

HUMAN DEVELOPMENT

INDEX 2022 - NORTH MACEDONIA



Pathway Through Uncertain Times

IMPRESSUM

- Title:** Pathway through uncertain times
- Publisher:** United Nations Development Programme
North Macedonia (UNDP North Macedonia)
- Author:** Institute for Democracy SOCIETAS CIVILIS
Skopje (IDSCS)
- Design:** Linija DOOEL Skopje

This publication is available at:

<http://www.idscs.org.mk>

<https://www.undp.org/north-macedonia>

This is a joint publication of the United Nations Development Programme North Macedonia (UNDP North Macedonia) and Institute for Democracy SOCIETAS CIVILIS Skopje (IDSCS). This publication receives funding from the United Nations Development Programme North Macedonia.

**HUMAN DEVELOPMENT
INDEX 2022 – NORTH MACEDONIA**

Pathway through uncertain times

Introduction – what is Human Development Index and how does North Macedonia rank

The Human Development Report (hereon HDR), based on its quantitative methodological fundament – the Human Development Index (hereon HDI), is one of the longest-standing and most comprehensive tools for data-gathering, analysis, and policy assessment in the field of human development. Published by the United Nations Development Programme (hereon UNDP), the HDR is being published continuously for more than three decades.¹ With its comprehensive and voluminous database from almost all countries in the World, it is an investigative instrument under the auspices of the UN system ever since 1990. The analytical scope of the HDR entails vital political, social, economic, and cultural topics related to human development. The HDR is based on the HDI which is a complex index i.e., “a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and have a decent standard of living” being a “geometric mean of normalized indices for each of the three dimensions” (UNDP, HDR 2021/22). The first, health aspect of the HDI is based on average life expectancy per country (normalized measure) while the educational aspect contains two measures – expected years of schooling and mean years of schooling – values that are normalized and their simple mean is being calculated. The third aspect, the Gross National Income (GNI) is measured through Purchasing Power Parity (PPP) per country which represents the standard measure for average income per country. Finally, the HDI measures the difference between GNI per capita rank minus HDI rank indicating the disparity between simple

economic standard of a country compared to its human development level.

The HDI is an index used to indicate fundamental achievements in human development globally, and country by country. It displays the level of progress in achieving a desired human standard of living in vital areas such as education, longevity of human life and economic development. For the general public, the HDI is a general waypoint of human progress of country in the mentioned areas, but also an indicator of global occurrences in human development. On these lines, one of the most persistent trends of the HDI globally, ever since its beginning in 1990, was the permanent increase in its value, indicating permanent rise in human development on a global scale. However, this rather durable trend started to gradually change in 2019, even before the outbreak of the Covid-19 pandemic, meaning that a gradual downward development has been detected. The outbreak of the Covid-19 pandemic in 2020 only aggravated and accelerated this trend, with 2021 being the first year where HDI is measured and decreasing in value for two years consecutively. What is worse, the 2021 value of the index on a global level (0,732)² is lower than the value of the index in 2017 (0,733) which has canceled out five-year efforts of permanent improving. Such a development implies that the highest level of the HDI (0,739), set in 2019, will be met only if the trend starts shifting and gradually improving, which is hard to predict given the latest developments in 2022 globally and especially in Europe. Even if so, it will take an uncertain period of time until the 2019 level is reached once again.

