



Sustainability and Law

optional course

2023.10.10.

CET. 16.P.M.-18.P.M.

TOPIC: SUSTAINABLE DEVELOPMENT THROUGH DECENT WORK OF YOUNG PEOPLE

PRESENTERS:



Nóra Jakab

Nóra Jakab

Full professor,

Publications:

https://vm.mtmt.hu//search/slist.php?nwi=1&inited=1&ty_on=1&url_on=1&cite_type=2&orderby=3D1a&location=mtmt&stn=1&AuthorID=10022582

Email: Nora.jakab@uni-miskolc.hu

Biljana Todorova

BILJANA TODOROVA, PhD, is an Associate Professor of Social Security Law at the Faculty of Law, University „Goce Delcev”- Stip, Republic of North Macedonia. She teaches Environmental law, Labor Law, Social Security Law, and International Labour Law. She has published a few books and a range of articles in the area of Labour Law and Social Security Law. She has research experience in research projects, some of them are: researcher in project „EDUCATION4PROGRESS: regional cooperation to improve EU law teaching”, implemented by the SEELS Network and financially supported by the Western Balkans Fund 2018; researcher in the project, The European Family Support Network- A bottom-up, evidence-based and multidisciplinary approach” 2019 - 2023. Her research focuses on domestic and international labour law and policy, decisions, and the roles of governments in promoting social and economic improvement on the labour market in the era of globalization. She has participated in the drafting of national labour legislation.

EMAIL: biljana.todorova@ugd.edu.mk



Sustainable development through **decent work of young people**



The case of North Macedonia



10.10.2023

Prof. Biljana Todorova

Table of contents

- 01 Introduction & Context
- 02 Background - Global Goals for Decent Work
- 03 North Macedonia's Commitment to Decent Work
- 04 Challenges of Youth in the Labor Market
- 05 Measures to Promote Decent Work in North Macedonia
- 06 Conclusion





Faculty of law

Goce Delcev Univesity in Stip

.....

**13 faculties and three
academies**

<https://pf.ugd.edu.mk/index.php/mk/>

biljana.todorova@ugd.edu.mk



1. Introduction & context

1,200,000,000



Young people worldwide





1. Introduction & context

- The concept of "decent work" intertwines with the vital issue of social security for young people
- Examining local policies and programs promoting youth employment in RNM.
- Highlighting challenges posed by political instability in creating effective employment plans.
- Addressing the issue of young talent leaving the country for better opportunities abroad.
- Emphasizing the importance of local job prospects for societal well-being.
- Encouraging collective efforts to create a brighter future for young people.

2. Background - Global Goals for Decent Work

- **Agenda 2030** - UN's ambitious plan with 17 goals, including 8 focused on jobs and a strong economy.
- **Goal 8** - The centerpiece, with 12 sub-goals, aims to create jobs for all and ensure good working conditions.
- **Goal 8.5** - achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- **Measuring Progress** - Evaluation through indicators like gender pay gap, employment rates, and social protections.
- **Decent Work** - Introduced by the **ILO in 1999 - Decent Work Agenda**, emphasizing rights, opportunities, social protection, and worker representation.
- **UN & ILO Collaboration** - Both organizations work together, set high standards, and ensure countries adhere to them.
- **Standardized Measurement** - Using ILO standards in UN goals allows for global comparisons and collective efforts for better job conditions.

WHAT IS DECENT WORK?

SECURE EMPLOYMENT

FAIR WAGES

SAFE WORKING CONDITIONS

SOCIAL PROTECTION

LABOUR RIGHTS AND
STANDARDS

SOCIAL DIALOGUE



2. Background - Global Goals for Decent Work

Definition of Decent Work by ILO and UN



Introduced "decent work" in 1999 as part of the **Decent Work Agenda**.

Four essential components:

1. **Rights at Work**
2. **Job Opportunities**
3. **Social Protection**
4. **Social Dialogue**

Part of the **2030 Agenda for Sustainable Development**, specifically Goal 8.

Target 8.5 aims to achieve full and productive employment and decent work for all by 2030.

