



On the ground on Article 18 from the Law on Associations and Foundations 2010 ("Official Gazette of the Republic of Macedonia" No. 52/2010) and the Decision for the establishment of the Association for protection of the workers' rights GLASEN TEXTILEC Shtip, the Assembly of GLASEN TEXTILEC on the session held on 15.01.2021 adopted:

STATUTE

Of the Association for protection of workers' rights GLASEN TEXTILEC - Shtip (Consolidated version)

General terms

Article 1

Association for protection of workers' rights GLASEN TEXTILEC - Shtip is a voluntary, non-profit, non-governmental, non-partisan association of citizens, established by free association of citizens for realization, protection and harmonization of their interests and beliefs for promotion of the civil society and local communities, for performing activities and activities for encouraging moral values, strengthening inter-ethnic relations and economic development in and on the territory of Macedonia and beyond, and in accordance with the Constitution and the Law.

Article 2

Citizens unite in the Association, in order to exercise their rights, integrate, participate economically, culturally and socially, achieving their goals and rights.

Article 3

Association for protection of the workers' rights GLASEN TEXTILEC - Shtip, operates on the territory of RSM, and is organized for the area of the municipality of Shtip.

The association in its activity can be expanded nationally and can cooperate with organizations, associations, foundations, and institutions, and be a member of associations in the country and abroad in accordance with the Constitution and the Law of RSM and this Statute.

Article 4

The Association with its goals, tasks and activities will achieve them in accordance with the relations established by the Constitution of the Republic of North Macedonia, this Statute and the Laws of RS Macedonia.



Article 5

The name of the association of citizens is: **Здружение за заштита на работничките права ГЛАСЕН ТЕКСТИЛЕЦ – Штип.**

The name in English is: **Association for protection of workers' rights GLASEN TEXTILEC – Shtip.**

The abbreviated name of the Association is: **ZZRP Glacen Tekstilec - Shtip.**

Article 6

The headquarters of the association is in Stip, on Proleterska street no. 42, and is organized and operates on the territory of the Republic of Northern Macedonia and other countries.

Article 7

Association for protection of workers' rights GLASEN TEXTILEC - Shtip has the capacity of a legal entity with rights, obligations and responsibilities arising from this Statute and the legal regulations.

Association for protection of workers' rights GLASEN TEXTILEC - Shtip represents the President.

The association has its own seal and stamp:

The seal is round and contains the name of the association in Macedonian language in Cyrillic alphabet, and in the middle is the logo of the Association.

The stamp of the Association is rectangular with the following text:

Association for protection of workers' rights GLASEN TEXTILEC - Shtip in Macedonian language with Cyrillic alphabet, number, date yr. Shtip.

Goals and tasks of the Association

Article 8

The vision of the Association is: Citizens workers with high awareness, educated, informed, enjoy their rights.

The mission of the association is: To be a leading organization for exercising the rights of workers in RSM.

The main goals and tasks of the Association are:

1. Professionalism and transparency in the work of the association;
2. Representing the interests in the country from the private sector, with emphasis on those from the textile, leather and shoe industries;



3. Affirmation and popularization of workers' problems and violation of their rights;
4. Raising the awareness of workers through educations, debates, conferences, seminars and other activities that are needed;
5. Participation in the preparation of laws and other normative acts and regulations in the areas of interest of the association and the workers in the textile, leather and shoe industry;
6. Construction of its own structure for preparation of projects for development and promotion of the association;
7. Stimulating, lobbying, managing, creating and developing collaboration with the media, the business sector, other non-governmental organizations, foundations, associations and the realization of international cooperation;
8. Support, creation and development of cooperation with central and local government bodies, international institutions and organizations, foreign embassies and governments;
9. Stimulating, supporting, implementing and representing workers, through positive examples in European countries. Participation in solving, overcoming and satisfying the problems and needs of the workers in the textile, leather and shoe industry;
10. Performing other activities and forms of work that contribute to the promotion of workers' rights, popularization of problems and raising awareness of workers;
11. Formation and development of networks and groups with organizations in order to strengthen the capacities for improvement of workers' rights;
12. Popularization and affirmation of the status and violation of the rights of the marginalized and vulnerable population working in the textile, leather and shoe industry (Roma, LGBT, addicts, sex workers, etc.);
13. Strengthening and developing volunteerism and volunteer management and active involvement of young people both in the organization and outside it;
14. Social inclusion and raising the awareness of working citizens through art and culture.

Article 9

The association with a special decision can form a joint stock company, a limited liability company and another form, in accordance with the Law on Trade Companies of the Republic of Macedonia.

The association works on the basis of a work plan and program.



