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Support For Policy Reforms, Accession
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SECTOR WORKING GROUP SECTOR “EDUCATION, EMPLOYMENT AND SOCIAL POLICY”

XVI PLENARY MEETING

30 APRIL 2025



Implemented by GOPA-PACE
Consortium



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II SESSION



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2024-2027 REFORM AGENDA

POLICY AREA 3: HUMAN CAPITAL SUB-AREA 3.1 EDUCATION SKILLS

❖ **Reform 3.1.1: Reinforce the education system to address the skills mismatch, increase access to and quality of VET, and improve access to work-based learning and dual education (including private sector involvement)**

Step 1. Share of 95% primary and secondary schools have at least one qualified career guidance professional

targets to be achieved until end of 2025

- ❑ At least 120 trained professional associates in primary schools until June 2025 (180 by June 2026 and at least 360 trained professionals until June 2027)



2024-2027 REFORM AGENDA

POLICY AREA 3: HUMAN CAPITAL SUB-AREA 3.1 EDUCATION SKILLS

- ❖ **Reform 3.1.5: Increase the efficiency through rationalisation of the primary schools network and establish “smart” primary schools with IT tools and Internet infrastructure ensuring also their operability (“Smart” as in integrating digital technologies in teaching and school management, including communication with families, distance interactive learning)**

Step 1. Implementation of New financing methodology in primary education applied when preparing as of the national budget of 2026 (by December 2025)

Step 2. Number of primary schools equipped with Internet access and IT tools (December 2025) 160 schools [number/share of primary schools concerned; number of pupils and teachers covered]: 160 schools

Objective values – targets to be achieved until end of 2025: Step 2: 44%



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2024-2027 REFORM AGENDA

POLICY AREA 4: PRIVATE SECTOR DEVELOPMENT AND BUSINESS ENVIRONMENT:

REFORM 4.1.1: ADDRESS THE INFORMAL ECONOMY IN SUPPORT OF THE RECENTLY ADOPTED STRATEGY FOR FORMALIZATION OF THE INFORMAL ECONOMY.

INDUCED OUTPUT: IMPROVED PERFORMANCE OF LABOUR AND MARKET INSPECTORATES INCLUDING SECTORIAL RISK WITH A FOCUS ON CONSTRUCTION, TOURISM, AND AGRICULTURE, REDUCTION OF ADMINISTRATIVE BURDENS FOR BUSINESSES AND IMPROVEMENT OF OVERALL ENVIRONMENT FOR BUSINESS SECTOR.



2024-2027 REFORM AGENDA

REFORM 4.1.1: ADDRESS THE INFORMAL ECONOMY IN SUPPORT OF THE RECENTLY ADOPTED STRATEGY FOR FORMALIZATION OF THE INFORMAL ECONOMY.

REFORM INDICATORS AND STEPS WITH TIMELINE:

- **STEP 1: NUMBER OF INSPECTIONS INCREASED FOR LABOUR INSPECTORATE BY 20% COMPARED TO 2020-2023 PERIOD AVERAGE. INSPECTIONS CARRIED ON PRINCIPLE OF SECTORIAL RISK WITH A FOCUS ON CONSTRUCTION, TOURISM, AND AGRICULTURE (JUNE 2025),**
- **STEP 2: NUMBER OF INSPECTIONS INCREASED FOR LABOUR INSPECTORATE BY 40% COMPARED TO 2020-2023 PERIOD AVERAGE. INSPECTIONS ARE CARRIED ON PRINCIPLE OF SECTORIAL RISK WITH A FOCUS ON CONSTRUCTION, TOURISM, AND AGRICULTURE (DECEMBER 2027).**
- **STEP 3: NUMBER OF NON-FORMAL EMPLOYED IN TOTAL NUMBER OF EMPLOYED, AS PER STATE STATISTICAL OFFICE, REDUCED BY 20% (DECEMBER 2025) AND 40% (DECEMBER 2027).**
 - **ADOPTION OF DRAFT LAW (LEX SPECIALIS) REGULATING WORK ENGAGEMENT OF SEASONAL, OCCASIONAL AND TEMPORARY NATURE FOR CERTAIN ACTIVITIES AND WORKS, AND ITS BY-LAWS.**
 - **DESIGNING AND DEPLOYING AN UPGRADE OF EXISTING SOFTWARE OF PRO, PDIF AND HIF FOR PURPOSES OF IMPLEMENTATION OF LAW.**



2024-2027 REFORM AGENDA

REFORM 4.1.1: ADDRESS THE INFORMAL ECONOMY IN SUPPORT OF THE RECENTLY ADOPTED STRATEGY FOR FORMALIZATION OF THE INFORMAL ECONOMY.

