



# MECEBYEH BИITTEH

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## SIGNED MEMORANDUM FOR REDUCTION OF THE INFORMAL ECONOMY

24.2.2016

On 24th February 2016 the President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski together with the representatives of the Organization of Employers of Macedonia, Business Confederation of Macedonia, Confederation of Free Trade Unions of Macedonia and the State Labor Inspectorate, attended the signing of the memorandum on cooperation in the fight against undeclared work.



Caption 1. The President of CCM, PhD Zhivko Mitrevski on the signing of the memorandum



Caption 2. The President of CCM, PhD Zhivko Mitrevski

The purpose of signing of this memorandum is to fight against informal economy through exchange of information and ideas and to raise the awareness on the benefits of declared work.

According to data presented at the signing of the memorandum most common areas in which undeclared workers are present are the sectors: agriculture, construction, transport, hotels and restaurants, trade and services, small and medium enterprises.

According to the statistics, men are slightly more likely to engage in undeclared work than women, most common age group from 15 to 30 years.

The report also comprises the categories students and pensioners, seasonal workers, part-time workers, temporary workers, as well as direct cash payment (wages in envelopes).

"The involvement of all social partners in the prevention of undeclared work is of a great importance. This extremely negative phenomenon has implications on the social and economic status of all involved in the process and in the negative fiscal policies of the state"- said President Mitrevski.

The analysis of the size and scope of undeclared work as a percentage of gross domestic product shows that undeclared work in Macedonia ranges between 20 and 35 percent. The data indicates that 11 percent of the working population in Macedonia is engaged in informal employment, and that 22.5 percent of the total number of workers is part of such employment. Various figures, as noted, are often confused and gave a misleading picture.

In 2014 the State Labor Inspectorate, according to data presented, performed 28,215 inspections and recorded 427 undeclared workers. It has submitted 385 requests for misdemeanor proceedings and two criminal charges. The Inspectorate has received 2,193 anonymous requests and 2,193 requests in writing.

## OHS ACTIVITIES OF CCM PRESS CONFERENCE



Caption 1. The President of CCM, PhD Zhivko Mitrevski on the press conference

11.2.2016

CCM during the past year has implemented a series of activities and realized several trainings through the regional trade union offices and subsidiaries.

In this regard, on 11.2.2016, at the Federation of Trade Unions, the President of CCM, PhD Zhivko Mitrevski held a press conference for the launching of the Project "Strengthening of the partnership of civil society and state institutions in the creation and promotion of the right to a safe and healthy working environment - Basic human right" that CCM shall realize together with the Macedonian Occupational Safety and Health Association (MOSHA).

The aim of this project is implementation of the provisions of the OHS Law and liabilities of the trade union OHS representatives.

On the press conference, the President of CCM, PhD Zhivko Mitrevski noted that the researches shall be conducted in 10 regions on the territory of Macedonia, Strumica, Veles, Kumanovo, Bitola, Stip, Kavadarci, Prilep, Ohrid, Gostivar, Kicevo, where trainings for all presidents of trade union organizations and OHS representatives shall be realized, for easier implementation of this law. Within the project civil society organizations shall be also involved in the area of fostering of the enhanced OHS measures, working together with employers for successful implementation of this important project. Also within this project several trainings with OHS experts shall be realized.

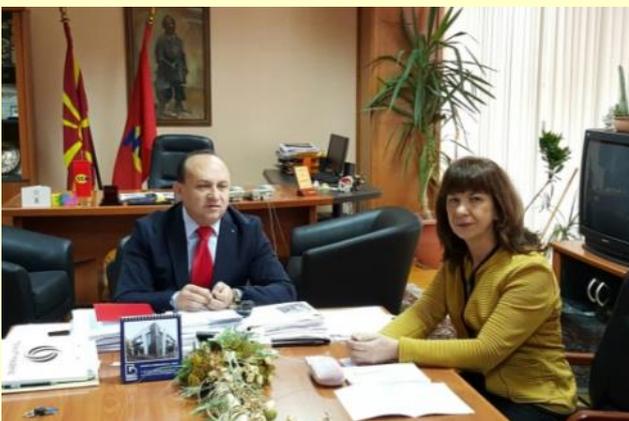
Our idea is to fully implement the amendments of the OHS Law, related to the legal obligation of the employers in the direction of compulsory opinion from the president of the trade union organization in the preparation of the OHS statement, participation of the president of the trade union organization in the gap analysis in determining OHS conditions, participation of the OHS representative and the president of TU organization in the process of purchasing new equipment or introducing new technologies, emphasized President Mitrevski.

