



Business Confederation of North Macedonia



Based on the Constitution of the Republic of North Macedonia and the Constitutional Law on the Implementation of Amendments XXXIII to XXXVI of the Constitution of the Republic of North Macedonia, which the Assembly of the Republic of North Macedonia adopted on January 11, 2019, the Law on Labor Relations of the Republic of North Macedonia published in Official Journal no. 130/09 from 28.10.2009, the decision to establish the Founding Assembly of the Business Confederation of North Macedonia from 19.11.2009, the decision of the regular annual meeting of the Business Confederation of North Macedonia from 21.12.2013. and according to the decision of the Administrative Board made at the session on 01.22.2024, Business Confederation of North Macedonia adopted the following:

## STATUTE

### I. GENERAL PROVISION

#### Article 1

Business Confederation of North Macedonia is employer's association, founded on the base of freedom of association of employers and employers' associations. The main goal of the Organization is Economic Development of the members, representation before the legislative institutions and the social partners, encouragement of the social dialogue, reduction of the unemployment, promotion and efficiency of the Employers in the Republic of North Macedonia. North Macedonia.

The Business Confederation is a non-profit and non-governmental organization, the Organization supports and accepts the Laws and the Constitution of the Republic of North Macedonia, as well as the statute of the International Labor Organization. It does not envisage in its activities political or trade union activity, nor the property or means to be used for political or trade union purposes

#### Article 2

Name of the organization:

- Business Confederation of North Macedonia.

Headquarters:

- Makedonija 6/1/1, 1000 Skopje North Macedonia Postal Box. 880
- Permanent address: Makedonija 6/1/1, 1000 Skopje
- Business Confederation, its activity determined by the Labor Relations will perform at its headquarters, regional offices in North Macedonia and in their offices outside the Republic of North Macedonia

#### Article 3

Business Confederation of North Macedonia has a seal and stamp.

The seal is a standard application form with a circular logo of the Organization and written abbreviation of the organization in the middle.

The stamp of the Business Confederation of North Macedonia has a rectangular shape. The upper part is inscribed the name of the Business Confederation of North Macedonia with small letters.

The middle two rows of the space for figures and date.

#### Article 4



## Business Confederation of North Macedonia

Business Confederation of North Macedonia is independent in the view of achieving goals, interests and activities determined by the statute.

The members exercise their rights, duties and responsibilities in accordance with the Constitution, the laws of the Republic of North Macedonia and the Statute of the Organization.

The work of the association is public and each of its members is obliged and free to inspect the work.

In order to achieve representation and transparency before the public, the association will publish its annual action program and annual report in one of the daily newspapers published in the Republic.

### **Article 5**

Full members of the association may be all legal entities, and their professional organizations or managers, organized individually or in associations of territorial, regional or branch principle.

- Anyone who is interested in membership submits application form to the Executive Board of the association to obtain full member status
- Everyone pays dues in the amount specified in a separate regulation
- Board accepts or rejects the application - admission to membership.

Full member status is lost:

By resigning from the association. Voted by the Board with an absolute majority for acting contrary to statute or other laws of the association.

The Association shall keep a register of membership records because of its composition at any moment.

### **Article 6**

Key objectives of the association are:

- a) Promotion of private initiative and concept on free market economy;
- b) Promoting and defending the unity and integrity of entrepreneurship;
- c) Encourage economic development based on compliance with legislation, fair rules and legal practices;
- d) Development of social dialogue in the country and collective bargaining;
- e) Development of forms and programs for development and advancement of knowledge, skills and qualifications;
- f) International cooperation, development of regional cooperation;
- g) Promoting corporate governance and ethical practices in doing business

### **Article 7**

Responsibilities of the association are:

- a) Presentation and representation of interests of the members of the general and common aspects to all bodies and organizations of the Republic of North Macedonia
- b) Promoting the entrepreneurial organizations
- c) Examination of all the problems that arise with employers who have a general character, alignment decisions on common interests and action of the employers
- d) Collective agreements, which affect the position and interests of members
- e) Developing recommendations for members and authorized representatives of the organization in terms of representing the fields objectives and interests



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- f) Provision of services to other related and specific organizations
- g) Promoting modern methods and techniques of management of enterprises
- h) Establishing, maintaining and improving relationships with domestic, foreign and international institutions