Key principles include:

1. **Full Employment**
2. **Productive Employment**
3. **Equal Opportunities**
4. **Equal Pay for Equal Work**
5. **Safe and Secure Work Environments**

10 INDICATORS OF DECENT WORK



1
Employment opportunities



2
Adequate earnings and productive work



3
Decent working time



4
Combining work, family and personal life



5
Work that should be abolished



6
Stability and security of work



7
Equal opportunity and treatment in employment



8
Safe work environment



9
Social security



10
Social dialogue, employers' and workers' representation

Source: ILO

3. North Macedonia's Commitment to Decent Work



Commitment

- ✓ Member of UN, ILO, and Council of Europe.
- ✓ Aligned with EU and international labor standards.



Labor Law

- ✓ 2005 Labor Relations Law aligns with 13 EU directives.
- ✓ Focus on decent work, especially for youth.



Challenges

- ✓ Legislation gaps for young workers' education.
- ✓ Working hours, health checks, and oversight issues.



Path Forward

- ✓ Harmonizing laws with international standards.
- ✓ Improving young worker protection and oversight.

3.1 Young Workers in North Macedonian Labor Law

Constitutional Protection

- Article 42: Prohibits work for pay under 15, ensures protection for minors (under 18).

Minimum Age for Work Contracts

- Age 15 with parental or guardian permission.
- Contracts signed before age 15 are not legally valid.

Definition of "Young Persons"

- In Labor Law: Ages 15 to 18, with special protections.
- In Labor Market Studies and Policies: Ages 15 to 24 (or up to 29) due to varying challenges and opportunities.

Article 250: Work for Children, Students, and Apprentices

- Allows practical work for students aged 14 and older as part of their education.
 - Balances learning and safety.

4. Challenges of Youth in the Labor Market in RNM

High Youth Unemployment

Rates are exceptionally high, double the overall unemployment rate, and even reaching 80% in specific areas, with a prolonged job search duration.

Mismatches and Concerns

The majority of young individuals are concerned about finding suitable employment, with only one in five working in their chosen field, highlighting a disconnect between education and industry.

Youth Outside the System

A significant number of youth are not engaged in school, work, or training programs, a concern for both North Macedonia and international organizations like the ILO

Improvements and Comparisons

Despite being recognized as a vulnerable group, it seems like employment measures targeting young people fail to make a significant impact, and it should be noted that political influence often plays a role in hiring decisions.

5.

Measures to Promote Decent Work in North Macedonia

Government Initiatives

1. National Employment Strategy 2021-2027
2. Employment Action Plan 2021-2023
3. Guarantee Implementation Plan for Youth 2020-2022
4. National Program for Decent Work 2019-2022

Main Goals

- ✓ Improve education, create jobs, and inclusive labor market policies.
- ✓ Close skills gap, increase adult training, reduce unemployment, gender employment gap, and poverty.

"Guarantee for Youth" Program

- ✓ Offers jobs, education, training, and internships.
- ✓ Potential extension to all young people aged 15-29.

National Programs for Decent Work

- ✓ Focus on better jobs, social protection, workers' rights, and dialogue.
- ✓ Align with UN goals: employment, gender equality, and environmental protection.

Promoting Quality Jobs and Sustainable Incomes

- ✓ Ensuring quality jobs and fair salary adjustments for lifelong financial security.
- ✓ Guaranteeing workplace rights with access to free legal aid for labor disputes.
- ✓ Extending Social Protections: Work-Life Balance as a catalyst for workplace sustainability and a positive impact on workers.
- ✓ Fostering Social Dialogue: empowering young people to shape their futures.



**„We don't just need
decent jobs; we need
any jobs“ –
Gilbert F. Houngbo, ILO**



Conclusion

6. Conclusion

As the last words: *While the path to achievement may be challenging, it is not insurmountable. It requires careful planning, determination, resilience, and, at times, the willingness to adapt and learn from failures along the way.*



Thanks!

Do you have any questions?



Faculty of law

Goce Delcev University in Stip



Biljana Todorova