



**GOVERNMENT OF THE REPUBLIC  
OF NORTH MACEDONIA**

MINISTRY OF LABOUR AND SOCIAL POLICY

**REVISED EMPLOYMENT AND SOCIAL REFORM  
PROGRAMME  
(R) ERSP2022**

**ANNUAL REPORT FOR 2022  
(Excerpt)**

**May 2023**

The 2022 report on the implementation of the Revised ESRP 2022 is the last annual report that monitors the progress and main achievements in the implementation of the objectives and measures foreseen in the program. The report was prepared based on the information and contributions received from various institutions (Ministry of Education and Science, Employment Service Agency, Ministry of Health, etc.) and entities (donors, projects) that participate in the implementation of measures and activities. The report was presented to the Sector Working Group "Education, Employment and Social Policy" in May 2023. The 2022 report on the implementation of the Revised ESRP 2022 was adopted by the Government of the Republic of North Macedonia in July 2023 (174th session of the Government, held on 25.07.2023).

The ESRP envisages a total of 78 measures/activities in the three priority areas, two of which were fully implemented in 2021. **It was assessed that 51 measures were fully implemented, 22 measures were partially implemented, and 3 activities are yet to start being undertaken. Compared to previous years, improvement was observed in 80% of the indicators, with exceeding of the target value for 2022 (the final values) being observed in 60% of the indicators.**

**In 2022, 292 million EUR were spent on the implementation of the measures**, but these funds are undervalued, since they do not take account of, for instance, the administrative expenses of the institutions responsible for providing the services, as well as certain donations that are not part of the Budget of the Republic of North Macedonia and regarding which the ministries had no information.

### Summary of the progress in the implementation of the ESRP

2022 was the third shock-filled year in succession, which contributed to reduced economic growth and difficult working conditions for companies, particularly affecting the most vulnerable categories of citizens. First, the 2020 pandemic presented a shock of non-economic nature and on an unprecedented scale, imposing economic closures and movement restrictions that caused a sharp decline in the economy, affecting the hospitality, transport, and trade sectors the most. The economic recovery began in 2021, especially after immunization became widely available in May 2021, but not with the originally projected pace; some chain slowdowns persisted at the global level, which also put pressure on market prices of certain goods and services. Another shock of non-economic nature followed in February 2022 with the outbreak of the conflict between Russia and Ukraine, which altered the political and economic relations in Europe and the world. On the economic front, the dramatic market disruptions produced major pressures on prices, thus adding to the pre-existing ones, especially in the markets for primary food and energy products. Therefore, one challenge facing North Macedonia as well as the world in 2022 was the dramatic, that is, the highest recorded price growth in the last two decades, the energy crisis, the slowdown in growth, and, of course, the very-present uncertainty in the markets. However, this analysis suggests that despite the challenges facing North Macedonia in 2022, progress was made in achieving the strategic objectives in the three priority areas.

### Priority area 1: Labor market and employment

This priority area includes four strategic objectives and ten outcome indicators in the sphere of labor market. Despite the crisis circumstances, the labor market in the country continued to improve, viewed from the standpoint of unemployment and of wages. However, it must be noted that the population inactivity phenomenon which occurred during the pandemic, initially due to health reasons and then due to discouragement, continued to prevail throughout 2021 and 2022.

In 2022, significant progress (and partial exceeding of the targets set for 2022) was achieved in terms of the objective relating to improving the situation of unemployment, especially among the most vulnerably categories. The rate of persons not in employment, education or training (NEET) in 2022 recorded yet another improvement. Limited progress was achieved in enhancing the work and services of the Employment Service Agency of the Republic of North Macedonia, which continued to implement the initiated reforms, namely, the Youth Guarantee and activation of guaranteed minimum assistance beneficiaries. On the other hand, at the annual level, all indicators related to the Youth Guarantee and the youth participation in active employment measures were exceeded. In 2022, the number of young persons involved in the Youth Guarantee increased by 4% compared to 2021; moreover, the share of persons receiving an offer within four months also increased. There was a slight decline in the indicator concerning the coverage of young persons (aged 15–29 years) with employment programs, measures and services within the annual Operational Plans; notwithstanding, the target set for 2022 was exceeded.

