



SECTOR "EDUCATION, EMPLOYMENT AND SOCIAL POLICY"

Minutes of the Sector Working Group Meeting on Donor Coordination

Venue: Conference Hall, Government of the Republic of Macedonia, Ilindenska bb
Date: 1 March 2018, Thursday

Opening session

- The opening session was moderated by **Ms. Carovska, Minister of Labour and Social Policy**. She welcomed the high number of participants attending the meeting representing state institutions, donor community and civil society organizations. Partnership relations in the past 7 months were highlighted as crucial for coordinated implementation of the Governmental reforms. The government has pledged to establish sector approach. To that end, a sector programme (Employment and Social Reforms Programme) was developed and adopted. Special attention now needs to be paid to the implementation of the programme. The sector programme must be implemented with participation of all stakeholders as it is the only way to achieve coordination and best use of all available resources. The Sector Working Group is co-ordinated by the Ministry of Labour and Social Policy and the Ministry of Education and Science and would ensure the joint work on the reforms in the sector "Education, Employment and Social Policy". The meeting was devoted to donor coordination, however all partners, including civil society organisations were invited to participate. Namely, both ministries have committed to long-term, comprehensive reforms that would bring systemic changes. Implementation of the reforms requires coordination and regular meetings among partners to ensure information flow on their work and contribution in the process. The coordination is needed for monitoring the Employment and Social Reform Programme and it was announced that the first report on its implementation would be prepared in the forthcoming three months.
The Minister acknowledged the role of Delegation of the European Union in view of the IPA II programming and especially for initiating the involvement of the high-level policy makers and all stakeholders in the sector dialogue.
- **Ms. Deskoska, Minister of Education and Science**, expressed a gratitude to donors as continuous partners. The priorities in educational sector necessary for overall society development defined in recently adopted National Comprehensive Education Strategy 2018-2025, as well supported by the EUD. This strategic document defines the ways for education development in 6 areas of pre-school education, primary education (general), general secondary education, vocational education and trainings, university education, research and innovations, and adult education. In order to achieve the priorities of this strategy, an intensive long-term work was highlighted as needed, as well the donor support. This process would further follow with legislative amendments for improvement of status of teachers in primary and secondary education, adoption of a new law for university education for its higher autonomy and quality, support of integral educational environment, etc. The education is crucial for society development and therefore, quality education accessible for all its citizens is needed in order the reforms to be successful.
- **Mr. Bertolini, Head of Cooperation in Delegation of the European Union**, praised the high female representation in the sector as a key for success because women generally are more committed and inclusive than men. Inclusiveness of this process is the most crucial. Sector Working Groups (SWGs) are not only the way for programming of EU funds, but good for channelling the efforts so that they are based on reforms in the country. They are also good for the benefits and involvement of all stakeholders and citizens. All donors should be coordinated by applying higher standards of donor coordination. Continuity of donor coordination should be ensured. The meeting was organized at the start of IPA 2019 programming and such kind of meetings (on political and technical level) should be on frequent basis, at least every quarter. The next meeting was proposed to be held in April 2018. The meetings' discussions should focus on policies and strategies, which then should be monitored with a set of key indicators (meaningful and measurable). The database on donor coordination run by SEA/NIPAC needs to be continuously updated for and by each donor. He called the participants to use the



meeting to listen to and comment on priorities and areas of support. Further on, smaller meetings should be organised on each priority. Everybody interested in a given priority should be invited to participate in the discussions. The technical discussions should later inform the plenary. It was mentioned that EU, as a donor, is not as fast as other donors because of its very democratic governance. For an example, IPA 2017 programming was done and its implementation should start in 2019. The UN agencies are much faster and could assist in bridging the funding gap. As well, the current technical assistance project for support of management of EU funds could be used in the sector coordination. Mr. Bertolini emphasized the importance of EU support of 70-80 million EUR per year against the public investment framework of around 350 million EUR. In relation to maturity of EU accession of the country, it was noted that all neighbouring countries have been using sector budget support (SBS) in different sectors, and having SBS in this sector was considered by EUD as future possible success story. Additionally, other donors with their agendas should also support the country in its reforms; sharing of information of other donor support is necessary for alignment and complementarities. Three sectors are considered for IPA 2019 programming: Competitiveness, Agriculture and Social Sector. In the past, each sector received funding according to its own merits. In the future, cross-sectoral programming should be applied in identification of priorities; implementation of cross-sector activities (support of specific interventions) for reaching higher goals and balanced development and support of less-developed regions must be considered (regions where young people are leaving, small and medium enterprises are not developed, technical schools are not equipped, etc.).

