



Monthly Newsletter

Publication of the Federation of Trade Unions of Macedonia



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September 2016

No. 9

THE LEADERSHIP OF CCM- COMPLETED -NEW SECRETARY OF COUNCIL OF CCM AND VICE PRESIDENT OF ORGANIZATION AND MOBILIZATION-

21.9.2016

The Council of the Federation of Trade Unions of Macedonia (CCM) at its 4th Session held on 21.09.2016 reviewed several agenda items, such as the information for the given legal protection, signed Treaty for the amendments to the GCA for private sector associated with the increased time off (from 3 to 7 days) for natural disasters, as well as the election for the new Secretary of the Council of CCM and a



Caption 1. 4th session of the Council of CCM



Vice-president, also member of the Executive Board, on organizing and mobilizing new members. Pursuant to the Statute of CCM, upon the proposal of the Presidency of CCM, for a Secretary of the Council of CCM in the next mandate period was unanimously elected Metodija Dimeski, President of the Union of Transport and Communications of the Republic of Macedonia. Also on the session unanimously was elected the Vice-president for organizing and mobilizing new members, Robert Simonoski, President of the Trade Union



Caption 2. The election of the Secretary of the Council of CCM, Metodija Dimeski and the Vice- President for organizing and mobilizing new members, Robert Simonoski

of Energy and Economy of the Republic of Macedonia. In their addresses the two newly elected expressed gratitude for the elections highlighting their commitment for a full engagement in the implementation of the program goals of CCM and their active contribution to the achievement of the program activities. The information on the legal protection for the period of January- June 2016 clearly reflects the constant effort and position of CCM in providing free legal assistance to their members through the network of attorneys belonging to the territorial structure of CCM. During the reporting period there have been 1252 registered claims/addressed by the members of the affiliated trade unions who sought legal assistance throughout the territory and in the headquarters in Skopje. The reporting period also comprised CCM's activities in terms of legislation and implementation of the strategy through the social dialogue not allowing their reduction that was evident during this period.

SOLEMN ACADEMY- CELEBRATING 70 YEARS OF PENSIONERS' ORGANIZING



Caption 1. Solemn Academy-70th anniversary of pensioners' organizing

16.9.2016

On 16.9.2016 in Dom na ARM a solemn academy on the occasion of the 70th anniversary of pensioners' organizing in Macedonia was held. The official ceremony was opened by the President of the Republic of Macedonia, Gjorgje Ivanov, who was also a patron of this event. In his introductory address he pointed out the importance of the Association of Pensioners in Macedonia, their initiatives during this period and the

importance of senior citizens as active participants in the society in general. The President Ivanov awarded the President of the Association of Pensioners, Dragi Argirovski with a high recognition "The Charter of Macedonia". The President Argirovski in his speech pointed out that the Charter means recognition for 250,000 pensioners, as well as for the 7 decades-long history of pensioners' organization in Macedonia, highlighting the activities of the associations especially in the last period in the field of culture, art, competitions, but also in terms of improving the quality of the life of the pensioners in the country.



Caption 2. Awarding plaques for the outstanding contribution of President Mitrevski

COLLECTIVE BARGAINING– CONTINUOUS PRIORITY

13.9.2016

Within the Project: Promoting social dialogue, implemented by the ILO and funded by the EU in the area of the component for encouraging collective bargaining on 13.9.2016 a seminar devoted to bipartite collective bargaining in the construction sector was held. Besides the representatives of the construction sector from the trade unions and employers, the seminar was attended by the President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski, the President of the Employers' Organization of Macedonia, Angel Dimitrov and the President of Business Confederation of Macedonia, Mile Boskov. In his address, the President of the Employers' Organization of Macedonia, Angel Dimitrov emphasized the importance and the need to encourage the process of collective bargaining in the construction sector. The President of CCM, PhD Mitrevski made a historic retrospective of the process of collective bargaining, presenting the current situation and the need for signing branch CA in those sectors where CA are not signed, including the construction sector. Several reasons for this situation have been highlighted, indicating the need for capacity building, as well as the active involvement of all social partners, including the state in terms of the process of encouraging collective bargaining in all sectors generally.



Caption 1. President Mitrevski on the seminar

Collective bargaining experiences in the construction sector in the Netherlands and Belgium were presented by the experts Joba Van Der Berg and Werner Buelen, and the importance of the process of collective bargaining was presented by Dusan Radic, senior specialist for employers' activities in the Regional office of the ILO in Budapest.

