



## FEDERATION OF TRADE UNIONS OF MACEDONIA

---



FEDERATION OF TRADE UNIONS OF MACEDONIA

---

## WHAT WE ACHIEVED – PROGRAM CONFIRMATIONS

---

[www.ssm.org.mk](http://www.ssm.org.mk)  
[info@ssm.org.mk](mailto:info@ssm.org.mk)

Skopje, February 2013

**Federation of Trade Unions of Macedonia**

***What We Achieved – Program Confirmations***

***For the publisher:***

Federation of Trade Unions of Macedonia  
Zivko Mitrevski, PhD  
President

***Editorial Board:***

Zivko Mitrevski, PhD  
Liljana Jankulovska  
Inda Kostova Savic  
Lile Petrova

***Language redaction:***

Inda Kostova Savic

**Print:**

---

**Copies: 1.000**

---

Skopje, March 2013

## TABLE OF CONTENTS

<b>FOREWORD</b> .....	
1. Who we are? .....	
1.1. Affiliates of the Federation of Trade Unions of Macedonia .....	
1.2. Program Goals of SSM .....	
1.3. Youth Section and Women Section of SSM .....	
1.4. SSM part of the labor movement.....	
1.4.1. International trade union cooperation.....	
1.4.2. Trade Union cooperation in national terms.....	
1.5. SSM and civil associations.....	
2. Social Dialog in RM.....	
3. Labor Legislation.....	
3.1. SSM activities on labor legislation in 2010 .....	
3.2. SSM activities on labor legislation in 2011 .....	
3.3. SSM activities on labor legislation in 2012 .....	
3.4. SSM activities on labor legislation in 2013 .....	
4. Participation in EU integration processes .....	
5. Collective bargaining .....	
5.1. Signed Collective Agreements on branch level .....	
5.2. Representativeness of trade unions and employers in Macedonia .....	

- 5.3. Employers on national level.....
- 6. Strikes, protests, work stoppages.....
- 7. Celebration of important dates and trade union events .....

## FOREWORD



Dear colleagues,  
Respected readers,

Federation of Trade Unions of Macedonia during its 18<sup>th</sup> Congress, set out its strategic program goals and objectives and made an effort to reaffirm and reform classical methods and approaches, seeking practical, rational, contemporary and institutional approach to implement them.

This publication seeks, in a specific way and as a special edition, to mark the concrete achievements and results of SSM in the previous period. This issue results from the practical approach of solving problems and challenges that trade union movement faces, especially today in terms of, perhaps, one of the world's toughest economic, financial and debt crises. Activities of trade unions and SSM are specific answer to several fields where SSM with classical methods, but also with the institutional networking builds its position of a relevant social partner, builds and promotes social dialogue scoring results verified in this publication.

Validated results are grounded in labor legislation which is characterized by the stopping of the process of reducing workers' rights, despite the fact there has been a process of improvement and implementation of a series of EU Directives. The publication marks the promotion of social dialogue, functioning by adopting a series of historical laws such as Minimum Wage Law, the Law on the European Workers' Councils and the preparation of the Law on mobbing, which is expected soon to be adopted.

The progress of SSM is obvious, as well as its contribution to the enrichment of the labor legislation with the ratification of new conventions of the International Labor Organization. It is another specific contribution in the increase in the number of standards, but also raising awareness of the need for international labor standards.

The process of identification of the position of the trade unions and SSM as a whole in the period covered, is confirmed by a series concluded collective agreements, some of which for the first time in years of union history, as that of the energy sector, but also one in which for the first time covered and protected certain categories of workers, such as seasonal workers.

Covered period is the period in which we solved the problem of miners in underground mines associated with seniority, but also by increasing the number of jobs which gives an opportunity for a greater number of workers to use the early retirement benefit.

In the context of the crisis and globalization of capital, as a kind of response we note the process of formation of different association structures, such as the Regional Trade Union Council "Solidarity", but also the internal one, with the initiation of association process in the labor movement in Macedonia.

During this period, we note and international legitimization process of SSM's position externally with the verified associate membership in the ITUC and the ETUC, and also by receiving of SSM representativeness.

Federation of Trade Unions of Macedonia in the period described made major changes in the educational concept, with the formation of a school for young trade union leaders and the activities of the Youth Section and the Section of Women of SSM. Simultaneously, a project was first realized with the EU and other European strategic partners and was promoted the OHS concept, the first Conference was realized and cooperation was established with the European Trade Union Institute. Also, for the first time was created the trade unions expenses basket.

Dear colleagues, these facts are facts of a common, active, responsible and sacrificed self-contribution of all members of the trade unions, trade union leadership bodies and SSM bodies in providing solutions to improve the social and economic position of the workers, but also better position for SSM.

These facts are result of a strategic designed approach and a response to the social partnership in Macedonia, but also of the reaffirmed common approach of trade unions in the labor movement of SSM.

To all factors and actors in this process, I express my gratitude.

Federation of Trade Unions of Macedonia  
President  
Zivko Mitrevski, PhD

## **1. Who we are?**

1. **The Federation of Trade Unions of Macedonia** is the only organization of workers in the Republic of Macedonia, which survives for a whole century and continuously develops on the principle of free will, independence and solidarity, as a modern and democratic organization that is committed to influence on the improvement of the legal status of workers and the development of our country through constructive cooperation with the social partners.

The 18 Congress of the Federation of Trade Unions of Macedonia, which was held on 28.10.2010, represented establishment of a new way of action and operation of the Federation of Trade Unions of Macedonia and its 17 affiliated trade unions.



18<sup>th</sup> Congress of SSM (28.10.2010)

After the 18 Congress, the Federation of Trade Unions of Macedonia with its new approach of institutional reform becomes active factor in the rapid development of the Republic of Macedonia, for faster European integration processes, becomes an active player in the creation of modern European social dialogue, reform oriented toward strict adherence to the economic and social position of workers, trade union freedoms and rights established in the Constitution, laws, collective agreements and International standards.

Within this framework, the Federation of Trade Unions of Macedonia establishes principles and becomes equal social partner in building the social state in accordance with the Constitution, creating its involvement with other social partners in the efforts to build more prosperous social industrial relations.

The Federation of Trade Unions of Macedonia and affiliated trade unions, as part of a large family of democratic European and International trade unions, in the period between 2010 and 2012 contributed to the struggle for promotion and defense of social and economic rights of workers, and in particular in preserving of the jobs from the challenges of transition, globalization and global economic crisis. The activities of the Federation of Trade Unions of Macedonia in this period were specifically targeted on the areas of economic and social development, social dialogue and collective bargaining, protection of workers' rights and international cooperation, and of course, building of a modern, mobile and numerous trade union of workers that workers will have confidence in, and that will help them exercise their rights. In this period, in the Federation of Trade Unions of Macedonia joined another 26.000 new members, and so is the Trade Union of Defense and Security of Macedonia which affiliated in SSM, as 18th branch trade union, on 26.12.2011.