- **Ms. Carovska** highlighted this process as an opportunity for maturity in decision making. She committed to regular inter-ministerial coordination and to coordination with local authorities, to think on needs and opportunities for joint investments. She further gave the floor to the representatives of the MLSP to present the priorities in the area of social protection, de-institutionalisation, employment, gender mainstreaming, early childhood development and access to justice (persons without documentation and anti-discrimination).

I session – Social Policy and Employment

- **Mr. Tomsic, Advisor in the Cabinet of the Minister of Labour and Social Policy**, highlighted the need for **reforming the social protection system**. Despite the gradual increase of the rate of social assistance in previous years, the poverty rate remained high at 21,5%. The social protection reform entails 2 components. The first component will focus on improvement of the effectiveness and efficiency of financial benefits through financing the minimum income programme for persons living in poverty (those living at the level or below the poverty threshold). Social benefits will be linked to the employment programmes and lead to activation of the beneficiaries. Moreover, a case management approach will be deployed in the Social Work Centres in addition to a two-way exchange of information between the social workers and the Employment Service Agency. The second component will focus on social contracting which requires development of a methodology for financing and licensing of service providers. Services should be diversified and tailored to the individual needs of end users. Existing software for social benefits shall be upgraded along with the changes of the administration of the social benefits and services. For the two components to be effective, a capacity building of human resources is essential. A training centre will be established for continuous trainings of the professionals.

Novelty in the social protection system is the **introduction of professional rehabilitation**, which will facilitate the entry in the labour market of for e.g. the low skilled or persons with disabilities. Two centres for professional rehabilitation will be established in the city of Skopje and in a smaller town with regional coverage (Strumica) to pilot the concept which encompasses capacity building, profiling and trainings. Further on, the Law on Employment of Persons with Disabilities will be amended and trainings of professionals will be organised. Actions in this field will build on the recommendations provided in the frame of the IPA funded project which initially supported introduction of the professional rehabilitation for persons with disabilities.

- **Mr. Lazovski, Advisor in the Cabinet of the Minister of Labour and Social Policy**, presented the urgent need for long-term substantial **reforms in the deinstitutionalisation** area through transformation of the large segregated institutions (which did not offer protection of their



beneficiaries) towards a human and inclusive system of local community based and accessible services. With the EU support, the National Deinstitutionalisation Strategy 2018-2028 was drafted through participative process and it should be adopted latest by May 2018. Deinstitutionalisation will be a two-phase process. The first phase refers to deinstitutionalisation and social care of children without parents and parental care, children in conflict with the law and persons with disabilities. The second phase relates to elderly and persons with mental illnesses. These reforms should be accompanied with changes in the regulatory framework that would enable decentralisation and pluralisation of the delivery of services. The delivery of services by the providers must be in accordance with a set of standards, which has yet to be developed. Currently, there is an ongoing process of preparation of separate transformation plans of the public institutions. One of the challenges pointed out is the capacity of service providers for supported housing and significant investments will be needed in civil society organizations with experience in provision of long-term care. Above all, a framework for participative monitoring of the Strategy will be developed that should insure an independent observation of the level of the achievement of its objectives.

