



European
Social
Charter

Charte
sociale
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20/08/2025

RAP/ RCha /MKD/11(2024)

EUROPEAN SOCIAL CHARTER

Answers to additional questions related to

11th National Report on the implementation of the European
Social Charter

submitted by

**THE GOVERNMENT OF THE REPUBLIC OF NORTH
MACEDONIA**

Articles 2, 3, 4, 5, 6, and 20

CYCLE 2024



REPUBLIC OF NORTH MACEDONIA

MINISTRY OF SOCIAL POLICY,
DEMOGRAPHY AND YOUTH

**SUPPLEMENTARY INFORMATION
PROVIDED IN RESPONSE TO THE
EUROPEAN COMMITTEE OF SOCIAL RIGHTS
CONCERNING THE EXAMINATION OF THE ELEVENTH REGULAR
REPORT
UNDER THE IMPLEMENTATION OF
THE REVISED EUROPEAN SOCIAL CHARTER**

**submitted by the
REPUBLIC OF NORTH MACEDONIA**

(for Articles 2.1, 3.2, 6.1, 6.2)

Skopje, August 2025

PREFACE

This document provides the supplementary information requested by the European Committee of Social Rights in the context of its examination of the 11th regular national report, submitted under the provisions of the Revised European Social Charter.

The Government reaffirms its commitment to the principles and obligations set forth in the Charter, and remains actively engaged in advancing social rights.

Article 2 – The right to just conditions to work

Article 2§1 Reasonable daily and weekly working hours

Please provide information on whether seafarers exist as a category of workers in North Macedonia and, if so, what are their working hours.

The Republic of North Macedonia is a landlocked country with no access to the sea and does not possess a fleet of vessels sailing under its flag in international waters. Accordingly, the national legislation does not recognize the category of seafarers, nor does it regulate their working conditions.

Article 3 – The right to safe and healthy working conditions

Article 3§2 of the Revised Charter (Article 3§1 of the Charter of 1961)

Safety and health regulations

Please provide information as to whether occupational health and safety regulations cover

- the self employed
- teleworkers
- domestic workers
- temporary workers

In accordance with Article 2 of the Law on Occupational Safety and Health ("Official Gazette of the Republic of Macedonia" no. 92/07, 136/11, 23/13, 25/13, 137/13, 164/13, 158/14, 15/15, 129/15, 192/15, and 30/16; and "Official Gazette of the Republic of North Macedonia" no. 18/20 and 74/25), the provisions of this law apply to all activities in the public and private sectors. They cover all individuals insured against workplace injuries or occupational diseases under the regulations governing pension, disability, and health insurance, as well as all other persons involved in work processes.

The provisions of this law do not apply to activities where the matter is regulated by a specific regulation (such as the armed forces, the police, or the Customs Administration in certain specialized operations of the protection and rescue forces). Otherwise, occupational safety and health for employees engaged in these activities should be ensured, to the greatest extent possible, in accordance with the objectives of this law.

In accordance with Article 42 of the Law on Labour Relations ("Official Gazette of the Republic of Macedonia" no. 62/05, 106/08, 161/08, 114/09, 130/09, 50/10, 52/10, 124/10, 47/11, 11/12, 39/12, 13/13, 25/13, 170/13, 187/13, 113/14, 20/15, 33/15, 72/15, 129/15, 27/16, 120/18; and "Official Gazette of the Republic of North Macedonia" no. 110/19, 267/20, 151/21, 288/21,

111/23, 39/25, 74/25, and 124/25), the employer is obliged to ensure conditions that protect the life and health of workers in accordance with specific regulations on occupational safety and health. The employer must also take necessary measures to guarantee that each worker receives adequate training tailored to the specific nature of the work, taking into account their professional qualifications and experience.

In this context, these provisions apply equally to domestic workers and those engaged under temporary employment contracts, as the laws make no distinction between them in terms of their rights and obligations.

Self-employed individuals are not subject to regulation under labour legislation, as it governs only relationships established through an employment contract.

Regarding remote workers, they are explicitly addressed, and their working conditions are regulated in the new draft version of the Law, which is currently under preparation.

Article 6 – The right to bargain collectively

Article 6§1 Joint consultation

Please provide information on which issues of mutual interest have been the subject of joint consultation in the private sector during the past five years. Please provide concrete information on any joint consultations on the digital and ecological transition.

Collective bargaining in the private sector has not resulted in the signing of any agreements over the past five years. However, consultations for the conclusion of a new General Collective Agreement in the private sector, specifically in the field of economic activity, commenced last year.

It is important to note that the Economic and Social Council (ESC), the highest national-level forum bringing together representatives of workers, employers, and the Government of the Republic of North Macedonia, remains operational and regularly addresses issues within the socio-economic domain. These include: the determination of the annual minimum wage in the country; annual operational plans for active employment programs and labor market services; amendments to the Law on Labour Relations, including the introduction of Sunday as a non-working day for all; and the ratification of ILO Conventions C167, C176, and C190, among others.

In parallel, over the past six years, a working group established by the ESC—with the participation of both representative and non-representative social partners—has been preparing a new Law on Labour Relations. This process has also addressed the regulation

of remote work, specifically work performed through the use of information and communication technologies.

Article 6§2 Collective agreements

Please provide further clarifications on what special and what individual collective agreements are and how are they defined in domestic legislation.

Please provide information regarding obstacles hindering collective bargaining at all levels and in all sectors of the economy (e. g. decentralisation of collective bargaining), as well as specific details on the measures taken or planned in order to address them, their timeline, and expected or achieved outcomes in terms of those measures.

Please provide information regarding the measures taken or planned to guarantee the right to collective bargaining of (i) economically dependent self-employed persons (showing similar features to workers) and (ii) self-employed workers.

According to Article 217 of the Labour Relations Law, special, i.e. branch- or sector-specific collective agreement is concluded between the representative trade union and the representative employers' association at the level of the respective branch or sector.

Article 218 of the same law stipulates that a special (specific) collective agreement for public enterprises and public institutions shall be concluded by the founder or an authorized body designated by the founder, together with the representative trade union. Additionally, a special (specific) collective agreement for individuals independently engaged in artistic or cultural activities (independent artists) shall be concluded between the representative trade union and the representative employers' association.

Article 219 regulates that an individual collective agreement at the employer level is concluded between the representative trade union within the enterprise and the authorized representative of the employer.

One of the key barriers to collective bargaining is the insufficient level of trade union organization, particularly in the private sector, where union density remains low. Furthermore, the structure of enterprises contributes to this challenge—95% of employers are small and medium-sized enterprises, where trade union organization is uncommon, resulting in stronger bargaining power for employers.

In the past two years, there has been an increase in the number of collective agreements concluded in the public sector, particularly at the employer level.