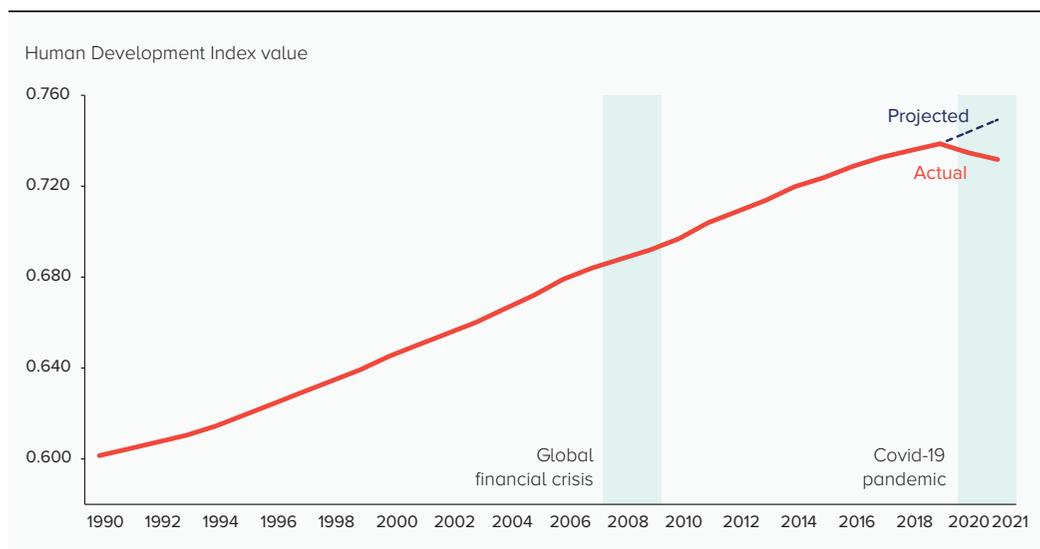
¹ For a comprehensive overview of all previous editions of the Human Development Report please visit <http://hdr.undp.org>. (Accessed October 20th, 2022).

² Higher value is better.

Chart 1

Global Human Development Index declining two years in a row

Source: HDR Office based on data from Barro and Lee (2018), IMF (2021c, 2022), UNDESA (2022a, 2022b), UNESCO Institute for Statistics (2022), UNSD (2022) and World Bank (2022c).



Note: The period of the global financial crisis is indicative.

Source: Human Development Report Office calculations based on data from Barro and Lee (2018), IMF (2021c, 2022), UNDESA (2022a, 2022b), UNESCO Institute for Statistics (2022), UNSD (2022) and World Bank (2022c).

The ranking of North Macedonia in the HDR did not commence as soon as quantitative data started to be collected for the needs of the Report in 1990. Longitudinal data indicates that North Macedonia has been present in the rankings since 2000, and ever since, the value trend of the HDI follows the developments in the global values of the HDI. North Macedonia is placed in the group of countries with high human development (second best cohort)³. The broader picture of the last two decades reveals that the progress of North Macedonia has been more rapid in the 2000-2010 period - 0, 90%, compared to the 2010-2021 period with only 0, 36% increase of the HDI value. A stable

and gradual increase in the HDI occurred in period between 2000 and 2019, increasing the value of the index from 0,675 to 0,784 (UNDP, HDI 2021/22 Source Data). This trend started declining in 2020, as for most of the countries ranked in the HDI, dropping to 0,774 in 2020 and further plunging in 2021 to 0,770. This places the HDI of North Macedonia lower than the value achieved in 2018 (0,779) and close to the value of 2015 (0,762) meaning that at least four years of progress have been lost with the latest shift in the value of the index. If the trend continues in the following year(s) the number of years of lost progress in the HDI might rise to seven or higher.

³ Countries are generally divided into four cohorts – 1) very high human development (Switzerland, Norway, Iceland etc.); 2) high human development – (Albania, Bulgaria, North Macedonia); 3) medium human development (Phillipines, Botswana, Bolivia etc.); and 4) low human development (Tanzania, Pakistan, Togo etc.). Please see HDR 2021/22 Statistical Annex.

Table 1

Human Development Index trend (North Macedonia), 1990-2021

Source: UNDP. HDI source data 2021/22

| Human Development Index (HDI) | | | | | | | | | | Change in HDI rank | Average annual HDI growth | | | | |
|-------------------------------|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|---------------------------|-------------|-------------|-------------|-------------|
| | | Value | | | | | | | | | | | | | |
| HDI rank | Country | 1990 | 2000 | 2010 | 2015 | 2018 | 2019 | 2020 | 2021 | 2015 - 2021 | ^a | 1990 - 2000 | 2000 - 2010 | 2010 - 2021 | 1990 - 2021 |
| 78 | North Macedonia | .. | 0,675 | 0,738 | 0,762 | 0,779 | 0,784 | 0,774 | 0,770 | 5 | .. | 0,90 | 0,39 | .. | |