- **Mr. Tomsic**, presented the priorities related to **social entrepreneurship**. He recalled the recent efforts for preparation of Law on Social Entrepreneurship, supported among other by the EU. There are weak entrepreneurial capacities among civil society organisations and weak positioning of "social enterprises" in the open market. The priority would be to develop an eco-system, a favourable environment for development of social entrepreneurship, which would inter alia include financial support for the social start-ups. Firstly, a 3-year strategy will be developed that would set all the mechanisms, raise awareness and pave the way for further law adoption. In the 2017 Operational Plan for Active Labour Market Programmes and Measures, 2 measures were introduced to support social enterprises. The Ministry also negotiates the introduction of the so called "reserved clauses" for social enterprises in public procurements. Therefore, the priorities for support would be creation of eco-system for social entrepreneurship corresponding to the local context, development of the strategy and its implementation.
- **Mr. Frckovski, Advisor in the MLSP Labour Department**, presented **youth guarantee** as a systematic approach for tackling the unemployment of young persons aged 15-29. It was introduced for the first time with the 2018 Operational Plan for Active Labour Market Programmes and Measures,. The Government introduced this initiative having in mind the youth unemployment rate of above 40% and the big number of so called NEETs (about 130.000 young Macedonians are "Not in Education, Employment or Training). It should be implemented in two phases, the first one being piloting in 3 municipalities (Gostivar, Prilep and Strumica) in 2018, while the second phase would be rolling-out the youth guarantee in the whole country. This initiative was introduced with a support of the International Labour Organization (ILO), as part of youth employment policy. Youth workers and the staff in the 3 employment centers received training so that the pilots could be launched in April 2018. Similar trainings shall be organised in the future for the staff in the other employment centers all over the country (second phase). Moreover, training for successful implementation of outreach activities shall be supported as well as legal framework conducive for implementation of the youth guarantee.

Mr. Frckovski highlighted the need of Law on Internship in order to regulate the aspects of coverage of the internship, its duration, education, etc.

- The **green jobs** have been introduced in the 2018 Operational Plan for Active Labour Market Programmes and Measures which covers various vulnerable groups. Support is sought to identify and integrate informal waste collectors in the formal chain of waste collection, including through establishment of social enterprise(s).
- **Ms. Kocevaska, State Advisor in the MLSP**, presented the priorities for support in the **early child development** field. They range from expanding the access to pre-school education to insuring quality of early childhood services to development of alternative forms for child care. Currently, 29% of children aged 0-6 attend kindergartens; there are not any pre-school facilities in 22 municipalities; the existing pre-school facilities are overcrowded. Priorities in this field include creation of stimulating learning environment, enabling equality in access for all children (development of capitation formula/methodology for financing the service), training of the professionals and staff, improvement of the licensing, provision of appropriate teaching materials, inclusion of children with disabilities and special educational needs, specialised training to work with children with disabilities, introduction of



personal assistance, legislative improvement and subsidising alternative childcare, mobile kindergartens, etc. Majority of these activities will be financed through a World Bank loan and UNICEF

- **Ms. Stramshak, Advisor in the MLSP Cabinet**, presented four priorities in the area of **gender equality**. *First* gender-based discrimination has resulted in women having weaker economic status compared to men. Priority actions to address the issue are incorporating gender sensitive regulation which guarantees equal access for women and men to assets and services, supporting women's (social) entrepreneurship, tackling grey economy in the care sector and enabling equal access to the social cash benefits. *Second*, internal analysis and shadow reports revealed that current gender machinery does not have the needed capacities. Such a situation will be overcome by strengthening the legal framework (amendments to the Law on Equal Opportunities), building a new gender machinery (in Government, line ministries and local self-government units) and capacity building through establishment of analytical and training centers on central and local level. *Third*, despite the progress in introduction of the gender responsive budgeting, the sustainable systematic application has still not been achieved. Therefore, future interventions include coordination and technical support for inclusion of gender equality in the Law on the Budget, in the programme budgeting reform and strategic planning, improvement of the accountability mechanisms to gender equality and improvement of participation. *Fourth*, implementation of the Istanbul Convention requires amendments in several laws (Criminal Code in particular) to bring them in line with the Convention, adoption of a new Law on Gender-based violence and specialised services for victims of gender-based violence.
- **Ms. Kamberi, Head of Department in the MLSP**, presented the priority related to **access to personal documentation**. The regional nature of the problem calls for both national and regional response. Previous support by OSCE, UNHCR and EUD was highlighted. A national coordinative working group was established in 2012 with involvement of relevant institutions. It was found out that around 550 persons were without personal documents, most of them being Roma. Therefore, local teams were established to identify and bring these persons to the institutions. The Law on Non-litigation Procedure, Law on Identity Card and Law on Registration of Residence and Stay of Citizens need to change to ease the registration. The MLSP earmarked funds for DNA analyses of the persons without IDs. A public announcement will be published addressing persons with no documents to complete registration; it will remain open for 6 months for their registration. The next steps shall be focused on changes of the legal framework by the Ministry of Interior, Ministry of Justice and the Office for Management of Registers of Births, Marriages and Deaths (OMRBMD). Moreover, the MLSP and OMRBMD shall prepare guidelines for the regional offices, Social Work Centers and Civil Society Organisation that will ensure unified methodology for case handling. The intention is all persons without IDs to be electronically registered and their dossiers followed-up. The needs for support highlighted relate to training of relevant stakeholders (regional offices of OMRBMD, Social Work Centers, CSOs, training of judges), financing costs of documents and as noted changes in legal framework.

