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SECTOR WORKING GROUP SECTOR “EDUCATION, EMPLOYMENT AND SOCIAL POLICY”

XV PLENARY MEETING

21 NOVEMBER 2024





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

XV PLENARY MEETING

II SESSION



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LABOUR LEGISLATION

MID-TERM PRIORITIES:

- FURTHER IMPROVEMENT OF LABOR LEGISLATION AIMED ON ACHIEVING FLEXIBILITY IN LABOR MARKET, THROUGH INTRODUCTION OF FLEXIBLE FORMS OF WORK.
- REDUCTION OF WORKLOAD OF COURTS IN FIELD OF LABOR LAW, A LEGAL OBLIGATION WILL BE INTRODUCED FOR A MANDATORY ATTEMPT TO PEACEFULLY RESOLVE DISPUTE, BEFORE INITIATING COURT PROCEEDINGS.
- IMPROVEMENT OF SYSTEM FOR OCCUPATIONAL SAFETY AND HEALTH.
- RECOGNITION OF CATEGORY OF FREELANCERS.

CHALLENGES:

- SUPPORT FROM SOCIAL PARTNERS.
- PUBLIC AWARENESS.
- LACK OF FINANCIAL, TECHNICAL AND HUMAN RESOURCES IN INSTITUTIONS RESPONSIBLE FOR OCCUPATIONAL SAFETY AND HEALTH POLICIES.

ACTIVE DONORS: EU – IPA, ILO.



EMPLOYMENT POLICIES AND LABOUR LEGISLATION

MID-TERM PRIORITIES:

- REDUCING UNEMPLOYMENT RATE.
- ACTIVATING UNEMPLOYED PEOPLE WHO ARE LESS EMPLOYABLE AND FACILITATE THEIR EMPLOYMENT (UNEMPLOYED PEOPLE WITH LOW LEVEL OF EDUCATION (UNFINISHED PRIMARY SCHOOL, PRIMARY SCHOOL AND UNFINISHED SECONDARY SCHOOL).
- DEALING WITH UNEMPLOYMENT OF YOUNG PEOPLE UP TO 29 YEARS.

CHALLENGES:

- PROVIDE DIRECT EMPLOYMENT.
- IMPLEMENTATION OF DIFFERENT TYPES OF TRAININGS FOR THE ACQUISITION OF WORK SKILLS.
- CREATION AND IMPLEMENTATION OF ATTRACTIVE MEASURES FOR YOUNG PEOPLE UP TO 29 YEARS.

TOOLS FOR ACHIEVING PRIORITIES AND DEALING WITH CHALLENGES:

- IMPLEMENTATION OF ANNUAL OPERATIONAL PLAN FOR ACTIVE LABOUR MARKET MEASURES AND SERVICES ON LABOUR MARKET.
- IMPLEMENTATION OF YOUTH GUARANTEE PLAN 2023-2026 YEAR.
- ADOPTION OF ACTION PLAN FOR EMPLOYMENT 2024-2027 YEAR - EXECUTIVE DOCUMENT OF NATIONAL EMPLOYMENT STRATEGY 2021-2027 YEAR.

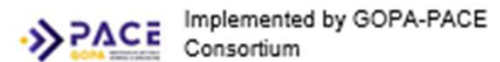


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DISCUSSION





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Република Северна Македонија
Министерство за образование и наука



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Key Reforms and Goals in Primary Education

- ❖ Novelties from the Amendments in the Law on Primary Education
- ❖ On going reforms in Primary Education

Overview of the Support under Reform Agenda – POLICY AREA 3: HUMAN CAPITAL, SUB-AREA 3.1. EDUCATION SKILLS

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

- 95% primary and secondary schools have at least one qualified career guidance professional (by June 2026)

Current situation in Primary Education: According to the Program for professional orientation of students in 8th and 9th grades, the professional associate in each elementary school develops a Program for professional orientation of students, which is part of the school’s Annual program. The Bureau for the Development of Education will support the trainings, through the Catalog of Accredited Trainings for Professional Associates.

Reform 3.1.4. Ensure an effective, coherent, and inclusive digital transformation of the education by integrating improved digital skills in the country

- 95% of teachers participated in continuous professional development focused on digital and green skills (by December 2027).



Key Reforms and Goals in Primary Education

Current situation in Primary Education: In November 2024, the curriculum for the 2025-2026 school year was adopted, and students from the 1st to the 9th grade will have the subject for technical education and informatics, 2 hours of weekly.

