

***LAW ON PUBLIC ENTERPRISES***  
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**GENERAL PROVISIONS**

**Article 1**

The public enterprises are established for the purpose of carrying out economic activities of public interest.

Economic activities of public interest are activities which are indispensable precondition for the life and work of the citizens, for the operation of the legal entities and for the state bodies.

**Article 2**

"Economic activities of public interest" shall be considered activities or specific actions within these activities, through which the public interest is being carried out in the areas of: energy sector, railways traffic and public transport of passengers, maintenance of the travel network, the air traffic, the telecommunications and postal services, the system of radio and TV links, the pipeline transport of oil and gas, utilization of forests, waters, pastures and other types of natural resources, physical planning, public utilities, veterinary and sports, as well as in the other economic activities defined by law.

The conditions and manners of carrying out these activities, as well the manner of carrying out the public interest from paragraph 1 of this article, shall be regulated by a Law.

**Article 3**

A public enterprise, in the name of the Republic of Macedonia, can be established by the Government of the Republic of Macedonia.

As exception from paragraph 1 of this Article, public enterprises in the field of public broadcasting can be established under conditions and in a manner defined by Law.

For carrying out certain economic activities of public interest, public enterprises can also be established by municipalities and by the city of Skopje, within their competences, under conditions and in a manner prescribed by Law.

Legal and natural persons can carry out economic activities of public interest under conditions and in a manner defined in this Law and in other Laws.

Public enterprises established by the Republic of Macedonia are property of the Republic of Macedonia, while the public enterprises established by the municipality or the city of Skopje are property of the municipality or of the city of Skopje, respectively.

## **Article 4**

If funds from legal or natural persons are invested in a public enterprise, the public enterprise shall be organized as a limited liability company or joint stock company (hereafter referred to as - the company), and it shall perform its activities under conditions and in a manner defined with this Law and other Laws.

A public company can be transformed into any of the companies mentioned in paragraph 1 of this article.

If, in the company established by transformation of a public enterprise, the share of the capital of the State, or of the municipality or the city of Skopje is less than 51% of the core capital, the decision for increasing and decreasing of the core capital, for continuation or temporary cessation of the company, for changing its basic business activity, for statutory changes, for disposal of the entire property of the company, for leasing the entire company or its main parts or for conclusion of other similar agreements, for transformation of the company, for the prices of goods and services, i.e. products, or for distribution of the income realized from the operation of the public enterprise, shall be considered as adopted only if it has been also voted upon by the representatives of the capital of the State, the municipality or the city of Skopje respectively, in the assembly, or in the other management body of the company.

Provisions from paragraphs 1, 2 and 3 of this article will be also applied in cases when the founder adopts a decision for transforming the public enterprise into a limited liability company or joint stock company in ownership of the state.

### **Characteristics of a public company**

## **Article 5**

The funds for the operation and development of the public company shall be provided from the incomes received from its own operation, from loans and from other sources, in accordance with Law.

Funds from the state budget and funds from the municipal budget or from the budget of the city of Skopje respectively, shall be provided in accordance with the law that regulates the conditions and manners for carrying out specific economic activities of public interest.

If the founder imposes on the public enterprise special obligations which do not generate incomes, the founder shall be obliged to compensate the costs incurred from the performance of such special obligations.

## **Article 6**

The public enterprise is a legal entity.

As a legal entity, the public enterprise can acquire movable and immovable objects, acquire rights and undertake obligations.

The public enterprise shall be liable for the undertaken obligations, with its entire property.

The public enterprise becomes a legal entity on the day when it has been entered into the Commercial Register.

#### **Article 7**

The public enterprise performs its material-financial operations in accordance with the financial and accounting rules and standards for the trade companies.

#### **Article 8**

For the purpose of ensuring the public interest, the public enterprise is obliged to carry out the activities for which it has been established permanently and without interruptions, and its operation is public.

A bankruptcy procedure can not be opened on a public enterprise. In case when conditions are met for opening and carrying out a bankruptcy procedure on the public enterprise, the founder is obliged to undertake measures in order to provide conditions for continuous operation and functioning of the public enterprise, and to give guarantees for fulfillment of the obligations of the public enterprise towards third parties.

The founder can decide for the public company to cease its operation if conditions are met for opening a bankruptcy procedure, only if he has previously ensured the performance of the economic activity of public interest in a manner and in a procedure prescribed with law.

