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Republic of North Macedonia  
State Statistical Office



European Institute  
for Gender Equality



# GENDER EQUALITY INDEX

FOR NORTH MACEDONIA

2022

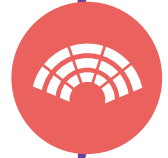




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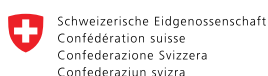
The National Gender Equality Index for North Macedonia was developed by the Ministry of Labour and Social Policy and State Statistical Office in the Republic of North Macedonia in cooperation with the European Institute for Gender Equality (EIGE) under EIGE's cooperation with the Western Balkans and Türkiye within the Instrument of Pre-Accession Assistance (IPA) of the European Union, funded by the European Commission. The report is based on the methodology and framework of the Gender Equality Index 2017 developed by the European Institute for Gender Equality (EIGE, <http://eige.europa.eu>) for the European Union and its Member States. The data used for the calculation of the Gender Equality Index for North Macedonia refer to 2019.

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Swiss Agency for Development  
and Cooperation SDC



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# List of abbreviations

## Country abbreviations

<b>AT</b>	Austria
<b>BE</b>	Belgium
<b>BG</b>	Bulgaria
<b>CY</b>	Cyprus
<b>CZ</b>	Czech Republic
<b>DE</b>	Germany
<b>DK</b>	Denmark
<b>EE</b>	Estonia
<b>EL</b>	Greece
<b>ES</b>	Spain
<b>FI</b>	Finland
<b>FR</b>	France
<b>HR</b>	Croatia
<b>HU</b>	Hungary
<b>IE</b>	Ireland
<b>AL</b>	Albania
<b>IT</b>	Italy
<b>LT</b>	Lithuania
<b>LU</b>	Luxembourg
<b>LV</b>	Latvia
<b>MK</b>	North Macedonia
<b>MT</b>	Malta
<b>NL</b>	The Netherlands
<b>PL</b>	Poland
<b>PT</b>	Portugal
<b>RO</b>	Romania
<b>SE</b>	Sweden
<b>SI</b>	Slovenia
<b>SK</b>	Slovenia
<b>EU-27</b>	EU Member States average
<b>RS</b>	Serbia
<b>ME</b>	Montenegro

<b>CEDAW</b>	Convention on the Elimination of all forms of Discrimination against Women
<b>EIGE</b>	European Institute for Gender Equality
<b>EQLS</b>	European Quality of Life Survey
<b>EU</b>	European Union
<b>EUROSTAT</b>	Statistical Office of the European Union
<b>EWCS</b>	European Working Conditions Survey
<b>FRA</b>	European Union Agency for Fundamental Rights
<b>MES</b>	Ministry of Education and Science
<b>MLSP</b>	Ministry of Labour and Social Policy
<b>OSCE</b>	Organization for Security and Cooperation in Europe
<b>OECD</b>	Organization for Economic Cooperation and Development
<b>SSO</b>	State Statistical Office
<b>WMID</b>	Women and Men in Decision Making
<b>p.p.</b>	percentage point



# Foreword

Gender equality is a key priority and commitment of the Republic of North Macedonia. The establishment of an efficient legal and institutional system for the promotion of gender equality is an indispensable part of the European Union integration process and one of its fundamental values. In this regard, significant steps have been taken to improve coordination among institutions, strengthen institutions' capacities and establish mechanisms for continuous monitoring of progress towards the achievement of gender equality goals.

To ensure that policies and measures for the promotion of gender equality are effective, it is necessary to continuously monitor their impact on different groups of citizens.

The Gender Equality Index is a tool for measuring the progress of gender equality in EU countries and EU candidate countries. This tool was developed by the European Institute for Gender Equality based in Vilnius Lithuania.

The Gender Equality Index ensures greater visibility of the areas where improvement is needed to create better and more effective measures for the promotion of gender equality.

This is the only way to promote gender equality, and the data contained in the second report on the Gender Equality Index for the Republic of North Macedonia 2022 will enable monitoring of the implementation of policies and measures for advancing gender equality.

The Government of the Republic of North Macedonia continues to work dedicatedly on the promotion of gender equality. The legal amendments, the establishment of the first Resource Centre for Gender-Responsive Budgeting, and the development of policies to advance the position of women in the society in cooperation and with the support of international organizations such as UN Women, the European Union, the European Institute for Gender Equality, will continue towards building a better society for all.



**Jovanka Trenchevska**

Minister of Labor and Social Policy  
Government of the Republic of North Macedonia

# 1. Introduction

The Republic of North Macedonia publishes the second consecutive report on the measurement of the Gender Equality Index (hereinafter the Index) based on the methodology of the European Institute for Gender Equality (EIGE) (EIGE, 2017a). The Index values are calculated based on the latest available data for 2019.<sup>1</sup> The indicators used for the calculations of the Gender Equality Index are aligned with the EU indicators, with 28 out of 31 indicators used for the GEI calculations coming from the same data sources (Eurostat, Eurofound, EIGE gender statistics database), while three indicators in the domain of Health are proxies. Annex 1 provides further detailed information on the data sources for each indicator of the Index. The report provides a comparative overview of the progress achieved compared to the previous (first) measurement of the Country Index in 2019, calculated based on data from 2015. Moreover, it provides comparison with the 2021 Gender Equality Index of EU and EU member states (calculations based on 2019 data),<sup>2</sup> as well as the EU candidate countries from the region that have published their Gender Equality Index based on the EIGE methodology (Albania, Serbia and Montenegro). A detailed analysis of progress in each of the individual domains of the Index is presented in separate chapters in the report dedicated to the domains and sub-domains that make up the Index. It is important to emphasize that the data used for the calculation of the Index do not always refer to the same year, because the last available data for the indicators are used, which are part of different surveys with different schedules of data collection and publication. A detailed overview and explanation of each of the individual indicators used for the calculations of the Index domains are presented in Annex 1.

The Gender Equality Index is a composite indicator that is used as an instrument for monitoring gender (in)equalities within the European Union (EU). Since 2016, several countries from the region, candidates for EU membership, have adopted the EIGE methodology for the calculation of the Gender Equality Index and published their Indices, which allows a comparative overview of progress towards gender equality with EU member states. Serbia has so far published three reports (the first in 2016), our country publishes the second report, and Albania (2019) and Montenegro (2020) have each published one report announcing preparations for the new measurements. The availability of measurements of the Gender Equality Index in the neighbouring countries of the Western Balkans allows continuous comparative monitoring of the progress of the countries in the region and in comparison with the EU member states.

<sup>1</sup> The first Gender Equality Index was published in 2019, with calculations based on data from 2015.

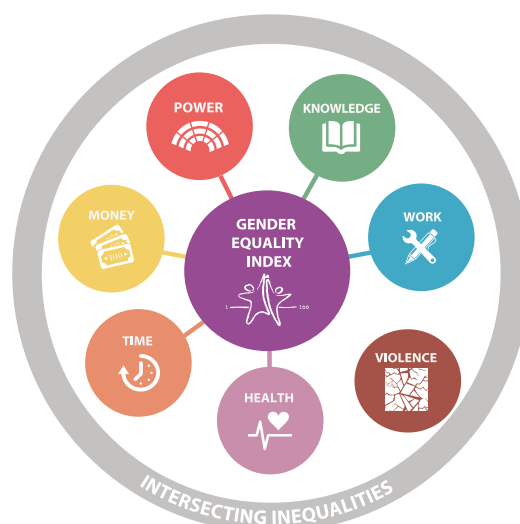
<sup>2</sup> The Gender Equality Index of the EU for 2021, with calculations based on 2019 data, is the most recent Index of the EU at the time when the calculations for the second Gender Equality Index for North Macedonia (2022) were concluded.

This report was developed by the Ministry of Labour and Social Policy and the State Statistical Office of the Republic of North Macedonia, with the support of the European Institute for Gender Equality (EIGE), and with the support of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)..

## Gender Equality Index

The Gender Equality Index is a composite indicator that measures the complex concept of gender equality and assists in the comparative monitoring of progress (EIGE, 2017a). The Index is formed by combining gender indicators into a single summary measure. It consists of six core domains (Work, Money, Knowledge, Time, Power and Health) and two additional domains (Intersecting Inequalities and Violence) (Diagram 1). Each of the domains is composed of sub-domains through which the total scores of the domains are calculated. The Gender Equality Index measures gender equality by showing how far (or close) each member state is from achieving complete gender equality. It provides results at both EU member states level and EU level. The Gender Equality Index provides scores for each domain and sub-domain. It measures gender gaps that are adjusted to levels of achievement, ensuring that gender gaps cannot be regarded positively where they point to an adverse situation for either women or men. The Index measures both the level of progress and the gender gap in different domains. The Gender Equality Index assigns scores between 1 and 100, where 1 indicates total inequality and 100 indicates the full achievement of gender equality in the country. Index scores close to 1 indicate a low level of achievement in the domain (e.g. low rates of higher education completion) and a wide gender gap (pronounced differences in achievement between women and men), while Index scores close to 100 indicate high achievement in the domain (e.g. high rates of higher education completion) and minor or non-existent gender gaps between women and men.

**Diagram 1. Domains of the Gender Equality Index**



## 2. Gender Equality Index 2022

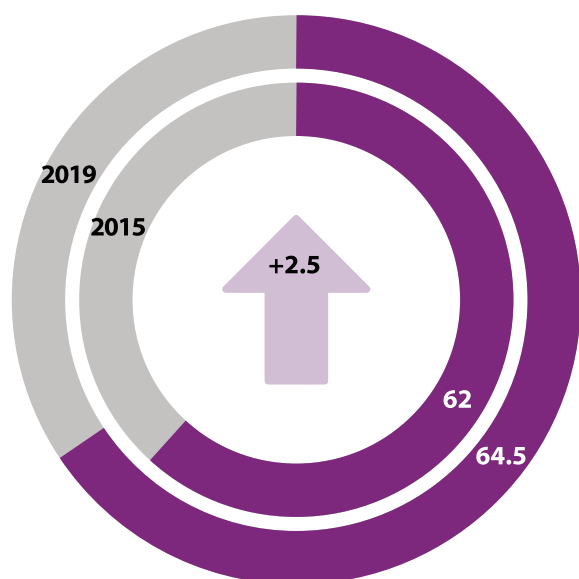
### 2.1. Gender Equality Index for North Macedonia 2022 (based on latest available data from 2019)

The Gender Equality Index score for North Macedonia for 2022 is 64.5 points out of a maximum of 100 and shows an increase of 2.5 points compared to the previous measurement in 2019. If progress is achieved at this pace (2.5 points every four years<sup>3</sup>), the country will need approximately 57 years to achieve gender equality in all domains. For comparison, at the EU level, the pace of progress achieved so far is one point every two years, which is considered a slow and insufficient pace of progress toward achieving gender equality at the EU level (EIGE, 2021). However, social changes and development are not linear processes and can be accelerated by appropriate policies in a favourable socio-economic context at national and international level, but they can also be slowed down as a result of regressive policies in terms of equality, or unfavourable context in

the country and globally. That is why ensuring continuity in measuring the progress of the Index and its integral domains is of exceptional importance in order to monitor the changes and policy impact and detect the areas where there is a need for improvement of gender equality policies and their implementation in practice.

If the Index scores in each of the domains are considered, progress can be observed in the domains of Work, Money, Knowledge and Power. Progress is at a standstill in the domain of Time (due to lack of new data) and the domain of Health, where an insignificant change (+0.1 point) can be observed. Compared to the last measurement, the country does not show a decline in any of the domains that make up the Index (Table 1).

**Figure 1: Gender Equality Index, North Macedonia, 2015-2019**



**Table 1: Gender Equality Index, total and domains, 2015 – 2019**

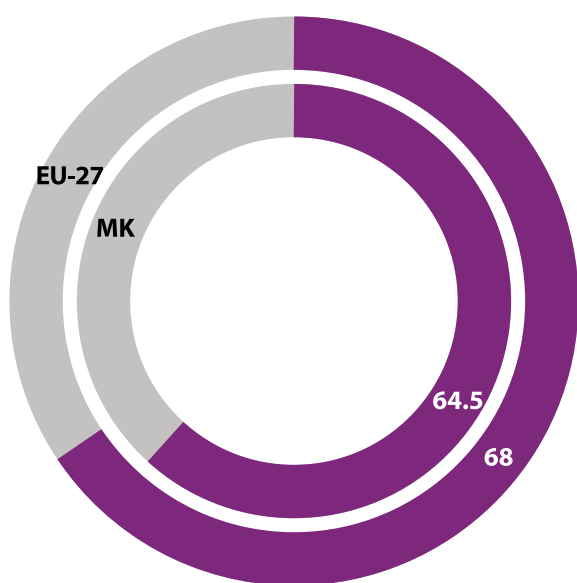
	2015	2019	Progress (2015 – 2019)
<b>Gender Equality Index</b>	62	64.5	2.5
<b>Work</b>	69.4	70.7	1.3
<b>Money</b>	62.1	64.3	2.2
<b>Knowledge</b>	59.6	62.4	2.8
<b>Time</b>	55.8	55.8	0
<b>Power</b>	52.6	58.6	6.0
<b>Health</b>	87.1	87.2	0.1

<sup>3</sup> The data used for the measuring of the Index in 2019 are the last available data for the indicators from 2015, while the data used for the measuring of the Gender Equality Index 2022 are the last available data from 2019.

## 2.2. Changes compared to the EU (2019)

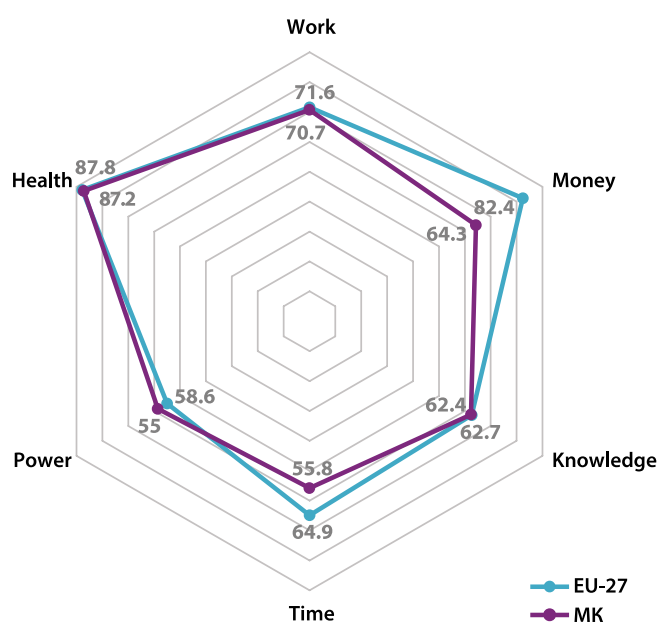
As in the previous measurement of the Index, the country is still positioned behind the EU member states average (EU-27), by 3.5 points (Figure 2). It is important to note that the gap has decreased compared to the previous measurement where the country was 4.2 points behind the average. Although it is necessary to monitor the trend of the Index scores in the next period, the latest measurement shows that the country is moving at an approximately similar pace of slow progress as the EU member states, which indicates the need for a significant improvement of policies, practice and the commitment to gender equality in the country in the period ahead (EIGE, 2021).

**Figure 2: Gender Equality Index, North Macedonia and the EU, 2019**



Comparing domains, the largest gap between North Macedonia and the EU is again present in the domain of Money (18.1 points) and Time (9.1 points), while the smallest gaps are in the domain of Knowledge (0.3 points), Health (0.6 points) and Work (0.9 points) (Figure 3). As in the previous measurement of the Index from 2019, the country has a higher score than the EU average only in the domain of Power (+3.6 points) (Figure 3).

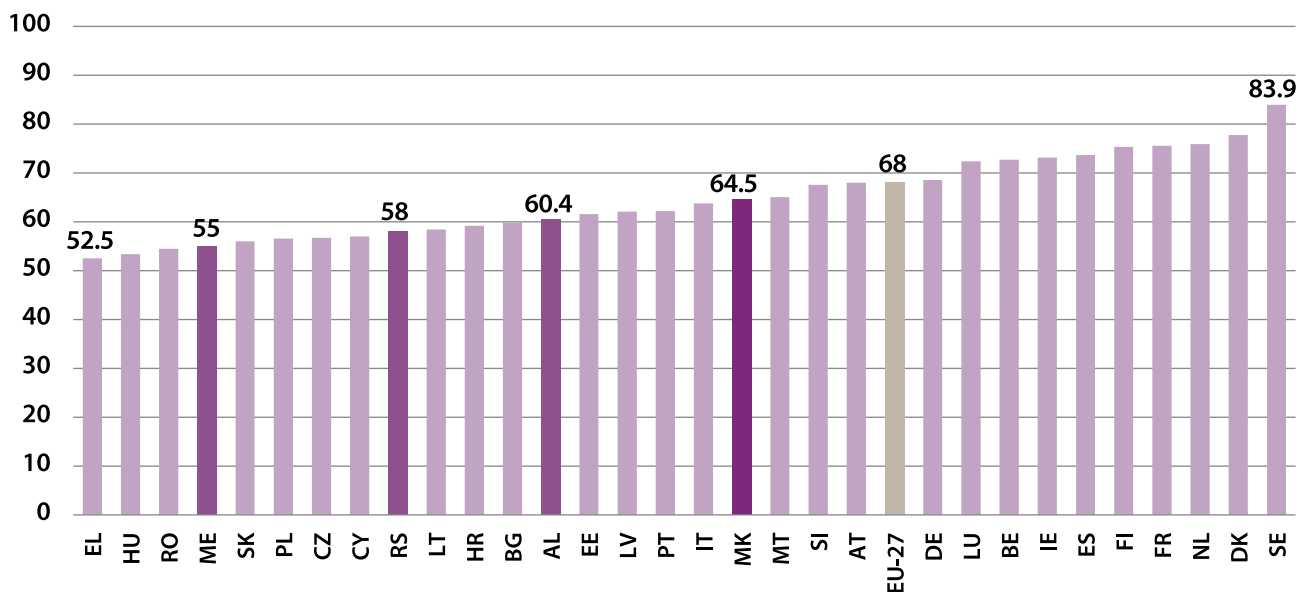
**Figure 3: Gender Equality Index by domain, North Macedonia and the EU, 2019**



Compared to EU member states, North Macedonia this time ranks fourteenth, between Italy (15) and Malta (13), and has progressed one position higher in the ranking compared to 2019 when it was ranked fifteenth. The country lags by 19.4 points behind the best-ranked country in the EU – Sweden (Figure 4). Compared to the last measurement of the countries of the Western Balkans region that publish the index, North Macedonia has a higher score than all three countries – Albania, Serbia and Montenegro (Figure 4).

