



BUSINESS CONFEDERATION
OF MACEDONIA



January 2021

2020 Annual Report



БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА

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President's foreword

Due to the COVID-19 pandemic that occurred in North Macedonia in March 2020, BCM's internal operations and North Macedonia's health care system overall changed significantly. The pandemic was a catalyst for beneficial changes. Early in 2020, BCM was experiencing the first wave of the COVID-19 pandemic. Even though the situation looked as if it would likely return to normal, after few months of health and safety protocols, this was not to be the case. The second wave arrived in middle of the year, followed by a third wave, with each wave of infections bringing more cases and hospitalizations than the previous one. The third wave, shrunk the case counts and resulted with successful protection and safety awareness campaigns, so the North Macedonia's government announced its restart plan in late May. But, even though it seemed that the pandemic will be over soon, that wasn't the case.

Pandemic Response: Our People

BCM, like many organizations, moved the bulk of its operations off-site as part of COVID-19 health and safety protocols. Rather than immediately returning full-force to the office as restrictions are lifted, we used this opportunity to rethink how we can easily connect and use both virtual and physical work spaces. As an organization, our major capital is the skills, knowledge and experience of our employees. BCM used the pandemic as an opportunity to re-evaluate some of our systems and capacity to better support collaborative work, including starting work on a long-term Information Management and Information Technology plan, developing a more robust document management system, and initiating rigorous business continuity and emergency preparedness planning. This work is not specific to the pandemic response, but is tied to the need to support staff to work, connect and collaborate from a variety of locations, during routine operations and emergencies, and it will serve us well over the long-term.

Pandemic Response: Our Members

Most of BCM external work over the past year focused on supporting of members and stakeholders with the provincial pandemic response. BCM worked with members to address, mitigate and establish consistent COVID-19 related labour relations practices, especially with regards to Employment Standards Act changes, pandemic pay, redeployment of health care professionals in support of the provincial pandemic response, scheduling and overtime issues, international travel, and child care issues resulting from a disrupted school year. North Macedonia's pandemic response has required government, employers, unions, and, health care professionals to work together more than ever, and BCM has played a significant role in bringing the various parties together, convening regular meetings with health sector unions. This work was unprecedented, complex, intensive and very successful. BCM will continue to provide labour relations guidance to members. Many of the workforce strategies used to respond to the pandemic will remain relevant after the pandemic is over. We at BCM hope that the members, stakeholders and their employees will remain healthy.

Mile Boskov, Executive president.





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Services

BCM members and companies are the core of our work. The year 2020 was extremely difficult for running a business, therefore we have made extra efforts based on our core mandate to deliver better services in the best possible way. The BCM member structure consists of large, medium, small and macro enterprises spread across all sectors of in national economy. Due to the COVID – 19, during 2020, our members enjoyed the following benefits free of charge:

1. Legal assistance in the field of labor relations
2. Social Dialogue
3. Lobbying
4. Articulation of interests and sectoral problems through sectorial associations
5. Information on current issues in the Macedonian economy, improving the business climate and promotion of entrepreneurship
6. Business Connectivity
7. Non-formal education
8. Corporate social responsibility, business ethics and responsible business conduct
9. Occupational Safety and Health guidance
10. Business mentoring and coaching
11. A free online and offline help desk

Finally, in order to help companies to better cope with COVID-19 measures and the new operating rules, in 2020 we introduced free membership and free services for our new companies. We established a free of charge membership for every new company that joined BCM and become our member in 2020. The free membership is valid until the end of the COVID -19 pandemic.



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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

The internal organisation

BCM has a staff of 7 professionals full time employed, 33 out-source experts and 4 regional offices in Skopje, Prilep and Tetovo and Gevgelija. The knowledge and the views of the Business Confederation of Macedonia are based upon the constant communication with the members – due diligence, 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.

The structure (national „peak 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 10 members: 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



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legislation and social policy, Commission for tax system, Commission for occupational safety and health). BCM has concluded cooperation's with various industry associations,

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, is a member of the

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

Social dialogue at the national level (bipartite and tripartite relations); involvement in EU social dialogue

The Economic and Social Council (ESC) is the only tripartite social dialogue institution at national level, with a consultative role to the Government in the development and implementation of economic and social policies. In the Republic of North Macedonia, ESC is a tripartite body where Trade Unions, Employers' Organizations and the Government take part. This means besides the social partners, the State by nominating representatives from relevant ministries, participate in. The specific is that all legitimate and legal entities in the form of trade unions and employers' organizations have the right to be involved. So, all social partners have the right to give their opinion and comment on the topics of discussion, during ESC meetings and beyond. Depending on the different situations by using various tools, all social partners can express their attitude and submit it to the other parties for consideration.

During 2020, starting from September 2020, the social partners held regular online meetings two times per week, at which they drafted the new Labor Law. The right to participate in the sessions was provided equally to all social partners. Through these regular meetings and submitted comments on the draft law on labor relations, the Business Confederation of Macedonia was actively involved from the very beginning in the creation of this law. Besides the regular working group on the draft law on labor relations, The Economic and Social Council met monthly to discuss all issues of importance to the social partners.