- **STEP 5: SET UP A GUARANTEE MECHANISM TO GUARANTEE PAYMENT OF EMPLOYEES' OUTSTANDING CLAIMS RESULTING FROM CONTRACTS OF EMPLOYMENT OR EMPLOYMENT RELATIONSHIPS UPON TERMINATION OF EMPLOYMENT RELATIONSHIPS DUE TO BANKRUPTCY/ INSOLVENCY OF THEIR EMPLOYER (DECEMBER 2026).**
 - POLITICAL DECISION ON SCOPE OF GUARANTEE INSURANCE, UPPER LIMIT OF BENEFIT AND LENGTH OF REFERENCE AND/OR ELIGIBLE PERIOD, CONTRIBUTION RATE AND FISCAL IMPLICATIONS OVER STATE BUDGET;
 - SUCCESSFUL COMPLETION OF SOCIAL DIALOGUE AMONG SOCIAL PARTNERS AND GOVERNMENT, REACHED BY ECONOMIC AND SOCIAL COUNCIL;
 - FINALIZATION AND ADOPTION OF AMENDMENT OF LAW ON EMPLOYMENT AND INSURANCE AGAINST UNEMPLOYMENT, LAW ON CONTRIBUTIONS FROM MANDATORY SOCIAL INSURANCE AND BANKRUPTCY LAW / LAW ON INSOLVENCY AND RELEVANT BYLAWS AS BASIC LEGISLATIVE STANDARD REGULATING ESTABLISHMENT OF GUARANTEE MECHANISM AS AN INTEGRAL PART OF INSURANCE AGAINST UNEMPLOYMENT;
 - INSTITUTIONAL SET UP RESPONSIBLE FOR IMPLEMENTATION OF GUARANTEE SYSTEM: ESA, PRO, MEL, MEMBERS OF THE ECONOMIC COUNCIL, CHAMBER OF BANKRUPTCY ADMINISTRATORS;
 - SET UP OF GUARANTEE MECHANISM TO GUARANTEE PAYMENT OF EMPLOYEES' OUTSTANDING CLAIMS RESULTING FROM CONTRACTS OF EMPLOYMENT OR EMPLOYMENT RELATIONSHIPS UPON TERMINATION OF EMPLOYMENT RELATIONSHIPS BY DECEMBER 2026;
 - IMPLEMENTATION OF GUARANTEE MECHANISM BASED ON SOLIDARITY AND COMPULSORY APPLICATION, AND MONITORING OF COLLECTION OF ADDITIONAL CONTRIBUTIONS AND PAYMENTS FROM GUARANTEE MECHANISM DURING INITIAL YEARS OF IMPLEMENTATION.
- **STEP 6: INFORMAL ECONOMY AS % OF GDP (WORLD BANK INDICATOR) REDUCED TO 26 % OF GDP (DECEMBER 2027).**



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Government of the Republic of North Macedonia
Ministry for European Affairs

SECTOR WORKING GROUP
Sector “Education, Employment and Social Policy”

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DISCUSSION



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SECTOR WORKING GROUP
Sector “Education, Employment and Social Policy”