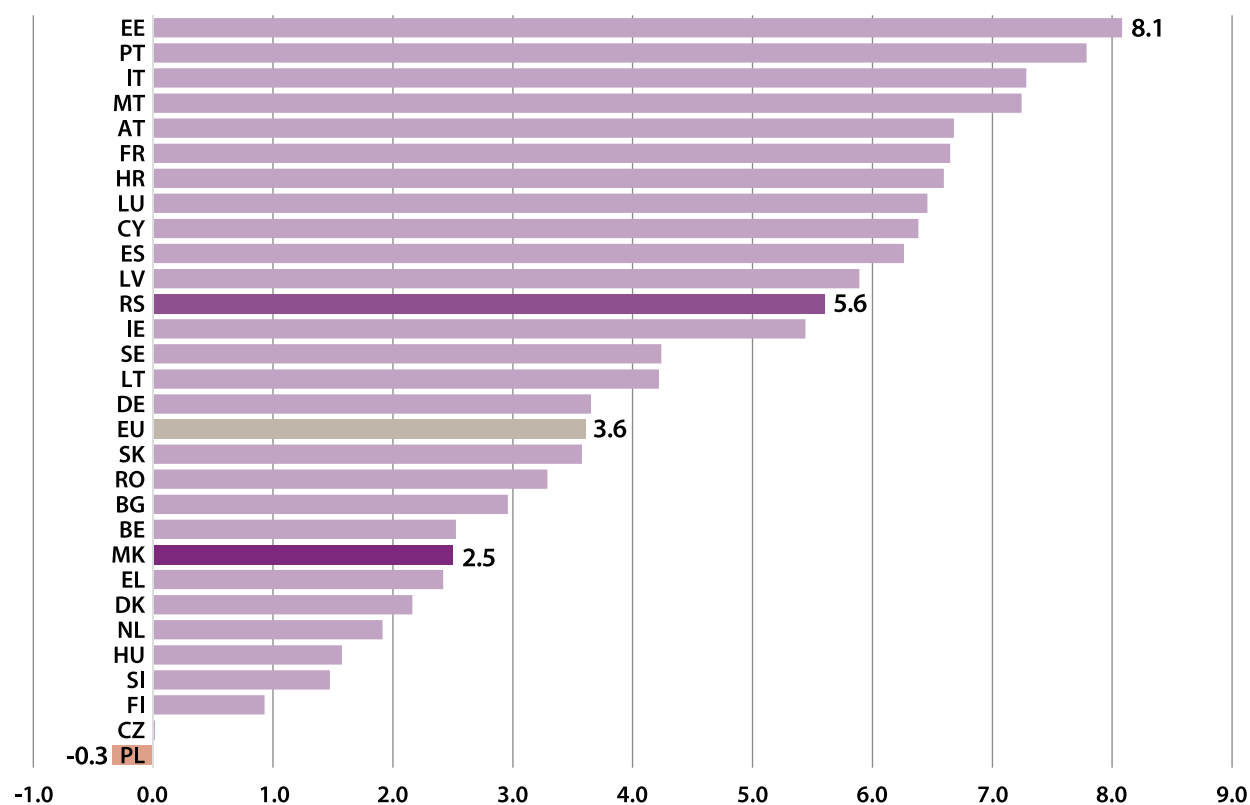
Compared to the last measurement of the countries of the Western Balkans region that publish the Index, North Macedonia has a higher score than all three countries – Albania (2020), Serbia (2021) and Montenegro (2019) (Figure 4).

Figure 4: Gender Equality Index, North Macedonia (2019), EU Member States (2021), Albania (2017), Serbia (2018) and Montenegro (2017)



If progress is considered compared to the measurement from 2015, North Macedonia is in the group of countries that record a low level of progress, ranked seventh of the countries with progress up to 3 points together with Belgium (2.5 points) and Greece (2.4 points) (Figure 5). Serbia on the other hand, ranks among the countries with higher level of progress, with increase of 5.6 points in the period 2014 – 2018.<sup>4</sup>

Figure 5: Progress of the Gender Equality Index, North Macedonia (2015 – 2019), EU Member States (2015 – 2019), and Serbia (2014 – 2018)



<sup>4</sup> Calculations are based on 2014 and 2018 data, for Gender Equality Indices published in 2016 and 2021, respectively.

## 2.3. Changes at the legislative and policy level

In the period since the publication of the last Index in 2019 including calculations based on the data from 2015, the country has gone through several significant changes in terms of policies and processes for advancement of gender equality, in the complex context of the COVID-19 pandemic, the beginning of the Russian aggression against Ukraine and the subsequent economic disturbances. Although the calculations of the new Index use the latest available data from 2019, the following is an overview of changes at the policy level in the period from 2015 up to the finalization of this report. The overview of changes at the legislative and policy level refers to a significant extent to the overview contained in the new Strategy for Gender Equality 2022-2027 (Official Gazette of the Republic of North Macedonia, No. 170/2022).

In the past period, expert debates, evaluations, and analyses were conducted assessing the effectiveness and functionality of the institutional mechanisms for gender equality (gender machinery) and the results achieved with the current Law on Equal Opportunities for Women and Men (Official Gazette of the Republic of Macedonia, No. 6/12; No. 150/2015). The analyses resulted in recommendations for necessary reform of the gender machinery and further alignment with the international and European legal standards and directives (Reactor, 2020). Therefore, in 2019, the Ministry of Labour and Social Policy initiated the process of drafting a new Law on Gender Equality, establishing a working group that produced the draft Law on Gender Equality, expected to be approved and adopted in the upcoming period (Reactor, 2020).

In July 2022, the new Strategy for Gender Equality for the period 2022-2027 was adopted (Official Gazette of the RNM, No. 170/2022), which is the basic strategic document of the country in the field of gender equality, establishing the institutional roadmap of the goals and activities for promotion of gender equality and advancement of the status of women in the country in the foreseen implementation period. The Strategy builds on the Strategy for Gender Equality for the period 2013-2020 and focuses on three goals: 1. Establish an effective and efficient system for promoting gender equality at central and local level (specific objectives focus on the institutional mechanisms at central and local level); 2. Improve the position of women in all areas of public and private life (specific objectives refer to the areas of labour market, agriculture, political participation, health care, education, peace, culture and sports); and 3. Combat gender stereotypes and build a culture of non-violence and non-discrimination based on sex, gender and gender identity (specific objectives refer to combating gender-based violence and gender stereotypes and sexism).

In 2020, a new Law on Prevention and Protection from Discrimination (Official Gazette of the RNM, No. 258/2020) was adopted recognizing intersectional discrimination as a more severe form of discrimination, and including gender identity and sexual orientation as a basis for discrimination. In 2022, the new National Strategy for Equality and Non-Discrimination 2022-2026 was adopted (MLSP, 2022).

In addition to these strategic documents, in 2021 the National Action Plan for Protection, Promotion and Fulfilment of Human Rights of Roma Women and Girls 2022-2024 was adopted, aiming to promote intersectional justice, i.e. equal and fair access to rights, opportunities, resources and power in society, for Roma women and girls (MTSP, 2021).

In the area of the labour market, the amendments to the Law on Labour Relations introduced in 2015 regulate the right to equal pay for women and men, as well as equal treatment in terms of employment, working conditions and social security schemes (Official Gazette of the RM, No. 74/15). In process of drafting is a new Law on Labour Relations in compliance with the EU Directive 2019/1158 on work-life balance for parents and carers (Official Journal of the EU, 188/79), which will allow reforms in the current system of maternity leave and introduction of parental leave, including a separate right to paternity leave, which under the current legislation is obtained exclusively by cancelling/terminating the mother's right to maternity leave (MLSP, 2022). In addition to the current and planned amendments to the Law on Labour Relations, in 2017 a significant legal amendment was made to the Law on Minimum Wage (Official Gazette of the RM No. 11/12; 30/14; 180/14; 81/15; 129/15; and 132/17) which equalized the minimum wage in the garment, leather and footwear industry (where the largest number of employees are women), with the level of the minimum wage in other industries. In addition, work is underway on a new Law on Protection from Harassment at the Workplace (Official Gazette of the RM, No. 79/13), which is expected to regulate the prevention and protection against psychological and sexual harassment at the workplace.

The adoption of the Law on Social Protection (Official Gazette of the RNM, No. 104/19) in 2019 introduced a reform of the social protection system, including a greater focus on marginalized women and girls and provisions for financial assistance and support for victims of violence. In addition, the Law on Free Legal Aid from 2019 (Official Gazette of the RNM, No. 101/19) also covers victims of gender-based and domestic violence, including procedures for social protection, social insurance and protection of children's rights.

In the field of education, in 2019 a new Law on Primary Education was adopted (Official Gazette of the RNM, No. 161/19) which prohibits direct and indirect discrimination, including discrimination on the basis of sex, gender, sexual orientation, and gender identity, and also provides affirmative measures to overcome discrimination and promote equality in the educational process. In addition, in 2018, the amendments to the Law on Textbooks for Primary and Secondary Education (Official Gazette of the RM No. 98/2008; 99/2009; 83/10; 36/11; 135/11; 46/12; 24/13; 120/13; 29/14; 146/15; 217/15; 30/16; and 21/18) introduced provisions that aim at ensuring higher quality teaching materials free from any discriminatory, stereotyping and gender insensitive content. As part of the measures for reducing gender segregation in tertiary education, in the academic year 2019/2020, the Ministry of Education and Science (MES) awarded more scholarships to women students (63.7%) compared to men students (36.3%) in the field of biotechnical, technical and technological, natural and mathematical sciences, information technologies, mathematics and natural sciences (MLSP, 2022). In addition, following lengthy preparations, in 2021 comprehensive sexual education was piloted as an elective subject in the ninth grade of primary education at two primary schools in Skopje and Tetovo.

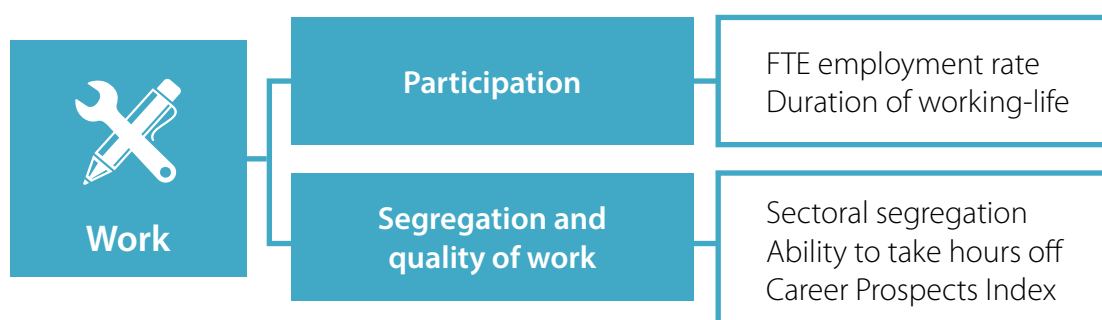
In relation to health care, in 2019 the new Law on Termination of Pregnancy (Official Gazette of the RNM, No. 101/19) was adopted, which improved the reproductive and health rights and freedoms of women (previously limited by the restrictive amendments introduced in the previous law from 2013, Official Gazette of the RM, No. 87/13). The new law also allows medical termination of pregnancy and recognizes the inviolable right of a woman to decide on her own to terminate a pregnancy.

In 2017, the Government ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), which entered into force in 2018, following which the process of its implementation was initiated. In addition, a National Action Plan for the implementation of the Istanbul Convention 2018-2023 was developed, including guidelines for monitoring the alignment of the national legislation with the provisions of the Istanbul Convention. In accordance with the Action Plan, in 2021 the new Law on Prevention and Protection from Violence against Women and Domestic Violence (Official Gazette of the RNM, No. 24/21) was adopted, which is in line with the recommendations of the Istanbul Convention and aims to expand the system for prevention and protection from all forms of gender-based and domestic violence.

The overview of the main changes in legislation and policies in the field of gender equality in the country shows the level of progress in the legal and strategic framework for the advancement of gender equality in the country. However, it is important to note that despite the progress at the normative level, consistent implementation in practice remains a challenge. Among the main reasons for the insufficient level of fulfilment of the obligations undertaken with the main strategic documents in the area are the insufficient financial resources for the implementation of the relevant measures and activities (lack of a specific budget for this purpose) and the frequent absence or inadequate assessment of the fiscal implications for implementation of the main strategic programmes and activities. Additional challenges are related to the authority, job classification, and influence of the persons responsible for the implementation of different activities at institutional level (coordinators for equal opportunities), i.e. their ability to require constant accountability and determine priorities in the implementation of the activities, measures and programmes related to gender equality in the respective institutions. In addition to these challenges, there is also a lack of a comprehensive system for continuous monitoring of progress in achieving the goals set by the legal and strategic documents for the advancement of gender equality.



### 3. Domain of Work



The domain of Work measures the participation of women and men in the labour market and their equal access to quality employment and appropriate working conditions. Access to employment and quality working conditions, together with gender discrimination and segregation (horizontal and vertical), are among the key factors that allow equal access to economic resources and reduction and elimination of poverty (EIGE, 2013). The domain of Work measures gender gaps in areas related to the labour market through two sub-domains: Participation and Segregation and quality of work.

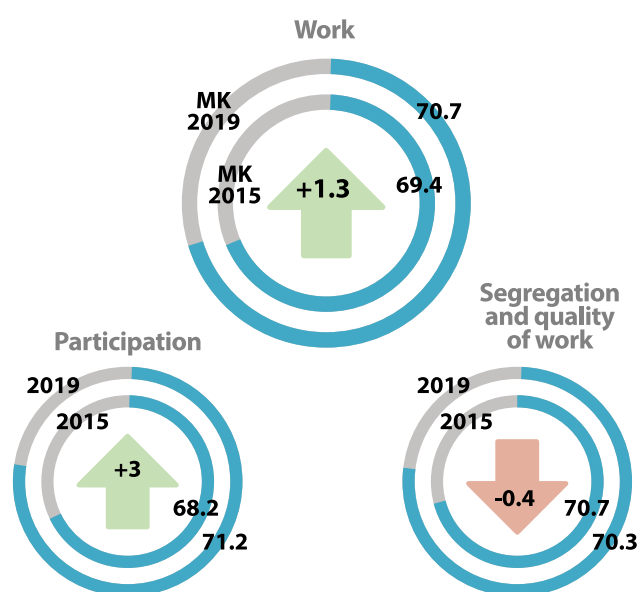
The sub-domain of Participation measures the differences between women and men in terms of employment and duration of working life. It is measured by two indicators: the rate of full-time equivalent employment rate (population aged 15+) and the duration of working life (population aged 15+). The full-time equivalent employment rate is obtained by comparing each worker’s average number of hours worked with the average number of hours worked by a full-time worker (EIGE, 2017a).

The second sub-domain combines two indicators – sectoral (horizontal) segregation and quality of work. Horizontal segregation is the concentration of women and men in certain sectors and occupations.<sup>5</sup> It is measured through the participation of women and men in the sectors of education, human health and social work activities as a percentage of the total number of employees in all sectors. The quality of work is measured by flexible working time arrangements and career prospects. Flexibility of work is captured by the ability of women and men to take an hour

or two off during their working time to take care of personal or family matters. Career prospects are measured through the Career Prospects Index that measures work quality by combining indicators of employment status (self-employed or employee), type of employment contract, the prospects for career advancement as perceived by the worker, and perceived likelihood of losing one’s job (EIGE, 2017a). It is measured at the scale of 0-100 where the higher the score, the higher the job quality (career prospects).

#### 3.1. Status and changes

**Figure 6: Gender Equality Index in the domain of Work and its sub-domains, North Macedonia 2015 – 2019**



<sup>5</sup> Vertical segregation, on the other hand, refers to the concentration of women and men at different levels of work responsibility, position and power and decision-making resulting in different levels of financial and social benefits. The indicator for sectoral (horizontal) segregation is included in the measurement of the Index and the score for the domain of Work.



The total score of the domain of Work is 70.7 points, which shows an improvement of 1.3 points compared to the Index of this domain in 2015. A positive change can be seen in the sub-domain of Participation (a three-point rise compared to 2015), which mainly contributes to the rise of the total Index of the domain of Work. In the sub-domain of Segregation and quality of work, a decline by 0.4 p.p. is observed, which is due to the correcting coefficients in the calculation that take into account the ratio of men to women and the highest value of the countries.

If the indicators of the Index of the domain of Work and its sub-domains are analysed, the most significant change can be seen in employment, that is, the full-time equivalent employment rate. Namely, although in the period from 2015 to 2019 there is an increase in employment rates for both women and men, the gender gap in employment rates increased from 16.5 p.p. in 2015, to 18.3 percentage points in 2019 due to the higher increase in the employment rate for men compared to women (Table 2).

**Table 2: Full-time equivalent employment rate (% , 15+ population)**

Year	Women	Men	Gender gap (p.p.)
2015	32.5	49	-16.5
2019	35.9	54.2	-18.3

The indicators also show that women are still on average less likely to be employed full-time compared to men and their working life duration is on average 10 years shorter than that of men (Table 3).

**Table 3: Duration of working life (years)**

Year	Women	Men	Gender gap
2015	25.1	36.9	-11.8
2019	26.4	36.8	-10.4

In the sub-domain of Segregation and quality of work, a change in the situation can be observed only in the indicator of sectoral segregation, while for the flexibility of work and the Career Prospects Index there are no new updated data since the last measurement of the Index. Sectoral segregation indicates a high concentration of women employed in the sectors of education, health and social work activities. In 2019 the increase in the participation of women in these sectors continues, compared to the participation of men, and consequently there is an increase in the gender gap in sectoral segregation compared to 2015 (Table 4).

**Table 4: Sectoral segregation - employees in education, health and social work activities (% , 15+ population)**

Year	Women	Men	Gender gap (p.p.)
2015	19	5.9	13.1
2019	20	5.7	14.3

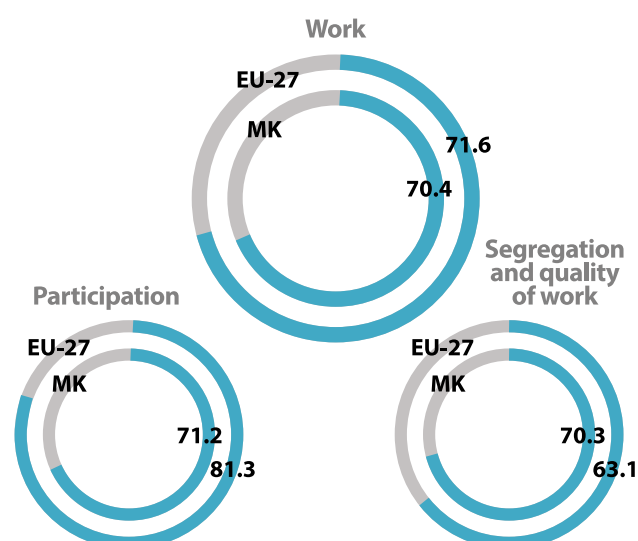
The indicators used for flexibility of work in 2015 show that employed women in North Macedonia on average have less flexibility in working time compared to men, and thus, fewer opportunities for achieving work-life balance (Table 5). This aspect is significant and has an additional negative effect on the participation of women in the labour market, especially in a country with a pronounced uneven distribution of unpaid work, i.e. where women bear the main responsibility for household duties and care of children (this aspect is analysed in more detail in the domain of Time).

