



BUSINESS
CONFEDERATION
OF MACEDONIA

ANNUAL REPORT

2021



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BUSINESS CONFEDERATION
OF MACEDONIA

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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. It continued in 2021.

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. This year BCM's focus was on exploring new integrity risks, challenges and opportunities that have arisen in the COVID-19 context, as well as identify innovative solutions required to govern and conduct business with integrity, including with respect to responsible business conduct (RBC) standards, and tackle corruption in times of crisis. 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.





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 2021, 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 which continued in 2021. The free membership is valid until the end of the COVID -19 pandemic.

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 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.



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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 2021, 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.

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.

Policy dialogue on national and local level

During 2019, Business Confederation of Macedonia held more than 15 consultative meetings



for policy dialogue on local level with more than 200 participants (members of local government and representatives from business sector). These consultative meetings were held with the local economic social councils as the main actors in policy dialogue on local level. All these consultative meetings were led by and expert from BCM. This expert was focusing the consultative meetings on corporate social responsibility practices and the guiding principles on business and human rights. The beneficiaries that were present on these consultative meetings were members of the local economic social councils, as well as representatives from the business sector. These consultative meetings were held mostly in: Shtip, Tetovo, Kavadarci, Prilep, Strumica, Kumanovo and Ohrid. Furthermore, individual consultation sessions were held with the stakeholders from the various regions and our company members as representatives – key actors of the business community.

Promoting anti-corruption preventive and reactive measures

The main finding/perception among the relevant business and socio-economic stakeholders is that the Corruption in Macedonia exist a basic challenge for a modern and democratic society in phase of accession EU. As the relevance sections of the concept note have laid down, the issue of Corruption in Macedonia 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 political and economic system, lack of business ethical culture, human resource capacity etc...). In recent past we have been witnessing inefficient measures undertaken by the state, but 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-sartorial collaboration between multiple stakeholders. Nevertheless, as corruption in general has been a great problem, the corruption among business society becoming an even more alarming threat affecting business community to have a less competitive policy dialogue and advocacy position. In addition, and unfortunately the anti-corruption support programmers are poorly funded and have been declining over

the years. Furthermore, the relevant public actors have made no significant, or systematic effort, to develop anticorruption action. Recommendations presented in the State Programme 2016-2019 strongly affirm the understanding that national integrity should be embedded in and expanded among all social actors, in addition the recently adopted Law on protection of whistle-blowers (systematic and important law on prevention corruption in public and private sector) pending its implementation. As an organization that promotes transparent and responsible way of doing business, for tackling this issue for the past two years Business Confederation of Macedonia has been a part of the Members of the Advisory Body to Strengthen Integrity and Reduce Corruption in the Business Sector. Also, we've updated and concluded our previously composed booklet on business ethical codex for anti-corruption. The Booklet for Business Ethics is an assistance manual for developing and applying a business





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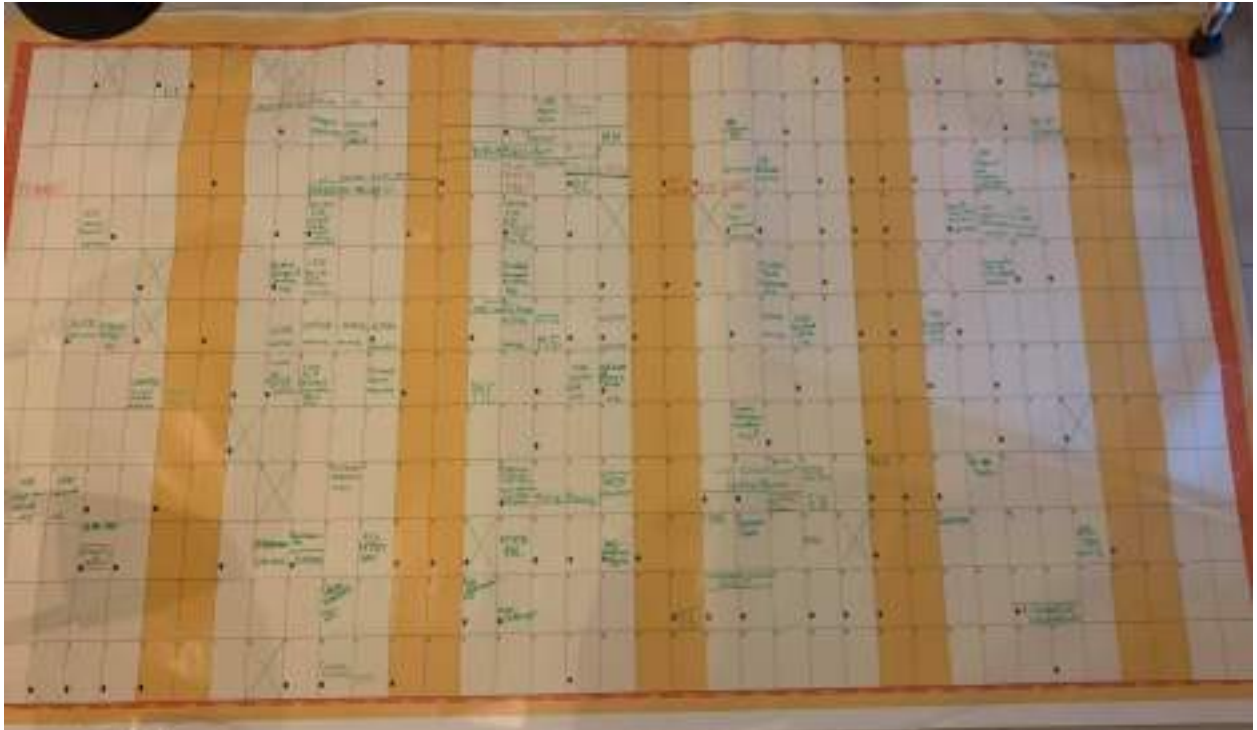
code of ethics in North Macedonia. It is aimed at creating a fair, transparent and competitive business environment in North Macedonia, which is particularly intolerant of corruption practices. The main idea of the Code is to develop stronger ethics working relations for increasing competitiveness and innovation of the companies in our country, which is important and active support for Macedonian membership in the EU. In order to provide companies with a professional and reliable service, they must share common vision, aims and values that will enhance commitment, enthusiasm and effectiveness of whole business sector, allowing them to learn from each other and share good practice. The Booklet for Business Ethics was developed through a series of working sessions that involved Macedonian and Slovak experts from the business sector, professors of the Faculty of Economy and Government officials.



