











North Macedonia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
80.0	56.7	78.8

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For North Macedonia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Skopje). The scores for North Macedonia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	100.0	100.0	75.0	50.0	100.0	100.0	75.0	50.0	100.0	50.0
WBL 2.0 Supportive frameworks score	75.0	66.7	33.3	50.0	66.7	100.0	25.0	66.7	33.3	50.0
WBL 2.0 Expert opinions score	50.0	100.0	75.0	62.5	100.0	62.5	50.0	87.5	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for North Macedonia (80.0 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to laws affecting women’s safety, constraints on freedom of movement, constraints related to marriage, laws affecting women’s work after having children and laws affecting women’s property and inheritance, North Macedonia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for North Macedonia is on the indicator measuring laws affecting women’s pay. To improve on the Pay indicator, North Macedonia may wish to consider mandating equal remuneration for work of equal value and allowing women to work in an industrial job in the same way as men.

The **WBL 2.0 supportive frameworks score** for North Macedonia (56.7 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting women’s work after having children, North Macedonia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for North Macedonia is on the indicator measuring supportive frameworks affecting childcare. To improve

on the Childcare indicator, North Macedonia may wish to consider establishing a clearly outlined application procedure to request financial support from the government for childcare services by parents, establishing a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers and publishing reports on quality of childcare services at least within every 3 years.

The **WBL 2.0 expert opinions score** for North Macedonia (78.8 out of 100.0) is higher than the global average (65.7) and higher than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's property and inheritance and expert opinions on women's pensions, North Macedonia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for North Macedonia is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	Yes	Family Law, Arts. 16, 35, and 38; Criminal Code, Art. 196
Does the law address sexual harassment?	Yes	Law on Protection Against Harassment at the Workplace, Arts. 1, 7, 32, 36, and 37; Law on Equal Opportunities for Women and Men, Art. 3(3); Law on Prevention and Protection Against Discrimination, Arts. 3(2)(2), 10(2), 32, 34(4), and 41; Law on Prevention and Protection from Violence against Women and Domestic Violence, Arts. 3(20) and 87; Criminal Code, Art. 190-a, as amended by the Law on Amendments and Addenda to the Criminal Code 36/2023
Does the law address domestic violence?	Yes	Law on Prevention and Protection from Violence against Women and Domestic Violence, Art. 3(3)(14)(15)(17)(18) and Sec. VIII; Law 36/2023 (Criminal Code, Arts. 122(21), 123(2), 125, 130(2), 131(2 and 6), 139(2), 140(2), 144(3), and 186 (8)(9))
Does the law address femicide?	Yes	Law 36/2023 (Criminal Code, Art. 123(2a))
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
Can a woman travel internationally in the same way as a man?	Yes	Law on Travel Documents, Arts. 29-32; Family Law Act, Arts. 3 and 32
Can a woman travel outside her home in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law on Citizenship, Arts. 4-5 and 9
Workplace		
Can a woman get a job in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Relations Act, Arts. 6 and 7
Does the law allow employees to request flexible work?	Yes	Labor Relations Act, Art. 50
Pay		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Labor Relations Act, Arts. 131 and 160
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Law Act, Arts. 3, 6 and 32



Can a woman be “head of household” or “head of family” in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law Act, Arts. 39 and 41
Does a woman have the same rights to remarry as a man?	Yes	Family Law Act, Arts. 39 and 41
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Relations Act, Art. 165
Are leave benefits for mothers paid solely by the government?	Yes	Law on Health Insurance, Art. 14
Is paid leave available to fathers?	Yes	Labor Relations Act, Art. 146; General Collective Bargaining Agreement for the Private Sector in the Field of Economy, Art. 42
Is dismissal of pregnant workers prohibited?	Yes	Labor Relations Act, Art. 101
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Child Protection Law, Arts. 16(1-3), 17, 58, 59, 61, 62, 64, 183(9) and 184(3-6); Law on Local Self-Government, Art. 22(7)
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	Yes	Law on Child Protection, Art. 66(5)
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Law on Child Protection, Arts. 64, 121, 135 and 136(8)(10); Rulebook on Standards and Norms for Performing Activities in Early Learning Institutions, Arts. 1, 57 and 58
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Law, Arts. 3 and 32; Company Law, Art. 285
Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Prevention and Protection from Discrimination, Arts. 3, 4(5) and 5; Law on Equal Opportunities for Women and Men, Art. 3(4)
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Law on Ownership and Other Real Rights, Arts. 70-72
Do sons and daughters have equal rights to inherit assets?	Yes	Law on Inheritance, Arts. 3 and 13
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Law on Inheritance, Arts. 3 and 13
Does the law provide for the valuation of nonmonetary contributions?	Yes	Law on Ownership and Other Real Rights, Arts. 66 and 75
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law on Pension and Disability Insurance, Art. 18
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Law on Pension and Disability Insurance, Arts. 34 and 118
Is the mandatory retirement age for a woman and a man the same?	Yes	Labor Relations Act, Art. 104
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on Pension and Disability Insurance of 30 July 2012, Arts. 25

