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CONFERENCE "LOCAL SOCIAL DIALOGUE IN MACEDONIA— CHALLENGES AND NEEDS"

The joint effort of all social partners - government, employers and trade unions, as well as the organization "USAID" is the establishment of Local Economic - Social Councils



All parties on conference are optimistic about the project for establishment local councils



PhD Zivko Mitrevski: joint efforts are sign of courage and responsibility of social partners



U.S. Ambassador Paul Wohlers - recently there is a growing interest for the establishment of such useful institutions



The Mayor Koce Trajanovski said that all municipalities have analysis and strategies for local economic conditions



Minister Dime Spasov stressed the readiness of the Ministry of Labour to provide any technical cooperation and assistance

The joint efforts 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 establishment of new Local Economic - Social councils in the country.

This is stressed on the conference "Local Social Dialogue in Macedonia - Challenges and Needs", which was held today in CCM, organized by the Federation of Trade Unions of Macedonia and "USAID".

The conference was attended, besides the hosts of CCM, the Mayor of City of Skopje, Mr. Koce Trajanovski, the U.S. Ambassador H.E. Paul Wohlers, the Minister of Labor and Social Policy, Mr. Dime Spasov, the President of the Employers Organization, Mr. Angel Dimitrov, the President of KSS, Ms. Mirjana Andreska, the President of UNASM. Mr. Slobodan Antovski, representatives of "USAID", ILO and other organizations and institutions.

On the conference, the President of CCM, PhD Zivko Mitrevski said: "The significance of today's conference is multiple because it takes place in state of global economic crisis. That shows that the establishment of Local Economic - Social Councils in Macedonia is a bold step of the social partners that with the development of the social dialogue they show their social responsibility. It is known that CCM launched its Campaign on First of May for the establishment of Local Economic - Social Councils.

The Mayor of the City of Skopje and president of "Association of Units of Self-Government" Koce Trajanovski stressed the importance of local authorities in shaping local economic - social councils. In 80 municipalities in the state there are separate structures that have developed strategies and analysis on the economic situation, needs and perspectives so that they are strategic base for LESC.

U.S. Ambassador Paul Wohlers emphasized the support of the U.S. government and the organization "USAID" with its Project "Yes – Project" for establishment of LESC in Macedonia. The construction of social dialogue is not an easy matter, because it requires sustainable capacity and public awareness. LESC can be important institutions because all people can express their needs, regardless of social, ethnic, gender and other differences.

The Social dialogue at local level needs to develop all the forms of dialogue, said the Minister of Labor and Social Policy, Dime Spasov. He stressed the readiness of the Ministry of Labor for further cooperation and assistance in technical support and professional advices.

Campaign of SSM started to realization ESTABLISHED LESE IN BITOLA

Local government, employers and trade unions has signed an agreement for establishment of Local Economic - Social Council in Bitola, which is first established after launching of SSM campaign regarding celebration of First of May



As is known, the Federation of Trade Unions of Macedonia launched a campaign to establish local economic - social councils. The first step has been made in Bitola, where on May 30 a Local Economic - Social Council was established, which confirms the correct SSM's approach for the need to create and institutionalize local social dialogue.

In the presence of Bitola's Mayor Vladimir Taleski, the Director of the USAID Mission Robert Wurth, President of SSM Dr. Zivko Mitrevski, President of KSS Mirjana Andreska and the President of OEM Dimitar Stojanovski, the agreement to form the LESE of Bitola was signed.

President of SSM Dr. Zivko Mitrevski emphasized the importance of this act that confirms the strategy of SSM's need to institutionalize social dialogue, especially important for local communities and considering the benefits in terms of creating social policies and economic analysis of the needs of labor, strengthening social dialogue in local government, analyzing the needs of formal and informal education and needs of the labor market

and local community.

Special characteristic of this local economic and social council is expanded membership with representatives of NGOs, particularly youth organizations, trade unions, business community and representatives of the Chamber of Commerce, representatives of higher education, universities and other entities.

We expect local economic and social council to address the challenges posed by the crisis and it will be particularly focused on creating new jobs for young people.

Also, President Zivko Mitrevski thanked for the support of USAID, Bitola's Mayor and to other social partners.

MEETING WITH USAID FOR COOPERATION IN THE ESTABLISHMENT LOCAL AND ECONOMIC COUNCILS



Soon it is expected establishment of other LESE's

Both sides agreed that local SEC are required for the regional development. SSM and USAID have similar views and goals on the establishment and functioning of SEC tips, so close cooperation can be coordinated.