The draft of the new **Law on Non-discrimination** which was submitted for an opinion to Venice Commission foresees establishment of a new Commission for Protection Against Discrimination. In terms of support, the members of the new Commission for Protection Against Discrimination will need capacity building.

The discussion followed after the separate presentations.

- **Ms. Vinton, UN Resident Coordinator/ UNDP Resident Representative**, congratulated on the efforts for organization of donor coordination meeting in which process the UN Agencies were big believers. The UN Country Programme has been already aligned with the Governmental Programme, which is also connected to the United Nations Sustainable Development Goals. The MLSP is lead associate in implementation of activities of UN Agencies present in the country. Three priority areas of UN Country Programme relate to employment and decent work, gender equality and social inclusion (Roma and People with Disabilities). The UN Agencies have managed the funding of the 5-year programme of around 34 million dollars (Norway, Swiss Development Cooperation, Austria, etc.), from which 10 million dollars are Governmental funds for implementation of employment



activities planned in Operational Plans for Active Labour Market Programmes and Measures (ALMPMs). The activities of UNDP included implementation of ALMPMs, job activation of hard-to-employ persons, community programmes, support of personal assistance for children with disability, transformation plans for Demir Kapija and Banja BANSKO, creation of small businesses, supporting implementation of the Istanbul Convention.

- **Mr. Tomagian, Deputy Head of Mission, Swiss Embassy**, highlighted the excellent donor coordination meeting with good presentation of the relevant policy priorities, enabling effective engagement of stakeholders and clear understanding of national context. Three priorities of Swiss Development Cooperation are embedded in and aligned with priorities presented: supporting access to job market for persons with disabilities (implemented as contribution to UNDP), design and piloting of youth guarantee and support of gender sensitive budgeting (implemented as contribution to UN Women). Cross-sector links and mainstreaming of gender and social inclusion are crucial for economic development, as well jobs creation for the most vulnerable groups (PwD and young unemployed persons), VET and youth acquiring skills and services.
- **Ms. Dimova, director of the National Agency for European Educational Programmes and Mobility**, expressed gratitude for the presentation and called to consider the priorities of ERASMUS+ Programme which shall be twice as big as the current funds. Youth employment, digitalization and youth were in focus under the Estonian EU Presidency. She reminded on the possibility for the young people to take internships abroad from a period of 2 to 12 month and the volunteering activities. Instruments mix is an unexploited opportunity for greater funding and should be considered in the future, in addition to the advantages of the Republic of Macedonia being programme country.
- **Ms. Tanevska, UNFPA Representative**, emphasized the interesting comprehensive presentations with focus on youth and PwD, as well gender mainstreaming. As well, it was highlighted the need of use of gender disaggregated data, i.e. how many (young) women and men are being targeted. Young girls under the age of 18 in informal early marriages do not have access to any of the programmes. She highlighted that besides the presented activities there is a need to support the basic community services, social, health and other type of services. UNFPA shall focus on support of PwD and deinstitutionalisation, reproductive health and health services as they are essential for quality of life. Moreover, social entrepreneurship in cooperation with civil society organizations is an important approach in addressing reproductive health challenges.
- **Ms. Stojanovska, Head of Office, UN Women** highlighted that priorities of UN Women were aligned and supported the national priorities in terms of changes in the legal framework and strengthening of the gender mechanisms, gender mainstreaming in the PFM reform, in the strategic and budgetary planning and other sector policies, as well inclusiveness in priorities and investments in other sectors. She pointed out that there was a need for in-depth discussion for incorporating the gender perspective in implementation of the youth guarantee, social protection and social enterprises.
- **Mr. Perks, UNICEF Representative**, emphasized that the UNICEF was engaged in activities for prevention and protection from violence against children and family, social protection reform and motivating and training social work professionals.
- **Mr. Fugger, Austrian Attaché**, referred to the past support in different areas as well as to the further support of youth guarantee and gender sensitive budgeting.
- **Ms. Bozinovska, Head of Office, IOM** informed that IOM provided its expertise in the area of social integration of migrants, trafficking in human beings and migration setting standards and procedures in the area of migration. IOM currently supports the Government in preparation of a strategy for Macedonian citizens in the Diaspora, IOM was involved in activities for social inclusion of returnees (mostly Roma); establishment and support of mobile teams for identification, direct assistance and referral of victims of human trafficking. Additionally, she stressed the focus on the development aspects of migration through use of an expertise and transfer of ideas and knowledge.
- **Ms. Beaumont, Programme Manager in the Delegation of the European Union**, highlighted the need for cross-sector planning and incorporating the gender and disability aspects in all other sectors. The priorities identified in the Employment and Social Reform Programme should not be forgotten. The horizontal themes in education, employment or competitiveness should be considered and there must be a close cooperation on technical level among the ministries. Some examples mentioned include the contribution of the centres for excellence to the competitiveness, the need for cooperation



