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**The role of social partners in collective bargaining in the Republic  
of Macedonia in the period 1990-2012**  
(REVIEW)

***Book-title:** The role of social partners in collective bargaining in the  
Republic of Macedonia in the period 1990-2012*

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This book, or thesis arises from the author's doctoral dissertation. The authors in this book attempts to discover the role of the social partners, primarily the role of the trade union in collective bargaining in Republic of Macedonia during the transition period (1990-2012).

From a structural point of view this book includes a list of abbreviations, preface, eight parts and one appendix at the end. At the end of book a bibliography is contained. The preface is composed from introduction and methodological approach to research. In the preface the author points out that this topic has not been researched enough, and analysis which is done should be the basis for further research on the role of trade union in the Republic of Macedonia in collective bargaining. Here the author sends gratitude to all who have made a contribution and support for this book. In the introduction are provided the beginnings of collective bargaining and the establishment of trade union in socio-economic relations. The methodological approach to research are set the questions that need to be answered in the book and therefore specified levels of analysis that have been made for this purpose.

In the first part, which is named as "Collective bargaining" firstly author at the beginning focus on the concept of bargaining in general in order to explain the concept and definition of collective bargaining. The author also focuses on the historical development of collective bargaining that begins with capitalism, but also the legal theories of the nature of collective bargaining. In this section are explains the subject, content and basic assumptions about collective bargaining. In terms of subjects of collective bargaining author turning its sights of the government, trade union and employers' associations

(International Organization of Employers and Employers Confederations of Europe). The main focus nevertheless is trade union as a subject of collective bargaining, and the definitions given by different scholars about trade union, and explaining the historical development of important trade union leaders in the world. The author in this section lists, but also explains the functions of the trade union and the methods of syndication action. What stands out in this section is that the author has calculated the degree of unionisation in the individual states based on a formula. The first part of the book also contains levels of negotiation, the ratio of the collective agreement with other forms of regulation of labor relations, publication and registration of collective agreements, the author also focuses on pay check and collective bargaining, where analyzed the Law for minimum pay check in the Republic of Macedonia. At the end of this section the author points to the importance of collective bargaining.

The second part of this book is devoted to the theoretical framework of collective bargaining, explained that collective bargaining was studied from various aspects and by various scientists and philosophers of international law, compared with the theoretical framework of collective bargaining in domestic or in Macedonian law. In this section author mentions contribution to collective bargaining received by a number of trade union activists leaders who has studied the collective bargaining more from practical, rather than theoretical aspects.

The third part of this book is titled: "Legal framework of collective bargaining". In this section the author devotes attention to international legal instruments that constitute the legal framework of collective bargaining by which depart all national legislations. These legal instruments were agreed from international organizations and institutions such as the International Labour Organization (ILO), Organization of the United Nations (UN) and European Union (EU). Distinctive is that the author devotes most attention to the International Labour Organisation, so this section contains details about the creation, basic landmarks, normative activity organizational structure, subsidiary bodies and international legal instruments (conventions, recommendations) from ILO that refer to the collective bargaining. In terms of international legal instruments of the UN and the EU the author retains of the most important instruments relating to collective bargaining and provides adequate clarification for them.

The fourth part of this book deals with a comparative analysis of collective bargaining, so the author has analyzed the characteristics and subjects of collective bargaining in certain countries, such as Albania, Bulgaria, Romania, and in some former Yugoslav republics (Slovenia, Croatia and Serbia). What attracts attention in this section is that the author analyzes the characteristics and the subjects of the collective bargaining in individual countries starting from the development of the collective bargaining and the first legal acts that have regulated collective bargaining in these countries.