In the labor market, there is a gender gap in terms of the participation and employment of men and women. The employment rate among women (38.8%) is lower than that among men (55.9%), with only 44.3% of working-age women being active, in contrast to 66.3% of working-age men. The *Strategy for Gender Equality 2022–2027* was adopted in 2022, establishing a comprehensive framework of activities aimed at promoting gender equality and improving the status of women. Whilst implementing employment programs and measures, as well as labor market services, the principle of fair and adequate representation on the basis of sex is respected. Non-refundable financial support was also provided for women's entrepreneurship in tourism and agriculture.

The *Program for Social Security Support for Women in Agriculture for 2023* was prepared (adopted in February 2023). This program provides, for the first time, the entitlement to maternity benefits for women farmers, specifically when they are prevented from performing their agricultural activity due to childbirth; this entitlement is not covered by the regulations on paid maternity leave in the field of labor relations of female farmers.

The Ministry of Labor and Social Policy continued to invest in expanding the national capacities for provision of preschool education and care. Furthermore, activities continued being undertaken with the aim of developing services for provision of care to the elderly and frail, including home-based care and assistance, personal assistance, residential facilities for the elderly, and so on.

In 2022, informal employment as a share of the total employment stood at 12.2%, which was almost the same as the previous year, exceeding the target value of 16.5% for 2022. The pandemic created a need for more frequent reporting of informal work, possibly for these workers to be able to take advantage of the measures of the Government at the time of Covid-19, with that formalization being generally maintained to date. Elements of the model for simplified reporting of temporary and casual work engagement and seasonal work in activities most prone to informal jobs were developed, and these should be translated into a separate legal act.

In respect of improving the quality of work and services of the public employment service, the progress is slower than planned. For instance, whilst the physical conditions of Employment Centers were improved i.e. a total of five Employment Centers were renovated, on the other hand, the growth of training volumes for employees of the Employment Service Agency of the Republic of North Macedonia was slower. The number of unemployed persons for whom an individual employment plan for hard-to-employ persons (IEP-2) was prepared was also reduced. Yet, solid cooperation was established between the Employment Centers and Centers for Social Work, particularly for the purposes of harmonizing the

procedures for selecting persons who are guaranteed minimum assistance beneficiaries. The number of applications for employment mediation filed by employers also increased in 2022.

**As regards strengthening the social dialogue and enhancing collective bargaining**, it can be said that the target values of indicators were met. The employer-level collective bargaining rate achieved further progress compared to 2020 and 2021, and the 2022 target was exceeded. An increase in the number of employer-level collective agreements can also be observed. Furthermore, the mechanism for monitoring the Economic and Social Council recommendations and regular monitoring of the number of opinions/recommendations directed to the Government of the Republic of North Macedonia is functional, thus confirming the importance of the Economic and Social Council in the process of adopting economic and labor market policies.

### Priority area 2: Human capital and skills

The “Human capital and skills” priority area includes three specific objectives: ensuring quality inclusive education and equal access to education for all; implementation of the *National Qualifications Framework* - basis for quality assurance in the education system; and training and strengthening the employability of the workforce and building flexible lifelong learning pathways. Progress was achieved in all three specific objectives. The meeting of the target referring to participation in lifelong learning, which was short of the targeted value, still remains a challenge.

The progress in this strategic objective is measured by the headline indicator Human Development Index. The 2022 indicator value is not available yet, but the declining trend in this indicator began in 2020 and continued in 2021, which has been observed in other countries and is associated with the pandemic.

In the sphere of providing quality inclusive education and equal access to education for all, progress was achieved in relation to the early leavers target, despite the observed decline compared to 2021. A slight decrease can also be observed in the share of persons aged 30–34 years with attained higher education, whilst the rate of students with special needs attending regular primary and secondary education shows an improvement.

