

ANNUAL REPORT 2019

"WE WANT TO GROW BECAUSE WE
WANT TO GIVE MORE
EMPLOYERS AND ENTREPRENEURS THE
CHANCE TO GROW WITH US"

JANUARY 2020



BUSINESS CONFEDERATION OF MACEDONIA





БИЗНИС КОНФЕДЕРАЦИЈА НА МАКЕДОНИЈА
BUSINESS CONFEDERATION OF MACEDONIA

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President's foreword

We want to grow because we want to give more employers and entrepreneurs the chance to grow with us”

Dear member,

In 2019, we solidified our global position as the largest national employers' organisation. This further strengthens our commitment and responsibility to support employers, entrepreneurs and business organizations in realizing their true potential. In fact, we see it as our core business. It has helped us achieve our leading position, and it will help us in our journey towards our ultimate goal of touching the business lives of employers nationally and globally. So why is growth so important to us? Most importantly, we want to grow because we want to give more employers the chance to grow with us, providing them with ever better business environment and opportunities. That has also been my personal experience over the past 25 years, as BCM's growth has helped me to realize my own full potential. I believe that in today's free market, where business burdens are on the rise, our role is becoming increasingly significant.

As data-driven global EOs experts, we can help employers and organizations overcome these business barriers and help them navigate the increasingly complex free market economy to realize their true potential. And not just once, but throughout company change and throughout business life cycles. For me and my colleagues, it has always been crucial to perform today, but also to deliver a solid strategy for tomorrow. I'm glad to say that we achieved both in 2019. We delivered a sound return for members, and we made strong progress advancing our organisational transformation. In 2019, we launched our Business Forward promises: transparency, guidance and proactivity. Together with our core values, these promises will help us to perform to the best of our ability and drive future growth. I was pleased to see our services recognized by our external stakeholders. We were recognized by some of our largest members with key partnership awards.

On behalf of the Executive secretariat, I would like to take this opportunity to thank all our members and stakeholders for their continued support and trust in our employers' confederation. And, of course, I would like to thank all BCM colleagues and partners nationally and regionally for their enthusiasm, commitment, and dedication to this great employers' organisation.

Mile Boskov, Executive president





Services

The Business Confederation of Macedonia members' structure is consisted of large, medium, small and macro enterprises spread across all sectors of the national economy. The services that we have been offering in 2019 were:

1. Legal assistance in the field of labor relations
2. Social Dialogue
3. Lobbying
4. Articulation of interests and sectoral problems through sectoral associations
5. Informing the entrepreneurs and the public on current issues in the Macedonian economy, improving the business climate and promote entrepreneurship
6. Organize events for members of the Business Confederation of Macedonia
7. Business Connectivity
8. Non-formal education
9. Corporate social responsibility, business ethics and responsible business conduct
10. Occupational Safety and Health
11. Business mentoring and coaching
12. Free online and offline help desk

Background

BCM was established under the initiative of the ILO and contacts with the Union of Employers of Serbia in 2001. At that time in Macedonia there was no legal opportunity for official registration of a business association. The beginnings were seriously difficult, we had to act as an association of citizens – employers. After intensive discussions, meetings and lobbying, a draft Labor Law was submitted and adopted, allowing organizations such as the BCM to be registered as employers' associations. From the very beginning, BCM represented and supported the interests of its members and the interests of the business community in the country. The organization advocates the interests of its members on national and international level and promotes economic and social development of the country. Business Confederation of Macedonia is working actively on promoting the development of industrial relations in the enterprises by improving expertise and knowledge on industrial relations and restructuring. BCM is promoting the supportive employment measures, economic development in the national and international economy. The BCM acts as a social partner of the Government, Trade Unions and NGOs and the international institutions and organizations, and also acts as a mediator between the business community, employer's representatives and the policy makers. BCM actively participates in different working groups and committees on economic development, SGDs, competitiveness, business and human rights, and education. BCM has both the managerial and administrative capacity to assume responsibility for achieving goals/results of this activities

Secretariat and structure

BCM has a staff of 8 professionals full time employed, 33 out-source experts and 3 regional offices in Skopje, Prilep and Tetovo. The knowledge and the views of the Business Confederation of Macedonia are based upon the constant communication with the members,



in-depth analyses and measurement of the conditions in various social spheres at local, regional and national level. The BCM team is working on monitoring the laws and bylaws adoption process. We are providing information and advisory services to members of the business community on issues of common interest, the area of taxation, labor, training, legislation for industry, environmental protection, promotion and market research.

