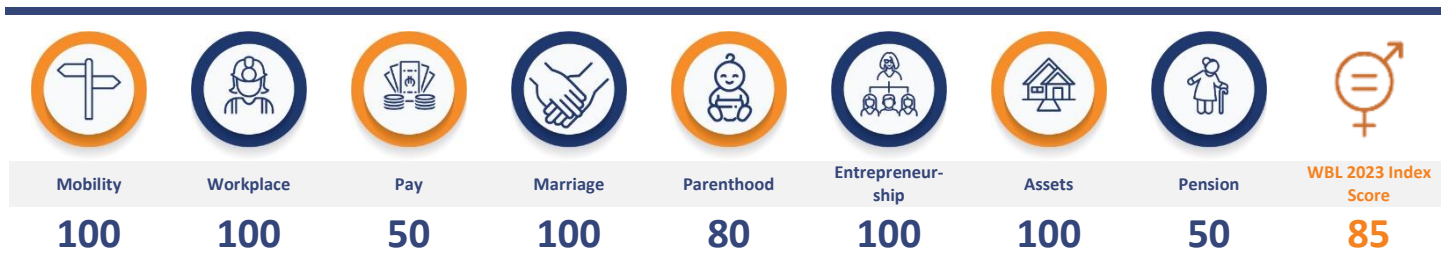


North Macedonia

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

North Macedonia - Scores for Women, Business and the Law 2023



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 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 woman'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 measuring laws affecting women's pay (the WBL2023 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 an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for North Macedonia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/north-macedonia/2023>



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
	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	Family Law Act, Arts. 3 and 32
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 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, Arts. 1 and 7; 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, Art. 41; Law on Protection Against Harassment at the Workplace, Arts. 36 and 37 <i>Civil:</i> Law on Protection Against Harassment at the Workplace, Art. 32; Law on Prevention and Protection against Discrimination, Art. 34(4)
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 in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention and Protection from Violence against Women and Domestic Violence; Criminal Code, Art. 122(21)
	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
	Does the government pay 100% of maternity leave benefits?	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 there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Labor Relations Act, Art. 101
Entrepreneurship	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)
	Can a woman sign a contract in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
	Can a woman register a business in the same way as a man?	Yes	Company Law, Art. 285
	Can a woman open a bank account in the same way as a man?	Yes	Family Law Act, Arts. 3 and 32
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Law on Ownership and Other Real Rights, Arts. 70-72
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law on Inheritance, Arts. 3 and 13
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law on Inheritance, 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. 70-72
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Law on Ownership and Other Real Rights, Arts. 66 and 75
		Is the age at which men and women can retire with full pension benefits the same?	No
Pension	Is the age at which men and women can retire with partial pension benefits the same?	No	Law on Pension and Disability Insurance of 30 July 2012, Arts. 34 and 18
	Is the mandatory retirement age for men and women 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