## **1.1. Affiliates of the Federation of Trade Unions of Macedonia**

The Federation of Trade Unions of Macedonia, according to its Statute, is organization whose members join on democratic basis. SSM unites and represents the common social, economic, social and cultural interests of the affiliated unions.

18 branch trade unions are affiliated in CCM:

- Trade Union of Workers of the agro-industrial complex of the Republic of Macedonia - (AGRO Trade Union);
- Trade Union of Workers in the catering, tourism, municipal housing economy, crafts and protective associations of Macedonia (SUTKOZ);
- Trade Union of Construction, Industry and Planning of Macedonia (SGIP);
- Trade Union of Workers in the administration, judicial authorities and associations of Macedonia (UPOZ);
- Independent Trade Union of Health, Pharmacy and Social Protection of Macedonia;
- Trade Union of Workers in textile, leather and shoe industry of Macedonia (STKC);
- Trade Union of Industry, Energy and Mining of Macedonia (SIER);
- Independent Trade Union of Workers in energy and economy of Macedonia;
- Trade Union of Transport and Communications of Macedonia (SRSVM);
- Trade Union of Chemistry, non-metals and metals of Macedonia (SHNM);
- Macedonian Police trade union (MPS);
- Trade Union of postal and telecommunications workers of Macedonia (SPTRM);
- Trade Union of Trade Workers of Macedonia (SRT);
- Trade Union of graphics, information, film, publishing and paper manufacturing of Macedonia (GIFIH);
- Trade Union of Workers in Forestry, Wood Industry and Energy of Macedonia;

- Trade Union of finances of Macedonia (SFDM);
- Multiethnic Trade Union of Education of Macedonia (MESO);
- Trade Union of defense and security of Macedonia (SOB).

## **1.2. Program Goals of SSM**

Just as a reminder, we will list the main objectives of SSM as set out in SSM Statute and the Plan of activities for 2010-2015:

- Building and ensuring democratic, legal and social state;
- Participation in the preparation of laws of socio-economic area and collective agreements, monitoring the implementation of laws and regulations related to workers' rights and collective agreements and implementation of international conventions, guidelines and other recommendations;
- Institutional exercise of the constitutional right to participate in management and decision making based on labor;
- Representing of workers' common interests in state institutions with direct participation or through submission of requirements, initiatives, proposals and opinions;
- Establishment and promotion of educational, cultural and scientific interests of workers and improvement of working conditions, environment and workers' health;
- Economic and financial security and improvement of social and economic position of workers, economic development, economic and social policy and wage policy, employment and financial support during unemployment, pension, disability and health insurance;
- Development of SSM as organization of affiliated trade unions;
- Development of mutual solidarity, unity and coordination among trade unions affiliated in SSM;
- Establishment of protection of trade union rights and freedoms and independence of the trade union movement;
- Using of means of trade union struggle, including the right to protest and strike;

- Legal protection of employment by representing members of trade unions before the competent judicial and other institutions;
- Protection against any form of pressure and discrimination, especially ones based on ethnic, religious, sexual, gender, political orientation and other affiliation;
- Developing international trade union cooperation based on common platform;
- Providing transparency in operation and development of information and propaganda activities; promotion of trade union policy and activities for the public.



SSM

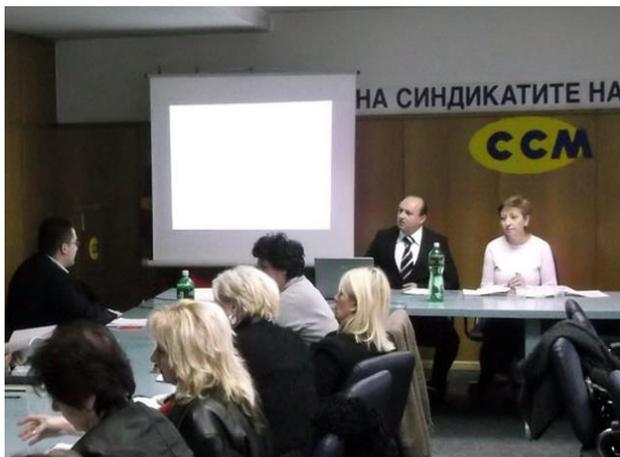
### **1.3. Youth Section and Women Section of SSM**

Within the Federation of Trade Unions of Macedonia, according to SSM's Statute, Women Section and Youth Section are active. Each of the sections acts according to SSM's Statute and its working program. The activities of the sections are directly related to the exercise of the rights of women and young people and their regulation by law, respecting the equal treatment of women and youth on the labor market, improving working conditions and fight against discrimination. Women Section of SSM actively participated in the adoption of the National Strategy against Discrimination, the Law on Equal Opportunities between Men and Women and the need for ratification of the Convention on Maternity Protection. Also, Women Section is one of the initiators to introduce legislation for prevention against psychological harassment in the workplace.



*Youth Section at „Youth and Trade Union Leadership“,  
with Zivko Mitrevski, PhD (Ohrid, 8.6.2011)*

In the period of 2010-2012, SSM organized many forums, conferences, seminars and workshops with active participation of the members of the Youth Section and Women Section. During 2012, SSM for the first time established the School for Young Trade Union Leaders, where SSM educated the first generation of young trade union leaders. SSM plans to organize such education also for the Women Section.



*Seminar of Women Section on Gender Equality (24.11.2011)*



In order to better inform and educate young people and women, SSM with the support of "Friedrich Ebert Stiftung" – Macedonia Office, in 2010 published the "Guide for Trade Union Representatives," authored by Todor Kalamatiev, PhD. In early 2012 the "Employment Rights of Women and Youth in the Republic of Macedonia" was published, whose authors are: Todor Kalamatiev, PhD; Zivko Mitrevski, M.Sc. and Aleksandar Ristovski, M.Sc.

#### 1.4. SSM part of the labor movement

The pressure of globalization of capital and the global economic, financial and debt crisis opened the process of joint trade union action and building of common trade union strategies.

##### 1.4.1. International trade union cooperation

In 2011, the Federation of Trade Unions of Macedonia was admitted as an associate member to the *International Trade Union Confederation (ITUC)*, which is act of recognition of SSM that contributed to establishment of even greater trade union communication and collaboration, community and social partnership. On 28.03.2011, the Federation of Trade Unions of Macedonia and the Confederation of Free Trade Unions solemnly celebrated their associate membership in the International Trade Union Confederation.



*Miskoski, Mitrevski and Minister of Labor Bajrami at the press conference on the occasion of SSM's Associate membership in ITUC (28.3.2011)*

SSM participates in numerous activities of *ITUC - PERC, the Pan-European Regional Council of Trade Unions of South East Europe* in relation to the views of trade unions for the global economic crisis, pension systems, tax systems, social dialogue, trade unions' modernization, trade unions' position, challenges and strategy of action, trade unions and the process of European integration, decent work, informal economy and corruption, etc.