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Relevant Activities and results in 2021

- **Operations chart - BCM office**



- **20th Anniversary of Business Confederation of Macedonia “20 years of working for the business community”**



With the presence of the business community, government representatives and representatives of international bodies present in the country, the Business Confederation of Macedonia marked 20 years of its existence. The Business Confederation of Macedonia over the years has managed



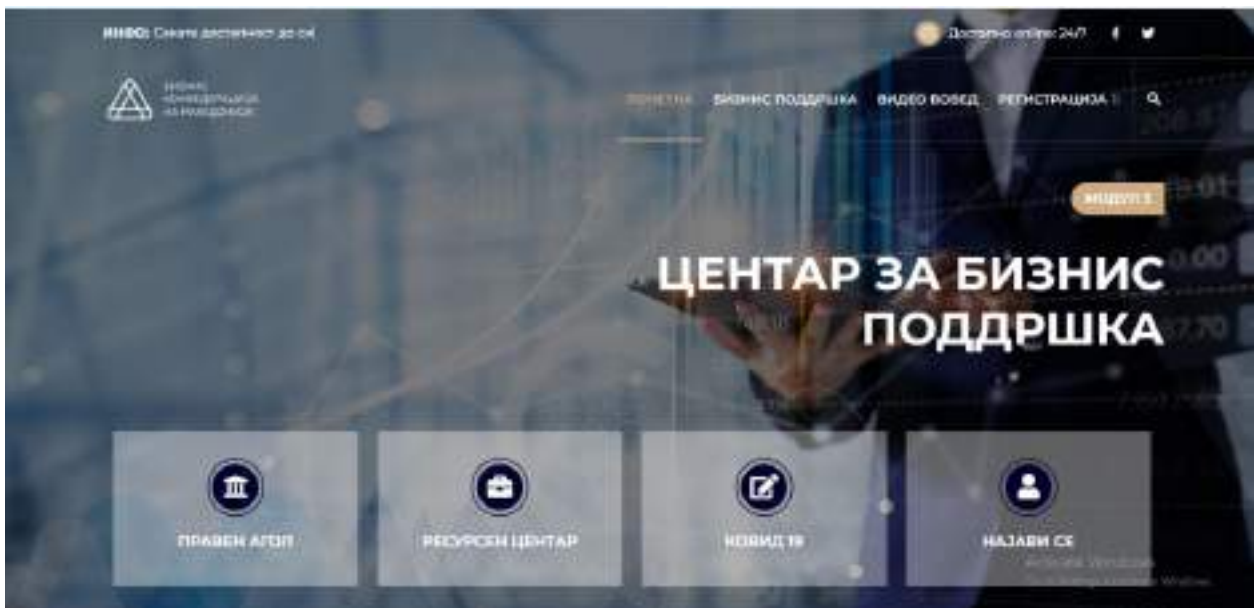
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to build into a dynamic and modern organization that effectively strives for a better business environment and with its services has successfully helped companies to improve their performance and adopt business-responsible practices.

During the celebration of the anniversary, BCM once again emphasized its main goal, work for the business and again offered a vision for what it will strive for in the future.

The Deputy Prime Minister for Economic Affairs of North Macedonia in his introductory speech at the conference congratulated the 20th anniversary of the Business Confederation and said that he expects the cooperation and open dialogue between the Government and the organization to continue in the future and that the activities will continue through a joint partnership, which are in the function of the business and the workers, because the good economic parameters are reflected positively on the whole society and reach every single citizen.

- **Launching of the Business Support Centre – Modernized and digitalized BCM service**



BCM with the assistance of the International Labour organization was working on increasing the capacities and sustainability of the Business Confederation of Macedonia through the creation of a platform that digitizes some of the existing services offered by the organization.

This platform serves as a resource centre for increasing the capacities of Macedonian companies. It offers counselling and education in the field of labour legislation, human resource management and business management. On it companies can find over 150 documents, laws, manuals and templates needed for their legal functioning, as well as access to information from the world's employers' and labour organizations regarding business trends in Europe and beyond.