During 2022, progress was made in the inclusion of children from marginalized groups, mainly in primary education. The adapted curricula for children who had not received schooling, and who are over the age limit, continued to be applied in class. The education mediators worked towards informing and supporting families and parents/guardians for enrolling Roma students in Grade 1. The funds in the Budget of the Ministry of Education and Science for 2022 allocated to the education assistance service were increased. With the aim of supporting children with disabilities attending regular schooling, the number of engaged education assistants was increased. In 2022, 16 schools were renovated in order to provide conditions for inclusion of students with physical disabilities.

Significant progress was also made towards improving the integration and interaction between students attending classes in a different teaching language. In the 2022–2023 school year, grants were awarded for realization of activities contributing to the development and promotion of multiculturalism, inter-ethnic integration, and tolerance in primary and secondary schools. Standards for intercultural education in secondary education were adopted.

In the 2022–2023 school year, the new Concept Note on Primary Education (for Grade 2 and 5 students) continued to be gradually implemented. New textbooks were prepared for Grade 1, 2, 4, and 5 students,

in compliance with the new curricula. In the 2022–2023 school year, all primary and secondary school students were provided with textbooks free of charge.

In 2022, the Qualification Register was upgraded with the module on occupational standards register and a module on revision of an occupational standard; on the other hand, the Skills Observatory, despite being prepared, is not yet functional.

In 2022, further progress and exceeding of the set target was achieved in terms of the share of students in secondary vocational schools of the total number of students in secondary education. The participation in lifelong learning improved slightly whilst still remaining short of the target, and excellent progress was observed in the employment rate of persons (aged 20–34 years) who had recently completed their secondary or higher education.

The new modular syllabi and curricula (which include learning by working) for Year 4 started to be applied in the 2022–2023 school year, thus fully implementing the reform in secondary vocational education.

The enrolment policy for the 2022–2023 school year was created through the “Learn smart, work professionally” social dialogue which resulted in the opening of 223 dual classes, which is twice more than the number of dual classes (97) opened in the 2021–2022 school year (in 2020–2021, there were 11 such classes). The new *Law on Adult Education* was prepared, which is to regulate the procedure for validation of non-formal and informal learning; the *Law* is in the process of being passed by the Government.

### Priority area 3: Social inclusion and social protection

This strategic objective includes six specific objectives: increasing the efficiency and effectiveness of the social assistance system; improving the availability of social services; supporting and promoting deinstitutionalization; promoting the social inclusion of Roma; tackling the key challenges relating to the sustainability of the pension system; tackling the key challenges in the field of the health system and public health care. Progress was made in terms of all of these objectives; however, more efforts are needed to meet the set targets, especially in the area of promoting Roma social inclusion (especially in the sphere of housing).

The Government of the Republic of North Macedonia adopted the *National Program for Development of Social Protection 2022–2032*, which is a document that represents the basis for realization of the key strategic directions of development of social protection in the forthcoming period – development of a sustainable, adaptable, and effective social protection system based on participation and guided by the needs of the beneficiary in order to provide for their empowering and capability to lead an independent, productive, and active life.

As regards the efficiency of the social assistance system, the available indicators show a certain progress, that is, an increase in household coverage with programs for protection of children and elderly persons aged over 65 years. A more significant positive impact on poverty was observed only among the elderly. The energy crisis and price shocks hit multi-child and low-income families disproportionately more severely, given the greater share of food and energy costs in their household budget. According to the latest study supported by UNICEF, about 33 thousand persons, 10 thousand of whom are children, were pushed below the poverty threshold as a result of the food and energy crisis.

On the other hand, in 2022 the number of guaranteed minimum assistance beneficiaries reduced by 700 compared to 2021, as a result of the cessation of the relaxed criteria introduced during the pandemic, whereas the coverage of persons aged over 65 using the entitlement to social security increased slightly.