## **II. RIGHTS AND OBLIGATIONS OF MEMBERS**

### **Article 8**

Rights of the full members are:

- a) to appoint a representative member of the Assembly of the Association (hereinafter referred to as - representative);
- b) to use the services in a manner governed by Regulations

The rights of the representatives on the Management Board are:

- a) To elect and be elected representatives to managerial positions
- b) Promptly inform and be informed of the action and the rights that are important to members
- c) To intervene in matters within the prescribed norms
- d) Feel free to express their opinion on all matters of interest to management and organization as well as formulating suggestions and applications to other bodies
- e) To require the association to take measures in order to defend the interests of members representing
- f) to contribute their votes to adopt the agreement and rules on the Board or other bodies which are delegated

### **Article 9**

Obligations of members of the association are:

- a) Compliance with all applicable agreements accepted by the Board of Directors;
- b) Not to hinder directly or indirectly, the activities of the association,
- c) Submission of information on issues of particular interest to the association in cases where required governing bodies of the association.
- d) payment of the membership fee to the association, to the extent that the Board determines.

### **Article 10**

Rights associated members and their representatives will be determined by the contract of membership, and the Rules of internal order, in accordance with the minimum rights in this Statute.

### **Article 11**

In case any of the representatives of the Assembly is not fulfilling its duties, the Board may require from the members of the association to be replaced.

## **III. ORGANIZATION AND ACTIVITY**

### **Article 12**

The Assembly consist of the members is the highest and most importan body of the Association

Managing body of the association:



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## 1. Managing Board

Governance of the association:

1. President of the Parliament / President of the Presidency
2. Executive Chairman-President / Chairman-President of the Board
3. Vice President

### **Article 13**

The Assembly is the highest body of governance and decision-making, work sessions or permanent Committees.

The assembly is determined by special rules.

### **Article 14**

Exclusive competence of the Assembly in plenary session is as follows:

- a) Revisions to the Constitution;
- b) Verification of the plans of the Board
- c) Election of Honorary President
- d) Election of Executive Chairman, Vice-President and members of Board
- e) Election of members of the Supervisory Board
- f) Approve the financial plan
- g) Approves the annual plan of activities
- h) Approve the exclusion of full members of the association
- i) Decide to stop executive functions
- j) decide on the dissolution and liquidation of the association and membership contracts, merging and joining organizations of the same nature
- k) It acknowledge receipt of new full members, nominated by the Governing Board
- l) ratify the responsibilities of board members, assigned by the Board
- m) Approve the expansion of the board during an election within the statute

### **Article 15**

Board is a collegial management body, management, administration and decision making in the organization, which is composed of a Chairman and at least five members but no more than 15% of the total number of appointed representatives in the assembly

Secretary-General participates in the work of the Board and performs the function of secretary meetings as his duty.

General Secretary is a member of the board and has no right to vote.

The meetings of the board may be called members of special committees if so required.

### **Article 16**

Functions of the Board are:

- a) Manage the activities of the association within its powers
- b) Organize the execution of contracts approved by the assembly
- c) Decide on the admission of new members and exclusion from the association and submit decisions to the Assembly for ratification
- d) given a number of representative seats in the assembly of new members received



- e) Adopt annual plan of activities
- f) determines the amount of dues
- g) adopt a financial plan
- h) make decisions regarding the implementation of financial plan
- i) Continuous sent the functioning of the association
- j) Approve the agreements regarding the procurement and distribution of goods
- k) proposed to the assembly formation of special committees of permanent character
- l) Appointing and removing the General Secretary of the association
- m) Approve the proposal of the Secretary-General hiring of persons and services
- n) Approve contracts for which the competent assembly when the urgency is greater than the meetings of the Assembly for consideration. In such cases it is necessary also to convene the assembly to submit a contract for ratification without the requirement for convening the contract will be valid
- o) Approval of contract spending
- p) Assignment of responsibilities delegated members to call new elections and determine the initial composition of the assembly
- q) determining the initial election period the number of members who would appoint the board
- r) Perform other functions as may be determined by the assembly

#### **Article 17**

The Management Board shall be determined by special rulebook

#### **Article 18**

Executive Chairman-President of the association elected by the Assembly in a way overlooked in the election procedure in this statute.