Mile Boskov - Executive President,
Bojan Todorovski - Education and project management,
Jordanka Bogatinovska - Finance and budgeting,
Marina Spaseska – analysis and research department,
Elena Ancevska – education department,
Elena Novotni – Executive International and national relations and communication
Mile Cupetreski – Vice President Prilep office/region
Pance Trpkoski - OSH expert Tetovo office/region

The association and their affiliates

Business Confederation of Macedonia has 12 sector member – organizations, representing the main industry branches of North Macedonia. Each section has its Board. Representatives (30) of the sector organizations and the biggest direct members of BCM consist the Assembly of the BCM. The Management Board of the BCM has 9 members’ representatives of the sectors, and the executive president. Experts from companies are actively involved in advisory committees and working commissions of the BCM (Commission for incomes policy, Commission for labour legislation and social policy, Commission for tax system, Commission for occupational safety and health).

On national level, BCM is a member of the:

- CSR-Corporative Social Responsibility-member of the coordinative body;
- Minimum wage committee;
- Employment-National Strategy on Employment Policy;
- IPA-coordinator of social partners at sectoral monitoring committee on IPA IV-HR;
- JCC-EU/MK Joint Consultative Committee EU-MKD;
- Local Economic Social Councils;
- NCEC-National Council Entrepreneurship and Competitiveness;
- Inter-resor group on high education committee;
- Business and Human rights committee;
- National interest committee on anti-corruption and business integrity;

On international level, BCM is a member of the

- International Organization of Employers (IOE);
- The Global Compact;
- a signatory organization to the Global Deal;
- EMOTA

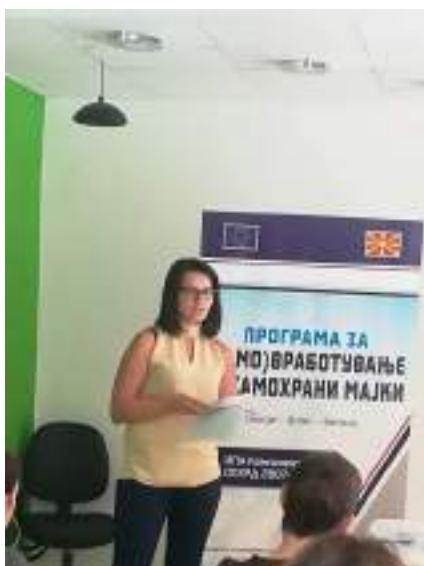


Activities and results in 2019

1) Social inclusion

In 2019, we have participated in initiatives for social inclusion of vulnerable categories. Our most recent initiative consists of the development of a comprehensive support model to assist self-supporting mothers (with priority to domestic violence victims) to pursue and acquire sustainable employment and self-employment opportunities. The issue of unemployment is among the most critical problems to hinder the economic development of the country in the past years. It represents a complex problem that is a result of both external (the lingering economic crisis, the status of the country in relation to EU and NATO integration etc.) and internal issues (country's educational system, lack of entrepreneurial culture, human resource capacity etc...). In recent past we have been witnessing a series of measures undertaken by the state, the international community and national civil society that are set to overcome this problem. However, is a complex issue that can only be approached on long-term basis and including a cross-sectorial collaboration between multiple stakeholders. Nevertheless, as unemployment in general has been a great problem, the unemployment of specific vulnerable groups is becoming an even more alarming threat as even in situations of lower unemployment rates, these groups have a less competitive position at the labour market.

Business Confederation of Macedonia in cooperation with the Institute for Management Support and the Association of Business Women of Macedonia, within the Operational Program for Human Resources Development, during 2019 was implementing a **Project for support of employment and self-employment of single mothers.**



The project primarily covers women living on the territory of Skopje, Stip and Bitola, but interested people living in the regions that gravitate towards these areas also have the opportunity to get involved.

