

ACTION PLAN NORTH MACEDONIA

SHORT PRESENTATION

PROJECT VS/2019/0007

A) Strategic assessments of workforce demography in North Macedonia

According to data taken from the Employment and Social Reform program the population structure in North Macedonia is getting older, i.e. the percentage of old population rises and the period from 2005 to 2015, the percentage of the younger population (0-14 years) in the total population decreased from 19.4% to 16.7% and the percentage of the old population (65 and above) increased from 11.1% to 13.0%.

According to this results Republic of North Macedonia exceeds the limit of 12% of old population and enters the group of countries which are demographically characterized as countries with old population.

a) ACTIIVITES

- Cooperation amongst (KSS, ORM, and Business Confederation).
- Conducting research regarding demographic structure of active workforce in North Macedonia.
- Coordinate activities regarding the implementation of the AAIA especially dealing with the issue of Strategic assessments of workforce demography.
- Organizing mutual training with the stakeholders (Ministry of Labor, Agency for employment and of course State Labor Inspectorate).

b) Measures

- Drafting Memorandum to enable elderly workers to stay active until they legally retired.
- Research on demographic structure of active workforce in North Macedonia.
- Set up of mutual Coordinative Council (trade unions, ORM).
- Finding international or EU organization which will provide trainings to increase knowledge and the benefits of implementing FA of AAIA

c) AIMS

- Improving and enhance the cooperation amongst social parents in negotiation procedures with the Government officials.
- Creating database with specific details on active workforce and conditions of workplaces.
- Improvement of coordinative activities regarding the implementation of the AAIA especially dealing with the issue of Strategic assessments of workforce demography.
- Increase the knowledge of the AAIA aims to improve the position of elderly workers till the legally retired

B) Health and safety at the workplace

The Law on Occupational Safety and Health was adopted on August 1st 2007 and at the time of its adoption it was fully harmonized with Framework Directive 89/391/EEC.

Pursuant to the Law, the employer is to perform job risk assessment, draw up a Safety Statement, train the staff, inspect the equipment being used and perform periodical measurements within the work environment.

a) ACTIIVITES

- Continuing Training of the OSH Officer
- Desk research on position and responsibilities of OSH authorities in EU countries.
- Establishing control mechanism to strengthen the position of OSH officer in North Macedonia
- Training of the State Labor Inspectorate
- Determination of obligations of the employers.
- Negotiations in establishing internal active body to strengthen the role of the social partners in negotiation process with the Government officials.
- Lobbying and fostering the change of the current national Labor Law strictly defining the meaning of the “special protection” of elderly workers
- Providing the best new IT technology (computers, monitors and etc

b) Measures

- Trainings with support of EU partners in regard the position of OSH officer
- Comparative analyze and legal solutions of EU legislation regarding the position of OSH officer in the legal system .
- Monitoring and reporting the work of OSH officer in North Macedonia and providing comparing analysis with good practice cases on how it is established in EU counties.
- Organizing training with support of EU partners in regard the position of the supervision or inspection body responsible to suppress possible work abuses.
- Preparing guidelines to achieve provision of special protection of elderly people.
- Establishing internal active body composed by representatives of social partners and Government officials.
- Change of the current national Labor Law strictly defining the meaning of the “special protection” of elderly workers
- Negotiation with Government to Supply the best new IT technology (computers, monitors and etc)

c) AIIMS

- Increasing the role of the OSH Officer
- Drafting law to make stronger engagement and better position of the OSH officer in national system.
- Strengthening the position of OSH officer in the national legal system and it impartiality to report any inconvenient or abuse on workplace
- Strengthening of capacity of the State Labor Inspectorate in compliance with the EU legislation.
- Improving the “special protection” of elderly workers determined by the Labor Law
- Raise the awareness of the management bodies in establishing safer and healthier tools to protect the workers safety and health.
- Improvement inspection body role and its impartiality and improvement of more effective conduction of inspections procedure in promotion and control of the safety and health workplaces.
- Better protection of the health of the workers from unwanted radiation

C) Skills and competence of the management

Having into account that population in North Macedonia is getting older as well considering the process of migration of the young educated people more or less this process will produce insufficiency in available workforce in near future in North Macedonia.

According to official data taken from the annual report of the Agency for employment the biggest rate of unemployed people even 41, 1% (41793) is those who are over 50 years old.

