

ОРГАНИЗАЦИЈА НА РАБОТОДАВАЧИ НА МАКЕДОНИЈА

**THE ORGANIZATION OF EMPLOYERS OF MACEDONIA**

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**Macedonia statistics**

Total population, over 2 million, men 61%, women 39%  
 Total employees over 650 .000, 60% men, 40% women  
 Unemployment 31,7%  
 Average gross wage, 490 EUR, net wage 334 EUR (2010 year)  
 Minimum wage , 130 EUR (2011)

Economic problems:  
 Low living standards,  
 Increasing poverty,  
 high rate of unemployment,  
 relatively low economic growth



## ORGANIZATION OF EMPLOYERS OF MACEDONIA

### Vision and Mission ORM

- Biggest Macedonian employers organization
- 17 branch associations
- ORM members represent the enterprises that employ over 70.000 or 23,57% of the private sector employees
- ORM is a professional competent social partner able to handle the demands and challenges of the social dialogue at national and EU level and to contribute in achieving strategic country's objectives in creating growth and new jobs.
- ORM, responsible and reliable partner!



### Division of ORM members' per region

Vardar	9%
East	13%
South West	6%
South East	7%
Pelagonija	15%
Polog	5%
North East	4 %
Skopje	41%



## Social dialogue

### The new regulation for establishment of the ESC

An agreement on establishing the new ESC was signed September 2010

Three partite body with 12 members –

- 4 members trade unions,
- 4 members Government and
- 4 members Organization of employers of Macedonia.



### Social dialogue–bi partite level Structure of members per sector industry and recognized representativeness (where >10%) for concluding collective agreements

	Percentage Of total employees in the sector	Branch Collective Agreement
Textile industry	41,74%	yes
Leather and shoe industry	50,76%	yes
<b>Food and drink industry (Agriculture)</b>	<b>61,28%</b>	<b>yes</b>
Electrical machines and appliances	10,88%	
Distribution of electrical energy, gas and water	73,38%	in process
Chemical, plastics, artificial yarns industry	78,41%	yes
Paper, publishing, printing industry	23,73%	
<b>Tobacco industry</b>	<b>71,94%</b>	<b>yes</b>
Hotels and catering industry	21,69%	yes
Wood processing industry	12,96%	
Financial services	33,24%	yes
<b>Retail and wholesale trade</b>	<b>&lt;10%</b>	
organization for employment of people with disabilities		yes
Tourism services		
Temporary employment agencies		Traffic, stocking and communication
industry Energy, black and colored metallurgy		
Construction industry		Public
utility services		yes



### Project activities of OEM

- the **retail sector would** be strategic for the study tour
- Trade sector
- enterprises 26.300, or 41% from total number of employees
  - to 250 employee in 96 enterprises
  - over 250 employees, only 9 enterprises and
  - over 2000 enterprises without employee
  - opportunity for negotiation and conclusion of collective agreements at branch level



### Project activities of OEM

- the **food-processing and agriculture sector** for the trainings/workshops in Macedonia.
  - 19% of the total number of employees in agriculture
  - with 12% of total GDP is the third largest economic branch. Together with the food-processing is 16% share
  - Small private farms is over 80% of all agricultural land
  - 20% are organized in agricultural companies
- collective agreement at **agriculture sector** –with lowest wage  
collective agreement **food-processing** –with lowest wage



### Achievements of OEM in this period

- A general agreement was signed
- New regulation on criteria for representativeness
- New regulation on strengthening the functioning of the ESC
- More employers engaged in the collective bargaining
- Quality- improved negotiations and greater coverage of the employers
- Improved services
- Larger membership
- Better presence

#### Communication channels:

- Active website
- Quarterly newsletter
- Blog
- Social media plugged in



Thank you for your attention



## Contacts:

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