The target group includes:

- Single unemployed mothers living on the territory of Skopje, Stip and Bitola;
- Unemployed women, victims of domestic violence;

Based on the presented problem analysis this initiative proposed two core interventions:

1. A multi-component tailor made approach to assist single mothers in gaining competence, confidence and information, thus supporting their access to self-employment or acquiring and sustaining jobs
2. Development and institutionalization of competencies and tools within relevant state institutions (Social Work Centres and Employment Centres) for multiplication and replication of the proposed approach, that will be able to support and facilitate the (self) employment of the same risk category in the future.



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2) **WIM3: Involvement Of Employees In Management - Awareness, Experiment, Monitoring**



The WIM3 project is helping with deepen understanding of the importance of employee participation schemes and it serves employer and employee representatives as a tool for sharing know-how and experience. It was useful to familiarize all relevant stakeholders with EU law and policies, as well as to serve as a facilitator to prepare/improve new/existing employee inclusion laws, taking into account EU laws and policies. In line with the EU's values and needs in industrial relations, it is important to raise awareness of the importance of the role of employee representatives in companies not only in EU Member States, but also in countries that are at any stage of the process accession to the EU. To this end, two projects have been successfully implemented in the past – “WIM: Involving Employees for Better and Sustainable Management in Enterprises in Slovenia, Macedonia, Montenegro and Serbia” and “WIM2: Employee Involvement – Directly to the Challenges”. While the purpose of the WIM project was to identify the current situation and existing legislation on the involvement of employees in enterprises (mainly) in candidate countries, and to initiate activities to introduce national social partners, bodies and actors at the company level with the content of the EU Law on Inclusion of Employees, the WIM2 project focused on seeking concrete solutions or possible ways of transferring that part of the European legal order, which refers to the participation of employees in the process.

The activities of the WIM3 project were transferred from general information to concrete. Namely, the experiment was implemented in the pilot companies (implementation of the draft laws for inclusion of the employees based on the WIM2 “Participation of workers in the Law on Management”). This added value and introduced the real benefits of employees' participation in decision-making processes. The activities and results were applied to all relevant stakeholders – governments, employers and trade unions, not only in the countries where the experiment was conducted (Macedonia, Montenegro), but also in other EU candidates and potential candidates.

Baseline research analysis of the current status of implementation of the human rights in the companies was conducted, with objectives to:

- define levels of awareness, recognition and understanding of businesses regarding the UNGPs;
- identify the current policies and practices for implementation of human rights in the companies;



- identify challenges, needs and incentives for companies to integrate the UNGPs in their operations;
- map the current context and state of play on policy level.

The methodology for this research was developed to be done using primary and secondary sources, from existing data and surveying. The analysis within the project was done using the existing documents on the subject of UNGPs, state legislature, monitoring the websites of 56 companies (from the 200 most successful in the country), surveying 105 companies and interviewing 8 experts on the subject.

The results of the monitoring and the survey impose the conclusion that there is a relatively low level of awareness of and compliance with the UNGP among the companies. This does not imply an absence of mechanisms for respecting human rights – numerous legal acts and policies regulating the operations of the companies ensure a wide framework for respecting human rights. Nevertheless, several challenges have been identified in relation to the implementation of the laws, as well as the provision of effective judicial and non-judicial mechanisms for protection and indemnification in the event of violation of human rights, and such challenges impose the need for a systematic approach in terms of encouraging business operations that incorporate respect for human rights.

A noteworthy flaw is the fact that the state does not have a defined strategy for promoting the respect for human rights in business through action plans. The research results point to the need of greater sensitization regarding the problem also with the civic sector and education of the companies in terms of the implementation of human rights due diligence procedures. Furthermore, the authorities could also show some support for these principles, by fostering cooperation with companies that evidently and continuously work on respecting the human rights pursuant to the UNGP.

3) **"Promoting Business and Human Rights Principles"**

This is a project that aims to work with all stakeholders - companies, relevant institutions and decision makers, social partners, civil society organizations and citizens in order to motivate them to take a proactive approach to implementation of the UN Guiding Principles. The project works with stakeholders to enable them to recognize their role, provide them with employment opportunities, increase their capacity and support them in their activities.



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PROJECT OBJECTIVE: Strengthening economic and social rights in the private sector by promoting Business and Human Rights.

SPECIFIC OBJECTIVES

1. Active participation of relevant stakeholders in the political dialogue and awareness raising regarding the UN Guiding Principles for Business and Human Rights (UNHRC);
2. Improved understanding, capacity and knowledge of business and human rights guidance in the business community.