Analyzing the region of Southeast Europe in perspective, indications are that North Macedonia is behind the countries in the region, although statistical differences are not big. More specifically, both longitudinal and values of the HDI 2021/22 indicate that North Macedonia holds a place behind all other countries of former Yugoslavia, plus Bulgaria,

Greece, and Albania. Five countries of the Southeast Europe cohort are placed in the group of countries with very high HDI (Slovenia, Greece, Croatia, Montenegro, and Serbia) while four are in the group of countries with high HDI (Albania, Bulgaria, Bosnia and Herzegovina and North Macedonia).

Table 2

Human Development Index trends (SEE region), 1990-2021

Source: UNDP. HDI source data 2021/22

| Human Development Index (HDI) | | | | | | | | | | Change in HDI rank | Average annual HDI growth | | | | |
|-------------------------------|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|---------------------------|-------------|-------------|-------------|-------------|
| | | Value | | | | | | | | | | (%) | | | |
| HDI rank | Country | 1990 | 2000 | 2010 | 2015 | 2018 | 2019 | 2020 | 2021 | 2015 - 2021 | ^a | 1990 - 2000 | 2000 - 2010 | 2010 - 2021 | 1990 - 2021 |
| 78 | North Macedonia | .. | 0,675 | 0,738 | 0,762 | 0,779 | 0,784 | 0,774 | 0,770 | 5 | .. | 0,90 | 0,39 | .. | |
| 23 | Slovenia | .. | 0,821 | 0,890 | 0,903 | 0,917 | 0,921 | 0,913 | 0,918 | 1 | .. | 0,81 | 0,28 | .. | |
| 33 | Greece | 0,759 | 0,810 | 0,869 | 0,880 | 0,886 | 0,889 | 0,886 | 0,887 | -2 | 0,65 | 0,71 | 0,19 | 0,50 | |
| 40 | Croatia | .. | 0,759 | 0,821 | 0,843 | 0,856 | 0,861 | 0,855 | 0,858 | 5 | .. | 0,79 | 0,40 | .. | |
| 49 | Montenegro | .. | .. | 0,808 | 0,822 | 0,834 | 0,837 | 0,826 | 0,832 | 3 | .. | .. | 0,27 | .. | |
| 63 | Serbia | .. | 0,690 | 0,767 | 0,794 | 0,808 | 0,811 | 0,804 | 0,802 | 4 | .. | 1,06 | 0,41 | .. | |
| 67 | Albania | 0,647 | 0,677 | 0,754 | 0,795 | 0,806 | 0,810 | 0,794 | 0,796 | -2 | 0,45 | 1,08 | 0,49 | 0,67 | |
| 68 | Bulgaria | 0,684 | 0,725 | 0,790 | 0,809 | 0,809 | 0,810 | 0,802 | 0,795 | -9 | 0,58 | 0,86 | 0,06 | 0,49 | |
| 74 | Bosnia and Herzegovina | .. | 0,667 | 0,725 | 0,761 | 0,776 | 0,783 | 0,781 | 0,780 | 10 | .. | 0,84 | 0,67 | .. | |

On the positive side, the increase in the percent of growth of the HDI in both decades (2000-2010 and 2010-2021) is one of the biggest in the region, exceeded only by Serbia and Albania in both time series, joined by Croatia but only in the second decade; although in general the differences in the growth of the HDI are rather minimal in between compared countries in the given time series. Nevertheless, the latest downward spiral in the value of the HDI for the last two years will probably disturb the previously established patterns and create new ones, which should be analyzed from a time perspective of several years. Nevertheless, the general trend in the HDI is not merely a statistical indicator that displays a decreasing trend – it is also a

cumulative marker that needs to be analyzed from several perspectives. One of those perspectives concerns good governance and political stability, since both are prerequisites for a stable and prosperous society that could create preconditions for human development and progress in all other fields. Without political stability and good governance, it is hard to achieve or even discuss other matters that contribute to human development and progress. Lack of good governance and political stability regularly leads to uncertainty in societies that are subject to the lack thereof, which also lowers individual agency (UNDP, HDR 2021/11) causing a vicious circle of more instability, lack of governance and uncertainty.

