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FIRST CONSTITUENT SESSION OF THE COUNCIL OF CCM

9.9.2015

On 9.9.2015 the first constitutive session of the Council of the Federation of Trade Unions of Macedonia (CCM) was held on which the mandates of the members and the management of CCM were elected.

Besides the legal protection information for the first six months of 2015/ first half of 2015, a new Secretary General of the Council of CCM was elected, replacing the former Secretary of CCM who has retired, Angjelko Angjelkovski. For a new General Secretary of the Council of CCM was elected Darko Dimovski,

President of the Union of Workers in Catering, Tourism, Utilities, Crafts and Protection companies of the Republic of Macedonia. In his address, the former Secretary General, Angjelko Angjelkovski expressed his gratitude for the cooperation and sent a message to all bodies of CCM to look after and take care of the unity of CCM and the organization in general.



Caption 1. The First Constituent Session of the Council of CCM

On the session of the Council of CCM the Vice- presidents of CCM were re-elected:

- Vice- President for Private Sector – President of SGIP - Pavel Trendafilov
- Vice- President for Public Sector - President of MPS - Tihomir Klimoski
- Vice- President for collective bargaining and economic issues - President of Agro Union- Zivko Danevski
- Vice- President for Organizational Development - President of SPTRM - Jordan Sandev

The President of CCM thanking the former members and addressing the newly elected emphasized the meaning of CCM as a generator of the trade union movement and the guardian of the labor status of employees.

The President also emphasized the need for strengthening of the unity, solidarity and restoring the confidence, by mobilizing new membership as a prerequisite for strengthening the position and power of the unions. On the session by the members of the Council of CCM was asked for a proactive presence of the presidents of some branch unions in the work of the Council of CCM for which a special conclusion was adopted.

We are presenting you the realized free legal protection of the union membership in the Federation of Trade Unions of Macedonia in the period from January-June 2015:

During the first half of 2015, the Federation of Trade Unions of Macedonia registered 1110 addresses in the direction of employment rights protection referring to different legal bases.

The number of addresses has decreased by 425 compared to the same period last year when 1535 addresses were registered.

The largest number of addresses are in the period January-June 2015 by:

- Union of the workers in Industry, Energy and Mining of the Republic of Macedonia SIER-298
- Union of Agro Industrial Complex of RM AGRO- 274
- SUTKOZ- Union of Workers in Catering, Tourism, Communal Utilities, Housing Economy, Handicraft of RM- 149
- STKC- Trade Union of the Workers in Textile, Leather and Shoe Industry of the Republic of Macedonia- 147

Speaking of the number of addresses on separate legal bases, as before, the most numerous addresses are on the basis of unpaid salaries, and unpaid salary contributions - 668 addresses.

Than following addresses regarding:

- Bankruptcy Proceedings Rights - 223,
- Trade Union Rights - 114
- Right to annual leave and recourse for vacation -77,
- Overtime work- 46.

During the six months of 2015 the following legal actions have been taken:

Submitted 39 claims, 18 court discussions and 10 positive verdicts.

Within the preventive action to protect workers' rights 1018 advices were given, 124 prepared claims, 57 complaints and 2 registered mutual realized rights.

As in the past, this year CCM is being following the amendments to the Labor legislation and actively participated in the procedure for their adoption by submitting comments, opinions and suggestions in order to protect and promote workers' rights.

20TH JUBILEE PENSION SPORTS COMPETITIONS

4.9.2015

The Federation of Pensioners' Association of Macedonia (SZPM) as a massive organization of the pensioners in the country, traditionally every year held its 20th jubilee pension sports competitions in the spirit of developing sports activities for the pensioners.

Traditionally on these jubilee pension sports competitions the President of CCM, PhD Zhivko Mitrevski was invited, which represents a confirmation of the joint activities of CCM and SZPM that are being realized in continuity.