ACTIVITIES

- **CREATING DATA** on the initial situation and identifying opportunities and challenges for integration of human rights in the private sector: Conducting research on the human rights situation in the business sector in the country
- Establish a multi-stakeholder dialogue policy to strengthen the implementation of the UN Guiding Principles: Through a participatory process at local and national level, establishing a national cross-sectoral working group and consulting with local actors.
- Making policy recommendations for the integration of UN Guiding Principles into national policies based on EU best practices: Preparing policy recommendations through the preparation of the NAP or integrating into the CSR strategy
- **RAISED AWARENESS** among stakeholders regarding the UN Guiding Principles as a way of exercising economic and social rights: *f* Translation and publication of the UN Guiding Principles in Macedonian and Albanian - National Conference on Business and Human Rights
- **CREATING AND IMPLEMENTING TOOLS** to support companies in integrating the UN Guiding Principles: Developing a handbook, creating a tool for self-assessment and direct support; Support for 5 companies in the implementation of the MAMFORCE



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standard; Technical support for 5 companies in conducting a preliminary human rights review in the company Introduction of a recognition program to promote good practices; Study visit for the most successful companies in recognizing the importance of VPON in their work.

- **STRENGTHENED CAPACITY** for up to 80 representatives of private businesses and other stakeholders to promote business and human rights in practice: Workshop for representatives of relevant institutions and social partners; Workshops for business representatives.

4) **Growth of Small and Medium Enterprises (SMEs) in Europe**



Through Erasmus for Young Entrepreneurs International Exchanges, we bring in great people and significant business experiences in the lives of young entrepreneurs. The exchange takes place within the project "SME Growth in Europe" (SGE), led by the Chamber of Commerce and Industry Girona (Spain), and co-financed by the European Commission.

Through the SGE project, we support young and potential entrepreneurs in Macedonia to develop their businesses or business ideas by working with experienced entrepreneurs from other EU countries. At the same time, successful entrepreneurs from Macedonia can share their experience and their businesses can become role models for other young European entrepreneurs.

This project started in February 2019, and by the beginning of 2020, the partners aim to reach at least 300 young and experienced entrepreneurs from Spain, Italy, Romania, Poland, Greece, Austria, Malta, Macedonia, Hungary and the Netherlands, and to support and finance International exchanges.



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5) BCM Part of the Project "Network of Creative Companies Driven by Innovation"



The Business Confederation of Macedonia became part of the project "Network of creative enterprises driven by innovation". The CIDE-NET project is implemented by six organizations from five countries (Albania, Bulgaria, Cyprus, Macedonia and Greece). The project helps entrepreneurs in the targeted sectors to manage competitive and viable businesses and improve their efficiency and sustainability. All sectors and all enterprises in which creativity and innovation could play an important role in enhancing efficiency and competitiveness are potential beneficiaries of the project. Transnational cooperation between companies in different partner countries is promoted through practical and theoretical learning and support activities. The educational activities are organized and supported by user innovative online mentoring tools. The digital platform is designed and built to facilitate training and collaboration between partners, trainers and coaching, and also to support the learning of entrepreneurs from each other.

The project supports the thinking and opportunities of small and medium enterprises for the transition to an internal ecosystem of a company, which is more conducive to competitiveness and development. The project looks at how companies' chosen philosophies and practices have evolved and examines the effectiveness of their creativity and innovation strategies. It takes into account the comparative advantages of those enterprises and sectors and examines how their underutilized "forces", under certain conditions, can give them the advantage of being the "first driver" in attracting creative talent and implementing organizational and strategic reforms. Specifically, for the purposes of the proposed project, the consultations between the partners resulted in the temporary identification of a number of



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sectors, such as processing of agricultural raw materials, textiles, tourism, IT services, which could be "focal areas" for project activities and transnational cooperation. This project focuses on SMEs' efforts to transform current strategies and practices, which are more growth-oriented than innovation and creativity. Encouraging the creativity and innovation of small and medium enterprises, which leads to increased work and organizational skills, will affect competitiveness, especially in difficult economic conditions.

The ultimate goal of CIDE NET is to develop entrepreneurial learning programs to promote SME innovation and competitiveness. It also aims to establish lasting training / mentoring co-operation schemes in order to continue to mitigate deficiencies in weak and outdated work skills and have a positive impact on cross-border co-operation, regional development and economic convergence.