### **Establishment of a public enterprise**

#### **Article 9**

The Government of the Republic of Macedonia shall establish the public enterprise in accordance with law.

The municipalities and the city of Skopje respectively, shall establish public enterprises under conditions and in a manner defined with law.

#### **Article 10**

The Act for the Establishment of the Public Enterprise shall regulate the following:

1. business activity;
2. business name and registered office;
3. amount of the funds intended for the establishing and the manner of their provision;
4. organization of the public enterprise;
5. manner of enforcement of the decisions of the bodies of the public enterprise;
6. liability of the public company for its obligations in the legal transactions with third parties, and
7. deadline for adoption of the statute and appointment of the bodies of the public enterprise, as well as appointment of a person who will manage the activities of the enterprise until its establishment.

#### **Article 11**

The founder of a public enterprise gives approval for:

1. the statute of the public enterprise;

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2. statutory changes and organization of the public enterprise as a company;
3. establishment of a limited liability company or joint stock company;
4. the act on the use of incomes generated from the operation of the public enterprise and the coverage of losses
5. the act on the borrowing by the public enterprise;
6. the act determining the prices of products and services that the public enterprise sells or performs to the consumers;
7. the annual account and report for the operation of the public enterprise
8. the annual investment program accorded with the overall economic development.

## **Article 12**

The public enterprise shall be entered into the Commercial Register on the basis of application, signed by the person who manages the company activities until it is fully established.

The founder shall attach the Act for Establishment of the Public Enterprise to the application for entry into the Commercial Register.

The Public Enterprise is obliged to submit to the registration court the statute, the act for appointment of members of the management board and the board for control of material-financial activities, as well as proof for appointment of general manager of the public enterprise, within 30 days from the expiration of the deadline prescribed with the Establishment Act for adoption of the statute and for appointment of the public enterprise bodies, together with application for entry of the new facts and the change of the person authorized to represent the public enterprise.

## **Organization of the public enterprise**

### **Article 13**

The public enterprise shall be organized in a way that allows the activities, for which it is established, to be carried out in a manner that provides:

1. Technical-technological and economic unity of the system;
2. Efficiency in the operation;
3. Development and harmonization of its own development with the overall economic development;
4. Protection and promotion of public interest goods;
5. Permanent, orderly and quality satisfaction of the needs of the consumers of goods and services; and
6. Independence within the system and functional links with other systems in the country and abroad.

### **Article 14**

A public enterprise can establish branch offices.

The branch offices of the public enterprise are not legal entities, but they can act in the legal transactions in the name, and on the behalf of the public enterprise.

The branch office shall be managed by a manager who is appointed by the general manager of the public enterprise.

The establishment of the branch office shall be reported with the registration court according to the registered office of the public enterprise that establishes the branch office. The registration court shall enter the establishment of the branch office in the register, and shall send the application with the attached documents and signatures by officially verified transcript from its register to the court where the entry is made, on the territory of which the branch office has its registered office. The local court will make the entry of the branch office if, according to the facts in its register, there are no legal obstacles for that, while the transcript from the court register where the public enterprise which established the branch office is entered, shall be entered into its register without any changes. If there are obstacles, it shall notify the court on the territory of which the registered office of the subject of the entry that has established the branch office is located.

### **Article 15**

The public enterprises can associate into groups of enterprises through the following manner: (a) by using the capital to establish a ruling enterprise; (b) by linking their functions; (c) by connecting their interests on the basis of a law or an agreement.

In the case when the enterprises are associated in terms of paragraph 1 of this article, the ruling enterprise, i.e. the public enterprise determined with the Associating Act, can carry out activities related to development and investment, management, marketing, foreign trade operations, scientific-research and information.

The Associating Act of the public enterprises can regulate other issues that are of interest for the operation of the group of enterprises.

### **Bodies of a public enterprise**

### **Article 16**

The bodies of a public enterprise are: the management board, the board for control of the material-financial operations, and the general manager.

A management board of directors can be established in the public enterprise having the status of a ruling enterprise, and in other public enterprises that are associated on the interest or functional basis within the group of public enterprises.

The founder can prescribe with the Establishing Act that management bodies will not be established, but instead an agreement will be concluded with natural and legal entities for undertaking own responsibility for managing the public enterprise.

The founder shall conclude the management agreement with the person who shall offer the best quality program for operation and development of the public enterprise.

