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

## **XVII PLENARY MEETING**

**27 NOVEMBER 2025**



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Република Северна Македонија  
Министерство за економија и труд



Republika e Maqedonisë së Veriut  
Ministria e Ekonomisë dhe Punës

*SECTOR WORKING GROUP  
SECTOR "EDUCATION, EMPLOYMENT AND SOCIAL POLICY"*

# **XVII PLENARY MEETING**

## **II SESSION**



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## LABOUR LEGISLATION

### MID-TERM PRIORITIES:

- IMPROVEMENT OF WORKING CONDITIONS
- LEGAL FRAMEWORK FOR THE LABOUR MARKET POLICIES

### CHALLENGES:

- SUPPORT FROM SOCIAL PARTNERS.
- PUBLIC AWARENESS.

### TOOLS FOR ACHIEVING PRIORITIES AND DEALING WITH CHALLENGES:

- LAW ON PREVENTION AND PROTECTION ON HARRASMENT AND VIOLENCE AT WORK
- LAW ON HEALTH AND SAFETY AND HEALTH
- LAW ON EMPLOYMENT AND INSURANCE IN CASE OF UNEMPLOYMENT

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:

- PREPARATION AND IMPLEMENTATION OF ANNUAL OPERATIONAL PLAN FOR ACTIVE LABOUR MARKET MEASURES AND SERVICES ON LABOUR MARKET.
- IMPLEMENTATION OF YOUTH GUARANTEE PLAN 2023-2026 YEAR.
- IMPLEMENTATION OF ACTION PLAN FOR EMPLOYMENT 2025-2027 YEAR - EXECUTIVE DOCUMENT OF NATIONAL EMPLOYMENT STRATEGY 2021-2027 YEAR.



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# DISCUSSION



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Министерство за образование и наука

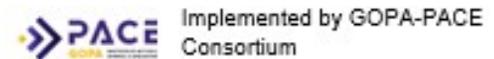


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**SECTOR WORKING GROUP**  
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## **KEY REFORMS - ONGOING AND PLANNED ACTIONS BASED ON NEW STRATEGIES AND PLANS FOR ADVANCING THE STRATEGIC AND LEGISLATIVE FRAMEWORK**

### **NEW EDUCATION STRATEGY 2026 – 2032**

- **EMPHASIS ON DEVELOPING A NEW PROGRAM FOR PRESCHOOL EDUCATION, INCLUSION IN PRIMARY AND SECONDARY EDUCATION, AS WELL AS ON INFRASTRUCTURE AND THE OPTIMIZATION OF THE SCHOOL NETWORK AND THE INTRODUCTION OF SINGLE-SHIFT WORK.**
- **IMPLEMENTATION OF A NEW CONCEPT FOR HIGH SCHOOL AND VOCATIONAL EDUCATION, AS WELL AS A NEW MODEL OF STATE GRADUATION EXAM.**
- **IMPLEMENTATION OF THE NEW FORMULAS FOR FINANCING PRIMARY AND SECONDARY EDUCATION BEGINS IN 2026.**
- **ADOPTION OF NEW LEGISLATION IN HIGHER EDUCATION.**
- **SPECIAL ATTENTION TO THE DEVELOPMENT OF THE HUMAN RESOURCES CAPACITIES OF THE MES.**

**STRATEGY FOCUSED ON THE GOALS TO MEET PRIORITIES OF REFORM AGENDA  
- WESTERN BALKANS GROWTH PLAN ADOPTED BY THE EUROPEAN UNION.  
NATIONAL DEVELOPMENT STRATEGY 2024-2044.**

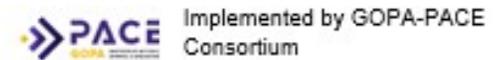


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# DISCUSSION





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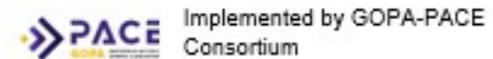
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## **CHALLENGES FACING THE STATE IN THE AREA OF POPULATION POLICY**

- **DECLINING POPULATION**
- **ACCELERATED AGING**
- **LOW BIRTH RATES**
- **EMIGRATION WITH A PARTICULAR EMPHASIS ON THE  
YOUNGER POPULATION**