Executive Chairman has the following powers:

- represents the association in its name published works of legal or other nature without restrictions except in cases provided by statute, giving authorizations for that purpose by arrangement with the board
- convened meetings of the assembly, board chairs and lead their sessions and provides for enforcement of agreements concluded
- the board proposes and submits for approval the establishment of commissions of temporary
- temporarily transferred to any of the Presidents of its functions or in the absence of Board Members
- working on the implementation of the statute and rules for the internal work of the association - in the bodies that preside his voice is critical in case of draw
- Executive Chairman has funds of the association and is a signatory to the account of the organization

#### **Article 19**

The function of Executive President shall cease in the following cases:

- By his own request
- Upon the decision of the board by an absolute majority
- The expiration of the term

In case of vacancy of the Executive Chairman, his functions shall perform the Secretary-General under this statute; it is obliged within two months to call elections for an executive president.

President elected under the previous paragraph, it remains only until the end of election period

#### **Article 20**

Managing duties expire:



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- a) With personal application;
- b) When replacing a representative of a member of the association of Parliament;
- c) The decision of the absolute majority of representatives in the Assembly;
- d) Upon expiry of the mandate

#### **IV. ELECTION SYSTEM**

##### **Article 21**

The elections for all leadership positions in the association is performed by free and secret ballot. Electoral term lasts four years. To all those who have been selected for filling the vacant or new positions, the mandate will last as long as it remained until the new election period.

##### **Article 22**

Elections of the executive president is on 5 years period.

##### **Article 23**

At least forty days before the election, the association shall notify each member of the initial composition of the Assembly for the next period, previously determined by the Board, specifying the number of representatives that is assigned to each of them at least twenty days before the elections, electoral Assembly called. Representatives in the new Assembly will have only those members of the confederation who regularly pay their membership.

##### **Article 24**

Each named representative can run as a member of the board if they support at least five other voters. Candidates for executive president must have the support of at least ten representative members of the new Assembly. Nobody can give their votes on more than one candidate for an executive president and a member of the body. Each candidate may designate a single controller between members of the new assembly that will monitor the reliability of voting and counting of ballots.

##### **Article 25**

Every voter in separate ballot boxes will put ballots with the names of candidates who are elected members of the board or the executive president.

We will not consider those ballots that are vaguely written proposed candidates. Will be published as elected those candidates who received most votes.

Members of the supervisory authority shall be elected in the same way as members of the board.

##### **Article 26**

Vice President is elected by the Assembly of the organization, according to the rules by the rulebook of the assembly.

#### **V. ECONOMIC SYSTEM**

##### **Article 27**



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For the realization of professional, technical, legal, organizational, material-financial, administrative, auxiliary works, as well as for performing economic or other activities, the association may establish one or more professional services at local, national and international level, working system, that is, its own organizational form. The association may establish its own enterprise, partnership managed enterprise, fund or foundation to perform work and activities provided by this Statute.

The decision for establishment, organization, tasks of the organizational forms for performing professional affairs and economic activities, as well as for entrusting part of the works to other legal and natural persons is made with a special proposal.

## VI. NORMATIVE

### Article 28

For amendments to the Statute Exclusively Assembly duly convened for that purpose, based on the proposal of the Board, or a number of members of the Assembly which passes more than a third of the composition of the assembly.

Approval of an amendment should be adopted by 2/3 majority the majority of representatives in the Parliament.

Regulations on internal organization and their amendments adopted by the Board.

## VII. TERMINATION OF ORGANIZATION

### Article 29

The association may cease to operate on the basis of a Decision adopted by the Assembly to terminate the association.

The Assembly, before making a decision on dissolution, makes a decision on the distribution of the property.

For the adoption of a decision of the Assembly of the association for termination of work, it is necessary for at least 2/3 of the members of the Assembly to declare themselves at a meeting of the Assembly with a personal statement.

### Article 30

In the event of termination of business, property of the association belongs to:

- A) Movable property, technical facilities and equipment acquired for use, returned to the owners of those assets
- B) The remaining assets based on the decision of the assembly of the association in order to fulfill its obligations
- C) The remaining property will remain after settlement of liabilities are transferred to a fund for Ecology, orphans and persons with disabilities equal

Executive President

Mile Boshkov

Skopje 23.01.2024

