



BUSINESS CONFEDERATION  
OF MACEDONIA

Communication on engagement (COE)

Period covered by this Communication of Engagement:

From: September 2021

to: August 2023

*To our stakeholders:*

*I am pleased to confirm that Business Confederation of Macedonia reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.*

*In this: Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization as BCM are. We also commit to sharing this information with our stakeholders using our primary channels of communication.*

*Sincerely yours,*

*Mile Boshkov,  
Executive president.*





BUSINESS CONFEDERATION  
OF MACEDONIA

## Brief background:

---

The Business Confederation of Macedonia (BCM) was established in 2001. It started operating as an association of employers that articulated, represented and supported the interests of its members and the interests of the business community in the country. Today, BCM's membership consists of 8.000 companies associated in 11 business associations, with two regional offices in Prilep and Gevgelija and head office in Skopje. Apart from representing and advocating for the interests of its members, the BCM is a catalyst of the expression of the business community and a driver of the economic policy development, social dialog and the industrial relations in the country.

Promoting the concept of running businesses responsibly, we encourage the sustainability of the economy and long-term growth of the companies. 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.

BCM's focus is continuous improvement of the business environment, support to entrepreneurship, support to micro, small and medium enterprises (MSME) which make the basis of the economic growth and unemployment reduction, as well as advancement of the human capital in the economy through training and education.

As a confederation of the businesses in Macedonia, we monitor the law and bylaws adoption processes, we shall continue to search for ways to facilitate the administrative barriers and to improve the business climate in the Republic of Macedonia, we shall continue to build cooperation with our member and our partners and to represent their interests through regular reporting. It is a true wish of the Business Confederation of Macedonia to encourage the Republic of Macedonia to be a country where it is safe and worthwhile to run a business, to be a place where life is good, satisfactory and noble.

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;
- JCC-EU/MK Joint Consultative Committee EU-MKD;
- Local Economic Social Councils;
- NCEC-National Council Entrepreneurship and Competitiveness;
- Committee on gender equality
- 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;
- EMOTA and
- a signatory organization to the Global Deal.

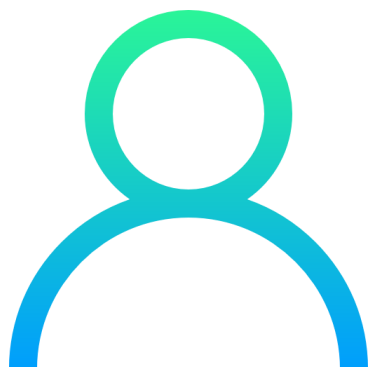


BUSINESS CONFEDERATION  
OF MACEDONIA

## Description of Actions and Outcomes

---

### Results:



**1.200 STAKEHOLDERS**



**30 EVENTS**



**12 INITIATIVES**



BUSINESS CONFEDERATION  
OF MACEDONIA

Business Confederation of Macedonia considers the United Nations Global Compact as an initiative that brings the ecosystem closer to the responsible way of doing business at a global level. As a social partner to the Republic of North Macedonia and as a representative from the business sector, we have the duty to guide our membership towards this initiative as a responsible way towards sustainability.

Furthermore, we use any possible opportunity to promote this aligning strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals.

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

The developments and negotiations at international level urged employer organisations at national level to develop strategies for CSR and SDG in order to be able to contribute to the debate and have power to orient their governments in adopting the competitive and business friendly, non-obligatory measures and avoiding any initiatives where governmental responsibilities are tried to shift on companies. To this end, CSR and SDG's has to be understood best by the national employers organisations, as they are the main bodies who take part in the negotiations with the government and other stakeholders and who has the main responsibility to orient their member companies in developing effective CSR practices and SDG policies.

Business Confederation of Macedonia continuously promote the UNGPs on a national and local level through diverse action:

**a. Social dialogue** at the national level. BCM and its members as part of ESC. The 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 the ESC meetings, social partners through the social dialogue discuss present topics and as a result of it they create and submit their position about important issues in the field of labour, economic and social area to the Government. Later, in the process of decision making, the Government is obligated to take on consideration these documents.



BUSINESS CONFEDERATION  
OF MACEDONIA

The most important and the most influential factor that affects the improvement of the social dialogue in our country, is definitely the ILO. The ILO's commitment to strengthen social dialogue through different activities is certainly an enormous assist for us as social partners, but also for all other parties that directly or indirectly benefit from this process.

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. This means that we have to put ourselves in the shoes of the other side. If we want to understand and accept them instead of trying to dominate them.

**b. Business Confederation of Macedonia** encourages networking of local economic-social councils in the form of "Social dialogue at the local level". The aim of the networking initiative is to strengthen mutual relations, cooperation and knowledge transfer between the key stakeholders in the social dialogue in our country with an emphasis on the members of the Local Economic and Social Councils, which will enable more effective handling of the challenges faced by the local communities and authorities regarding various issues from the socio-economic sphere such as: labor rights, social rights, effects of employment measures, precarious work, educational measures and initiatives, etc.