Annual Report for 2019 of the Agency for employment

a) ACTIIVITES

- Training program for the workers who are over 50teen years old.
- Initiation for amending the Law on Labor to ban dismissal of workers over 55 years old.
- Fostering and strengthening the role and the cooperation of the ESC trough organized trainings and roundtables
- Developing labor policy in the country to support lifelong learning.

b)Measures

- Drafting Operation Plan.
- Lobby group composed of social partners who are going to draft the new version of the Law and proposed to competent Ministry.
- Trainings to increasing the acknowledgment of the role and power of ESC in social life especially in improving the position of the workers. Organizing roundtables to detect the reasons why the percentage of unemployed workers over age of 50teen years old is so high.
- Drafting and introducing the labor policy to support lifelong learning

c) AIIMS

- Overcoming and Preventing stereotype of “older worker”
- Suppress the trend in dismissing older people and employing younger which will reduce and \ the high number of unemployed people over 50teen and to enable elderly people to achieve legal retirement.
- Recognition of the strong and impartial role of Economic Social Council (ESC) as well more active position in protection of the workers over age of 50teen.
- Reduce of redundancy of the workers over age of 50teen ESC is tripartite body established by the Government and social partners for social dialog

D) Work organization for healthy and productive working lives

In regard of the work organization in North Macedonia Law on Labor regulates working time, night shifts, etc, what is more important regarding the work organization there are no readily available data in Macedonia on shift work. In 2004 LFS used an additional questionnaire on shift work, and hence the finding that came from the survey shows that on average, 34.8% of all employed workers work in shifts. As usual, shift work is mainly concentrated in hotels and restaurants (67.3% of workers in this sector work in shifts), health and social work (54.1%), transport and communications (43.4%), manufacturing (43.2%), trade (41.6%) and education (41.2%). The result from the survey showed that male and female workers working in shifts is almost the same, 34.7% and 34.9%

a) ACTIIVITES

- Regular Reporting procedure for undertaken measures in work organization
- Organizing trainings for social partners and management how to adapt the work organization to the needs of elderly workers
- Strengthening the role of State Labor Inspectorate in preventing violation of the legal provision for working in shift or working during the holidays and reducing the night work.
- Coordinative meetings between the management and the workers to reconsider task allocation for ensuring healthy and safe workplace.
- Improving the social dialog

b)Measures

- Monthly meetings to review the reports on work organization
- Trainings for social partners and management on how to adapt the work organization to the needs of elderly workers
- Coordinative activities and measures amongst the social partners
- Organizing regular coordinative meetings between the management and the workers to reconsider task allocation for ensuring healthy and safe workplace.
- Activation the role of ESC in creation of national and social agenda regarding the issues related to work organization

c) AIIMS

- Better coordination amongst the social partners
- Reducing allocation of elderly workers at workplaces
- More active role of SLI to ensure existence of better work organization which is one of the conditions for healthy and productive working lives.
- Better communication between workers and management.
- Better social dialog which will result with better labor policy in North Macedonia

E) Intergenerational approach

In regard to this action area of the AAIA North Macedonia doesn't have strategy develop to overcome the possible intergenerational gap and according to the result gained during the workshop the intergenerational gap is becoming deeper. Social partners could not achieve agreement in action activities that could be undertaken to overcome the age difference amongst the workers due to the reluctant behavior of the young workers to accept and respect the knowledge and the work experience of the older workers.

Mostly of the participants agreed the young workers are too ambitious and overachievers are willing to achieve in better work position.

This situation might be reasonable explanation why the percentage of the unemployed people who are older than 50 is the highest in North Macedonia comparing to others so it has to be one of the main reasons to start with reducing the stereotypes and prejudices of older people.

a) ACTIVITIES

- Raising awareness on the importance of older workers who can be tutors or mentors to young workers
- Transferring the knowledge from older workers to the younger workers.
- Instead of putting aside the elderly workers shall be given position to coordinate and control the working process

b) Measures

- Mixed working teams with position, for coordinator given to the elderly worker.
- Weekly meetings between younger and older workers with discussion of working issues.
- Employers shall draft compulsory measures which will grant the elderly workers with position of coordinator

c) AIIMS

- Overcoming generational gap.
- Young workers will be better trained which will be very important benefit for the company.
- Better respect for elderly workers from younger employees

Opportunities

- ◎ Develop close cooperation which will result with conclusion of mutual National strategy amongst KSS ORM and Business Confederation in NM that will bring the social partners to stage in fulfillment the FRAMEWORK AGREEMENT general aims to make it easier for older workers actively to participate and stay in the labour market until the legal retirement age, and at the same time make sure that measures are taken in order to ease inter-generational transitions.
- ◎ Reduce the level of unemployed people over 50teens,
- ◎ Secure the work place of employees until they achieve the right for legal retirement,
- ◎ Increase the strength of the control mechanism;

Threats

- ⦿ Lack of motivation and will to follow the activities by the Governmental authorities,
- ⦿ Lack of financial support and will to cooperate which will produce absence of the research activities and establishment of general demographical database.

