

**Конфедерација на Работодавачи
на Република Македонија**

**Confederation of Employers
Republic of Macedonia**



BULLETIN

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OUR COLLEAGUES

Monthly Newsletter

**for the Employers of
Republic of Macedonia**

www.cerm.com.mk/e-news

July, 2008

**Next issue
more space
for presentation
of your Business**



Dutch Employers' Cooperation Programme



TO THE BULLETIN

The official monthly bulletin of the Confederation of Employers of the Republic of Macedonia (CERM), will be published once a month and it is planned for the purposes of informing all of our members, organizations, institutions, state authorities and international organizations.

Since 2001 CERM exists as Association of employers, while since 2006 it is officially registered into the register of organizations of employers within the Ministry of Labor and Social Policy of the Republic of Macedonia, in accordance with the Law on Working relationships of the Republic of Macedonia.

The Confederation of Employers of the Republic of Macedonia (CERM) is an organization of employers with clear defined objectives and tasks, representation of the membership to the social partners, achievement the rights and respect of the employer's obligations, building the capacities of its members and business participants in the Republic of Macedonia.

CERM has taken the Presidential function of the new Center of employers from the Adriatic region-founded from the Independent Representative Organizations of Employers, under the name of CERAJAR AREC with headquarter in Zagreb-Croatia. The monthly bulletin is foreseen to report all concerned parties for the past and the forthcoming events which will cover national and international activities. If you consider that you can give your contribution to the paper, to present your successful practice or to open express your opinion, please do not hesitate to contact us.

REGIONAL OFFICE IN PRILEP

The Confederation of Employers of the Republic of Macedonia has opened the regional office in Prilep.

CERM feels the need of communication with the business sector in all regions of the Republic of Macedonia. The office in Prilep will bring closely the business sector from the Pelagonian region to the social partners, local self- government, international organizations and the firms from different commercial branches which are members at the Employer's organizations in the region and broader. For the President of the organization is elected Mr. Mile Cupetreski, contact tel. no. 048-414672, e-mail: mc@cerm.com.mk.

MACEDONIAN SPORTSMEN IN PEKING



On Wednesday (23.07.2008, 12:00) at the Macedonian Olympic Committee's rooms, was maintained an ceremonial presentation of the Olympic delegation which will defend the colors of Macedonia on the 29-th Summer Olympic Games, which are going to be held in Peking, China, in the period from 8-24 of August 2008. Macedonia is represented by seven participants which are young and successful sportsmen from different disciplines and who need our support both moral and material. CERM reminds all Macedonian companies to think whether the number of Macedonian sportsmen on the Olympic Games and other sport arenas could be larger, if they had more information about the Law of donations and sponsorship in the public industries. Introduce all the details on the Internet page of CIRA www.cira.org.mk or for all detailed information you can contact Zoran Stojkovski, an executive in CIRA on 02/3114-855 or on e-mail zorans@cira.org.mk



Thanks to the unselfish Dutch Employers Cooperation Programme - DECP, we publish the monthly Bulletin of CERM in which we inform you for the activities of the organization.



Gratitude to the USAID-Macedonia project on business environment for supporting the web page on CERM where the monthly bulletin will be published.

AUGUST

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The Confederation of employers of the Republic of Macedonia in cooperation with the Regional office with headquarter in Prilep, on **26 and 27 of August** 2008 in the Kristal Palas hotel, organizes two-days workshop on the theme Estimation the risk at the working place-key for healthy environment.

The workshop objective will be to help the enterprises, particularly to the small and medium enterprises, to understand the process of estimation the risk and its meaning.

The objective will provide an instrument with which the enterprises could conduct estimation of the risk for it self's, as well as to provide an access to the significant sources of information at the relevant area.

The presentation will be based on the leading principles of estimation the risk from the framework directive 89/391, implemented to the national legislation.

The estimation of risk is a basis for successful management with the safety and health and it is a key for reducing the injuries on the work and the professional diseases.

