

**Summary of the public hearing consultation meeting and discussion of the draft documents “Stakeholder Engagement Plan”, “Labor Management Procedure”, “Environmental and Social Commitment Plan”, for the Social Insurance and Pension Administration Project**

<b>Place</b>	Ministry of Labor and Social Policy:  – Date 14.11.2019, Ministry of Labor and Social Policy str. Dame Gruev no. 14, 1000 Skopje, duration 11.00 – 12.00 o’clock.
<b>Aim</b>	The purpose of the event was to present the draft versions of the prepared documents „ Stakeholder Engagement Plan“, „Labor Management Procedure“ and „ Environmental and Social Commitment Plan“ within the Social Insurance and Pension Administration Project and collecting comments and remarks from various stakeholders.  The three documents have been prepared within the Social Insurance and Pension Administration Project of the RNM with the aim for improvement of the quality of social Security Administration Services, strengthening of the regulatory framework for people with disabilities and dangerous occupations, establishment of a Unified Disability Assessment System and a Central Disability Assessment Coordination Body, reforming the employment system for persons with disabilities, revision of the List of dangerous occupations, project management, monitoring and evaluation.
<b>Invited</b>	Invitations were sent to various stakeholders across the country related to the Social Insurance and Pension Administration Project of the RNM (MLSP, World Bank, Blind Association, National Association of Disabled People of the Republic of North Macedonia, Mobility Macedonia, Association of Protective Societies of Macedonia – ZAPOVIM, etc.).
<b>Participants</b>	15 representatives from the MLSP and different stakeholders participated in the public hearing event (National Association of Disabled People of the Republic of North Macedonia, Mobility Macedonia, Association of Protective Societies of Macedonia – ZAPOVIM).
<b>Presentation Techniques</b>	Power Point presentation was prepared by the Consultant with key findings from the „Stakeholder Engagement Plan“, „Labor Management Procedure“ and „Environmental and Social Commitment Plan“ in the frame of the Social Insurance and Pension Administration Project in the RNM in accordance with national legislation and policies of the World Bank.
<b>Announcement for public hearings</b>	1. Announcement for Public Hearing event is posted on MLSP website on 07.11.2019 ( <a href="http://www.mtsp.gov.mk/proekt-za-socijalno-osiguruvanje-i-penziska-adminstracija.nsp">http://www.mtsp.gov.mk/proekt-za-socijalno-osiguruvanje-i-penziska-adminstracija.nsp</a> ), also the draft version of the prepared documents „ Stakeholder Engagement Plan “, „ Labor Management Procedure “ and „

“Social Insurance and Pension Administration Project“ (SIPA Project)

	<p>Environmental and Social Commitment Plan“ are disclosed on the website of MLSP.</p> <ol style="list-style-type: none"> <li>2. The official invitation from MLSP for the public hearing event was sent to many stakeholders from relevant institutions on national and local level, NGOs, professional associations etc.</li> <li>3. Minutes of the Meeting, List of Participants and Photos from the Public Hearing are given in Annex 2 and 3.</li> </ol>
<p><b>Conclusion and comments</b></p>	<p>The participants of the public hearing were satisfied with the prepared documents and expressed interest in being involved in the realization of the project activities.</p> <p>A common conclusion of the participants at the public hearing was their interest in all the reforms envisaged with the Project and that they expect to be adequately trained in the future so that disabled persons can be properly employed. They also emphasized the need for decentralization of the planned Unified Registry System as many disabled people could not come to the capital city.</p>
<p><b>Conclusion</b></p>	<p>MLSP representatives noted that project activities will be intensify next year (May - June 2020) when changes in the relevant legislation are expected and stakeholders will be involved. Additional meetings will be organized and all relevant stakeholders will be engaged and inform about details of the specific activities for each of the Project components.</p> <p>The representatives of the World Bank emphasized that this public hearing event is only an initial meeting with the stakeholders, which is very important as they are involved from the very beginning of the implementation of the SIPA project activities.</p>
<p><b>Responsibilities</b></p>	<p>The Environmental Expert will review the draft documents in accordance with the comments received and will also prepare and disclose a Summary of the Public Hearing Event.</p> <p>Final version of the documents „ Stakeholder Engagement Plan “, „ Labor Management Procedure “ and „ Environmental and Social Commitment Plan “ for SIPA Project will be submitted to the World Bank for final review and approval.</p>

Annex 1 Announcement for the public hearing event for the presentation and discussion regarding the “Stakeholder Engagement Plan”, “Labor Management Procedure”, “Environmental and Social Commitment Plan” on the website of the MLSP

**ANNOUNCEMENT**  
**for document availability and public hearing for the documents**  
**“Stakeholder Engagement Plan” and “Labor Management Procedure”**  
**for the Social Insurance and Pension Administration Project**

The Ministry Labor and Social Affairs of the Republic of North Macedonia (RNM), through the Government of RNM, has submitted an application to the World Bank for funds aimed towards improving the efficiency of pension reform and creating a more efficient social security management system. By reducing administrative costs and improving social security services the well-being of beneficiaries will improve, enable more efficient collection and control of contributions and result in a higher labor market activity rate for people with disabilities and those who are engaged in dangerous and difficult occupations.