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III SESSION

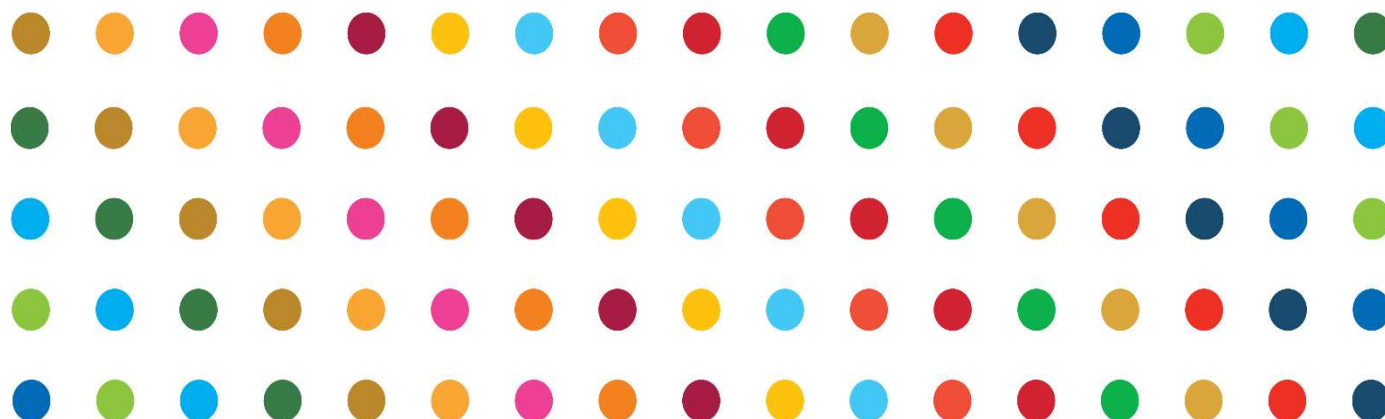
***DEVELOPMENT SUPPORT IMPLEMENTED BY UN AGENCIES THROUGH UN
SDZF AND BY SWISS DEVELOPMENT COOPERATION***