*8<sup>th</sup> Forum of ITUC-PERC (Skopje, 24.10.2011)*

The Federation of Trade Unions of Macedonia has intensive collaboration with the European Trade Union Confederation and supports all their activities and actions in interest of improving of working, material, legal and social position of workers. On the occasion of the European Day of Action, 29 February 2012, organized by ETUC, SSM together with KSS and UNASM, have sent a Declaration to the competent authorities in the country requiring: Republic of Macedonia to join the European Union as soon as possible, European Recovery Plan to be implemented, to intensify social dialogue for mitigating the consequences of the economic crisis, to strengthen social dialogue and collective bargaining at all levels, to create jobs and hire young workers, to intensify the fight against tax fraud and evasion, corruption and money laundering.

On the occasion of the European Day of Action, SSM and 6 of its regional trade union offices held press conferences.



*Bernardet Segol, ETUC General Secretary and Zivko Mitrevski PhD.,  
President of SSM, meeting (20.9.2012)*

In April 2011 in Ljubljana, Slovenia was signed the Founding Charter and was established the *Regional Council Trade Union "Solidarnost"*. The idea of forming of such informal structure of trade union centers of the former Yugoslav republics was in giving concrete operational contribution to the joint trade union action and building common strategies on certain issues.



*Establishing Committee of "Solidarnost", Ljubljana (4.4.2011)*

Members of this Council are the trade unions of Macedonia, Serbia, Croatia, Bosnia and Herzegovina, Slovenia and Montenegro. The primary goal of the Regional Trade Union Council is offering support to the trade unions in the EU integration of the candidate countries and exchange of experiences and good practices between trade unions from the region.

#### 1.4.2. Trade Union cooperation in national terms

On the initiative of SSM, on February 22, 2011, the Federation of Trade Unions of Macedonia signed a Memorandum of Understanding with the Confederation of Free Trade Unions of Macedonia and the Union of Independent and Autonomous Trade Unions of Macedonia.



*Signing of the Memorandum of Cooperation between SSM, KSS and UNASM (22.2.2011)*

With the Memorandum, all three sides made commitment to cooperate for strategic trade union purposes in the interest of trade union membership and in particular for: independent and autonomous action of the trade unions against pressures of any kind, including trade union discrimination; improvement of the social dialogue in Macedonia and joint participation in collective bargaining and signing of collective agreements at all levels; improving of the mechanisms of social dialog, especially of the Social and Economic Council and the Joint Consultative Committee of the European Social Committee (ECOSOC); joint action in cooperation with international trade union organizations and institutions - ITUC, ETUC, ILO, etc., advocacy and respect of trade unions' views and opinions in decision-making on issues of the labor area in all relevant institutions in the country; active participation in the implementation of EU directives into national legislation and inclusion of Macedonia in the great European family; reaching consensus in identifying issues of common interest and setting up requirements to the social partners; refrain from overtaking of membership of the another trade union and respect of the principle of voluntary membership in trade unions; conduct of joint activities, celebration of important days and other trade union activities.



*Representatives of SSM (left) and KSS (right)  
at the meeting of 17.9.2012*

It is important for the labor movement in Macedonia that in 2012, the two representative trade unions at national level, SSM and KSS, opened the process and discussed on the idea of trade union merger in Macedonia. The meeting was held on 17.09.2012.

### **1.5. SSM and civil associations**

Federation of Trade Unions of Macedonia is open for cooperation with any NGO, association or civic association if their programs of action contain provisions that are in alignment with the objectives of SSM's program of action and that are in favor of promotion and protection of civil and labor rights guaranteed by the Constitution of the Republic of Macedonia and laws.

In 2012 the Federation of Trade Unions of Macedonia signed a Memorandum of Cooperation with the *Federation of Associations of Retirees of Macedonia* in order to improve the position of workers during working life and their status after retirement, i.e., for improving of the lives of the senior citizens.



*Signing of the Memorandum with the SZPM (8.10.2012)*

The Federation of Trade Unions of Macedonia in 2012 signed a Memorandum of cooperation also with the Macedonian Association for Occupational Health and Safety, with whom for many years realized numerous projects in the interest of improving of working conditions and providing healthy working and living conditions as basis and prerequisite for the economic progress of the country.

CCM collaborates with associations of the workers from bankrupted companies, with the workers declared redundant, with women's organizations, institutes and experts aimed at developing the economy, labor rights and democratic processes.

## **2. Social Dialogue in RM**

**Social dialogue** as a vital and necessary tool in the modeling of the industrial relations between social partners was a big challenge and objective, as a response to the complex economic and social situation in which SSM acted in this period.

The Labor Law in art. 246, provides: *For the purposes of determining and achieving compliance activities in order to protect and promote economic and social rights, i.e. the interests of workers and employers, running of harmonized economic development and social policy, encouraging of the social dialogue and conclusion and application of collective agreements and their compliance with the measures of the economic, social and development policy, the Economic and Social Council is established.*

Special contribution to the revival of the social dialogue in Macedonia was given by the new leadership of SSM and thanks to it, on 25.08.2010 was signed a new Agreement for the establishment of the Economic and Social Council (ESC) between the Government and the representative social partners. ESC is national tripartite body established by the Government and the social partners for conducting social dialogue in order to create conditions for economic and social stability and realization of the fundamental values of the Republic of Macedonia, as democratic and social state.

Economic and Social Council is composed of 12 representatives of the social partners, of which 4 representatives from each social partner. Trade Unions in the ESC are represented by two representatives from SSM and KSS.



*ESC Session (17.12.2012)*

In the period of 2010-2012, ESC discussed on many important issues of the economic and social sphere and on the working and legal position of workers, on different initiatives and international conventions.

In order to establish a social dialogue at local level as well, social partners agreed on establishment of the economic and social councils on local level. By the end of 2012, Economic and Social Councils were created in five municipalities (Kumanovo, Strumica,

Stip, Tetovo and Kavadarci), and the procedure of establishment is ongoing in several other municipalities.



*Founding Assembly of the ESC in Tetovo (23.8.2012)*

The development of social dialogue in the period 2010-2012 was influenced by several factors, particularly:

- Arrangement of working and legal status of workers under international standards;
- Harmonization of labor legislation with EU directives;
- Economic crisis;
- The need for regulation of labor relations by collective agreements;
- Development of democratic decision-making at national and local level.

