



Monthly Newsletter

Publication of the Federation of Trade Unions of
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DELEGATION OF ITUC/ PERC IN CCM



Caption 1. Leadership of CCM with the delegation of the ITUC/ PERC

6.7.2016

On 6 July 2016 the Federation of Trade Unions of Macedonia, welcomed the delegation of the International Trade Union Confederation (ITUC) of the Pan European Regional Committee (PERC) led by the Executive Secretary of ITUC/ PERC, Mr. Anton Leppik and the Office Coordinator of ITUC/ PERC, Office Sarajevo, Mrs. Enisa Salimovik, which had a mission to hold separate meetings with the unions in Macedonia.

The meeting was attended by the President of CCM, PhD Zhivko Mitrevski, the Vice President of the Public Sector at CCM, Mr. Tihomir Klimoski, also a President of the Macedonian Police Union, (MPS) and the Vice President for the Private Sector at CCM, Mr. Pavel Trendafilov, also a President of the Union of Construction, Industry and Civil Engineering of RM, (SGIP).

At the meeting the President of CCM, PhD Zhivko Mitrevski, presented the situation in the Republic of Macedonia referring to the labor movement, social dialogue and collective bargaining as well as the achievements in terms of legislation concerning workers' rights. Also the President Mitrevski presented the new five-year Action program of CCM, adopted at the 19th Congress of CCM.

As one of the most important issues that were discussed at the meeting was the establishment of the Trade Union Education Center in CCM, after which the delegation had the opportunity to visit the equipped premises for that purpose.

The situation in the public and private sector in Macedonia was presented by the Vice Presidents.

REPORT ON THE TORINO PROCESS 2016

6.7.2016

On July 6, 2016 in Skopje, a workshop on the Torino Process 2016 was held organized by the European Training Foundation (ETF), the Vocational Education and Training Center of the Republic of Macedonia and representatives from the Ministry of Education and Science of RM.



The meeting was attended by the President of CCM, PhD Zhivko Mitrevski. The meeting was intended to support the process of drafting the report under the Torino Process (TRP) cycle 2016, under the coordination of the Vocational Education and Training Center.

The Turin process can be understood as a useful tool for analysis of vocational education and training policies as well as to identify priorities and challenges based on social dialogue and relevant evidence structured into multiple dimensions. This workshop was a continuation of the first workshop on the Torino Process 2016.

Macedonia should use the Turin process 2016 as an estimate of the situation in the area of the vocational education and training. The objective is to track the progress of the policies, monitor the implementation of VET reforms and assess their progress and impact through broad and open consultation and involvement of all stakeholders. The report should serve the country as a document base, from where priorities for different activities, developing programs and future projects shall be drawn.



Caption 1. Participants on the workshop

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ESTABLISHED LESC- RADOVISH

19.7.2016

On 19 July 2016 the President of CCM, PhD Zhivko Mitrevski attended the signing of another Treaty on the establishment of a Local Economic and Social Council (LESC) in Radovich.

This is another Local Economic and Social Council (LESC), despite the previous 12 established which will help to improve the development of the social dialogue between the social partners and shall harmonize their different views and interests at the local level.



Caption 1. The signatories of the Treaty

Signatories of this Treaty are the Mayor of Radovich, Sasko Nikolov, the President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski, the President of the Organization of Employers of Macedonia, Mr. Angel Dimitrov, and the representative of the Confederation of Free Trade Unions of Macedonia, Mr. Zoran Andovski. Despite the social partners, in the Local Economic and Social Council representatives of the municipal administration, business and academia also are represented.

LESC has a consultative and advisory function and it has been established to encourage and develop the social dialogue between the social partners, bringing their different views and interests at the local level. LESK shall review questions and give opinions, suggestions and recommendations to the Mayor and the Municipal Council on certain issues of economic and social area, such as local economic policy of the municipality, employment policies, policies on prices and wages, OHS, education etc. It shall comprise representatives from the Center for Employment of municipalities, secondary schools and non-governmental organizations and civic associations.

The establishment of the Local Economic and Social Councils is part of the project: Promoting social dialogue, which is funded by the European Union (EU) and implemented by the International Labor Organization (ILO).

CCM JOINED IN THE HUMANITARIAN ACTION FOR THE FLOODED AREAS

8.8.2016

The Federation of Trade Unions of Macedonia joined in the humanitarian action to help the affected regions of the devastating floods that hit the regions of Skopje and Tetovo. The President of CCM, PhD Zhivko Mitrevski informed on the donation of food items, hygiene supplies, medical kits, water and financial assistance.



Caption 1. Donation of CCM



Caption 2. The President Mitrevski on the press conference

We have established a Crises Committee in CCM by which we shall engage all trade unions to help with volunteers who will work on the flooded areas, and to be directly involved in the realization of this humanitarian action and aid for the victims, said the President of CCM, PhD Zhivko Mitrevski.

