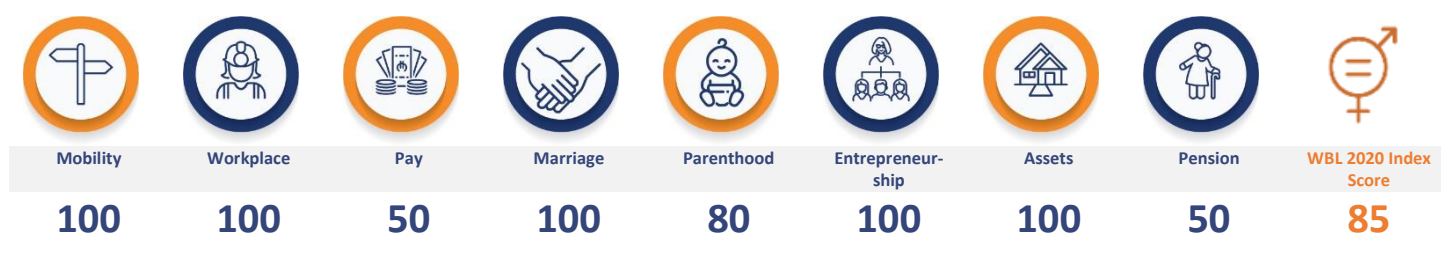


# North Macedonia

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Skopje). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **North Macedonia scores 85 out of 100**. The overall score for North Macedonia is higher than the regional average observed across Europe & Central Asia (84.2).

## North Macedonia - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women's starting and running a business, and gender differences in property and inheritance, North Macedonia gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a women's pension, North Macedonia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for North Macedonia is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). 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 all the same industries as men.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents, Arts. 29-32; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Relations Act, Arts. 6 and 7
	Is there legislation on sexual harassment in employment?	Yes	Law on Protection Against Harassment at the Workplace, Art. 1; Law on Equal Opportunities for Women and Men, Art. 3(3)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law on Prevention and Protection against Discrimination, 2010, Art. 43(1) <i>Civil:</i> Law on Protection Against Harassment at the Workplace, Art. 32; Law on Prevention and Protection against Discrimination, 2010, Art. 43(1)
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labor Relations Act, Art. 160 Construction: Labor Relations Act, Art. 131 Factories: Labor Relations Act, Art. 131 Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention, Suppression and Protection from Domestic Violence; Criminal Code, Art. 122(21)
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Relations Act, Art. 165
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Health Insurance, Arts. 14 and 17
	Is there paid paternity leave?	Yes	Labor Relations Act, Art. 146
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Labor Relations Act, Art. 101
Entrepreneur.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Prevention of and Protection Against Discrimination, Art. 11
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Constitution of the Republic of North Macedonia, Art. 9
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law on Inheritance of 1996, Arts. 3 and 13
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law on Inheritance of 1996, Arts. 3 and 13
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law on Ownership and Other Real Rights, Arts. 70, 71 and 72
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Law on Ownership and Other Real Rights, Arts. 67 and 75
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law on Pension and Disability Insurance, Art. 18 Men: Law on Pension and Disability Insurance, Art. 18
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Law on Pension and Disability Insurance, Arts. 34 and 18 Men: Law on Pension and Disability Insurance, Arts. 34 and 18
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Labor Relations Act, Art. 104 Men: Labor Relations Act, Art. 104
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law on Pension and Disability Insurance, Arts. 25 and 11.2(2)