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

- Number of primary schools equipped with Internet access and IT tools (December 2025) [number/share of primary schools concerned; number of pupils and teachers covered]: 160 schools [44% of schools]
- Implementation of New financing methodology in primary education applied when preparing as of the national budget of 2026 (by December 2025).

Current situation in Primary Education:

- 40 schools equipped in 2023, additional 35 in 2024 are equipped, and additional 17 are in the phase of providing IT tools, by the State Budget - Project Unit of the WB

	GDP 2024-Primary education (current formula)	New formula				
		2025	2026	2027	2028	2029
In MKD	15,456,173,000	16,500,000,000	17,300,000,000	18,100,000,000	18,800,000,000	19,000,000,000
Differences with the previous year	,	1,043,827,000	800,000,000	800,000,000	700,000,000	200,000,000
In EUR	249,293,113	266,129,032	279,032,258	291,935,484	303,225,806	306,451,613
Differences with the previous year	/	16,835,920	12,903,226	12,903,226	11,290,323	4,942,768



Key Reforms and Goals in Secondary Education and VET

- ❖ Novelties in the Draft Law on Secondary Education
- ❖ Novelties in the Draft Law on VET

Overview of the Support under Reform Agenda – POLICY AREA 3: HUMAN CAPITAL, SUB-AREA 3.1. EDUCATION SKILLS

❖ Strengthening the Education System

Objective:

Address skills mismatch, increase access to and quality of Vocational Education and Training (VET), and improve work-based learning and dual education.

Results:

- secondary schools to have at least one qualified career guidance professional
- increased number of private companies involved in dual education
- students in IVET have benefits from WBL - work-based learning
- increased number of students enrolled in new programs offered by Regional VET centres
- new Regional VET centres renovated and equipped



Adult Education and Digital Transformation

- ❖ Novelties in the Draft Law on Adult Education
- ❖ Reform 3.1.2. Increase participation in adult education and improve recognition of non-formal and informal learning

Objective: Improve recognition of non-formal and informal learning

Results: made programs of VET for validating non-formal and informal learning, including for women

- awarded qualifications through the validation of non-formal and informal learning, of which there will also be for women
- ❖ **Ensuring an effective, coherent and inclusive digital transformation of education by integrating improved skills in the country**
- ❖ **Objective:** integrating improved digital skills in the country

Results:

- almost all of teachers participated in continuous professional development focused on digital and green skills
- Revised secondary school curricula integrating the European Digital Competences Framework, implemented of secondary school grades



Key Reforms and Goals in Higher Education: Improving the Quality of Higher Education, Access and Affordability

❖ Novelties

In order to improve the quality of higher education, encourage innovation, and strengthen the connection between higher education and industry, new bodies which will play a key role in implementing reforms in higher education have been established:

- A National Coordinating Body for Reforms in Higher Education, Science and Research and Development, consisting of experts from various fields, nominated by higher education institutions;
- A working group, which will be responsible for preparing the draft amendments to the Law on Higher Education;
- Pursuant to the Law on Higher Education and all applicable legal acts in the Republic of North Macedonia, on June 2021, the National Council for Higher Education and Scientific Research Activities was constituted and commenced its work to ensure, assess, develop and improve the quality of higher education and scientific research.

The **National Council** has prepared a set of documents, regulations and decrees that have already been adopted. Currently, activities are aimed at finalizing the Draft National Program for Higher Education and the Draft National Program for Scientific Research, and intensive work is underway to prepare the Draft Decree on Financing Higher Education and the Draft Decree on Scientific Research.



Key Reforms and Goals in Higher Education

Overview of the Support under Reform Agenda – POLICY AREA 3: HUMAN CAPITAL, SUB-AREA 3.1. Education Skills

Reform 3.1.3. Improve and ensure the quality of secondary and higher education

In order to establish a complete functional system for quality assurance (internally and externally for Board of Accreditation and Board of Evaluation) in higher education, it is inevitable to fully digitalize the Agency for Quality of Higher Education.

- 90% of the accredited public and private higher education institutions have in place fully functional quality assurance systems (internal and external) and publish quality assurance reports, stating at least 80% of alignment with the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG2015) (by December 2027).