**Table 5: Flexibility of work (% , 15+ population)**

Year	Women	Men	Gender gap (p.p.)
2015	41.1	44.2	-3.1

## 3.2. Changes compared to the EU (2019)

**Figure 7: Gender Equality Index in the domain of Work and its sub-domains, North Macedonia and EU, 2019**



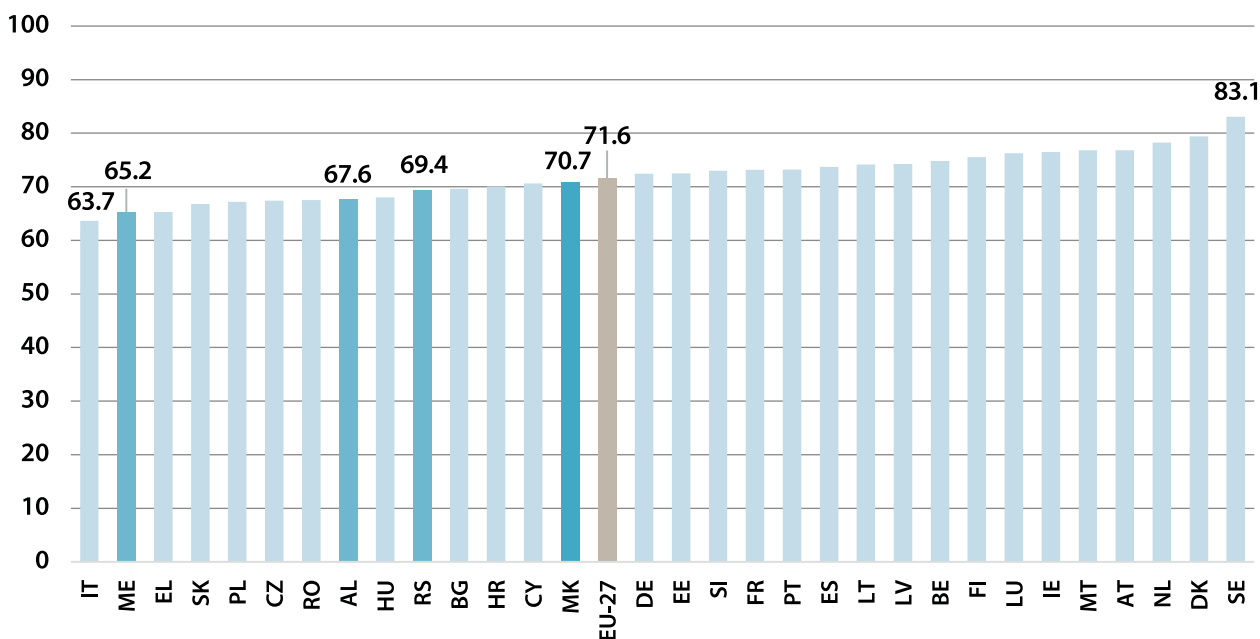
Compared to the EU average, the difference in the domain of work decreases from 2.1 points to 0.9 points compared to 2015. There is an improvement in the scores for the domain both in North Macedonia and at the EU level, however, it is more pronounced in North Macedonia. The difference compared to the EU is more pronounced in the sub-domain of Participation (10.1 points), which, although decreased compared to 2015 (11.6 points), still indicates a significant lag behind the European average in terms of gender gaps in employment and duration of working life.

In the sub-domain of Segregation and quality of work, the country has not recorded any changes since 2015 and its score is higher than the European average. In the EU, on the other hand, there is a deterioration of the score compared

to 2015, which affects the increase in the difference in this sub-domain between North Macedonia and the EU average, from 6.7 points to 7.2 points compared to 2015.

Compared to the EU member states and the countries in the region that have published the Index, North Macedonia is ranked eighteenth, which is close to, but below the EU average. The country scores higher in the domain of Work compared to the last published Index scores of the countries in the region (Albania, Serbia and Montenegro), however, it still lags 12.4 points behind Sweden as the highest-ranked country. The group of countries with which North Macedonia has similar values in the domain of Work primarily includes EU member states from the region of Southeast Europe (Cyprus, Bulgaria, Romania) or former Yugoslavia (Croatia, Serbia).

**Figure 8: Gender Equality Index in the domain of Work, North Macedonia (2019), EU member states (2019), Albania (2017), Serbia (2018) and Montenegro (2017)**



Despite certain level of improvement in the domain of Work compared to 2015, there are still significant gender inequalities in the country in this domain. Women face lower activity rates, lower employment rates, and more often than men work as unpaid contributing family worker (Eurostat, 2022). The gender gap in employment is highest for low educated women, indicating strong pressure for women (unlike for men) to be more qualified in order to secure employment. Furthermore, parenthood status, place of living (rural/urban area), ethnic background (particularly Roma women), and disability status affect women's employment and economic activity more compared to men (SSO, 2023; Eurostat, 2022; SSO and UNICEF, 2020). Unpaid domestic work and childcare is predominantly performed by women (see more in domain of Time),

imposing another significant barrier to women's economic activity and employment. This is particularly relevant in a context of prevalent traditional gender norms and roles, insufficient availability and quality of childcare services, lack of flexible and family-sensitive work arrangements, absence of shared parental leave, and insufficient coverage of paid maternity leave, which excludes registered women farmers<sup>6</sup> and unemployed mothers. Another barrier that

<sup>6</sup> A one-year (2023) pilot programme of the Ministry of Agriculture, Forestry and Water Economy providing paid maternity leave for registered women farmers is in process of implementation. However, this is temporary solution and further legislative amendments are needed to ensure permanent solution for the right to paid maternity leave for registered women farmers (Official Gazette of the Republic of North Macedonia, No.31/2023).

women face is gender-based discrimination on the labour market. Existing research in the country indicates that 37 percent of female respondents experienced different forms of gender-based discrimination at work, which is reportedly more widespread in the private-sector (Leshoska et al., 2022). Moreover, public transport and mobility limitations, taxation system, and migration are additional important drivers that affect women's labour force participation in the country (World Bank, 2017; 2020).

These aspects point out to existent structural factors which limit equal prospects for participation of women on the labour market. Policies and measures that improve the preconditions for increased economic activity of women include continuous investment in social infrastructure (increase in the quantity and quality of childcare services provided by kindergartens and services for elderly care), and introducing shared parental leave. Shared parental leave allows and encourages greater involvement of fathers in childcare from an early age, as well as their greater involvement in unpaid domestic work. Shared parental leave when coupled with other work-life balance policies and measures (such as flexible, remote or hybrid work), contributes to improved environment for women's activity on the labour market and participation in employment. Additionally, these set of policies encourage transition away from the 'ideal worker norm' (Williams, 2000), which presumes workers completely devoted only to their paid jobs, without any other major responsibilities, parental roles, or the need for carer roles outside of work (which are mostly performed by men, especially in societies where unpaid domestic work and childcare are predominantly performed by women). Therefore, this set of policies has potential to limit the gender-based discrimination on the labour market, which women face disproportionately more compared to men due to their presumed primary roles related to childcare and domestic work. Beside these policies, it is crucial to invest in efficient and accessible public transportation and road infrastructure particularly in rural and suburban areas where women face limited access to paid jobs in their immediate settlements and neighbourhoods.

All these measures and policies need to be accompanied with continuous investment in comprehensive gender-sensitive education from an early age, in order to prevent early socialisation into harmful traditional gender norms and roles and instead promote equality and equal opportunities for all the people in the society despite their gender, sex, gender identity, ethnicity, nationality, race, disability, sexuality, class, religion or any other grounds.

In the past several years, the investment in new kindergartens increased, however, there is still limited access to childcare services and the satisfaction with the quality of the available services is rather low (Leshoska et al., 2022).

The Strategy for Gender Equality 2022 – 2027 envisages specific goal (2.1) focused on narrowing down the gender gap in the economic participation of women on the labour market (Official Gazette of the Republic of North Macedonia, No. 170/2022). The expected results aim at increased activity of women on the labour market with particular focus on marginalized women, narrowing down the gender wage gap, decreasing sectoral and hierarchical segregation in the workplace, improved job quality, established measures for work-life balance in line with the EU Directive (2019/1158) on work-life balance (Official Gazette of the Republic of North Macedonia, No. 170/2022). Despite the broadly defined goals and lack of specified targets and steps for achievement of the envisaged goals and results, the Strategy for Gender Equality 2022 – 2027 provides a general framework and guidelines for the competent institutions to further define and develop specific measures and policies to improve women's economic participation and impact the narrowing of the existing gender gaps in women's activity on the labour market and employment.

# 4. Domain of Money



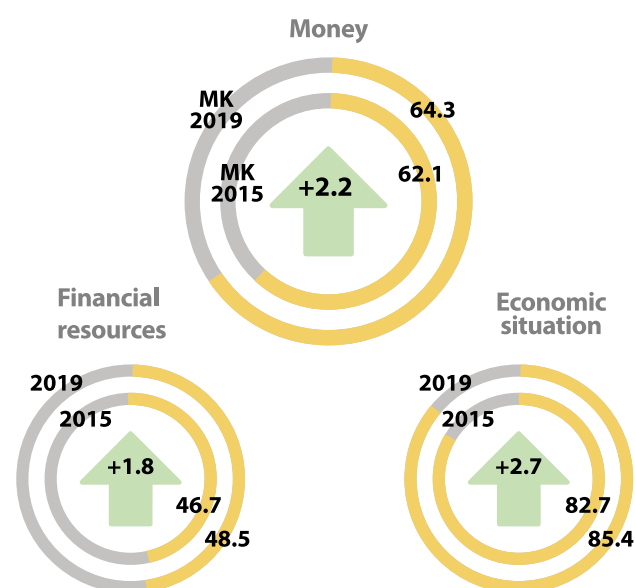
The domain of Money measures gender inequalities in access to financial resources and women’s and men’s economic situation (EIGE, 2013). The domain of Money includes two sub-domains, the sub-domain of Financial resources and the sub-domain of Economic situation.

The sub-domain of Financial resources measures gender inequalities in access to financial resources through the indicators of mean monthly earnings from work and mean equivalised net income of women and men. The indicator of mean monthly earnings refers to earnings from work, while the second indicator is a mean equivalised net income. The second indicator is calculated through total income of a household, which, besides earnings from paid work, also includes pensions, investments, social benefits and other sources of income after taxes and other deductions (detailed explanation in Annex 1). Both indicators are expressed in the purchasing power standard, which allows further comparability with other countries.

The second sub-domain of Economic situation is composed of indicators that measure women’s and men’s risk of poverty and the income distribution amongst women and men. The first indicator calculates the percentage of the population not at risk of poverty (whose income is above or equal to 60 % of median income in the country). The latter indicator is the income quintile share ratio and measures the level of income inequality among women and among men.

## 4.1. Status and changes

**Figure 9: Gender Equality Index in the domain of Money and its sub-domains, North Macedonia 2015 – 2019**



The value of the total score of the domain of Money is 64.3 points for 2019 and has increased by 2.2 points compared to 2015. The improvement of the total score of the domain is the result of the improvement of the Index values in both sub-domains, in the sub-domain of Financial resources by 1.8 points, and in the sub-domain of Economic situation by 2.7 points compared to the scores for 2015 (Figure 9). However, the Index score of the domain of Money still shows significant gender inequality and a weaker economic position of women in the country.

Although there is an improvement in the score for the sub-domain of Financial resources compared to 2015, the Index value still indicates high gender inequality that implies a much less favourable position of women in access to financial resources (mean monthly earnings and mean equivalised net income).

The values of the individual indicators for 2019 show that despite the improvements in the mean monthly earnings and the mean equivalised net income of women and men compared to 2015, the average earnings and disposable income of women are lower compared to men (Table 6 and Table 7).

**Table 6: Mean monthly earnings (purchasing power standard)**

Year	Women	Men	Gender gap
2015	1003	1108	-105
2018	1067	1275	-208

**Table 7: Mean equivalised net income (purchasing power standard)**

Year	Women	Men	Gender gap
2015	5359	5434	-75
2019	6241	6360	-119

The indicators in the sub-domain of Economic situation record slight drop in the percentage of women and men at risk of poverty, but also an improvement in the income distribution amongst women and men compared to 2015. The indicator of exposure to the risk of poverty shows that compared to 2015, there is an insignificant increase in the exposure to the risk of poverty for both women (0.4 p.p.) and men (0.3 p.p.), however, this increase is more pronounced for women (20.5 percent of women and 20.2 percent of men at risk of poverty).

**Table 8: Not-at-risk-of-poverty rate (% , population 16+)**

Year	Women	Men	Gender gap (p.p.)
2015	79.9	80.1	-0.2
2019	79.5	79.8	-0.3

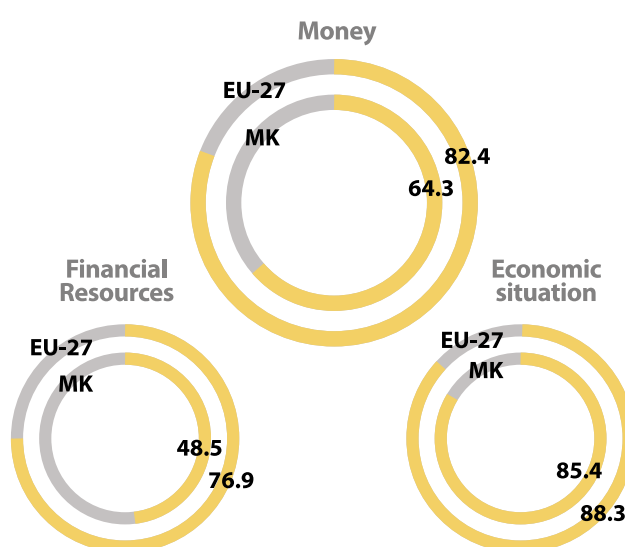
The second indicator for the sub-domain of Economic situation which measures inequality in income distribution shows a decrease in 2019 compared to the last measurement in 2015 and it is at the same level for both men and women (Table 9).

**Table 9: Income distribution (S20/S80)**

Year	Women	Men	Gender gap
2015	15.8	15.5	0.3
2019	18	18	0

## 4.2. Changes compared to the EU (2019)

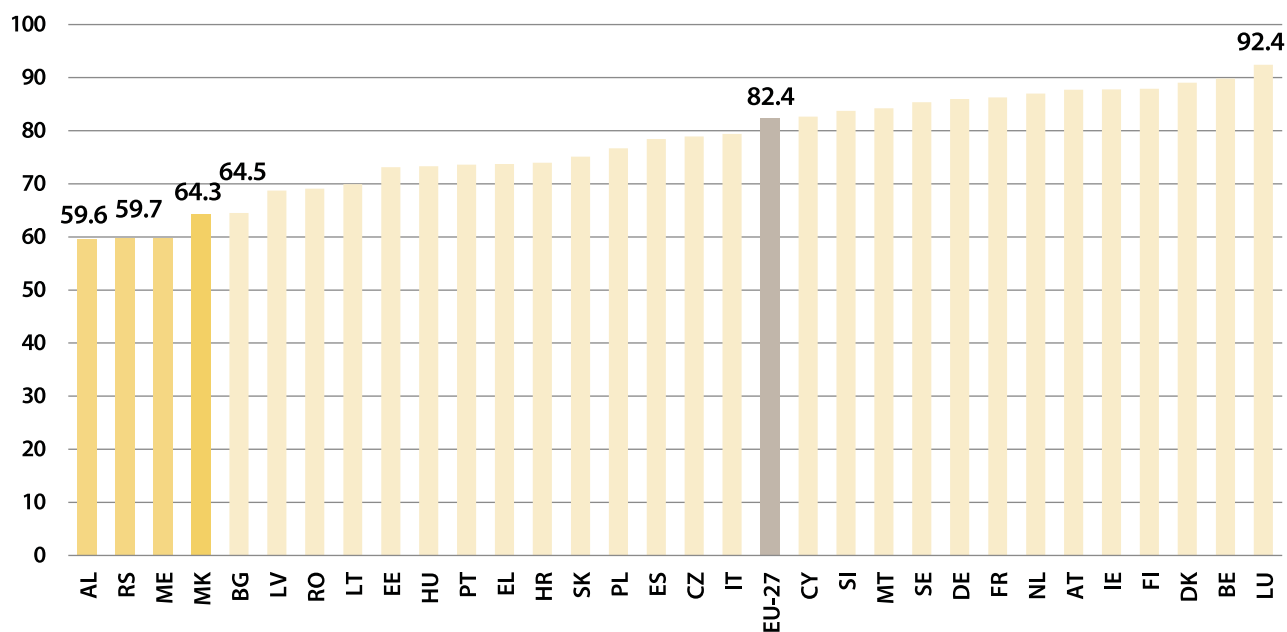
**Figure 10: Gender Equality Index in the domain of Money and its sub-domains, North Macedonia and EU, 2019**



Compared to the other domains of the Gender Equality Index, the domain of Money again indicates the largest gap between North Macedonia and the EU. The large difference is mostly due to the pronounced gender inequalities in the subdomain of Financial resources, where North Macedonia lags behind the EU by 28.4 points (Figure 10).

The difference in the domain score between North Macedonia and the EU has increased from 17.5 points in 2015 to 18.1 points in 2019, indicating slower progress for North Macedonia, and greater progress towards gender equality among the EU member states. Compared to EU member states, as well as to the countries of the Western Balkans region, North Macedonia ranks 28th, that is, it has the fourth lowest score in the domain of Money. The country has a higher score only than the countries in the region (Albania, Serbia and Montenegro), and lags by 28.1 points behind Sweden as the highest-ranked country in the EU (Figure 11).

