employees in PE "Niskogradba".

For three months wages are overdue in PE "Biljanini izvori," and a meeting was held with employees and trade union organization.

Meeting is held with the Commissioner of the Directorate for Protection and Rescue - Ohrid Unit, for misunderstandings and preventing withdrawal of membership.

After the meetings a range of activities were undertaken, including a meeting with the Mayor and Secretary of local government. At these meetings is discussed on taking concrete measures to remedy the problems.

In terms of new membership, JSC "Horticulture" ZZ "Gorica", JSC "Biljana", "Slovin" water community "Golem reka" from Velmej are visited, whereby activities are coordinate with President of AGRO Trade union.

RSP SKOPJE

At the request of UPOZ a meeting is organized with TU organization of Jail "Šutka". At the meeting, the Director of the Penitentiary - Correctional Institution Suzana Gavrilovik and was asked for greater cooperation with members of the trade union organization around solving their problems and requirements.

Meetings are held with the Local government of the city of Skopje, on starting recruitment procedures, as well as further steps to establish the Local economic and social council of the Municipality of Centar.

Agitation continued by providing materials in smaller companies in the areas covered by AGRO trade union, for a wider awareness and establishment of trade union organizations.

RSP Tetovo

At the request of President of GIFIH interventions were made in the trade union organization of "Progress" on regulating the necessary documentation.

Legal assistance to a former employee in the Bureau of Commodity stocks, which although unemployed does not articulate a right to compensation and also did not received severance pay. For this purpose was made a request to the Ministry of Finance.

Meeting in Clinical Hospital and Medical Home on lawsuits filed for group of physicians for reduced salaries because of the performance pay project.

Attendance at meetings of the Board of Trustees of the AD "Polet" in bankruptcy, where former employees required payment of the salaries of the calculated excess funds.

SK GOSTIVAR

Visit of the agricultural cooperative "Gabrovo" and discussions with the manager about the possibility of establishing trade union. A meeting with the mayor of Gostivar was held on extending and deepening of cooperation.

SK KICEVO

Meetings held with local governments in Kicevo Vraneshnica and Drugovo for the problem of overtaking staff by the local government in Kicevo, with a positive conclusion.

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