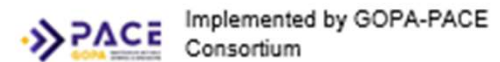


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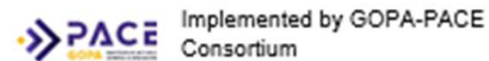
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SECTOR WORKING GROUP
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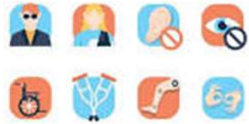


SOCIAL POLICIES

MID-PRIORITIES:

- **INTRODUCE NEW MEASURES FOR LABOUR MARKET INCLUSION OF MATERIALLY DEPRIVED INDIVIDUALS.**
- **REDUCE POVERTY BY ESTABLISHING PROGRAMS AND ACTIVITIES TO COMBAT DISCRIMINATION AND INEQUALITY, AND TARGETED SOCIAL SERVICES TAILORED TO INDIVIDUAL NEEDS OF PERSONS AND THEIR FAMILIES.**
- **FIGHT AGAINST ALL TYPES OF VIOLENCE WITH SPECIAL FOCUS ON VICTIMS OF DOMESTIC VIOLENCE, STREET CHILDREN, AND HOMELESS.**
- **INVEST IN HUMAN CAPITAL BY CONTINUOUSLY AND SUCCESSFULLY IMPLEMENTING OF SOCIAL AND CHILD PROTECTION POLICIES.**
- **ESTABLISH AN EXPERT BODY AND A SINGLE METHODOLOGY FOR DISABILITY ASSESSMENT, AND INTRODUCE A REGISTER OF PERSONS WITH DISABILITIES.**
- **ESTABLISH PROFESSIONAL REHABILITATION CENTERS FOR WORK TRAINING OF PERSONS WITH DISABILITIES.**

ACTIVE DONORS: WB, UN AGENCIES, EU - IPA.



SOCIAL CARE AND DEINSTITUTIONALIZATION

MID-PRIORITIES:

- **INCREASE COVERAGE AND ACCESS TO QUALITY COMMUNITY-BASED SOCIAL SERVICES FOR CHILDREN AND PEOPLE WITH DISABILITIES, ENABLING INDEPENDENT LIVING.**
- **MODERNISE THE MECHANISMS OF FINANCING SOCIAL PROTECTION BASED ON PRINCIPLES OF PRIORITIZATION OF NEEDED SERVICES, EQUAL GEOGRAPHIC DISTRIBUTION, AND BOTTOM-UP PLANNING.**
- **EXPAND SOCIAL CONTRACTING WITH OTHER SOCIAL SERVICE PROVIDERS TO ENSURE DIVERSITY, QUALITY, SUSTAINABILITY, AND CONTINUITY IN DELIVERY.**
- **INCREASE THE ROLE OF MUNICIPALITIES IN SOCIAL SERVICES PROVISION THROUGH GRADUAL FUNCTIONAL AND FISCAL DECENTRALIZATION.**
- **STRENGTHEN THE ROLE OF MUNICIPAL AND REGIONAL COUNCILS FOR SOCIAL PROTECTION IN PLANNING AND DELIVERY OF SOCIAL POLICIES.**
- **DEINSTITUTIONALIZATION AND FURTHER GRADUAL TRANSFORMATION OF INSTITUTIONS FOR PERSONS WITH DISABILITIES.**
- **IMPLEMENT ACTION PLAN FOR THE IMPLEMENTATION OF NATIONAL DEINSTITUTIONALIZATION STRATEGY 2018-2027 "TIMJANIK".**



SOCIAL PROTECTION DATA

A NETWORK OF **133 LICENSED SOCIAL SERVICE PROVIDERS**.

FUNDING DEVELOPMENT AND PROVISION OF SOCIAL SERVICES – ONCE A YEAR, THE MINISTRY PUBLISHES A **PUBLIC CALL FOR THE PROVISION OF SOCIAL SERVICES**.

62 SOCIAL CONTRACTS WERE CONCLUDED WITH LICENSED SOCIAL SERVICE PROVIDERS AND WITH MUNICIPALITIES IN 2024.

WITH 33 CONCLUDED SOCIAL CONTRACTS, **HELP AND CARE IN HOME IS THE MOST DEVELOPED SERVICE** WITH THE LARGEST COVERAGE OF USERS.