Political Stability and Good Governance

The last two decades have been marked by a series of crises commencing with the financial crisis of 2007, the migrant crisis after the conflict in Syria in 2015-2016, the energetic crisis of global level, the outbreak of the Covid-19 pandemic and continuing with the Ukrainian conflict in 2022. Even more so, there was an overlap between the Covid-19 pandemic crisis and the Ukrainian conflict, while the pandemic has not been declared as formally over by the World Health Organization. In such circumstances, it comes as no surprise that the HDI is globally declining two years consecutively, although the decline started prior to the outbreak. What is worse, the Covid-19 pandemic initiated a massive democratic backsliding in many countries throughout the world, with Governments and hybrid/authoritarian regimes either misusing measures or implementing measures that were clearly beyond the scope of health protection of the population (Edgell et al. 2021, V-Dem 2022). The region of Southeast Europe was no exception to this general rule, with respective differences between countries (Brandlě et al., 2020). Democratic backsliding occurred in many countries globally but also in the region of Southeast Europe due to the overuse of measures aimed at combating Covid-19 such as lockdowns and other forms of government interventionism that were implemented in the direction of control of political and social processes rather than combating the pandemic itself (Lewkowicz et al. 2022). Data indicate that transitional countries and hybrid regimes are far more vulnerable to such democratic drawbacks, usually resulting in breaches of human rights, and undermining

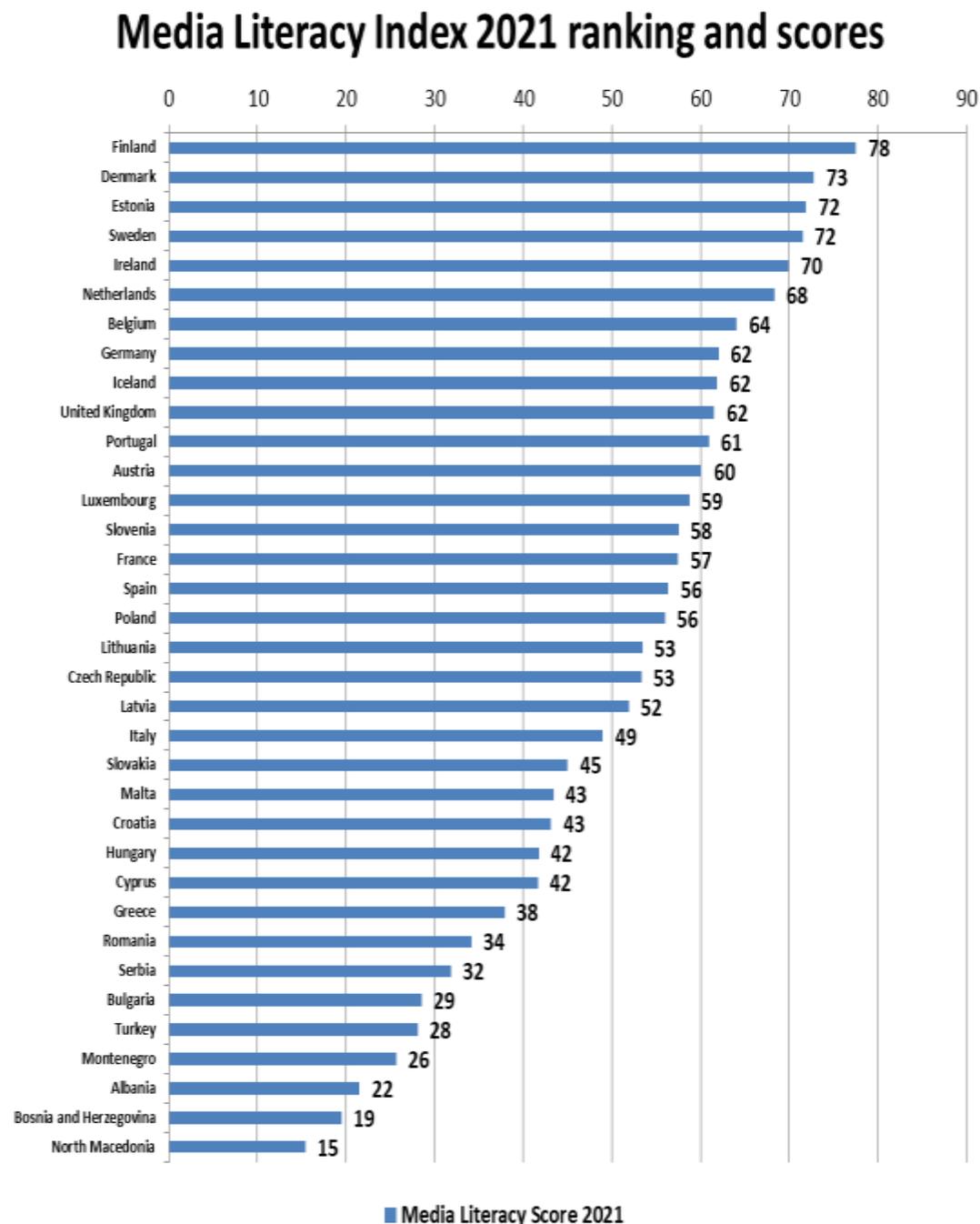
of the rule of law and institutional balance of societies for the sake of attaining powerful political instruments for control of society. On these lines, the HDI 2021/22 data supports the general perception of insecurity among the population, especially in the most developed countries (UNDP, HDI 2021/22 Source Data) joined by peaking negative views about the world and increasing perception of adverse effects from the crisis globally.