CONTINUATION OF TRAINING AND EDUCATION OF THE UNIONS IN CCM

17-18.9.2016

Within the educational concept of the Federation of Trade Unions of Macedonia (CCM) and the Trade Union of the workers of Transport and Communications of Macedonia (SRSVM) on 17 and 18.09.2016 several trainings on the topic "The role of trade unions and trade union representatives in the promotion and strengthening of trade un-



Caption 1. Attendees on the Training



Caption 2. Opening of the training

ion action and resolution of labor disputes" in trade union organizations in JSP Skopje and Railways Infrastructure were held.

The training was opened by the President of SRSVM, Metodija Dimeski, the President of CCM, PhD Zhivko Mitrevski and President of TUO in JSP Skopje, Nikolche Zikov who emphasized the importance and necessity of the educational concept realized by CCM and affiliated trade unions as well as the need for enhancing the capacity of trade union membership during daily activities.

The need for the active principle of union organizing and action in the field of protection of employment and the continued implementation of legal provisions of collective agreements was especially emphasized.

The training was conducted by the Assoc. professor Lazar Jovevski from the Law Faculty in Skopje.

On the training, the Union of SRSVM gave a special Certificate of Appreciation to the President of CCM, PhD Mitrevski for his contribution to TU development and active involvement in the promotion and development of the Union of SRSVM.



Caption 3. Certificate of Appreciation to the President of CCM

CCM CONTINUES WITH THE MEMBERSHIP MOBILIZATION ACTIVITIES

5-7.9.2016

Within the project "Promoting of the social dialogue", financed by the European Union, Instrument for Pre-Accession Assistance (IPA) and implemented by the International Labour Organization (ILO) in Skopje from 5 to 7 September 2016 a workshop on training for organizing and mobilizing new membership was held.



Caption 1. President Mitrevski on the workshop

The workshop objectives and the need for further organizing were presented by Grigor Gradev, senior expert on labor activities, while the workshop was opened by the President of CCM, PhD Zhivko Mitrevski who in his opening speech stressed the importance of the organizing and mobilizing new members as a necessity for further improvement of the labor movement in Macedonia, as well as a global challenge for the unions worldwide.

The need for union organizing in Macedonia is even more complex if we take into consideration that most of the unions are still organizing members based on classical methods, hence the exchange of the experiences and introduction of



Caption 2. Participants on the workshop

new techniques and methods as well as new tools for organizing and mobilizing new membership is one of the most urgent priorities in the program of CCM, emphasized the President of CCM, PhD Zhivko Mitrevski. The President Mitrevski in his speech stressed the importance of this issue in the context of the existence of a large number of unorganized workers in the industrial zones.

The present members of the branch unions and representatives of the territorial structures of CCM were familiar with the latest methods, concepts and techniques for organizing and mobilizing new membership by the experts from the education sector of the International Trade Union Confederation (ITUC).

13TH SPORTS GAMES OF THE MEMBERS OF THE MACEDONIAN POLICE UNION



Caption 1. 13th Sports Games of MPS

The sports meetings were attended by 50 foreign guests: a delegation from the police union of Cyprus, a delegation from the police union of Romania, Serbia, Croatia, Bosnia and Herzegovina, Slovenia, Montenegro and the President of the Council of European Police Unions - Andreas Simeon.

The opening of the 13th Games was attended by the President of CCM, PhD Zhivko Mitrevski, who addressed the participants and the guests.

Within the games, MPS organized an international round table on "New times, new challenges - ideas, methods and ways of trade union work (comparative experiences)." The police unions had the opportunity to share their experiences and ways to deal with everyday challenges in trade union work.



Caption 4. Part of the atmosphere of the Games

Looking forward to the next Sports Games!

Greetings!

9-11.9.2016

In the period from 9 to 11 September 2016, in the resort of the Ministry of Interior in Ohrid, the Macedonian Police Union organized the 13th Sports Games. The Sports games were attended by more than 250 members of the Union, who competed in several sport disciplines: football - men, volleyball - men and women (mixed), darts - women, archery - women, athletics - women and chess - men.

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lice union of Cyprus, a delegation from the police union of Romania, Serbia, Croatia, Bosnia and Herzegovina, Slovenia, Montenegro and the President of the Council of European Police Unions - Andreas Simeon.



Caption 2. International round table

The sport competitions were rounded by trophies, diplomas and modest prizes for the participants.

Apart from the sports competitions, the members

of MPS used the time for socializing and relaxation, but also to exchange experiences of everyday work.



Caption 3. President of CCM , PhD Zhivko Mitrevski on the opening

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