



MONTHLY BULLETIN

Publication of Trade Unions of Macedonia
Monthly issue
No 18 June 2013

SUCCESSFUL COMPLETION OF CCM'S CAMPAIGN ON THE ENACTMENT OF THE LAW OF MOBBING



Press conference of the Presidency - this is the third strategic law adopted upon the initiative of CCM

The June 10 is the first day of the application of the Law on mobbing, whose decision is extremely important for the regulation of relations in work environments. The adoption of the Law is of a historical importance because it will contribute to creating a healthy work environment and relaxed relations, said the President of CCM PhD Zivko Mitrevski on today's press conference that was held due to the adoption of the Law on Mobbing.

We thank all stakeholders who have contributed to the Project the Law to be successfully completed. That branch Trade Unions, Women's Sections, the Office for assistance and education of mobbing victims in CCM, many non-governmental and civil society organizations, especially the working groups in the Ministry of Labor and Social Policy, and from the members of the Parliament I would like to address Ms. Liliana Popovska who has been present at all initiatives from the very beginning.

The meaning of the Law is reflected by indicators of damage caused. Namely on a month base in the country 800,000 Euros are spent for health treatment caused by mobbing, which means that the annual damage is about 10 million Euros.

The survey conducted by the Trade Union of the workers in the financial sector in Macedonia has showed that 42 percent of respondents said they were victims of psychological harassment in the workplace. We are pleased that there are serious penalties in amount from five to six thousand Euros for mobbing and up to four thousand for the responsible person. Employers are obliged within three months to inform workers about the Law and the provision of penalty and compensation.

Artemis Peric from the Project team to assist and educate victims of mobbing at CCM has encouraged workers to protect and exercise their rights under this law, said Mitrevski. Feel free to contact the legal representatives of CCM, Trade unions and branch office for assistance. We would like to encourage employers to respect workers' rights and to contribute to the creation of relaxed industrial relations. We will do everything the law not to remain on paper, but to exercise in practice and in that direction CCM will conduct additional training for its members on mobbing.

The questions of journalists regarding the areas in which mobbing is most common the answer was that most people complaining are from textile industry, healthcare and administration. Regarding the type of pressures, around 60 percent it refers to employment and most prevalent is the psychological harassment, before the physical and sexual harassment.

COUNSELLING OF ASSOCIATION OF LAYERS FOR NEW LAW



Caption: President Mitrevski explained that all parties should contribute towards the implementation of the law

On June 25 in the hotel "Holiday Inn" in Skopje, in organization of the Association of Lawyers of the Republic of Macedonia, counseling on "Mobbing according to the new law to prevent harassment in the workplace" was held.

At the counseling PhD Danica Miladinova in her speech highlighted the role of the Federation of Trade Unions of Macedonia, for the submission of the draft Law and as initiator of the law.

Miladinova, the Executive Director of the Lawyers Association, was speaking about the topic "Protection of mobbing in national legislation."

Lence Kocavska, representative of the Ministry of Labour and Social Policy, was speaking about "The organization of mobbing in the Law to prevent harassment at workplace and implications in practice."

PhD Zivko Mitrevski presented the topic "The importance of the new Law in mobbing protection at workplace and the role of Trade Unions in its implementation."

The fourth speaker was a judge in the Court of Appeal in Skopje PhD Zoran Mihajloski, who spoke about "The procedure for mobbing protection according to the Law on protection from harassment at workplace."

The President of CCM PhD Zivko Mitrevski among other things said that that the labor movement throughout the European and global level, including in the country, especially in recent years, pays particular attention to the harassment at workplace, i.e. mobbing.

Initiator of these activities was CCM who within the strategies for achieving health and safe working environment as a prerequisite for social and economically productive life was focusing on care and mobbing protection. CCM has seen



this problem and have stepped in given the need for harmonization of our legislation with the EU on one side, and following the announcement of the European Commission to the Council of the EU Parliament on the quality and productivity of work, which proposes EU Strategies that warns of escalation of emerging risks serious threat of injury and accidents at work, especially the risks caused by psychological pressure or harassment in the workplace or mobbing.

According to research at the EU level, 15% of workers suffer from harassment in the workplace. Some studies also suggest the striking facts and financial implications associated with

medical expenses.