In addition, the platform contains three educational modules "The Future of Jobs", "Digital Businesses" and "Access to Finance".



This platform is free and available 24 hours a day, with the exception of templates which are only for registered users. It is intended for all companies, active members of Business Confederation of Macedonia, as well as individual professionals who need this information. Access to the database is done by logging in or registering, after which all information is available immediately.

- **International events and conferences**

During 2021, 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 Labour 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 2021, 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.

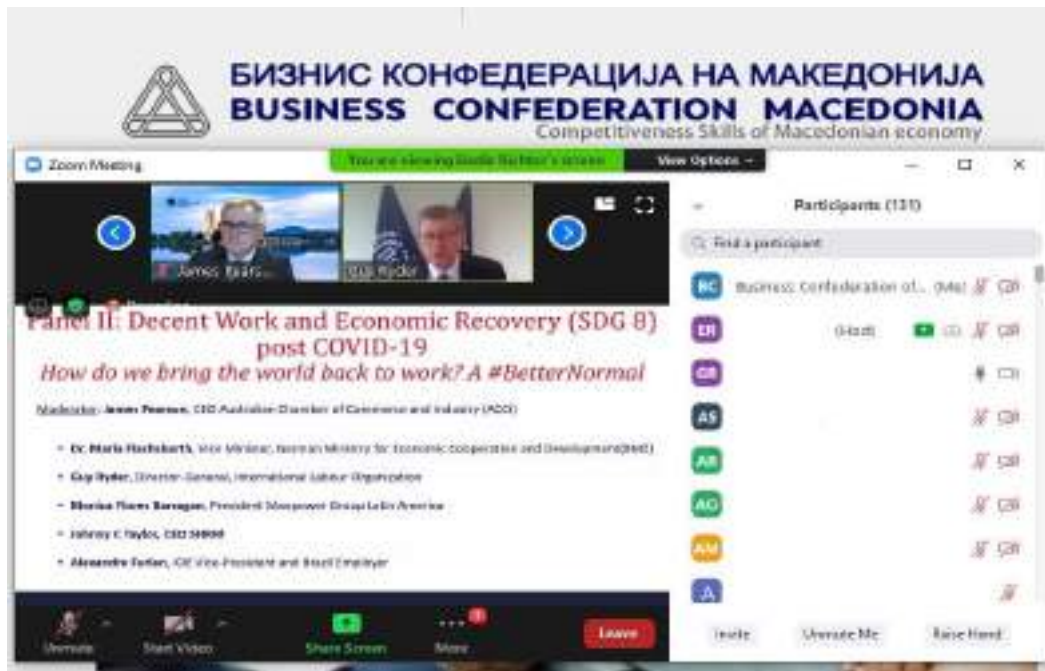
Business Confederation of Macedonia had its representative at the global summit on "The future of work" in Kuala Lumpur organized by the International Organization of Employers. Besides attending the Global summit, BCM attended other conferences organized by the IOE that covered many different subjects 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.



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



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Furthermore, as a continuous member and supporter of the OECD Anti-Corruption Network (OECD/ACN) BCM continued the constant fight against corruption. As such, BCM was part of the 2021 OECD Global Anti-Corruption & Integrity Forum: “Leading through the Crisis: Integrity and Anti-Corruption for a Resilient Recovery”. This year the forum stressed out “Integrity and anti-corruption matter even more in the COVID-19 context”. It explored the new integrity risks, challenges and opportunities that have arisen in the COVID-19 context, as well as identified innovative solutions required to govern and conduct business with integrity, including with respect to responsible business conduct (RBC) standards, and tackle corruption in times of crisis. The Forum invites governments, business leaders, policy makers, anti-corruption experts and practitioners, civil society representatives and academics to focus on restoring trust and integrity in and beyond the current crisis, in building a more resilient and more ethical future.



At the beginning of 2021, 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.

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



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=IwAR3W2UsVMWem04iQAFNcXmYZMHwKH0zm6VM0vt0x53uykXUWvjYx10cKSvk>



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CONNECTING BUSINESS OPPORTUNITIES FOR CIRCULAR ECONOMY IN THE REGION

Talking Page Platform



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 2021, 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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Furthermore, BCM implemented training for Sustainable financial concept of companies and compliant business and anti-corruption practices.



How to achieve good budgeting and management of receivables, cash and liquidity, why financial discipline is important for Macedonian companies, which processes are effective for managing liabilities and debts in the business sector, which are the key indicators for analysing the financial health of companies, what can businesses do in the fight against corruption, how to be a compliant business and what the Covid-19 pandemic has changed in the work of the business sector, are the topics and questions that will be answered in the online webinar on a sustainable financial concept.

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

Moreover, during 2021, 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.



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ОТКРИЕНО ВО 13:57

Зари...
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Вести | Спорт | Магазин | Најнови вести | Извори | Top Tweets | ТВ Емисии | Филм

Резултати: 25 вeсти 1 | 2 | 3

бизнес конфедерација на македонс... 01.01.2022 - 21.07.2022

Минималната плата причина за незадоволства и штрафови - вeсти Бошков



Позитивно - 28.04.2022
Претседателот на бизнис конфедерацијата на Македонија, Мите Бошков, во своето гостување во емисијата „Економски Магазин“ на Алсап, рече дека поконувањето на минималната плата е проблематично уште од самиот почеток на мерката, во 2012 година, а ...