	NUMBER OF USERS		NUMBER OF USERS
PERSONAL ASSISTANCE	880	DAY CARE CENTERS FOR PEOPLE WITH DISABILITIES	880
HELP AND CARE IN HOME	2073		

ACTION PLAN FOR DEINSTITUTIONALIZATION - EXPANSION OF NETWORK OF SERVICE PROVIDERS OF SUPPORTED LIVING AND TRANSFORMATION OF INSTITUTIONS INTO MODERN CENTERS FOR SOCIAL SERVICES.

SUPPORTED LIVING SERVICE IS PROVIDED IN **56 HOUSES/ APARTMENTS FOR 255 USERS**.

SOCIAL PROTECTION CASH BENEFITS	NUMBER OF USERS
GUARANTEE MINIMUM ASSISTANCE	33608
DISABILITY ALLOWANCE	10730
ASSISTANCE AND CARE FROM ANOTHER PERSON	56717



YOUTH POLICIES

ENABLING YOUNG PEOPLE TO REALIZE THEIR RIGHTS, NEEDS AND INTEREST THROUGH ADVANCING THEIR POSITION IN SOCIETY BY SETTING BASIC PRINCIPLES OF ACTION, GOALS AND MEASURES THAT OFFER A REFORM FRAMEWORK PRIMARILY FOR INSTITUTIONS, ALSO FOR OTHER STAKEHOLDERS.

NATIONAL YOUTH STRATEGY 2023-2027

PRIORITIES:

- ENABLING A BETTER LIVING STANDARD AND EQUAL OPPORTUNITIES
- CREATING CONDITIONS FOR RESPECT AND PROTECTION OF FUNDAMENTAL RIGHTS AND FREEDOMS
- SYSTEMIC INTEGRATION AND INTERACTION OF DIFFERENT CATEGORIES OF YOUNG PEOPLE
- CREATING OPPORTUNITIES FOR INVOLVEMENT OF YOUNG PEOPLE IN MONITORING AND IMPLEMENTING POLICIES AND DECISIONS THAT AFFECT THEM
- EQUAL ACCESS TO QUALITY EDUCATION AND OTHER FORMS OF PERSONAL AND PROFESSIONAL DEVELOPMENT

LAW ON YOUTH PARTICIPATION AND YOUTH POLICIES

FORMS OF YOUTH ORGANIZATION AND REPRESENTATION

YOUTH ORGANIZATIONS,

ORGANIZATIONS FOR YOUTH

UMBRELLA YOUTH ORGANIZATIONS

NATIONAL YOUTH ASSEMBLY

YOUTH PARTICIPATION

NATIONAL ADVISORY BODY FOR YOUTH POLICIES (NOT ESTABLISHED)

LOCAL YOUTH COUNCILS (IN 18 ESTABLISHED OUT OF A TOTAL OF 80 MUNICIPALITIES AND 31 IN ESTABLISHMENT PHASE)

YOUTH SERVICES

YOUTH OFFICE

YOUTH CENTER (IN 7 MUNICIPALITIES)

YOUTH OFFICER (IN EVERY MUNICIPALITY AND EVERY STATE ADMINISTRATION BODY)

TOPIC AREAS: YOUTH PARTICIPATION, YOUTH INFORMATION, YOUTH WORK, EDUCATION, ENTREPRENEURSHIP AND (PRE)EMPLOYMENT SUPPORT, HEALTH, CULTURE, SECURITY

ACTIVE DONORS: UNDP, EU - IPA; ILO; SDC; OSCE.



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NATIONAL ACTION PLAN FOR CHILDRENS' RIGHTS 2024-2028

ANALYSIS ON INTRODUCTION OF CHILD GUARANTEE

MULTI-SECTOR STRATEGIC DOCUMENT

PROMOTION AND RESPECT OF CHILDREN'S RIGHTS

**ACTIVE DONORS:
UNICEF AND EUROPEAN UNION - IPA**





ENDING CHILD POVERTY AND EXCLUSION IN NORTH MACEDONIA

European Child Guarantee

Lesley Miller, UNICEF Representative

UNICEF/UN0157557/serby

The ECG Recommendation aims to prevent and combat social exclusion of **children in need**, with a particular focus on 6 target groups of children



children with disabilities



children experiencing severe housing deprivation



children with a minority racial or ethnic background (particularly Roma)