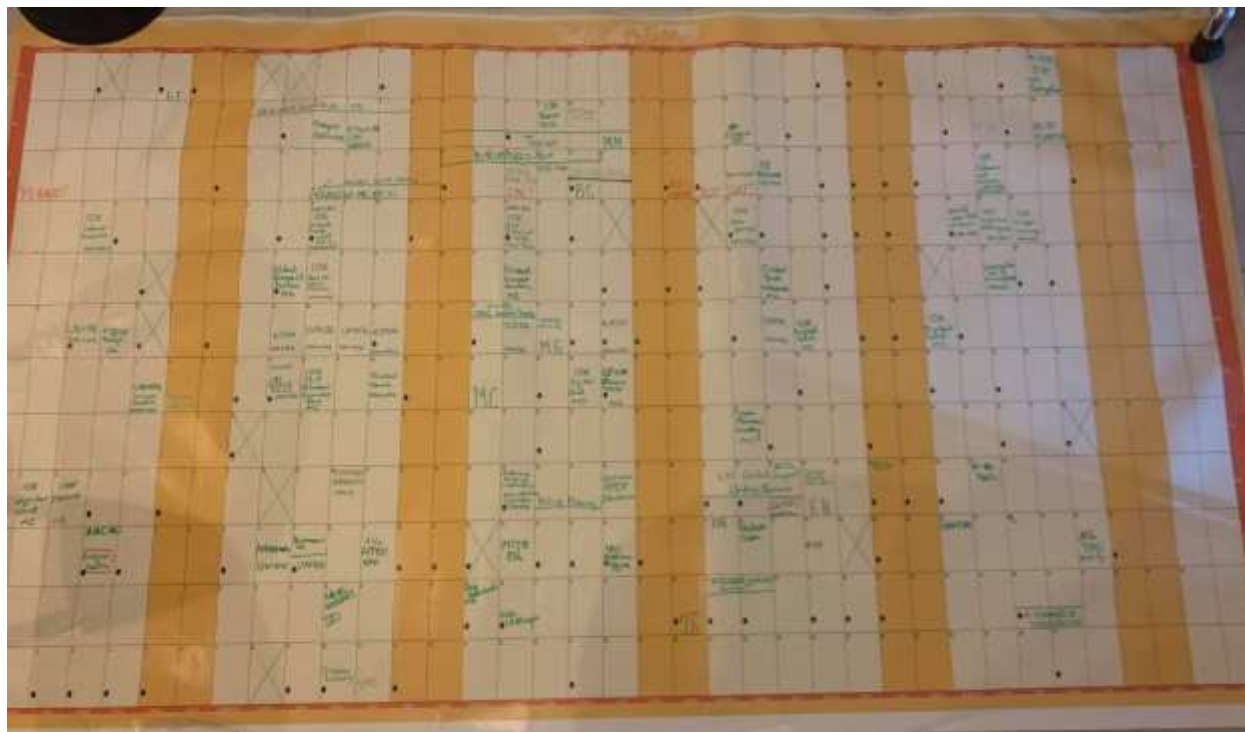
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The most important and the most influential factor that affects the improvement of the social dialogue in our country, is definitely the ILO. Through the "Strengthening Social Dialogue Project", ILO is supporting the participation of social dialogue institutions in policy making at national and local levels and is fostering the practice of regular consultations through the national and local economic and social councils. The ILO's commitment to strengthen social dialogue through this project is certainly an enormous assist for us as social partners, but also for all other parties that directly or indirectly benefit from this process. But definitely, it remains on us to set and achieve aims to become better, to build our capacities and to share our experience with others.

In this sense, BCM is directly involved by giving an effort to make an effective social dialogue in our country. The ultimate goal of tripartite social dialogue is to build consensus on economic, social and labour policy issues. Therefore, it is necessary to constantly give comments, suggestions and recommendations about present-day issues in various forms. At the same time, it is necessary to promote the necessity for improving our capacities as social partners and the need for mutual respect and trust between employers, employees and government if we want to have an effective social dialogue.

Activities and results in 2020

- **Operations chart - BCM office**





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- **International events and conferences**

During 2020, the entire BCM team was actively present on social media and television, as well as on international online webinars, conferences and summits organized by the International Labor Organization (ILO), the International Organization of Employers (IOE) and other reputable international organizations, through which we exchange good practices and get acquainted with global trends for the most appropriate measures and tools to adjust the work process in the time of COVID-19.

During 2020, due to the situation imposed by the outbreak of the Covid 19 pandemic, Business Confederation of Macedonia and the team participated in numerous online digital events, trainings, conferences and summits. Thus, the BCM team attended training sessions organized by the International Training Centre of the ILO. One representative from BCM was attending the Master Training in Management of Employers' and Business Member Organizations in Turin. One representative from BCM was attending the MALKIA – Women Managers rise up: Skilling for success online training.

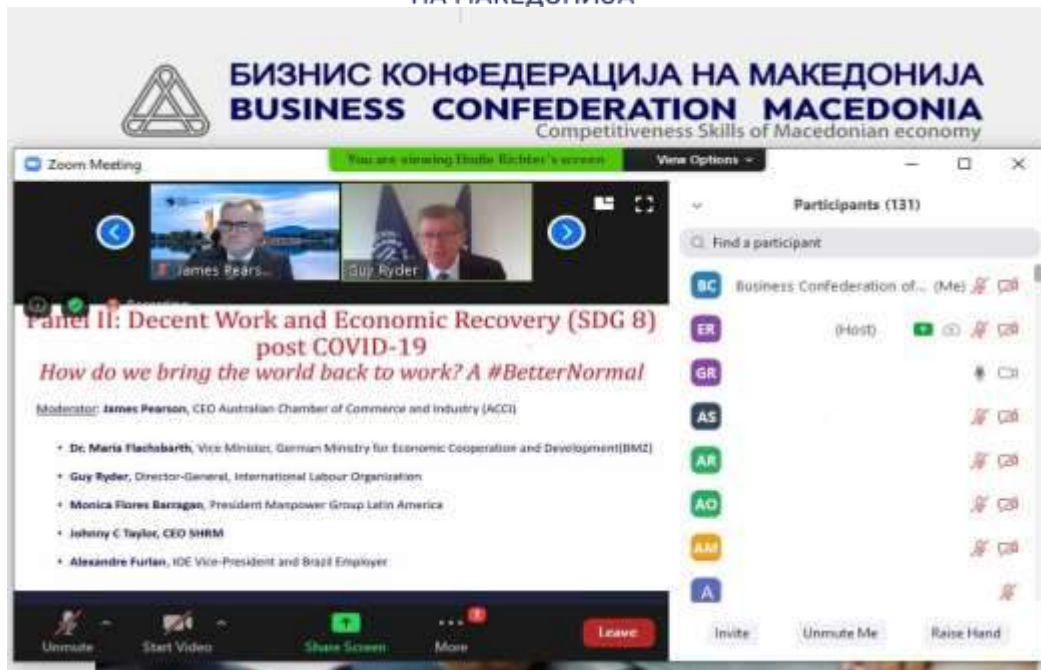
Business Confederation of Macedonia had its representative at the global summit on "The future of work" in Kuala Lumpur organized by the International Organization of Employers. Besides attending the Global summit, BCM attended other conferences organized by the IOE that covered many different subjects such as Future of work and skills, Global trade, supply chains, employment, Back to work policies. As a member of the Global Compact, BCM attended the UN Global compact regular sessions and the UN Global Compact leaders' summit in 2020.