## CURRENT STATUS

### POPULATION DECLINE:

**POPULATION: 1.8  
MILLION (2021 CENSUS)  
- A 10% DECREASE  
COMPARED TO THE  
2002 CENSUS.**

**FERTILITY RATE: 1.4,  
BELOW THE  
REPLACEMENT LEVEL  
OF 2.1.**

**AVERAGE AGE OF  
WOMEN AT  
CHILDBIRTH: 29 YEARS.**

**PROJECTED  
POPULATION BY 2070:  
ABOUT 1.2 MILLION.**

### MIGRATION AND LABOR:

**OVER 18% OF  
PEOPLE BORN IN  
THE COUNTRY NOW  
LIVE ABROAD.  
YOUNG PEOPLE ARE  
THE MOST LIKELY  
TO MIGRATE,  
LEADING TO LOWER  
BIRTH RATES AND  
CREATING A LABOR  
SHORTAGE.**

### AGEING POPULATION:

**LIFE EXPECTANCY:  
AROUND 75 YEARS  
FOR MEN AND 80  
YEARS FOR WOMEN.  
SHARE OF  
POPULATION AGED 65  
AND OVER: INCREASED  
FROM 10.6% (2002) TO  
17.2% (2021).  
SHARE OF CHILDREN  
UNDER 15: DECREASED  
OVER THE SAME  
PERIOD.  
MEDIAN AGE: 40.8  
YEARS.**



## **FURTHER STEPS**

### **TURNING CHALLENGES INTO OPPORTUNITIES:**

- **BY ADOPTING A HOLISTIC, HUMAN RIGHTS-BASED APPROACH, A STATE CAN TRANSFORM OR AT LEAST MINIMIZE THE CHALLENGES CREATED OR EXACERBATED BY DEMOGRAPHIC TRENDS INTO OPPORTUNITIES FOR SUSTAINABLE DEVELOPMENT, RATHER THAN VIEWING THEM SOLELY AS THREATS.**

### **NEED FOR A DEMOGRAPHIC RESILIENCE FRAMEWORK:**

- **IMPLEMENTING A DEMOGRAPHIC RESILIENCE APPROACH WILL HELP THE COUNTRY ADAPT TO THESE CHANGES AND BETTER MANAGE THEM.**

### **DEVELOPING POLICIES BASED ON EVIDENCE AND QUALITY DATA:**

- **DEVELOPING EFFECTIVE POLICIES REQUIRES "DEMOGRAPHIC INTELLIGENCE" THROUGH IMPROVED DATA COLLECTION AND POPULATION MODELING, IN ORDER TO UNDERSTAND THE CHANGING NEEDS OF THE POPULATION.**



## **PRIORITIES FOR 2026**

- 1. STRATEGY AND ACTION PLAN FOR DEMOGRAPHIC RESILIENCE OF NORTH MACEDONIA 2026–2036**
- 2. LAW ON MIGRATION MANAGEMENT AND REINTEGRATION OF DIASPORA RETURNEES**
- 3. STRATEGY FOR INTEGRATION OF REFUGEES AND FOREIGNERS**



## **STRATEGY AND ACTION PLAN FOR DEMOGRAPHIC RESILIENCE OF NORTH MACEDONIA 2026–2036**

- **CREATING BETTER CONDITIONS FOR FAMILY FORMATION AND CHILDBEARING, IN ORDER TO OVERCOME THE GAP BETWEEN DESIRED AND ACTUAL FERTILITY.**
- **EFFECTIVELY MANAGING INTERNATIONAL MIGRATION TO ALIGN IT WITH ECONOMIC GROWTH AND LABOR FORCE NEEDS, WITH AN EMPHASIS ON COOPERATION WITH THE DIASPORA.**
- **REDUCING TERRITORIAL DISPARITIES IN SOCIAL AND ECONOMIC CONDITIONS.**
- **IMPROVING HUMAN CAPITAL: HEALTH, EDUCATION AND CULTURE.**
- **ENSURING SUSTAINABILITY OF ECONOMIC SECURITY AND CARE IN OLD AGE.**
- **INCREASING THE EFFICIENCY AND EFFECTIVENESS OF SOCIAL TRANSFERS, BENEFITS AND SERVICES.**