The overall goal of the project reflects the needs and requirements set out in the EU 2020 Strategic Framework for "smart, sustainable and inclusive growth". The principles that are being advanced with the EU2020 strategy will be respected when working on the goals and results of our project. This includes implementing European cooperation in training from a lifelong learning perspective, using the open method of open coordination (OMC) more effectively and developing synergies between partners and various other stakeholders.



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6) **Business Confederation of Macedonia Joined "Global Deal"**



The Business Confederation of Macedonia is the first business organization in the region to become part of the "Global Deal" - a global partnership for decent work and inclusive development. The Global Deal Partnership consists of a total of 80 different partners, countries, companies, business associations, trade unions and other organizations. The aim of the initiative is to jointly address the challenges posed by globalization, such as unequal development and the issue of decent work. The main focus in this process is social dialogue, as a key tool for achieving greater equality and inclusive growth. In particular, this initiative works to encourage governments, employers, trade unions and other organizations to improve social dialogue.

By joining the partnership, the Business Confederation of Macedonia is committed to improving and strengthening the social dialogue, which is in line with the BCM program and the efforts to create and implement economic and social policies.

The Global Partnership has been implemented since 2016 at the initiative of the Swedish Prime Minister. It is an association of various stakeholders in accordance with the UN Sustainable Development Agenda until 2030, and under the auspices and in cooperation with the Organization for European Cooperation and Development and the International Labor Organization.



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7) The Business Confederation of Macedonia on behalf of its fellow employers attended the promotion of the report on inclusive growth - **Global Deal for Decent Work** - and joined the contribution to better global dialogue and cooperation at local and international level.





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8) The Business Confederation of Macedonia presented the Macedonian employers at the regional conference entitled "**New Dynamics of Technical and Vocational Education**".



9) Business Confederation of Macedonia on behalf of its members and on behalf of socially responsible companies from Macedonia presented the achieved practices of Macedonian companies at the **Global Business Forum for Sustainable Development Goals**.



Companies have taken responsibility for the society in which they operate. Small and medium-sized enterprises (SMEs) have always done things that could be called "corporate social responsibility", even though they do not know how to use the term themselves. This is the reason why Business Confederation of Macedonia, strives to address the need and raise the awareness for corporate social responsibility on a national level.

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- 10) BCM was participating in the Forum of Confederations of Employers from Albania, Bosnia and Herzegovina, Bulgaria, Macedonia, Romania, Serbia and Montenegro with the main topic: "**The future of business and jobs**" - based on the digitalization of the economy, rapid demographic change, the need for constant skills changes and exchange of knowledge and technologies in the region.



- 11) As part of the **Erasmus for Young Entrepreneurs program**, Business Confederation of Macedonia presented the capacities of the Macedonian labor market, the possibility for international cooperation of its members, as well as the potential of the program in our country at the second international gala meeting in Brussels. BCM is part of the program until 2020. So far, 5 young entrepreneurs have successfully participated in the program and gained knowledge on how to continue with their ideas for starting their own business from successful entrepreneurs across Europe.





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- 12) We had the honour to address during the annual meeting of UPS and emphasize the cooperation, the common goal of the two organizations, our countries to be better places to live and do business.



- 13) BCM's president was part of the Civil debate organized by the European Policy Institute (EPI) under the title "Between Fact and Fiction" highlighted the benefits of Macedonia's accession to NATO.





Other projects that Business Confederation of Macedonia implemented as a partner/co-applicant during 2019 are:

- **COURAGE – Encouraging employee’s involvement in undertaking**

The projects’ goal is to strengthen the co-operation between workers and employer representatives in the transport sector in respect of employee involvement by encouraging them to be more involved in undertakings and to be familiarized with EU directives and national laws on employee involvement in undertakings and management operational practices

- **BETWEEN RED AND TEAL – Inclusive Management Models In Chemical Industry**

The key objective of this project is developed employee involvement in the decisions taken within companies through strengthened mechanisms of information, consultation and participation in chemical companies operating in 11 countries.

- **GEAR - Greater Employees’ Access to Training through Consultations within Undertakings**

The projects’ goal is to encourage the efforts made and enable direct employees’ participation in decision-making process in undertakings, based on the number of instruments used.