Global summit on "The future of work" in Kuala Lumpur organized by the IOE



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At the beginning of 2020, Business Confederation of Macedonia together with the Ministry of Economy, within the project "Improvement of products and services, competitiveness and internationalization of small and medium enterprises", held training in few cities in North Macedonia on "Competitiveness of small and medium enterprises".

- **Our contribution**

The Business Confederation of Macedonia as a partner of the Global Compact contributed to the preparation of the Report on Social Dialogue, Skills and Covid 19. The Global Compact is a global partnership aimed at jointly addressing the challenges of the global labor market and enabling everyone to benefit from globalization.



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CHAPTER 4

4.3.2. COMMITMENTS AND ACTIONS BY BUSINESSES, BUSINESS ORGANISATIONS AND EMPLOYERS' ORGANISATIONS

A large proportion of the commitments made by businesses, business organisations and employers' organisations deal with actions relating to corporate practice, partnerships, as well as knowledge sharing and capacity building (see Figure 4.3). Most of the actions take place in the context of businesses' own operations, as well as within the framework of their supply chains:

For example, the **Business Confederation of Macedonia (BCM)** has pledged to enhance and promote social dialogue in the Republic of North Macedonia with the objective to build trust and mutual respect between tripartite partners and contribute to achieving decent work and inclusive growth, in line with the SDGs. As a legitimate representative of the employers in the country, BCM participates in the tripartite Economic Social

Council and engages with the government and trade unions on economic, social and labour policy issues. Within the framework of its Global Deal commitment, BCM has engaged with the ILO in the implementation of the European Union-funded project entitled "Strengthening social dialogue in North Macedonia", which aims to improve social dialogue as a means to create more and better jobs in the country. Furthermore, BCM is committed to and actively supporting the implementation of the Decent Work Country Programme (DWCP) for North Macedonia 2019-22, the main vehicle for delivery of ILO support to the country. The DWCP has been negotiated through social dialogue and it includes, as one of the key priorities, a stream of work aimed at improving labour market governance through enhanced social dialogue.

The fashion company **Lindex** has made commitments to promote social dialogue as a key tool to enhance gender equality throughout the garment and textile supply chain. For example, the

Figure 4.3.

Commitments by businesses, business organisations and employers' organisations, September 2020

BY TYPE (%)



1

¹ The Global Deal for Decent work and inclusive growth flagship report: Social Dialogue, Skills and Covid 19 <https://www.theglobaldeal.com/social-dialogue-skills-and-covid-19.pdf?fbclid=IwAR3W2UsVMWem04iQAFNcXmYZMHwKH0zm6VM0vt0x53uykXUWrjYx10cKSyk>



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CONNECTING BUSINESS OPPORTUNITIES
FOR CIRCULAR ECONOMY IN THE REGION

Talking: Kaja Pimenac



BCM, together with the representatives of the WeThink platform, organized the Regional Digital conference for Studying the Challenges and Exploring the Opportunities for Cross-Border Cooperation for Circular Economy.

This conference provided:

- Establishment of regional cooperation and construction of a network for formation of potential consortia, by applying financing related to the European Green Agreement within the multiannual financial framework 2021-2027;
- Exchange of cross-border experience and good practices;
- Bridging the division between technology companies with developed solutions and potentially interested companies;
- Predicting future technological solutions to potential challenges;

In 2020, the Business Confederation of Macedonia, through the Economic and Social Council, as well as through Committees in the Assembly of the Republic of North Macedonia, submitted comments and proposed solutions for amending the following laws:

- Law on Labor Relations;
- Law on Vocational Education;
- Law on Prevention and Protection against Discrimination;
- Law on Financial Support to Employers Affected by the Health and Economic Crisis Caused by COVID-19;



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- **Appearance on social of media and communication channels**

Moreover, during 2020, the President of the Business Confederation of Macedonia had 110 appearances on television, radio and web portal interviews in the country. Most of the interviews referred to digitalization of the work processes and measures to improve the economy and overcome the crisis imposed by the covid pandemic. Many of these recommendations were taken into account by the Government of North Macedonia and were presented by the Government as assistance to employers. Additionally, the President presented proposed policies and measures to assist employers in dealing with the crisis.