This is the common conclusion of the meeting of representatives of USAID's and the leadership of SSM, attended by President Zivko Mitrevski, PhD., Secretary Angelko Angielkovski, Slobodan Trendafilov, Head of Departments in SSM and Lidia Naskovska, Advisor on EU Integrations in SSM, while USAID was represented by Marija Ignatova - Gjoseva, specialist on public and private dialogue and Kushevski Georgi, director of the project "Youth Network for Employability Skills".



President Mitrevski gave additional information about SSM's Campaign for establishing SEC, launched on the First of May and discussed by several municipalities. Contacts are intense, so this year we can expect agreements on establishing of the local ESS in Bitola, Veles, Resen, Gostivar etc., informed Mitrevski.

Marija Ignjatova - Gjoseva said that thje dialogue in Bitolaon is quite advanced, where social partners show great seriousness in terms of establishing SEC. It is necessary to consider model for local SEC in Skopje, as special administrative organization of the city, and there are contacts with the Mayor of Skopje, and options for local councils at the municipal level or city level.

Conditions, capacities and opportunities vary from one region to another, so there are special needs and in every city, although in all places as a priority problem occurs youth employment, said George Kushevski.

It was discussed on organizing a joint conference in early June, which would present the three social partners, interested municipalities and municipalities with established local SEC, which would transfer their experiences.

There are local SEC established in Kumanovo, Kavadarci, Strumica, Tetovo and Stip. These councils consist of representatives of local governments, unions and employers. If needed, NGOs include as well, and other local structures. In some local councils have been made analyzes for the labor market, action plans and manners for their realization.

This is the first meeting of SSM and USAID about this agenda. Given the proximity of the target the two organizations have collaborated on the organization of local SEC.

ILO REPORT ON THE SOCIAL AND ECONOMIC COUNCIL IN MACEDONIA



ILO in its annual report for the International Labour Conference in Geneva indicates separate area for establishment and functioning of the Economic - Social Council of the Republic of Macedonia.

ILO National Coordinator in Macedonia Emil Krstanoski informed that the report is a cross section on the situation of the social dialogue in the world. It is submitted to all 196 member states of the ILO and placed on the agenda of the International Conference.

We present you the whole cross section of the report on Macedonia.

Revitalizing tripartism in the former Yugoslav Republic of Macedonia

In August 2010, the ESC started working with a new composition and under a new regulation. ILO technical assistance was instrumental in both results.

Following advocacy and advisory services provided by the Office, the Labour Relations Law was amended in 2009 to include new criteria of representativeness of the social partners, alongside a transparent procedure of certification. Through a technical cooperation project the ILO provided technical advice, which led to the recognition of two representative trade unions and of one employers' organization. The composition of the new ESC better reflects current industrial relations.

The ILO facilitated and contributed legal advisory services to negotiations on the new tripartite agreement regulating the organization and functioning of the ESC. The agreement, signed in 2010 by the Prime Minister and the presidents of the most representative workers' and employers' organizations at national level, provides for an expanded role of the ESC, in conformity with international labour standards, as well as for the obligation of the Government to request the ESC's opinion on a wide range of issues related to labour, employment and socio-economic development and to provide feedback on the follow-up to the ESC's opinions, recommendations and proposals.

Since August 2010, the ESC has met regularly every two months. In September 2011, it agreed on a national minimum wage, which was enacted by the Parliament, for the first time in 20 years.



Interview of president Zivko Mitrevski for "Ekonomski.mk"

THERE WILL BE PROTESTS IF NEEDED

On 1 may the portal "Ekonomski mk" published an extensive interview with president PhD. Zivko Mitrevski. We present the interview entirely.

"CCM is not giving up of the protests, as they are one of the assets available during the year and we use them if necessary. Protests and events will be organized in cases of mass lay-offs, reductions in salaries, increase in the retirement limits or absence of social dialogue", said in the interview for Ekonomski.mk President of SSM, Zivko Mitrevski. According to him, it is better

to celebrate First of May in campaigns for the protection of workers, rather than with events on the street. He says there are still problems with the protection of workers' rights, but the situation is much better compared to a few years back.

Ekonomski.mk: What labor rights are often violated?