- between the VET schools and employment centers, consideration of the pedagogical aspects in the early child development, improvement of the social protection services.
- **Ms. Kunovska, Project Manager of the World Bank funded Conditional Transfer Project**, on behalf of Ms Naceva emphasised the previous long-lasting cooperation with the MLSP and further World Bank loan support was announced in early childhood development, alternative child care services, social services, capacity building and upgrade of existing system.
 - **Ms. Carovska** summarized that all the presentations and highlights would be a starting point for further successful coordination. She concluded that **the regional aspect should be considered in setting the priorities and implementation of reform activities. A table will be disseminated to collect information on the on-going and planned support of the different stakeholders around the national priorities presented. She committed to inclusiveness in the programming of IPA 20019 allocations. Next donor coordination meeting in similar composition should be organized tentatively in June 2018 and separate sub-sector SWG meetings in-between with involvement of donor community and civil society organizations.**

II session – Education

- **Ms. Trpevska, State Secretary of the Ministry of Education and Science**, presented the Education Strategy 2018-2025. The Strategy was developed in a participatory approach with inclusion of great number of relevant stakeholders and with a support by the EU. After a number of public debates and conferences, the Strategy was presented to the parliamentary working group and adopted by the Government in February 2018. The vision of the strategy is comprehensive, inclusive, and integrated education focused on the learner (i.e. each participant in the education and/or upbringing process), based on modern programmes for equipping future generations with knowledge, skills and competences in accordance with the needs of the democratic multicultural society, requirements of the Labour Market and the new challenges in the global scientific-technological environment. Mainly the Strategy centres around promotion of:
 - o Content of education and its relevance to the Macedonia's society development priorities (particularly in terms of having productive and engaged citizens) and the needs of the labour markets, as well as acceptance of multiculturalism, interethnic integration, respect for diversity and democratic values;
 - o Development of learners` generic and key competences enabling them to develop as critical thinkers, active and relevant participants in the society
 - o Education system infrastructure, including building facilities, equipment and teaching and supportive technologies in order to ensure appropriate learning environment in general and inclusion of pupils and students with special education needs in particular
 - o Capacities of human resources including managers, teaching and support staffs
 - o Quality and effectiveness of education process
 - o Educational institutions autonomy, mainly of the university
 - o Legislation, Management and Funding schemes of education

It has seven core pillars: Preschool education; Primary education; General secondary education; Vocational education and training; Higher education, research and innovations; Adult education; and Common priorities in the educational system.