The screenshot shows the TIME.MK website interface. At the top, there is a search bar with the text 'Пребарување' and 'Обновено во 23:09'. Below the search bar, there are navigation tabs for 'Вести', 'Спорт', 'Магазин', 'Најнови вести', 'Извори', 'Top Tweets', 'ТВ Емисии', and 'Филм'. The search results section shows 'Резултати: 15 вести' and a search box containing 'бизнис конфедерација на македон'. The results list several articles:

- Која страна на вагата ќе биде потешка, семејните вредности или бизнис интересот?**
Денар - 06.12.2020
Предето како слободен ден за сите работници нема да биде на едно за никого, смета Бизнис Конфедерацијата на Македонија. Со оглед на тоа што македонската економија е мала, последиците може да бидат сериозни, а и злоупотребите врз работниците големи.
- Работодавачите во тека на лунен профит ја глеат довербата на работниците**
Вечер Прес - 30.07.2020
Помошта од државата беше наменета за работниците. Работодавачите штетата можат да ја компензираат на друг начин, а не преку губење на работниците, вели за весникот ВЕЧЕР претседателот на Бизнис-конфедерација на Македонија, Мило Бошков Не стивнуваат...
- Корона-криза во македонското стопанство: Без работа останале 15.000 луѓа**
Глас на Америка - 02.07.2020
Ваквната бојска, вклучувајќи ја и севтаа економија и работниците на црно е многу поголема. Меѓутоа не е регистрирана, вели Мило Бошков, претседател на бизнис-конфедерацијата на Македонија. Коронавирусот општо удри врз македонската економија.
- Бизнис конфедерацијата предупредува на остар пад во индустријата поради коронавирусот**
Вечер Прес - 03.03.2020
Коронавирусот ќе предизвика остар пад во услужниот сектор, туризмот и индустријата, нарушувања во снабдување, ослабена побарувачка за стоки и пад на цените на потрошувачките производи, вели Мило Бошков, претседателот на Бизнис-конфедерацијата на Македонија.

On the right side of the screenshot, there is a large graphic with a pink speech bubble containing the text: 'и одмарајте опуштено во роаинг.'



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ЗА НАС - ПРОЕКТИ - АНАЛИЗИ И ИЗВЕШТАИ - НОВОСТИ - ИНТЕРВЈУА - КОНТАКТ - ПРИБОРУВАЈ СЕ

[Интервју] Миле Бошков: Дигитализацијата може да придонесе за опстанок, но и подобрување на процесите во компаниите и затоа е потребна брза реакција и имплементација

18.04.2020 | ВИНТОР СТОЈКОВИЌ | АЕТМ НОВОСТИ, Е-ТРГОВИНА И Е-КОМЕРС, ИНТЕРВЈУА

Со г-дин Миле Бошков, претседател на Бизнис Конфедерација на Македонија и член на УО на АЕТМ разговараме на тема економски последици од COVID-19, за процесот на дигитализација во компаниите, за потребата од спешни трендови и постојана едукација, како и потребата од брзо прилагодување на новонастанатата ситуација со цел зачувување на работните места. Дигитализација навистина може да придонесе за опстанок, но и подобрување на процесите во компаниите; затоа е потребна брза реакција и имплементација.



A1 Live Shop

Прва виртуелна продавница.



КАНАЛ 5 ТВ

ВЕСТИ СПОРТ МАГАЗИН ПРОГРАМА ЕМИСИИ СЕРИИ ФИЛМОВИ ВЕБ ТВ

ВО ЖИВО



Барања за продолжување на важењето на мерките побараа повеќе бизнисмени и стопански комори. Владата остави можност помошта да продолжи, но засега нема најави кога и како тоа би се случило.

НЕВРАБОТЕНИ:

Февруари = 105 816

Март + 1 916 невработени = 107 732

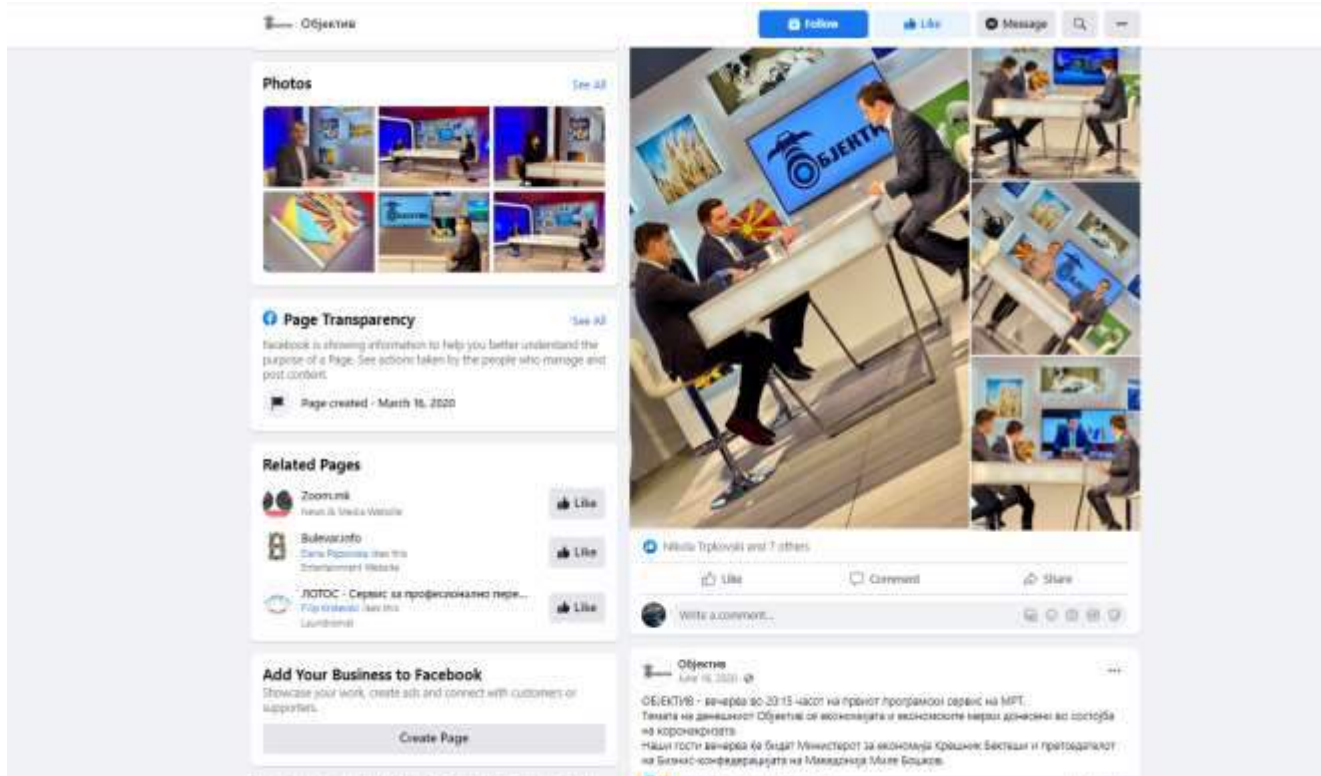
Април + 7 030 невработени = 114 762

Мај + 6 425 невработени = 121 187





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“The Economy and the economic measures adopted in a state of coronary crisis” with the President of the Business Confederation of Macedonia Mile Boskov and the Minister of Economy Kreshnik Bekteshi