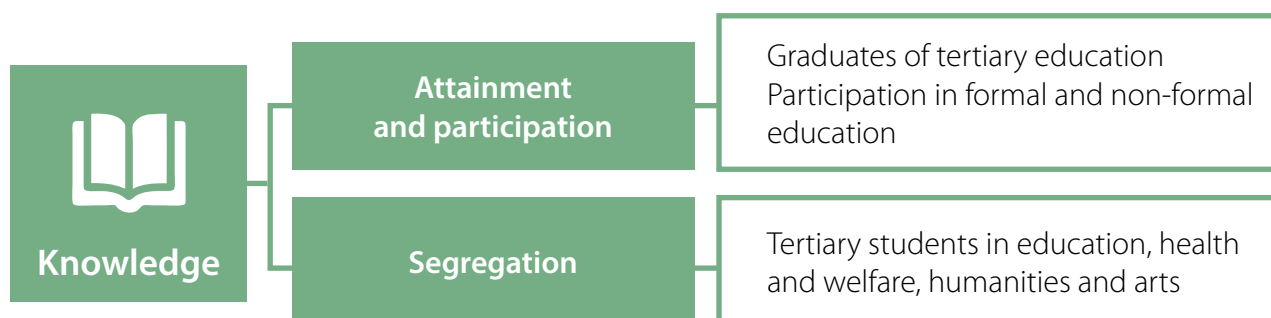
**Figure 11: Gender Equality Index in the domain of Money, North Macedonia (2019), EU Member States (2019), Albania (2017), Serbia (2018) and Montenegro (2017)**



Women in North Macedonia earn less and are at a higher risk of poverty compared to men. Lower earnings, shorter duration of working life, and higher inactivity on the labour market contribute to higher risk of poverty, higher economic vulnerability, and worsened financial prospects for women in every stage of their life, particularly later in life. Beside the policies relevant for improved economic activity of women discussed in the domain of Work, the country needs additional policy improvements to limit the gender-based discrimination that contributes to gender pay gap (lower earnings for women compared to men with same level of qualification, education, work of equal value, or identical work position). The current Law on Labour Relations needs further improvements which will not only account for the provision on equal remuneration for equal work, but will also specify clear provisions for equal remuneration for work of equal value (Official Gazette of the Republic of North Macedonia, No. 151/21).

The Strategy for Gender Equality 2022 – 2027 under the specific goal (2.1) related to the gender gap in the economic participation of women on the labour market, foresees greater focus on narrowing down the gender pay gap (Official Gazette of the Republic of North Macedonia, No. 170/2022). However, to achieve this goal, targeting specific policies and measures is needed, as well as additional indicators for progress monitoring. In this regard, the Gender Equality Index serves as a particularly useful tool for monitoring and evaluation of the effects of current policies and implementation practices, and helps further policy planning and advancement of gender equality in this domain.

# 5. Domain of Knowledge



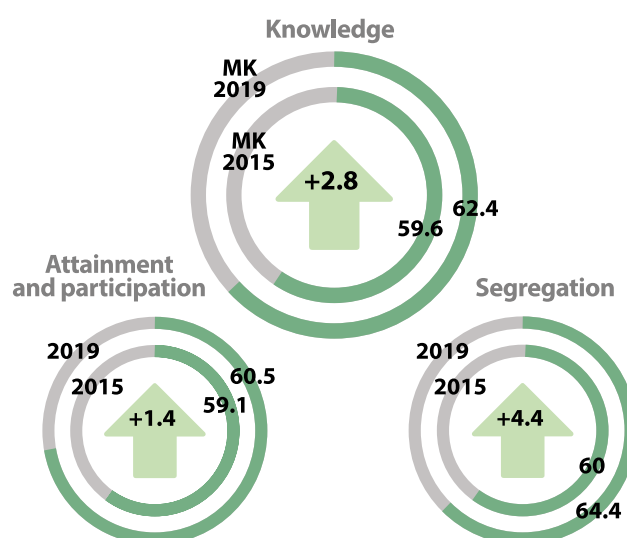
The domain of Knowledge measures gender inequalities in educational attainment, participation in education, lifelong learning and gender segregation. This domain is composed of two sub-domains: the sub-domain of Educational attainment and participation and the sub-domain of Segregation.

The sub-domain of Educational attainment and participation monitors the differences in the highest level of education attained by women and men, as well as their participation in formal and non-formal education to acquire knowledge, skills and competence in various fields. It is calculated through the indicator of tertiary (higher) education graduates (as a % of the population aged 15+) and the indicator of lifelong learning which shows the percentage of women and men participating in formal and non-formal education and training.

The sub-domain of Segregation targets gender segregation in tertiary education by looking at the percentage of students (women and men) among students in fields of education, health, welfare, humanities, and arts.

## 5.1. Status and changes

**Figure 12: Gender Equality Index in the domain of Knowledge and its sub-domains, North Macedonia 2015 – 2019**



The domain of Knowledge records an increase in the Index by 2.8 points compared to 2015 and has achieved the greatest progress compared to the other domains (Figure 12). There is an increase in both sub-domains compared to 2015, with more pronounced progress in the sub-domain of Segregation (+4.4 points). The higher score in the domain of Knowledge reflects, above all, the positive changes related to the increased proportion of persons who complete tertiary education (men and women), as well as the increased proportion of students in the fields of education, health and welfare, humanities and arts. The gender gap in the domain of Knowledge is the



only gender gap compared to the other five domains of the Index where gender inequality is the result of higher rates of participation of women compared to men, which is especially reflected in the sub-domain of Educational attainment and participation.

The indicators in the sub-domain of Educational attainment and participation show higher participation of women in the educational process (formal or non-formal education), as well as a higher percentage of women with tertiary education compared to men (Table 10 and Table 11). The participation of graduates of tertiary education is growing both among women and men compared to 2015, although it remains higher among women (Table 10). These scores reflect the trend of increase in the number of women tertiary graduates against the number of men over the last decade.

**Table 10: Graduates of tertiary education (% , population 15+)**

Year	Women	Men	Gender gap (p.p.)
2015	17.1	15	2.1
2019	18.5	16.8	1.7

The percentage of population participating in formal or non-formal education in 2019 shows a decrease for both women and men, however, the participation of women is higher, as it was the case in 2015 (Table 11).

**Table 11: Participation in formal and non-formal education and training (% , population 15+)**

Year	Women	Men	Gender gap (p.p.)
2015	12.5	12.3	0.2
2019	12.1	11.7	0.4

Although the proportion of tertiary students is on the increase for both women and men compared to 2015, the segregation indicator shows a more significant difference in the proportion of women students relative to men students studying the fields of education, health and welfare, humanities and arts also in 2019 (Table 12). The monitoring of this indicator is important as a reflection of changes in relation to traditional professional orientation driven by traditional gender roles and norms. The still higher representation of women in the mentioned areas shows a high level of concentration (segregation) of women in fields considered traditionally feminine and with lower income (related to care, assistance, support, social relations, etc.), as opposed to natural sciences, technology and engineering as higher income fields and professions that are considered as the future of development, towards which men and boys are more encouraged to further their education and career.

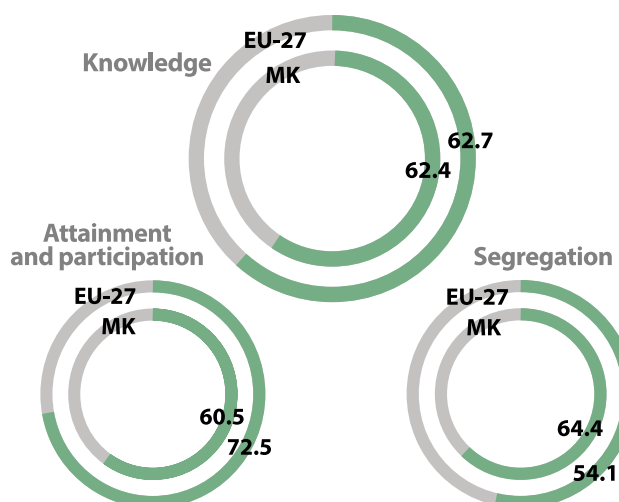
**Table 12: Tertiary students studying in the fields of education, health and welfare, humanities and the arts (% , population 15+)**

Year	Women	Men	Gender gap (p.p.)
2015	39.9	22.9	17
2019	45.1	26.1	19

As in the first measurement in 2015, the Gender Equality Index in the domain of Knowledge indicates the need for significant improvements, particularly reducing differences between women and man in education. Improvements are particularly needed in terms of reducing segregation in education by field between women and men, and encouraging greater participation of women in educational fields related to natural sciences, technology and engineering. Gendered choices in education are still prominent, however, women have increased their enrolment in STEM (science, technology, engineering and mathematics) fields in the past decade, decreasing the gender gap in enrolment from 5.6 percentage points in 2013, to 3.8 percentage points in 2020 (Eurostat, 2022). Beside the job-market driven aspects in STEM fields, the positive measures implemented in the past years, such as awareness raising and scholarships for women in STEM study fields have also contributed to reducing the gender gap (Official Gazette of the Republic of North Macedonia, No. 170/2022).

## 5.2. Changes compared to the EU (2019)

**Figure 13: Gender Equality Index in the domain of Knowledge and its sub-domains, North Macedonia and EU, 2019**





Compared to the Index scores of the domain of Knowledge at the EU level, North Macedonia lags behind the EU average by a slight difference of 0.3 points. The difference in the score of the overall Index of the domain and the EU average has decreased compared to the last measurement primarily due to the improvement of the overall score of North Macedonia. North Macedonia's values are significantly lower compared to the EU in the sub-domain of Educational attainment and participation (12 points), while in the sub-domain of Segregation North Macedonia has a better result (+10.3 points), i.e. lower inequalities compared to the EU average (Figure 13).

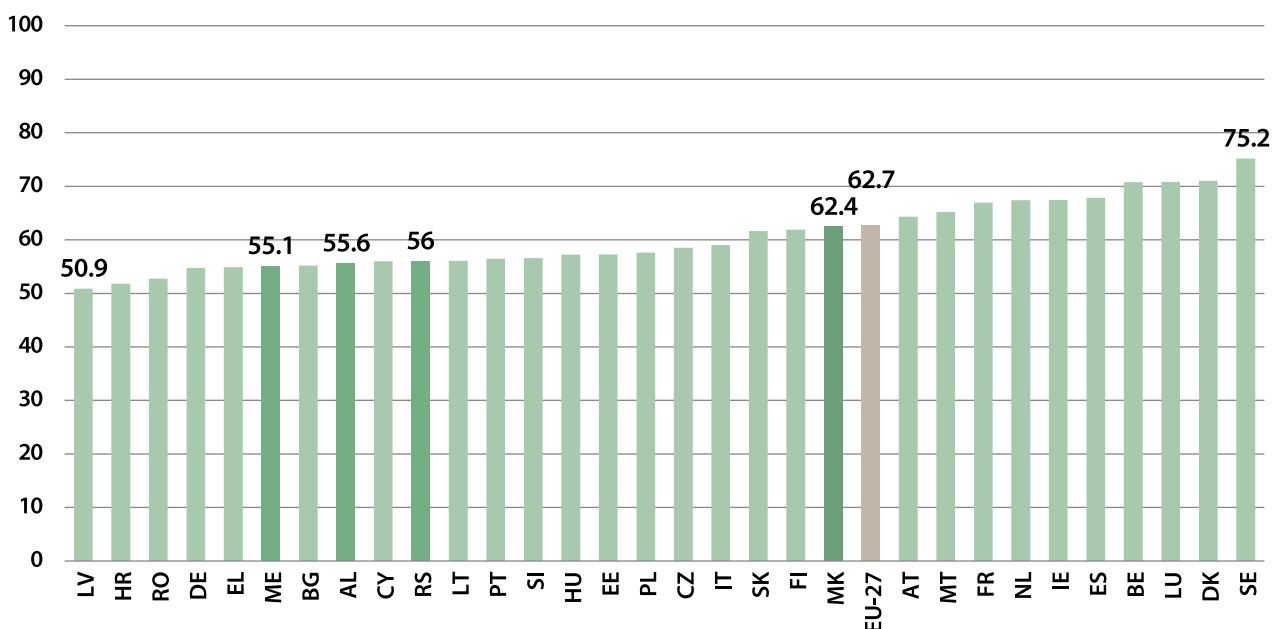
The significant difference in the sub-domain of Educational attainment and participation is explained by the low proportion of graduates of tertiary education and persons participating in formal and non-formal education compared to EU member states. Namely, if the indicators of different EU member states are analysed, it can be noticed that North Macedonia is among the countries with the lowest proportion of population with tertiary degree (Table 10), ahead of Romania (14.1 percent women; 13.6 percent men) and close to the indicators of the Czech Republic (19.5 percent women; 18.8 percent men), but far behind

top-ranked Sweden (42.8 percent women; 30.8 percent men). Compared to the countries in the region, the country has lower proportion of population with tertiary degree compared to Serbia and Montenegro. With the exception of Germany, the Netherlands, Austria and Luxembourg, in all other EU member states the proportion of women with tertiary degree exceeds that of men, with the widest gap in Estonia (17.2 p.p.).

The situation in relation to the indicator of participation in formal or non-formal education (Table 11) is similar, where North Macedonia is among the six EU countries with the lowest rates (Bulgaria, Romania, Slovakia, Poland, Croatia, Greece), far behind the best-ranked countries such as Sweden (45.8 percent women; 31.6 percent men) and Finland (36.2 percent women; 29.1 percent men).

In terms of segregation, although it is pronounced in North Macedonia, gender gaps are also wide at the EU level, reaching a 33.1 p.p. in Finland, 26.9 p.p. in Estonia and 25.3 pp. in Slovenia. Romania (15.2 pp), Bulgaria (16.8 pp), Luxembourg (17.6 pp) and the Netherlands (18.3 pp) have smaller gender gaps than North Macedonia (19 p.p.).

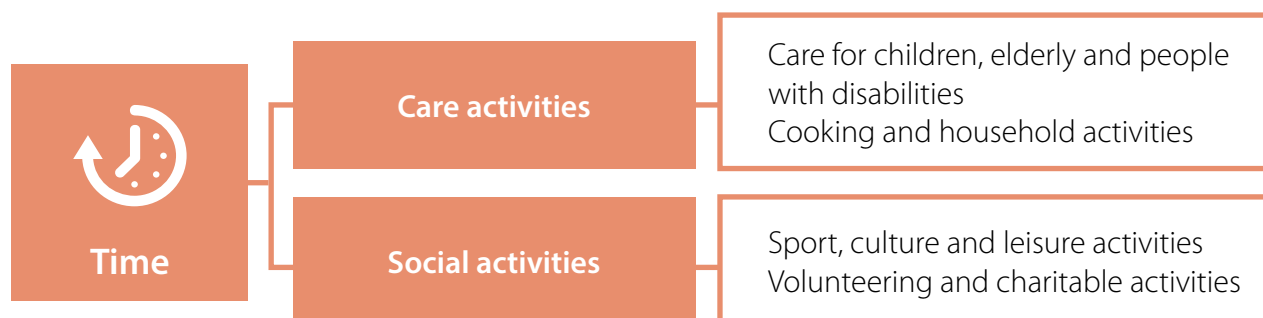
**Figure 14: Gender Equality Index in the domain of Knowledge, North Macedonia (2019), EU member states (2019), Albania (2017), Serbia (2018) and Montenegro (2017)**



If the overall Index score of the domain of Knowledge is compared to the scores of the EU member states and the countries of the Western Balkans region, North Macedonia ranks eleventh, behind Austria and ahead of Finland, with the Index score of the domain of Knowledge slightly below the EU average (Figure 14). North Macedonia is 12.8 points

behind the best-ranked country in the domain – Sweden, with a higher overall Index score compared to the countries in the region, with 6.4 points higher score than Serbia, 6.8 points higher score than Albania, and 7.3 points higher score than Montenegro (Figure 14).

## 6. Domain of Time



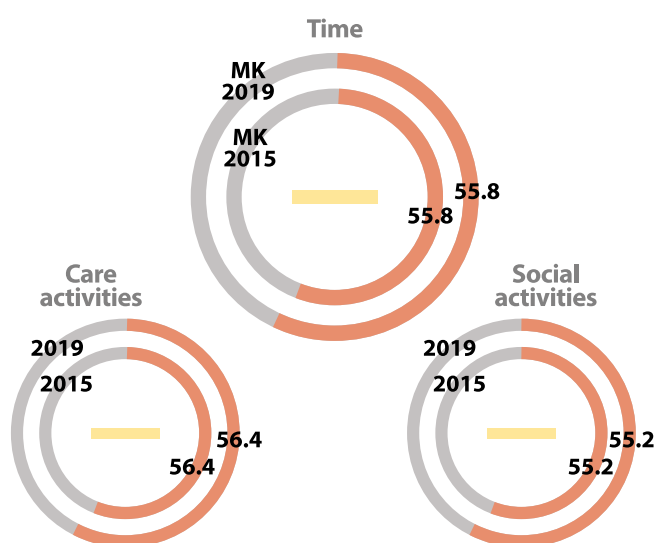
How people spend their time and how much time in a day they devote to paid work (career development), domestic activities and caring for others (unpaid work), as well as activities for personal satisfaction and well-being is an important issue for gender equality and reflection of gender norms in societies. The domain of Time measures and monitors inequalities between women and men in the allocation of time spent doing unpaid domestic and care work, as well as time spent on volunteering and leisure activities. The domain is measured through two sub-domains, the sub-domain of Care activities and the sub-domain of Social activities.

The first sub-domain measures the extent to which women and men devote time to caring for children and adults and performing housework and is measured through two indicators. The first is the indicator of time devoted to care, which shows the proportion of women and men who daily allocate time to care and education of children or grandchildren, care for adults and vulnerable people, or people who need constant support on a daily basis. The second indicator measures the proportion of women and men who devote time to (unpaid) domestic work such as cooking, maintaining hygiene in the home, organizing the household, doing laundry, etc. on a daily basis.

The second sub-domain, Social activities, measures gender gaps in women's and men's engagement in cultural, sport, leisure activities and charitable activities and is measured through two indicators. The first indicator measures the proportion of women and men who daily or several times during the week engage in sport, cultural or leisure activities. The second indicator measures the differences between women and men in their ability to allocate time for charitable and volunteering activities at least once a month.

### 6.1. Status and changes

**Figure 15: Gender Equality Index in the domain of Time and its sub-domains, North Macedonia, 2015, no change due to absence of updated data**



The Gender Equality Index of the domain of Time reaches 55.8 points and is the lowest score compared to the other domains (together with the domain of Power which has the second lowest score). Changes in this domain cannot be monitored compared to the last published Index because of the absence of new updated data for the indicators used to monitor the domain and its sub-domains, and therefore the same latest data from the European Quality of Life Survey (EQLS, 2016) and the European Working Conditions Surveys (EWCS, 2015) are used. This is the case both at the EU level (EIGE, 2021), as well as in the countries

of the region (Albania, Serbia and Montenegro) which have also used their latest available data from 2015 and 2016 for calculations of their Indices in the domain of Time.

