01/20/2014
In the premises of Domot na ARM a big TU meeting was held which was attended by more than 600 representatives from representative TUs, CCM and KSS and the Government of RM, led by the Prime Minister, Mr. Nikola Gruevski, together with the Ministries in the Government of RM. On this meeting President Mitrevski has addressed the audience, below is his speech:

- Dear Prime Minister of the Republic of Macedonia, Mr. Nikola Gruevski
- Dear Ministers in Government
- Dear Presidents of the branch trade unions affiliated in CCM and KSS and members in their bodies
- Dear colleagues, members of the unions in CCM and KSS

Ladies and Gentlemen, it is my great honor on behalf of CCM and KSS as representative trade unions in the Republic of Macedonia to greet you, to thank you for your presence and interest and I would like to express my gratitude to the President of the Government of RM, Mr. Nikola Gruevski and the Ministers in the Government that in such a transparent way before the colossal number of TU members, the Prime Minister will directly introduce a range of activities and measures related to our requirements and the social and economic position of workers in the country.
Social partners in the world and in our country are being faced with a series of historic challenges caused by the global, economic and financial crisis.

Manners of facing crises consequences differ from state to state. But unlike many others, in the RM social partners, trade unions, the government and employers rather than confrontation, they have chosen the path of dialogue, rather than disputes, they have chosen arguments exchange, rather than showing off they have chosen respect of the positions and interests. All this contributed that today RM deals with new employments, not layoffs, facilitating and innovations in the system of pay, not reduce of wages, improvement of the system and the category of pensioners, not increase of pension limits.

Ladies and Gentlemen, this social dialogue has resulted in improvement in the labor legislation, institutionalization of social dialogue at national and local level, by adopting new historical laws, ratifying new ILO Conventions and promotion of labor standards.

The challenge of building a better life, better living and social standards is historic to all of us. From address speech of the President of the Government, Mr. Gruevski we will be most directly familiar with the activities of the government in this regard. Before inviting the Prime Minister of Macedonia, Mr. Nikola Gruevski to address the audience I give the floor to the Acting President of KSS, Violetka Spasovska.

At the end of the trade union meeting, the President of CCM on behalf of CCM and KSS thank the Government for the specific steps that were presented in the speech. Once again was pointed out once that this meeting, especially in terms of the increase in salary is historic one, and also a historic is the confirmation that the created social dialogue is an irreplaceable tool in creating social consensus as a basis for social development.

The social partners through specific results have shown and proven that such action is in the interests of the workers and citizens of the Republic of Macedonia.
On the meeting which was attended by the President of the Trade Union of Health, Social Care and Pharmacy, Ljubisa Karanfilovski, and the President of SUTKOZ, Zoran Georgievski, the Minister and Deputy Minister of Information Society and Administration have elaborated the Draft Law for public sector employees and the Draft Law on administrative officers. Trade unions presented certain comments and was agreed Trade Unions to submit in written suggestions and proposals to the Ministry of Information Society and Administration on 1/8/2013 at latest. The meeting was not attended by the President of UPOZ, Peco Gruevski and President of SRSVM, Mico Stojanovski although they had been invited. From the Union of SOB the President Risto Ajtov has agreed to submit in written suggestions and comments regarding the legislation since he was not in the country at the time of the meeting.

On the meeting was agreed that the interchange of opinions, suggestions and comments as well as respect of social dialogue and opinions of social partners must be part of the creation of the legislation.

**MEETING OF THE PUBLIC SECTOR UNIONS IN THE MINISTRY OF INFORMATION SOCIETY AND ADMINISTRATION**

01/02/2014

**NEGOTIATIONS BETWEEN THE FEDERATION OF TRADE UNIONS OF MACEDONIA AND THE MINISTRY OF INFORMATION SOCIETY AND ADMINISTRATION ON THE DRAFT LAW ON PUBLIC SECTOR EMPLOYEES AND THE DRAFT LAW ON ADMINISTRATIVE OFFICERS**

01/08/2014

In the premises of the Federation of Trade Unions of Macedonia another meeting of the public sector unions and the Minister of Information Society and Administration, Mr. Ivo Ivanovski was held regarding certain remarks on the Draft Law on Public Sector Employees and the Draft Law on Administrative Officers. The meeting, beside the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski was attended by the President of the Macedonian Police Trade Union, Tihomir Klimovski, the President of the Trade Union of Health, Social Care and Pharmacy, Ljubisa Karanfilovski and the President of the Trade Union of Defense and Security, Risto Ajtov.