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At the virtual international forum organized by Skillman.eu, a representative of the Business Confederation of Macedonia participated as one of the speakers. He spoke at the conference about how the COVID-19 crisis stimulated the digitalization of the manufacturing sector.

10th & 11th
December 2020
CET - Central
European Time

Speaker

Bojan Todorovski

Digitalized Manufacturing: Did the pandemic stimulate digitalization?
Project coordinator in Education, Innovation and Digital Economy
Business Confederation of Macedonia

10/12/2020 17:10

Co-funded by the
European Programme
of the European Union

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SKILLS WEEK
2020

ETF
IVETA
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skillman.eu/SIF2020
skillman.eu/live



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Finally, during 2020 BCM applied on several calls from different donors (EU funds, USAID, Visegrad) for financial support of activities in the field of cyber security, strengthening social dialogue, informing and consulting workers together with the social partners to the region (Slovenia, Montenegro, Serbia and Albania).



COVID-19 agenda

Business Confederation of Macedonia, from the very beginning of the outbreak of the COVID-19 virus, the declaration of a state of pandemic and during the COVID-19 crisis, is actively involved in helping and guiding companies to properly face and deal with the challenge how to continue with work and to remain efficient, without disturbing the public health and not reducing the number of employees.

In that regard, during 2020 the Business Confederation of Macedonia has developed and enabled free download of the following rulebooks:

1. „Manual for action of companies due to the occurrence of a pandemic – COVID- 19“

The manual contains information on how to spread COVID-19, how to prevent the spread of COVID-19 in the workplace, how to regulate the relationship between employers in case of occurrence of COVID-19 in the workplace, how to maintain hygiene in business premises as well as procedures for organizing business meetings.



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ПРИРАЧНИК

за постапување на компаниите поради појава на пандемија – КОВИД - 19

Во јануари 2020 Светската Здравствена Организација (познатоу СЗО) ја прогласи појавата на новиот коронавирус во Хубеи, Кина за голема опасност за јавното здравје во меѓународни рамки. СЗО издави дека постои голем ризик за КОВИД – 19 да се распространи низ целиот свет, поради што во соработка со надлежните органи за јавното здравје низ целиот свет преземаат мерки за да се спречи ширењето на КОВИД – 19. Целото општество, вклучително и деловните субјекти и работодавачите - мора да преземат дополнителни мерки доколку сакаме да престане ширењето на овој вирус. Распространувањето на КОВИД – 19 е глобален и реален проблем и поради тоа работодавачите и компаниите мора одговорно да се однесуваат. Најважно од сè е да се применуваат мерките за заштита, со цел намалување на шансите за се поголемо нивно проширување во државата. Поради тоа, Ве ги споделиваме нашите препораки за тоа како да ги заштитите сите во Вашата компанија од КОВИД - 19.

Овој прирачник ќе ви помогне на работодавачите и деловните субјекти за уредување на нивниот бизнис:

- Спречување на ширење на КОВИД -19 во работното место
- Постапување во случај на појава на сомнителен или потврден случај на КОВИД-19, на работното место
- Серијување со ризиците од КОВИД – 19 при организирање на состаноци
- Дополнителни информации и ресурси

1. Како се шират КОВИД-19?

Како некои кој има КОВИД – 19 кашлица или издишува, тој испушта капки од инфицираната течност. Многу од овие капки паѓаат на површина и предмет како што се работните површини, масите или телефоните. Секој може да се зарази со КОВИД -19 преку допирање на овие површини или предмет, а потоа допирајќи ги своите очи, нос или уста. Вирусот може да се пренесе на растојание од еден метар со заразно лице. Вирусот се шири многу слично на сезонскиот грип. Повеќето лица заразени со КОВИД – 19 се соочуваат со лесни симптоми и лесно излечуваат. Повисок ризик од вирусот сиваат лица над 40 години, лица со намален имунитет и хронично болесте. Во моментот, периодот на инкубација на КОВИД-19 се проценува дека е 14 дена. Симптомите кои можат да се развијат во рок од 14 дена во контакт со лице заразно од КОВИД 19 се кашлица, потешкотии при дишењето, покачени телесна температура,

2

² „Manual for action of companies due to the occurrence of a pandemic – COVID- 19“ <http://bcm.mk/wp-content/uploads/2020/03/%D0%9F%D1%80%D0%B8%D1%80%D0%B0%D1%87%D0%BD%D0%B8%D0%BA-%D0%B7%D0%B0-%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%BD%D0%BE-%D0%BC%D0%B5%D1%81%D1%82%D0%BE-%D0%B2%D0%BE-%D1%81%D0%BB%D1%83%D1%87%D0%B0%D1%98-%D0%BD%D0%B0-%D0%BF%D0%B0%D0%BD%D0%B4%D0%B5%D0%BC%D0%B8%D1%98%D0%B0.pdf>



БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА

2. „A guide for employers to manage the workplace during COVID-19 crisis“

This Guide was developed by the Business Confederation of Macedonia and the International Labor Organization. The guide contains guidelines and tips on how employers can protect the workplace, how to regulate work from home and safety and health at work during the COVID-19 pandemic, how to protect against dismissal, all in accordance with applicable national laws. and the measures and recommendations of the Government of the Republic of Northern Macedonia.