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Consortium

Sector working group on education, employment and social protection

30 April 2025

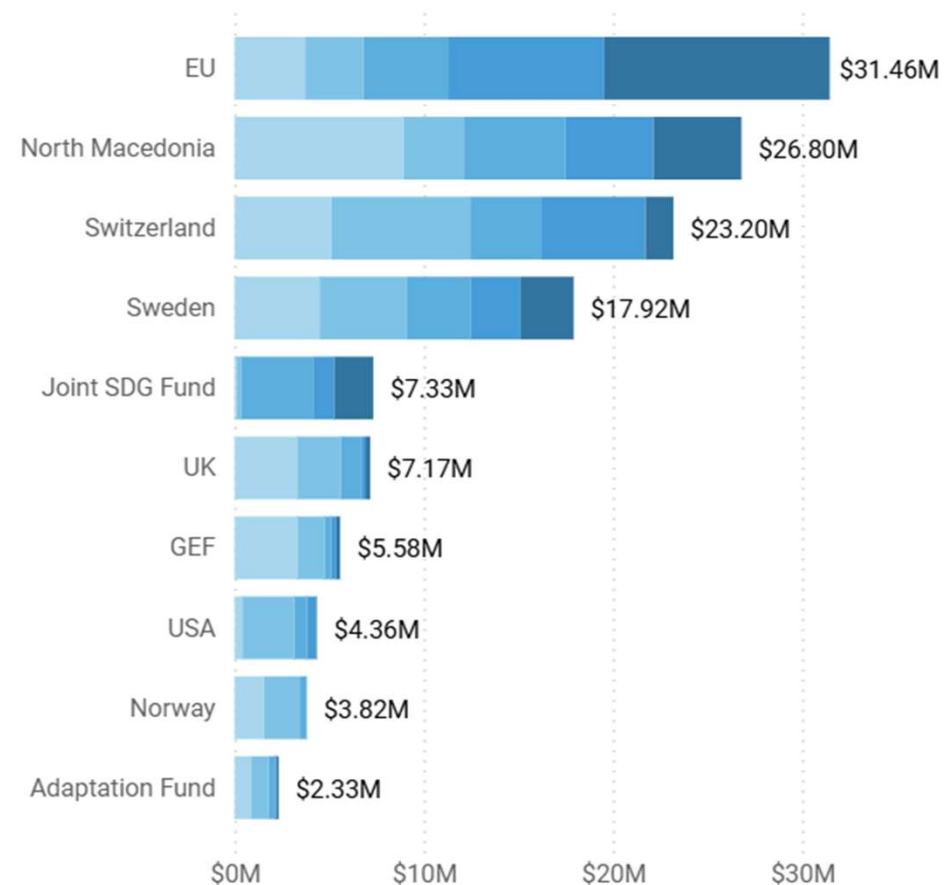


SDCF STRATEGIC PRIORITIES, OUTCOMES

	Strategic priority	Outcomes by 2025
Prosperity & People SDGs	1. Sustained and inclusive economic and social development	<p>1. Inclusive Prosperity - The living standard of all people in North Macedonia is improved through equal access to decent work and productive employment generated by an inclusive and innovative business ecosystem</p> <p>2. Quality Services for All - People in North Macedonia have universal access to rights-based quality social services – healthcare, education, and necessary social and child protection - rooted in systems resilient to emergencies.</p>
Planet SDGs	2. Climate action, natural resources and disaster risk management	3. Healthy Environment - People in North Macedonia benefit from ambitious climate action, sustainably managed natural resources and well-preserved biodiversity through good environmental governance and disaster resilient communities
Peace SDGs	3. Transparent and accountable democratic governance	4. Good Governance - People in North Macedonia benefit from improved rule of law; evidence-based, anticipatory and gender-responsive policies; greater social cohesion; and effective service delivery by transparent, accountable and responsive institutions

TOP 10 CONTRIBUTING PARTNERS 2021-2025

● 2021 ● 2022 ● 2023 ● 2024 ● 2025

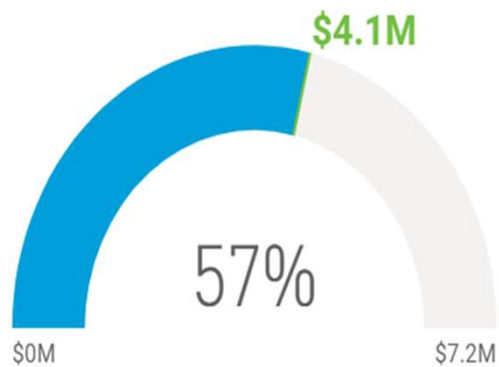


Other contributing partners (\$21.2M – 12.2%)

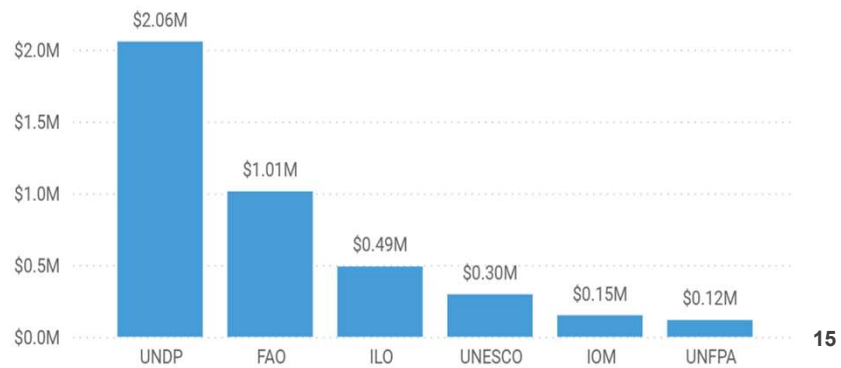
Austria, Belgium, Bulgaria, Canada, Denmark, FAO-WHO Codex Trust Fund, France, GEF, Germany, Italy, Korea, Makedonski Telekom, Migration MPTF, Montreal Protocol Fund, Netherlands, Norway, Private sector, Thematic Funds, UHC-P, UK, UN COVID-19 RRF, UN GP Rule of Law, UNDP Climate Promise, UNDP Funding Windows, FAO Technical Cooperation Programme, UNDP RFF, UNICEF Thematic Funds, UNPRPD Fund, USA, WB SALW Control MPTF, Working for Health MPTF.

Outcome 1 **Inclusive prosperity**

2025 MOBILISATION RATE



2025 RESOURCE AVAILABILITY BY AGENCY



Create jobs and reduce unemployment:

Contributing Partners:
ADA, GIZ, EU, MK,
SIDA, Italy, UK

- **Job Creation through green and just transition** – Supporting green and digital transformation of businesses
- **Entrepreneurship and new business development** -Inclusive support for start-ups and self-employment
- **Job creation in the Care Economy & Women's Economic Empowerment**
- **Promotion of family-friendly workplaces** in partnership with the private sector, to contribute towards gender equality
- **Fostering intercultural dialogue** by enhancing the cultural and creative sectors
- **Diaspora engagement initiatives** by mapping highly qualified diaspora and offering temporary return opportunities.
- **Gender Pay Gap** analysis