The Index score of sub-domains shows significant gender inequalities in terms of time spent on care activities (55.6 points), and activities related to volunteering, sports and leisure (55.2 points). Namely, the indicators for the sub-domain of Care activities show that women spend significantly more time caring for children, grandchildren or other persons who need support in the family. Inequality is particularly pronounced in unpaid domestic work, as there is an extremely small proportion of men (10.4 percent) who devote time to domestic activities related to daily life and household maintenance such as cooking, cleaning, doing laundry, etc. Hence, women perform most of the unpaid domestic work and daily undertake activities related to cooking, cleaning, doing laundry, etc. (Table 13).

**Table 13: Indicators in the sub-domain of Care activities**

People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18+ population)		
Year	Women	Men
2016	39.3	29.9
People doing cooking and/or housework, every day (% , 18+ population)		
Year	Women	Men
2016	71.1	10.4

Considering the significant gender gap in the sub-domain of Care activities, it is no surprise that the indicators in the sub-domain of Social activities will show existent gender inequalities in the time women and men devote to charitable activities, and cultural, sport, or other leisure activities outside the home (Table 14). The indicators in the sub-domain show that fewer employed women (13.3 percent) compared to employed men (16.4 percent) devote time to sports, cultural or other leisure activities. The difference is even more pronounced in the time devoted to voluntary or charitable activities, that is, employed men dedicate more time to voluntary or charitable activities compared to employed women (22.9 percent versus 16.6 percent, respectively).

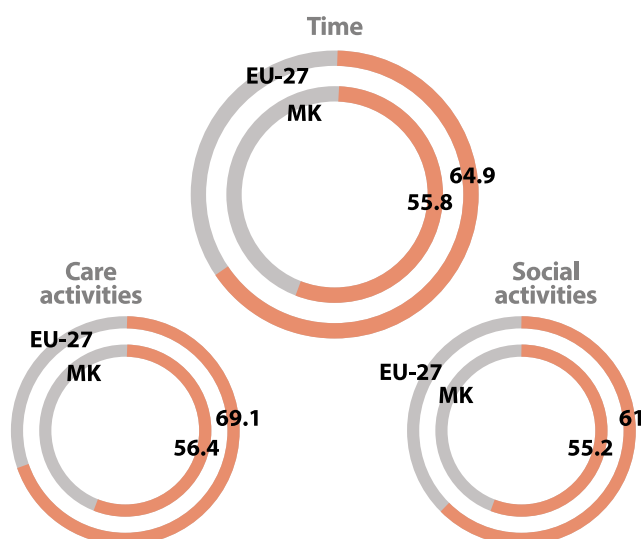
**Table 14: Indicators in the sub-domain of Social activities**

Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , employed 15+)		
Year	Women	Men
2015	13.3	16.4
Workers involved in voluntary or charitable activities, at least once a month (% , employed 15)		
Year	Women	Men
2015	16.6	22.9

The indicators in both sub-domains confirm that traditional gender norms regarding the gender roles of women and men are still strongly prevalent in the country, so women, unlike men, continue to do most of the unpaid work in the home related to care and domestic activities, which limits their time for paid work (and career development) and/or charitable, leisure activities and rest.

## 6.2. Changes compared to the EU (2015)

**Figure 16: Gender Equality Index in the domain of Time and its sub-domains, North Macedonia and EU, 2015**



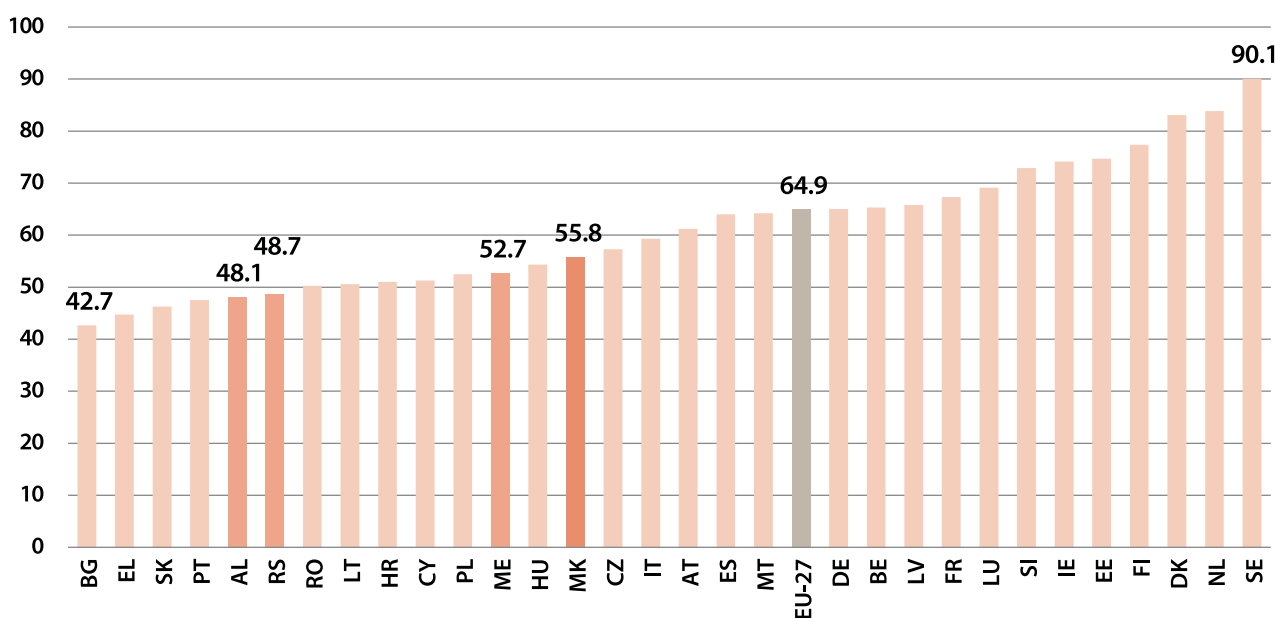
Compared to the Gender Equality Index in the domain of Time at the EU level, the country lags behind the EU average (EU-27) by 9.1 points, ranking among the ten member states with the highest gender inequalities in this domain. The difference is particularly pronounced in the sub-domain of Care activities, where the difference with the EU average is 12.3 points, and the only EU member states that have a lower score of this sub-domain are Bulgaria (55.7 points), Croatia (54.4 points) and Greece (50.9 points).

Compared to EU member states, the country ranks eighteenth, between the Czech Republic and Hungary (Figure 17). It lags significant 34.3 points behind Sweden

as the best-ranked country, and is 13.1 points ahead of Bulgaria as the lowest-ranked country in this domain within the EU.

Compared to the countries of the region and their latest Index measurements, North Macedonia ranks better in this domain than Albania (plus 7.7 points), Serbia (plus 7.1 points) and Montenegro (plus 3.1 points). North Macedonia has higher scores in the sub-domains compared to all three countries with the exception of Montenegro, where only the score of the sub-domain of Social activities (56.2 points) is higher than the score of North Macedonia.

**Figure 17: Gender Equality Index in the domain of Time, North Macedonia (2019), EU member states (2019), Albania (2017), Serbia (2018) and Montenegro (2017)<sup>7</sup>**

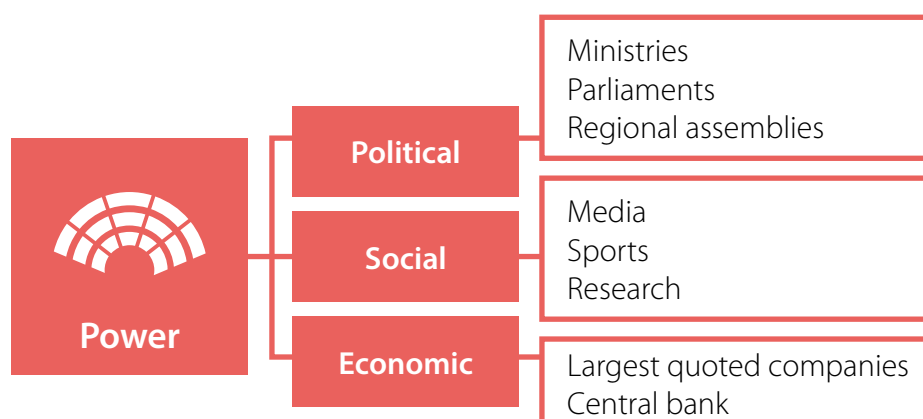


Available data on time use show that women spend significantly more hours daily on unpaid domestic work and childcare compared to men regardless of their employment status, age, marital/partner and parenthood status, and place of living (urban or rural area) (SSO, 2015). A recent report on the impact of the COVID-19 pandemic indicates that the pandemic context further exacerbated the inequality in division of housework chores and care for children (UN Women, 2020). Women in the country have significantly increased the hours spent in caring for children and domestic activities such as cooking, cleaning, doing laundry etc., particularly mothers and women living with spouses/partners. Men have increased their time spent in domestic work, particularly in caring for children when compared to the pre-pandemic period, however, the changes for men are less prominent compared to the increase in time spent on these activities for women (UN Women, 2020).

Gendered patterns in the division of unpaid labour leave women with restricted time and possibility to engage in paid work (see domain of Work) and secure stable financial position and economic independence, to further participate in the public life, spend time in leisure, social and voluntary activities. Policies that contribute to improved equality in the division of unpaid domestic work and childcare envisage gender-sensitive education from an early age, continuous increase of public investment in childcare and elderly care services, and shared parental leave policy with mandatory paternity leave besides maternity leave.

<sup>7</sup> The EU and the countries in the region (Albania, Serbia and Montenegro) have also used the last available data from 2015 and 2016 for calculating the Index in the domain of Time.

# 7. Domain of Power



The domain of Power measures gender equality in participation in political, economic and social power structures. The unequal distribution of power between women and men affects systemic barriers, discrimination and gender inequalities across all social spheres. The Gender Equality Index score in the domain of Power is measured through three sub-domains: political, economic and social power, which reflect power relations in key domains of the public sphere.

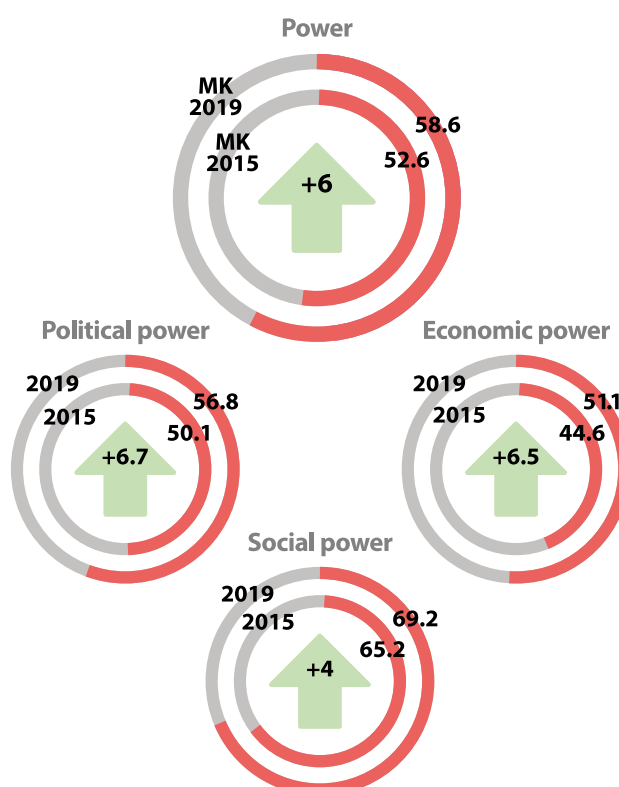
The sub-domain of Political power is measured through the indicators of representation of women and men in ministerial positions as members of the Government (executive power), their representation in Parliament (legislative power), and their representation in local government (mayors and councillors in local councils). Executive, legislative and local government structures are the domains of political power (related to the distribution of economic resources) where policy decisions are made that affect the daily lives of all people in the country in every sphere of life.

The sub-domain of Economic power measures gender equality in the management of economic resources through indicators of the representation of women and men in management positions in the largest companies listed on the stock exchange and in the governing structure of the central bank (the National Bank of the Republic of North Macedonia).

The third sub-domain, Social power, measures gender equality through indicators of representation in governing bodies of research funding organizations, national broadcasting companies and national Olympic sports organizations.

## 7.1. Status and change

**Figure 18: Gender Equality Index in the domain of Power and its sub-domains, North Macedonia 2015 – 2019**



The score of the domain of Power records the greatest increase compared to 2015. The total score of the domain has increased by 6 points and this growth is due to the increase in the Index scores of all sub-domains (Figure 18). However, despite the progress made in this domain, after the domain of Time, the domain of Power is the second domain in which the country records the lowest score, i.e. the highest gender inequality. At the EU level (EU-27), however, the greatest gender inequality is recorded exactly in the domain of Power.

The greatest increase in the score is noted in the sub-domain of Political power (+6.7 points), followed by Economic power with an increase of 6.5 points compared to 2015, and the sub-domain of Social power that has made progress of 4 points compared to the previous measurement. The increase in the Index scores of the domain and sub-domains is due to improvement in almost all indicators on political, economic, and social power. However, there is also a decline in the indicator on participation of women in the governing bodies and boards of the largest companies compared to 2015.

The Index scores of this domain are calculated utilising the EIGE Gender Statistics Database – Women and men in decision-making (EIGE, 2022). The increase in the Index score of the sub-domain of Political power is due to a certain increase in the participation of women in the executive power (ministerial positions in the Government), in the Parliament, and in the local government compared to 2015 (Table 15). The smallest gender gap is related to the indicator of women’s participation in the Parliament, that is, where there is a legally binding quota for participation. The widest gap is in the executive power, that is, in ministerial positions, where women are represented in very small numbers (Table 15).

What is confirmed from the previous measurement is that the absence of quotas for participation in all structures of power results in drastically lower participation of women in executive and local government and a disproportionate distribution of political power in favour of men. Although there has been certain increase in the representation of women at the various levels of government, it is still insufficient and not in line with the “50:50” strategic commitment for equal political participation of women and men at any level of political power (Strategy for Gender Equality 2022 – 2027, Official Gazette of North Macedonia, No. 170/2022). Therefore, gender inequalities remain extremely high and indicate the need for a strong commitment to overcoming the inequality in representation in the executive, legislative and local government structures and the overall impact of women in political life.

**Table 15: Indicators in the sub-domain of Political power**

Share of women in ministerial positions (%)		
Year	Women	Men
2014-2015-2016 (average)	11.5	88.5
2018-2019-2020 (average)	14.7	85.3
Share of women in the Parliament (%)		
Year	Women	Men
2014-2015-2016 (average)	34.8	65.2
2018-2019-2020 (average)	38.3	61.7
Share of women in local government (%)		
Year	Women	Men
2014-2015-2016 (average)	28.8	71.2
2018-2020 (average)	32.4	67.6

In the sub-domain of Economic power, the indicators show a decline in the participation of women in the governing bodies and boards of the largest companies listed on the stock exchange in the country compared to 2015, however, also an increase in women’s participation in the governing bodies of the National Bank (the central bank) (Table 16). The decrease in the share of women holding positions on boards in largest quoted companies, supervisory boards or boards of directors, is a concerning trend. This negative trend is inconsistent not only with the national strategic goals and commitments in the area (Strategy for Gender Equality 2022 – 2027, Official Gazette of North Macedonia, No. 170/2022), but also with the EU gender equality agenda, which is relevant for North Macedonia as an EU candidate country. Namely, recently adopted EU Directive (2022/2381)<sup>8</sup>, aiming at achieving gender balance on boards in largest quoted companies, sets minimum objective of 40% of board seats filled by the underrepresented gender among non-executive seats (Official Journal of the European Union, 2022).

<sup>8</sup> Directive (EU) 2022/2381 on improving the gender balance among directors of listed companies and related measures (Official Journal of the European Union, 2022).

**Table 16: Indicators in the sub-domain of Economic power**

Share of members of boards in largest quoted companies, supervisory board or board of directors (%)		
Year	Women	Men
2014-2015-2016 (average)	20.5	79.5
2018-2019-2020 (average)	19.1	80.9
Share of board members of the central bank (%)		
Year	Women	Men
2014-2015-2016 (average)	24.0	76.0
2018-2019-2020 (average)	32.0	68.0

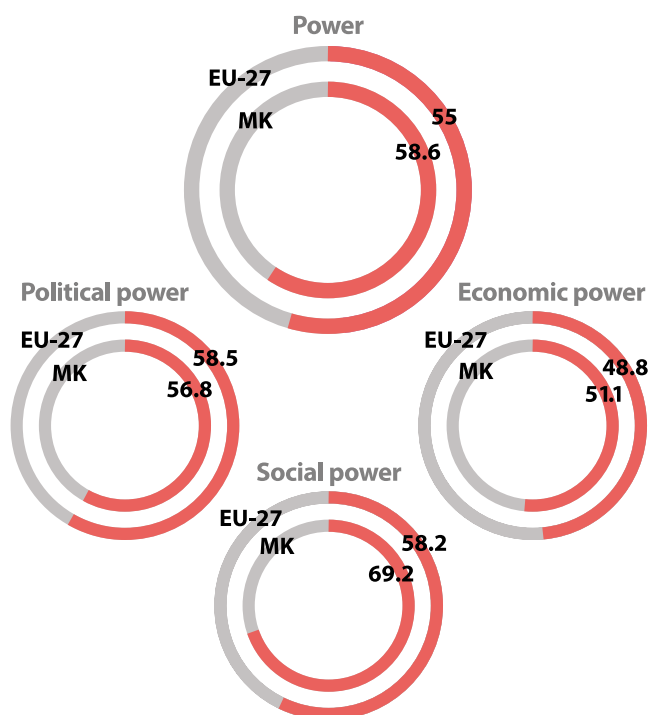
The indicators in the sub-domain of Social power show a small change in the participation of women in the governing bodies of research funding institutions, and an insignificant change in the Olympic sports organizations, while the indicator of the participation in the governing bodies of the national broadcasting companies shows no change in the last measurement (Table 17). This is the sub-domain where the least progress is recorded compared to 2015 and therefore, there is a need for a significant improvement in equal representation in governing bodies, especially in organizations related to the sports sector where the gender gaps are highest, or the lowest representation of women is observed.