- **GuideForYou – Mutual cooperation of social partners in Europe on ensuring better legal provisions, transparency and access to information for posted workers and posted temporary agency workers**

The GuideForYou project focuses on transposing and monitoring the enforcement directive. In addition, there will be an opportunity to discuss in detail and consider the Worker Delegation Directive (1996), which aims to provide better protection for posted workers by reducing inequality between posted and local workers.

- **Two of US will do it better and FAST! Employees and employers from railway sector in joint action to strengthen the partnership and trust among each other during companies**

This project mainly links trade unions in the rail transport sector in Europe, which is a basic sector for a well-developed society.

- **“WISE” – Wider Integrating and Sharing Experience on information, consultation and participation of representatives of undertakings**

This project proposal is initiated by the problem of lack of inclusion of the youth and women in decision making process in the metal sector all around Europe.

- **TRANSposition – reconciliation between the freedom to provide services in the EU and the social rights of posted workers in transport sector**

Improved effectiveness of the implementation of the EU Jobs Directive and its Directive on the implementation and greater involvement of the social partners and transport workers

ЕМБС: 06569714

Целосно име: БИЗНИС КОНФЕДЕРАЦИЈА НА МАКЕДОНИЈА Скопје

Вид на работа: 540

Тип на годишна сметка: Годишна сметка

Тип на документ: Годишна сметка

Година : 2019

Биланс на приходи и расходи

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
201	-- Расходи I. МАТЕРИЈАЛНИ РАСХОДИ, УСЛУГИ И АМОРТИЗАЦИЈА (202 до 210)	2.318.090,00			4.717.934,00
202	-- Потрошени материјали	39.443,00			29.660,00
203	-- Потрошена енергија	25.404,00			153.475,00
204	-- Други услуги	22.616,00			
205	-- Превозни и транспортни услуги	307.094,00			229.473,00
206	-- Издатоци за реклама, пропаганда и репрезентација	274.485,00			273.490,00
207	-- Амортизација	27.282,00			59.632,00
209	-- Наемнини	1.617.323,00			3.972.203,00
210	-- Други материјални расходи	4.451,00			
211	-- ДРУГИ РАСХОДИ (212 до 221)	1.664.285,00			1.426.208,00
212	-- Провизија за платен промет	52.704,00			64.773,00
213	-- Камати на кредити и заеми	222,00			317,00
214	-- Премии за осигурување	17.776,00			
215	-- Дневници за службено патување	23.370,00			
219	-- Други расходи	1.223.635,00			1.361.118,00
220	-- Издатоци за меѓународна соработка	346.578,00			
230	-- ПЛАТИ И НАДОМЕСТИ НА ПЛАТИ(231+232)	1.631.664,00			1.736.963,00
231	-- а) Вкалкуирани плати	1.631.664,00			1.736.963,00
235	-- ВКУПНО РАСХОДИ (201+211+222+226+230+233+234)	5.614.047,00			7.881.105,00
236	-- Остварен вишок на приходи-добивка пред оданочување(250 минус 235) ако 250>235	3.145.496,00			357.569,00
237	-- Даноци, придонеси и други давачки од добивката	39.352,00			39.352,00
238	-- Остварен нето вишок-добивка (236-237)	3.106.144,00			318.217,00
239	-- Вкупно (235+236) или (235+237) ако 237 е поголемо од 236=252	8.759.543,00			8.238.674,00
240	-- ПРИХОДИ ОД ПРОДАЖБА НА ПРОИЗВОДИ, СТОКИ И УСЛУГИ (241+242)				1.267.761,00
242	-- Приходи од услуги				1.267.761,00
243	-- Приходи од камати и позитивни курсни разлики	333,00			130,00
244	-- Приходи од членарини, подароци, донации и приходи од други извори	8.145.080,00			6.934.588,00
245	-- Приходи од кирии и закупнини				36.100,00
246	-- Собствени приходи	614.130,00			95,00
250	-- ВКУПНО ПРИХОДИ 240+243+244+245+246+247+ 248+249	8.759.543,00			8.238.674,00
252	-- ВКУПНО (250+251)=239	8.759.543,00			8.238.674,00
438	-- Број на работници	5,00			

Биланс на состојба

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
1		87.224,00	425.730,00	93.734,00	331.995,00