Slide 16

- 0** UN Women with ILO will work on calculating the national gender pay gap and producing analysis for policymaking and practices to (inter alia) reduce women's unemployment and decrease the gender pay gap. 15.000 USD. Donor: SDC / Sida
; 2025-04-29T10:32:57.146
- 0 0** Additionally, UN Women will work on central and local level (line ministries and local governments) to identify and implement gender sensitive measures including measures for women's economic empowerment.
; 2025-04-29T10:37:58.458

Enhance the skills and employability of vulnerable groups

- **Activation and employability enhancement** - Increasing labour market participation and future-readiness of young people, persons with disabilities and other under represented groups
- **Increasing Employability through Skills Development** – Support the delivery of demand-driven training aligned with employers' needs
- **Institutional framework for the anticipation and development of future and digital skills strengthened**

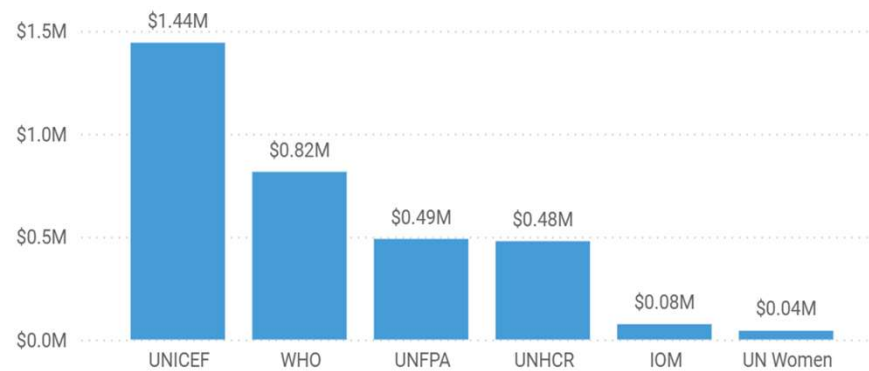
Contributing Partners:
EU, Norway, SIDA,
among others

Reduce informalities and enhance the quality of jobs

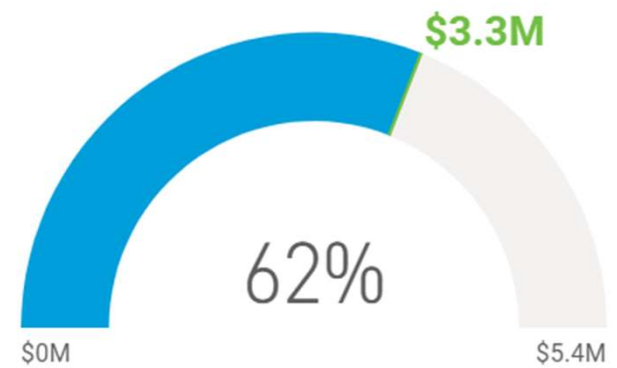
- **Labour legislation harmonized** with International Labour Standards and EU acquis
- **Occupational Safety and Health policy improved** in line with International Labour Standards.

Outcome 2: Quality Services for All

2025 RESOURCE AVAILABILITY BY AGENCY



2025 MOBILISATION RATE



EDUCATION

Supporting the MOES in:

Contributing Partners:
SIDA, World Bank, UK, US

- Development of the **new Education Strategy 2026 – 2030**
- **Optimizing the school network and funding formula** for primary and secondary education (with World Bank and Swiss Cooperation)
- Developing a **new pre-primary curricula** and supporting the professional development of all pre-school teachers
- Integrating **comprehensive environmental education** at all levels
- Strengthening provision of **inclusive education and mental health support**
- Developing **curricula related to mental health, bullying prevention, emotional regulation** and an implementation guidance for teachers
- Assessing **health promoting schools' curricula**

Protection

- Supporting MOSPDY in:
 - Analysis of **cash benefits addressing child poverty** and policy actions to improve coverage, adequacy and outreach
 - Reviewing **costing/pricing, budgeting, and beneficiary co-funding** of social protection services
 - Developing, costing, fiscal space analysis of the National Action Plan for implementing the **EU Child Guarantee**
 - Mapping and **analysis of the Social Service Workforce**
 - Revising the **family related legal framework** to align with the international standards
 - Piloting of **early childhood intervention services**
 - **Strengthening alternative, foster and kinship care** for children without parental care
 - Humanitarian assistance and **protection of people on the move**
 - Integration or **inclusion of persons granted international or temporary protection**