### **Article 17**

The management board of the public enterprise is consisted of at least 5, and maximum 15 members.

An employees council shall be established in the public enterprise.

The founder appoints and dismisses members in the management board from among eminent and well known experts from the business area relevant to the public enterprise and from the representatives of the employees in the public enterprise, upon proposal of the employees council.

Until the employees council is established, the management board members appointed from among the employees, shall be appointed upon proposal by the majority trade union in the public enterprise.

Total number of employees represented in the management board of the public enterprise is 1/3 of the total members.

The term of office of the management board members can not be more than 4 years.

### **Article 18**

A member of the public enterprise management board can not have personal, through third party, or otherwise based, interests in an enterprise or a company that is in business relations with the public enterprise, which can influence the member's independence and impartiality in the decision making of the public enterprise. Each member of the management board, or the general manager of the public enterprise, is obliged to warn the founder about the existence of any kind of such interest for one or more management board members.

For president and management board member can not be appointed a person to whom a prison penalty has been pronounced through a final court decision due to theft, fraud, issuing false checks, misuse of trust, forgery, false statement given under oath, except in case when the court verdict is erased, nor a person who has been a member of management board, of other management body or was in the top management in an enterprise terminated through insolvency procedure.

The position of president and member of the management board of the public enterprise shall be incompatible with the positions president and member of the Government of the Republic of Macedonia, as well as mayor of the municipality and the city of Skopje, for the public enterprises established by the municipality or by the city of Skopje respectively.

### **Article 19**

The management board of the public enterprise has all the powers to undertake measures necessary and useful to achieve the objectives of the public enterprise, in accordance with the law.

The management board of the public enterprise:

1. Adopts the statute of the public enterprise;
2. Decides on status changes and on establishment of companies, in accordance with the law;
3. Adopts the Program for Operation and Development of the Public Enterprise;
4. Defines the business policy;
5. Adopts the annual account and the Report on Public Enterprise Operation;
6. Decides on using the incomes generated from the public enterprise operation and covering of losses
7. Decides on investing;
8. Defines the prices of products and services;
9. Decides about the internal organization of the public enterprise; and

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10. Performs other activities defined in the Establishing Act and in the statute of the public enterprise.

#### **Article 20**

Every management board member has one vote.

Decisions of the management board are considered to be adopted if voted by more than half of all management board members.

#### **Article 21**

A public enterprise can not give loans to the president or to the management board member, nor can it give guarantees for loans concluded by them with third parties.

Any obligation undertaken contrary to paragraph 1 of this Article shall be null and void and without any legal effect.

#### **Article 22**

The minister responsible for the activities within the relevant area can give to the management board of the public enterprise general directions regarding the performance of certain activities within the competence of the management board, as defined in article 19 of this Law, and which the minister considers are of interest for the Republic of Macedonia. The management board is obliged to act in accordance with the general directions issued by the responsible minister, and if the board considers that it is contrary to its obligations determined with the law and the statute of the public enterprise, it shall demand, without any delay, explanation by the Government of the Republic of Macedonia.

The general directions from paragraph 1 of this article can not refer to the everyday management of the public enterprise.

#### **Article 23**

The operation of the public enterprise is managed by the general manager, who is appointed or dismissed by the founder. The general manager of the public enterprise can have deputy who is appointed or dismissed by the founder.

The term of office of the general manager is 4 years.

In public enterprises having position of ruling enterprises, and in other public enterprises associated on the interests or functional basis within the group of public enterprises, the management board of directors is consisted from the general manager of the public enterprise and the general managers of the enterprises within the group of public enterprises. The operation of the management board is managed by the general manager of the public enterprise.

The general manager or the management board of directors of the public enterprise ensures the implementation of the decisions and conclusions of the management board, participates in the implementation of the program for operation and development, participates in defining the criteria for using and utilization of the funds, and using of the funds generated from the operation of the public enterprise, coordinates the business activity of the public enterprise, and carries out other

executive matters with regards to the operation and the operating of the public enterprise, as defined with the statute. The position general manager, member of the management board of directors, and member of the board for control of the public enterprise, is incompatible with the position member in the Parliament of the Republic of Macedonia, president or member of the Government of the Republic of Macedonia, as well as member of the Council and mayor of the municipality or of the city of Skopje, for the public enterprises established by the municipality or by the city of Skopje respectively.

#### **Article 24**

The general manager or the member of the management board is responsible for the results from the operation and for the legality in the operation of the public enterprise.