The President Mitrevski said that he had already contacted the Regional Trade Union Council "Solidarnost" which was formed several years ago, comprised of all the countries of the former Yugoslavia that are willing to be involved in the humanitarian action.

We also planned to ask for help at the international level since we are members in the European Trade Union Confederation, the International Trade Union Confederation and to receive appropriate assistance that will help people to overcome this disaster, emphasized the President of CCM, PhD Zhivko Mitrevski.

REQUEST FOR A HUMANITARIAN ACTION FOR HELP

8.8.2016

Dear all,

We are sharing with you information on the humanitarian action to help the victims in the areas affected by the floods in Skopje and Tetovo, which certainly can be shared in your organizations/institutions, with your members and companies, as well as on your web pages or social network profiles.

Basic groceries and products most needed are: bottled water, food (sterilized milk, baby food, crackers, tins, waffles), candles, antibacterial wipes, other hygiene products, plastic cutlery, rubber boots, blankets, warm clothes. This type of aid can be delivered in:

- Warehouses of the Red Cross in Momin Potok, Skopje from 8 to 18 am (contact phone: 02/3 096-227)
- Elementary school "25 May" (02 / 2521-395, 02 / 2520-673) in Gazi Baba, Str. Ali Avdovic No. 6 in Cento, and
- All primary schools in the Municipality of Aerodrom from 08 to 22.00.

We also need volunteers for the organized activities. All interested can register on the telephone no. 02/322-6655 or to come directly to the premises of the municipality of Gazi Baba (Str. Archimedova 2) at 10, 13 and 17.00, where they shall be organized and recruited.

Also we require machinery and water pumps.

The financial assistance can be also donated:

- by calling the following numbers: 075/070/077 143 400 (each call 100 denars + VAT)
- funds on the account of the Solidarity Fund 300000001327966 DB 4030984271620 - Komercijalna Banka

Foreign currency can be donated on the following account:

NAME OF THE ORGANIZATION: MACEDONIAN RED CROSS

NAME OF THE BANK: KOMERCIJALNA BANKA AD SKOPJE

BANK ADDRESS: STR. ORCE NIKOLOV NO.3, 1000 SKOPJE, MACEDONIA

BANK ACCOUNT: 300000000000133 25730522-11

SWIFT CODE: KOBSMK2X

IBAN CODE: MK07300701000001228

Federation of Trade Unions of Macedonia

President

PhD Zhivko Mitrevski

VISIT OF THE PRESIDENT OF CCM IN THE FLOODED REGIONS



9.8.2016

The President of CCM, PhD Zhivko Mitrevski, together with the representatives of the Crisis Committee of CCM on 9.8.2016 visited the flooded regions near the city of Skopje. During the visit, which was organized in the village Stajkovci, together with the Minister of Labor and Social Policy, Dime Spasov, the President of CCM was informed of the consequences and damages from the storms, as well as the actions taken by the Government of RM in this direction.

Caption 1. President of CCM with the Minister of Labor and Social Policy



Caption 2. Action in the flooded areas

The President of CCM had discussions with many of the employees of the public companies that are directly involved in the activities related to the flood and also had meetings with a number of residents from the affected regions.

The President of CCM together with the Minister of Labor and Social Policy expressed their gratitude to the employees of the public companies who

generously during all these days are directly involved in dealing with the crisis.

The President of CCM also informed the Minister of Labor and Social Policy on the activities of CCM in the implementation of the humanitarian action for help of the victims, as well as the activity of CCM in the direction of informing all relevant international trade union organizations such as the European Trade Union Confederation, International Trade Union Confederation and the Regional Trade Union Council "Solidarnost".



Caption 3. Part of the flooded areas

SIGNED TREATY ON AMENDING THE GCA FOR THE PRIVATE SECTOR

10.8.2016

The Federation of Trade Unions of Macedonia and the Organization of Employers of Macedonia, taking into account the consequences of the disaster that hit the regions of Skopje and Tetovo on 6.8.2016 in a sign of providing an opportunity for a particular protection and dealing with the consequences of the flood, aimed at protection of workers' right to use days off have signed a Treaty on amending the General Collective Agreement for the private sector in which the number of free 3 days is increasing to 7 days, and at the same time also provides a possibility the number of the days to be further increased in a case of a state of emergency or crisis situations due to natural or other disasters declared by decision of the Government of RM or any other competent body or institution; the employer may allow using of a greater number of days to the employees working in the legal entities in that area or living in areas affected by the weather or natural disasters in accordance with the Decision declaring an emergency or crisis situation due to natural or other disasters adopted by the Government or other competent authority or institution.

Such amendments to the General Collective Agreement for the private sector show the willingness of CCM and ORM to engage in coping with the consequences of natural disasters, as the most representative social partners from the private sector.

Also CCM and ORM noted that the State Labor Inspectorate shall be responsible for the implementation and control of the implementation of the General Collective Agreement for the private sector.