Additional measures targeting more vulnerable groups of citizens were undertaken last year with the aim of mitigating the effects of the economic and energy crisis and the enormous increase and great variability of prices of primary energy and non-energy products, caused by the escalation of the conflict between Russia and Ukraine. According to the study supported by UNICEF, the measures taken by the Government mitigated the impact of the crisis.

With the aim of improving the availability of social services, in 2022, Social Protection Councils were established in all eight Statistical Regions and in all Municipalities. The number of licensed non-public service providers also increased. In confirmation of the commitments to further develop such services, compared to the previous year, a significantly larger contingent of funds for financing social services was provided in the Budget of the Ministry of Labor and Social Policy for 2023.

In order to support and promote deinstitutionalization, 11 housing units for 55 beneficiaries were established in 2022, which means that 265 persons in total were accommodated in housing units for supported living, hence exceeding the target for 2022. At the end of 2022, there were 145 persons still living in residential social protection institutions and the form of protection they are provided with needs to change so as to allow them to start using the supported living service.

As regards the improvement of social inclusion of the Roma, progress was observed in the involvement of the Roma in the active employment programs and measures, but the share of Roma in the overall number of unemployed persons registered in the Employment Service Agency of the Republic of North Macedonia decreased slightly. Compared to the previous year, progress was made in the inclusion of Roma children in preschool education, but it is still below the pre-pandemic level and far below the 2022 target. Further efforts are also required in order to improve the situation of the Roma in secondary and tertiary education. Progress was noted in the rate of transition of Roma students from primary to secondary education; however, the percentage of Roma students who successfully completed their primary education decreased compared to the previous year. Good progress was observed in the supported communal infrastructure projects of municipalities. However, there are still no significant changes in other indicators in the sphere of Roma housing; this domain requires more targeted measures and systemic approach.

The two indicators in the pension funds domain show an improvement compared to 2021, but the targets set for them in this program were not reached. A stagnation of the source revenues of the Pension and Disability Fund and the share of the average pension in the average salary can be observed, reflecting the absence of a more systemic change in the pension system in the period following the adoption of the program and following the increase in social contribution rates and adjustments to replacement rates in 2019. With the aim of protecting the standard of pension beneficiaries, the methodology for regular adjustment of pensions was changed. Furthermore, on two occasions in 2022, the Government adopted one-off financial assistance packages for pensioners, in order to maintain the standard of pension beneficiaries and to mitigate the consequences caused by the price shock. The drafting of the text of the special *Law on Centralized Disability Certification*, that is, certification of inability to work and the *National Methodology for the Assessment of Disabilities* is in its final phase; a new *Law on Employment and Professional Rehabilitation of Persons with Disabilities* was also prepared.

As regards the healthcare system, the infant mortality rate improved in 2021; the data for 2022 are not available yet. In terms of the integrated health information system “My Appointment” [original: “Moj termin”], in 2022 it was upgraded with six new modules. The Center for Epidemiological Monitoring and Management of Health Crises operated successfully in 2022 in terms of providing 24/7 monitoring of the state of Covid-19.

## ANNEX 2 – MONITORING THE ESRP INDICATOR MATRIX AND TARGETS

LABOR MARKET AND EMPLOYMENT						
Indicator	2018	2019	2020	2021	2022	2022 plan
<b>Employment rate (15+) (%)</b>	45.1	47.3	47.2	47.2	<b>47.3</b>	48.5
Employment rate (15+) – MEN (%)	54.4	56.6	55.9	56.2	<b>55.9</b>	58.7
Employment rate (15+) – WOMEN (%)	35.8	38.1	38.4	38.3	<b>38.8</b>	39.0
<b>Youth employment rate (15–29) (%)</b>	30.9	34.4	33.5 <sup>1</sup>	33.4	<b>34.4</b>	34.5

### 3.1.1. IMPROVEMENT OF THE UNEMPLOYMENT SITUATION, ESPECIALLY WITH THE MOST VULNERABLE CATEGORIES (YOUTH, LONG-TERM UNEMPLOYED AND OTHERS)