The general manager or the member of the management board is substantively responsible for the damage caused to the public enterprise with implementation of the decisions.

The responsibility of the general manager or the management board member shall be determined in accordance with the provisions from the Law on trade companies related to the members of the board of directors and members of the management board.

#### **Article 25**

The employees participate in the decision making process and in the management of the public enterprise, in accordance with the provisions from the Law on trade companies related to the participation of employees in the management of the state owned enterprises.

#### **Article 26**

For the purpose of carrying out control of the material-financial operation of the public enterprise, a board for control of the material-financial operation shall be established (hereafter referred to as: the Board for Control), consisting of 5 members.

The members of the board for control from paragraph 1 of this article shall be appointed or dismissed by the founder.

For members in the board for control can be appointed persons having completed higher education, who have the appropriate knowledge and experience, especially in the field of finances and accounting.

#### **Article 27**

For the purpose of carrying out the control activities, the board for control can carry out examination on spot of all documents and acts of the public enterprise. The board for control can, for the purpose of examination of documents and acts of the public enterprise, invite experts to assist the board in the course of carrying out the control.



The board for control members can attend the meetings of the management board, and they shall be provided with the invitation and all the materials delivered to the Management Board members.

The board for control is obliged to examine the annual accounts and the Report for Operation of the Public Enterprise, after which it gives its opinion to the management board. The management board can not adopt the annual accounts and Report for Operation of the Public Enterprise, if it has not previously received positive opinion from the board for control.

The examination report on the annual accounts and the Report for Operation of the Public Enterprise, shall be submitted by the board of control, together with its opinion, to the Minister of Finance. In the report, the board for control informs the Minister of Finance about the current situation of the public enterprise. The board for control submits copy of the report to the minister responsible for the matters in the relevant area.

### **Article 28**

The provisions from articles 17 and 18 paragraphs 1 and 2 of this Law shall also apply to the general manager, to the management board of directors and to the members of the board for control of the public enterprise.

### **The statute of the public enterprise**

### **Article 29**

The statute of the public enterprise closely defines the organization and management of the public enterprise, the general acts and procedure for their adoption, as well as other matters of importance for the public enterprise.

### **Distribution of the surplus incomes from the operation of the public enterprise, and covering the losses of the public enterprise.**

### **Article 30**

If no special reasons exist, the founder can invest the surplus incomes generated from the operation of the public enterprises into the public enterprise that generated them, or he can place them on a separate account intended for performance and development of economic activities of public interest and for covering of losses in other public enterprises, as well as for securing the obligations of the Budget towards the Funds.

The conditions and manners for using the funds from the separate account shall be determined by the founder.

### **Article 31**

In accordance with the founder, for the purpose of financing programs based on modern technical and technological achievements and increasing the profitability of the operation and protection, using

and promotion of public interest goods, the public enterprise can use part of the funds for amortization, the non-distributed part of the surplus incomes generated from the operation of the public enterprise, through issuing securities, loans, or through different manner, in accordance with the law.

## **Strike in a public enterprise**

### **Article 32**

If the trade union, i.e. the employees in the public enterprise decide to exercise their right to strike, they are required, at the latest 7 days before the day when they intend to announce the strike, to submit to the general manager of the public enterprise a written notice in which the trade union, i.e. the board for strike will explain the reasons for the intention to organize a strike.

The board for strike, the management board representatives and the general manager are obliged, after receiving the notice from paragraph 1 of this article, to offer a proposal for solving the dispute, and to inform the employees and the public about this proposal.

If agreement has not been achieved within 15 days from the day of the notice under paragraphs 1 and 2 of this article, the trade union, i.e. the board for strike, if they adopt decision to strike, is obliged to submit the decision for strike to the general manager of the public enterprise, at latest 7 days before the strike. The decision shall state the place, the time and the duration of the strike. Attached to the decision is a compulsory statement on the manner of providing the conditions from article 33 of this Law.

The submission of the decision for strike does not stop the negotiations for solving the dispute.

### **Article 33**

The board for strike and the employees who are striking in the public enterprise, are obliged to organize and lead the strike and undertake measures in such a way as to ensure the physical safety of the employees and protection of the equipment and installations as well as the fulfillment of their obligations toward the citizens, legal entities and state bodies, and under the condition that the following is provided:

- the necessary level of the process of operation that will not jeopardize the life, health and economic and social security of the citizens, and the necessary performance of economic and other activities in the country, in the scope and manner determined with the law in the relevant area of public interest; and
- implementation of international agreements

The board for strike is obliged, during the strike, to cooperate with the general manager of the public enterprise for the purpose of providing the conditions from paragraph 1 of this article, and from paragraphs 1 and 2 of article 35 of this Law.