- **Mr. Petrushevski, Deputy Director of the Bureau for development of the education**, presented the priorities in the preschool, primary and secondary education focusing on revision of the standards for early education and development and enhancement of the programme for preschool education and upbringing, revision of the Law for preschool education and further trainings of the management and teaching staff in the kindergartens, continuous monitoring and improvement of the quality in the primary education (implementation of new and/or revision of the teaching programmes, implementation and monitoring of the realisation of projects for improvement of the quality of the teaching and learning), development and implementation of National standard for the three cycles of the primary education with clearly defined learning outcomes, revision of teaching plans and programmes accordingly, teacher training programmes, enhancement of inclusive education, development and implementation of national standard for secondary education with clearly defined



- learning outcomes, revision of teaching plans and programmes accordingly, teacher training programmes, enhancement of inclusive education.
- **Ms. Biskoska, Head of Unit for secondary education** presented the priorities in the process of harmonisation of the education with the labour market, focusing on the full functioning of the National Qualifications Framework, ensuring active employers` participation, establishment and appropriate functioning of the Sector Commissions, continuous trainings for the teaching staff, development of a system for work based learning, development of modular teaching programmes based on learning outcomes, optimisation of the vocational education and training system, establishment of regional centres for excellence and a national system for validation of the prior learning (through development of standards, programmes, teaching materials and trainings for trainers and advisors for validation of the non-formal and in-formal learning), certification of partial qualifications in the non-formal education quality assurance, trainings for adults in the correctional facilities and completion of secondary education for adults.
 - **Ms. Sulejmani, State Advisor for education policies**, presented the practices and priorities in the inclusive education focussing mainly on the further improvement of conditions and capacities of the schools for inclusive education for children with special education needs, introduction of sustainable model for identification of persons out of the schools in both primary and secondary education and close monitoring and follow-up up to completion of the compulsory education. On-going refurbishment of the schools to provide inclusive access to the handicapped. Teacher, and supportive staff, trainings for early detection of and work with pupils with special education needs and employment of education and personal assistants. Continuous mentorship and tutorship as well as scholarships for Roma pupils.
 - **Ms. Lameva, from the State Examination Centre** presented the area of monitoring and follow-up of the students achievements and quality assurance mainly through establishment of a system for national assessments for pupils achievements, revision of the concept for state matura and final exam for the pupils in the vocational schools, building a concept for systematic and comprehensive use of the national and international assessments information as well as of the integral evaluation on school, local and national levels. Continuous participation in the international studies (PISA, TIMMS, PIRLS) and analysis and follow-up on the feedback, further modernisation and upgrade of the system for certification of directors of primary and secondary schools and advanced trainings for professional improvement of directors of primary and secondary schools.

The discussion followed after the separate presentations.

- **Ms.Vinton, UN Resident Coordinator/ UNDP Resident Representative**, was delighted by the meeting and welcomed the sector approach emphasising the ongoing need for a systematic approach too. Mentioned in brief their priorities in the providing equal access and better links between education and employment, piloting of vocational education and training in correctional facilities, adult education offer throughout the country and further support to the Roma.
- **Ms.Buleska, Education & Workforce Development Specialist USAID**, expressed great satisfaction of the meeting and presented the strategic document 2015-2020 and the new bilateral agreement with the Government of Republic of Macedonia – Ministry of Finance that has an allocation of 10 million US dollars for the education sector focusing on the enhancement of the learning of democratic processes and interethnic harmony in schools where the teaching is in more than one language. Further support of the kindergartens and primary schools in the process of social cohesion, multilingual kindergartens supported by a multiannual strategy. Enhancement of the education of persons with impaired vision, of the competences for learning and assessment, and teaching all leading towards easier access to the labour market and further supported by an online internship in the IT sector. Key note was the emphasis on the importance of keeping the management staff.
- **Mr. Perks, UNICEF representative**, pointed out the crucial importance the country to focus on two, or three, major goals, such as: preschool education, improvement of students` results and inclusion. And for all this, the most important is the performance of the teachers. As by now, the key supported areas were on the curricula and/equipment while the quality of the teaching as crucial as it is, still was put aside.