3

³ „A guide for employers to manage the workplace during COVID-19 crisis“

<http://bcm.mk/wp-content/uploads/2020/04/%D0%92%D0%BE%D0%B4%D0%B8%D1%87-%D0%B7%D0%B0-%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%BE%D0%B4%D0%B0%D0%B2%D0%B0%D1%87%D0%B8-%D0%B7%D0%B0-%D1%83%D0%BF%D1%80%D0%B0%D0%B2%D1%83%D0%B2%D0%B0%D1%9A%D0%B5-%D0%BD%D0%B0-%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%BD%D0%BE%D1%82%D0%BE-%D0%BC%D0%B5%D1%81%D1%82%D0%BE-%D0%B7%D0%B0-%D0%B2%D1%80%D0%B5%D0%BC%D0%B5-%D0%BD%D0%B0-%D0%9A%D0%9E%D0%92%D0%98%D0%94-19.pdf>



БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА

3. "Manual for business enterprises on back to work during and after COVID-19"

This handbook addresses several key issues that every employer should consider in the process of preparing and establishing the usual way of doing business with a particular focus on regulating workplace safety and health.



4

4. „Manual for Employers on Work from Home in Response to the Pandemic COVID-19“

Companies implement “work at home” protocols as a precautionary measure or in response to a government order to limit contact. This handbook provides company recommendations, including the tasks and responsibilities of employers and workers, considerations and challenges, methods for addressing and addressing those challenges. The manual also contains a template that should allow companies to develop a work plan from home.

⁴ "Manual for business enterprises on back to work during and after COVID-19"

<http://bcm.mk/wp-content/uploads/2020/05/%D0%9F%D1%80%D0%B8%D1%80%D0%B0%D1%87%D0%BD%D0%B8%D0%BA-%D0%B7%D0%B0-%D0%B4%D0%B5%D0%BB%D0%BE%D0%B2%D0%BD%D0%B8-%D0%BF%D1%80%D0%B5%D1%82%D0%BF%D1%80%D0%B8%D1%98%D0%B0%D1%82%D0%B8%D1%98%D0%B0-%D0%92%D1%80%D0%B0%D1%9C%D0%B0%D1%9A%D0%B5-%D0%BD%D0%B0-%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%B0-%D0%B7%D0%B0-%D0%B2%D1%80%D0%B5%D0%BC%D0%B5-%D0%B8-%D0%BF%D0%BE-%D0%9A%D0%9E%D0%92%D0%98%D0%94-19.pdf>



БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА



5

5. „Business Continuity Manual for companies during the COVID - 19 crisis“

This handbook was developed by the Business Confederation of Macedonia and the International Labor Organization, in order to help companies to assess the potential risk that arises under the influence of COVID - 19 and what will be the impact on employees, processes, profits and partnerships. The handbook will also help companies create an effective business continuity plan that will protect themselves and their employees in the future. A video containing a practical example on this topic was also prepared and published.

⁵ „Manual for Employers on Work from Home in Response to the Pandemic COVID-19“

<http://bcm.mk/wp-content/uploads/2020/06/%D0%9F%D1%80%D0%B8%D1%80%D0%B0%D1%87%D0%BD%D0%B8%D0%BA-%D0%B7%D0%B0-%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%BE%D0%B4%D0%B0%D0%B2%D0%B0%D1%87%D0%B8-%D0%B7%D0%B0-%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%B0-%D0%BE%D0%B4-%D0%B4%D0%BE%D0%BC%D0%B0.pdf>



БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА



Оваа алатка е креирана со цел да ги поддржи малите и средните претпријатја за време на кризата настаната поради појавата на вирусот КОВИД-19. Суштината на оваа алатка е изготвувањето на посебен план за деловен континуитет наменет за деловните претпријатја. Овој инструмент ќе ви помогне да:

1. Направите проценка на нивото на ризик и ранливост на вашето претпријатие и
2. Развиете ефикасен систем и план за делување во услови на состојби ризици за вашиот бизнис.

Целта на оваа алатка е утврдување на нивото на ризик и нивото на ранливост на вашето претпријатие предизвикано од кризата настаната поради појавата на пандемијата КОВИД-19 и тоа во однос на неговото влијание врз вашите вработени, деловни процеси, профитот и партнерствата.

6

Additionally, in 2020, BCM conducted a Needs Assessment Survey to identify the key challenges that the companies are facing due to COVID-19. This research was conducted among companies on national level. The surveyed companies belonged to a number of sectors, including construction, education, finance, mining, agriculture with up to 100 employees. From the conducted research, an analysis was prepared for the current situation caused by the COVID-19 pandemic. BCM also participated in the implementation of the research by the International Labor Organization and the European Bank for Reconstruction and Development, of which results was prepared a report regarding COVID-19 and the world of work - Rapid impact assessment on labor places and policies in response to the crisis caused by COVID-19, as well as a Report on the impact of COVID-19 on the Macedonian business sector and jobs.

Finally, under the influence of the health crisis COVID - 19, which also caused an economic crisis, we publicly invited all interested companies to join Business Confederation of Macedonia as members, free of charge for one year. The free membership provides legal assistance, advice and information to prevent the occurrence of COVID - 19 at the workplace, as well as for the manner of implementation of the measures and recommendations adopted by the Government of Republic of North Macedonia with special reference to the measures for restricted movement, issuance of movement permits and for the set of measures for financial support of the companies.