Zivko Mitrevski: SSM remains one of the most important institutional factors in the defense of workers' rights that realizes its services by trade unions, but also by well-organized legal infrastructure that is present in all cities and offering free legal assistance. Over the past year there were 2.789 addresses in SSM, most of which were related to unpaid salary contributions, for pension and disability insurance (338), 370 unpaid wages, as well as in the non-payment of fees specified in some collective agreements and non-paid vacation fees and jubilee awards.

Our analysis showed that in contrast to the previous period, probably due to increased penal policy, diligence in carrying out the procedures, preventive action of our services, training of workers in the area of legal protection and campaigns around the introduction of rights based on employment contributed to reducing the number of violations of labor rights.

Ekonomski.mk: Is the Trade union satisfied with the cooperation with labor inspectorate and state?

Zivko Mitrevski: Basic commitment of SSM, among other things, was to achieve a high consensus for defending workers' rights and strict adherence to of the ILO on dignity of work and dignity of labor. In this direction, together with relevant ministries and institutions of the state we opened a wide front and we provided a platform for action and we bound by signing of the Pact of providing decent work, which is a long-term document and which requires cooperation in terms of defending the interests of labor. As a result, we established intensive contacts with the Labor Inspectorate and many inspections were carried out in companies where we had identified violations of the rights in respect of employment and especially violation of the rights of safe and healthy conditions at work. The number of injuries and the number of complaints showed that only joint action can result with success and as a result we were involved in several joint projects that provide to this purpose. The fact is that the last two or three years collaboration significantly improved, but we think there is still room for the inspectorate to be staffed with number of young, skilled and trained personnel.

Ekonomski.mk: The Law on minimum wage was adopted, but there are problems with the payment? What are your members complaining about?

Zivko Mitrevski: On the occasion of May Day in 2011, SSM initiated an annual campaign for adoption of the Law on minimum wage. In 2012 it was adopted, and in terms of time distance of 1 year, if in the first period its application was about 70% to 80%, the latest analyzes made by SSM and Organization of Employers of Macedonia showed that its application is over 90%. It remains the task for increased activities of all social partners, especially trade unions and labor Inspectorate, to solve the problem with abuses in small and micro enterprises and in the abuses that were found in the recovery of funds. We encourage all those workers who are not being paid the minimum wage to immediately contact SSM and relevant inspectorate. In terms of wages, workers often complaint about non-payment of overtime work and of certain fees.

Ekonomski.mk: Is SSM currently working on a new project in direction of greater protection of workers' rights?

Zivko Mitrevski: In the last three years SSM is working on two important concepts in direction of greater protection of workers' rights - on the one hand, the improvement of labor legislation, on the other hand the concept of improving labor standards. In this concept there were implemented 19 EU Directives, ratified 5 new ILO conventions, of which one that regulates social clauses

in public procurement, the Convention on Maternity Protection, Convention on Promotional Framework for Occupational Safety and Health, and 3 new conventions are in the process of ratification, including 2 especially important conventions for the situation of workers in public sector. Two concepts are finished that were dedicated specifically to protect vulnerable young workers and women, that prohibit all forms of discrimination during employment and work by workers in relation to pregnancy, childbirth and maternity. The concept was completed for fight against unregistered employment, by eliminating abuses of blank statements and contractual cancellations, mandatory penalties were increased for unregistered workers, in those enterprises were found more than three unregistered workers the employer will pay 70% of salary, what is also very important is that the working and legal status of migrant workers is defined for the first time, and all these measures triggered transformation of employment from determined to indefinite period of time. What we plan for future is to open up the issue of introducing the concept of workers' participation in management and decision-making and the formation of workers' councils, we will seriously impose the issue on the need of courts to resolve labor disputes and improvement of social dialogue at the local level.

Ekonomski.mk: Is labor respected in Macedonia?

Zivko Mitrevski: The issue of respect of labor in Macedonia is very specific if you bear in mind that it is set amid the global financial, economic and debt crisis, which certainly affects the position of labor and its dignity. SSM, in a most responsible manner can say that the concept of improving labor legislation realized with the social partners, the concept of improving labor standards, adoption of the minimum wage, and a range of concept measures aimed at encouraging employment, influenced to preservation of the three basic pillars that we focused on in our strategy. First, we provided atmosphere for building secure employment and we provided it with no massive waves of layoffs of workers. Secondly, although in RM, according to our views, salaries are still low, we cannot allow such wages to go down, and in the meantime, after the introduction of the Law on minimum wage, in all collective agreements that were signed

later, the amount of wages went up. Reports regarding evaluation of improvement measures in favor of protecting the social economic situation, the number of registered complaints unlike past years, increasing penalties and frequent inspection shows that in Macedonia exists improvement in respect of the labor, but still remain many issues that need to be addressed, especially in the area of respect for labor in small and micro enterprises.