Бошков: Минималната плата причина за незадоволства и штрафови



Алсап-M - 27.04.2022
Претседателот на бизнис конфедерацијата на Македонија, Мите Бошков, во своето вечерашно гостување во емисијата „Економски Магазин“ на Алсап, рече дека поконувањето на минималната плата е проблематично уште од самиот почеток на мерката, во 2012 ...

Македонско-швајцарска бизнис организација за зближување на економската соработка со Швајцарија



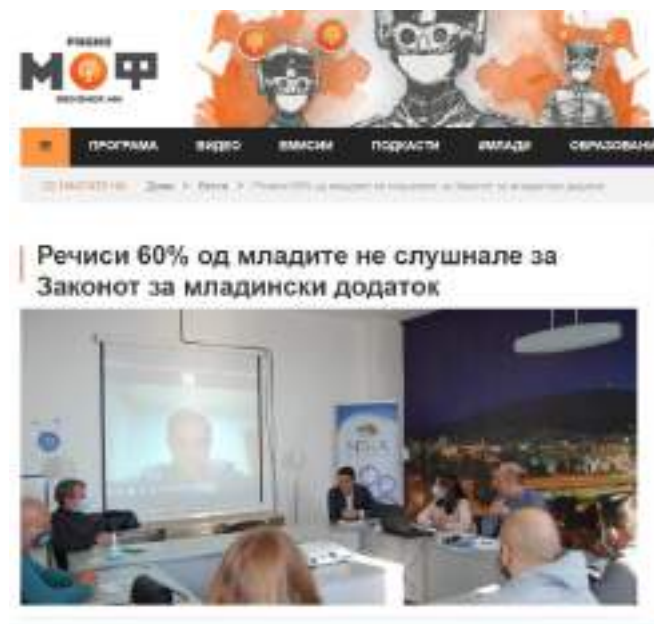
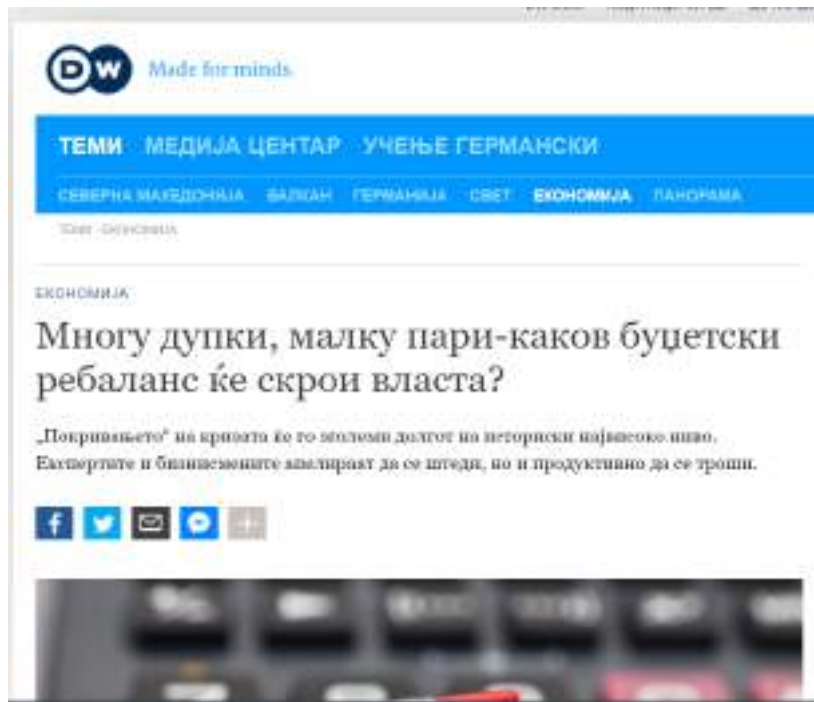
Банкарството - 07.03.2022
Претседателката на Македонско-швајцарскиот бизнис клуб, Јасминка Талеска оствари работна средба со амбасадорот на Република Северна Македонија во Берн, Швајцарска Конфедерација, Кенан Рамадани на која се разговараше за воспоставување на депозитна ...

Бошков за ТВ 24: Треба простор да можеме да ја постигнеме таа минимална плата за да може сите ја поднесат