In the area of social dialogue, in the period 2010-2012, the special contribution by SSM should be noted when considering the fourth set of anti-crisis measures of the Government of RM, with proposed measures to mitigate crisis. Unlike the previous strategy of commenting Government's proposals, SSM for the first time on 06.28.2010 came out with its own concept of proposals to mitigate the economic and social situation of workers and reducing of unemployment in the country. In some areas (economic development, unemployment, social dialogue and collective bargaining), SSM asked to actively contribute to fight against the crisis and required: full implementation of the package of 4 anti-crisis measures of all parties involved in this process taking additional measures to improve the investment climate in the country to attract foreign and domestic investors to create jobs; timely refund of VAT for the enterprises, and timely fulfillment of obligations of all parties towards state; subsidies for support of preserving jobs, especially in the production of metals, textile, construction, agriculture and other sectors; including domestic workers and employers in planned public projects; creating

conditions to determine the minimum wage in the country by law, as economic and social category after the crisis; regular payment of salaries to employees and their increase according to the inflation trend and productivity.

SSM particularly insisted on: the openness of the banking sector and facilitating access to cheap bank loans for enterprises; reprogramming of due obligations of the enterprises, as well as providing lower interest on investment loans; construction of budgetary consolidation strategies that ensure growth, mainly financed on cost reduction; fiscal discipline of the taxpayers; infrastructure development; full respect of the international standards for workers' rights in the context of termination of employment due to business reasons or bankruptcy; introduction of forced holidays or reduced working hours from 40 to 32 or 36 hours, and the rest to be subsidized by the state through special funds financed by EU, followed by education program or retraining program, as well as social development plan for workers who remained jobless and for those who will lose their jobs due to the global financial crisis in which state and employers will provide some support within the actual possibilities.



*10 years of Feni Industry in RM and signing of the Collective Agreement  
Kavadarci (24.11.2010)*

For more productive employment, SSM suggested: implementing effective, appropriately targeted active policies on the labor market; improving of the competitiveness and increasing the resources available for public employment services so that jobseekers receive adequate support in cases when working for private employment agencies; providing quality services and respect for the rights; implementing programs for vocational and entrepreneurial skills for paid employment, self-employment, especially for people who have lost or are at risk of losing their job

and for vulnerable groups; limiting or avoiding job losses and supporting enterprises in joining the workforce through well-planned schemes that will be implemented through social dialogue and collective bargaining. As a special measure was proposed the introduction of more retirement conditions, as one of the employment opportunities for the young people.

In the framework of the Economic and Social Council in 2007 as a special body was established the Coordinative body for corporate social responsibility (CSR), composed by representatives of the social partners, chambers of commerce, science, NGOs, media and experts. The purpose of establishment of this body was to mobilize both businesses and all interested stakeholders to implement corporate social responsibility as a key strategy in improvement of environmental and social impact, contributing Macedonian economy to become more competitive in the global market.

In the period of 2010-2012, SSM participated actively in the activities of the Coordinative body for CSR, especially in the area of awarding for corporate social responsibility with specific criteria were established for assessing the remuneration - trade union organization and collective agreement concluded on the level of employer.

### **3. Labor legislation**

Federation of Trade Unions of Macedonia continued to monitor with special attention the activities regarding laws governing working and legal status of the workers. As a representative trade union, SSM actively participates in cooperation with the social partners in order to improve the legislation that would provide decent work for workers and achievement of their labor rights, in scope and quality on the level of the rights under European law.

Strengthened position of the Economic and Social Council in the country allowed the Federation of Trade Unions of Macedonia to contribute to the drafting of amendments to the laws and their adaptation to European regulations with their own comments, suggestions and opinions and to participate in the discussions of the parliamentary commissions.

In the period of 2010-2012, the activity of SSM in terms of labor legislation was extremely important because new laws and amendments were adopted. In this period SSM had many important activities that are listed by years.

On SSM's initiative, in Republic of Macedonia was opened the office of the International Labor Organization in close cooperation with the ILO Office in Budapest, responsible for

Southeast Europe. Successful cooperation with the Office was achieved, particularly on important issues for the trade union, related to: workers' rights, laws, ratification of certain conventions, analyzing salary policies, gender pay gap, ensuring representation, discrimination, special protection of women, marginalized groups, pension system, etc. With the ratification of the ILO conventions on SSM's proposal, the Federation of Trade Unions of Macedonia contributed to the improvement of international labor standards in the Macedonian legislation.

### **3.1. SSM activities on labor legislation in 2010**

**Labor law** - In 2010, amendments were made to the Labor Law on three occasions ("Official Gazette of RM", no. 50, 52 and 124), on which SSM gave proposals and participated in discussion of the parliamentary committees. Some of SSM's proposals were accepted in procedures on conducted discussions and for some of them SSM filed initiatives before the Constitutional Court of Republic of Macedonia.

Namely, considering draft amendments to Article 83, paragraph 1 of the Labor Law, as a result of SSM's argued requirements, **instead of the proposed 30% salary compensation during suspension, it was accepted the compensation to be 50 % of the salary that the employee received for the previous month.**

SSM proposals in the area of strengthening of trade union's role in the regulation of working and legal status of workers and the need of **timely information and participation** were accepted with changes in the Labor Law ("Official Gazette of RM", no. 124 of 2010), by creating an obligation for employers, except informing the trade union, **to be also consulted** on issues of concern to workers. SSM also gave full support to the provisions on specifying the prohibition of discrimination, strengthening employment contracts, protection of young workers and prohibition of child labor.

SSM's remarks on certain proposed amendments to the Labor Code that were not accepted during the hearings, and for which SSM showed by arguments that was imprecise and may lead to a different interpretation in their application, which would violate the rule of law and equality of citizens before the law, were foundedly translated into initiatives for annulment of the provisions with the Constitutional Court of the Republic of Macedonia. SSM's remarks were regarding obscure definition of "working time" in the Law (Article 5, paragraph 1, point 5); regulation of night work without established time limit (Article 129, paragraph 1) and the legal provision under which the Commission established for determining of representativeness of trade unions is composed of members from relevant ministries, with no active participation of trade union (Article 213-b).

**SSM's initiative was adopted by the Constitutional Court of the Republic of Macedonia and it abolished Article 5, paragraph 1, item 5; article 129, paragraph 1; and Article 213-b of the Labor Law.** In the following amendments to the Labor Law, SSM proposals were incorporated in the Law.

**The draft text of the Law to prevent psychological harassment in the workplace -**

The practice of addressing of an increased number of workers on psychological harassment in the workplace, contributed SSM in 2010 to initiate activities and initiatives for regulating this phenomenon on the workplace with a specific law. Within these activities, SSM prepared draft of the proposed text of the Law on prevention of psychological harassment in the workplace, which in 2012 was adopted by the Economic and Social Council and the Government of RM.

**Law on Public Servants** - The adoption of the new Law on Public Servants ("Official Gazette of RM", no. 52/10) in it specific parts had many remarks and suggestions especially from trade unions. During the discussions on the law, the trade unions and SSM submitted additional comments and suggestions on the draft law on public servants, primarily due to ambiguities of certain provisions. In the interest of improving of law's text, SSM requested delay.