Also, with the establishment of the Training Centre, CCM together with the branch unions shall provide direct opportunity for all workers to be able to attend such trainings and to receive certain certifications.

We hope that with these activities and measures we shall contribute as a union to improve the situation in providing safe working conditions for our workers and enforcement of the OHS law, emphasized President Mitrevski.

The last reporting period of the Labor Inspectorate for 2015, comprised information that there are over 243 reported workplace injuries and 4 deaths, which is a number that should not be neglected, so, in this way we try to act preventively and to ensure maximum prevention and protection at work.

## **EVALUATION AND MEDIUM-TERM REPORT ON THE ILO PROJECT: “PROMOTING SOCIAL DIALOGUE”**



Caption 1. The President of CCM, PhD Zhivko Mitrevski on the meeting with the ILO evaluator, Ms.

**18.2.2016**

On 18 February 2016 in the premises of the Federation of Trade Unions of Macedonia within the frameworks of the ILO Project: "Promoting Social Dialogue", the President of CCM, PhD Zhivko Mitrevski had a meeting with Ms. Lejla Tanovic, evaluator of the International Labour Organisation (ILO).

The purpose of this meeting was preparation of a medium-term report on the recent activities that have been implemented within the project and sharing ideas and needs for future activities within the project. The meeting was attended by the President of CCM, PhD Zhivko Mitrevski and the Adviser to the President of CCM on projects and EU integration, M.S, Lidija Naskovska.

The President Mitrevski expressed his satisfaction for the implemented activities and stressed the need for future activities that shall be directed towards promotion of the social dialogue. Possible future analyzes that need to be identified are preparation of an analysis on temporary workers as a distinct category of persons with regard to collective bargaining and signing of collective agreements, unionizing of these workers due to greater protection of their labor rights and analysis for their occupational health and safety at work, as well as analysis of the awareness of young people in terms of social dialogue and the need for trade union affiliation, raising the awareness and capacity of young people for these key segments.

The project continues with its implementation in the forthcoming period.

# FIRST WORKING MEETING RELATED TO OHS PROJECT - STRUMICA



19.2.2016

On 19.2.2016 in Strumica, the Federation of Trade Unions of Macedonia in cooperation with the Macedonian Occupational Safety and Health Association (MOSHA), held a press conference and a working meeting with the social partners, civil society organizations, media, representatives from relevant sectors

Caption 1. Participants on the working meeting

and other stakeholders in the region within the frameworks of the project "Strengthening the partnership of civil society and state institutions in the creation and promotion of the right to safe and healthy working environment - Basic human right". Before the meeting a press conference was held on which a statement was given by the Advisor to the President of CCM on projects and EU integrations, M.Sc. Lidija Naskovska, and the representative of MOSHA, Fatmir Saracini.

The Federation of Trade Unions of Macedonia in cooperation with the Macedonian Occupational Safety and Health Association (MOSHA), in Strumica held the first out of 10 working meetings in the framework of the project which aims to strengthen the partnership between civil society organizations, state institutions in terms of achieving a safe and healthy working environment. Companies must invest in OHS.

The results of these investments show that improved working conditions increase the profitability of the company. For this purpose, questionnaires for the workers and OHS representatives have been prepared. The goal was to see how workers are familiar with the new law amendments and the work of the trade union representative, while union officials had to respond to what extent the law is being respected and implemented in the enterprises"- said M.Sc. Lidija Naskovska.