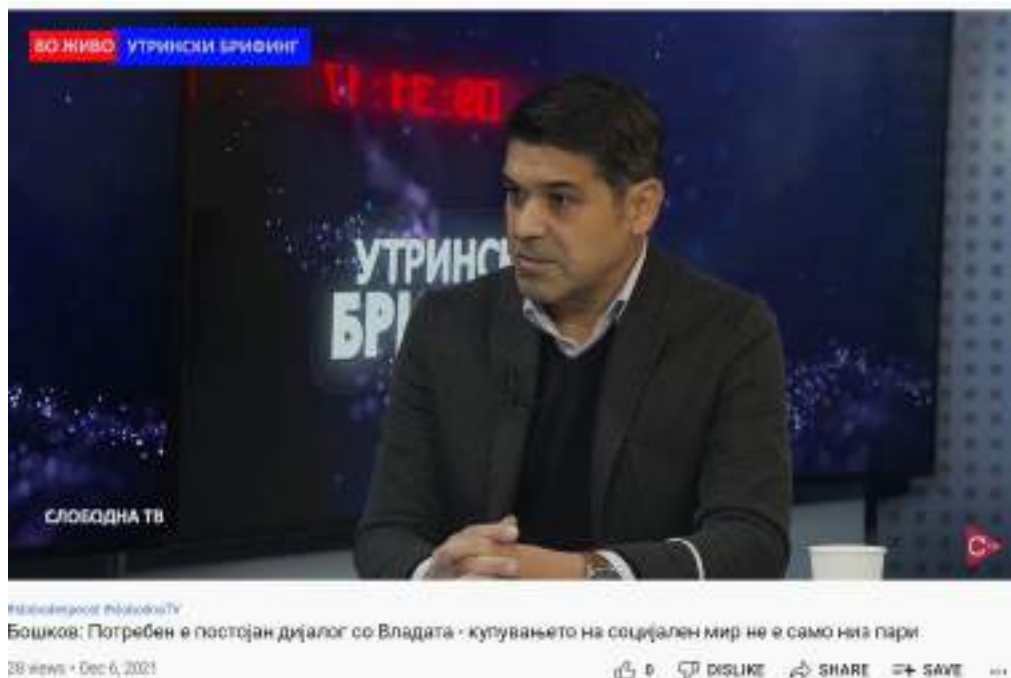


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Информационо е средбата со своите и во светиниот период. Високи во менитев идеите е
брендовите во Европа и во светиниот, а Мажерица не е искуство од овој бренд. Економичните
сметанив дека големина на информација е во нивни напредности на жонките, работите е
имати бонуси бидејќи образовани, здравствени жонките, културен жонки, концерти,
позитивна, бонуси бонуси.

од страна на Вечер - 11/12/2021 - 15:14

99 307



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ГОСЛАВНО СООБЕЩЕНИЕ

Пребарување
11.12.2021

центар за бизнис поддршка

виста | речење | архива

Вести | Спорт | Магазин | Најважност | Мовови | Топ Твитови | ТВ-Евентови | Филм

Резултати: 15 вест

центар за бизнис поддршка 01.12.2021 31.12.2021

[Бизнис конфедерација на Македонија и спонзорите Центар за бизнис поддршка за работен](#)
[процес на трговија далеку од работното место...](#)



Поне - 04.12.2021
Бизнис конфедерација на Македонија (БКМ) започна со дигитализација на своето
работно место основно на Центар за бизнис поддршка на компаниите, којшто
предметно е користен во дигиталност на услуги на бизнисамама.

[Бизнис конфедерација на Македонија спонзорите Центар за бизнис поддршка за работен](#)
[процес на трговија далеку од работното место...](#)



Вечер - 04.12.2021
Бизнис конфедерација на Македонија (БКМ) започна со дигитализација на своето
работно место основно на Центар за бизнис поддршка на компаниите, којшто
предметно е користен во дигиталност на услуги на бизнисамама.

[БКМ спонзорите Центар за бизнис поддршка](#)



Поне - 03.12.2021
Бизнис конфедерација на Македонија (БКМ) започна со дигитализација на своето
работно место основно на Центар за бизнис поддршка на компаниите, којшто
предметно е користен во дигиталност на услуги на бизнисамама.

[Бизнис конфедерација на Македонија спонзорите Центар за бизнис поддршка - спонзор](#)
[софити и услуги на компаниите](#)



МТВ - 01.12.2021
Бизнис конфедерација на Македонија (БКМ) започна со дигитализација на своето
работно место основно на Центар за бизнис поддршка на компаниите, којшто
предметно е користен во дигиталност на услуги на бизнисамама.



BUSINESS CONFEDERATION OF MACEDONIA

Македонија »

Алтернатива за утре ја одолжи одлуката за менаџмент

Економија »

Избори од ЕК за Бета. Првите прегледи од економскиот панел за Западен Балкан кои крајот на декември

Бизнис конференија на Македонија соопшти Центар за бизнис поддршка за поголеми приходи до правни совети и адвокати

Бизнис конференија на Македонија соопшти Центар за бизнис поддршка за поголеми приходи до правни совети и адвокати

БМРО-ДУТМЕ го ангажира Јоран Стварсон за новата работна сила

Англиска-Белгиска, Банките со сè поголеми постојанствата на земјата пријатен - Јануари 2019

TIME.MK Бизнис конфедерација на Македонија одбележа 20 год.

