

## Employment and Social Affairs Platform (ESAP) 2

# ILO ESAP 2 IN 2022

Dear colleagues, partners and collaborators,



We left behind the most intensive, productive and exciting year for the ESAP 2 project. Together, we have reinforced principles, standards and practices that contribute to improved industrial relations, reduced undeclared work and improved institutional effectiveness of Labour Inspectorates, Social Partners and Amicable Settlement of Labour Dispute Institutions.

The ESAP 2 project has turned into a platform of exchange for diverse and innovative ideas on the current state of industrial relations and solutions on how to strengthen them. The development of the Risk Assessment System using Data Mining and Machine Learning with the Albanian Labour Inspectorate and Social Services is using innovative ideas and cutting-edge technology.

That practice will pave the way for other like-minded institutions to embrace innovation and new technology to improve the performance of public institutions. The development of the Online Learning Platform with the North Macedonian Labour Inspectorate ensures that 100 labour inspectors, trained within the ESAP 2 project, have a tool to maintain and improve their skills and knowledge necessary to achieve their institutional and individual goals.

Most of all, the ESAP 2 project has thrived on dedication, openness and willingness of our partners to bring positive change in the world of work. Thanks to the tri-partite actors' will to move forward, the Economic and Social Councils have a tool they can use to measure their performance at institutional and regional levels and use it for institutional advancement and planning. Labour Inspectorates' cooperation and hard work was crucial to the development and adoption of regional guidelines on how to address undeclared work.

We have entered the year that will transform most of our inputs and effort into results. The ESAP 2 project will need your continued cooperation to complete the current endeavour and pave the path for a better future of industrial relations in the Western Balkan.

*Ada Nuijprentse*

ILO Chief Technical Advisor

# OVERVIEW OF OUR ACTIVITIES

January, 2022

## AMICABLE SETTLEMENT OF LABOUR DISPUTES INSTITUTIONS AGREE ON REGIONAL PERFORMANCE BENCHMARKING FRAMEWORK

Amicable Settlement of Labour Disputes institutions from Albania, Bosnia and Herzegovina - Republika Srpska, Bulgaria, Hungary, Montenegro, Romania and Serbia agreed on all indicators related to the Regional Performance Benchmarking Framework. This forward-looking tool will serve institutions in setting their goals and assessing their performance over upcoming years.

ESAP 2

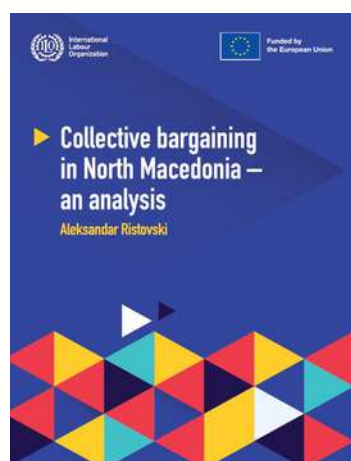


## ESAP 2 CONTRIBUTED TO CAPACITY BUILDING OF MEDIATORS AND ARBITERS IN REPUBLIKA SRPSKA, BOSNIA AND HERZEGOVINA

March, 2022

Following the adoption of the Law on Prohibition of Harassment at Work, the Agency for Amicable Settlement of Labour Disputes in Republika Srpska, Bosnia and Herzegovina, launched a series of capacity building activities for its mediators and arbiters. International Labour Organization (ILO) supported the Agency's effort to respond to new legal responsibilities through the ESAP 2 project.

As part of the capacity building, Maria-José Chamorro, ILO Gender and Formalization Specialist, presented the C190 - Violence and Harassment Convention. Capacity building also included presentation of Dr. Angela du Plessis, ILO external collaborator with a long-standing experience in mediation in labour relations and handling of the cases of sexual harassment at the work place. To read full story and download presentation of Dr. du Plessis, please click [here](#).



## INTERVIEW WITH ALEKSANDAR RISTOVSKI, AUTHOR OF THE ANALYSIS ON COLLECTIVE BARGAINING IN NORTH MACEDONIA

March, 2022

Full interview with Aleksandar Ristovski, author of the Analysis on Collective Bargaining in North Macedonia and Associate Professor of Labour Law at Justinianus Primus Faculty of Law, Ss. Cyril and Methodius University in Skopje in North Macedonia, can be read [here](#).

The analysis can be downloaded from [here](#).

## REGIONAL MEETING OF ECONOMIC AND SOCIAL COUNCILS

May, 2022

Representatives of Economic and Social Councils from Albania, Bosnia and Herzegovina, Kosovo\*, North Macedonia, Montenegro and Serbia held two-day regional meeting in Montenegro. The meeting, attended by 50 participants, was comprised of the two consecutive workshops: "Promoting Collective Bargaining in the Western Balkans", and "Improving Performance of the Economic and Social Councils in the Western Balkans".

Full report on the meeting can be found [here](#).



## VALUABLE IT EQUIPMENT FOR INSPECTORATE OF REPUBLIKA SRPSKA

May, 2022

IT equipment valued at BAM 33,000 was delivered to the Inspectorate of Republika Srpska through the ESAP 2 project. The equipment, consisting of 12 laptops and 14 mobile printers with accompanying bags, will be used to support the Administration's activities in fighting undeclared work.

„The importance of technological equipment in the work of these institutions is immeasurable. Smart and useful investments in knowledge and IT equipment are of value to everyone. With enthusiasm and hard work of our inspectors, as well as with the support of partners and friends, we can expect significant improvement in our work,“ stated a representative from the Inspectorate.

Read more [here](#).