⁶ „Business Continuity Manual for companies during the COVID - 19 crisis“

<http://bcm.mk/wp-content/uploads/2020/07/%D0%91%D0%9A%D0%9C-%D0%9F%D0%BB%D0%B0%D0%BD-%D0%B7%D0%B0-%D0%B4%D0%B5%D0%BB%D0%BE%D0%B2%D0%B5%D0%BD-%D0%BA%D0%BE%D0%BD%D1%82%D0%B8%D0%BD%D1%83%D0%B8%D1%82%D0%B5%D1%82-%D0%BA%D0%BE%D0%BD%D0%B5%D1%87%D0%BD%D0%B0-%D0%B2%D0%B5%D1%80%D0%B7%D0%B8%D1%98%D0%B0-%D0%BC%D0%BA%D0%B4-converted.pdf>



БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА

BCM in 2020	
January 2020	- 16.01.2020 - The Government of the Republic of North Macedonia held the first meeting for 2020 with the highest representatives of employers, trade unions, chambers of commerce and organizations for protection of workers' rights
February 2020	- 03-07.02.2020- IOE Century Global Summit The future of work is now,, Kuala Lumpur, Malasya - 10.02 - 14.02 - Master Training in Management of Employers' and Business Member Organizations ITC ILO - 13.02.2020 – Government of North Macedonia - Promotion of the operational plan for employment 2020,2021
March 2020	- 18.03.2020-IOE-webinar-business action in the times of covid-19 - 25.03.2020-IOE-digital conference-economic advocacy to assure business sustainability and avoid massive job losses
April 2020	- 01.04.2020 - IOE - digital conference - insights on diverse labour measures implemented by employers in response to covid-19: what works and what does not - 21.04.2020 – IOE - Digital conference- covid-19 business response Europe and Central Asia
May 2020	- 05.05.2020 Global Compact-academy session-global cooperation for crisis response - 06.05.2020 – IOE - digital conference-safe back to work - 12.05.2020 - Global Compact-academy session-regional perspectives on leadership in a global crisis - 20.05.2020 Global Deal - webinar-managing the pandemic: approaches taken by global deal partners - 27.05.2020 - Meeting of the Advisory Body for Strengthening Integrity and Reducing Corruption in the Business Sector
June 2020	- 03.06.2020 global deal-webinar-social dialogue for the transition from the informal to the formal Economy - 09.06.2020-ilo - EOSH open house (What's new about the EOSH? Opportunities and benefits- for all participants. - 10.06.2029 – UNHCR - The science of story 1 st session building



БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА

	<ul style="list-style-type: none">- 11.06.2020 – UNHCR - the science of what makes people care - second session- 12.06.2020 – ILO - EOSH the new module on managing health crises and covid-19- 15-16.06.2020 - Global compact- leaders summit- 16.06.2020- ILO - EOSH how to use the new EOSH platform - for all participants and in particular those interested in becoming EOSH certified trainers.- 19.06.2020- ILO - EOSH- taking the EOSH suite forward and next steps.- 24.06.2020 – UNHCR - finding our stories - 4th session- 25.06.2020 – IOE - digital conference - economic advocacy for SMEs to tackle the COVID-19 crisis- 29.06.2020 – IOE - high-level digital conference- climate change action in a post COVID-19 Landscape
July 2020	<ul style="list-style-type: none">- 03.07.2020- UNHCR- training on effective use of Social Media- 08.07.2020- IOE-ILO Global Leader's Day- 10.07.2020 Global Deal-webinar- Social Dialogue and the future of work- 16.07.2020 Digital Summit organized by the IOE, the Konrad Adenauer Foundation and the German Permanent Mission to the United Nations - Conference on a decade of action on SDG delivery
August 2020	<ul style="list-style-type: none">- 18.08.2020 FORMAK - Meeting-together for efficient representation interests of employees of companies in extractive sector
September 2020	<ul style="list-style-type: none">- 01.09.2020- IOE- deloitte digital conference on skills&jobs transformation- 02.09.2020- IOE- Centenary Summit, Ioe's conversation with the UN Secretary-General- 15.09.2020 – Workshop: Active aging and intergenerational approach
October 2020	<ul style="list-style-type: none">- 01.10.2020 –IOE - Adriatic Region Employers Meeting - AREC- 09.10.2020 – Labor law working group- 19.10.2020 – IOE Conference- 20.10.2020 - Global Deal- 22.10.2020 – Economic social council- 26.10.2020 – Confesal- 30.10.2020 – Labor law working group
November 2020	<ul style="list-style-type: none">- 05.11.2020, 10.11.2020 – Working group on Labor Law



**БИЗНИС КОНФЕДЕРАЦИЈА
НА МАКЕДОНИЈА**

	<ul style="list-style-type: none">- 13.11.2020 – Consultations on Protection and health of workers in the health and health system- 16-17.11.2020 European business summit
December 2020	<ul style="list-style-type: none">- 03.12.2020, 11.12.2020, 17.12.2020, 25.12.2020 – Working group on Labor Law- 09.12-11.12.2021 – Training activity MALKIA- 10.12.2020 - Digital Regional Conference on Studying the Challenges and Exploring Opportunities for Cross-Border Cooperation for the Circular Economy- 10-11.12.2020 - Virtual international forum organized by Skillman.eu

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 : 2020

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)	4.717.934,00			1.147.956,00
202	-- Потрошени материјали	29.660,00			29.062,00
203	-- Потрошена енергија	153.476,00			45.099,00
205	-- Превозни и транспортни услуги	229.473,00			85.101,00
206	-- Издатоци за реклама, пропаганда и репрезентација	273.490,00			449.522,00
207	-- Амортизација	59.632,00			115.500,00
209	-- Наемнини	3.972.203,00			423.672,00
211	-- ДРУГИ РАСХОДИ (212 до 221)	1.426.208,00			587.576,00
212	-- Провизија за платен промет	64.773,00			54.881,00
213	-- Камати на кредити и заеми	317,00			
215	-- Дневници за службено патување				27.248,00
219	-- Други расходи	1.361.118,00			505.447,00
230	-- ПЛАТИ И НАДОМЕСТИ НА ПЛАТИ(231+232)	1.736.963,00			1.933.170,00
231	-- а) Вкалкулирани плати	1.736.963,00			1.933.170,00
235	-- ВКУПНО РАСХОДИ (201+211+222+226+230+233+234)	7.881.105,00			3.668.702,00
236	-- Остварен вишок на приходи-добивка пред оданочување(250 минус 235) ако 250>235	357.569,00			2.785.175,00
237	-- Даноци, придонеси и други давачки од добивката	39.352,00			39.352,00