The following documents have been prepared in order to timely identify the potential adverse environmental and social impact from the realization of the project activities and engagement of the stakeholders:

- ❖ “Stakeholder Engagement Plan”;
- ❖ “Labor Management Procedure”;

The documents have been prepared in accordance with the national legislation and the World Bank’s requirements.

The documents have been made available at the website of the Ministry Labor and Social Affairs (<http://www.mtsp.gov.mk>). Your comments can be submitted within 14 days as of the day of posting of the documents on the website.

The presentation of the main findings of the prepared documents shall be made at the public hearing to be held in the premises of the Labor and Social Affairs on **14.11.2019 at 11 hrs.**

Your comments can be submitted within 14 days as of the day of posting of the documents on the website to: Elena Trpkovska at the following e-mail address: [elena.trpkovska@mtsp.gov.mk](mailto:elena.trpkovska@mtsp.gov.mk); Lidija Temelkovska at the following e-mail address: [lidija.temelkovska@mtsp.gov.mk](mailto:lidija.temelkovska@mtsp.gov.mk); Jehona Ramadani at the following e-mail address [JRamadani@mtsp.gov.mk](mailto:JRamadani@mtsp.gov.mk) or can be sent in writing at the following address: Ministry of Labor and Social Affairs of the Republic of North Macedonia, st.Dame Gruev n.14, 1000 Skopje.

The main findings of the prepared documents shall be presented at the public hearing to be held in the premises of the Ministry of Labor and Social Affairs of the Republic of North Macedonia on **14.11.2019 at 11 hrs.** The minutes from the public

hearing shall be sent to all interested parties who have submitted the comments through their contacts (submitted e-mail addresses/ post addresses).

The Ministry of Labor and Social Affairs hereby invites all stakeholders, institutions and individuals to attend the public hearing on the framework documents for the project and provide their comments and suggestions on the developed documents.

**Ministry of Labor and Social Affairs**

**Minutes of meeting from the Public hearing event in the Ministry of Labor and Social Policy on the “Stakeholder Engagement Plan”, “Labor Management Procedure”, “Environmental and Social Commitment Plan”, for the Social Insurance and Pension Administration Project**

**Skopje (14.11.2019)**

On the 14.11.2019 at 11:00 o'clock at the premises of the Ministry of Labor and Social Policy, public hearing event on the draft „Stakeholder Engagement Plan“, „Labor Management Procedure“ and „Environmental and Social Commitment Plan“ within the Social Insurance and Pension Administration Project.

In Annex 1 is disclosed the Announcement for holding a public hearing on the draft documents published on the website of the draft „Stakeholder Engagement Plan“, „Labor Management Procedure“ and „Environmental and Social Commitment Plan“ within the Social Insurance and Pension Administration Project.

Public hearing event was attended by 15 persons from different stakeholder groups (MLSP, World Bank, Association of the Blind, National Association of Disabled People of the Republic of Macedonia, Mobility Macedonia, Association of Protective Societies of Macedonia - ZAPOVIM). The list of attendees is shown in Annex 1.

Mrs. Elena Trpkovska, from Project Implementation Unit in Ministry of Labor and Social Policy, opened the public debate on the draft documents and briefly presented the Social Insurance and Pension Administration Project.

The project consists of three components: Component 1: Improving the Quality of Social Security Administration Services; Component 2: Strengthen the regulatory framework for people with disabilities and dangerous occupations. Component 2.1: Establishment of a Unified Disability Assessment System and a Central Disability Assessment Coordination Body; Component 2.2: Reforming the Employment System for Persons with Disabilities; Component 2.3: Revision of the List of Dangerous Occupations; Component 3: Project Management, Monitoring and Evaluation.

All project activities will be financed by a loan from the World Bank through the Government of the RNM. The project will be implemented by the MLSP of the RNM as the main responsible institution and key agency in cooperation with PDIF, HIF, EARM and IRS. The MLSP Project Implementation Unit will have overall responsibility for project implementation, project coordination, monitoring activities and reporting.

Following a brief introduction to the Project, Mrs. Tanja Nikolovska presented the main findings of the documents prepared under the Social Insurance and Pension Administration Project (SIPA): Stakeholder Engagement Plan (SEP) (informs how stakeholders will be involved throughout the project, what were the previous activities under the SIPA project and an

overview of the responsibilities of the relevant institutions and contractors in the implementation of future activities);

Labor Management Procedure (LMP) (describes the type of staff to be hired by the project and its management); and an Environmental and Social Commitment Plan (ESCP) that outlines measures and activities to comply with the provisions set out in the Stakeholder Engagement Plan (SEP), as well as other instruments that will be or are already prepared for the needs of the Project, Labor Management Procedure (LMP).

After the presentation of the goals and the meaning of the draft documents, the discussion was opened.