The Confederation of employers of the Republic of Macedonia in cooperation with the Association of production of food and drinks of the Republic of Macedonia on **28.08.2008** will held a meeting with Mr. Jean Marie Standaert from DECP in terms of preparation of the plan and programme for informing, training and implementation the Laws and books of regulations for food and drinks.

The Confederation of employers of the Republic of Macedonia is a member of the working groups in the TWINNING PROJECT-overview of the National labour legislation. The Ministry of labour and social policy of the Republic of Macedonia works on the implementation of the Twinning project Overview of the National labour legislation. Managed by the European agency for reconstruction, and financed by the European Union. The objective of the project is to give the support for improving the capacities in strengthening the labour market and preparation of the country for the European Union membership. In this context, the main objective of the project activities is to improve the knowledge of revision the MLSP and strengthening the labour legislation in accordance with the legislation and the best EU practices.

The project itself contents 5 components and each of them includes a complex collection of activities, with common efforts of all involved twinning partners.

Component 0 -project management

Component 1-Improvement the capacity of the staff of the MLSP for issues related to EU labour legislation and transpositions of the relevant EU directives

Component 2-Estimation and overviews of the country labour legislation, employment and insurance in case of unemployment

Component 3-Recommendations for necessary implementation of the legislation and administrative consultation at the given areas

Component 4-Training programme

Component 5-Information/Communication

The official start of the TWINNING PROJECT will be from **25 to 29 of August**, at the Club of emissaries. The first workshop will be for the component 1.



TECHNICAL HELP FOR EMPLOYMENT POLICY SUPPORT

EMPLOYERS OF THE RM together with the Union of independent autonomous trade unions, SONK, SSM, ORM, the Ministry of education, DZS, actively participated at the two-days workshop for preparation of the DRAFT ACTION PLAN FOR EMPLOYMENT-NAPV-2008-2010.

CERM will continue to participate at NAPV and other bodies with the objective of:

- Increasing the awareness of the social partners for economy stimulation
- Development of the institutions and their capacities
- Involvement to the main economic trends
- Increasing the competitiveness and the capacities of the companies

The most important for CERM is an increasing interest of the members for: training, additional training and involvement into the activities related to the new laws on health and safety during the work, The Law on donations and sponsorships, international standards and other.

In cooperation with the Ministry of labour and social policy and the Employment agency, CERM participates in CARDS-policies for employment-project of alleviation the employment for two years.

A two-days workshop "TECHNICAL HELP FOR EMPLOYMENT POLICY SUPPORT (phase 3) has been hold in Ohrid.

Its address had the team leader Mr. ANTI HUMASTI and the big support in preparation the NAPV draft action plan for employment was given by the representative from Slovenia who is short-term expert for its implementation, Mr. FRANCI KLUZER.

There was also the participation of Mr. PREDRAG KULINEN from Ireland. The CONFEDERATION OF

REDUCING THE ABUSE OF THE CHILD LABOR

An International Organization of Labour in cooperation with the Ministry of labour and social policy and USAID, have organized seminar on theme Elimination of the child labour. The seminar Has been hold on 26 of June 2008 at the Arka hotel. Mr. Klaus Gunter and Mr. Ahmet Ozirmak - experts from MOT-gave an important review towards the situation with the child labour in Europe and broader. They explained the Convention of the worst forms of the child labour and the International programme for elimination of the child labour and pointed out strategies of MOT which are related to the elimination of the child labour and child trade.

In 2001, Republic of Macedonia have been ratified the Convention against abuse of the child labour, but the situation is still more than alarming.

Anybody can contribute toward extermination of the child labour. Here are several ways:

- Do not employ children in your home or for your business
- Do not buy products which are made by children workers or products which are sold by children
- If you know someone which employ children, declare it immediately!
- In the police
- In the nearest Center of social affairs
- On the free SOS telephone for children and youth 0800 1 22 22
- In the free Legal office at the Embassy Megasi, on the telephone 02/2463 900



CERM AND UNASM IMPROVE THE COOPERATION AND STEP TO SIGN COLLECTIVE AGREEMENTS FROM THE ECONOMY

In June, the Memorandum of cooperation has been signed between the Confederation of employers of the Republic of Macedonia and the Union of Independent Autonomous Trade unions of Macedonia.