Employment rate (20–64) (%)	56.1	59.2	59.1	59.5	<b>61.8</b>	59.8
Employment rate (20–64) – MEN (%)	66.6	69.7	68.9	69.5	<b>71.8</b>	70.4
Employment rate (20–64) – WOMEN (%)	45.2	48.4	49.0	49.2	<b>51.7</b>	48.9
Unemployment rate (15+) (%)	20.7	17.3	16.4 <sup>2</sup>	15.7	<b>14.4</b>	14.0
Youth unemployment rate (15–29) (%)	37.0	30.5	29.6 <sup>3</sup>	27.6	<b>25.2</b>	30.5
Long-term unemployment rate (%)	15.5	13.1	12.4 <sup>4</sup>	12.5	<b>11.5</b>	11.0
Rate of youth neither in employment nor in education or training (NEET, 15–29)	29.8	24.5	26.2 <sup>5</sup>	24.3	<b>22.8</b>	22.9
Total number of persons involved in various labor market services and active employment measures and programs	117,347	7,598 in active measures 115,836 in services	10,953 in active measures 57,087 in services	11,292 in active measures 75,175 in services	<b>11,505 in active measures</b> 46,951 in services	min. 60,000 per year
Coverage of young persons (15–29) with programs, employment measures and services, within the annual Operational Plans	38.8%	56.45% in active measures 38.34 % in services	66.8% in active measures 35.5 % in services	66.5% in active measures 29.3 % in services	<b>65.7% in active measures</b> <b>23.4 % in services</b>	min. 30%
All young persons registered for the first time in ESARNM, are being profiled early, i.e. during the first 6 months of their unemployment period	√	√	√	√	<b>√</b>	√
Number of youth involved (registered) in the Youth Guarantee	:	20,302	25,502 (12,863 women)	19,322	<b>20,185</b>	min. 10,000
% of youth involved in the Youth Guarantee, who, within a period of four months upon registration in the	:	35%	35%	41%		min. 30%

YG, had a successful exit (employed, entered a specific training or other active measure)					<b>43%</b>	
Share of unemployed persons – recipients of benefits from the Social Work Centers (GMA) in the total number of participants in active employment programs and measures and labor market services	:	5.4% in active measures 24.3% in services	3.5% in active measures 16.6% in services	6.5% in active measures 17.6% in services	<b>5.4% in active measures</b> <b>22% in services (10,676)</b>	30%
Percentage of registered employments of persons with disabilities in the open economy, as compared with the employments in the sheltered companies	69%	73.9%	71.3 %	61.89%	<b>67.3%</b>	> 60%

### 3.1.2. TACKLING INFORMAL EMPLOYMENT

Share of informal employment in total employment (%)	18.6	16.1	13.6	12.1	<b>12.2%</b>	16.5%
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### 3.1.3. IMPROVEMENT OF THE QUALITY OF WORK AND SERVICES OF THE PUBLIC EMPLOYMENT SERVICE

Number of renovated/reconstructed regional employment centers with significantly improved work conditions	15	1	1	2	<b>5</b>	25
Number of employees in ESARNM and number of staff involved in the activities for strengthening their capacities (trainings, workshops, seminars, etc.)	430	127	129	253	<b>114</b>	min. 550 each employee at least once a year involved in training/ seminar
Number of unemployed persons with IEP-2	6,213	7,514	3,448 <sup>6</sup>	4,070	<b>4,012</b>	14,000 of which min. 60% involved in an active measure or service
Number of applications for employment mediation (N.B. job placement) submitted to ESARNM by employers	4,824 3,164 (66%) positively resolved	4,705 3,013 (64.04%) positively resolved	3,646 2,767 (75.9%) positively resolved	4,151 2,751 (66.3%) positively resolved	4,151 2,751 (66.3%) positively resolved	6,000 Mostly positively resolved

### 3.1.4. STRENGTHENING SOCIAL DIALOGUE IN THE REPUBLIC OF NORTH MACEDONIA AT TRIPARTITE AND BIPARTITE LEVEL, IMPROVEMENT OF COLLECTIVE BARGAINING