**Table 17: Indicators in the sub-domain of Social power**

Share of board members of research funding organizations (%)		
Year	Women	Men
2016	42.9	57.1
2019	51.9	48.1
Share of board members in publicly owned broadcasting organizations (%)		
Year	Women	Men
2015-2016-2017 (average)	46.2	53.8
2018-2019-2020 (average)	46.2	53.8
Share of members of highest decision-making body of the national Olympic sport organizations (%)		
Year	Women	Men
2015	8.9	91.1
2018-2019-2020 (average)	9.2	90.8

## 7.2. Changes compared to the EU (2019)

**Figure 19: Gender Equality Score in the domain of Power and its sub-domains, North Macedonia and EU, 2019**



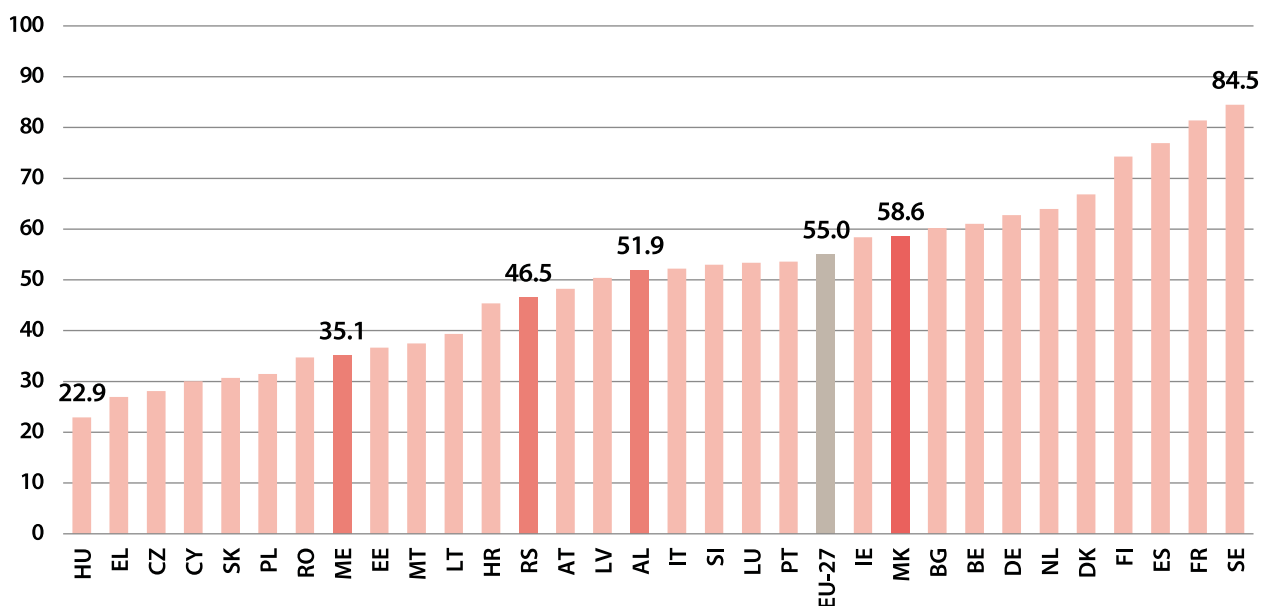
As in the previous measurement of the Index (2019), the country again scores better in the domain of Power compared to the EU average. The country's score in the domain of Power is 3.6 points higher compared to the average of EU member states. The country has higher score than the EU average in the sub-domain of Economic power (+2.3 points) and especially in the sub-domain of Social power (+11 points), but lags behind in the sub-domain of Political power (- 1.7 points) (Figure 19).

Compared to EU member states, North Macedonia is ranked tenth, above the EU average and just below Bulgaria and above Ireland (Figure 20). The best-ranked country within the EU is again Sweden, with North Macedonia lagging behind it by 25.9 points, while the lowest-ranked country with the widest gender gap in this domain is Hungary, with 35.7 points below North Macedonia's total score.

This is the only domain where the country exceeds the European average, however the better scores do not indicate lower gender inequality in this domain but extremely high gender inequality in the domain of Power in the majority of EU member states where, as at global level, men dominate the highest decision-making positions and power structures.



**Figure 20: Gender Equality Index in the domain of Power, North Macedonia (2019), EU Member States (2019), Albania (2017), Serbia (2018) and Montenegro (2017)**

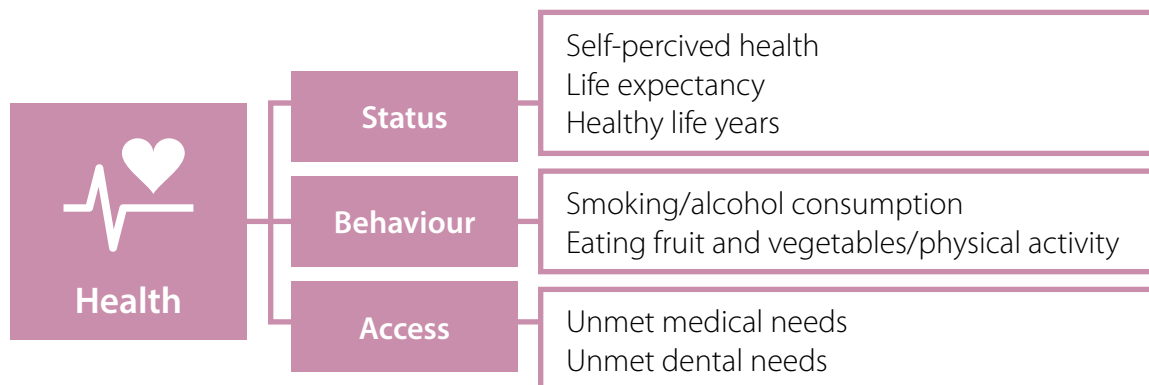


Compared to the countries of the region, North Macedonia has higher scores in the domain than Albania, Serbia and Montenegro (Figure 20). Although the Index measurements in the countries in the region do not refer to the same year, they are still indicative and in a relatively close period of time, which provides an opportunity to compare the situation with gender inequality in this domain with the neighbouring countries. Albania has higher scores in the sub-domains of Political (71.7 vs. 56.8 points) and Economic

power (74.5 vs. 51.1 points), while in the sub-domain of Social power it has a lower score (42.3 vs. 69.2 points). Compared to Serbia, North Macedonia has better scores in the sub-domains of Economic (51.1 points – North Macedonia; 43 points Serbia) and Social power (69.2 points – North Macedonia; 38.5 points Serbia), while the score of Political power shows lower gender inequality in Serbia (56.8 points – North Macedonia; 60.7 - Serbia).



# 8. Domain of Health



The domain of Health measures gender equality in access to health services, health behaviour, life expectancy, as well as self-perception of health status. The domain consists of three sub-domains: Health status, Health behaviour and Access to health services.

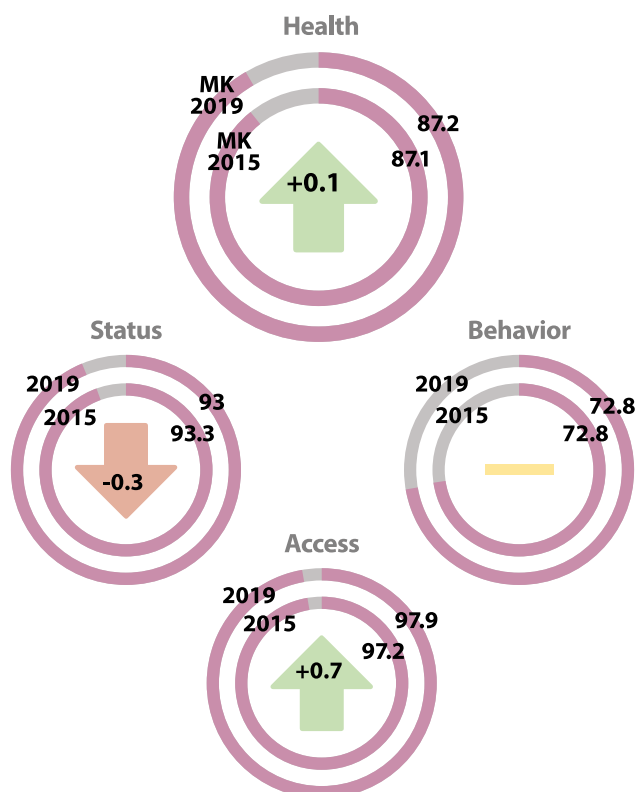
The first sub-domain is measured through the indicators of self-perceived health, life expectancy, and healthy life years.

The second sub-domain is monitored through the indicator of smoking and alcohol consumption, as well as the indicator of practicing physical activity and a healthy diet.

The last sub-domain measures access to health care for women and men through the indicators of fulfilled needs for medical and dental examination, diagnostics and treatment. It is important to note that the measurement is based on general indicators that do not go into the specific needs for different health services of women and men.

## 8.1 Status and changes

**Figure 21: Gender Equality Index in the domain of Health and its sub-domains, North Macedonia 2015 – 2019**



The domain of Health shows no significant changes compared to 2015, as there is an increase in the Index score by a minimal 0.1 point. In addition to the minimal increase in the sub-domain of Access (0.7 points), the decrease in the score of the sub-domain of Health status (-0.3 points) and the lack of new data in the sub-domain of Behaviour (the data are the same as in the previous measurement from 2015) contribute to the almost stagnant score of the domain (Figure 21).

The sub-domain of Health status records negative changes in two indicators compared to 2015, self-perceived health status in general and women's and men's expected healthy life years (Table 18). A smaller proportion of women assess their health status as good or very good compared to men, and, therefore, the gender gap has slightly increased in 2019 (Table 18). The indicator of expected healthy life years shows deterioration for women, while for men there is a certain improvement compared to 2015, which in turn affects the narrowing of the gender gap in 2019 in favour of men. The indicator measuring life expectancy shows some improvement for both women and men compared to 2015 (of approximately one year), but as on a global level, life expectancy for women is higher. Compared to the countries of the EU and the region, North Macedonia's score for life expectancy is among the lowest and close to the countries of the region (Serbia, Albania and Montenegro), as well as the EU member states Bulgaria, Romania and Hungary.

**Table 18: Indicators in the sub-domain of Status**

Self-perceived health; good or very good (% , population 16+)			
Year	Women	Men	Gender gap (p.p.)
2015	74.4	79.8	-5.4
2019	71.7	77.6	-5.9
Life expectancy (years)			
Year	Women	Men	Gender gap
2014	77.4	73.5	3.9
2019	78.6	74.7	3.9
Healthy life years (in years)			
Year	Women	Men	Gender gap
2015	66.5	65.4	1.1
2019	65.4	65.8	-0.4

The data for the second sub-domain have not been updated since the last measurement for 2015, and therefore it is not possible to monitor the changes in the indicators of smoking and alcohol consumption, healthy diet and physical activity. The data from the last measurements show that women on average have better health behaviour compared to men, that is, there are fewer women who smoke cigarettes and involve in heavy drinking, and they also have better behaviour regarding physical activity and healthy diet (Table 19).

**Table 19: Indicators in the sub-domain of Behaviour**

People who don't smoke and are not involved in harmful drinking (% , population 16+)			
Year	Women	Men	Gender gap (p.p.)
2014	73.4	36.2	37.2
People who are physically active at least 150 minutes per week and/or consume at least 5 portions of fruit and vegetables per day (% , population 16+)			
Year	Women	Men	Gender gap (p.p.)
2014	63.4	53.3	10.1

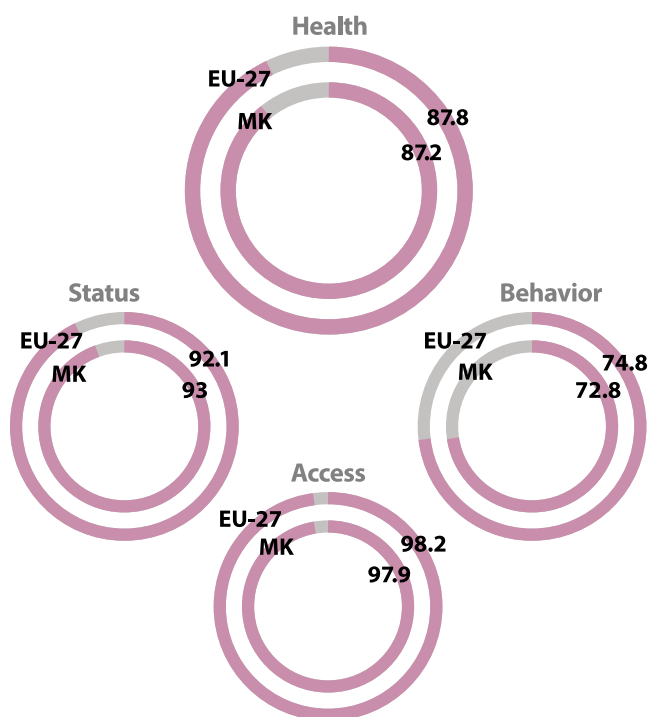
The last sub-domain measuring gender inequalities in access to health care and services shows that there is some improvement for women in the access to medical examinations and treatment compared to 2015 and elimination of the gap in the access to medical services. In terms of access to dental care, there are no changes among women, and the narrow gender gap still persists. The scores in this sub-domain show the lowest gender inequality compared to other domains and sub-domains of the Index.

**Table 20: Indicators in sub-domain of Access**

Population without unmet needs for medical examination or treatment (% , population)			
Year	Women	Men	Gender gap (p.p.)
2015	93.1	94.7	-1.6
2019	95.1	95.1	0
Population without unmet needs for dental examination or treatment (% , population)			
Year	Women	Men	Gender gap (p.p.)
2015	96	95.7	0.3
2019	96	95.6	0.4

## 8.2. Changes compared to the EU (2019)

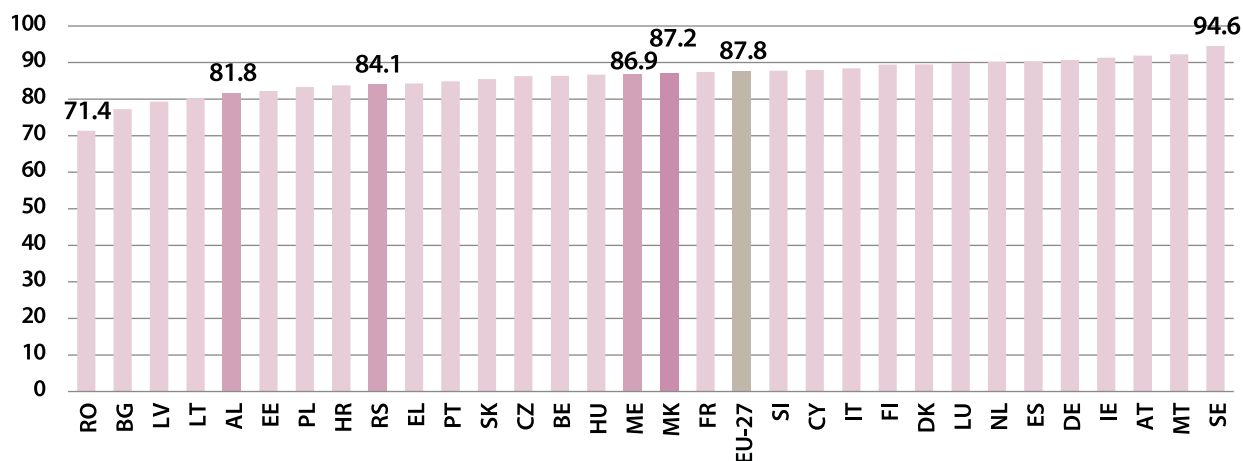
Figure 22: Gender Equality Index in the domain of Health and its sub-domains, North Macedonia and EU, 2019



The total score of the domain of Health is lower by 0.6 points than the EU average. The highest difference is in the sub-domain of Behaviour, where the country lags behind the EU average by 2 points, however, it achieves a better score compared to the EU average in the sub-domain of Status (plus 0.9 points) (Figure 22).

Compared to the scores of the EU member states and the countries of the Western Balkans region, North Macedonia ranks fifteenth, just behind France and ahead of Montenegro and Hungary (Figure 23). The country achieves a higher score in the domain of Health compared to the last measurement of the countries of the region, with an advantage of 0.3 points higher than the score of Montenegro, 3.1 points higher than Serbia, and 5.4 points higher than Albania.

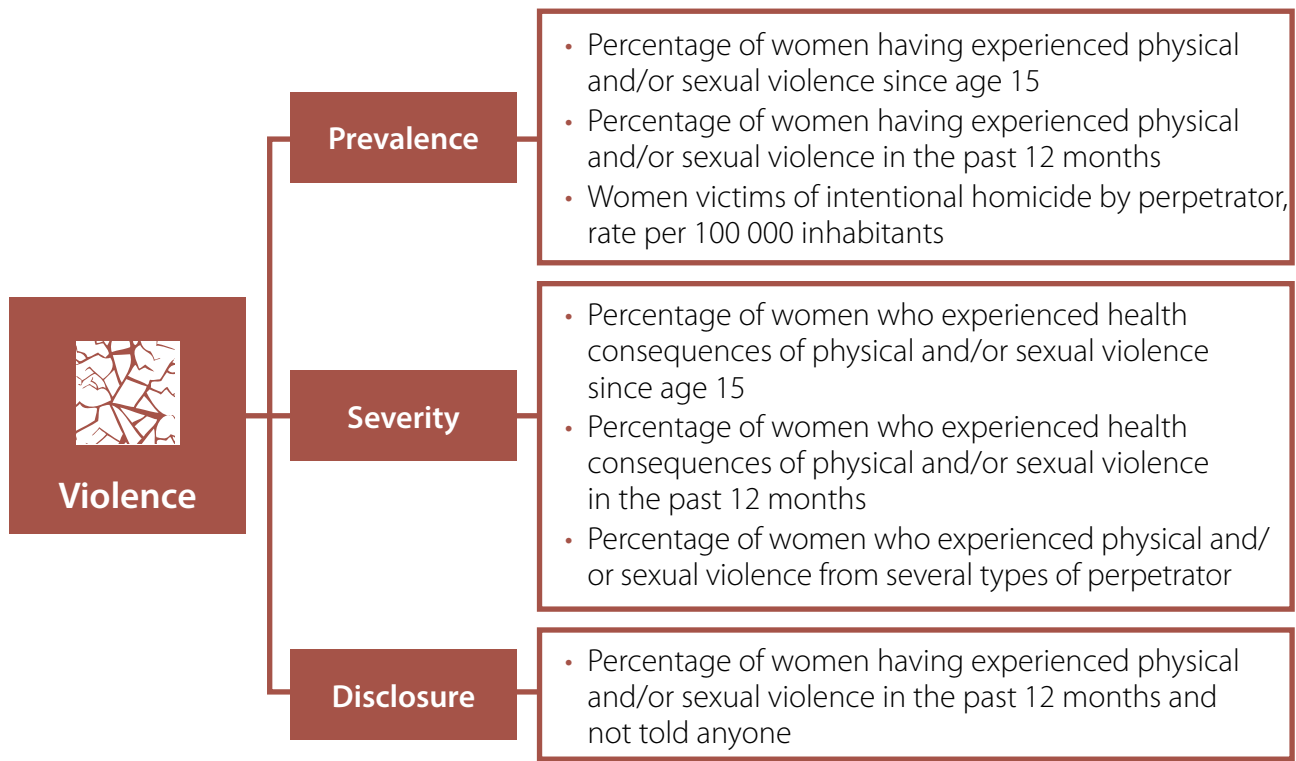
Figure 23: Gender Equality Index in the domain of Health, North Macedonia (2019), EU member states (2019), Albania (2017), Serbia (2018) and Montenegro (2017)



Although this is the second domain with the smallest differences compared to the EU average (after the domain of Knowledge), the country still lags behind the EU average and it is 7.4 points behind the best-ranked country in the domain – Sweden. Improvements in gender inequality are needed especially in the sub-domains of Behaviour and Status, while for the sub-domain of Behaviour new measurement and new data are needed for comprehensive and regular monitoring of changes. It is important to point out that this domain cannot fully capture all relevant levels of health inequalities in the country, particularly related to the sexual and reproductive

health and women specific healthcare services. Particularly, insight is limited for the access and unmet need for medical care for vulnerable and marginalized groups, often facing intersectional discrimination in their access to healthcare services. Therefore, it is important to point out existing known cases of intersectional discrimination as the cases of discrimination in the access to gynaecological services for Roma women in the country (CEDAW, 2020), and recent findings showing significantly higher unmet needs for medical care among Roma, with some of the main reported reasons being high costs or the lack of health insurance (Robayo-Abril and Millan, 2019).