### **Article 34**

In the case of strike in the public enterprise, the time for commencing and interrupting the work can not be different for different categories of employees, nor for different persons among the employees.

The successive distribution of the interruption or changing of different groups of employees or parts of the enterprise is prohibited.

The board for strike and the employees who are striking in the public enterprise, may not prevent from working the employees who, according to this and other law, can not participate, or employees who do not want to participate in the strike,.

The failure to comply with the provisions from paragraphs 1, 2 and 3 of this article shall be considered as violation of the working discipline.

### **Article 35**

The founder shall determine which persons, who are on management positions, i.e. persons on which the technical-technological process is dependent, and who are of irreplaceable importance for the performance of the enterprise's activities, can not participate in the strike, and he shall prescribe their obligations, i.e. the manner in which they should act in the case of strike in the public enterprise.

The regulation from paragraph 1 of this article may determine the working positions and the manner of carrying out the tasks and activities on the working positions, on which the performance of the activity of public interest is dependent, and which may endanger the security of the people, installation and equipment; and in which cases employees may not interrupt the work without the notice submitted within the deadline determined with this law.

The founder can, in order to prevent the interruption of the work in the public enterprise that could cause great material damage and endanger the health and safety of the people, installation and equipment, undertake measures for individual or group mobilization of employees.

The employee who will not act in accordance with the order for mobilization, shall be considered to have violated the working discipline.

### **Article 36**

The facilities and administrative premises of the public enterprise should be available for continuous utilization to the persons ensuring the operation of the public enterprise.

If the employees have, contrary to this law, occupied and remain in the facilities and administrative premises of the public enterprise, the general manager shall be obliged to undertake measures for their removal.

## **Status of the employees in the public enterprise**

### **Article 37**

The employees in public enterprises have the same status, rights and obligations arising from the labor relations as the employees in the companies, unless otherwise provided in this law or in other laws.

The Law which regulates conditions and manners for carrying out certain economic activity of public interest, may prescribe that, in certain public enterprises, all or some of the employees shall have the same status, rights and obligations arising from the labor relation, as the employees in the state administration bodies.

The general manager of the public enterprise established by the Government of the Republic of Macedonia and his deputy have the status of an official appointed by the Government of the Republic of Macedonia, and the general manager of the public enterprise established by the municipality or by the city of Skopje, has the status of an official appointed by the municipality, or by the city of Skopje. The assistants to the general manager, as well as officials in the public enterprise at other management positions defined in the statute, have the same status, rights and obligations as the managers in the state administration bodies, i.e. as the managers in the administration bodies of the municipality or the city of Skopje respectively.

## **Realization and protection of the public interest in the public enterprises**

### **Article 38**

In the case of disruption of the operation, i.e. the performance of the activities of a public enterprise, or if the public enterprise does not fulfill its obligations determined with a law, which is not caused by the founder's non-performance of obligations defined with the Establishment Act, the founder can undertake measures to provide conditions for continuous operation of the public enterprise.

### **Article 39**

Disruption of the operation of the public enterprise, in terms of this Law, is considered to occur in the following cases:

1. If the manner of operation of the public enterprise does not provide for permanent and continuous performance of production and trading of certain products or provision of services, or fulfillment of the development plan in a manner determined with a Law, by which damage is caused or might be caused to the consumers.
2. If, by using the funds the basic purpose of those funds is being changed, the basic conditions for operation of the public enterprise determined in the law, for the purpose of realizing the public interest in the public enterprise, will also change, by which the performance of its activities determined with the Establishment Act is essentially made difficult; and
3. In other cases determined with law.

### **Article 40**

In the cases from article 39 of this Law, the founder can undertake the following activities towards the public enterprise:

1. dismiss the general manager of the public enterprise;
2. dismiss the management board;
3. dismiss the Board for Control
4. change the internal organization of the public enterprise;
5. prevent from execution any act of the public enterprise which is contrary to the Law;
- 6 prevent from execution the act of the public enterprise when it disrupts the performance of the basic functions of the public enterprise; and
7. other measures determined with the separate Law that regulates the conditions and manner of carrying out certain economic activity of public interest.