Article 10

- The association achieves its goals and tasks through an established work program, ie through the following activities:
- organizing specific program activities;
- implementation of joint projects;
- organizing conferences, seminars, trainings and other activities;
- encouraging initiatives with the competent bodies and institutions in order to achieve the goals of the Association;
- mediation;
- performs other activities provided by this Statute;
- provides professional services at the request of other individuals and legal entities in order to actively fight for the protection and promotion of human and labor rights;
- legally advises and directs in the direction of realization of workers' and other human rights of its members and employees in the industries it covers,
- lobbying, humanitarian actions, volunteering, offering services to customers, networking with related organizations at national and international level.
- association, networking, cooperation, partnership, protection of the profession, psycho-physical support of the target groups, cultural-entertaining life, raising awareness, informing and popularizing the profession, promotion for the general population, quality standards in the profession, counseling and support of users.

Membership

Article 11

Member of the Association for protection of workers' rights VOICE TEXTILE - Shtip can be any adult citizen, citizen of the Republic of Northern Macedonia and / or foreigner, who will voluntarily join the association by giving a written statement.

A minor under the age of 14 joins the association by giving a signed statement of consent to his / her legal representative for membership, in accordance with the Law.

The membership of the Association is done with an application form or issuance of a membership card, which in case of exclusion or termination of membership in the Association, must be returned by signing a personal written statement.

Association for protection of workers' rights GLASEN TEXTILEC - Shtip keeps a membership register for its members which is updated once a year.



Article 12

The member has the right to elect and be elected in the bodies of the Association, to participate in the work of the Association, to contribute to the development, promotion and popularity of the Association, to voluntarily resign from membership, to express his views on questions. The right to be elected is limited to minor members.

Article 13

The members of the Association are obliged to:

- to respect the Statute,
- to attend the meetings, to submit data and reports on the work of the Association in achieving the goals of the Association
- to take an active part in the implementation of the Program of activities of the Association,
- to perform the activities provided by the Work Program.

Article 14

Membership in the Association can be terminated:

- at the request of the member of the Association,
- if he does not respect the Statute and the obligations arising from it,
- if it acts against the goals of the Association,
- at the request of 1/3 of the members of the Assembly
- or at the request of the President of the Association

The decision for termination of the membership in the Association is made by the President of the Association.

Transparency of the work

Article 15

The work of the Association for protection of the workers' rights GLASEN TEXTILEC - Shtip is public.

The publicity in the work is provided by regular reporting (to the members, other associations or the general public) on the work and activities of the Association, with insight in the implementation of the program tasks, by submitting a report on the work of the bodies of the Association, for material-financial work and more.

The press, radio, television, as well as the newspapers and the public announcement board, which stands in a visible place in the premises of the association, are used for informing the members and the general public. The



association has its own tools for informing the public through social networks, wordpress, facebook, instagram, twitter...

Funding of the association

Article 16

The association realizes funds from:

- membership fee,
- donations, voluntary contributions,
- budget of RSM and local self-governments,
- providing services to other associations, organizations and institutions
- provisions from bodies, organizations,
- communities from other institutions,
- from trade companies and other legal entities;
- from other services (professional services, property rights, etc.),
- from other sources provided by the Law and the Statute.

Article 17

The use and disposal of the funds of the Association obtained on the basis of the previous article is done in a manner determined by this Statute and other legal norms, determined by the financial plan and based on valid documents. Most often through programs and projects from foundations / donors that have previously clearly defined requirements, criteria and plan for spending funds in accordance with the approved project.

Article 18

The use and disposal of the funds are decided by the bodies of the Association, in accordance with the competencies determined by this Statute, which take measures for economically complete use of the funds and for prevention and elimination of the illegalities. The funds are used in accordance with the requests of donors, the sent and approved budget based on a signed grant agreement, but above all, in accordance with the legally established norms in our country, in accordance with the policies of the financial association and the agreement with donors.

For other funds received through donations and other means, except projects from donors, are used only to support the work of the association, maintenance of the association's offices and other expenses necessary for the normal functioning of the association and enabling it to continue the services of its users.



Article 19

Association for protection of the workers' rights GLASEN TEXTILEC - Shtip adopts an annual financial plan for the incomes and the expenses of the Association.

The financial plan contains the income obtained under Article 16 of the Statute, as well as the expenses for the social activity, salaries of the employees, materials, operating expenses of the Association and other expenses related to the work of the Association. The financial plan can be changed at any time.

Bodies of the Association

Article 20

Bodies of the **Association for protection of the workers' rights GLASEN TEXTILEC - Shtip**:

1. Assembly
2. Supervisory Board
3. President

Assembly of the association

Article 21

The Assembly is the highest body of the Association. The Assembly of the **Association for protection of the workers' rights GLASEN TEXTILEC - Shtip** consists of all adult members of the Association.