Trade Union Density Rate (%)	21.16	19.83	17.29	16.76	New data were not provided by the Trade Unions	> 26
Collective bargaining coverage rate at branch, i.e. sector level (%)	32.68		38.46	43.39	<b>49%</b>	37
Number of collective agreements at employer level	85 * (realization in 2017)	92	92	92	<b>101</b>	95–100



Rate of successfully resolved collective labor disputes using the mechanism for amicable settlement of labor disputes	60%	60%	60%	100%	100%	min. 70%
Established and functional mechanism for following ESC's recommendations and regular monitoring of the number of opinions/recommendations issued to the Government of RNM	7 opinions/recom.	10 opinions/recom.	2 opinions/recomm.	9 opinions/recomm.	9	Min. 3 opinions/recommendations
<b>HUMAN CAPITAL AND SKILLS</b>						
<b>Human Development Index</b>	0.779	0.784	0.774	0.770	to be published in 2023	0.780

### 3.2.1. PROVIDING HIGH QUALITY INCLUSIVE EDUCATION AND EQUAL ACCESS TO EDUCATION FOR ALL

Rate of early school leavers (%)	7.1	7.1	5.7 <sup>7</sup>	4.6 <sup>8</sup>	6.2	6.8
Share of persons aged 30–34 who completed tertiary education (%)	33.3	35.7	39.7 <sup>9</sup>	36.9 <sup>10</sup>	35.7	40
Rate of students with special educational needs included in regular primary and secondary education (%)	64.8		67.1	66.6	67	70

### 3.2.2. IMPLEMENTATION OF THE NATIONAL QUALIFICATION FRAMEWORK FOR LIFELONG LEARNING – BASIS FOR QUALITY ASSURANCE IN THE EDUCATION AND TRAINING SYSTEM

Number of established Sectoral Qualifications Councils (for development and quality assurance of qualifications in specific sectors)	9	9	10	11	11	16
Established and functional Skills Observatory (to anticipate the needs for skills in the labor market)	It is not established	It is not functional. Provisions have been introduced in the new Law on Primary Education (from 2019) for processing personal data for the needs of the Skills Observatory, and it is necessary to enter provisions in the Law on Secondary and the Law on Higher Education to be functional	It is functional. Provisions have been introduced in the Law on Secondary Education (from 2020) for processing personal data for the needs of the Skills Observatory, and it is necessary to include provisions in the Law on Higher Education in order to obtain statistical data and analysis for higher education	It is functional. It is necessary to include provisions in the Law on Higher Education in order to obtain statistical data and analyses for higher education	It is functional. It is necessary to include provisions in the Law on Higher Education in order to obtain statistical data and analyses for higher education.	It is established
Functional Qualifications Register (overview and transparency of qualifications)	Register established	Register established	Functional register for qualification standards	Functional Qualifications Register, the procedure for	The indicator was achieved. Functional	Functional and upgraded registry

				upgrade of the register has started	and upgraded registry with registry module, occupational standards and occupational standard revision module	with registry module occupational standards and occupational standard revision module
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### 3.2.3. STRENGTHENING THE EMPLOYABILITY OF THE LABOR FORCE AND BUILDING FLEXIBLE LIFELONG LEARNING PATHWAYS

Share of students in secondary schools in the VET system (%)	60.0	61.8	62.1	64	69%	>60%
Share in lifelong learning (%)	2.4	2.8	2.6 <sup>11</sup>	2.5 <sup>12</sup>	2.7	>4.0%
Employment rate of persons (20-34) who recently graduated secondary or tertiary education (%)	49.1	57.2	54.5 <sup>13</sup>	58.2	60.2	55%
Number of Regional Vocational Education and Training Centers (RVETC)	None	The activities have started. Amendments have been made to the Law on Vocational Education and Training and the three secondary vocational schools that will be transformed into RVETC have been determined.	Three  At the 24th session of the Government, held on 24.11.2020, Decisions were adopted by which three municipal schools continue to operate as Regional Centers for Vocational Three In 2021 three regional vocational education and training centers started operating 51 Education and Training. Based on the decisions, the three schools amended the statutes, and the Ministry of Education and Science issued decisions for consent.	Three  In 2021 three regional vocational education and training centers started operating	Three  Reconstruction works and the procedure for procurement of equipment for the regional centers began in 2022	