In such an atmosphere, it seems that North Macedonia's resilience towards democratic backsliding is not founded on firm grounds given the societal trends emanating resilience itself. On one hand, North Macedonia is one of the worst performers in OECD's PISA tests in the region (OECD, 2018), accompanied by the lowest score in the Media Literacy Index (Lessenski, 2021) out of all countries in Europe. With a score of only 15 points North Macedonia is last on the list, with Finland as the leading country with a score of 76, five times higher than North Macedonia. An additional undermining effect that enables democratic backsliding is related to the general perception of corruption in the country (Transparency International, 2021), where the HDR 2021/22 clearly displayed the link between corruption and poor governance as determinants of lower economic growth, investment, and tax revenue. North Macedonia has an index of 39 (out of 100) ranking 87 out of 180 countries in 2021. Although North Macedonia has had a slight improvement in the last year, the widespread perception of corruption contributes to poor governance and the possibility for democratic backsliding.

Chart 2

Media Literacy Index 2021

Source: Open Society – Sofia 2021



If one takes into consideration that these indicators are joined by a relatively high inclination towards demand for populism and belief in conspiracy theories (Bliznakovski et al. 2021), it becomes clear that North Macedonia has a very weak defense system against democratic threats and hazards, with a population that is generally not sufficiently informed to recognize the very sources of such threats and hazards.

With limited prerequisites for maintaining the democratic capacity of the society, it comes as no surprise that the Covid-19 outbreak came as a very serious test, not just for the institutions of the Macedonian political

system but also to the society in general. The findings of the HDR 2021/22 were generally supported by findings of local and international organizations working in North Macedonia. Namely, data of the International Republican Institute (2021) indicate that at the end of 2021 there is widespread pessimism in the country on the future economic situation in the country, negative perception on the rule of law and lack of trust, especially towards political parties. An opinion poll by the National Democratic Institute from 2021 gives supporting evidence related to lack of trust in political institutions, but also on the general distrust in democracy as the best suited model for the local political setup.