## **LAW ON MIGRATION MANAGEMENT AND REINTEGRATION OF DIASPORA RETURNEES**

### **OBJECTIVES OF THE LAW:**

- **ESTABLISHMENT OF A COMPREHENSIVE FUNCTIONAL SYSTEM FOR MANAGING MIGRATION, REINTEGRATION AND RETURNEES.**
- **DEFINITION OF THOSE WHO HAVE EMIGRATED OUTSIDE MACEDONIA, THEIR INSTITUTIONAL SUPPORT FOR RETURN AND REINTEGRATION.**
- **UNIFIED LEGAL FRAMEWORK FOR MIGRATION, REINTEGRATION AND EMIGRANTS (DIASPORA).**



## **STRATEGY FOR THE INTEGRATION OF REFUGEES AND FOREIGNERS**

- **PROVIDING A MECHANISM FOR PROVIDING THE "INTEGRATION FACILITATION" SERVICE BY ORGANIZING A ONE-STOP SHOP WHERE TARGETED USERS WILL RECEIVE SERVICES IN ONE PLACE.**
- **RAPID ACCESS TO LEARNING THE MACEDONIAN LANGUAGE - PROVIDING EARLY, INTENSIVE AND FLEXIBLE INSTRUCTION FOR BETTER INCLUSION IN EDUCATION, EMPLOYMENT AND THE COMMUNITY.**
- **ACCESS TO EMPLOYMENT AND RECOGNITION OF QUALIFICATIONS - REMOVING BARRIERS TO EMPLOYMENT THROUGH RECOGNITION OF FOREIGN DIPLOMAS, PROVIDING VOCATIONAL TRAINING AND CONNECTING WITH EMPLOYERS.**
- **ACCESS TO FORMAL EDUCATION – FACILITATING THE PROCESS OF ENROLLING CHILDREN IN PRIMARY AND SECONDARY EDUCATION, ACCOMPANIED BY SPECIFIC INTERCULTURAL AND MENTORING PROGRAMS PROVIDED WITHIN THE SCHOOLS.**
- **STABLE AND AFFORDABLE HOUSING - PROVIDING SAFE, LONG-TERM AND FINANCIALLY SUSTAINABLE HOUSING IN ORDER TO AVOID MARGINALIZATION AND ENSURE STABILITY IN THE INTEGRATION PROCESS.**
- **PROVIDING ACCESS AND ASSISTANCE IN PROCEDURES FOR REGULATING RESIDENCE – PERMANENT RESIDENCE AND CITIZENSHIP THROUGH FREE LEGAL AID.**
- **SUPPORT FOR VULNERABLE CATEGORIES OF THE TARGET GROUP – SPECIFIC INTEGRATION PROGRAMS FOR SINGLE MOTHERS, PEOPLE WITH DISABILITIES.**
- **COMMUNITY INCLUSION AND SOCIAL COHESION - ORGANIZING INTERCULTURAL EXCHANGE ACTIVITIES, MENTORING PROGRAMS AND INITIATIVES THAT CONNECT THE TARGET GROUP WITH THE LOCAL POPULATION.**



## **ALIGNMENT TO PRIORITIES OF NATIONAL DEVELOPMENT STRATEGY 2024–2044**

### **NDS LINK: 5.4. STRATEGIC AREA: DEMOGRAPHIC REVITALIZATION AND SOCIAL AND CULTURAL DEVELOPMENT**

- **OBJECTIVE: BALANCED AND SUSTAINABLE DEMOGRAPHIC TRENDS**
- **PRIORITY: BALANCE BETWEEN FAMILY AND PROFESSIONAL OBLIGATIONS**
- **PRIORITY: DEVELOPED INSTITUTIONAL COOPERATION, COORDINATION AND PROMOTION OF DIASPORA REINTEGRATION**
- **PRIORITY: SYSTEMIC MANAGEMENT OF INTERNAL AND EXTERNAL MIGRATION FLOWS**

### **NDS LINK: 5.1. STRATEGIC AREA: SUSTAINABLE, INNOVATIVE AND COMPETITIVE ECONOMY**

- **OBJECTIVE: A WORKFORCE THAT MEETS CURRENT AND FUTURE LABOR MARKET NEEDS**
- **PRIORITY: REGULATED LEGAL IMMIGRATION TO ADDRESS LABOR MARKET SHORTAGES**