CCM analyzed this condition of mobbing within the Project "Anti-mobbing network MK", together with the Union of the financial activities of Macedonia through the survey in 2011, and came to the conclusion that 53% of the harmful effects of mobbing reflect the work and working capabilities.

According to the survey 12% of respondents had used sick leave and had impacts upon their health. The impact of workplace and work environment is manifested through: increased rates of illness, increased rate of shift workers, increased stress, increased costs for education and pre-qualification, increased risk of injury, reduced productivity, reduced quality of service, drop in confidence the company, reduced corporate social responsibility, reduced profits and wages, increased costs etc.

The project "Anti-mobbing network - MK" comprised 1,114 respondents - members of the unions in more than 30 cities in Macedonia.

When asked if they were victims of mobbing in the last 6 months, 44% of respondents said yes, while 42% respondents answered affirmatively on the question whether they were witness of mobbing. Sick leave used 12% of employees, mostly in the textile industry - 4.9%, and the damage of sick leave per month amounted to EUR 1,077,600 or EUR 12,931,200 annually.

When to the previous costs will would add other costs such as: rehabilitation, reduced work capacity and productivity, remedying the effects on the family, the harmful consequences upon associates in company, costs of running the trial, the damage would be at least 3 times greater or total damage would be equal to 258 million €.

In CCM an Office for assistance and education of victims of mobbing has been open that helps people by giving advices and represents them before authorities in order to solve their problem. The Federation of Trade Unions of Macedonia, the Trade Union of the workers in the financial sector of Macedonia and the Office for assistance and education to victims of mobbing, organized training and awarded 20 licenses for anti-mobbing advisors in 2012 who nowadays work on prevention and suppression of mobbing.

The Office for assistance and education to victims of mobbing has numerous complaints, mostly from persons aged from 21-41, of which 97% have consequences of mobbing, and in 48% there was a termination of employment.

THIRD STRATEGIC LAW ADOPTED ON SSM'S INITIATIVE



The Law on Mobbing is the third strategic law adopted on the initiative of the Federation of Trade Unions of Macedonia. The other two laws, also of historical importance for the protection of labor rights are the Law on European Workers' Councils and the and the Minimum Wage Law.

Since 2010 on the occasion of May Day, SSM raises special campaigns for certain specific issues of interest to workers and for improvement of their economic and social position. 2010 campaign was –Join and Meet your Trade Union-. The campaign resulted with 26.000 new members.

The 2011 campaign was aimed at designing of the Minimum Wage Law. The law was adopted and entered into force at the beginning of 2012.

The 2012 initiative was launched to carry a special law against harassment. A year later the law was enacted. This year the campaign refers to establishing local economic - social councils. One month later, a local economic and social council was established in Bitola, and the agenda includes establishing such councils in cities across the country.

THE CAMPAIGN ON ESTABLISHMENT OF LESC CONTINUES

CONFERENCE HELD "LOCAL SOCIAL DIALOGUE IN MACEDONIA - CHALLENGES AND NEEDS"

Joint effort of the social partners - government, employers and trade unions, as well as the organization "USAID" is the capacity development and social dialogue in local communities. Hence is the strong commitment and optimism for the formation of new local economic - social councils in the country.



President Zivko Mitrevski, Minister Dime Spasov, Ambassador Paul Wohlers and Mayor Koce Trajanovski

This was stated on the conference "Local social dialogue in Macedonia - challenges and needs", which was held on June 12 in CCM, organized by the Federation of Trade Unions of Macedonia and "USAID".

The conference was attended, besides the hosts of SSM, by the Mayor of Skopje, Koce Trajanovski, the U.S. Ambassador H.E. Paul Wohlers, the Minister of Labor and Social Policy, Dime Spasov, the President of the Organization of Employers Angel Dimitrov, the President of KSS Mirjana Andreska, the President of UNASM, Slobodan

Antovski, representatives of "USAID", ILO and other organizations and institutions.

At the conference the President of CCM PhD Zivko Mitrevski said: The significance of today's conference is multiple because it takes place in conditions of global economic crisis. It shows that the establishment of local economic - social councils in Macedonia represents a bold step of social partners who with the development of social dialogue has shown their social responsibility. It is known that the CCM on First of May promoted its campaign for establishment of local economic - social councils.