After the presentation of the three documents, the participants expressed their satisfaction with the launch of the Project and their involvement in the project activities.

Mrs. Jahona Ramadani of the MLSP mentioned that all draft documents „Stakeholder Engagement Plan“, „Labor Management Procedure“ and „Environmental and Social Commitment Plan“ are available on the MLSP website and anyone can comment, or send suggestion regarding them.

Mr. Zoran Anusic from the World Bank, emphasized that stakeholders have been involved since the very beginning of the project, which is very important, as well as the cooperation between the institutions involved in the Project.

Mr. Branimir Jovanovski from Mobility Macedonia, emphasized that their Union has more than 200 members, they are interested in all planned reforms with the Project and expect their members to be adequately trained (educated) in the future in order to be properly employed. Jovanovski, asked for information on whether the establishment of a Unified Disability Assessment System will be centralized in Skopje or dispersed as many disabled people would not be able to come to Skopje.

Mrs. Ramadani explained that the project is still in its infancy, the system has not been designed, but a body will be set up to coordinate all disability claims. The aim is to simplify the procedure for determining disability and assessing the ability to work is planned by one Commission.

Mr. Dusan Tomsic from the Ministry of Labor and Social Policy, mentioned that in addition to medical disabilities, the functional capacity of people with disabilities will need to be established.

Mr. Anushic confirmed that the aim was to unify the methodology to facilitate evaluation. He cited an example of organizing regional forensics in a city that would bring all the people living in the vicinity to simplify the process.

Mr. Tomsic mentioned that the project is expected to intensify next year (April - May 2020), when a new draft of the Law on Pension and Disability Insurance is expected to include rehabilitation as well.

Mr. Vlado Dodevski from the Association for Protection Societies of Macedonia (ZAPOVIM) which has 2700 members (45% of whom are mentally retarded), emphasized that it is necessary to use the existing resources in the country especially in the field of psychosocial inclusion to save money and simplify the process. He mentioned that it is very important to train people with disabilities depending on their desire and the situation on the labor market.

Mrs. Trpkovska added that the stakeholder meetings will continue to be implemented and expect intensification of project activities in spring 2020.

The participants did not have any comments regarding the prepared draft documents under the SIPA Project. After exhausting all comments, Mrs. Trpkovska closed the public debate.

Final version of: „ Stakeholder Engagement Plan “, „ Labor Management Procedure “ and „ Environmental and Social Commitment Plan “ within the Social Insurance and Pension Administration Project will be submitted to the MLSP and the World Bank.

Photos of the public hearing event are attached in Annex 3.

Skopje, 14.11.2019

Annex 3 List of participants on the public hearing event on „ Stakeholder Engagement Plan “ „ Labor Management Procedure “ and „ Environmental and Social Commitment Plan “ within the Social Insurance and Pension Administration Project held in Skopje on 14.11.2019



ПРОЕКТ ЗА СОЦИЈАЛНО ОСИГУРУВАЊЕ И ПЕНЗИСКА РЕФОРМА  
Република Северна Македонија



Јавна расправа за презентирање на План за вклучување на засегнати страни, нацрт Процедури за управување со работна сила и План за еколошка и социјална посветеност, Скопје, 14 Ноември 2019

	Име и презиме	Институција/Организација	Е-маил	Контакт телефон	Потпис
1	Кристијан Цанев	Национален центар за иновации и истражувања		076 444 032	
2	Софка Пржева	Мобилност Македонија	contact@mobility.mk	075 437 381	
3	Бранимир Јовановски	Мобилност Македонија	branj@t.mk	075 399 303	
4	Влашко Здравска Салуз на СИС			075 2328 87	З.Б
5	Јулиан Стошков	MTSP			
6	Радослав Додовски	Зависност за занаемски работници на Македонија ЗАНЕМ-МАК	contact@zanem.mk	070 250 353	
7	Оливера Раголевиќ	-11-	-11-	078 250-354	
8	Zoran Anušić	SVETSKA BANKA	zoran@worldbank.org		
9	Peter Pejarski	WORLD BANK	pejarski@worldbank.org		
10	Татјана Николовска	ЕКМОГАНК	tam@ekmogank.com	070 756 16	
11	Елизабета Љиновска	MTSP	eljnovska@mtsp.gov.mk	076 456-124	
12	Jelena Ramadani	MTSP	tramadani@mtsp.gov.mk	07 1312 977	
13	Датела Појиноска	MTSP	pojinovska@mtsp.gov.mk	076 466 001	





	Име и презиме	Институција/Организација	Е-маил	Контакт телефон	Потпис
14	Мирица Ѓеменовска	МТСП	mirica.geomovska@mtsp.gov.mk	071311078	<i>[Signature]</i>
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**Annex 4 Photos of the public hearing event on “ „ Stakeholder Engagement Plan “ , „ Labor Management Procedure “ and „ Environmental and Social Commitment Plan “ within the Social Insurance and Pension Administration Project held in Skopje on 14.11.2019**