By unions certain remarks and proposals were presented and it was agreed that written comments sent by the union to be considered at the next meeting that will be held in the Ministry of Information Society and Administration on 10th January (Friday) for which President Mitrevski stressed that additional meetings for discussions and new suggestions to improve the content of the two laws are going to happen until the enactment of the laws.
Along the meeting a press conference was held on which the President of CCM, PhD Zivko Mitrevski and the Minister of Information Society and Administration, Mr. Ivo Ivanovski expressed their views.

"We have proposals and comments that are associated with a more elaborated procedure on assessment and punishment. Negotiations on these comments will continue with the MISA to determine draft laws which will be operational" - said Mitrevski.

"There will be no equalization of salaries of administrative employees in the public sector, for which recently speculations occurred. A catalogue of jobs will be established that will clearly standardized in both the public sector and in administration and it will represent the basis for creating all jobs" - said Ivanovski.

"CONTINUATION OF DISCUSSIONS ON THE DRAFT PROPOSALS AND OPINIONS OF PUBLIC SECTOR UNIONS REGARDING CERTAIN REMARKS ON THE DRAFT LAW ON PUBLIC SECTOR EMPLOYEES AND THE DRAFT LAW ON ADMINISTRATIVE"

01/10/2014
Presidents of public sector unions - affiliated in CCM, Tihomir Klimovski, President of the Macedonian Police Union, Ljubisa Karanfilovski, President of the Independent Trade Union of Health, Social Care and Pharmacy, Risto Ajtov, President of the Union of Defense and Security, Zoran Georgievski, President of the Trade Union of Workers in the Catering, Tourism, Housing - communal Economy, Craftsmanship, led by the President of CCM, PhD Zivko Mitrevski and also President of the Union of workers in Forestry, Wood Industry and Energy of the Republic of Macedonia had continued the talks with the Ministry of Information society and Administration regarding the Draft Law on public sector employees and the Draft Law on administrative officials with the Minister of Information Society and Administration, Mr. Ivo Ivanovski and the Deputy Minister, Marta Arsovska - Tomovska.

At today's meeting the unions had elaborated the additional draft notes and opinions on the laws regarding several issues, particularly on the issues concerning the assessment and punishment procedures, system of career and other issues for which previously had been agreed specific comments to be submitted.

Participants on today's working meeting had agreed discussion to be continued tomorrow and on Monday, January 13, 2014.
MINIMUM WAGE TO GROW ALONG WITH THE COST OF LIVING

Interview of President of CCM, PhD Zivko Mitrevski
Newspaper Nova Makedonija, January 14, 2014

CCM DEMANDS CHANGES IN THE LAW ON MINIMUM WAGE
Change in the calculation of the minimum wage in proportion to the cost of life is demanded by the Federation of Trade Unions of Macedonia. The current method of calculation does not include inflation and rising commodity prices which according to trade unionists could adversely affect the standard of citizens who receive minimum wage. The minimum wage should be adjusted regularly to maintain the purchasing power of the workers concerned especially in terms of price increases, to avoid major economic shocks. In setting the minimum wage we must keep in mind that the consumer price index (CPI) reflects the prices for the average consumer. During the rapid increase in food prices the CPI underestimated the increase in prices of goods and services that are bought minimum wage recipients - states PhD Zivko Mitrevski, President of the Federation of Trade Unions of Macedonia (CCM).

From the union add that in calculating the minimum wage other elements should be included such as the poverty line. According to the current law the minimum wage is calculated as a percentage of the average gross salary in Macedonia (39.6 %) and amounts 8.050 MKD or 131 Euro. This type of calculation proves insufficient because does not allow the desired increase in the minimum wage. Instead of the minimum wage to monitor the rising prices and cost of living every year it is the opposite. The minimum wage devalues and reduces the purchasing power of employees who receive this payment. We lack criteria of adjustment which European countries and countries in the region have- emphasize from the union.

Growth of average wages
The Law on Minimum Wage has been applied for two years and the union does not exclude the possibility that certain companies do not respect it. There are claims that there are employers who want to circumvent the law and that are why we need to strengthen the capacity of the labor inspection. With the law we have increased the average wages in the sectors with the lowest incomes and with the collective agreements we have established higher minimum wages - added Mitrevski.

Unionists consider that increasing the minimum wage is possible if we take into account recent indicators of economic trends in the country. The growth of gross domestic product in the three quarters of last year with 2.9, 3.9 and 3.3 percent, according to the unions, suggests that the country is slowly emerging from the economic crisis. Even in times of greatest crisis, despite the reduction in real average wages, half of the countries have raised the minimum wage in 2009, including Russia. The goal is to prevent a reduction in the purchasing power of the lowest paid workers during the crisis which contributes to the output of it. Thus CCM together with the social partners needs to make some changes in the law – state from the union.