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Crisis Center Hope; Work Program of the Academy for Judges and Public Prosecutors 2023

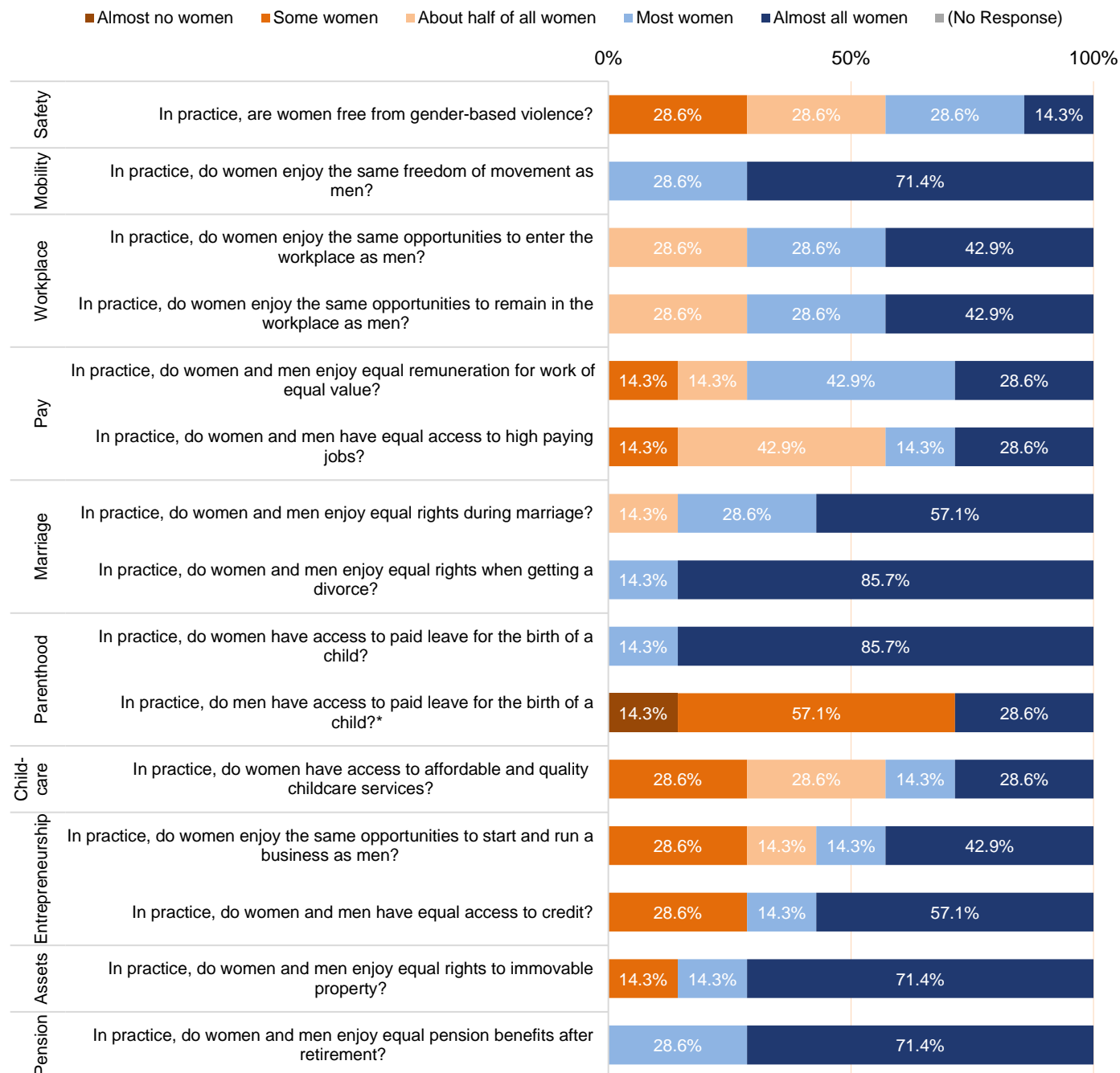
Are special procedures in place for cases of sexual harassment?	Yes	Law on Protection Against Harassment at the Workplace, Parts IV and V; Law on Prevention and Protection against Discrimination, Art. 23
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	National Coordination Body for Implementation of the Istanbul Convention
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Law on Prevention and Protection against Discrimination, Arts. 3, 14 and 21
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	State Statistical Office: Women and Men in North Macedonia: A statistical portrait of trends in gender equality
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Law on Family, Arts. 222-279
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Free Legal Aid
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Rulebook on the Content and Manner of Exercising the Rights and Obligations of the Mandatory Health Insurance, Art. 108
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Relations Act, Art. 101
Have sex-disaggregated data on unpaid care work been published?	Yes	State Statistical Office: Women and Men in North Macedonia: A statistical portrait of trends in gender equality
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Labor and Social Protection
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Makstat Macedonia
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Strategy for Development of Women Entrepreneurship in the Republic of North Macedonia
Assets		



Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Law on the Real Estate Cadastre, Arts. 170 and 173
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Pension and Disability Insurance, Arts. 134-135



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.