On 07.10.2010, the members of the Macedonian Police Trade Union organized protest against the decision of the Constitutional Court of the Republic of Macedonia which abolished certain provisions of the Law on Internal Affairs, referring to the retirement age of employees in the Ministry of Interior.

### **3.2. SSM activities on labor legislation in 2011**

**Labor law** - In 2011, SSM along with other relevant social partners launched an initiative on amending of Labor Law for certain inconsistencies and ambiguities that arose in practical application of certain provisions of the Law.

SSM was especially interested in amending the provisions of the Labor Law regarding determination of representativeness in terms of concluding collective agreements, editing the composition of the Representation Committee in a tripartite manner involving all relevant social partners, determining the legal status of the trade union laws with union acts, without undue state interference by adopting legal rules and restrictions. Also, SSM aimed to reduce the amount of fines for trade unions in the penal provisions of the Law for their compliance with state policies on penalties.

These requirements of SSM were supported by other trade unions and by representatives of employers, as well as accepted and included in the amendments to the Labor Law published in the "Official Gazette of RM", no. 11 and 39 of 2012. In the "Official Gazette of RM", no. 47 of 2011 modification was published of Article 46 of the Labor Law. The said amendment provided conditions under which, temporary employment can transform in permanent employment before the expiration of five years specified in paragraph 1 of the same article.

**Law on European Workers Councils** - When preparing the text of the Law on European Workers Councils ("Official Gazette of RM", no. 6/12), SSM actively participated with their representatives. It is notable that SSM proposals which were made in order to specify the legal provisions and improve the position of workers were respected and accepted.

The adoption of this law provided strengthening of the position of workers and trade unions as their representatives in the procedures for timely and fully information and consultation on all economic and social issues of workers in transnational companies.

**Law on Pension and Disability Insurance** - Federation of Trade Unions of Macedonia and the Confederation of Free Trade Unions of Macedonia on 01.02.2011 signed an initiative for introduction additional requirements for retirement in the Law on pension and disability insurance, as follows: 1 -"retirement with length of service" determining retirement with 35 years of work for women and 40 years of work for men, regardless of age. 2 - "retirement - by age or experience - by sector", taking into account the complexity of jobs (risky and difficult jobs in mining, construction and other branches); 3 - "early retirement by age" in which retirement condition is age of 60 years and a minimum working experience of 15 years; 4 - "incomplete early retirement by age, "which should allow workers to pay contributions if they haven't met the requirement of 15 years of service, and fulfil the age requirement.

Priority motive for this initiative is taking care of certain categories of workers that under current law cannot be entitled to a pension. These are redundant workers and workers from bankrupted companies.



*Signing of the Initiative for additional retirement requirements (1.2.2011)*

**Law on Occupational Health and Safety** – the OHS Law was adopted in 2007 and has undergone several amendments. SSM was actively involved and with opinions and suggestions contributed in providing legal norms for workers' safe and healthy working conditions. In order to provide better comparative knowledge and educate trade union representatives OHS, SSM actively participated in the implementation of the regional project "European Cooperation Bridges of Occupational Health and Safety." Also, almost all trade unions affiliated in SSM organized trainings on this topic.



*ECBOHS Project – the Conference of 17.11.2012*

CCM continuously strives for full implementation of the OHS Law in working environments, preserving dignity of labor and providing healthy and safe working conditions for all workers. At the same time, respecting and ensuring safe and favorable conditions of work is obligation for the society in general.

CCM has its representatives in the National OHS Council, which actively participate, representing the rights and interests of workers and proposing measures and actions in the Strategy, Programme and Action Plan of the Government on OHS.

**Law on Peaceful Resolution of Labor Disputes** - the Law on Peaceful Resolution of Labor Disputes was adopted in 2007. In 2011, CCM through organized debates throughout the country informed of the necessity of application of the law and its full implementation. Trade union membership and experts stressed the need to revive and promote the practice of peaceful and amicable settlement of labor disputes that will contribute in avoiding long and expensive litigation processes before the ordinary courts. SSM continued with this activity throughout 2012.

**Promotion of the Trade Union minimum basket** – on 24.02.2011 was promoted the Trade Union minimum basket as realistic calculation model of the costs of living. Besides showing the actual cost of living, the trade union basket provides opportunity for initiating other issues, such as determining the basis for lowest and minimum wage; requirement of different models to help people living in poverty and other current conditions. The value of the Trade Union basket for December 2010 was 29.199 MKD.



Promotion of the Trade Union minimum basket (24.2.2011)

### 3.3. SSM activities on labor legislation in 2012

**Labor law** – During 2012, despite the changes in the Labor Law advocated by SSM and which were published in the "Official Gazette of RM", no. 11/2012, amendments were made to the Labor Law, published in the "Official Gazette of RM", no. 39/2012. SSM supported the amendment of Article 112 of the Labor Law, made with addition of two new paragraphs regulating that in the case of worker's incapacity for work due to

injuries caused by unsecured measures by the employer pursuant to OHS Law, the **employer will pay compensation of salary after 30 days.**

During November 2012, SSM submitted comments on the latest proposed amendments to the Labor Law regarding protection from any form of discrimination based on pregnancy, birth and parenthood. These proposals have been accepted and are contained in amendments to the Labor Law (published in the "Official Gazette of RM", No.13/2013).

The Labor Law got additional Article 9-b: **"Protecting Workers on the basis of pregnancy, childbirth and parenting** (1) all forms of discrimination are prohibited against workers on the base of pregnancy, childbirth and parenting, irrespective of the duration and type of employment made in accordance to law, (2) prohibition of discrimination under paragraph (1) of this section applies to access to employment, working conditions and all employment rights and the cancellation of the contract of employment of workers who are pregnant or use the rights arising from childbirth and parenthood." In this sense Articles 11, 25 and 101 of the Labor Law were amended.

**Law on Pension and Disability Insurance** - In 2012 was adopted new Law on Pension and Disability Insurance ("Official Gazette of RM", no. 98/12). SSM had several proposals to amend certain provisions, especially in terms of retirement and the right to a pension based on full years of service, with no limits to 40 or 35 years of service, and with no reducing of the valorization coefficient. What was accepted of the proposals **concerns miners working in underground mines, providing the right to reduce the age limit for obtaining a pension** for any period spent at work with a degree of increased years of service. Also, the law establishes membership of a trade union representative in the Steering Committee of Pension Fund. SSM's representative is a member of the Steering Committee of the Pension Fund.

After long negotiations between SSM and part of the branch trade unions, the Rulebook was adopted on determining the jobs with increased seniority. In this way, the proliferation of jobs with beneficiary years of service was specifically supported.



*Announcing the decision of the Minister of Labour and social policy on the beneficiary years of service for miners (25.3.2012)*

In order to find solutions that lead to improvement of the social status of workers, on 25.03.2012, the social partners agreed on beneficiary years of service for miners who may exercise the right of retirement with 52 years and 4 months, instead of the previous 53 years of age. This solved the problems of workers who are at higher risk at work. This decision reaffirmed that with constructive social dialogue, even in terms of global economic crisis, we can solve the problems in interest of workers.