### **LINK NDS: 5.5. STRATEGIC AREA: RULE OF LAW AND GOOD GOVERNANCE**

- **OBJECTIVE: EFFECTIVE PROTECTION OF FUNDAMENTAL HUMAN FREEDOMS AND RIGHTS AND PROTECTION OF COMMUNITIES**
- **PRIORITY: PROTECTION OF NON-MAJORITY COMMUNITIES, THE POOR, AND PERSONS WHO ARE PART OF MIGRATION FLOWS**



## **ALIGNMENT WITH NATIONAL PRIORITIES, EU AND UN – SUSTAINABLE DEVELOPMENT GOALS**

**EU:**

**AREAS OF THE GROWTH PLAN:**

- **GOVERNANCE: 1.1. PUBLIC FINANCIAL MANAGEMENT**
- **ENERGY AND DIGITAL TRANSITION: 2.2.2. DIGITALIZATION**
- **HUMAN CAPITAL: 3.1. EDUCATIONAL SKILLS**
- **PRIVATE SECTOR DEVELOPMENT AND BUSINESS ENVIRONMENT: 4.1. BUSINESS ENVIRONMENT**
- **FUNDAMENTALS AND RULE OF LAW: 5.1. DEMOCRACY, 5.5. FIGHT AGAINST CRIME**

**IPA III: MULTIANNUAL OPERATIONAL PROGRAMME (OP) FOR HUMAN CAPITAL 2024–2027;**

**WINDOW 4: COMPETITIVENESS AND INCLUSIVE GROWTH.**

**AREAS OF SUPPORT:**

- **EMPLOYMENT AND LABOR MOBILITY**
- **SOCIAL INCLUSION AND POVERTY REDUCTION**
- **OTHER SUPPORT (TECHNICAL ASSISTANCE)**



## **ALIGNMENT WITH NATIONAL PRIORITIES, EU AND UN – SUSTAINABLE DEVELOPMENT GOALS**

### **UN:**

**UNSDCF 2026–2030 – OUTCOMES 1, 2, 3, 4**

**SUSTAINABLE DEVELOPMENT GOALS (SDGS): 3, 4, 5, 8, 10, 11, 13, 16, 17**

### **FIVE MEGATRENDS (2020):**

- **CLIMATE CHANGE**
- **DEMOGRAPHIC CHANGE, ESPECIALLY POPULATION AGING**
- **URBANIZATION**
- **THE EMERGENCE OF DIGITAL TECHNOLOGIES**
- **INEQUALITIES**

### **PACT FOR THE FUTURE (2024):**

- **SUSTAINABLE DEVELOPMENT AND FINANCING FOR DEVELOPMENT**
- **INTERNATIONAL PEACE AND SECURITY**
- **SCIENCE, TECHNOLOGY AND INNOVATION AND DIGITAL COOPERATION**
- **YOUTH AND FUTURE GENERATIONS**
- **TRANSFORMING GLOBAL GOVERNANCE**



# STRATEGY FOR PREVENTION AND PROTECTION FROM VIOLENCE AGAINST WOMEN AND DOMESTIC VIOLENCE WITH ACTION PLAN 2026-2029

## PRIORITIES:



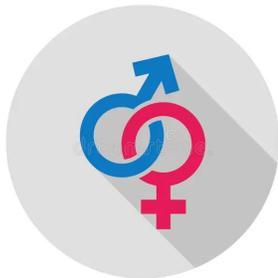
1. PREVENTION OF VIOLENCE AGAINST WOMEN AND DOMESTIC VIOLENCE
2. EFFECTIVE SYSTEM FOR PROTECTION AND SUPPORT OF VICTIMS OF GENDER-BASED AND DOMESTIC VIOLENCE
3. INTEGRATED POLICIES AND DATA GATHERING

**ACTIVE DONORS:** UNFPA, UN WOMEN, UNICEF, EU - IPA.



## NATIONAL ACTION PLAN FOR GENDER EQUALITY 2025-2027

### PRIORITIES:



1. ESTABLISHMENT OF EFFECTIVE AND EFFICIENT SYSTEM FOR ADVANCEMENT OF GENDER EQUALITY ON CENTRAL AND LOCAL LEVEL,
2. IMPROVEMENT OF STATUS OF WOMEN IN ALL AREAS IN PUBLIC AND PRIVATE LIFE,
3. COMBATING GENDER STEREOTYPES AND BUILDING A CULTURE OF NON-VIOLENCE AND NON-DISCRIMINATION BASED ON SEX, GENDER AND GENDER IDENTITY.

