

**NATIONAL CONVENTION ON THE EUROPEAN UNION IN
NORTH MACEDONIA (NCEU-MK)
RECOMMENDATIONS**

**9th Session of Working Group 2: Social Policy and Employment (Chapter 19)
15.06.2021**

Topic: “Youth and employment: What stands in the way of getting a decent job”

1. Due to the low starting salaries of young people, which do not provide them with a dignified way of life and thus encourage them to emigrate to other countries, it is recommended that: The social partners and other stakeholders start a dialogue on a New Salary Agreement.
2. The Ministry of Labor and Social Policy and the Employment Agency of the Republic of North Macedonia (ESA), as well as other stakeholders, should consider the possibility of separating of the measure Youth Guarantee from other active measures for greater employability, to establish a separate budget for its implementation and strengthen the management in the segment of mapping as well as informing the youth about the measure itself.
3. To assess the effects of youth employment programs, the MLSP and ESA should strengthen the segment ex ante evaluation (pre-program evaluation) and evaluation and ex post (two years after implementation) using the European methodology (indicators) and make them available to the public.
4. In creating strategies, action plans and programs for youth employment, as well as in their implementation, monitoring and evaluation, MLSP and ESA should include a larger number of youth organizations, which will increase the opportunities for establishing continuous communication with young people (informing and feedback on the effects of the actions taken).
5. The MLSP and other relevant stakeholders participating in the implementation of youth policies should take into account the regional aspects arising from specific studies of the needs of each region individually (according to the division of planning regions) because the conditions are not equal everywhere.
6. The Ministry of Education and the Bureau for Development of Education should initiate a dialogue to strengthen civic education (with faculties that profile staff, civic associations, educational agencies and others). The aim is to improve the curricula and to innovate the means through which students in primary and secondary schools will be introduced to the mechanisms of a functioning democracy, and above all to develop skills for dialogue (oratory skills and skills for free public communication).
7. Due to the evident deficit of information regarding available job opportunities for young people in local areas, it is recommended: The Ministry of Local Self-Government to initiate activities to strengthen the local communication system (joint cooperation between municipalities, local media, civil society organizations).
8. The Ministry of Education should take initiatives in facilitating more frequent parents’ forums in primary and secondary schools (with expert speakers on youth issues, career guidance, entrepreneurs) in order to provide more comprehensive information about the opportunities for young people in these changing conditions.

9. Considering the positive effects of the internship measure, it is recommended to increase the number of beneficiaries above the number of 1575 persons, as determined by the Operational Plan.
10. To rearrange the WEB page of the Employment Agency of the Republic of North Macedonia by opening a new category (window on the main page) which will strictly dedicated to the youth programs.
11. As a large number of young people are engaged in fixed-term employment contracts, we support the Unions' recommendation: the MLSP should consider reducing the period in which one person will be continuously fixed-term employed, i.e., to lower the period from five to one year.
12. For early detection of individual capacities for performing a certain profession, the Ministry of Education is recommended to consider the possibility of keeping written evaluations by the professional teams in primary education (psychologists, pedagogues, sociologists) in which they will record the individual performance of each individual student during their education, which at the end of the primary education can be turned into an official document with an expert opinion for professional guidance.
13. The Ministry of Education to support (financially and organizationally) the creation of science and technology parks (following the example of those already operating in the country) in order to encourage entrepreneurship, introduce students to the way businesses operate, and other useful information in shaping future occupations.
14. In order to encourage the return of the emigrated youth (but also other emigrants), the Government of the Republic of North Macedonia should consider the possibility of creating special programs for investment opportunities (tax relief, etc.), as well as other types of support and logistics.
15. The Government of the Republic of North Macedonia should consider the possibility of introducing active measures to encourage agrarian entrepreneurship in youth (development of infrastructure, subsidies for the purchase - or allocation of uninhabited houses and arable land) which will encourage the return of young people to rural areas.
16. Given the fact that the professional profiling of young people begins during secondary education, it is proposed to expand the module of dual education by increasing the number of internship classes with opportunities for adequate monetary compensation for students.