Chart 3
Perceptions on Applicability of Western Democracy in North Macedonia
 Source: National Democratic Institute – Skopje office, 2021

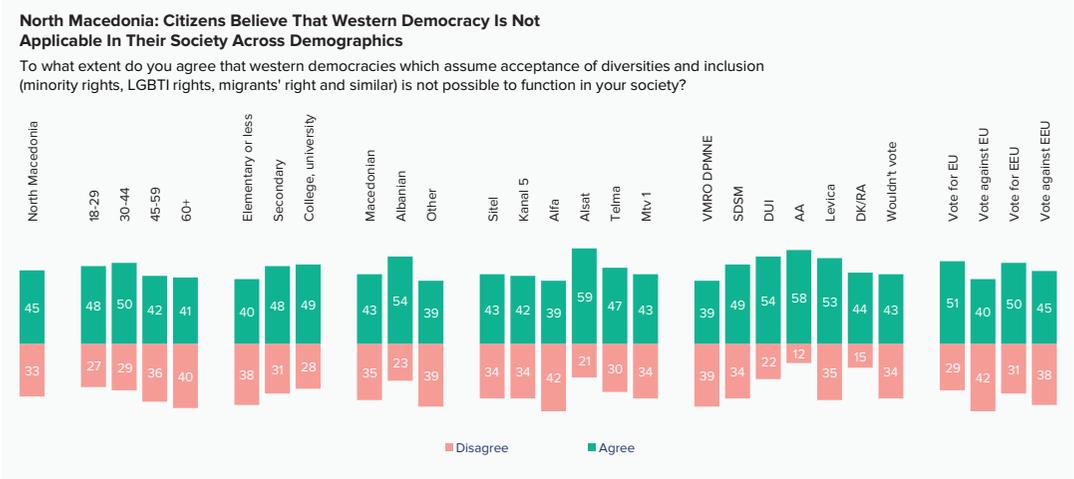
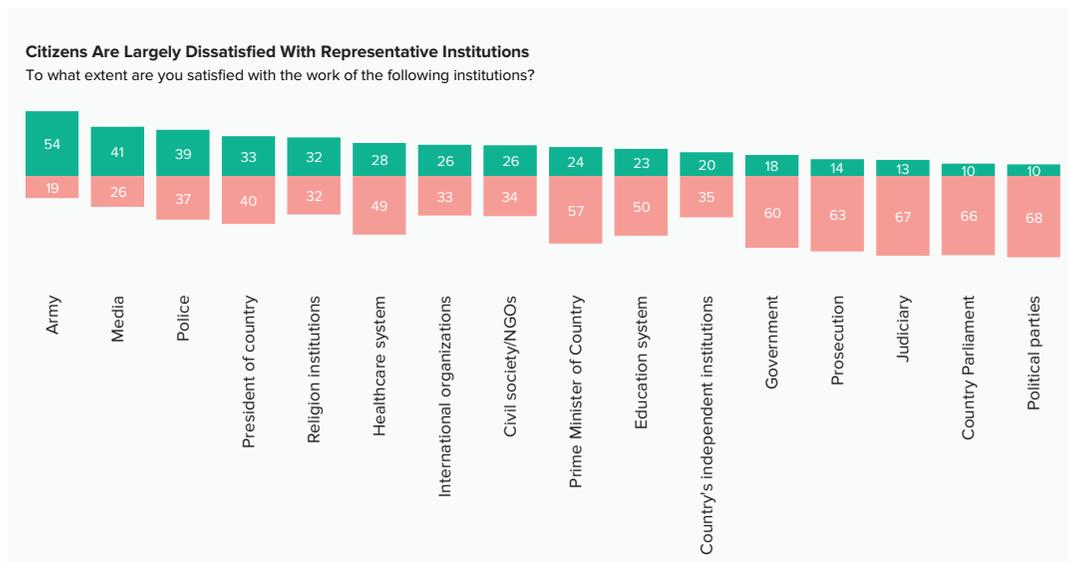