During the conference, several presentations were presented: "Presentation of the activities of local economic - social councils in Stip, Strumica, Kumanovo", "Presentation of the activities of the National Economic and Social Council", "Presentation of the results of the analysis of labor market conducted by LESC Strumica and Tetovo", "Presentation of the activities of the Employment Agency, and also the audience was addressed by Gorgi Kushevski, director of "USAID" - Project "Network Yes".



The center of Veles

FORUM FOR LOCAL ECONOMIC - SOCIAL COUNCILS IN VELES

Through the establishment of Local Economic - Social Council in Veles it will act upon reduction of unemployment; this was stated on the yesterday's panel "Local economic - social councils - needs, experiences and challenges", which was organized by the Federation of Trade Unions of Macedonia with the support of "Friedrich Ebert Foundation".

The president of CCM PhD Zivko Mitrevski noted: "We will focus on shaping of formal and informal education, prequalification of workers who do not have a job. Through coordinated action of all stakeholders employment action plans will be created.

On the forum was stated that Local Economic - Social Council cannot directly solves problems of workers, but can trigger resolving of certain issues by giving opinions and suggestions.

At the end the council can prevent these problems by making right projects and investments for full development of the municipality - said Angel Dimitrov, President of Employers' Organization.

The council which will be established in Veles will also comprise representatives of local self-government, trade unions, employers, Employment Agency, NGOs and civil society organization.

It was particularly emphasized that for normal functioning of the Council and for extensive assistance to workers in all enterprises a trade union should be formed. All participants will focus on solving problems at local level; will create analysis of the needs of the labor market and employers, but also will monitor the conditions of the unemployed.

FORUM FOR LOCAL AND ECONOMIC COUNCILS IN PRILEP



*The representatives, employers and local self government
at he meeting in Prilep*

On 27 June in Prilep was held Forum on Social and Economic Councils, organized by SSM, and supported by the Foundation "Friedrich Ebert".

President of SSM Dr. Zivko Mitrevski stressed the need for open debate on the institutionalization of social dialogue in local communities.

Employers' organization was represented by Orde Georgievski of "Vitaminka" - Prilep.

Federation of Trade Unions of Macedonia in May 2013 promoted the campaign for establishing local social and economic councils. Councils have been established in five cities: Kavadarci, Strumica, Stip, Kumanovo and Tetovo, and after the start of the campaign, on May 30, was established Local Economic and Social Council in Bitola.

MEETING WITH CCM AND ORM ABOUT COLLECTIVE AGREEMENT FOR PRIVATE SECTOR

On June 7th the leadership of the Federation of Trade Unions of Macedonia, headed by the President PhD Zivko Mitrevski and leadership of Employers' Organization, led by the President Angel Dimitrov, together with the working



groups reviewed the collective agreement for employees in the private sector, in the context of developments of labor legislation.

During meeting it was discussed on its application, payment of salaries and allowances, and conditions on its implementation. It was agreed that both parties to come up with proposals on collective bargaining at the next meeting. CCM presented its standpoint that total analysis of the situation on the collective agreement should be correlated with an opinion of the Economic - Social Council of the Republic of Macedonia.

ACADEMY FOR YOUNG TRADE UNION LEADERS



The group of participants is composed of one representative from the branch Trade Unions

and tutorials. The group of participants comprised of one representative from each branch Trade Unions debated on the following topics: "What is the role of the trade union organization?" "Success, effectiveness and richness", "Why is important Trade Union organization to operates well - successfully? ", " Creativity as a factor for success ", " Secrets of leadership ", " Emotional Intelligence ", " Communication and behavior as a factor for success "and other topics.

According to the Agenda the sessions will be under the guidance of PhD Konstantin Petkovski and PhD Todor Kalamatiev. The following three seminars and a panel debate are to be held in September, October and November.

On 8 and 9 June in Ohrid a seminar on "Youth Trade Union Leadership" was held which is the first session of the "Academy for young trade union leaders." The project is organized with the support of the Foundation "Friedrich Ebert" and is intended for training of young trade unionists from CCM, KSS, UNASM and SSNM.

At the first seminar the lecturer PhD Konstantin Petkovski presented the objectives of the training, after which he continued with the workshops

SCHOOL FOR WOMEN TRADE UNION LEADERS



Three lectures on different topics are foreseen in the year

Presenters were PhD Todor Kalamatiev who had lecture on the topics "Labor legislation and Labor Rights" and "Negotiating and Signing of Collective Agreements." At the second session Vlado Karaev from the organization "Rubicon" was speaking about "Teamwork" and "Trade Union Leadership."