**Law on Minimum Wage in Macedonia** – Federation of Trade Unions of Macedonia started initiative to establish the minimum wage in the Republic of Macedonia with a law.



*SSM Council, May Day 2012*

On the Labor Day SSM started the campaign for establishment of the minimum wage in the country. The minimum wage is directly connected with the most important existential

questions, such as: employment, wages, regular payment and wage amount. These issues are at the center of the efforts of Federation of Trade Unions of Macedonia and, therefore, the topic of the minimum wage was elected during May Day Conference.

The motion was accepted by the Confederation of Free Trade Unions of Macedonia KSS and by the Union of Independent and Autonomous Trade Unions of Macedonia UNASM. SSM actively participated in the process of drafting the text of the law that, for the first time after a long period of time, establishes the minimum wage in the state that employers are obliged to pay to the workers for performed full-time work. The amount of the minimum wage for 2012 was established at 8.050 MKD (39.6% of the average gross wage in Macedonia published by the State Statistical Office for the period January - November of previous year, and will be paid during current year).



The establishment of the minimum wage by Law ("Official Gazette of RM", no. 11/12) is an important element of policy to combat poverty and meeting of the basic subsistence needs of workers and their families. This historic act defined one of the most important issues that was not determined for 20 years.



*Signing of the Agreement on Minimum Wage  
(1.10.2011)*

Thus, in times of economic crisis, high unemployment, high rate of informal economy and low wages, the minimum wage is an important safety category in terms of providing lower limit on the wage amount, particularly for 65.000 employees who received salaries below that level.



*SSM Presidency on press conference on the Minimum Wage (1.10.2011)*

**Draft Law on prevention of psychological harassment in the workplace (mobbing)**

- during 2012 SSM submitted an initiative to the Economic and Social Council to discuss the draft law on the prevention of psychological harassment on the workplace. Before determining final version of the draft, SSM organized debate, at which representatives of trade unions, scientific and public institutions, public authorities and NGOs presented constructive opinions, comments and suggestions.

During SSM's conference on the occasion of First of May held on 04.30.2012, SSM offered a draft text of the new law under the motto: "Protecting human dignity by passing legislation to prevent harassment".



*Social partners with joint goal – to preserve dignity of labor*

*(Press conference of 30.4.2012)*

Meanwhile, the Federation of Trade Unions of Macedonia, the Trade Union of financial activities of Macedonia and the Office for assistance and education for mobbing victims organized in May 3 trainings for anti-mobbing advisors.



*Assignment of 20 licenses for anti-mobbing advisors (17.5.2012)*

Economic and Social Council and the Government of RM accepted the motion for the adoption of a special law against harassment. At the end of 2012 the Ministry of Labour and Social Policy prepared the text of the Draft Law - Law on Protection of mobbing and its review started on working group level.

**Law on Adult Education** - SSM submitted initiative to the Economic and Social Council for amendment of this Law in Articles 9, 13 and 38 ("Official Gazette of RM", no. 7/08) regarding inclusion of trade union representative, to enable the realization of trade union role of representing the interests of workers in all areas of life.

**Law on Vocational Education and Training** - SSM submitted initiative to the Economic and Social Council on Amending the Law in Articles 9, 12 and 34 ("Official Gazette of RM", No. 71/06) regarding the inclusion representative trade union's representative in the Steering Committee of the institution.



*Meeting in the Ministry of Defence with the Trade Union of Defence and Security of Macedonia on the agreement on age limit for professional soldiers*

**Trade Union of defense and security of Macedonia (SOB)** and the Ministry of Defence reached an agreement on 12.02.2012 under which the age of the service of professional soldiers moved from 38 to 45 years, which is in accordance with NATO principles and following the example of more NATO. The age limit for recruitment is moved from 23 to 25 years.

Realizing its program tasks in the area of monitoring legislation, SSM undertook activities through its bodies, but also as an active member of the Economic and Social Council and participated in discussion and adoption of many laws relevant to the economic and social position of workers, such as the Law on salaries, the Law on Contributions for mandatory Social insurance, the Law on Civil servants, Law on Judicial Service, Civil Procedure Law, Health Care Law, Health Insurance Law, Law on Prevention and Protection of discrimination, the Law on Equal Opportunities for Women and Men, etc.

### **3.4. SSM activities on labor legislation in 2013**

After jointly constructed views of the social partners of the practical application of the Labor Law, its amendments were adopted ("Official Gazette of RM", no. 25, 13 February 2013), relating to:

- *Contractual cancellations*. It is provided that employee would personally write required data in case of amicable cancellation, which will prevent the possibility of abuse with signing blank statements signing by the employee for cancellation of an employment contract;
- *Mandatory fine for unregistered workers*. In the case of unregistered workers, the employer shall be punished with a fine, and if the workers are not registered

within 8 days, the facility where the tasks are performed will be closed. If there are 3 or more unregistered workers, the facility will be closed with no mandatory fines. In this period no worker should be fired, they should be paid 70% of salary and salary contributions;

*Provisions are specified that:* define working and legal status of migrant workers, further regulate public employment advertisements, records of attendance at work, obligatory notification of the Labor Inspector for introducing overtime and introducing the work during state holiday, etc.

#### **4. Participation in EU integration processes**

The Federation of Trade Unions of Macedonia is committed to incorporation of international labor standards in national laws and their enforcement, as the most important universal standards of labor legislation. Thus, domestic law provides certain guarantees for promotion of workers' rights and improvement of their working and living conditions.

In this regard, SSM in the period of 2010-2012 worked and insisted the Social and Economic Council to discuss and to propose ratification of ILO conventions which has not yet been ratified and are of particular importance for workers and trade unions.

In the period of 2010-2012, on SSM's initiative that was accepted by the other representative trade unions and other social partners, 5 conventions of the International Labor Organisation were ratified:

- ✓ C 94 *on the regulation of social clauses in public procurements*, adopted 1949 (ratified in RM in June 2010);
- ✓ *Convention on performing work at home*, adopted in Geneva on 20 June 1996 (ratified in RM on 19.03.2012)
- ✓ *Convention on private employment agencies*, adopted in Geneva on 19 June 1997 (ratified in RM on 19.03.2012)
- ✓ *Convention on Maternity Protection*, adopted in Geneva on 15 June 2000 (ratified in RM on 19.03.2012).
- ✓ *Convention on Maternity Protection (Revised)*, 1952;
- ✓ *Convention on Promotional Framework for Occupational Safety and Health at Work* adopted in Geneva on 15 June 2006 (ratified in RM on 19.03.2012).

On ILO Conventions' ratification SSM received unreserving support from both the Building and Wood Internationall BWI, expressed by their representative Gene Lee during

International Conference organized by the Trade Union of SGIP and Friedrich Ebert Stiftung named "Implementation of Convention 94 in national legislation of RM" (12.04.2011).