Ekonomski.mk: Do employers gained the habit of paying for work on holidays and overtime hours?

Zivko Mitrevski: In Macedonia was present the habit of not paid overtime work and holiday hours, but latest data show positive developments in this area, that the number such cases is drastically reduced. We still remain to the conclusion that only through collective organizing in trade unions workers can exercise their individual and collective rights and that only through unions, in terms of newly established social, economic and political system we can save labor values, including achievement of these rights.

Ekonomski.mk: This year there won't be May Day protest. Why Macedonia deviates from international practice?

Zivko Mitrevski: SSM decided again, to celebrate May Day with an annual campaign, and not for just one day. CCM considers that more important is content, the results of the activities that we intend to implement over the whole year rather than the form that don't have positive results. Our three year strategy regarding the celebration of May Day showed as much more productive, more successful and is associated with specific results. In 2010 we had a celebration of May Day with a campaign to organize and mobilize new membership that ended with 26.000 new members. We marked the holiday in 2011 with a yearlong campaign for adoption of the Law on minimum wage and as you know, the Law on minimum wage was passed in early 2012 and it has a historical dimension in terms of addition of socio-economic security of workers. Last year, we were campaigning for the adoption of a Law banning psychological harassment – MOBBING, which was also successfully completed and is entered in parliamentary procedure. SSM is serious and responsible workers' organization committed to realizing of their rights and fights for them every day. Every day we face problems, we solve problems and we offer constructive and responsible solutions. We are focused on results, we are focused on achieving the content, we are focused on improving of the social and economic position by offering specific solutions that are not associated with the day-long celebration characteristic of certain NGOs and structures that only appear once a year, manifesting with no responsibility or liability for their work. SSM is not giving up of the protests, as they are one of the assets available during the year and we use them if necessary. Protests and events will be organized in cases of mass lay-offs, reductions in salaries, increase in the retirement limits or absence of social dialogue. Our main commitment is that economic and financial debt crisis should be resolved constructively, organizationally, rationally, and not formally and with manifestation, as one wants to claim. SSM's remains on the strategy to solve overall problems of socio-economic and social life in a specific way and with specific results.

SUCCESSFUL COMPLETION OF THE CAMPAIGN OF SSM FOR THE ADOPTION ON THE LAW ON MOBBING



PhD Zivko Mitrevski on press conference- this is the third strategic adopted upon CCM's initiative

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.

The adoption of the Law represents a verification of the social dialogue in Macedonia which was result of the campaign of CCM. This is the third strategic Law that is adopted upon CCM's initiative.

ITUC—PERC CONFERENCE ON TAXATION, INFORMAL ECONOMY AND CORUPTION



President Dr. Zivko Mitrevski talked about SSM's views and strategy against these phenomena on 5-6 May in hotel Arka in Skopje, ITUC PERC organize conference on trade union strategies for taxation, informal economy and corruption.

Opening statement was made by ITUC-PERC representative Enisa Salimovic. Grigor Gradev, Executive Secretary of ITUC - PERC, spoke on "Informalization of the corruption," Christina Petkova on "Establishment unregistered funds and use of pay transactions with cash and bribes," Hristina Mitreva had a presentation on "Policy thresholds of social contributions for pensions and health funds", Krastjo Ptkov spoke on the "Activities on organizing local workshops in Bulgaria and South-Eastern Europe", while Martin Hutsebaut of the ETUC spoke on "Taxation".

President of SSM Dr. Zivko Mitrevski talked about the importance of these social conditions and exposed positions and operational efforts of SSM. The conference was attended by representatives of several unions of Southeast Europe, who discussed on strategies for building trade union action against these phenomena.

MEETING WITH "TURK METAL"



Guests from Tyrkey with leadership of CCM - unions should unite in response to the concentration of global capital

TU "Turk Metal" and the Federation of Trade Unions of Macedonia have identical views on cooperation in many fields; it is stated in the joint conclusion of the meeting between the leaderships of the two trade union organizations on May 28.