"We expect the project to influence the improvement of cooperation with NGOs, with workers and employers as well as to raise public awareness on the importance of safety at work. We have had a project that had been lasting for 5 years where certain companies received grants to see whether such investment is an expense or an investment. What was concluded was that in the companies that have been investing on OHS matter their reputation, the working conditions were improved and also noted increased profit,"- emphasized Fatmir Saracini.

The meeting was opened by the project coordinator, Vesna Ristovska, which presented the goals of the project and project activities.

Furthermore Danilea Indova, an expert on biodiversity has a presentation on the OHS Law with emphasis on the role of shop stewards / OHS representatives.

The results of the research and analysis of the questionnaires as well as problems and challenges that workers are facing with, were presented by Vasil Gligorov, CCM representative, RTUO Strumica and Zorka Andova, TU coordinator, RTUO Radovish.

As a last item on the agenda was presentation of the conclusions of the meeting with emphasis on the conclusion that companies which have established union, the OHS representatives are able to perform OHS duties and that the employees are familiar with the basic principles and provisions contained in the OHS Law. Regarding the OHS statement and risk assessment all present agree that are implemented in the companies from the economy, were most of the analyzes were conducted. Regarding the possibility of the employees to contact the shop stewards / OHS representatives, was concluded that a number of employees know where to refer when having certain problem, however, they do not submit complaints concerning OHS. As a conclusion was that employees themselves do not take necessary steps to submit certain complaints, but often they have just a conversation between themselves.

As a general conclusion of the working meeting was that in companies where workers are union members, there are better conditions for safe and healthy working environment.

## CONTINUATION OF WORKING MEETINGS RELATED TO THE OHS PROJECT -VELES

**23.2.2016**

On 23.2.2016 in Veles, the Federation of Trade Unions of Macedonia in cooperation with the Macedonian Occupational Safety and Health Association, held a press conference and had a meeting with the social partners, civil society organizations, media, representatives from relevant sectors and other stakeholders in the region within the frameworks of the Project "Strengthening the partnerships of civil society and state institutions in the creation and promotion of the right to safe and healthy working environment - Basic human right".



Caption 1. The President of CCM, PhD Zhivko Mitrevski on the conference

Before the meeting the President of CCM, PhD Zhivko Mitrevski held a press conference.

"In the past few years we have significantly improved the OHS measures, reduced the number of work-related injuries among workers and has raised the awareness among employers to provide conditions for safe jobs" said President Mitrevski.

"We have improved the environment and raised the awareness for the Macedonian workers especially since 2010 with the permanent changes that we made in the OHS Law. And the fact the number of injuries has been decreased compared with previous years and the reduction in death consequences shows that the awareness of the need for safety and health at work is growing. The penalties that have been introduced also act preventively and shall further improve the situation "- said President of CCM, PhD Zhivko Mitrevski.

"In terms of implementation of a pro-European type of trade unionism we have fought the president of a TU organization to be able to perform analysis and control jobs at least twice a year. If he/she determines that there are no safe conditions for work he/she is entitled to stop the process of production.

The latest amendments also provide that each record made by the labor inspectorate can not be closed unless it is signed by the president of the trade union organization"- said the President Mitrevski.

The meeting was opened by the President of CCM, PhD Zhivko Mitrevski, who stressed the importance of the OHS Law and the need for training, increase of the capacities of the presidents and OHS representatives in order to provide healthy and safe working conditions at the workplace and the importance of strengthening the partnership between civil society organizations and state institutions which has great influence in the part of occupational health and safety.



Caption 2. The President of CCM, PhD Zhivko Mitrevski on the meeting

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Vesna Ristovska, the project manager had presentation on the project activities and OHS Law with emphasis on the role of shop steward / OHS representatives.

Presentation of the research results and analysis of the questionnaires on the role of shop steward / OHS representatives, problems and challenges, had the Secretary of the regional union office of CCM in Veles, Sebaedin Shakirov and Janka Jovanova, coordinator of the regional trade union office of CCM in Sveti Nikole.