## SOCIAL INCLUSION AND SOCIAL PROTECTION

Poverty rate (%)	21.9%	21.6% <sup>14</sup>	21.8%	The data have not been published	The data have not been published	16.0
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### 3.3.1. ENHANCING THE EFFICIENCY AND EFFECTIVENESS OF THE SOCIAL ASSISTANCE SYSTEM

% of households covered by all types of social protection financial benefits	8	8.5	The data for 2020 will be published in June 2022		No data	14
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% of absolute poverty	:	:	:	:	No data	< 1.0
Number of children covered by child protection programs (child allowance and education allowance)	43,000 c.a. 3,800 e.a.	38,855 c.a. 9,408 e.a.	43,649 c.a. 26,167 e.a.	48,800 c.a. 28,815 e.a.	<b>46,500 c.a</b> <b>30,179 e.a.</b>	75,000 c.a. 65,000 e.a.
Number of recipients of benefits under social security of the elderly	:	6,495	8,573	10,292	<b>10,586</b>	6,000

### 3.3.2. IMPROVING THE AVAILABILITY OF SOCIAL SERVICES

Number of established local (municipal) social protection councils	0	9	11	<b>60</b>	<b>81</b>	81
Number of established regional social protection councils	:	0	0	<b>7</b>	<b>8</b>	8
Number of licensed services provided (by type of service; home-based, community-based, extra-familial care)	:	12 (10 – home based services, 1 – community-based services, 1 – extrafamilial care)	20 (12 – home based services, 6 – extra-familial care),	62 (1 – professional assistance and support services, 2 – advisory services, 31 – home based services, 8 – community-based services, 20 – extra-familial care)	<b>82</b> <b>(1 professional assistance and support service, 2 advisory services, 37 home-based services (personal assistance 11, home-based care and assistance 26), 11 community-based services, 31 extra-familial care services)</b>	30

### 3.3.3. SUPPORT AND PROMOTION OF DEINSTITUTIONALIZATION

Number of people accommodated in housing units with supported living arrangements or group homes	173	226	226	241	<b>265</b>	250
Number of users of social services (per service type: homebased, community-based, extra-familial care)	3,058	Total 4,620 (423 – home-based services, 2,042 – community-based services, 2,155 extrafamilial care (*including foster families and accommodation in institutions for the elderly, the data on organized living	Total 4,629 (454 – homebased services, 1,728 – community-based services, 2,447 extrafamilial care (*including foster families and accommodation in institutions for the elderly, the data on organized living which is also extra-familial care is listed above	Total 4,680 (518 – home-based services, 1,200 – community-based services, 2,962 extra-familial care (*including foster families and accommodation in institutions for the elderly, the data on organized living	<b>Total 4,717</b> <b>(686 home-based services, 1,253 community-based services, 2,778 extra-familial care (*including foster families and accommodation in institutions for</b>	4,500

		which is also extra-familial care is listed above)		which is also extra-familial care is listed above)	the elderly, the data on organized living which is also extra-familial care is listed above)	
Number of persons accommodated in residential social protection institutions	376	260 (in the phase of deinstitutionalization – Banja Basko, T. Pole and Demir Kapija)	261	226	145	0