children in precarious family situations



children residing in institutions

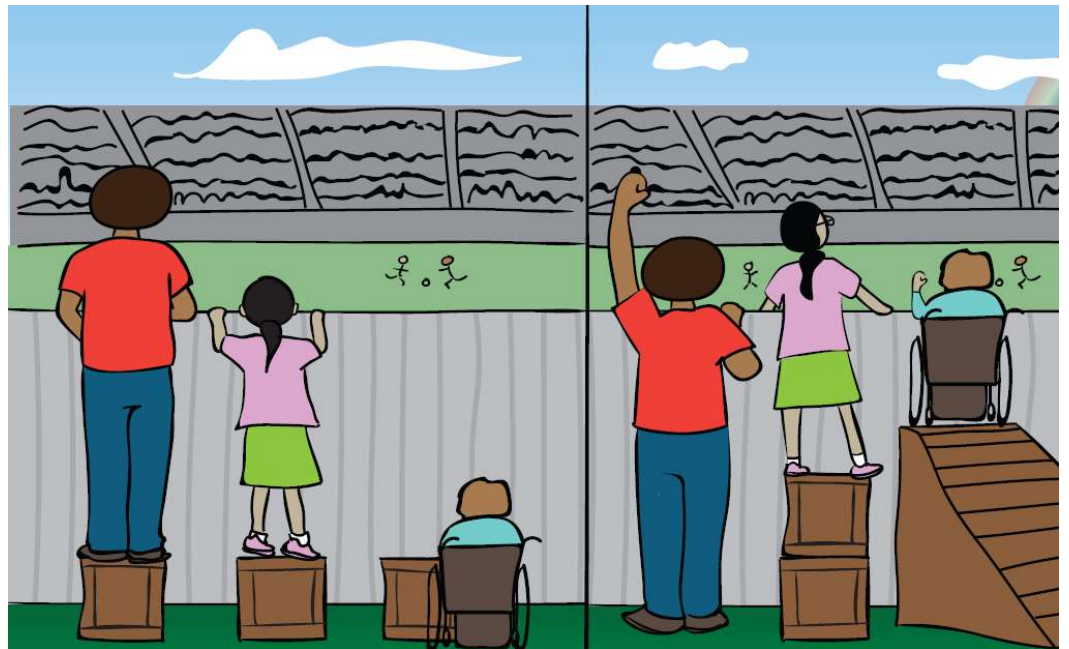


migrant and refugee children



Domains of the Child Guarantee

- Free early childhood education and care
- Free education
- Free healthcare
- Healthy nutrition
- Integrated family support and child protection services
- Adequate housing