In the frameworks of the event a presentation on "Positive examples of successful women in the world of men," was presented which comprised women who have jobs that are considered extremely male.

After organizing the School of Young Trade Union Leaders, SSM for the first time organized School for Women Trade Union leaders on 14 and 15 June in Ohrid. The School is organized by the Foundation "Friedrich Ebert" while participants were women members in the Federation of Trade Unions of Macedonia, Confederation of Free Trade Unions (KSS), the Union of Independent and Autonomous Trade Unions (UNASM) and the Independent Union of Journalists of Macedonia (SSNM).

OFFICIAL CLOSING OF THE EU PROJECT ON EMPLOYMENT POLICY



Project results are good and hence basis was created for active steps of the Government and of the Ministry of Labour and Social Policy to reduce unemployment in the country. This was stated by Helmut Gunter, project leader, during the official closing of the EU Project "Support to the National Employment Policy", on June 4 in the Museum of the Macedonian Struggle for statehood and independence.

The meeting highlighted the cooperation between social partners. Federation of Trade Unions of Macedonia was a constant participant in seminars and workshops of the twinning project and some of the meetings were devoted exclusively to the training of trade union representatives. The project, which took place from September 2011 to June 2013, is funded by the European Union's "IPA Component 4 - development of human resources." The project was

implemented by the Austrian "Agency for European Integration and Economic Development" and "Regional Development Agency Senec - Pezinok" from Bratislava, Slovakia.

The two goals were accomplished. The first is "Developing a long-term forecast of the labor market by building capacities for forecasting in the Ministry of Labour and Social Policy." The second component is "Developing systems for monitoring and evaluation of employment policy."

Austrian Ambassador Thomas Michael Bayer announced that Austria will gladly share experiences in order to increase the mobility of the labor force. Around 80 % of all projects of the EU are related to labor and social policy, business climate, reducing of unemployment, so the results will have a life even after the completion of the project, informed the Ambassador of Slovakia Robert Kirnag. Deputy Minister of Labour and Social Affairs Ibrahim Ibrahim said that the basis for developing a monitoring and evaluation system is significant benefit.



On this day traditionally veterans of SGIP are present

SGIP AND CCM CONGRATULATE JUNE 20, THE DAY OF THE CONSTRUCTION WORKERS, ALL WORKERS IN THE CONSTRUCTION SECTOR

On the occasion of the celebration of 20th June, the Day of the construction workers a solemn session of SGIP was held. Traditionally a meeting with retirees, former activists of the SGIP was also held which contributed greatly to the development of the trade union movement in recent years in our country.

As a sign of respect to these union activists and first organized strike of the construction workers in the country in 1936, flowers were taken at the memorial monument at Skopje City Hospital. This is an incentive, but also a pride of all our workers and Trade Union members.

HELD SECOND YOUTH CAMP OF RTUC SOLIDARNOST

From 25 to 28 June in Neum, Bosnia and Herzegovina, was held the second camp of the Board of the Regional Youth TU Council "Solidarity". Participants were young trade union members of Bosnia and Herzegovina, Montenegro, Croatia, Macedonia, Slovenia and Serbia. Federation of Trade Unions of Macedonia was represented by five young trade unionists.

The aim of the camp was networking and cooperation of young trade unionists from the region, with a goal of increasing aware-



ness and action of young workers and developing ideas for sustainability of the Youth Board.

During the meeting presentation was held "Youth of the union," which presented the activities of the youth sections and the national trade unions. Also, the website of the Youth Board was presented. The meeting discussed on "Introduction speech for EU funds", "Development of applications for project ideas" and "Presentation of project". The meeting ended with an agreement for future activities.

FES Belgrade supports the work of the RTUC "Solidarity" and organization of youth camps.

The first youth camp was held from 18 to 21 July 2012 in the Old Pazova, Serbia. During the meeting adopted "Resolution on promoting youth unions." The special field of activity of the "Solidarity" trade union activity is youth.

The founding meeting of the Regional Trade Union Council "Solidarity" was held on February 3 and 4 in Belgrade, while on April 11, 2011 in Ljubljana, Slovenia was signed the founding charter. Subsequent meetings were held in June 2012 in Belgrade and in April 2013 in Sarajevo.