### 3.3.4. PROMOTION OF SOCIAL INCLUSION OF ROMA

Participation of Roma in the labor market services and active employment programs and measures	227 (in active measures and employment measures) 8,071 (services)	251 in active measures 9,736 in services	431 in active programs and employment measures 6,539 in employment services. 1,530 young unemployed Roma in the Youth Guarantee	488 in active measures 4,396 in services	487 in active measures 7,768 in services	325 APEM 10,000 services
Share of Roma in the total number of registered unemployed at ESARNM (%)	8.52	9.1	9.2	10.2	9.5	8.7
Inclusion of Roma children (0-6) in pre-school education	729	762	347 <sup>15</sup>	420	462	1,000
Percent of Roma pupils who successfully complete primary education (%)	77	80 %			94.99%	83%
Number of Roma students enrolled in tertiary education	300	192		263	The data will be available in August 2023	400
Rate of transition of Roma pupils from primary into secondary education (%)	87.0	77.4 %		78%	82.92%	92
Rate of transition of Roma pupils from secondary into tertiary education (%)	38.0	40.5%		33.5%	53.85%	45
Number of Roma families with access to social housing	118	0	0	There is no data on the number of Roma who have been allocated with social housing under lease; None of the distributed housing units in Strumica were allocated to a Roma family/ there were no Roma applicants	6	150
Number of communal infrastructure projects implemented in settlements	:		1	7	11	23

with prevalent Roma population						
Rate of infant mortality among the Roma population (per 1,000 live births, per mille, ‰)	10.2	7.1	11.1	11.8	Not available	< 7

### 3.3.5. TACKLING THE KEY CHALLENGES RELATING TO THE SUSTAINABILITY OF THE PENSION SYSTEM

% of source income compared to total expenditures of PDIFNM	53.1	57.33	60.02	60.47	62.72	65
% of average pension benefit in the average salary	59.5	54.41	54.72	53.02	55.64	60

### 3.3.6. TACKLING THE KEY CHALLENGES IN THE FIELD OF THE HEALTH SYSTEM AND PUBLIC HEALTH CARE

Rate of infant mortality (per mille, ‰)	9.2	5.6	5.7	The data for 2021 will be published in June 2022	The data is to be published in June 2023	< 7.0
Number of newly constructed and reconstructed public health facilities	1 new 3 reconstructed	7	0 <sup>16</sup>	7 rec. 16 new (modular Covid-19 centers)	1 reconstructed. 1 new	2 new 4 rec.
Upgrading the integrated health information system "My appointment" with new modules	31 (4 new) functional modules	3 new functional modules	5 new functional modules	8 new functional modules	6 new functional modules	33 new functional modules

<sup>1</sup> Men – 39.3%, women – 27.4%

<sup>2</sup> Men – 16.6%, women – 15.5%

<sup>3</sup> Men – 27.8%, women – 31.9%

<sup>4</sup> Men – 12.7%, women – 11.9%

<sup>5</sup> Men – 23.6%, women – 29%

<sup>6</sup> Due to the situation with Covid-19, certain types of services on the labor market were realized with a reduced volume. The preparation of the IEP requires the presence of the unemployed person in the employment center and longer counseling, which was made more difficult due to the introduced measures to prevent the spread of the virus. The number of persons for whom IEP-2 will be prepared, i.e. IEP for hard-to-employ persons depends on the number of unemployed persons who, based on the profiling, have been determined to belong to the category of hard-to-employ persons for whom this form of IEP is prepared.

<sup>7</sup> Men – 5.7%, women – 5.8%

<sup>8</sup> Men – 4.7%, women – 4.6%

<sup>9</sup> Men – 34.3%, women – 45.3%

<sup>10</sup> Men – 31.8%, women – 42.3%

<sup>11</sup> Men – 2.5%, women – 2.7%

<sup>12</sup> Men – 2.3%, women – 2.6%

<sup>13</sup> Men – 59.1%, women – 50.2%

<sup>14</sup> Men – 21.1%, women – 22%

<sup>15</sup> From September 2020, according to the Protocol for the operation of kindergartens in conditions of pandemic, kindergartens operate with reduced capacity. Priority is given to children whose parents are employed and children of single parents.

<sup>16</sup> The value of the indicator is 0, because the construction/reconstruction of the started facilities was not completed in 2020.