



SUCCESS STORY

Registration of Seasonal Employees in Only Few Minutes

Registration of seasonal employment is one of the key policy reform issues identified by the agribusinesses.

AgBiz is providing support to its customers to address competitiveness constraining policies.



Photo: AgBiz Program Staff

Biljana Masteva, At Her Office, Using The System To Register An Employee

“For only 8 months we have completed 300 online transactions. I didn’t leave my office at all, and still have fulfilled all legal requirements.

It’s much more efficient and easy to work, now. I need only five minutes to register a new employee.” said Biljana Masteva, Office Manager of Agrolozar.

Macedonian agribusinesses make extensive use of seasonal labor due to the highly seasonal nature of their businesses. In accordance with the Law on Labor relations, the companies are legally obligated to register or terminate labor relations of their employees for the obligatory social insurance.

The registration has been a paper based process, creating a burden on employers particularly in the case of seasonal employees. Also, the registration and termination process of labor relations was not by any means simple. Each employer had to complete several voluminous application forms, collect several types of documents and submit these at one of the counters within the Employment Service Agency (ESA), which took a great deal of time and was an additional cost for the employers.

Often agribusinesses pay high penalties as result of not fulfilling these procedures on time. Recognizing this long-lasting issue, AgBiz Program took step forward and proposed solution to its customers.

The solution included presentation of software that was developed by USAID’s eGov project, which helps employers to meet their legal obligations electronically. In order to introduce the system and familiarize Macedonian agribusinesses with this tool, AgBiz in cooperation with eGov and Local Economic Development Units from four municipalities, organized workshops in Strumica, Kavadarci, Shtip and Skopje to make Macedonian agribusiness exporters able to use efficient, easy and time-effective way to register and terminate their seasonal employment contracts.

Seventy participants from 64 companies participated at the workshops organized in period of two months. The audience included mostly agribusinesses but also representatives of municipalities, NGOs and Producer Organizations. The participants had the opportunity to find out all details about the system, starting from: how to obtain the digital certificate, how to install and get registered in the system and how to practically use it.

Several AgBiz customers such as Agrolozar and Dentina obtained the system and started to register employees on-line. The representatives of these companies shared their experiences of system’s benefits with those who were not familiarized yet with the application.

“By using the system, we have created job announcements, and later registered and terminated contracts of selected employees by filling a simple registration form. I can use the system from anywhere I want, from my office or home. I just need an Internet and that’s it.” said Tina Karadakovska, the Marketing Manager of Dentina.