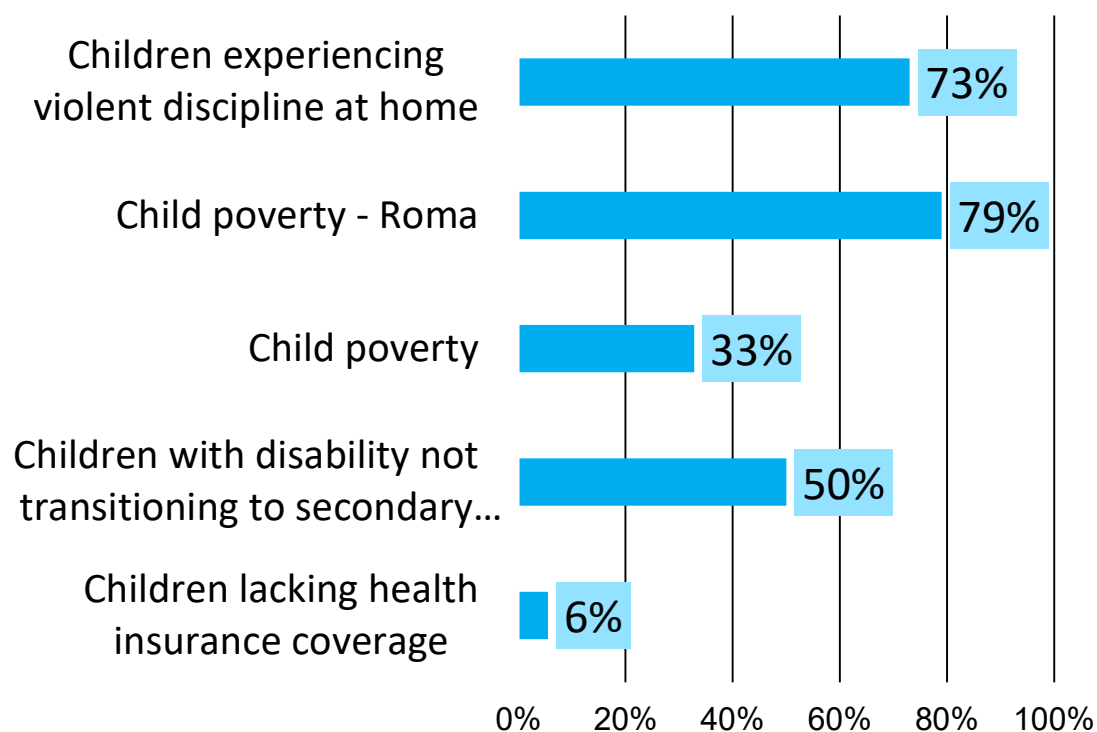


Work done so far

- Literature and legal framework review
- Surveys of parents and caregivers, all public kindergartens, 80% of primary and secondary schools, and 80% of municipalities
- Interviews and focus group discussions with key stakeholders
- Input from sectoral validation meetings, and meetings of the work group for the National Action Plan on child rights



Children left behind



- Lack of integrated services for most vulnerable children
- Poor quality of services
- Lack and inefficient distribution of human and financial resources
- Insufficient awareness of stigma and discrimination

Key policy considerations

- Development of integrated services for most vulnerable children
- Addressing financial barriers through free provision of services, revising intergovernmental transfers for services or adjusting social assistance
- Strengthening providers' capacity to conduct outreach, adapt service provision and provide targeted and specialized support
- Institutionalize support mechanisms in policies and budgets

Next steps for the authorities

- Create a multi-sectoral work group on the Child Guarantee
- Develop and adopt a costed National Action Plan for implementation of the Guarantee, including a monitoring and evaluation framework
- Capacity development and resource allocation to plan and implement the new/revised service packages.
- Piloting of new service packages and delivery approaches in several municipalities