**ACTIVE DONORS:** UN WOMEN, EU - IPA.



## **ACTION PLAN 2025-2026 FOR IMPLEMENTATION OF NATIONAL STRATEGY FOR EQUALITY AND NON- DISCRIMINATION 2022-2026**

### **PRIORITIES:**



**STRATEGIC GOAL 1: ADVANCEMENT OF LEGAL FRAMEWORK OF EQUALITY AND NON-DISCRIMINATION.**

**STRATEGIC GOAL 2: STRENGTHENING OF CAPACITIES, ADVANCEMENT OF WORK AND COORDINATION OF INSTITUTIONAL MECHANISMS FOR PREVENTION AND PROTECTION FROM DISCRIMINATION AND PROMOTION OF EQUAL OPPORTUNITIES.**

**STRATEGIC GOAL 3: AWARENESS RAISING FOR RECOGNITION OF FORMS OF DISCRIMINATION AND PROMOTION OF CONCEPT OF NON-DISCRIMINATION AND EQUAL OPPORTUNITIES.**

**ACTIVE DONORS: UN AGENCIES, EU – IPA, OSCE.**



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# DISCUSSION





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**SECTOR WORKING GROUP**  
**SECTOR "EDUCATION, EMPLOYMENT AND SOCIAL POLICY"**

**XVII PLENARY MEETING**

**III SESSION**



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# United Nations



# New Cooperation Framework 2026-2030



## Strategic Priority 1: Inclusive Social & Human Development

**Outcome 1:** By 2030, all people in North Macedonia, particularly vulnerable groups, women and girls, benefit from equitable, accessible, and high-quality health and education services, and preventative and responsive social protection and protection services.

Output 1.1: Health

Output 1.2: Education

Output 1.3: Social protection/protection

Output 1.4: GBV

## Strategic Priority 2: Sustainable Economy and Decent Work

**Outcome 2:** By 2030, all people in North Macedonia, particularly vulnerable groups, women and young people, benefit from a sustainable economy and decent work opportunities.

Output 2.1: Economic enabling environment

Output 2.2: Training and skills

Output 2.3: Women's economic empowerment

## Strategic Priority 3: Resilient and Green Society & Ecosystems

**Outcome 3:** By 2030, all people, particularly vulnerable groups, and ecosystems in North Macedonia benefit from climate action, humanitarian and disaster risks reduction, and a healthy, clean, and sustainable environment.

Output 3.1: Climate Action and DRR

Output 3.2: Pollution reduction

Output 3.3: Environmental protection and NRM

## Strategic Priority 4: Rule of Law & Good Governance

**Outcome 4:** By 2030, all people in North Macedonia, particularly vulnerable groups, benefit from and contribute towards effective, accountable, and inclusive governance and rule of law across all levels.

Output 4.1: Good governance

Output 4.2: Justice & the Rule of Law

Output 4.3: Women/young people's empowerment and political participation

# STRATEGIC PRIORITY 1

## INCLUSIVE SOCIAL AND HUMAN DEVELOPMENT

By 2030, all people in the Republic of North Macedonia, particularly vulnerable groups, women and girls, benefit from equitable, accessible, and high-quality health and education services, and preventative and responsive social protection and protection services.

OUTPUT 1.1  
**Inclusive  
Health  
Systems**

OUTPUT 1.2  
**Quality  
Education  
Access**

OUTPUT 1.3  
**Social  
Protection  
Services  
Access**

OUTPUT 1.4  
**Gender-Based  
Violence  
Response**



# STRATEGIC PRIORITY 2

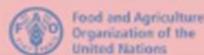
## SUSTAINABLE ECONOMY AND DECENT WORK

By 2030, all people in the Republic of North Macedonia, particularly vulnerable groups, women, and young people, benefit from a sustainable economy and decent work opportunities..