- **Mr. Tomagian, Deputy Head of Mission, Swiss Embassy**, stressed the importance of the private sector for quality employees as something that has to be taken seriously in the process and the approach and the solutions offered should be of systematic nature rather than ad-hoc. The link between education and employment is in their focus and will further support the vocational skills development, with a 10-years programme, focusing on both formal and non-formal learning. The challenge is increased involvement of the private sector, systematic changes and expanding the scopes throughout the country. The work-based learning for students, adult learning for social inclusion and also ethnic inclusion remain high on the list of priorities.
- **Ms. Tanevska, UNFPA representative**, will work with the Ministry of Education and Science and the Bureau for Development of the Education. She pointed out the importance of understanding the demographic trends and movement of the population, such as the decrease of the number of the pupils that shall not be perceived as a threat, but rather as an opportunity for enhancement of the quality of the education. Further encouragement of the youth is needed, in defining their own future, education to offer other, additional environments for increase of skills, healthy life styles (vaccines, medical checks, expanding in rural and urban areas) and in scope on age, gender, ethnicity ...
- **Mr. Frckovski, Advisor in the MLSP Labour Department**, The whole economy must be restructured. A balance between supply and demand on the labour market is needed. Providing environment for further growth of the companies and smooth transition from micro, to small, medium and large enterprises. The demand must be restructured since we will now produce the offer, so the employers must be additionally tackled.
- **Ms. Stojanovska, UNIFEM**, Congratulated on the meeting and the returning practice and although not active in the area, mentioned the importance of switching from the patriarchy, as recent study showed that young girls on the age of six *know* that they are less worthy than the boys. In this regard, it is important to eliminate restrictive elements in the curricula, those that support stereotypes of lower value for girls and reflect in the later period, when woman are transitioning from education to labour market. In that manner, the civil organisations must get more active so that we fight the stereotypes more successfully.
- **Ms. Barik, Advisor in the Cabinet of the Deputy Prime Minister of the Government of the Republic of Macedonia, in charge for economic affairs and coordination of economic departments**, stressed that on the meeting of the Sector Working Group on Innovation and competitiveness regarding the priorities for the Action document 2019, the support to the small and medium enterprises was emphasised. As the education is very important part of the process, maybe an inter-sector collaboration is feasible.
- **Mr. Kolekeski, IPA II Mechanism**, not giving comments on the meeting does not mean that they, the civil organisations are put aside, but rather that they have actively participated in all processes of defining the priorities and so far have been more than five times consulted on different occasions.
- **Ms. Bozinovska, Head of Office, IOM**, expressed their support in the processes stressing the importance of including the migrants in the educational system and enabling them to study the Macedonian language too.
- **Ms. Prodanova Programme Manager, Cooperation section, EUD**, asked about the value of the Education Strategy 2018-2025, and what proportion is by now secured by the Government. The EU2020 indicators are going to be the assessment indicators for the progress and expect to see more of the higher education included in the reform processes as well as the pre-service and in-service training. Mr. Bertolini concluded the address by stating that we are yet to start to work on the reforms.
- **Ms. Deskoska** summarised the session reiterating that additional values are to be included in the education system as the upbringing is as crucial, following a general directions including, among others, non-discrimination, human rights and the citizen as active democrat. Since last year a working group has been established for enhancement of the civic education in the primary and secondary school in addition to the legal requirement for active participation in the processes of decision-making in the schools, enabling the pupils to actively participate and learn how to influence. The social cohesion and interethnic integration are in the focus, for which an action plan is already developed and a Council for monitoring of the implementation of the Education Strategy was just established by the Government. The total value of the strategy is about to be set as for part of the interventions the analyses and calculations are on-going.



Annexes

- Annex 1 Fact sheet on employment and social policy and inclusion
- Annex 2 Presentation on employment and social policy and inclusion
- Annex 3 Fact sheet on education
- Annex 4 Presentation on education
- Annex 5 List of participants

- Minutes taken by:** Gordana Trenkoska, Advisor, MLSP
Rosica Tosevska, Advisor, MES
- Minutes checked by:** Aleksandra Slavkoska, Head of Unit, MLSP
Danco Vodenicarski, Head of Unit, MES
- Minutes agreed by:** Sanela Shkrijelj, Chef of Cabinet, MLSP
Marinela Marichikj Tusheva, Chef of Cabinet, MES