The Assembly elects a President for a term of 4 years with the right of re-election. The President represents the Association.

The Assembly elects a Supervisory Board for a term of 4 years, with the right of re-election.

The Assembly meets as needed, and at least once a year.

Article 22

The Electoral Assembly is convened every 4 years and the constitution of the bodies and organs must be done 30 days before the expiration of the mandate of the members of the bodies and organs.

The invitation with the materials for the agenda in written form shall be submitted at least 7 days before the session.



Article 23

The following are elected at the election assembly:

- Working presidency of three members;
- Recorder;
- Two certifiers of the minutes;
- Management bodies of the Association.

Article 24

Sessions of the Assembly are convened by the President of the Assembly on his own initiative.

Sessions of the Assembly are convened on the proposal of a member of the Assembly of the Association or 1/5 of the total number of members of the Assembly. If the President of the Assembly does not convene a session within 14 days from the day of the given proposal, the session is convened by the Supervisory Board or the initiators.

The manner of convening the sessions of the Assembly of the Association is determined by the Rules of Procedure of the Assembly.

Article 25

The Assembly of the **Association for protection of the workers' rights GLASEN TEXTILEC - Shtip** is from the ranks of its members, above all the founders and those with the right to vote. The Assembly of Regular or Extraordinary Assemblies may elect a Supervisory Board.

Article 26

The Assembly can fully decide if more than one half of the total number of members are present.

The Assembly, as a rule, makes decisions by a majority vote of the members present.

The Assembly decides by public voting, but if necessary and on the proposal of 1/3 of the members / delegates, the voting can be secret.

The members of the Assembly should at all times have the goals and interests of the Association above the individual or special goals of any other party.

Article 27

The Assembly performs the following activities:

- Adopts the Statute of the Association and makes changes and additions to it;
- Adopts annual report, guidelines and work plan,
- Adopts final account and financial plan,



- Decides to change the purpose of the association
- Decides on the establishment and abolition of branches and other forms of organization of the association

Decides on association or separation from another association and on membership in unions and international organizations.

- Concludes admission of new members and termination of membership;
 - Elects President of the Association;
 - Adopts a work program of the Association;
 - Discussion of the achieved results from the development of the Association and gives directions for further development of the Association;
- Makes decisions, conclusions, recommendations for resolving issues of interest to the Association;

Elects and dismisses members of the Supervisory Board.

- Reviews and decides based on the findings of the Supervisory Board.
- Decides on the termination of the association by a two-thirds majority;

Performs other activities arising from the Statute and the laws.

Supervisory Board

Article 28

The Supervisory Board of the Association has 3 members who are elected from the members of the Association, and from the ranks of prominent and deserving citizens, on the proposal of 1/5 of the Assembly or on the proposal of the President.

The members of the Supervisory Board at the same time can not be members of other bodies of the Association.

The mandate of the members of the Supervisory Board lasts 4 years, with the right of re-election.

Article 29

The Supervisory Board works in sessions.

The sessions are convened by the President and he manages their work.

The Chairman of the Supervisory Board convenes meetings at least once a year and as needed.

Article 30

The Supervisory Board performs the following activities

- Supervises the proper implementation and application of the provisions of the statute and other general acts of the Association;
- Supervises the execution of the decisions of the Assembly and the President;



- Supervises the purposeful spending of funds;
- Once a year submits a report on the inspection;
- Proposes measures for prevention and elimination of irregularities in the work;
- Performs other activities in accordance with the law and the acts of the Association;

The Supervisory Board submits its findings and decisions to the Assembly and the President of the Association.

Termination of the Association

Article 31

The association ceases to operate in the following cases:

- If 2/3 of the members of the Assembly of the Association declare for that;
- If the number of members is reduced below the number determined by the Law on Establishment of an Association;
- If there are reasons determined by Article 63 of the Law on Associations and Foundations.

The decision for termination of the Association is made by the Assembly with a two-thirds majority.

Article 32

In case of termination of the work of the Association, the property and other rights and incomes that remain after the settlement of the obligations, become the property of an organization identical to the association.

Article 33

If the conditions set out in Article 46 cannot be met, in case of termination of the work of the association, its property becomes the property of the Republic of Macedonia.

Transitional and final provisions

Article 34

Interpretation of the provisions of this Statute is given by the Assembly of the Association and the positive legal provisions.

Article 35

Amendments to this Statute are made in the same procedure as for its adoption.



Article 36

This Statute shall enter into force on the day of its adoption.

Date and place
15.01.2021, Shtip

**Association for protection of workers' rights
GLASEN TEXTILEC - Shtip**

President: Kristina Ampeva