**c. European Year of Skills- Bojan Todorovski**, project coordinator at the Business Confederation of Macedonia, is leading a debate on the "European Year of Skills - Harmonizing the competencies of young people with the needs of the labor market under the title: "What skills are needed?". During the debates across the country, colleague Todorovski highlighted how the business community sees the lack of skills in North Macedonia and how businesses are trying to fill the gap in terms of qualifications and skills of young people. He also referred to the expectations from state institutions when it comes to the necessary skills that young people should possess in the labor market.

**d. New activities related to BIOMIMETICS** - mirroring the model of nature as an entrepreneurial practice and concept of action. Through the activities young entrepreneurs can learn how to increase personal skills and competencies. Through webinars dedicated and aimed at educators, teachers, entrepreneurs and youth leaders, they are trained and get advice on the course created by our experts to contribute to the training of young biomimetic entrepreneurs!

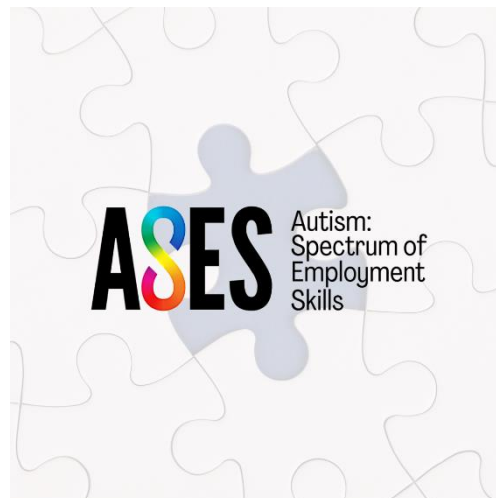
These sessions are tailored to encourage individuals who possess a commitment to education, innovation and nurturing young talent. Our panel of experts will provide information and invaluable insights, provide comprehensive training and share essential advice to help them foster usable potential as a mentor and guide.



BUSINESS CONFEDERATION  
OF MACEDONIA

**e. Social inclusion.** In recent years, our efforts have been concentrated on initiatives aimed at promoting the inclusion of marginalized populations. Our latest endeavor involves crafting a comprehensive support model to aid individuals with Autism Spectrum Disorder (ASD) in enhancing their employability and employment skills. Unemployment has emerged as a significant impediment to the country's economic progress over the past years. This intricate challenge stems from a combination of external factors like the enduring economic crisis and the country's position concerning EU and NATO integration, along with internal factors such as the state of the educational system, the absence of an entrepreneurial culture, and limitations in human resource capacity.

Recent times have witnessed a series of measures undertaken by the state, international entities, and the national civil society, all aimed at surmounting this issue. However, due to its complexity, resolving unemployment demands a long-term approach with collaborative efforts across various sectors. Nonetheless, while overall unemployment is a pressing concern, the unemployment faced by specific vulnerable groups poses an even more alarming danger. Even when general unemployment rates decrease, these groups encounter greater difficulties in securing competitive positions within the job market.



Guided by principles such as the avoidance of human rights abuses (Principle 2), the eradication of forced and compulsory labor (Principle 4), and the elimination of employment and occupation discrimination (Principle 6), our focus has centered on facilitating the integration of the most vulnerable segments into the workforce. This initiative has identified the support for individuals with ASD as a priority concern. Particularly, this concern acknowledges that their unique circumstances directly impact them and potentially their minor children, designating them as a distinct risk category and consequently indirect beneficiaries of this project.

### **Policy dialogue related with UNGPs**

Business Confederation of Macedonia held meetings for policy dialogue related with UNGPs on local level with different stakeholders (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 was focused on the consultative meetings on corporate social responsibility practices and the guiding principles on business and human rights.

In line with EU good practices and recommendations, the process of developing the policy approach and the promotion of UNGPs is implemented with involvement and dialogue of multiple stakeholders. The establishing of a multi-stakeholder working group is with the primary objective:

a) to initiate dialogue with several stakeholders in the field of human rights and their integration into private companies; and



BUSINESS CONFEDERATION  
OF MACEDONIA

b) contribute in developing policy recommendations for encouraging the implementation of UNGPs.

The working group contribute to a better understanding between stakeholders by sharing opinions and experiences, and it is formed as an informal body / platform.

### **Decent Work Country Programme 2023-2025 BCM**

Business Confederation of Macedonia, in cooperation with representatives from the International Labor Organization, the Ministry of Labor and Social Policy, trade unions and employers, signed the National Decent Work Program 2023-2025

"Decent work" - According to the International Labor Organization (ILO), it refers to work that is productive, provides a fair income, provides social protection, promotes social dialogue and respects workers' rights.

By signing the National Decent Work Program, all social partners and the government are committed to advancing labor rights, improving workplace standards and creating dignified work opportunities for every individual in our country.