Caption 1. Attendees on the Jubilee Pension Spots Competitions

These jubilee pension sports competitions were open by the President of SZPM, Dragi Argirovski, and the opening was attended by the Minister of Labor and Social Policy, Dime Spasov and the mayor of the municipality of Butel, Petre Latinovski. Also, the Director of the Fund of PIOM, Amet Dauti was also present on this important event.

In his address, the President of SZPM, Dragi Argirovski specifically emphasized the activities related to encouraging the sportsmanship of the pensioners and the activities being realized in the past period. The Minister of Labor and Social Policy, Dime Spasov specifically highlighted the activities of the Government of RM and the Ministry of Labor and Social Policy in the area of improving the standard of the pensioners and the opportunities for bath treatments, as well as a possible increase of pensions. The President of CCM, PhD Zhivko Mitrevski in the discussions with the participants and the leadership of SZPM especially emphasized the importance of the cooperation, the signed Memorandum, as well as joint activities in the functioning of the pension systems, legislation and other activities in the area of improving the socio-economic situation of the pensioners, citizens and workers in the country.

CONTINUATION OF THE COOPERATION OF TRADE UNIONS AFFILIATED IN CCM AND CCM WITH HAK-IS

11.9.2015

The Trade Union of the Workers in Local Self- Government and Public Services of the Republic of Turkey (HIZMET- IS) has established cooperation with the Trade Union of the Workers of Administration, Judicial Authorities and Citizens' associations of the Republic Macedonia (UPOZ) which is an affiliated union in the Federation of Trade Unions of Macedonia- CCM. The cooperation of UPOZ with HIZMET- IS and CCM is dating back since 2008. Within this cooperation, the union of HIZMET- IS held session of the Council and had bilateral meetings with the leadership of UPOZ and CCM.



Caption 1. Delegation from HAK-IS

Subject of conversation were the peculiarities of trade unions within the global economic crisis and the position of trade unions as well as exchanging experience in this sphere.

On 11.9.2015, the President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski, and the President of the Confederation of Trade Unions of Turkey, HAK- IS (also the President of the Union of Workers in Municipal and Public Services of the Republic of Turkey HIZMET- IS), Mahmut Arslan, signed Cooperation Agreement for further cooperation within the framework of realization of joint trade union activities.

A WORKSHOP ON DEVELOPMENT OF A TRIPARTITE ACTION PLAN ON STRENGTHENING COLLECTIVE BARGAINING

22.9.2015



Caption 1. Participants on the Workshop

On 21 and 22 September 2015, in the hotel Aleksandar Palace a the tripartite workshop was held in the framework of the Project "Promoting Social Dialogue", on which representatives of the Federation of Trade Unions of Macedonia (CCM), led by the President of CCM, PhD Zhivko Mitevski, representatives of the Ministry of Labor and Social Policy and other social partners were present.

On the workshop the participants discussed a set of measures which shall be incorporated in a Tripartite Action Plan on Collective Bargaining, taking in consideration the gender issue.

Technical support during the workshop was provided by Ms. Cristina Mihes, ILO Senior Specialist for Social Dialogue and Labour Law, Mr. Dragan Radic, ILO Senior Specialist for Employers' Activities and Mr. Ovidiu Jurca, ILO Senior Specialist for Workers' Activities.

The President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski has emphasized the importance of the need to develop a Tripartite Action Plan for collective bargaining and also stressed that in this context there is a need to analyze the density of the sectoral collective agreements, to make appropriate mapping, to promote the need for collective bargaining in the industrial zones, and in any case a promotion to strengthen the legal framework to encourage the process of collective bargaining between the social partners needs to be considered. In this regard the position of the state to affirm this process shall be especially significant.

In the framework of the workshop the President of CCM, PhD Zhivko Mitrevski, thanked the ILO Senior Specialist for Workers' Activities, Ovidiu Jurca, who is retiring this year for the long-term cooperation and noted that in the past 5 years there has been a significant step forward in terms of promoting the social dialogue and ratification of the ILO conventions.