The Union of Independent Autonomous Trade unions and the Confederation of employers of the Republic of Macedonia are independent organizations whose total operating is directed to the improvement of the working conditions, health care of the working population, implementation of the scientific approaches in the establishment the impact of the working environment on the working population in the Republic of Macedonia, development of the economic and the social environment. With association of the interests for achievement the individual goals, the Union of Independent Autonomous Trade unions and the Confederation of employers of the Republic of Macedonia, have decided to improve their cooperation and to participate together to achieve particular goals.

The common cooperation refers on:

- Improvement of the National legislation,
- Implementation of the international standards
- Both organizations will dignified represent Republic of Macedonia to the Common Economic Social

committee, International institutions and the public

- Both organizations will cooperate in terms of improvement the Social responsibility of the enterprises
- Both organizations will strive for efficient and justifiable operation of the Economic Social Council of R. Macedonia
- Both organizations will cooperate in terms of reducing the unemployment in the Republic of Macedonia
- Both organizations are oblige do influence the improvement of the social dialogue in the Republic of Macedonia
- Both organizations are agreed to sign national, branch and companies collective agreements
- To pass Law on Trade unions
- Implementation of international experiences
- Common appearance in foundation of the business and working population
- Exchange of data, knowledge and experiences
- Generation of projects of common interest and appearance in front of possible donors as well as many other activities.



The EUROPEAN EMISSARY Mr ERIC MEJER VISITED CERM

The Confederation of employers of the Republic of Macedonia (CERM) as part of the Common European Economic Social Committee, on 16.07.2008, with pleasure hosted the European emissary Mr. Eric Mejer who was at more days visit on the Republic of Macedonia. A visit initiated from the European emissary is in terms of honest and real presentation of the current Economic Social situation in the Republic to the emissaries in the European Parliament in Brussels.

CERM LAWYER

Significant for all legal and physical persons is to attend attention to the Law on protection and rescue!

Extract from the Law-article 74.

Bodies of the State administration, units of the local self governance, trade associations, public enterprises, institutions and offices for fire protection of the people, material goods and cultural heritages, must to maintain them in the correct position and to clean the chimneys, smoke leded installations, air systems, systems for air and water heating into the objects as well as in the industrial and craft capacities.

The maintenance of chimneys in the correct position, smoke leded installations, air systems, systems for air and water heating, fireplaces-boilers for heating into the objects, as well as in the industrial and craft capacities, is put in order with particular book of regulations passed by the head office of protection and rescue.

Punitive actions:

"Penalty to the extend of 500 to 1000 euros in denar's counter value will be hand down for the offence to physical person if not handles in accordance with the regulations from the article:

44, 70, 71, 72, 73, 74 and 79 from the Law,

"Penalty to the extend of 2000 to 5000 euros in denar's counter value will be hand down for the offence to Legal person if not handles in accordance with the regulations from the article:

11, 37, 38, 39, 44, 47, 51, 53, 54, 56, 58, 59, 60, 66, 69, 70, 71, 72, 73 from the Law.

CERM reminds you that the avoidance of penalty with cleaning and maintenance is not unique gain.

With the cleaning and maintenance of yours energetic capacities it is save up energetic fuel, protect an environment and with that you are included to the Social responsible enterprises and persons.

From 01.01.2009 the contributions for salaries, pension and health insurance, and the employment contribution, have mean reduced.

CERM greets this decision of the Government of Republic of Macedonia, and in the same time reminds all physical persons which obtain incomes and are not registered at the trade registers and in

the central register of the Republic of Macedonia, to register at their main economic activity and to respect business laws in Republic of Macedonia.