# 9. Domain of Violence



The domain of Violence is the second satellite domain. It is conceptually based on gender-based violence against women, as well as the impact of attitudes, norms and stereotypes in society related to violence and equality. It measures violence against women primarily due to the fact that women are disproportionately victims of gender-based violence globally and it is most often perpetrated by men. The domain is measured through the constituent sub-domains: Prevalence, Severity (the severity of health and life consequences on victims of violence), and Disclosure of violence against women to institutions and/or to others (EIGE, 2017c). The EIGE methodology for the calculation of the domain of Violence was developed based on the methodology of the survey of the European Union Fundamental Rights Agency (FRA) on violence against women (FRA, 2014).

This domain conceptually differs from the other domains because it does not measure gender gaps but the extent of violence against women. Hence, the ultimate goal is not to reduce gender inequalities but to eliminate violence. As a satellite domain, it is not included in the calculation of the Gender Equality Index score.

## 9.1. Status

North Macedonia still does not have available data to calculate the composite indicator for the domain of Violence, although it is important to note that the State Statistical Office has taken a significant step forward in this regard recently. In the period August – September 2022, the State Statistical Office conducted the first national survey on gender-based violence (GBV) in the country, applying the Eurostat methodology, and with the support of the IPA funds (the Instrument for Pre-Accession Assistance of the EU). This survey will be conducted every five years, and it is included in the current SSO Programme for statistical research 2023 – 2027. The next national survey on gender-based violence is planned for 2027. The European Institute for Gender Equality will utilise the data from the EU GBV survey to calculate the domain of Violence and estimate the prevalence of different forms of violence against women and girls in the EU member states. North Macedonia will also be able to calculate the domain of Violence based on the EIGE methodology by utilising the national comparative data for the country that will result from the gender-based violence survey conducted by the SSO.

In the absence of national available data, this report summarizes some of the results of the survey on violence against women in North Macedonia conducted by the Organization for Security and Cooperation in Europe (OSCE)

in 2019 (OSCE, 2019). The presented data refer primarily to the prevalence of violence against women in the country and match with the indicators in the sub-domain of Prevalence (Table 21).

**Table 21: Prevalence of violence against women in North Macedonia, 2019 (%)**

Psychological, physical and/or sexual violence by any perpetrator (intimate partner or not)	since the age of 15	44%
Physical and/or sexual violence committed by any perpetrator (intimate partner or not)	since the age of 15	14%
	since the age of 15	4%
Violence committed by a non-partner	since the age of 15	Physical: 6%
		Sexual: 2%
	in the last 12 months	Physical: 2%
		Sexual: 0.1%
Violence by an intimate partner (current or former)	since the age of 15	Physical: 9%
		Sexual: 3%
		Psychological: 44%
	in the last 12 months	Physical: 3%
		Sexual: 1%
		Psychological: 12%
Sexual harassment	since the age of 15	30%
	in the last 12 months	10%
Stalking	since the age of 15	7%
	in the last 12 months	2%
Any form of gender-based violence experienced	since the age of 15	54%
	in the last 12 months	20%
Childhood violence (physical, sexual, psychological)	before the age of 15	Physical: 7%
		Sexual: 1%
		Psychological: 3%

Source: OSCE, 2019

The survey on the well-being and safety of women in North Macedonia shows that violence against women is widespread and more than half of women (54 percent) have experienced some form of violence since the age of 15 (OSCE, 2019). Almost half of women (44 percent) have experienced psychological, physical and/or sexual violence since the age of 15, while 14 percent have experienced physical and/or sexual violence. The situation at the EU level (EU-28) shows a higher prevalence of physical and sexual violence, that is, 33 percent of women have experienced this type of gender-based violence since the age of 15.

However, it is important to note that the differences compared to the EU should be interpreted through the social context of the country versus the EU countries. Namely, the countries with longer practices and policies for the promotion of gender equality, awareness raising and a functional system for prevention and protection from violence against women (the Nordic countries and most of the countries in Western Europe) have higher rates of recognition and reporting of violence (OSCE, 2019). Hence, the rates of reporting and registering violence are often higher in these countries compared to contexts where

violence against women is often considered a private matter that should remain within the confines of the home, where the stigma for women victims of violence is high, there is a high level of normalization of violence, and there are weak institutional mechanisms for prevention and protection of victims, as in the case of North Macedonia (OSCE, 2019).

The survey also shows that the risk of violence for women is mostly related to the intimate partner and as many as 44 percent of women have experienced psychological violence, 9 percent have experienced physical violence, while 3 percent have experienced sexual violence at the hands of their intimate partner since the age of 15 (Table 21). Physical and sexual violence at the hands of an intimate partner is particularly prevalent among women living in households with economic and financial difficulties (OSCE, 2019).

Sexual harassment is among the frequent forms of violence in the country. A high 30 percent of women in the country have experienced sexual harassment since the age of 15, and 10 percent in the last 12 months during the survey period (Table 21). Younger women and women with a higher education degree, who live in urban areas, on average are more exposed to sexual harassment, which in turn indicates greater awareness and recognition of violence among these groups of women (OSCE, 2019).

The survey findings point to the still high prevalence of traditional norms in society, that is, a traditional perspective on the role of women in society and at home. A high proportion of women (37 percent) think that their close environment approves of a woman's submission to her husband (including coercion), 32 percent of women think that it is important for a man to show dominance over his wife, while 30 percent of women think that victims of violence make up or exaggerate claims of abuse and rape (OSCE, 2019). It is exactly this social context, in which there is still a high degree of acceptance and normalization of traditional gender roles, that is, unfortunately, one of the significant factors that allow and contribute to the high prevalence and normalization of violence that remains largely unrecognized, underreported, and more often than not, unsanctioned by the relevant institutions.

Beyond the available survey findings, in the past years there have been several alarming cases of technology-facilitated gender-based violence (cyber or digital violence). This refers to gender-based violence that occurs and/or is perpetuated or amplified in the digital, online spaces (on the Internet), often affecting the victims further in the physical (offline) spaces (EIGE, 2017). One of the most notable recent cases of widescale online sexual harassment in the country, known as the "Public Room" (the name of a Telegram app channel), was initially revealed in the public in January 2020. Members of the "Public Room" group non-consensually shared and distributed private explicit photos and videos of women, girls, and minor girls, also sharing their private information (phone numbers, addresses, social media profiles, etc.), which resulted in large-scale online (and offline) sexual harassment of women and girls (BIRN, 2021; Global Voices, 2022). The case gained broad publicity in January 2021 after a victim shared publicly her story of sexual harassment. Following strong reactions in the public by feminist organisations, activists and other relevant actors, investigation was launched by competent institutions and several suspects (creators and administrators of the group) were charged on the grounds of production and distribution of child pornography, however no further charges were brought related to sexual harassment and abuse of victims' personal information.

The Law on Prevention and Protection from Violence against Women and Domestic Violence (Official Gazette of the Republic of North Macedonia, No. 24/21) and the recent amendments of the Criminal Code (Official Gazette of the Republic of North Macedonia, NO. 36/2023), stipulate specific provisions on sexual harassment, also covering online sexual harassment and online stalking. In the upcoming period, it will be crucial for the competent institutions to fully and consistently apply the existing legislation, in order to protect and support the victims of gender-based violence, and to dedicatedly work on the prevention and protection from all forms of violence against women and girls and gender-based violence as prescribed in the legal framework and strategic documents of the country.

# 10. Conclusions

The Gender Equality Index score for North Macedonia for 2022 is 64.5 points out of a maximum of 100, indicating an increase of 2.5 points compared to the previous measurement in 2019. However, this progress is rather slow, and if it continues at this pace, it will take approximately 57 years to achieve gender equality in all domains measured by the Index.

Progress can be noted in the domains of Work, Money, Knowledge and Power, which is due to improved employment rates among women, improved access to financial resources (higher mean monthly earnings and mean equalized net income), increased percentage of people with completed tertiary education, and improvement in the indicators of political, economic and social power. The domain of Time is at a standstill due to an absence of updated data (as it is the case both at the EU level and in the countries of the region), and the domain of Health records an insignificant change in the Index score (+ 0.1 point), also lacking recent data for the sub-domain of Behaviour.

Compared to the last measurements of the countries of the Western Balkans region that have published the Index, the country has a higher score than all three of them - Albania 60.4 points (2020), Serbia 58 points (2021), and Montenegro 55 points (2019). Compared to the EU, as in the previous measurement, North Macedonia is still positioned below the average of the EU member states, however, the difference has decreased (from 4.2 points in 2019, to 3.5 points in 2022). The current measurement shows that the country is moving at about the same slow pace as the EU, which indicates the need for significant improvement in the country's policies, practice and commitment to gender equality in the period ahead.

All domains of the Index need significant improvement despite the fact that some progress has been made since the last measurement. The gender gap in the domain of Knowledge is the only gap compared to the other five domains of the Index, where gender inequality is the result of the less favourable position of men compared to women (especially pronounced in the sub-domain of Educational attainment and participation). The gender inequalities in the domain of Work show that women face significant barriers in the access to the labour market, and, therefore, have lower employment rates, higher inactivity rates, and

more often than men work as unpaid contributing family workers. Consequently, the domain of Money indicates that women in North Macedonia earn less and are at a higher risk of poverty compared to men. The indicators in the domain of Time show that women engage significantly more in unpaid domestic work and childcare compared to men, regardless of their employment status. Gendered patterns in the division of unpaid labour leave women with restricted time and possibility to engage in paid work and secure stable financial position and economic independence, and further limit their possibility for participation in the public life, and available time for leisure, social and voluntary activities.

The increase in the Index score of the domain of Power is due to improvements in almost all indicators in the sub-domains of political, economic, and social power. However, compared to the previous Index measurement in 2019 there is also a decline in the indicator on participation of women in the governing bodies and boards of the largest listed companies in the sub-domain of economic power. After the domain of Time, the domain of Power is the second domain in which the country records the lowest scores, that is, the highest gender inequality. What is confirmed from the previous measurement of the Index is that the absence of quotas for participation in all structures of power results in drastically lower participation of women in executive and local government and a disproportionate distribution of political, economic and social power in favour of men.

The domain of Health has highest gender equality score compared to the rest of the domains of the Index. However, this domain cannot fully capture all relevant levels of inequalities in access to health services in the country, especially when it comes to health services for women's reproductive health. Particularly, insight is limited for the access and unmet need for medical care for vulnerable and marginalized groups (such as women with disabilities, Roma women, trans women, etc.), who often face intersectional discrimination in their access to healthcare services, as indicated by existing cases of discrimination in the access to gynaecological services for Roma women (CEDAW Committee, 2020).

North Macedonia still lacks data that could be used to calculate the composite indicator for the domain of Violence.



In the absence of comprehensive data at the national level, the report summarizes some of the results of the survey on violence against women in North Macedonia conducted by the Organization for Security and Cooperation in Europe (OSCE) in 2019 (OSCE, 2019). The data show a high prevalence of violence against women - more than half of women (54 percent) have experienced some form of violence since the age of 15. The State Statistical Office has conducted the first survey on gender-based violence (GBV) in the country in August – September 2022, applying the Eurostat methodology. This survey will be conducted every five years and the data can be further utilised to calculate the domain of Violence applying the EIGE methodology.

Since the last publication of the Index in 2019, the country has undergone through several significant reforms and changes in the policies and processes for the advancement of gender equality, in the complex context of the COVID-19 pandemic, the beginning of the Russian military aggression against Ukraine, and the rise of anti-gender movements (Wittenius, 2022; Cvetkovikj and Velickovska, 2022). The overview of the main legislative and policy changes in the field of gender equality in the country shows a certain level of progress in the legal and strategic framework for the advancement of gender equality. However, it is important to note that despite some progress achieved at the normative level, consistent implementation in practice remains a challenge.

In the upcoming period, policy advancements are needed to improve the position of women and thereby reduce notable gender inequalities in the domains of Work, Money, Time and Power. In this regard, the Strategy for Gender Equality 2022 – 2027, provides the general framework for the actions of the relevant institutions to further define specific policies and measures for improvement of women's economic activity, financial security, and improvement in the distribution of unpaid work and childcare. For instance, some of the expected results aim at increased activity of women on the labour market with particular focus on marginalized women, narrowing down the gender pay gap, decreasing sectoral and hierarchical segregation in the workplace, and establishing measures for work-life balance in line with the EU Directive (2019/1158) on work-life balance for parents and carers, as well as gender-sensitive measures in times of crises and emergencies (Official Gazette of North Macedonia, No. 170/2022). However, the

strategic goals in the Strategy are broadly defined and there is a lack of specific targets and directly responsible institutions for the goals, which may pose a challenge in the planning, implementation, and monitoring of the progress achieved towards the foreseen strategic goals.

The necessary reforms for shared parental leave, equal remuneration for equal work and work of equal value, and work-life balance provisions are still uncertain, due to the ongoing process of drafting the new Law on Labour Relations.

Regarding the domain of Power, the Strategy for Gender Equality 2022 – 2027 (Official Gazette of the Republic of North Macedonia, No. 170/2022) specifies the "50:50" strategic commitment for equal participation of women in decision-making at all levels of power, however, additional measures (such as quotas) are necessary to ensure increased representation and participation of women in the executive and local government. Moreover, as an EU candidate country, North Macedonia should comply with the provisions of the recently adopted EU Directive (2022/2381) aimed at improving gender balance on corporate boards of listed companies by setting minimum quotas of 40% of board seats filled by the underrepresented gender.<sup>9</sup>

The advancements of the country's policies and legislative framework in line with the Istanbul Convention, allowed the establishing of the necessary standards for protection, prevention, prosecuting and eliminating violence against women and girls. However, the progress is dependent on consistent and effective implementation of the prescribed legal provisions by all relevant institutions, coupled with the necessary budget support for implementation, as well as continuous monitoring and evaluation of the progress.

<sup>9</sup> Directive (EU) 2022/2381 on improving the gender balance among directors of listed companies and related measures (Official Journal of the European Union, 2022).



# Annex 1

## Calculation of the Gender Equality Index score by domains and sub-domains

### 1. WORK (domain)

PARTICIPATION (sub-domain): Full-time equivalent employment rate (15+ population)	
Indicator	<p>Full-time equivalent employment rate (15+ population)</p> <p>Description: the Full-Time Equivalent (FTE) employment rate is a unit to measure employed persons in a way that makes them comparable even though they may work a different number of hours per week. The unit is obtained by comparing an employee's average number of hours worked to the average number of hours worked by a full-time worker. A full-time worker is therefore counted as one FTE, while a part-time worker gets a score in proportion to the hours she or he works. For example, a part-time worker employed for 20 hours a week where full-time work consists of 40 hours, is counted as 0.5 FTE.</p>
Source	Labour Force Survey, additional calculations of the SSO

Year	Women	Men	Total
2015	32.5	49.0	40.8
2019	35.9	54.2	45.0

PARTICIPATION (sub-domain): Duration of working life	
Indicator	<p>Duration of working life (years)</p> <p>Description: the duration of working life indicator measures the number of years a person aged 15 is expected to be active in the labour market throughout his/her life. This indicator is calculated with probabilistic model combining demographic data (Life tables) and labour market data (Labour Force Survey activity rates by single age group).</p>
Source	Life tables and Labour Force Survey, the indicator is calculated and published on the Eurostat website, table "Duration of working life [lfsi_dwl_a]"; <a href="http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsi_dwl_a&amp;lang=en">http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsi_dwl_a&amp;lang=en</a>

Year	Women	Men	Total
2015	25.1	36.9	31.2
2019	26.4	36.8	31.7

**SEGREGATION AND QUALITY OF WORK (sub-domain):  
Employed people in education, human health and social work activities (population 15+)**

Indicator	Employed people in education, human health and social work activities (population 15+) Employed people in education, human health and social work activities as percentage of the total number of employed people in all sectors according to the National Classification of Economic Activities Rev.2.
Source	Labour Force Survey, Eurostat table. <a href="https://ec.europa.eu/eurostat/databrowser/view/lfsa_egan2/default/table?lang=en">https://ec.europa.eu/eurostat/databrowser/view/lfsa_egan2/default/table?lang=en</a>

Year	Women	Men	Total
2015	19.0	5.9	11.1
2019	20.0	5.7	11.5

**SEGREGATION AND QUALITY OF WORK (sub-domain):  
Ability to take an hour or two off during working hours to take care of personal or family matters  
(%, population 15+)**

Indicator	Description: Question 43 (in EWCS 2010), i.e. question 47 (in EWCS 2015). Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is...1. Very easy; 2. Fairly easy; 3. Fairly difficult; 4. Very difficult. The indicator is a percentage of persons who answered 1. Very easy, out of all persons who answered the question (selected answer 1, 2, 3 or 4).
Source	European Working Conditions Survey (EWCS) 2015, <a href="https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys">https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys</a>