The initiator for establishment of the Solidarity" is ETUC, while the role of technical coordinator is with FES Belgrade

The primary objective of the Council is contribution for trade unions in the EU integration process, with exchange of experiences and good practices of the unions from the region. The experts hired by the Council follow EU directives, ILO conventions and promote trade union cooperation.

REGIONAL TRADE UNION OFFICES

RTUO DELCEVO

Legal advice given to workers in Health Home, "Granite" and Health Insurance Fund. In 3 cases it is about violations of labor rights, temporary rest and Jubilee Award.

The President of UPOZ visited Local Government and the Fund, on current activities and issues regarding membership .

TUO GEVGELIJA

In order to assess the interest in retaining membership, new membership and general assessment of mood in local organizations trade unions have been visited in local government in Valandovo, Regional Office of the Health Insurance Fund in

Valandovo and Penitentiary - Correctional Institution in Gevgelija, and basic Court in Gevgelija.
The Cadastre Agency selected new leadership.
Legal advice given to five members GIFIH, on salaries and benefits.

RTUO KAVADARCI

Meeting was held in the Trade Union of "Feni Industry", attended by the President of SIER Pece Ristovski. The meeting focused on the changes introduced by management because of the fall in the price of nickel on the world market. 30 workers were sent on administrative leave, while it was also discussed for other measures, such as reducing the budget for bonuses and variable for 50% as well as reducing of the basic salary for 5%.

Meetings were held with leaders of trade unions in AD ZP DG "Tikves", JSC "Zito Jug"; Winery "Tikves" and subsidiary "Bor" in PE "Makedonski Sumi".

On June 17th, a meeting with redundant workers from MIC "Kavadarci" was . During meeting it was discussed on the public announcement on competitive sealed written bids for fifth sale.

Regarding legal protection, assistance was given to 32 clients in the area of RTUO Kavardaraci and 7 in the region of TUO Negotino.

RTUO KUMANOVO

Many activities and interventions in tobacco factory "Kumanovo" about the representation of employees. Contact with redundancy judge and redundancy trustee on the request to participate in the Board of Trustees at the factory. Despite the indication that the union has the legal right to represent employees in the Board of Trustees, request is rejected. From Acting President of the Court in Kumanovo there was no written explanation and later petition was filed to the National Judicial Council. It was broadcasted at the local television, where it is stated that the union will continue to protect the interests of employees in TTK.

Participation in the seminar organized by the local government and USAID "Promoting investment in Kumanovo."

RTUO PRILEP.

In JSC "Mermeren Kombinat" negotiation on signing a collective agreement at the enterprise level took place. Negotiations were successfully completed on June 24, while the collective agreement was signed on July 1.

Trade Union in the enterprise "Eurokompozit" on June 17 organized strike. Reasons are the delay of 4 salaries and insecure work. There is no solution so far, since on the public tender for sale there were no interested buyers. On June 24, in the company a meeting was held with the Prime Minister Nikola Gruevski and the management.

In organization of SIER on June 13 a seminar was held on "Affiliation of new members in TU," as part of the project "Organizational development of TU."

Together with the TUO of Makedonski Brod a meeting was held with the mayor, regarding establishment of union organization in the local government.

Krusevo was visited several times, where meetings with trade union representatives from the city were held.

RTUO SKOPJE

In the City of Skopje, upon initiative of the Secretary of STUO Skopje working meeting was held in order to establish a trade union organization. The meeting was also attended by President UPOZ Peco Grujovski. It was estimated that there is a positive mood for the initiative. RTUO Secretary also participated on three seminars and conferences held in June in the capital city.

RTUO TETOVO

Given legal aid, legal opinion and submitted a request to the bankruptcy trustee for a female worker in Tetex Jarn regarding payment of unpaid reported claims.

TUO GOSTIVAR

Meeting in Trade Union Organization in Basic Court - Gostivar on current conditions, the amount and payment of salaries, as well as new affiliation, for which a meeting was held with all the members.

TUO KICEVO

Discussions and interventions with redundant workers of "EMO SKLOPKI STS" on bankruptcy and rights arising from bankruptcy.

CONTACT

Blagojce Krstevski, Associate for information, SSM
tel/fax 02/3225-937
E mail: b.krstevski@ssm.org.mk