Greater purchasing power
Reports of the State Statistical Office show growth in several industrial areas in recent months. Industrial production in January- November 2013 compared to the same period in 2012 amounts to 2.6 percent and an increase in the number of workers in the industry has been registered. These economic indicators, as well as the announcements of increased foreign direct investment and unemployment are some of the reasons why the union believes there is room for an increase in the minimum wage.

We must begin to think and fight wages not to lose their value. Wage growth not to be result of productivity but earnings to grow along with the rising prices and cost of living. It should be noted that higher wages and improved purchasing power of the population contribute to the growth of domestic consumption and the economy in the state - added Mitrevski.

Businessmen have been also seeking higher minimum wage
Representatives of the Economic Chamber of North-West Macedonia from the Ministry of Labour and Social Policy before 2013 demanded the minimum wage of 8.050 MKD to increase to 20,000 MKD.

We demand approaching to the real needs of citizens. The minimum wage is so low that with it can not be survived. It is time to do something in this field because the minimum wage gives unrealistic picture of the situation. If we are realistic enough we will admit that no one can survive on minimum wage - said President of the Chamber, Menderes Kuçi. The position is shared by members of the chamber and the president indicated that 20,000 MKD is a salary already paid to employees.

Minimum wage/ EUR
- Macedonia 131€
- Albania 147€
- Bulgaria 154€
- Bosnia and Herzegovina 163€
- Serbia 184€
- Croatia 395€
- Slovenia 592€
- Greece 443€
Harmonized several provisions for the proposed administrative laws between CCM, KSS and the Ministry of Information Society and Administration

01/15/2014

Public sector unions affiliated to CCM (Macedonian police union, President Tihomir Klimovski also Vice President of public sector unions and the Union of Health, Pharmacy and Social Care, President Ljubisa Karanfilovski) led by the President of CCM, PhD. During the meeting it was discussed on the proposals of unions regarding the Draft Law on Administrative Officials and the Draft Law for Public Sector Employees.

As the Minister Ivo Ivanovski announced it has been agreed an opportunity to be given certain provisions of the proposed legislation to be clarified and further regulated by the collective agreements.

Additionally regarding the evaluation of administrative officials for greater transparency of the procedure a committee would be formed that will conduct the assessment and that includes administrative officer, a TU representative in those institutions where trade unions are formed. Also it was agreed TU representatives in those institutions where there are unions to participate in the committees that implement disciplinary procedures and disciplinary offenses. "The proposal of unions to reduce participation of superior assessment in overall score of 75 to 65 % has been adopted and thus to increase the participation of colleagues, associates, clients or administrative officers which would reduce the subjectivity assessment" - said the minister.

He noted that an agreement has been reached on the way of remuneration of administrative officers who particularly have been distinguished in their work and will receive bonus in amount of "of the last paid salary", which exceeds the possibility of subjectivity in determining the amount of the award because the primary solution envisioned bonus "to a salary.

Also further concessions have been made regarding the amount and duration of the reduction in salary for poor performance. The percentage in salary for officers who partially met their responsibilities from 30 % decrease to 20 % i.e. for the rest lowest evaluated other officials from 20 % to 10 %. At the same time the duration of the period in which the salary is being reduced from one year is shortened to six months" - highlights Ivanovski.

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski confirmed that their suggestions and comments are accepted in most part regarding the two proposed laws.

"By accepting the proposal of participation of TU union representative in the assessment of administrative officials, as well as participation in TU disciplinary proceedings we can speak of a transparent process that will reverse the subjective moments" - added Mitrevski.

Public sector unions affiliated to CCM by accepting suggestions and comments regarding the laws have proven once again that they accomplish their goals in protecting the rights and interests of its membership.
Public sector unions affiliated to CCM once again proved that there is no disunity in the unions and that non-participation in the negotiations of the President of UPOZ represents a bad judgment that is not in the interests of the membership.

The fact remains that negotiation and social dialogue is an irreplaceable tool of social partners, especially for trade unions in achieving the interests of the membership.