Весте Спорт Магазин Новини весте Истории Top Tweets FB Страница Филм

Бизнис конфедерација на Македонија одбележа 20 години работа во функција на бизнисот

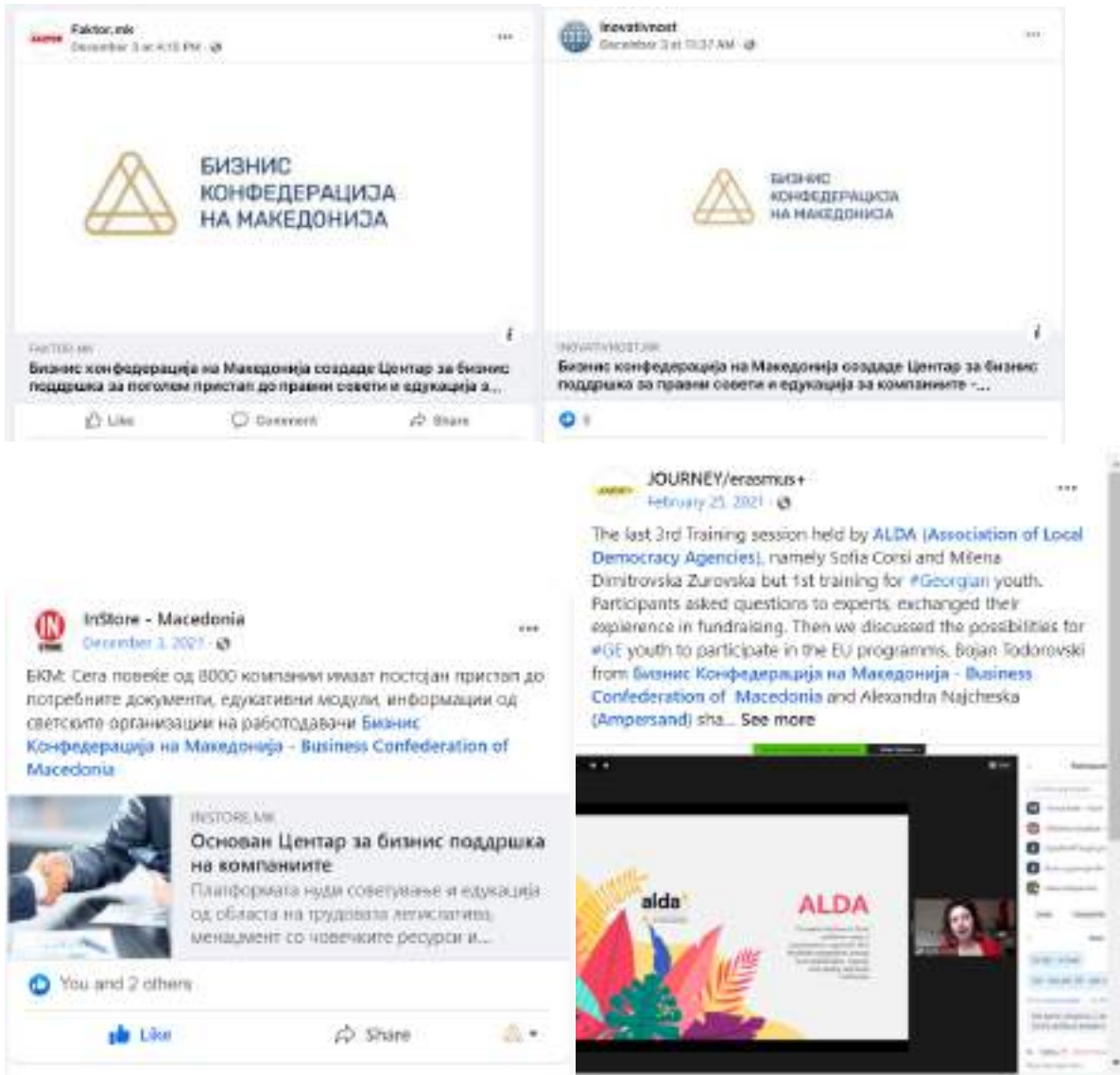
Бизнис Конфедерацијата на Македонија ќе ја 20 години работи одговорно

Бизнис конфедерацијата одбележува 20 години од поставењето

Објелкување - 20 години БКМ во функција на бизнисот - Поставјано работното посветено на постигнување на идните генерации



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Finally, during 2021 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 2021 the Business Confederation of Macedonia has updated 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.



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>



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

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>



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. „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>



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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>



Ovaа апликација е креирана со цел да ти поддржи работите и средните претпријатија во време на кризата настаната поради појавата на вирусот КОВИД-19. Суштината на оваа апликација е исполнувањето на посебен план за деловен континуитет наменет за деловните претпријатија. Овој инструмент ќе ти помогне да:

1. Назреште процени на нивото на ризик и ренџовост на вашето претпријатие и
2. Развиете ефикасен систем и план за дејствување во услови на состојби ризици за вашиот бизнис.

Целта на оваа апликација е утврдување на нивото на ризик и нивото на ренџовост 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.