OUTPUT 2.1  
**Economic  
Enabling  
Environment**

OUTPUT 2.2  
**Skills for  
Employment**

OUTPUT 2.3  
**Women's  
Economic  
Empowerment**



# Planned work for 2026



## EDUCATION AND ECE

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Contributing Partners:  
EU, global funds and  
others

1. **Revise Early Childhood Education curricula and Early Learning & Development Standards (ELDS).**
2. Strengthen the **capacities of preschool teachers** to implement the updated curricula.
3. Support the **optimization of the school network** for improved access and efficiency.
4. Implement targeted **programmes to prevent school dropout.**
5. Build the capacities of **support centers for students with disabilities.**
6. Pilot **parenting programmes** to support the early learning of Roma children.
7. Strengthen the **Experiential Learning Network** to expand environment and climate-change programmes, especially in rural and vulnerable communities.
8. Provide **practical instruction in science and green skills** for all students, including those from diverse backgrounds.
9. Enhance the capacities of vocational training stakeholders and public institutions to deliver **practical science and green-skills training.**
10. Create **opportunities for young climate advocates** to build green skills, develop entrepreneurship, and implement innovative climate-action solutions in their communities.

# SOCIAL PROTECTION

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Contributing Partners:  
EU, Austria, US and  
others

## **Planned activities/projects:**

1. Providing expert and technical support to the Government in implementing integration policies for forcibly displaced persons
2. Developing & costing National Action Plan for implementing the Child Guarantee
3. Cash benefits to address child poverty, technical assistance & advocacy to implement policy actions
4. Developing costed national plan for social service workforce strengthening
5. Supporting system-level integration of family-centered early childhood intervention services.
6. Enhance coordinated protection and humanitarian assistance for migrant populations in collaboration with national stakeholders.
7. Support to Roma Inclusion policies and practices
8. Free Legal Aid for vulnerable citizens - Policy changes, expansion of FLA service providers on national level
9. Care economy – Policy level and service delivery

## **Other actions we could contribute to if resources are mobilized**

- Developing support services and programmes for protection of most vulnerable children and families, including Roma
- Introduction of new models of community support for independent living for persons with disabilities (support to deinstitutionalization and prevention)

# GENDER-BASED VIOLENCE

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Contributing  
Partners:  
UK, EU and  
others

1. Support the GBV National Strategy 2026-2033 and Action Plan
2. Support the National Coordination Body on the implementation of the Istanbul Convention to perform their oversight and policy role
3. Support the institutions to enhance the sustainability of services provided by the CSOs
4. Enhance the capacities of the prevention and protection system to integrate TfGBV in the service packages
5. Support institutions to lead strategic communications on GBV
6. Improve the capacities of national counterparts to identify, screen, and refer vulnerable populations, including by strengthening measures to address child trafficking, child marriage, and gender-based violence

Other actions we could contribute to if resources are mobilized:

- Economic empowerment of survivors through a comprehensive multi-stakeholder approach

## Slide 32

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**S[0**

in 2025 WHO will support:

- National action plan on GBV, equity and health developed and agreed upon with national institutions and UN partners, outlining health system responses to health inequities and violence against women, in alignment with WHO recommendations.
- National guideline/protocol for health system responses to violence against women, developed or updated in alignment with WHO recommendations

Simona ATANASOVA [WHO]; 2025-04-29T06:23:25.400

**S[1**

UN Women has produced a Gender gap analysis specifically for the Sector Working Group on employment, education and social policy. The analysis was promoted, and it identifies where the gender perspective lacks in this area.

<https://eca.unwomen.org/en/digital-library/publications/2025/03/gender-gap-analysis-in-education-employment-and-social-policy-in-n>

Simona Levi [UNWOMEN]; 2025-04-29T10:31:22.285

## EMPLOYMENT RELATED ACTIVITIES

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- Enhancing employment legislation (e.g. Employment and Insurance in Case of Unemployment)
- Implementing Youth Guarantee Implementation Plan and developing new
- Enhancing Employment Service Agency (ESA) functional operations, services, including digital and IT system
- Enhancing labour market analysis, active labour market programmes and operational guidelines for employment services
- Expanding advisory and mentorship for MSMEs and facilitate green transformation of the private sector
- Greening VET curriculum and implementing flexible VET and adult education , internships, and targeted employment measures for Roma and persons with disabilities
- Enhancing coordination between ESA, Adult Education Centre, Regional VET Centres
- Creating entrepreneurship/job opportunities for vulnerable groups
- Championing family friendly practices in the private sector
- Enhancing municipal plans with concrete measures for women employability

## Slide 33

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S[0

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# DISCUSSION