Chapter five is titled "Collective bargaining in the EU". This section

describes the beginnings and all that what predated of the collective bargaining at EU level. The author has done an analysis of the the total number of locked European collective work contracts and collective framework work contracts. The author of the book clarifies the procedures for starting the procedure of collective bargaining at EU level, and special attention is paid to the subjects of collective bargaining in the EU - the European Commission, Economic - Social Committee of the the EU, trade unions and employers' organizations. Characteristic in this section is an analysis of the the rate of the coverage of the employees with collective bargaining in the EU with enlargement process of the the EU, which is shown by table from which we can view declining rate rate of coverage of the employees to collective bargaining in the EU as a result of the enlargement of the EU.

The sixth part of this book is titled "Collective bargaining in the Republic of Macedonia". In this section the author initially focuses on the legal framework and institutional framework for collective bargaining in the country, and the author concludes that the legal framework is a relatively good, but the institutional framework is not well developed and not fits within the needs of the social partners, so author suggests of the establishment of a National Council-Commission Board for collective bargaining within the Government. In view of the the development of the collective bargaining in Republic of Macedonia, the author divides the three developmental stages, such as stage of collective bargaining in the period 1918-1941, the second phase - socialist period 1945-1990 and third phase of the country's independence in 2010. This section describes the subjects of the collective bargaining in Republic of Macedonia, the characteristics of the the trade union movement in of the Republic of Macedonia in 2012, models of the trade union representation, criteria for trade union representativity. In this section the author gives his observations on the dispute between the trade union in Republic of Macedonia, while also making a distinction between the two forms of organization of the business community in Republic of Macedonia - chambers of commerce and employers' organizations. Hereinafter in this section it comes to the representation of employers' associations, the criteria required for that representation under the Labor Relations Act, for the authority to establish the representativeness and appropriate procedure for determining the representativeness. At the end of this section the author summarizes the results of the procedure for determining the representativeness of the trade union for territory of the Republic of Macedonia and associations of employers for the private sector the area of economy of territory of the Republic of Macedonia and the same time these results displays in charts.

Part seven is titled "Functioning of collective bargaining in Republic of Macedonia – (An Empirical Analysis)". At the beginning of this section it comes how to recognize the power of actors in collective bargaining, where the author has done an analysis of the initiatives of actors for beginning of collective bargaining and the result of them. In terms of the types of reactions of the trade

union when their interests were not incorporated into collective agreements and when were not observed the provisions of collective agreements and the protection of rights, the author dwells on the former organized strikes and protests and the results are displayed in chronological order with a tabular and graphical display of results. At the end of this section it comes to analyzing the power of trade unions by considering the influence of internal factors (trade union membership, his financial power, political influence, leadership, mobilization and solidarity of the trade union), but also analyzed the impact of external factors (market of labor and collective bargaining, the impact of the policies of international financial institutions on of the trade union power and content of labor legislation in Republic of Macedonia, the legal framework for the power factor of the actors, the ideological profile of power and collective bargaining). Based on the research conducted on the real power of the actors in collective bargaining during the period of the transition the author has made rate the power of subjects of collective bargaining. This part of the book contains the most analysis and conclusions arising from the analysis, of the author, so I can say that is the most specific and interesting to read.

Eighth part of this book refers to the conclusions and recommendations of the author. The author gives his commentary on the results who have obtained from research on collective bargaining in Republic of Macedonia and make recommendations in order to improve collective bargaining as a social process in the country.

At the end of the book has articles relating to the analysis of the provisions of the collective agreements have been concluded starting from 1994 until 2010.

The book provides an overview of collective bargaining in general, but especially in Republic of Macedonia, and an important empirical research that contains data and information about actors or subjects in process of the collective bargaining and the collective agreements related to that process. This book highlights the main issues about the role of social partners in collective bargaining in the Republic Makednonija in a difficult period and presents practical examples of what happens in the area of collective bargaining in that period. The book abounds with statistical, comparative and historical analysis. It was useful, interesting and easy to read, in this short review I tried to cover all the material, but I recommend to all readers to read the book to enrich their knowledge in this area. The book is the basis for further research in this area and really provides realistic and significant empirical information for research period over of 20 years.