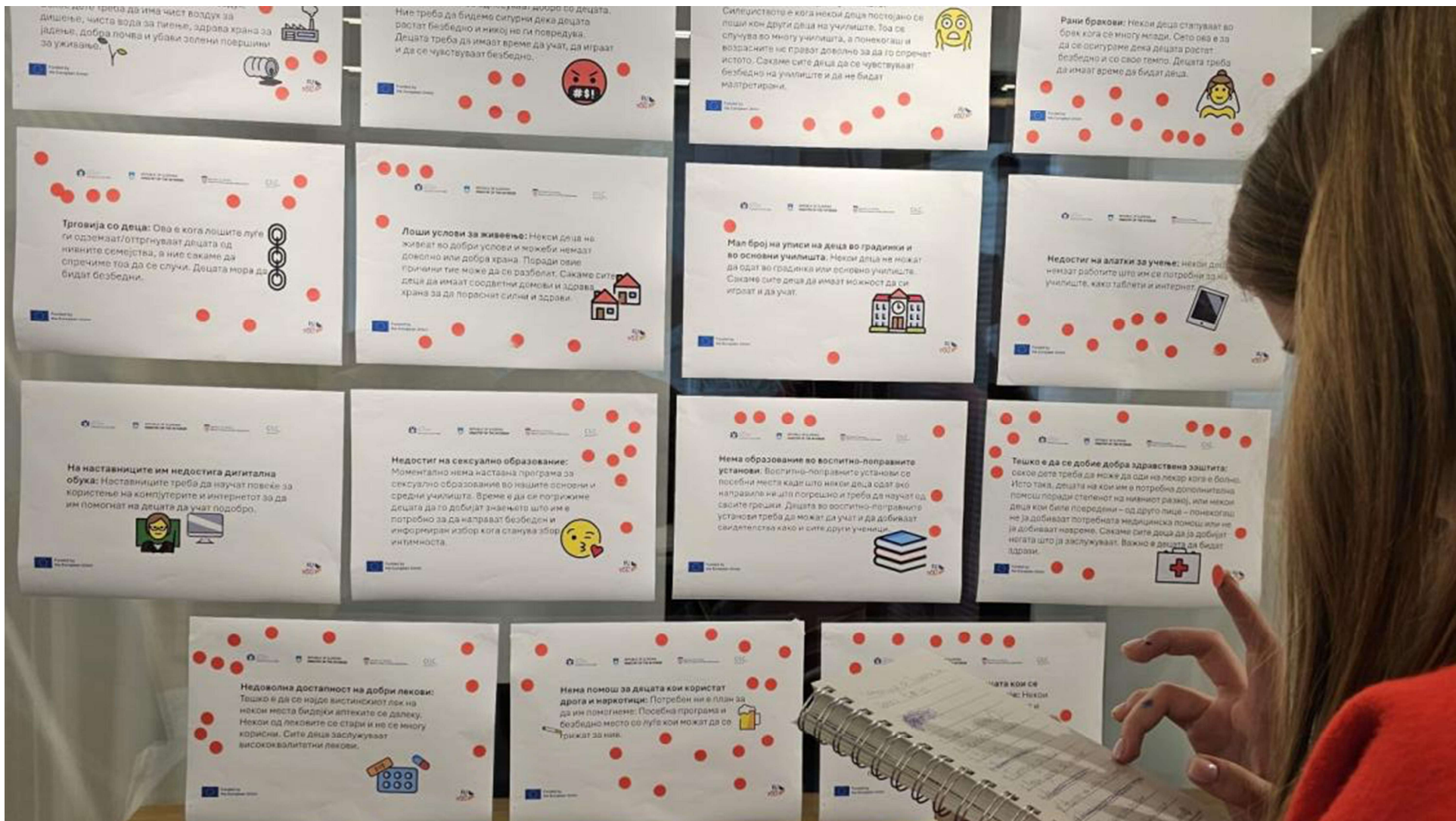


unicef 
for every child



National Action Plan for Children's Rights in the Republic of North Macedonia (2024-2028)





Деца треба да има чист воздух за дишење, чиста вода за пиење, здрава храна за јадење, добра почва и убави зелени површини за уживање.

Ние треба да бидеме сигурни дека децата растат безбедно и никој не ги повредува. Децата треба да имаат време да учат, да играат и да се чувствуваат безбедно.

Силењството е кога некои деца постојано се лоши кон други деца на училиште. Тоа се случува во многу училишта, а понекогаш и возрасните не грават доволно за да го спречат истото. Сакаме сите деца да се чувствуваат безбедно на училиште и да не бидат малтретираани.

Рани бракови: Некои деца стапуваат во брак кога се многу млади. Сето ова е за да се осигураме дека децата растат безбедно и со свое темпо. Децата треба да имаат време да бидат деца.

Трговија со деца: Ова е кога лошите луѓе ги одржаат/отргнуваат децата од нивните семејства, а ние сакаме да спречиме тоа да се случи. Децата мора да бидат безбедни.

Лоши услови за живеење: Некои деца не живеат во добри услови и можеби немаат доволно или добра храна. Поради овие причини тие може да си разболат. Сакаме сите деца да имаат соодветни домови и здрава храна за да пораснат силни и здрави.

Мал број на ученици на деца во градинки и во основни училишта: Некои деца не можат да одат во градинка или основно училиште. Сакаме сите деца да имаат можност да си играат и да учат.

Недостиг на алатки за учење: некои деца немаат работите што им се потребни за на училиште, како таблети и интернет.

На наставниците им недостига дигитална обука: Наставниците треба да научат повеќе за користење на компјутерите и интернетот за да им помогнат на децата да учат подобро.

Недостиг на сексуално образование: Моментално нема наставна програма за сексуално образование во некои основни и средни училишта. Време е да си појдејиме децата да го добијат знаењето што им е потребно за да навраќат безбедно и информиран избор кога станува збор за интимноста.

Нема образование во воспитно-поправните установи: Воспитно-поправните установи се посебни места каде што некои деца одат ако направиле нешто погрешно и треба да научат од своите грешки. Децата во воспитно-поправните установи треба да можат да учат и да добиваат соработка како и сите други ученици.