*Zivko Mitrevski PhD., Jin Lee and Pavel Trendafilov,  
International Conference of SGIP: „Implementation of ILO Convention 94 in Macedonian Labor  
legislation“ (12.4.2011)*

SSM, with its active participation in the integration processes of Republic of Macedonia, in October 2012, together with other social partners, submitted **initiative for ratifications of following conventions:**

- ✓ C 154 *on collective bargaining* of 1981;
- ✓ C 151 *on Labor Relations (Public Service)* of 1978 and Recommendation 159 for Labor relation (public service), and
- ✓ C 150 *on Labor administration* of 1978.

Federation of Trade Unions of Macedonia is member of the National Council for Eurointegrations of the Parliament of the Republic of Macedonia, where participates actively.

## **5. Collective bargaining**

Collective negotiation and conclusion of collective agreements is basis for institutionalization and legitimization of trade unions and social partners.

The exercise, constant expansion and deepening of social dialogue through collective bargaining and conclusion of collective agreements at all levels is primary task for the

Federation of Trade Unions of Macedonia, as it contributes to improvement of working and legal status of workers and strengthening of their economic and social position.

Signing of general collective agreements at branch level or department level, or collective agreements at the level of employer and their compliance with laws, changes and amendments and extension of their validity is obligation and liability for trade union activity, therefore SSM and all trade unions affiliated to SSM were conducting it in the period of 2010-2012.



*Signing of the General Collective Agreement for the private sector of the economy area, (16.11.2012)*

According to the legal provisions, SSM as representative trade union is signatory to the general collective agreements on national level. In this sense, SSM is signatory to the General Collective Agreement for the private sector of the economy area in continuity, and the last General Collective Agreement for the private sector of the economy area (Consolidation) was signed on 16.11.2012 ("Official Gazette of RM" No. 150/12).

With signing of the General Collective Agreement for the private sector, and in terms of European and global recession, with no cuts to a single labor law, SSM clearly prove its overall responsible and uncompromising structure in defense of workers' rights in most difficult conditions.

In connection with signing of the General Collective Agreement for the public sector in the country, negotiations are ongoing. Signatories of this collective agreement are SSM, KSS and the Government through the relevant ministries.

### **5.1. Signed Collective Agreements on branch level**

**1. Trade Union of workers of agro-industrial complex of Macedonia (AGRO Trade Union)**

- CA for employees in the tobacco industry (Consolidation), minimum wage 10.300 MKD;
- CA for employees in agriculture and food industry;
- Agreement on the minimum wage in agriculture, 8.080 MKD;
- Agreement on the minimum wage in food industry, 9.100 MKD.



*Signing of the Agreement for lowest salary in agriculture and food industry (10.7.2012)  
- AGRO Trade Union and corresponding associations in the Organization of Employers of RM*

**2. Trade Union of the workers in the textile, leather and shoe industry of Macedonia is signatory to two branch collective agreements:**

- Collective Agreement for the Textile Industry of Macedonia;
- Collective Agreement for Leather and Shoe Industry of Macedonia.



*From the signing of the Collective Agreements, Angelko Angelkovski (STKC), Angel Dimitrov and Dimitar Stojanovski (OEM) - (18.7.2012)*

3. Independent Trade Union of Health, Pharmacy and Social Care of Macedonia has signed two branch collective agreements:

- Collective Agreement for health care of Macedonia;
  - In 2011 they signed two annexes to to the CA for health care of Macedonia.
  - Agreement on establishment of minimum wage for the lowest level of complexity and manner of calculation and payment of wages in health care (April 2010)
- Collective Agreement on Social Security in Macedonia;
  - Agreement on establishing minimum wage for the lowest level of complexity and manner of calculation and payment of wages in the welfare sector (January 2010).



*4. Macedonian Police Trade Union with the Ministry of Interior concluded*

- Collective Agreement of the Ministry of Interior

*5. Trade Union of Workers in Forestry, Wood Industry and Energy of Macedonia concluded*

- Collective Agreement for employees of PE "Makedonski Sumi"-Skopje.

*6. Trade Union of Workers in catering, tourism, housing-communal economy, crafts and protective associations of Macedonia with relevant employers' associations signed 3 collective agreements at branch level:*

- Collective Agreement for catering of RM;
- Collective Agreement for communal economy of RM;
- Collective Agreement on protective associations of Macedonia.

*7. Trade Union of Workers of administration, judicial authorities and NGOs of Macedonia is signatory of 2 collective agreements at branch level:*

- Collective Agreement for civil, judicial and local government of RM;
- Collective Agreement for social organizations and citizens' associations of RM.

*8. Independent Trade Union of Workers in Energy and Economy of Macedonia is signatory of the*

- Energy Collective Agreement.

Signing of this collective agreement was historic moment when for the first time were verified workers' rights in energy companies in the private sector, in which international labor standards were applied, especially in terms of occupational health and safety, salaries, allowances and other rights.



*Signing of the Collective Agreement for Energy. Werner Hengst, president of the Association of Employers of energy for OEM and Robert Simonoski, president of SSESМ - in the middle (09.10.2012)*

9. Trade Union for Chemistry, Non-metals and Metals of RM is signatory of the
- Collective Agreement for chemical industry.



*Signing the collective agreement for chemical industry, Trade Union of Chemistry, metals and non-metals and the Association of Employers of chemical industry in OEM (10.01.2013)*

## 5.2. Representativeness of trade unions and employers in Macedonia

In the Republic of Macedonia in 2010 for the first was determined representativeness of trade unions and employers at national, sectoral and branch level. According to the Labour Law, the Representativeness Commission proposed and the Minister of Labour and Social Policy adopted solutions for representativeness of SSM at national level and in the public sector. These solutions are obtained with the first campaign of the new leadership of SSM, which resulted with recruitment of 26.000 new members.

### Branch Trade Unions

## **Federation of Trade Unions of Macedonia**

### *1. Trade Union of Workers of Agro-Industrial Complex of Republic of Macedonia (AGRO Trade Union)*

- Representative in the private sector in agriculture, manufacture of food products and beverages and manufacture of tobacco products;
- Representative in the area of water collection, treatment and supply.

AGRO Trade Union became representative trade union in the Water supply area. In 2012 are running negotiations for signing of branch collective agreement for this activity.

### *2. Trade Union of Workers in Catering, Tourism, Housing-communal economy, Crafts and Protective Associations of Macedonia (SUTKOZ)*

- Representative in the public sector in areas of collection, purification and distribution of water, disposal of waste and garbage, sanitation and similar activities and other services.

### *3. Trade Union of Construction, Industry and Planning of Macedonia (SGIP)*

- Representative in the private sector in construction and manufacture of products of other non-metallic minerals.

### *4. Autonomous Trade Union of Health, Pharmacy and Social Care of Macedonia*

- Representative in public sector in the area of health and social care.