GENDER-BASED VIOLENCE

Contributing Partners:
UK, EU and others

- Support for the **operationalization of the Law on Prevention and Protection of Violence Against Women and Domestic Violence**
- Technical assistance to the reform of the **Law on Prevention of Violence and Harassment at Work**
- Strengthen capacities of service providers for **multi-sectoral GBV response**
- **Awareness raising on available services** with focus on vulnerable groups
- **Support services for victims of all forms of violence**, in line with CEDAW and Istanbul Convention
- Research to understand **online child sexual exploitation and abuse**

- 0 in 2025 WHO will support:
- National action plan on GBV, equity and health developed and agreed upon with national institutions and UN partners, outlining health system responses to health inequities and violence against women, in alignment with WHO recommendations.
 - National guideline/protocol for health system responses to violence against women, developed or updated in alignment with WHO recommendations
- ; 2025-04-29T06:23:25.400
- 1 UN Women has produced a Gender gap analysis specifically for the Sector Working Group on employment, education and social policy. The analysis was promoted, and it identifies where the gender perspective lacks in this area.
- <https://eca.unwomen.org/en/digital-library/publications/2025/03/gender-gap-analysis-in-education-employment-and-social-policy-in-n>
- ; 2025-04-29T10:31:22.285

New Cooperation Framework 2026-230



Strategic Priority 1: Inclusive Social & Human Development

Outcome 1: By 2030, all people in North Macedonia, particularly vulnerable groups, women and girls, benefit from equitable, accessible, and high-quality health and education services, and preventative and responsive social protection and protection services.

- Output 1.1: Health
- Output 1.2: Education
- Output 1.3: Social protection/protection
- Output 1.4: GBV

Strategic Priority 2: Sustainable Economy and Decent Work

Outcome 2: By 2030, all people in North Macedonia, particularly vulnerable groups, women and young people, benefit from a sustainable economy and decent work opportunities.

- Output 2.1: Economic enabling environment
- Output 2.2: Training and skills
- Output 2.3: Women's economic empowerment

Strategic Priority 3: Resilient and Green Society & Ecosystems

Outcome 3: By 2030, all people, particularly vulnerable groups, and ecosystems in North Macedonia benefit from climate action, humanitarian and disaster risks reduction, and a healthy, clean, and sustainable environment.

- Output 3.1: Climate Action and DRR
- Output 3.2: Pollution reduction
- Output 3.3: Environmental protection and NRM

Strategic Priority 4: Rule of Law & Good Governance

Outcome 4: By 2030, all people in North Macedonia, particularly vulnerable groups, benefit from and contribute towards effective, accountable, and inclusive governance and rule of law across all levels.

- Output 4.1: Good governance
- Output 4.2: Justice & the Rule of Law
- Output 4.3: Women/young people's empowerment and political participation



THANK YOU!



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Embassy of Switzerland in North Macedonia