President Mitrevski on the Press Conference

01/21/2014
In the Federation of Trade Unions of Macedonia a press conference was held attended by the Minister of Labor and Social Policy, Dime Spasov, the President of CCM, PhD Zivko Mitrevski and the Acting President of KSS, Violetka Spasevska. The press conference was also attended by the President of the Macedonian Police Union, Tihomir Klimovski, the President of the Independent Trade Union of Energy and Economy, Robert Simonoski, the President of the Independent Trade Union of Health, Pharmacy and Social Care, Ljubisa Karanfilovski and the President of the Union for Construction, Industry and Civil Engineering, Pavel Trendafilov.

On the press conference, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski noted that with the projected dynamics the wages will rise faster than the costs of living which are increased for 3.3 %. Also he noted that at the request of the Federation of Trade Unions of Macedonia a consent for increase of the minimum wage has been achieved and amendments to the Law on Minimum Wage will be adopted in emergent procedure, by which the salary will be gradually increased, and at the beginning of March 2014 the minimum wage will amount to 8,800 MKD, which means an increase of 9.32 %. In March 2015 the amount of the minimum wage will be increased by 8.98% and will amount to 9,590 MKD, and in March 2016 the minimum wage will be higher than the current wage for 25.22 % and will amount to 10,080 MKD; while in the sectors textile, leather and shoes in 2016 there would be an increase of 31.21 % and in 2018 when it will be equaled with other employees, the salary will be about 46.96 % higher than the one received in 2012 when the application of Law on Minimum Wage started.

The President of CCM, PhD Zivko Mitrevski noted that at the beginning of the payment of the minimum wage a deviation from the statutory amount was observed in 15 % of workers and in order to avoid these occurrences a control of the payment of wages has been agreed in which active participatory role would have Tus representatives. In this direction the President Mitrevski has announced signing of a Protocol with the Ministry of Labor and Social Policy.

Amendments to the Law on Minimum Wage that provides a gradual increase in the lowest income in the country to 10,080 MKD have been prepared and in seven days they will be discussed on the meeting of the Economic and Social Council, said the Minister of Labor and Social Policy, Dime Spasov.
What was emphasized by the Minister of Labor and Social Policy, Dime Spasov, the President of CCM, PhD Zivko Mitrevski and the Acting President of KSS, Violetka Spasevska is that employers will be obliged to increase the minimum wage for which enforced controls will follow and social partners are firmly committed this law to be fully implemented.

By the President of the CCM once again was emphasized that the increase of the minimum wage as compared to the period before its adoption when wages ranged from 4500-5500 MKD is a huge benefit of the trade union movement.

CCM’s Headquarters - A Training Center with Accommodation Capacities

Interview of PhD Zivko Mitrevski for Sitel TV…

01/23/2014

Part of the building of CCM will be transformed in a Trade Union Training Center. President Zivko Mitrevski has stated that the vacant premises will be transformed in accommodation capacities for trade unionists during certain project implementation or trainings. The decision has been already reached and after the realization of the idea, the funds instead of transferring in private hotels will flow directly into the Federation of Trade Unions. The Center will provide a modern approach in the education and human resources policies. This Center will also provide an adequate accommodation as well as Programs for education and prequalification.

Constitutional judges and public prosecutors who were major tenants in the building covering space and monthly allowance have left the building and moved in their own facility. Now the union that owns the building and is responsible for its maintenance is facing with a problem regarding its maintenance payment.

Mitrevski has stated that when taking this position he has faced with 30 million MKD debt and mortgage loan debts that now been settled. Now after the example of the colleagues from Europe will try to institutionally strengthen the labor movement and its facilities across the country to be profitable and to earn an additional income.

XX-TH SESSION OF THE ECONOMIC AND SOCIAL COUNCIL

01/27/2014

In the premises of the Ministry of Labor and Social Policy the XXth Session of the Economic and Social Council was held on which it was discussed about the Draft Law on amendments of the Law on financial support for the unemployed due to privatization of enterprises with dominant state ownership from 2000 to 2004 and the Law on the amendments of the Law on minimum wage in the country.

With regard to these Laws CCM gave its full support.

The meeting of the Economic - Social Council was attended by the members of ESC, the President of CCM, PhD Zivko Mitrevski and the President of SIER, Pece Ristevski
In the Government of RM a press conference was held which was attended by the Deputy Prime Minister and Minister of Finance, Zoran Stavreski, Deputy Prime Minister for Economic Affairs, Vladimir Peshevski, Minister of Labour and Social Policy, Dime Spasov, President of CCM, PhD Zivko Mitrevski, President of SSES, Robert Simonoski, President of the Independent Union of Health, Pharmacy and Social Care, Ljubisa Karanfilovski, Acting President of KSS, Violetka Spasevska, President of Employers Organization, Angel Dimitrov and representative from the Business Confederation of Macedonia.