### *5. Trade Union of Workers in Textile, Leather and Shoe Industry of Macedonia (STKC)*

- Representative in the private sector in the area of production of leather and leather products;
- Representative in the private sector in the area of production of textiles and clothing.

### *6. Independent Trade Union of Energy Workers of Macedonia (SSESM)*

- Representative in the private sector in supply of electricity, gas, steam and hot water.

7. *Macedonian Police Trade Union (MPS)*

- Representative in the public sector at level or branch or department.

8. *Trade Union of Workers in Forestry, Wood Industry and Energy of Macedonia*

- Representative in the private sector in the area of cultivation of forests, use of forests and related services.

9. *Trade Union of Chemistry, Metals and Non-metals of Macedonia (SHNM)*

- Representative at the branch or department level in the private sector in the area of production of chemicals and chemical products and manufacture of products of other non-metallic minerals.

10. *Trade Union of the Workers in Administration, Judicial Authorities and NGOs in Macedonia (UPOZ)*

- Representative at branch or department level in the general public (service) activities, general regional and local (service) activities;
- Representative in the court and judicial activities.

11. *Trade Union of Defense and Security of Macedonia (SOB)*

- Representative in the public sector in the field of defense

**5.3. Employers nationwide**

1. *Organization of Employers of Macedonia*

- Representative in the private sector in the field of economy of Republic of Macedonia.

**6. Strikes, protests, work stoppages**

According to the Law on Labor Records, the Federation of Trade Unions of Macedonia as representative trade union in the country each year prepares and discuss on the information on strikes, protests and work stoppages held.

In recent years, the number of strikes, protests or disruptions of work decreases. This is due primarily to the development and practice of social dialogue, i.e. resolving of conflicts through negotiations with all stakeholders and consistent execution of the Economic and Social Council's function on national level and the function of the Local Economic and Social Councils.

This manner of solving problems that affect labor market is reflected in the resolution of discontent and demands set by the workers for realization of the rights established by law and collective agreement. Trade union organizations in enterprises and institutions, in consultation with the trade union, in realization of their demands have applied bargaining with management which usually ends with consensus, concluding agreements, meeting the requirements.

The reasons for expression of workers' discontent by warning strikes, protests and work stoppages are usually due to late payment of wages and benefits, low wages, job insecurity, working conditions pursuant to the Law on Safety and Health at Work, the employer's refusal to discuss on extension and signing of collective agreements at the level of the enterprise, amendments of the labor laws (Law on Employment and Insurance in case of Unemployment), against the decision of the Constitutional Court of the Republic of Macedonia which abolished certain provisions of the Law on Internal Affairs and referring to the retirement age of employees in the Ministry of Interior, the model for payment on performance of the doctors, declaring redundancies, impeding the right of organizing in trade unions and strike, etc.



*Protest of the members of the Macedonian Police Trade Union (7.10.2010)*

Workers are entitled to free legal assistance for exercise of their rights, legal advice, i.e. workers are being represented in disputes by trade union legal services of SSM. Also,

SSM has educational activities to raise awareness among workers and employers to use their legal right of peaceful, negotiated settlement of labor disputes and achieving effective solutions of common interest. The application of the basic principles of peaceful settlement of labor disputes: legality, voluntariness, neutrality and impartiality, equity, reliability, transparency, efficiency and fairness will result in faster, simpler and more effective approach in addressing the collective and individual labor disputes; agreements will be achieved that will be sustainable and respected and will be in the interests of the parties; the number will increase of peacefully resolved disputes and damage will reduce from organizing and conducting strikes, as one of the last means of achieving the requirements of workers from employment.



*Strike in the marble plant in Prilep (19.11.2012)*

## **7. Celebration of important dates and trade union events**

**May Day, International Workers' Day.** According to the new Action Platform, SSM celebrates May Day with labor. In 2010, on May Day, SSM launched a campaign for trade union organizing and mobilizing workers in trade unions affiliated to SSM; on May Day in 2011 a campaign was launched for adoption of the Law on Minimum Wage, and May Day in 2012 was celebrated with a press conference held on the need for adoption of the Law on Protection Against Mobbing in Macedonia and offered draft text of the law.

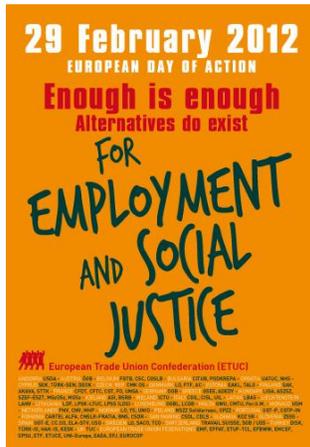
**European Action Day of the European Trade Union Confederation (ETUC) - 29.2.2012,** in order to send a message to the relevant institutions of the European countries to pay attention on deteriorating economic situation of millions of Europeans. SSM supported ETUC action and together with KSS and UNASM announced proclamation.

**World Day for Decent Work - October 7<sup>th</sup>.** On the occasion of the World Day for Decent Work, the Federation of Trade Unions of Macedonia held a conference that supported the decision of the International Trade Union Confederation (ITUC) to be a day devoted to young workers and to reduce youth unemployment.



*Conference of the Social Partners on promotion of labor dignity (5.10.2012)*

**European day of action and solidarity of the European Trade Union Confederation - November 14<sup>th</sup>.** Federation of Trade Unions of Macedonia supports trade unions from other European countries in their activities with for sustainable development of European integrations, projects based on the European social model and aimed at economic and social progress in respect of social partnership and collective bargaining.



**April 28<sup>th</sup> - World Day for Safety and Health at Work and the European Week for Safety and Health at Work** (in October), SSM celebrates with appropriate activities, some of which are implemented in cooperation with the social partners and civil society - Macedonian Occupational Safety and Health Association.

**World Day for Social Justice of the United Nations - February 20.** SSM supports the principles of the UN which relate to social justice, equality, solidarity, responsibility and preserving labor dignity.

**World Human Rights Day - December 10.** In 2012 on the occasion of the Day was held a Conference "Today and always - decent work for women", organized by Women Sections of Trade Union of Construction, Industry and Planning of Macedonia (SGIP) and the Trade Union of Workers in the forestry, wood processing industry and energy of Macedonia.



According to SSM's Statute and the Action Program 2010-2015, the activities of the Federation of Trade Unions of Macedonia continue further. These are some of the confirmed specific program determinations that due to their importance we felt it was necessary to be specifically highlighted and are result of the continuous and unconditional activity of trade union membership, trade unions and the Federation of Trade Unions of Macedonia.

Federation of Trade Unions of Macedonia  
12 Udarna Brigada str., 2  
Skopje, Republic of Macedonia

[www.ssm.org.mk](http://www.ssm.org.mk)  
[info@ssm.org.mk](mailto:info@ssm.org.mk)