The meeting, was attended by the President of CCM PhD. Zivko Mitrevski, the General Secretary of the Council of CCM, Angelko Angjelkovski and the President of SUTKOZ, Zoran Georgievski, and present from the "Turk Metal", President of the branch in Balikesir, Nedim Vesques, General Secretary of the Branch Kirikale, Cihan Jaha , and Trade Union representative from Bursa, Mesut Erdem and Devrim Dooman from international department.

The President of CCM PhD. Zivko Mitrevski informed the guests with the agenda and achievements of CCM in the past three years. Mitrevski emphasized that there are opportunities for joint applications for EU - projects. Next aspect of development cooperation would be the protection of labor rights of workers in Turkish companies in Macedonia. Because both countries are candidates for European Union there is room for exchange of experiences in the process of European integration. We are witnessing a global concentration of capital, so the logical answer is cooperation and unity of trade unions.

Nedim Vesques also briefed on the situation in Turkish unions. "Turk Metal" is a member of the national union, "Turkish", which comprised 33 branch unions. So far we have fought for more benefits of Turkish workers, guaranteed salary, providing severance pay and other amenities. The "Turk Metal" with 151,000 members is one of the largest unions in the "Turkish".

During meeting it was discussed for further cooperation development, projects' consultations, as well as cooperation between Youth and Women Sections; it was suggested the useful participation in the employers' organization- MESS.

SUMMER SCHOOL OF SGIP



From 24 to 26 May 2013 in Mavrovo, Republic of Macedonia was held the first Summer School of the Youth Section of SGIP. Over 40 young participants employed in the construction sector, had the opportunity to hear about the activities of the union and its role.

The seminar was attended by participants of the youth sections of trade unions in the region: Members of the Youth Section at the Independent Trade Union Putevi Serbia, the Union of Construction Industry and Building Materials of Montenegro, The Union of Construction, forest industry and public services of Albania and the Independent TU of construction workers of Albania.

At the first summer school the brochure prepared by the Section under the slogan "Youth are building the future!" was promoted.

The participants had the opportunity to hear about labor law and collective agreements, SGIP's role in overcoming the problems of young people through the Youth Section, joining new members and union leadership. Through the lectures and exercises participants emphasized their problems of employment and gave ideas how to overcome them by working together. It was mentioned that in the region young people have the same problems. Special emphasis was placed on the precarious work of young, fixed-term contracts, non-payment of overtime and the rate of unemployment among young people. Because these problems are common to all young people from our region the first summer school was ideal for sharing experiences and making strategy for joint action of youth in the region and beyond.

The joint message is the following "We send a strong message as Youth Section of SGIP to the summer camp Majerhofen, Germany and other unions in Europe and the world that TU is a solidarity organization that should act together and cooperate with each other across the territory and with other unions. Our idea is to highlight the activities of young people through youth resolution. The idea of holding the Summer School grew out of the activities of young people from last year achieved through campaigns to keep young minds in the country, to stop illegal work on the market and raising awareness of our youth through non-formal education, to observe any contracts signed since youth worldwide has same or similar problems. We hope that with the support of BWI we will continue the activities of the Youth Section of SGIP and we will contribute for a better tomorrow for all other workers.

PRILEP COURT REJECTED THE COMPLANT FOR ILLEGITIMACY OF THE STRIKE IN MERMEREN KOMBINAT



Workers at the plant during one of the strikes Basic Court in Prilep ruled in favor of the Trade Union of Construction, Industry and Planning (SGIP) and the Trade Union of the "Mermeren kombinat" - Prilep. The verdict is rejecting the demands of the leadership of JSC "Mermeren kombinat" for declaring of two strikes as illegitimate, and for compensation of 1.5 million MKD, was announced by the Union SGIP.

This decision is of historical significance because for the first time in Macedonia trade union was sued for organizing a strike. It also encourages workers to exercise their rights through strikes, when primary resources - negotiation and bargaining, doesn't have results.

The demands of both strikes in "Mermeren kombinat" organized last year were wage increases, since salaries have not changed ten years, although the costs of living increased by 30% and the company operates with profit. The management team of the company responded with claims of illegitimacy of strikes and for suffered damage due to disruptions during strikes.

SGIP informs that activities continue about signing of a collective agreement on the level of employer. SGIP hopes that adoption of collective agreement will further regulate labor relations and would open the way for dialogue with management on all issues.