We are witnesses of a historic success of building a social consensus and social dialogue between the social partners in RM of which the Agreement to increase the minimum wage in the country is a concrete result. Today, in state of a severe crisis we have managed to agree to raise the minimum wage of 25,22% for all sectors, i.e. 46,96% for sectors textile, leather and shoes. Increasing the minimum wage versus the period before its adoption when wages ranged from 4,500 to 5,500 MKD has been a great benefit to trade union movement, stated President Mitrevski. He also said that this is a boost for the social partners to contribute to building a social consensus on concrete way and to escape from the crisis and provide concrete steps to ensure a better standard for the workers in the country.

After many years the minimum wage has become a reality in Macedonia and it shows that the result of this dialogue is actually improving the living standards of workers in a sustainable way, a way by which employers and businesses can withstand and continue achieving positive results, noted the Deputy Prime Minister and Minister of Finance, Zoran Stavreski.

He also expressed his gratitude on behalf of the Government of RM to the Federation of Trade Unions of Macedonia and the Confederation of Free Trade Unions for the excellent cooperation as well as to the Organization of Employers of Macedonia and Business Confederation of Macedonia as representatives of employers and considers that the results achieved in which the crown is the latest agreement to increase the minimum wage show that it is the right pathway to proceed with and that is a pathway of dialogue between the government, trade unions and employers.

In March 2014 the minimum wage will amount to 8,800 MKD, increase of 9.32 %, in March 2015 the amount of the minimum wage will be increased by 8.98 % as it will amount to 9,590 MKD, and in March 2016 the minimum wage be higher than the current for 25.22 % and will be 10 080 MKD, while in the sectors textile, leather and shoes in March 2014 it will be 7,500 MKD, March 2015, 8,050 MKD, while in March 2016 it will be 9,000 MKD. In March 2017 it will amount to 9,590 MKD, and in March 2018, 10 080 MKD same as the general amount of the minimum wage in other sectors. This will contribute to greater motivation and a better life for employees in the activities mentioned but also in other activities that are receiving the lowest salary in Macedonia and will be achieved in a way that is sustainable for employers, said Stavreski.

The Agreement to increase the minimum wage is an important step for workers in the protection of their rights and improvement of their standard, said Deputy Prime Minister for Economic Affairs, Vladimir Peshevski. These decisions have been reached in direct consultation with trade unions and employers and have passed all levels including ESC, as a body that with joint efforts reached its full essence, visibility, efficiency and effectiveness.
Regional Trade Union Office Tetovo

In the Basic Court Tetovo on 01/09/2014 a meeting of the Board of Trustees of AD POLET Tetovo was held regarding the directions of the Court of Appeals, Gostivar on the further course of the bankruptcy proceedings for faster closure.

Regional Trade Union Office Strumica

On 17.01.2014 in Strumica, village Dalile a meeting with presidents of several associations of individual producers and individual farmers was held on which the President of AGRO, Mr. Zivko Danevski was present. The purpose of this meeting was new affiliation in the Trade Union.

Regional Trade Union Office Gostivar

With the help of the General Secretary of RTUO Tetovo, Trfun Cvetkoski and the legal representative, Novica Aleksievska a new trade union organization in the Court of Appeals Gostivar has been established. On the constituent meeting was elected a president and vice president for which the President of UPOZ, Mr. Peco Grujovski has been informed.

Regional Trade Union Office Delcevo

Meeting with the staff from Granit AD Skopje, seeking information and clarification about the announced law on compensation of employees who terminated employment due to bankruptcy, liquidation and technological surplus. A legal assistance to employees in Inc, Palteks, Goce Delchev, RE, MM Brico, Delcevo has been given.

Regional Trade Union Office Kumanovo

Meeting with staff, members in the Employment Agency in relation to new systematization and reassignment of jobs, registrations of new members into the union of UPOZ for which the President of UPOZ, Mr. Peco Grujovski was informed. Realized contacts and meetings with employees in Tutunski Komibinat on remuneration, preparation of appeals for the unpaid period etc. Meetings with union members at the factory for welded tubes and profiles on payment delay. Meeting with staff in the company Jug-Turist on trade union affiliation and TUO establishment due to exercise of rights through signing of a collective agreement for a reason that the owner has been changed. Strike of bankruptcy workers in front of the union office regarding the Law on compensation of bankruptcy workers. Working visit of the President of CCM, PhD Zivko Mitrevski and the General Secretary, Angelko Angjelkovski.