#### **Article 41**

If the measure under item 1 from Article 40 of this Law is undertaken, the founder shall appoint acting general manager person for a duration of no longer than 6 months.

If the measure under item 2 from Article 40 of this Law is being undertaken, the founder can transfer the powers of the management board to one or several representatives who shall be appointed for a term of office of no longer than 6 months.

#### **Control over the public enterprises**

#### **Article 42**

Public enterprises are subject to economic-financial control, regulated with separate law.

Until the adoption of the Law from paragraph 1 of this article, the control over the public enterprises shall be exercised by the Ministry of Finance - the Public Revenue Office

### **PERFORMANCE OF ECONOMIC ACTIVITY OF PUBLIC INTEREST ON THE BASIS OF LICENSE**

#### **Article 43**

Economic activity of public interest for the Republic of Macedonia can be performed by natural and legal entities, on the basis of a license.

The license for performing certain economic activities of public interest by natural and legal entities, can be issued for all public interest activities, except for activities determined with law.

The license is issued by the Government of the Republic of Macedonia, or the municipality or the city of Skopje, respectively (hereafter referred to as: the licensor)

#### **Article 44**

The licensor and the natural or legal entity shall conclude agreement which shall closely regulate the procedure and the manner of performance of economic activity of public interest, as well as the

mutual rights and obligations of the licensor and the direct performer of the economic activity of public interest.

If the agreement from paragraph 1 of this article is not concluded in writing, it shall not have any legal effect.

#### **Article 45**

The agreement from article 44 of this Law shall cease to be valid under the following conditions:

1. Expiration of the period for which it has been concluded;
2. By withdrawal;
3. By revoking the license;
4. By act of God; and
5. By cancellation

The reasons and conditions for withdrawal or cancellation, as well as the deadline and the mutual rights and obligations shall be determined in the agreement for performance of economic activity of public interest.

#### **Article 46**

The licence for direct performance of economic activity of public interest issued to a natural or legal entity can be revoked when:

1. The natural or the legal entity does not commence with direct performance of the economic activity of public interest within the period determined in the agreement for performance of economic activity of public interest;
2. The need for performance of economic activity of public interest carried out by the natural or legal entity ceased to exist.
3. The natural or the legal entity ceased to fulfil the conditions for carrying out the activity.

#### **Article 47**

The person who directly performs economic activity of public interest on the basis of a license, is obliged to perform the economic activity even in case of occurrence of unforeseen circumstances by an act of God (vis major).

If the person from paragraph 1 of this Article does not perform the activity in accordance with paragraph 1 of this Article, his contractual relation shall terminate.

#### **Article 48**

The natural or legal entity that performs economic activity on the basis of license issued by the Republic of Macedonia or the municipality or the city of Skopje, respectively, shall be liable for all damages caused by the employees while carrying out the economic activity of public interest, to the consumers or to other natural and legal entities.

The natural and legal entity that performs economic activity on the basis of license, shall be liable also for the damages caused while carrying out the economic activity of public interest, to the consumers or to other natural and legal entities, due to strike of the persons employed with that entity. In the case of strike, during the duration of the strike, the licensor can, on behalf of the natural or legal entity performing the economic activity of public interest on the basis of license, ensure the performance of the activity in a manner it considers most suitable.

## **TRANSITIONAL AND FINAL PROVISIONS**

### **Article 49**

The existing public enterprises are obliged to harmonize their organization and operation with the provisions of this law, within 6 months from the day when this law enters into force.

The enterprises performing economic activity of public interest are obliged to harmonize their organization and operation with this Law and with the law that regulates the conditions and manners for carrying out economic activity of public interest, within 6 months from the day when this Law enters into force.

### **Article 50**

On the day when this Law enters into force, the following provisions shall cease to be valid: articles 24-a, 24-b, 24-v, 196-b and article 196-z from the Law on Enterprises ("Official Gazette of SFJR" no, 77/88, 40/89, 46/90 and 61/90 and "Official Gazette of the Republic of Macedonia" no. 15/93), and articles 7,8,9, 10, 15, from the Law on Strike ("Official Gazette of SFRJ" no 23/91), which regulate the right of public enterprise employees to strike.

### **Article 51**

This Law enters into force on the 8<sup>th</sup> day from the day of its publication in the "Official Gazette of Republic of Macedonia".