	-- АКТИВА ПОСТОЈАНИ СРЕДСТВА (002+003+008+009)				
3	-- МАТЕРИЈАЛНИ СРЕДСТВА (004 до 007)	87.224,00	425.730,00	93.734,00	331.996,00
6	-- Опрема	87.224,00	425.730,00	93.734,00	331.996,00
10	-- ПАРИЧНИ СРЕДСТВА, КРАТКОРОЧНИ ПОБАРУВАЊА И АКТИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (011+018+019+020+021+022+023+024)	11.605.370,00	11.570.850,00		11.570.850,00
11	-- ПАРИЧНИ СРЕДСТВА (012 до 017)	2.265.345,00	1.598.836,00		1.598.836,00
12	-- Жиро сметка	365.501,00	55.389,00		55.389,00
14	-- Девизна сметка	1.144.844,00	1.538.447,00		1.538.447,00
15	-- Издвоени парични средства и акредитиви	755.000,00	5.000,00		5.000,00
19	-- КУПУВАЧИ	204.038,00	207.288,00		207.288,00
20	-- ПОБАРУВАЊА ЗА ДАДЕНИ АВАНСИ, ДЕПОЗИТИ И КАУЦИИ	7.073.186,00	7.573.186,00		7.573.186,00
21	-- КРАТКОРОЧНИ ФИНАНСИСКИ ПОБАРУВАЊА	2.062.800,00	2.167.773,00		2.167.773,00
22	-- ДРУГИ КРАТКОРОЧНИ ПОБАРУВАЊА		23.766,00		23.766,00
23	-- ПОБАРУВАЊА ЗА ПОВЕКЕ ПЛАТЕНИ ДАНОЦИ И ПРИДОНЕСИ	1,00	1,00		1,00
42	-- ВКУПНА АКТИВА (001+010+028+035+038+041)	11.692.594,00	11.996.580,00	93.734,00	11.902.846,00
51	-- IV. КРАТКОРОЧНИ ОБВРСКИ И ПАСИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (052 ДО 061)	1.463.498,00			1.316.181,00
53	-- б) Добавувачи	653.097,00			490.488,00
54	-- а) Обврски спрема државата за даноци и придонеси и други обврски	631.649,00			631.649,00
56	-- Други краткорочни обврски				130.780,00
61	-- Обврски за плати	178.752,00			63.284,00
62	-- V. ПАСИВНИ ВРЕМЕНСКИ РАЗГРАНИЧУВАЊА (063 до 065)	10.229.096,00			10.586.665,00
64	-- Дел од вишокот на приходите пренесен во наредната година	10.229.096,00			10.586.665,00
69	-- ВКУПНА ПАСИВА (044+046+047+051+062+066+067+068)	11.692.594,00			11.902.846,00

Државна евиденција

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
669	-- Наемнини на земјиште (< или = на АОП 209 од БПР)	228.785,00			498.933,00
681	-- Придонеси на плати (< или = на АОП 231 од БПР)	52.232,00			19.425,00
682	-- Даноци на плати (< или = на АОП 231 од БПР)	10.812,00			4.823,00
686	-- Приходи од камати (< или = на АОП 243 од БПР)	333,00			130,00
688	-- Приходи од членарини (< или = на АОП 244 од БПР)	8.145.080,00			6.934.588,00
693	-- Приходи од изработка на основни средства во сопствена режија (< или = на АОП 246 од БПР)	614.130,00			95,00
695	-- Просечен број на вработени врз основа на состојбата на крајот на месецот	5,00			

Распоредување на резултатот

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
351	-- А. ОСТВАРЕН НЕТО ВИШОК -ДОБИВКА	3.106.144,00			318.217,00
353	-- Б. ОСТАТОК ОД НЕТО ДОБИВКАТА ЗА РАСПОРЕДУВАЊЕ (351-352)	3.106.144,00			318.217,00
358	-- Г) Дел за пренос во наредната година	3.106.144,00			318.217,00

Структура на приходи по дејности

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за	Нето за тековна година
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		тековна година
2593	- 94.11 - Должности на деловни организации и организации на работодавци врз база на зачленување	8.238.674,00

Изјавувам, под морална, материјална и кривична одговорност, дека податоците во годишната сметка се точни и вистинити.

Податоците од годишната сметка се во постапка на доставување, која ќе заврши со одлука (одобрување/одбивање) од страна на Централниот Регистар.