REGIONAL TU OFFICES

TU OFFICE BITOLA

Regarding the Campaign on Local Economic - Social Councils several major initiatives were held in Bitola. On 1 May the office held press conference presenting information on the campaign, on May 21, an agreement was reached with the mayor, media present, while on May 30 an agreement on establishing Local Economic - Social Council in Bitola was signed.

On 14 May the textile factory Saitis was visited due to new affiliation possibilities. The factory has about 700 employees. It was found that despite al obstacles there is a de-

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Bitola, city of consuls

hours, the use of daily and weekly rest, shift operation and other issues. The result of the interventions is to resolve these issues, i.e acting under Labour Law.

TU OFFICE VELES

Besides most interventions in the form of complaints, requests and opinions of members in respect of overtime and violation of trade union rights, a meeting with employees in Brako was held regarding their affiliation in SIER.

With the same purpose it was also visited the textile factory Rodon where during one month two meetings were held. The first was held in the TU Office and the other in the company, which was attended by the owner, the director and the head of human resources. On 16 May it was agreed to hold a new meeting to determine further action in two weeks period.

On 15 May a seminar organized by SGIP and Foundation "Friedrich Ebert" was held. The topic of the seminar was "Role of SGIP in protecting employees' rights and affiliation of new workers". Lecturers were members of the Youth Section, while participants were mostly young employees in construction enterprises in the region. At this meeting to the "BV Engineering" - Bitola advertising material and affiliation cards were given.

In the "Health Care Centre - Bitola", after the visit of the State Labour Inspectorate - Bitola, on May 29, a meeting was held with a representative of the institution Silver Dimitrov about resolving problems with poor system schedule of working

TU OFFICE KUMANOVO

Activities connected to "Tobacco" – Kumanovo, a company that went into bankruptcy. Several meetings were held. At the end of May a court hearing was held, attended by the Secretary of TU Office. Because a new trustee was appointed the hearing was delayed, but a new meeting for further action was rescheduled.

A meeting in Pol Plast – Kumanovo was held. Intervention and legal assistance to an employee in PE "Cistota I zelenilo" was provided, a member of the Presidency of SUTKOZ. The employee is reassigned to another job and due to that an appeal was prepared to the Board.



TU OFFICE PROBISTIP

During the month the President of AGRO, Zivko Danevski visited Hydropower plant "Zletovica". It was also discussed about the selection of a new president of TU organization, due to the departure of the former president. In the frameworks of the visit a meeting with the President of the Agriculture Union of Eastern Macedonia was held, as they discussed possibilities for mutual cooperation.

In several organizations in the region discussions on new affiliations are in progress.

The Minner town Probistip

TU OFFICE SKOPJE

Contacts and consultations in the City Hall of the City of Skopje on two subjects: the membership of the local employees and future actions concerning Local Economic - Social Council on a city level.

A working session was held with employees in JSC Zuas regarding the issue of unpaid wages and benefits for a few months.

Visit of enterprises belonging to the agriculture union and share of information materials.

Participation in two seminars on "Evaluation of the Internship program and employment".

TU OFFICE STRUMICA

On May 30, a meeting of the Local Economic - Social Council was held on which representatives of employers and young unemployed were present. The topic of the meeting was "Learning through work - internship with mentoring." During meeting the guide "Why and how an internship should be organized" was presented.

The President of AGRO visited the companies "Dengina" and "Agro commerce 92" in Strumica, where with the leadership was discussed the possibility to form trade union organizations.

Also the following companies have been visited JSC Grozd JSC "Strumica Tabak", where the presidents of trade unions and managers had discussions about signing a collective agreement on employer level.

TU OFFICE TETOVO

The company "Zito Polog" - JSC Tetovo was visited and it was discussed about the condition in the milling industry and ways for solution of problems. As part of the visit a meeting with the manager of the company took place regarding unfair competition. In JSC "Tetex" together with the President Ljupcho Radeski negotiations on new members' affiliation from ETKO AND TETEKs JARN to Tetex are in progress. The advantage is that both companies are located in the area of "Tetex".

TU OFFICE GOSTIVAR

On May 14, a meeting with Trade Union organization of MLSP was realized. It was reviewed the current situation in trade union organizations that belong to the union of UPOZ and opportunities for new jobs.

TU OFFICE KICEVO

Several meetings with the Basic Court Kicevo and the Fond on Health Insurance were realized regarding current issues and new affiliations.