CONTINUATION OF THE HUMANITARIAN ACTION OF CCM

23.8.2016

On 23.8.2016 in the premises of the Federation of Trade Unions of Macedonia, the President of CCM, PhD Zhivko Mitrevski together with the members of the Executive Board of CCM and the members of the Crisis Committee had a meeting with the Secretary General of the Red Cross of Macedonia, Sait Saiti, where the President of CCM, PhD Mitrevski



Caption 1. Meeting with the Secretary General of the Red Cross, Sait Saiti

presented the activities of CCM aimed at giving help to the people who suffered the flood as well as the

plan of CCM for continuation of the humanitarian action by donating additional funds in the Solidarity Fund of the Red Cross.



Caption 2. The President Mitrevski on the press conference

After the meeting, President Mitrevski, together with the Secretary General of the Red Cross of Macedonia and the members of the Executive Board and Crisis Committee held a press conference on which they highlighted the additional help of CCM with funds for the people who suffered the flood in the

regions of Skopje and Tetovo and the continuation of the humanitarian action.

CCM made an appeal to the institutions, enterprises and other unions to engage in this activity in order to provide additional funds for the victims.

The President of CCM also informed that a Request for Assistance was also sent to the international organizations such as the ETUC, ITUC and RSS Solidarnost, having a consent for appropriate assistance.

THE CARE FOR WORKERS' OHS – A PRIORITY OF CCM -SIGNED OHS MEMORANDUM -



29-30.8.2016

Within the educational concept of the European Trade Union Institute (ETUI) on 29 and 30 August an OHS Regional Exchange and Information Forum was held in Budapest, Hungary. The purpose of this Forum was to strengthen the joint activities of the trade unions on OHS issues on national and European level, as well as exchange of experiences and trade union cooperation.

On the Forum the national delegations from Bulgaria, Croatia, Hungary,

Macedonia, Romania and Serbia presented the reports on the current situation in terms of OHS from a national perspective, as well as the priorities, cooperation with labor inspectors, and other stakeholders in the society.

Also on this forum the working groups had opportunities for cooperation between trade unions, and the outcome of the Forum was the signed OHS Memorandum.

Budapest memorandum Trade Union Memorandum on Health and Safety at Work

Trade union representatives from Bulgaria, Croatia, Hungary, FYROM, Romania, and Serbia met in Budapest on 29-30 August 2016 to discuss the situation, challenges of and necessary steps to improve workplace health and safety situation of workers in their countries and region.

The regional OSH Forum convened by the European Trade Union Institute focussed on the recent developments of workplace health and safety related policies, and practices.

Country reports pointed out that over the past years in a number of countries a worsening situation in health and safety at work situation has been witnessed, parallel to changes in forms of and the growing number of precarious employment. In the same time in many countries labour legislation was amended with workers' rights reduced. Growing number of workers have been victimised in work related accidents and diseases, while the number of fatal accident increased - bringing misery and pain to many families and high price for societies.

Reasons for this trends are manifold, however the effects and cutbacks following the crisis years, the decline of political interest and will for securing safe and healthy working conditions for all is seen as a major source. Trade unions find OSH related cutbacks unacceptable. Investment in prevention and hazard free workplace is good vital for all involved stakeholders and for the whole society too.

We consider that it is necessary to strengthen trade union control role through appropriate legislation.

Downsizing of national OSH systems of protection and inspection have greatly contributed to the negative trends. Neglecting of prevention, weakening of labour inspectorates and their role in OHS legislation enforcement, non-transparent role of preventive and protective health services are some of the widely seen discrepancies. These not only put workers into worse working conditions, but harm wider interests, lead to unfair competition and provide environment for social dumping.

We call for strengthening of social dialogue and partnership in the field of health and safety at work – following the best examples of other European Union countries. We need political will to implement fully the articles of the Framework Directive 89/391/EEC regarding “workers' representatives with specific responsibility for the safety and health of workers and prevention”. Promotion of prevention, vivid systems of inspection and enforcement of legislation through cooperation of authorities, employers and trade unions is the key to any sustainable improvement. Trade union potentials in promoting workplace health and safety should be used at all levels, especially in times of shrinking resources. We consider the strengthening of the institution of workers safety representatives of key importance, to which trade unions provide wide support.

Special efforts are needed to create an accountable approach and manner regarding OSH, as well as to eradicate the high level of underreporting of accidents and work-related illnesses. Trade unions in the region see critical deficiencies in risk assessment at SMEs. Exposure of workers to psychosocial risks, work related cancers and MSDs is enormous. Therefore we call for action!

We need a genuine evaluation of implementation of the EU laws in OHS in our countries. We need an action plan for improvements in OHS working conditions of workers in the region.

We request a political action bringing workplaces from “old times” to 21 century!

Talking about decent work is not enough – we need action!

Budapest, 30 August 2016

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