Of course, it is not cheap to manage with registered crafts or small trade service or production activity, but it is cheaper than to pay high penalties if you are not registered.

Contribution	2008	2009	2010	2011
PDI	21.2%	19%	16,5%	15%
HEALTH	9.2%	7.5%	7%	6%

The center of institutional development-CIRa and the British Embassy with headquarter in Macedonia, and in cooperation with the Chamber of Commerce of Macedonia, on 09.05.2008 have organized a workshop on implementation of the Law on donations and sponsorships in the public industries.

On the workshop the Law on donations and sponsorships in the public industries was presented as well as the basic steps for its implementation, focus on the tax stimulations for implementation of the Law was given, the necessary documents and authorized subjects for particular documents prepara-

tion, up to now experiences from the implementation of the Law, as well as the necessary support and further steps for more efficient implementation of the Law.

On its internet page, CIRa has all necessary documents and forms which can be downloaded, and which are necessary for conducting the procedure of obtaining tax stimulations for enterprises or individuals who want do donate or sponsor. For all information you can contact Zoran Stojkovski, an executive in CIRa on 02/3114-855 or on e-mail zorans@cira.org.mk

APPLICATION FORM

The Confederation of Employers of the Republic of Macedonia is an organization with the main objective of association of the employers and employer's organizations in order to achieve the rights according to the valid laws in the Republic of Macedonia

The full right membership at the Confederation of employers is obtaining by filling in the application form and payment of the member fee.

If you want to become a member of the Confederation, fill in this application form and send it to the Confederation on:

Fax: (02) 2400 926

E-mail: contact@cerm.com.mk

Post: P. O. Box 692, 1000 Skopje

Additional information can you receive on the phone: (02) 2400 926

FIRM/ORGANIZATION:

PLACE: TELEPHONE:

FAX: E-MAIL:

ADDRESS:

Authorised person who will represent You at the Confederation:

Legal status: (circle) 1) DOOEL 2) DOO 3)AD 4)Association 5) Other _____

INDUSTRY:

Short description of the products and/or services you offer:

NUMBER OF EMPLOYEES: Export (circle) Yes No
Import (circle) Yes No

Gyro account: 300000002380319

Deposit bank: Komercijalna banka

Member fee:

- For firms/organizations with more than 50 employees/members-500 denars monthly
- For firms/organizations with between 50 and 500 employees/members-5000 denars monthly
- For firms/organizations with more than 500 employees/members-50 000 denars monthly

PLEASE FILL IN THE APPLICATION FORM LEGIBLY AND SEND IT TO THE CONFEDERATION'S ADDRESS

P.S.

.....
Signature

If you want to join us, please cut this page, fill in it and send it to us or visit our web side , www.cerm.com.mk, to get the application form.



OUR COLLEAGUES



At the ASSOCIATION OF EMPLOYERS OF SERBIA a new president of the employer's association of SERBIA, Mr. STEVAN AVRAMOVIC, ex-president of UPS Vojvodina.

New elected president of UPS Vojvodina is Mr. NIKOLA PAVICIC, respectable businessman from the region is elected.

More on the www.poslodavci.org.yu



AN ASSOCIATION OF EMPLOYERS OF MONTENEGRO on 01.07. has become a member of "BUSINESSEUROPE"

More on the www.poslodavci.org.yu



Within the ASSOCIATION OF EMPLOYERS OF CROATIA a new book of regulations for the making criteria and the way of member fee paying has been passed.

More on the www.hup.hr



EUROPEAN ORGANIZATION OF FOOD (CIAA) organizes a seminar "LAW ON FOOD" with the aim of completely support in the alimentary industry for the new EU members and countries candidates.

More on the www.ciaa.be



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Confederation of Employers
Republic of Macedonia

Skopje, tel./fax: +389 2 2400 926

Prilep, tel./fax: +389 48 414 672

P. O. Box 692
1000 Skopje

e-mail: contact@cerm.com.mk

web: www.cerm.com.mk