238	-- Остварен нето вишок-добивка (236-237)	318.217,00			2.745.823,00
239	-- Вкупно (235+236) или (235+237) ако 237 е поголемо од 236=252	8.238.674,00			6.453.877,00
240	-- ПРИХОДИ ОД ПРОДАЖБА НА ПРОИЗВОДИ, СТОКИ И УСЛУГИ (241+242)	1.267.761,00			69.800,00
242	-- Приходи од услуги	1.267.761,00			69.800,00
243	-- Приходи од камати и позитивни курсни разлики	130,00			426,00
244	-- Приходи од членарини, подароци, донации и приходи од други извори	6.934.588,00			6.337.545,00
245	-- Приходи од кирии и закупнини	36.100,00			37.800,00
246	-- Сопствени приходи	95,00			
249	-- Вонредни приходи				8.306,00
250	-- ВКУПНО ПРИХОДИ 240+243+244+245+246+247+ 248+249	8.238.674,00			6.453.877,00
252	-- ВКУПНО (250+251)=239	8.238.674,00			6.453.877,00
438	-- Број на работници	6,00			

Биланс на состојба

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
1	-- АКТИВА ПОСТОЈАНИ СРЕДСТВА (002+003+008+009)	331.996,00	767.483,00	209.234,00	558.249,00
3	-- МАТЕРИЈАЛНИ СРЕДСТВА (004 до 007)	331.996,00	767.483,00	209.234,00	558.249,00
6	-- Опрема	331.996,00	767.483,00	209.234,00	558.249,00
10	-- ПАРИЧНИ СРЕДСТВА, КРАТКОРОЧНИ ПОБАРУВАЊА И АКТИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (011+018+019+020+021+022+023+024)	11.570.850,00	14.312.512,00		14.312.512,00
11	-- ПАРИЧНИ СРЕДСТВА (012 до 017)	1.598.836,00	4.714.103,00		4.714.103,00
12	-- Жиро сметка	55.389,00	691.802,00		691.802,00
13	-- Благајна		163.120,00		163.120,00
14	-- Девизна сметка	1.538.447,00	3.304.181,00		3.304.181,00
15	-- Издвоени парични средства и акредитиви	5.000,00	555.000,00		555.000,00
19	-- КУПУВАЧИ	207.288,00	33.683,00		33.683,00
20	-- ПОБАРУВАЊА ЗА ДАДЕНИ	7.573.186,00	7.373.186,00		7.373.186,00

АВАНСИ, ДЕПОЗИТИ И КАУЦИИ				
21	-- КРАТКОРОЧНИ ФИНАНСИСКИ ПОБАРУВАЊА	2.167.773,00	2.167.773,00	2.167.773,00
22	-- ДРУГИ КРАТКОРОЧНИ ПОБАРУВАЊА	23.766,00	23.766,00	23.766,00
23	-- ПОБАРУВАЊА ЗА ПОВЕЌЕ ПЛАТЕНИ ДАНОЦИ И ПРИДОНЕСИ	1,00	1,00	1,00
42	-- ВКУПНА АКТИВА (001+010+028+035+038+041)	11.902.846,00	15.079.995,00	209.234,00
51	-- IV. КРАТКОРОЧНИ ОБВРСКИ И ПАСИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (052 ДО 061)	1.316.181,00		1.285.789,00
53	-- б) Добавувачи	490.488,00		289.367,00
54	-- в) Обврски спрема државата за даноци и придонеси и други обврски	631.649,00		631.649,00
56	-- Други краткорочни обврски	130.780,00		135.780,00
61	-- Обврски за плати	63.264,00		228.993,00
62	-- V. ПАСИВНИ ВРЕМЕНСКИ РАЗГРАНИЧУВАЊА (063 до 065)	10.586.665,00		13.584.972,00
64	-- Дел од вишокот на приходите пренесен во наредната година	10.586.665,00		13.371.840,00
65	-- Други пасивни временски разграничувања			213.132,00
69	-- ВКУПНА ПАСИВА (044+046+047+051+062+066+067+068)	11.902.846,00		14.870.761,00

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)	498.933,00			181.154,00
681	-- Придонеси на плати(< или = на АОП 231 од БПР)	19.425,00			72.214,00
682	-- Даноци на плати(< или = на АОП 231 од БПР)	4.823,00			12.396,00
686	-- Приходи од камати(< или = на АОП 243 од БПР)	130,00			426,00
688	-- Приходи од членарини(< или = на АОП 244 од БПР)	6.934.588,00			6.337.545,00
693	-- Приходи од изработка на основни средства во сопствена режија(< или = на АОП 246 од БПР)	95,00			

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	318.217,00			2.745.823,00
353	-- Б. ОСТАТОК ОД НЕТО ДОБИВКАТА ЗА РАСПОРЕДУВАЊЕ (351-352)	318.217,00			2.745.823,00
358	-- ф) Дел за пренос во наредната година	318.217,00			
359	-- Нераспределен дел од вишокот на приходите-добивката				2.745.823,00

Структура на приходи по дејности

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
2593	- 94.11 - Дејности на деловни организации и организации на работодавци врз база на зачленување				6.453.877,00

Потпишано од:

Viktor Kostovski
viktorkostovski@yahoo.com
CN=KibsTrust Qualified Certificate Services,
OU=Class 2 Managed PKI Individual Subscriber
CA, OU=Symantec Trust Network, O=KIBS AD
Skopje, C=MK
KibsTrust Qualified Certificate Services

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.