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Additionally, in 2021, 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>



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BCM in 2021	
February 2021	<ul style="list-style-type: none">- 02.02.2021 - The Government of the Republic of North Macedonia held the first meeting for 2021 with the highest representatives of employers, trade unions, chambers of commerce and organizations for protection of workers' rights- 03-07.02.2021- IOE Century Global Summit The future of work is now, Kuala Lumpur, Malaysia- 10.02 - 14.02 - Master Training in Management of Employers' and Business Member Organizations ITC ILO- 13.02.2021 – Government of North Macedonia - Promotion of the operational plan for employment 2021,2021
March 2021	<ul style="list-style-type: none">- 18.03.2021-IOE-webinar-business action in the times of covid-19- 18.03.2021 - working meeting with the President of the Government of the Republic of North Macedonia and the Deputy President of the Government in charge of economic issues- 23.03.2021 - OECD Global Anti-Corruption & Integrity Forum- 25.03.2021-IOE-digital conference-economic advocacy to assure business sustainability and avoid massive job losses
April 2021	<ul style="list-style-type: none">- 01.04.2021 - IOE - digital conference - insights on diverse labour measures implemented by employers in response to covid-19: what works and what does not- 21.04.2021 – IOE - Digital conference- covid-19 business response Europe and Central Asia
May 2021	<ul style="list-style-type: none">- 05.05.2021 Global Compact-academy session-global cooperation for crisis response- 06.05.2021 – IOE - digital conference-safe back to work- 12.05.2021 - Global Compact-academy session- regional perspectives on leadership in a global crisis- 20.05.2021 Global Deal - webinar-managing the pandemic: approaches taken by global deal partners- 27.05.2021 - Meeting of the Advisory Body for Strengthening Integrity and Reducing Corruption in the Business Sector
June 2021	<ul style="list-style-type: none">- Throughout whole month – working meetings with the Presidents of the regional craft chambers in the south-western region of the country.- 03.06.2021 global deal-webinar-social dialogue for the transition from the informal to the formal Economy



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	<ul style="list-style-type: none">- 09.06.2021-ilo - EOSH open house (What's new about the EOSH? Opportunities and benefits- for all participants.- 10.06.2029 – UNHCR - The science of story 1st session building- 11.06.2021 – UNHCR - the science of what makes people care - second session- 12.06.2021 – ILO - EOSH the new module on managing health crises and covid-19- 15-16.06.2021 - Global compact- leaders summit- 16.06.2021- ILO - EOSH how to use the new EOSH platform - for all participants and in particular those intrested in becoming EOSH certified trainers.- 19.06.2021- ILO - EOSH- taking the EOSH suite forward and next steps.- 24.06.2021 – UNHCR - finding our stories - 4th session- 25.06.2021 – IOE - digital conference - economic advocacy for SMEs to tackle the COVID-19 crisis- 29.06.2021 – IOE - high-level digital conference- climate change action in a post COVID-19 Landscape
July 2021	<ul style="list-style-type: none">- 03.07.2021- UNHCR- training on effective use of Social Media- 08.07.2021- IOE-ILO Global Leader's Day- 10.07.2021 Global Deal-webinar- Social Dialogue and the future of work- 16.07.2021 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 2021	<ul style="list-style-type: none">- 18.08.2021 FORMAK - Meeting-together for efficient representation interests of employees of companies in extractive sector
September 2021	<ul style="list-style-type: none">- 01.09.2021- IOE- deloitte digital conference on skills&jobs transformation- 02.09.2021- IOE- Centenary Summit, Ioe's conversation with the UN Secretary-General- 15.09.2021 – Workshop: Active aging and intergenerational approach
October 2021	<ul style="list-style-type: none">- 01.10.2021 –IOE - Adriatic Region Employers Meeting – AREC- 01.10.2021 – 8th Western Balkans Civil Society Forum- 09.10.2021 – Labor law working group- 19.10.2021 – IOE Conference- 20.10.2021 - Global Deal- 22.10.2021 – Economic social council- 26.10.2021 – Confesal- 30.10.2021 – Labor law working group



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November 2021	<ul style="list-style-type: none">- 05.11.2021, 10.11.2021 – Working group on Labor Law- 13.11.2021 – Consultations on Protection and health of workers in the health and health system- 15.11.2021 – UN Forum on Business and Human Rights- 16-17.11.2021 European business summit- 25.11.2021 – Signed Memorandum of Collaboration with the Faculty of Law Iustinus Primus- 29.11.2021 – Ratification of ILO Convention on Occupational Safety and Health
December 2021	<ul style="list-style-type: none">- 01.12.2021 – Launching of the BCM Business Support Centre- 03.12.2021, 11.12.2021, 17.12.2021, 25.12.2021 – Working group on Labour Law- 09.12-11.12.2021 – Training activity MALKIA- 10.12.2021 – 20th Anniversary of Business Confederation of Macedonia- 11.12.2021 - Virtual international forum organized by Skillman.eu- 24.12.2021 - training for Sustainable financial concept of companies and compliant business and anti-corruption practices

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 : 2021

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)	1.147.956,00			2.755.727,00
202	-- Потрошени материјали	29.062,00			7.518,00
203	-- Потрошена енергија	45.099,00			140.129,00
205	-- Превозни и транспортни услуги	85.101,00			120.718,00
206	-- Издатоци за реклама, пропаганда и репрезентација	449.522,00			390.886,00
207	-- Амортизација	115.500,00			156.993,00
209	-- Наемнини	423.672,00			1.939.483,00
211	-- ДРУГИ РАСХОДИ (212 до 221)	587.576,00			3.853.229,00
212	-- Провизија за платен промет	54.881,00			62.259,00
215	-- Дневници за службено патување	27.248,00			127.838,00
219	-- Други расходи	505.447,00			3.663.132,00
230	-- ПЛАТИ И НАДОМЕСТИ НА ПЛАТИ(231+232)	1.933.170,00			1.364.455,00
231	-- а) Вкалкулирани плати	1.933.170,00			1.364.455,00
235	-- ВКУПНО РАСХОДИ (201+211+222+226+230+233+234)	3.668.702,00			7.973.411,00
236	-- Остварен вишок на приходи-добивка пред оданочување(250 минус 235) ако 250>235	2.785.175,00			2.645.465,00
237	-- Даноци, придонеси и други давачки од добивката	39.352,00			39.352,00
238	-- Остварен нето вишок-добивка (236-237)	2.745.823,00			2.606.113,00