WORKING MEETING OF PRESIDENT AND THE GENERAL SECRETARY OF CCM OF THE TU OFFICE IN MAKEDONSKI BROD

3.9.2015

Within the Action Program and the activities of CCM for implementation of certain issues related to the territorial structure of CCM and familiarization with the situation with the employees in individual municipalities, the President of CCM, PhD Zhivko Mitrevski and General Secretary Angjelko Angjelkovki, on 3.9.2015 had a working visit of the TU Office in Makedonski Brod and were informed on the current situation in the municipality by the TU coordinator Dean Petkovski.

Also in the framework of this visit several trade union organizations were visited.

WORKING MEETING OF CCM AND SRSVM WITH THE MINISTER OF TRANSPORT AND COMMUNICATIONS



2.9.2015

On 2.09.2015 a working meeting with the President of CCM, PhD Zhivko Mitrevski, the President of SRSVM, Metodija Dimeski and the Minister of Transport and Communications, Vlado Misajlovski was held.

The meeting was organized on the basis of a number of current issues related to the operation of Makedonski Zeleznici JSC Transport and Makedonski Zeleznici Infrastruktura.

The meeting was attended by representatives of the trade union organization, the Executive Board as well as members of the Presidency of SRSVM.

The emphasis was on solving current issues related to payment of salary and health cards. The representatives of the union presented the current problem in the delay in the payment of the salary with proposals for solving this issue and meeting the request of the employees.

The Minister Misajlovski explained the situation in Makedonski Zeleznici JSC Transport and Makedonski Zeleznici Infrastruktura, as well as the situation with the migrant and refugee crisis and presented his views in respect to solving the problem of payment of salary and health cards. Also it was pointed out that this problem shall be solved as a priority with a certain dynamics and involvement of the Health Insurance Fund.

WORKING MEETING OF CCM AND SGIP WITH THE MINISTER OF JUSTICE

18.9.2015

The President of the Federation of Trade Unions of Macedonia (CCM), PhD Zhivko Mitrevski, and the President of the Trade Union of Construction, Industry and Planning of the Republic of Macedonia (SGIP), Pavel Trendafilov on 18.09.2015 had a working meeting with the Minister of Justice, Adnan Jashari. The meeting was attended by representatives of the Economic Chamber of Macedonia.

The meeting was devoted to solving problems associated with the inability to perform proper collection of receivables to public enterprises and state-owned companies due to the limitations set out in the Law on execution procedure and discretion of court presidents to set execution limits.

The Presidents of CCM and SGIP indicated that such problems can contribute to the disruption of the normal functioning of companies, which in turn can cause layoffs of employees. Such theses of the business community were confirmed by the representatives of the Economic Chamber.

The problems were confirmed by the Minister Jashari who pointed out that in terms of resolving them, a procedure for amendments to the relevant legislation has been initiated for which timely consultation with the trade unions and the business community shall be made.

REGIONAL TRIPARTITE CONFERENCE ON THE FORMALIZATION OF THE INFORMAL ECONOMY

15-16.9.2015



Caption 1. Participants on the Conference

The President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski together with the Deputy Minister of the Ministry of Labor and Social Affairs, Ibrahim Ibrahimi, ILO representative, Office in Skopje, Emil Krstanoski, the President of the Business Confederation of Macedonia, Mile Boskov attend the Regional Conference on the formalization of the informal economy which is held in Becici,

Budva, Montenegro, organized by the International Labor Organization (ILO) and the Ministry of Labor and Social Policy of the Republic of Montenegro.

The aim of the conference is to promote the newly adopted recommendations for the transition from informal to formal economy in 2015 and to provide an opportunity for the participants to share relevant knowledge from Europe and Central Asia in terms of approaches and instruments relating to the formalization of the informal economy, including lessons learned through the implementation of a number of ILO projects in the region.

The event is being attended by representatives of governments and employers' and workers organizations from Albania, Armenia, Bosnia and Herzegovina, Bulgaria, Greece, Kazakhstan, Moldova, Montenegro, Portugal, Romania, Russia, Serbia, Tajikistan, Turkey and Ukraine as well as representatives and technical experts from the ILO.

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