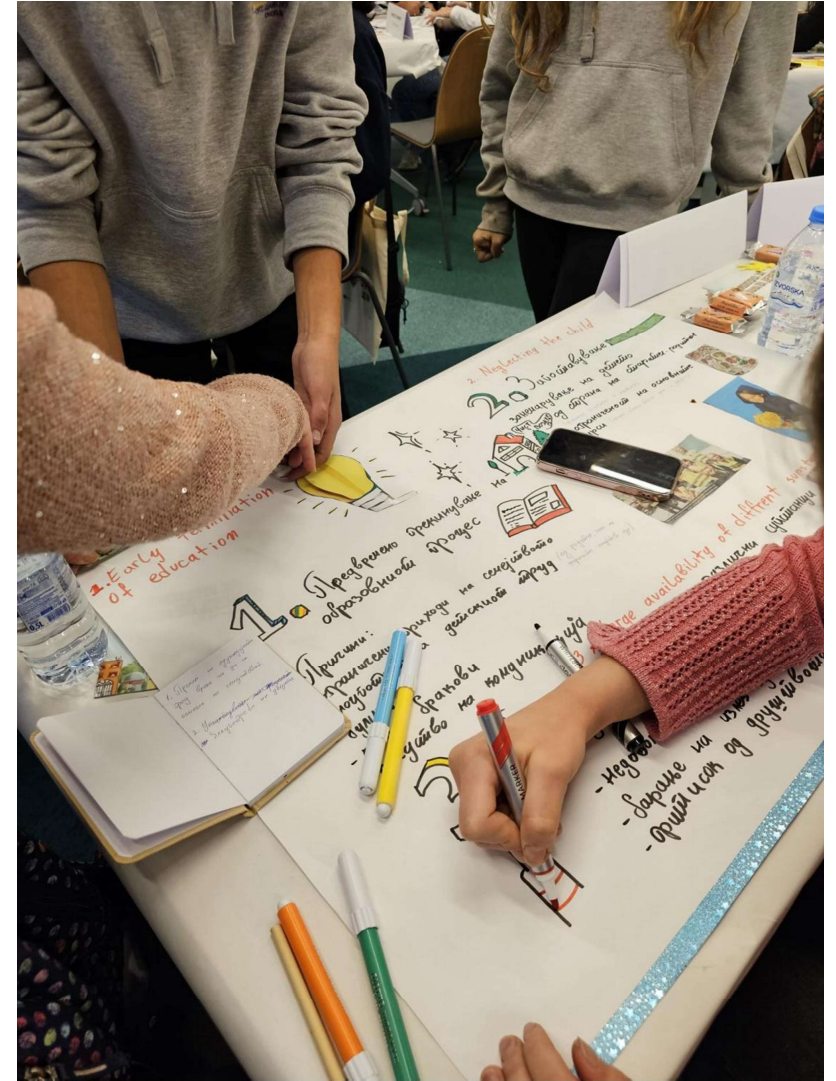
Тешко е да се добие добра здравствена заштита: сакое дете треба да може да оди на лекар кога е болно. Исто така, децата на кои им е потребна дополнителна помош поради степенот на нивниот развој, или некои деца кои биле повредени – од друго лице – понекогаш не ја добиваат потребната медицинска помош или не ја добиваат навреме. Сакаме сите деца да ја добијат негата што ја заслужуваат. Важно е децата да бидат здрави.

Недоволна достапност на добри лекови: Тешко е да се најде вистинскиот лек на некои места бидејќи аптеките се далеку. Некои од лековите се стари и не се многу корисни. Сите деца заслужуваат висококвалитетни лекови.

Нема помош за децата кои користат дрога и наркотици: Потребен ни е план за да им помогнеме. Посебна програма и безбедно место со луѓе кои можат да се тргаат за нив.

Деца кои се малтретираат: Некои деца...

Деца кои се малтретираат: Некои деца...



Priority Areas

Child poverty

**Civil rights and
freedoms**

**Violence against
children**

**Family
environment and
alternative care**

**Children with
disabilities**

Health

Education

**Strengthening
state capacities**

Reducing child poverty

0<18	2019			2020			2021		
	Вкупно	Мажи	Жени	Вкупно	Мажи	Жени	Вкупно	Мажи	Жени
	27.8	25.9	29.8	30.3	30.4	30.2	32.7	32.7	32.8

Rate of **child poverty** in North Macedonia, State Statistical Office, (Laeken indicators)

- Increase by 15% of **social benefits**.
- Developing **local social plans** with **participation of children**.
- Introducing new services in municipalities for **poverty reduction**.



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Social & child protection

- **Alternative care:** activities for the prevention of abandoning children and reuniting with their families.
- **Foster families**
- Developing regional services for support to **children with disabilities**.
- **Street children.**
- **Child marriages.**
- Measures for reducing **violence** against and among children.





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Education

- Increasing the scope of children in pre-school education
- Improving the **quality** of education and **access** to education
- Access to education and state-recognized certifications for children in conflict with the law
- Strengthening the capacities of education institutions
- **Financial support** to students in primary and secondary schools





Monitoring the implementation of children's rights

- **Commission on children's rights**
 - ❖ Legislative basis
 - ❖ Commission composition
 - ❖ Funding

- **Monitoring instrument** for children's rights





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