The meeting was attended by all stakeholders, including Ljubica Janevska representative from "Rontis", a company for medical devices, who informed the audience on the experience of OSH in her company as a good example of implementation of the legal provisions from the OHS Law.

At the end of the meeting the research conclusions were presented which confirmed that in companies where a union organization is established, the OHS representative is able to perform his/her work and employees are familiar with the basic principles and provisions arising from the OHS Law.

These conclusions once again confirmed that the collective protection through union membership is the best form of action and protection of employment rights including the right to work in safe and healthy working environment.



Caption 3. Participants on the meeting

# THIRD WORKING MEETING RELATED TO OHS PROJECT - BITOLA

25.2.2016

On 25.2.2016 in Bitola, the Federation of Trade Unions of Macedonia in cooperation with the Macedonian Occupational Safety and Health Association (MOSHA), held a press conference and a working meeting with the social partners, civil society organizations, media, representatives from relevant sectors and other stakeholders in the region



within the frameworks of the project "Strengthening the partnership of civil society and state institutions in the creation and promotion of the right to safe and healthy working environment - Basic human right".

Before the meeting a press conference was held on which a statement was given by the Advisor to the President of CCM on projects and EU integrations, M.Sc. Lidija Naskovska, the legal representative of RTUO Bitola, Ljupco Vasilevski, and the project coordinator Vesna Ristovska.

"In the past year CCM has data from the State Labor Inspectorate which shows that there were 243 violations on the work places, 4 of which were with fatal consequences," said Lidija Naskovska - Advisor to the President of CCM.

"There is hiring of experts in almost all major organizations. Greatest protection can be found in two manufacturing companies in Bitola and a small textile factory in Resen," said Ljupco Vasilevski - regional representative of CCM in Bitola.

According to the informal reports of MOSHA, in the reports for 2015 there are 44 registered accidents with fatal consequences", stressed Vesna Ristevska - Project Manager in MOSHA.

The meeting was opened by the project coordinator Vesna Ristovska, which presented the goal of the project and project activities.

Furthermore a presentation on the role of shop stewards/ OHS representatives was presented by Agim Shaqiri, a professor at the European University in Tetovo.

The results from the research and analysis of the questionnaires, as well as problems and challenges that workers are facing were presented by Ljupco Vasilevski, CCM, Bitola.



Caption 2. Participants on the working meeting

At the end of the meeting it was concluded that the application of the OHS Law shall bring greater benefits for both workers and employers. In the region of Bitola, the survey of the regional office raised the awareness of the importance of the OHS matters and there are some of the companies that fully apply the foreseen standards. On the other hand we need further training for union officials / OHS representatives. In the companies with over 50 employees, the union representative has the right to make inspections on the workspace, to talk to the employer if there are problems, to notify the labor inspector for certain shortcomings, to sign OHS statement, to give his opinion and participate in the inspection in estimating jobs, i.e. whether the employer has implemented all necessary measures in assessing the risk.

At the end of the meeting as a general conclusion was concluded that the importance of this law should be extended to companies that have from 1 to 10 employees in the proper scope and need.

Although the data show that the number of injuries and accidents at work has been decreased, however there is always room for additional measures in order to ensure even greater protection of workers.

## **CAMPAIGN FOR THE IMPLEMENTATION OF THE OHS LAW EDUCATION OF PRESIDENTS OF TU ORGANIZATIONS IN CCM - KUMANOVO**

**29.2.2016**

In Kumanovo on 29.2.2016 the representatives of the Labor Inspectorate, local government representatives, representatives of private enterprises and civil society organizations together with the Presidents of TU organizations in CCM had a working meeting related to OHS Issues.

On this meeting the project objectives were also presented. On this training their speeches had PhD Zhivko Mitrevski, President of CCM, the University professor of Southeast Europe, Agim Shaqiri, the project coordinator Vesna Ristovska and the biodiversity expert, Daniela Indova.

A separate analysis of the situation regarding OHS in Kumanovo was presented by the General Secretary of the regional union office in Kumanovo, Mile Spasovski.

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Caption 1. Participants on the meeting

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