May, 2022

## MEDIATORS FROM BOSNIA AND HERZEGOVINA, MONTENEGRO AND SERBIA ATTEND REGIONAL TRAINING

Malcolm Currie, who has more than 25 years of experience in industrial relations, 11 of those as a professional trade union negotiator in Scotland, led a regional training of mediators from Bosnia and Herzegovina, Montenegro and Serbia. The aim of the training was to advance the mediators' skills in solving individual and collective labour disputes and promote cross-agency learning.

Read more [here](#).



REGIONAL MEETING OF ECONOMIC AND SOCIAL COUNCILS, MAY 2022



## REGIONAL MEETING OF LABOUR INSPECTORATES, MAY 2022

### REGIONAL MEETING OF LABOUR INSPECTORATES

May, 2022

With an aim to increase capacities and outreach of the Western Balkans' labour inspectorates in preventing and reducing undeclared work, ESAP 2 organised two-day Regional Meeting of Labour Inspectorates in Sarajevo, Bosnia and Herzegovina.

To read more, click [here](#).



### TRAINING ON LABOUR MARKET STATISTICS

July, 2022

In July, ESAP 2 organised two day Regional training of national statistical office staff that gathered statisticians and experts of labour statistics from Western Balkans ministries of labour and labour inspectorates. The training took place in Korca, Albania.

To prepare for this meeting, online training was also held on June 20, 2022 focusing on Labour Market Statistics. This half-day training was led by Michael Thye Frosch, Senior Statistician at ILO. Training covered topics of "The statistical framework on informality" and "Integrating the measurement of informal employment in a labour force survey".

To read more, click [here](#).



July, 2022

### CEELEX NETWORK MEMBERS DISCUSS LATEST DEVELOPMENTS IN THE AREA OF EMPLOYMENT TERMINATIONS

Latest developments in the area of employment terminations and their relations to COVID-19 pandemic were discussed at the annual meeting of members of Central Eastern European Labour Legislation database (CEELEX) network.

The meeting was held in Struga, North Macedonia on June 29 and 30, 2022 and gathered 12 members from the Western Balkans and European Union (EU) participating in ESAP 2. To read more, click [here](#).



ALBANA KUKA

## STUDY VISIT OF THE LABOUR INSPECTORATE OF ALBANIA TO THE HELLENIC LABOUR INSPECTORATE

July, 2022

Three-day study visit of the representatives of Labour Inspectorate of Albania to the Hellenic Labour Inspectorate was organised in June 2022 to introduce and discuss risk assessment used by the Hellenic Labour Inspectorate in reducing undeclared work and transform it into declared work.

To find out what are some of the lessons from the study trip that will benefit participants in their future work, ILO spoke with Albana Kuka from State Labour Inspectorate and Social Services in Albania.

To read interview, click [here](#).



August, 2022

## RISK ASSESSMENT TOOL FOR ASLISS

The ILO and the Albanian State Inspectorate of Labour and Social Services (ASLISS) continued to work closely together to develop Risk Assessment software. Upon the completion and deployment of the tool, the ILO will provide training for the labour inspectors, collect post-deployment data, generate quantitative evidence about the effectiveness of the tool and share that information with relevant stakeholders.



## CAMPAIGN TO REDUCE UNDECLARED WORK LAUNCHED IN NORTH MACEDONIA

August, 2022

The Association of hotels, restaurants, and cafes – HOTAM reached more than 4,000 people during an awareness raising campaign about risks associated with undeclared work in Ohrid and Struga, North Macedonia, on August 8 and 9, 2022.

To learn more about the campaign, click [here](#).



AWARENESS RAISING CAMPAIGN, AUGUST 2022

## MEMBERS OF SEVEN ECONOMIC AND SOCIAL COUNCILS IN THE WESTERN BALKAN ARE INTRODUCED TO THE PERFORMANCE BENCHMARKING WEB APPLICATION

August, 2022

The two-hour training was organised on two occasions – September 20 and 30, 2022 – and provided Economic and Social Councils' representatives and their social partners a presentation of the application as well as practical exercise. All participants were also provided with detailed User Manual, as well as ongoing online support by the software designer.



October, 2022



REGIONAL MEETING OF ECONOMIC AND SOCIAL COUNCILS, OCTOBER 2022

## REGIONAL MEETING OF ECONOMIC AND SOCIAL COUNCILS PROVIDES PARTICIPANTS WITH DIVERSE IDEAS ON COLLECTIVE BARGAINING

More than 35 members of the Economic and Social Councils discussed promotion of social dialogue and collective bargaining in the Western Balkans at the regional meeting in Tirana, Albania.

To learn more about the meeting, click [here](#).



## PILOT MEASURES TO REDUCE UNDECLARED WORK IN NORTH MACEDONIA

Two pilot measures were implemented in North Macedonia: one by the ILO and the other one by the Association of hotels, restaurants, and cafes – HOTAM. The measures sought to reduce (a) the tax wedge for daily or short-term workers; and (b) businesses' administrative burden of registering a daily- or short-term worker with the Employment Agency. In addition, they also aimed to increase the capacities of labour inspectors to understand and uncover cases of undeclared work.

Through the pilot measure implemented by the ILO, the ILO supported the design, testing and implementation of a fully operational: web platform to increase the transparency and visibility of the SLI; administrative module to increase of operational effectiveness the SLI; and E-learning platform for more effective training of labour inspectors.

As part of the pilot measure implemented by HOTAM, online platform was developed in Macedonian, Albanian and English languages that serves as a repository of participating businesses and workers in the project, as well as a platform for promotion of formal work and outreach of relevant businesses. Platform can be visited on [www.hotam.mk](http://www.hotam.mk).

This overview summary was created with the financial support of the European Union. Its contents are the sole responsibility of ESAP 2 project, and do not necessarily reflect the views of the European Union and International Labour Organization.

ILO ESAP 2, December 2022

\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.