Year	Women	Men	Total
2015	41.1	44.2	42.9

**SEGREGATION AND QUALITY OF WORK (sub-domain):  
Career Prospects Index (0 to 100 points)**

Indicator	Description: This index is one of the work quality indices developed by Eurofound. The Index combines the indicators of employment status (self-employed or employee), type of contract, the prospects for career advancement as perceived by the worker, and perceived likelihood of losing one's job. It is measured at the scale of 0-100 where the higher the score, the higher the job quality (career perspective). Exact methodology can be requested from Eurofound.
Source	European Working Conditions Survey (EWCS) 2015, <a href="https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys">https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys</a>

Year	Women	Men	Total
2015	65.9	64.5	65.1

## 2. MONEY (domain)

FINANCIAL RESOURCES (sub-domain): Mean monthly earnings – NACE Rev.2, sections B to S, excluding section O (Purchasing Power Standard)				
Indicator	Mean monthly earnings – NACE Rev.2, sections B to S, excluding section O (Purchasing Power Standard) Description: Mean monthly earnings according to the Purchasing Power Standard in sections B to S, excluding section O (all age groups, employees working in enterprises with at least 10 employees).			
Source	Structure of Earnings Survey, the indicator is calculated and published on the Eurostat website.			
Year	Women	Men	Total	
2015	1003	1108	1061	
2018	1067	1275	1176	

FINANCIAL RESOURCES (sub-domain): Mean equivalised net income (Purchasing Power Standard, population 16+)				
Indicator	<p>Mean equivalised net income (Purchasing Power Standard, population 16+)</p> <p>Description: The equivalised disposable income, according to the Purchasing Power Standard, is the total income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members converted into equalised adults; household members are equalised or made equivalent by weighting each according to their age, using the so-called modified OECD equivalence scale. The equivalised disposable income is calculated in three steps: a</p> <ul style="list-style-type: none"> <li>* all monetary incomes received from any source by each member of a household are added up; these include income from work, investment and social benefits, plus any other household income; taxes and social contributions that have been paid, are deducted from this sum;</li> <li>* in order to reflect differences in a household's size and composition, the total (net) household income is divided by the number of 'equivalent adults', using a standard (equivalence) scale: the modified OECD scale; this scale gives a weight to all members of the household (and then adds these up to arrive at the equivalised household size): 1.0 to the first adult; 0.5 to the second and each subsequent person aged 14 and over; .3 to each child aged under 14.</li> <li>* finally, the resulting figure is called the equivalised disposable income and is attributed equally to each member of the household.</li> </ul>			
Source	Income and Living Conditions Survey, the indicator is calculated and published on the Eurostat website. <a href="https://ec.europa.eu/eurostat/databrowser/view/ilc_di03/default/table?lang=en">https://ec.europa.eu/eurostat/databrowser/view/ilc_di03/default/table?lang=en</a>			
Year	Women	Men	Total	
2015	5359	5434	5397	
2019	6241	6360	6300	

**ECONOMIC SITUATION (sub-domain):****Not at risk of poverty, ≥60% of median income (% , population 16+)**

Indicator Not at risk of poverty, ≥60% of median income (% , population 16+)  
 Description: the indicator is calculated as the "100 - at-risk-of-poverty rate". The at-risk-of-poverty rate is the share of people with an equivalised disposable income (after social transfers) below the at-risk-of-poverty threshold in the population aged 16 and over. The threshold is equivalent to 60% of the national median equivalised income of persons living in the household.

Source Income and Living Conditions Survey, the indicator is calculated and published on the Eurostat website, table "At-risk-of-poverty rate by poverty threshold, age and sex [ilc\_li02]"  
[https://ec.europa.eu/eurostat/databrowser/view/ILC\\_LI02/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/ILC_LI02/default/table?lang=en)

Year	Women	Men	Total
2015	79.9	80.1	80.0
2019	79.5	79.8	79.6

**ECONOMIC SITUATION (sub-domain):****S20/S80 income quintile share (% , population 16+)**

Indicator S20/S80 income quintile share (% , population 16+)  
 Description: calculated as  $1 / (S80/S20 \text{ income quintile share ratio}) * 100$ . The income quintile share ratio, or S80/S20 ratio is a measure of the inequality of income distribution and it is calculated as the ratio of total income received by the 20 % of the population with the highest income (the top quintile) to that received by the 20 % of the population with the lowest income (the bottom quintile).

Source Income and Living Conditions Survey, the indicator is calculated and published on the Eurostat website, [http://appsso.eurostat.ec.europa.eu/nui/show.do?lang=en&dataset=ilc\\_di11](http://appsso.eurostat.ec.europa.eu/nui/show.do?lang=en&dataset=ilc_di11)

Year	Women	Men	Total
2015	15.2	15.2	15.2
2019	18.0	18.0	18.0

### 3. KNOWLEDGE (domain)

Educational attainment and participation (sub-domain): Graduates of tertiary education (% , population 15+)	
Indicator	Graduates of tertiary education (% , population 15+) Description: People with completed tertiary education (levels 5-8 according to ISCED), percentage from total +15 population.
Source	Labour Force Survey 2019, SSO

Year	Women	Men	Total
2015	17.1	15.0	16.0
2019	18.5	16.8	17.6

Educational attainment and participation (sub-domain): People participating in formal or non-formal education and training (% , population 15+)	
Indicator	People participating in formal or non-formal education and training (% , population 15+) Description: Lifelong learning encompasses all purposeful learning activity, whether formal, non-formal or informal, undertaken on an ongoing basis with the aim of improving knowledge, skills and competence. The reference period for the participation in education and training is the four weeks preceding the interview in the Labour Force Survey.
Source	Labour Force Survey 2019, SSO

Year	Women	Men	Total
2015	12.5	12.3	12.4
2019	12.1	11.7	11.9

Educational attainment and participation (sub-domain): Tertiary students in the fields of education, health and welfare, humanities and arts - levels 5-8 according to ISCED (% , tertiary students)	
Indicator	Tertiary students in the fields of education, health and welfare, humanities and arts - levels 5-8 according to ISCED (% , tertiary students) Description: The indicator is calculated as a percentage of tertiary students in the fields of education, health and welfare, humanities and arts out of total tertiary students.
Source	Education statistics, Eurostat, table "Students enrolled in tertiary education by education level, programme orientation, sex and field of education [educ_uoe_enrt03]", <a href="https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=educ_uoe_enrt03&amp;lang=en">https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=educ_uoe_enrt03&amp;lang=en</a>

Year	Women	Men	Total
2015	39.9	22.9	32.1
2019	45.1	26.1	36.8

## 4. TIME (domain)

Care activities (sub-domain): People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (%, 18+ population)	
Indicator	Percentage of people involved in at least one of these caring activities outside of paid work every day: care for children, grandchildren, elderly and disabled people who need support. Question: (in general) how often are you involved in any of the following activities outside of paid work? 2016: Q42a Caring for and/or educating your children; Q42b Caring for and/or educating your grandchildren; Q42d Caring for disabled or infirm members, neighbours or friends under 75 y.o.; Q42e Caring for disabled or infirm members, neighbours or friends aged 75 or over; 2012: Q36a caring for your children/grandchildren; Q36c Caring for elderly or disabled relatives; 2007: Q36c Caring for elderly or disabled relatives; 2003: Q37a Caring for and educating children; Q37c Caring for elderly or disabled relatives.
Source	Eurofund, European Quality of Life Surveys (EQLS 2016) <a href="https://www.eurofound.europa.eu/surveys/european-quality-of-life-surveys/european-quality-of-life-survey-2016">https://www.eurofound.europa.eu/surveys/european-quality-of-life-surveys/european-quality-of-life-survey-2016</a>

Year	Women	Men	Total
2016	39.3	29.9	34.6

Care activities (sub-domain): People doing cooking and/or housework, every day (%, 18+ population)	
Indicator	Percentage of people involved in cooking and/or housework outside of paid work, every day. Questions: How often are you involved in any of the following activities outside of paid work? 2016: Q42c Cooking and/or housework; 2012: Q36b Cooking and/or housework; 2007: Q36b Cooking and housework; 2003: Q37b Housework.
Source	Eurofund, European Quality of Life Surveys (EQLS 2016) <a href="https://www.eurofound.europa.eu/surveys/european-quality-of-life-surveys/european-quality-of-life-survey-2016">https://www.eurofound.europa.eu/surveys/european-quality-of-life-surveys/european-quality-of-life-survey-2016</a>

Year	Women	Men	Total
2016	71.1	10.4	41.0

**Social activities (sub-domain): Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 15+ workers)**

Indicator	<p>Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 15+ workers)</p> <p>Description: Question EF2g (in EWCS 2010), i.e. question 95g (in EWCS 2015). On average, how many hours per day do you spend on sporting, cultural or leisure activity outside your home? 1. Daily; 2. Several times a week; 3. Several times a month; 4. Less often; 5. Never. The indicator is the percentage of people who answered using answer category 1 and 2 in EWCS 2015 out of all who answered the question, (answer 1-5, of 1-6 in EWCS 2010).</p>
Source	<p>Eurofound, European Working Conditions Survey (EWCS) 2015, <a href="https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015">https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015</a></p>

Year	Women	Men	Total
2015	13.3	16.4	15.1-

**Social activities (sub-domain): Workers involved in voluntary or charitable activities, at least once a month (% , 15+ workers)**

Indicator	<p>Percentage of working people involved in voluntary or charitable activities, at least once a month (% , 15+ workers)</p> <p>Description: Questions: Question EF2a (in EWCS 2010), i.e. question 95a (in EWCS 2015). On average, how many hours per day do you spend on voluntary or charitable activities? 1. Daily; 2. Several times a week; 3. Several times a month; 4. Less often; 5. Never. The indicator is the percentage of people who answered using answer category 1-3 out of 1-5 in EWCS 2015 (that is 1-4 in EWCS 2010), out of all who answered the question (selected from all answers 1-6 in EWCS 2010).</p>
Source	<p>Eurofound, European Working Conditions Survey (EWCS) 2015, <a href="https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015">https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015</a></p>

Year	Women	Men	Total
2015	16.6	22.9	20.2

## 5. POWER (domain)

Political power (sub-domain): Share of ministers (%)	
Indicator	Share of ministers (%) Description: The indicator is calculated as the share of ministers in the total population of the country aged 18+.
Source	Data are available in the European Institute for Gender Equality (EIGE) database on women and men in decision-making: <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
3 years average (2014-2015-2016)	11.5	88.5	100
3 years average (2018-2019-2020)	14.7	85.3	100

Political power (sub-domain): Share of members of Parliament (%)	
Indicator	Share of members of Parliament (%) Description: The indicator is calculated as the share of members of Parliament in the total population of the country aged 18+.
Source	Data are available in the European Institute for Gender Equality (EIGE) database on women and men in decision-making: <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
3 years average (2014-2015-2016)	34.8	65.2	100
3 years average (2018-2019-2020)	38,3	61.7	100

Political power (sub-domain): Share of members of local government (%)	
Indicator	Share of members of local government (%) Description: The indicator is calculated as the share of members of local government in the total population of the country aged 18+.
Source	Data are available in the European Institute for Gender Equality (EIGE) database on women and men in decision-making: <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
3 years average (2014-2016)	28.8	71.2	100
3 years average (2018-2019-2020)	32.4	67.6	100



### Economic power (sub-domain): Share of members of boards in largest quoted companies, supervisory board or board of directors (%)

Indicator	Share of members of boards in largest quoted companies, supervisory board or board of directors (%) Description: The indicator is calculated as share of members of boards in largest quoted companies, supervisory board or board of directors, in the total population (18+).
Source	Data are available in the European Institute for Gender Equality (EIGE) database on women and men in decision-making: <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
3 years average (2014-2015-2016)	20.5	79.5	100
3 years average (2018-2019-2020)	19.1	80.9	100

### Economic power (sub-domain): Share of board members of the Central Bank (%)

Indicator	Share of board members of the Central Bank Description: The indicator is calculated as the share of members of the Central Bank in the total population of the country aged 18+.
Source	Data are available in the European Institute for Gender Equality (EIGE) database on women and men in decision-making: <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
3 years average (2014-2015-2016)	24.0	76.0	100
3 years average (2018-2019-2020)	32.0	68.0	100

### Social power (sub-domain): Share of board members of research funding organisations/institutions (%)

Indicator	Description: Members of the highest decision-making bodies of research funding organisations/institutions. Ratio based on three years averages and ratio of each sex in the population (18+).
Source	EIGE; <a href="https://eige.europa.eu/gender-statistics">https://eige.europa.eu/gender-statistics</a>

Year	Women	Men	Total
2016	42.9	57.1	100
2019	51.9	48.1	100

**Social power (sub-domain): Share of board members in publically owned broadcasting organisations (%)**

Indicator Share of board members in publically owned broadcasting organisations. Ratio based on three years averages and ratio of each sex in the population (18+).

Source Data are available in the European Institute for Gender Equality (EIGE) database on women and men in decision-making: <http://eige.europa.eu/gender-statistics/dgs/browse/wmidm>

Year	Women	Men	Total
3 years average (2015-2016-2017)	46.2	53.8	100
3 years average (2018-2019-2020)	46.2	53.8	100

**Social power (sub-domain): Share of members of highest decision making body of the national Olympic sport organisations (%)**

Indicator Share of members of highest decision making body of the 10 most popular national Olympic sport organisations. Ratio based on three years averages and ratio of each sex in the population (18+).

Source <https://eige.europa.eu/gender-statisticsSO>

Year	Women	Men	Total
2015	8.9	91.1	100
3 years average (2018-2019-2020)	9.2	90.8	100

## 6. HEALTH (domain)

Status (sub-domain): Self-perceived health, good or very good (% , 16+ population)			
Indicator	Self-perceived health, good or very good (% , 16+ population) Description: The indicator is calculated as a percentage of people assessing their health as "Very good" or "Good" out of total. The concept of self-perceived health is operationalized by a question on how a person perceives his/her health in general using one of the answer categories: very good/good/ fair/bad/very bad.		
Source	Income and Living Conditions Survey, Eurostat table "Self-perceived health by sex, age and labour status [hlth_silc_01]" <a href="http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_01">http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_01</a>		
Year	Women	Men	Total
2015	74.4	79.8	77.1
2019	71.7	77.6	74.6

Status (sub-domain): Life expectancy in absolute value at birth (years)			
Indicator	Life expectancy in absolute value at birth (years) Description: Life expectancy is calculated based on mortality data. The total is calculated as an average of the data for men and women.		
Source	Eurostat table "Life expectancy at birth by age and sex [DEMO_MLEXPEC__custom_1878841]" <a href="https://ec.europa.eu/eurostat/databrowser/view/DEMO_MLEXPEC__custom_1878841/default/table">https://ec.europa.eu/eurostat/databrowser/view/DEMO_MLEXPEC__custom_1878841/default/table</a>		
Year	Women	Men	Total
2014	77.4	73.5	75.5
2019	78.6	74.7	76.6

Status (sub-domain): Healthy life years in absolute value at birth (years)	
Indicator	<p>Healthy life years in absolute value at birth (years)</p> <p>Description: The total is calculated as an average of the data for men и women. Healthy life years measures the number of remaining years that a person of specific age is expected to live without any severe or moderate health problems. This is a composite indicator that combines mortality data with health status data from Income and Living Conditions Survey: the self-perceived question, which aims to measure the extent of any limitations, for at least six months, because of a health problem that may have affected respondents as regards activities they usually do. It is calculated using the Sullivan method which combines information on mortality and health status data.</p> <p>1. Variables used for mortality component: age specific death rate, probability of dying between exact ages, probability of surviving between exact ages, number left alive at given exact age, person-years lived between exact age, life expectancy at given exact age.</p> <p>2. Variable used for health status: the question in the Income and Living Conditions Survey - For at least the past six months, to what extent have you been limited because of a health problem in activities people usually do? Based on this the proportions of the population in healthy (answer code: "not limited at all") and unhealthy conditions (answer codes: "severely limited" and "limited but not severely") are calculated by sex and age.</p>
Source	Mortality data, Income and Living Conditions Survey, SSO calculations

Year	Women	Men	Total
2015	66.5	65.4	66.0
2019	65.4	65.8	65.6

#### Behaviour (sub-domain): People who don't smoke and are not involved in harmful drinking (% , 16+ population)

Indicator Percentage of people who are not involved in risky behaviour i.e. don't smoke and are not involved in heavy episodic drinking. Heavy episodic drinking is intake of 6 drinks or 60+ grams of pure alcohol on one occasion, monthly or more often, during the past 12 months. A drink is defined as a glass of wine, glass of beer, shot of whiskey etc. Everyone either smoking and/or involved in harmful drinking is regarded to exercise risk behaviour.

Source SSO simulation

Year	Women	Men	Total
2014	73.4	36.2	55.4

#### Behaviour (sub-domain): Percentage of people who are physically active at least 150 minutes per week and/or consume at least 5 portions of fruit and vegetables per day (% , 16+ population)

Indicator Percentage of people who are physically active at least 150 minutes per week and/or consume at least 5 portions of fruit and vegetables per day. Both aspects reflect the official recommendation of the World Health Organization. Eurostat provides information on the time spent on health-enhancing (non-work-related) aerobic physical activity (in minutes per week), including sports and cycling to get to and from places. Five portions (400g) fruit and vegetables exclude juices from concentrates and potatoes (starches).

Source SSO simulations

Year	Women	Men	Total
2015	93.1	94.7	93.9
2019	95.1	95.1	95.1

#### Access (sub-domain): People without unmet needs for dental examination or treatment (% , population)

Indicator People without unmet needs for dental examination or treatment (% , population)  
Description: The indicator is calculated as a percentage of persons who answered "No unmet needs to declare" to the question whether he or she needed dental examination or treatment, but did not have it, in the last 12 months. Information from the Income and Living Conditions Survey, from all respondents who answered, from all income groups

Source Income and Living Conditions Survey, data by sex published on the Eurostat website in the table "Self-reported unmet needs for dental examination by sex, age, detailed reason and income quintile (%) [hlth\_silc\_09] [https://ec.europa.eu/eurostat/databrowser/view/HLTH\\_SILC\\_09/default/table?lang=en&category=hlth.hlth\\_care.hlth\\_unm](https://ec.europa.eu/eurostat/databrowser/view/HLTH_SILC_09/default/table?lang=en&category=hlth.hlth_care.hlth_unm)

Year	Women	Men	Total
2015	96.0	95.7	95.9
2019	96.0	95.6	95.8

#### Additional variables used in Index calculation

Indicator Population in age group 18 and older

Source Population Estimates, <http://www.stat.gov.mk/Publikacii/2.4.16.10.pdf>

Year	Women	Men	Total
2015	814691	804809	1.0000
2019	838219	827762	1.0000

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