239	-- Вкупно (235+236) или (235+237) ако 237 е поголемо од 236=252	6.453.877,00			10.618.876,00
240	-- ПРИХОДИ ОД ПРОДАЖБА НА ПРОИЗВОДИ, СТОКИ И УСЛУГИ (241+242)	69.800,00			
242	-- Приходи од услуги	69.800,00			
243	-- Приходи од камати и позитивни курсни разлики	426,00			636,00
244	-- Приходи од членарини, подароци, донации и приходи од други извори	6.337.545,00			10.477.990,00
245	-- Приходи од кирии и закупнини	37.800,00			56.000,00
246	-- Сопствени приходи				84.250,00
249	-- Вонредни приходи	8.306,00			
250	-- ВКУПНО ПРИХОДИ 240+243+244+245+246+247+ 248+249	6.453.877,00			10.618.876,00
252	-- ВКУПНО (250+251)=239	6.453.877,00			10.618.876,00
438	-- Број на работници	6,00			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	-- АКТИВА ПОСТОЈАНИ СРЕДСТВА (002+003+008+009)	558.249,00	838.911,00	366.227,00	472.684,00
3	-- МАТЕРИЈАЛНИ СРЕДСТВА (004 до 007)	558.249,00	838.911,00	366.227,00	472.684,00
6	-- Опрема	558.249,00	838.911,00	366.227,00	472.684,00
10	-- ПАРИЧНИ СРЕДСТВА, КРАТКОРОЧНИ ПОБАРУВАЊА И АКТИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (011+018+019+020+021+022+023+024)	14.312.512,00	16.840.817,00		16.840.817,00
11	-- ПАРИЧНИ СРЕДСТВА (012 до 017)	4.714.103,00	3.156.642,00		3.156.642,00
12	-- Жиро сметка	691.802,00	32.574,00		32.574,00
13	-- Благајна	163.120,00	67,00		67,00
14	-- Девизна сметка	3.304.181,00	1.969.001,00		1.969.001,00
15	-- Издвоени парични средства и акредитиви	555.000,00	1.155.000,00		1.155.000,00
19	-- КУПУВАЧИ	33.683,00	1.764.989,00		1.764.989,00
20	-- ПОБАРУВАЊА ЗА ДАДЕНИ АВАНСИ, ДЕПОЗИТИ И КАУЦИИ	7.373.186,00	7.373.186,00		7.373.186,00
21	-- КРАТКОРОЧНИ ФИНАНСИСКИ	2.167.773,00	4.522.233,00		4.522.233,00

ПОБАРУВАЊА					
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)	14.870.761,00	17.679.728,00	366.227,00	17.313.501,00
51	-- IV. КРАТКОРОЧНИ ОБВРСКИ И ПАСИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (052 ДО 061)	1.285.789,00			1.048.315,00
53	-- б) Добавувачи	289.367,00			214.652,00
54	-- в) Обврски спрема државата за даноци и придонеси и други обврски	631.649,00			631.649,00
56	-- Други краткорочни обврски	135.780,00			128.780,00
61	-- Обврски за плати	228.993,00			73.234,00
62	-- V. ПАСИВНИ ВРЕМЕНСКИ РАЗГРАНИЧУВАЊА (063 до 065)	13.584.972,00			16.265.186,00
64	-- Дел од вишокот на приходите пренесен во наредната година	13.371.840,00			16.055.431,00
65	-- Други пасивни временски разграничувања	213.132,00			209.755,00
69	-- ВКУПНА ПАСИВА (044+046+047+051+062+066+067+068)	14.870.761,00			17.313.501,00

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)	181.154,00			265.324,00
680	-- Плати(< или = на АОП 231 од БПР)				11.231,00
681	-- Придонеси на плати(< или = на АОП 231 од БПР)	72.214,00			19.387,00
682	-- Даноци на плати(< или = на АОП 231 од БПР)	12.396,00			3.600,00
686	-- Приходи од камати(< или = на АОП 243 од БПР)	426,00			636,00
688	-- Приходи од членарини(< или = на АОП 244 од БПР)	6.337.545,00			10.477.990,00
693	-- Приходи од изработка на основни средства во сопствена режија(< или = на АОП 246 од БПР)				84.250,00
695	-- Просечен број на вработени врз основа на состојбата на крајот на месецот	5,00			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	2.745.823,00			2.606.113,00
353	-- Б. ОСТАТОК ОД НЕТО ДОБИВКАТА ЗА РАСПОРЕДУВАЊЕ (351-352)	2.745.823,00			2.606.113,00
359	-- Нераспределен дел од вишокот на приходите-добивката	2.745.823,00			2.606.113,00

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				10.618.876,00

Потпишано од:

Viktor Kostovski

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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.