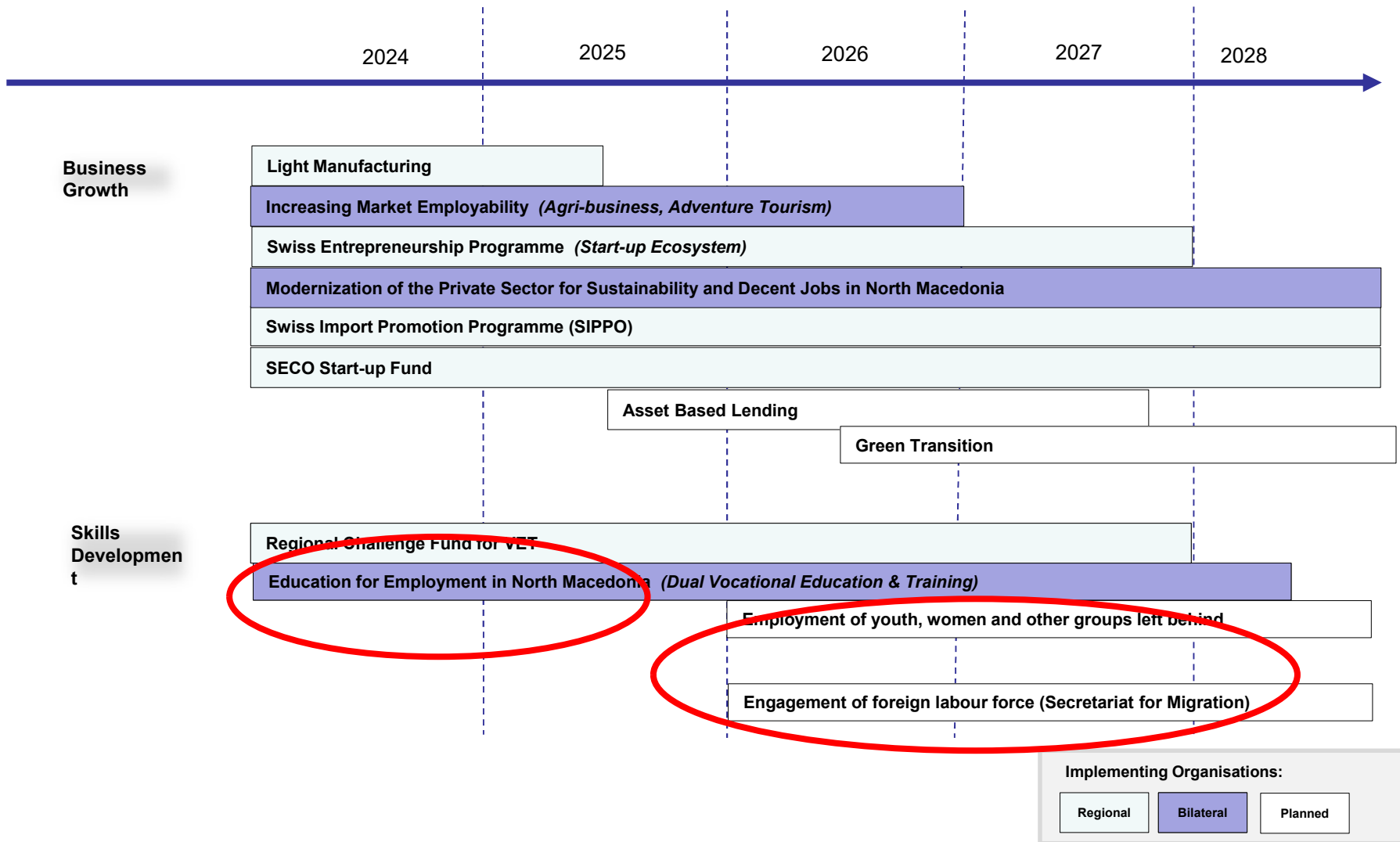
Switzerland's Engagement in Education and Employment

30 April 2025

Sustainable Economic Development 2025-2028

Competitive private sector creates and maintains decent employment while contributing to the country's green transition

- Businesses increase their productivity and environmental sustainability, enabling better access to markets
- Youth, especially young women, acquire up-to-date skills, including soft, green and digital skills that provide access to decent employment opportunities.



Ongoing: Education for Employment (E4E)

Goal: young women and men gain decent employment due to market-oriented skills

- Support the vocational education and training system, especially dual VET
- Increasing the engagement of companies and business support organisations to ensure the market-relevance of vocational education

→ Current main phase until mid 2026, followed by exit phase July 2026 – June 2028

Planned: Employment of youth, women and groups left behind

Problem:

- Higher unemployment and lower activity among youth, women, groups left behind
- Private sector faces skills shortage due to emigration and aging population

Possible intervention areas:

- Work exposure, part time jobs among youth, women and other groups left behind
- Raise awareness among companies about the benefits of employment of youth, women
- More flexible working opportunities

Next steps:

- Identify the existing and planned interventions
- Decide on modality, budget and timeline

Planned: Engagement of foreign labour force

Problem:

- Private sector faces skills shortage due to emigration and aging population

Possible intervention area:

- Adapt the legal framework to enable easier integration of foreign labourforce in the labour market

Next steps:

- Identify stakeholders and assess the interest of the responsible Ministries (Ministry of Social Policy, Demography and Youth or Ministry of Economy and Labour?)
- Identify implementing partner



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Република Северна Македонија
Министерство за европски прашања



Republika e Maqedonisë së Veriut
Ministria e Çështjeve Evropiane

DISCUSSION



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