Chart 4

Perceptions on Applicability of Western Democracy in North Macedonia

Source: National Democratic Institute – Skopje office, 2021



North Macedonia's democratic indicators have been relatively steady in the last two decades related to the lack of trust towards the institution of the country (UNDP, Early Warning Report 2005), as well as in social polarization over the preferred system of rule – democracy or authoritarianism (Freedom House, NiT– North Macedonia 2017). On one hand, the Early Warning Report of UNDP, as early as 2005, indicated that there is serious lack of trust in political leaders and institutions, a trend that is more or less steady until present, joined with a general perception of the country moving in the wrong direction. On the other hand, Freedom House has been warning on gradual democratic backsliding in North Macedonia ever since 2011 (democracy and individual category scores), with the report in 2017 clearly indicating the duality of the system – declared democracy with

strong authoritarian elements and breaches of fundamental human rights and freedoms through government interventionism. Dissatisfaction in democracy, stimulated by the uncertainty caused by the Covid-19 crisis, further acerbated negative trends, with majority of the population believing that Western type democracy is not best suited for the local political system. Even more so, institutional trust remains relatively low, with the population mostly expressing its satisfaction in institutions that have monopoly of physical force (Army and Police). Least favored are the political parties and the Judiciary, and of all political institutions the President is perceived as the most trustworthy institution.

In the context of functioning of democratic institutions, it is important to draw attention

how much the government response to Covid-19 was gender sensitive. As data of the Global Covid Gender Response Tracker indicate (2020), North Macedonia has had an average of 44% of gender sensitive measures overall, which is above the Western Balkan average and among the better scores in the region. However, as a recent study of UN Women (2021) indicates “the design of the crisis measures and policies to deal with the COVID-19 pandemic (but also in any case of emergency) should have been based on a gender analysis and assessment of the potential effect of these measures and policies on men and women as well as in terms of improving gender equality. Furthermore, more consideration should have been given to the inter-sectorial approach that allows for the identification of vulnerable groups based on multiple factors such as gender but also encompasses, among others, class, employment status, the rural/urban divide,

ethnicity, and the size of the household.”

The Covid-19 pandemic also had its negative impact on the heart of the democratic governing – local self-government. As studies have indicated (Papcunová and Gregánová 2021; OECD 2020) the two most obvious adverse effects for the municipalities are the decrease in revenue and the dependence on the central government’s funding. UNDP data on municipal revenues (2020) indicate an identical situation whereas “municipal own-source revenues dropped by 19% in the first half of 2020 compared to the same period in 2019”, while “the share of intergovernmental grants rose to 69.8% to compensate for the loss in municipal revenue.” The trend of uncertainty continued with the commencing of the crisis in Ukraine building on the already manifested vulnerabilities of the municipalities in North Macedonia.

Chart 5

Impact of the Ukrainian crisis on municipalities in North Macedonia

Source: Stojkov and Rustemi, UNDP North Macedonia, 2022

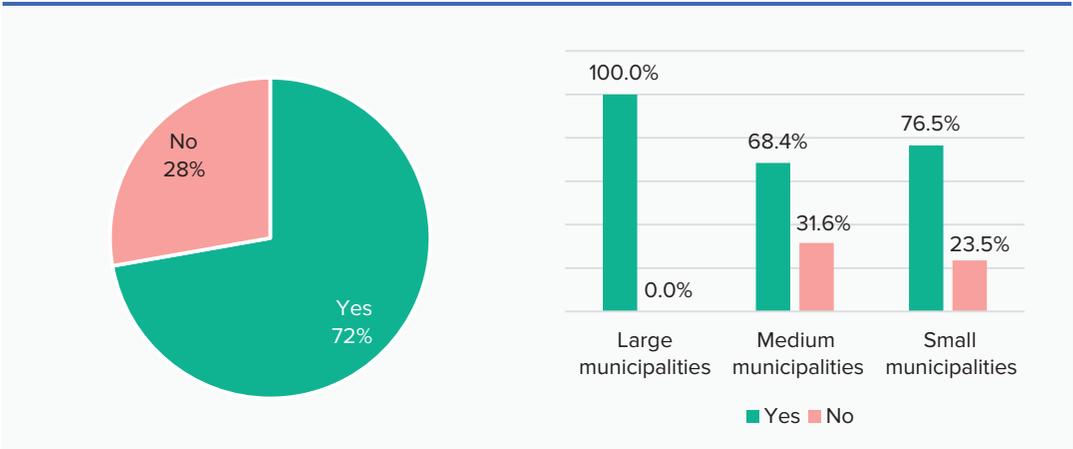
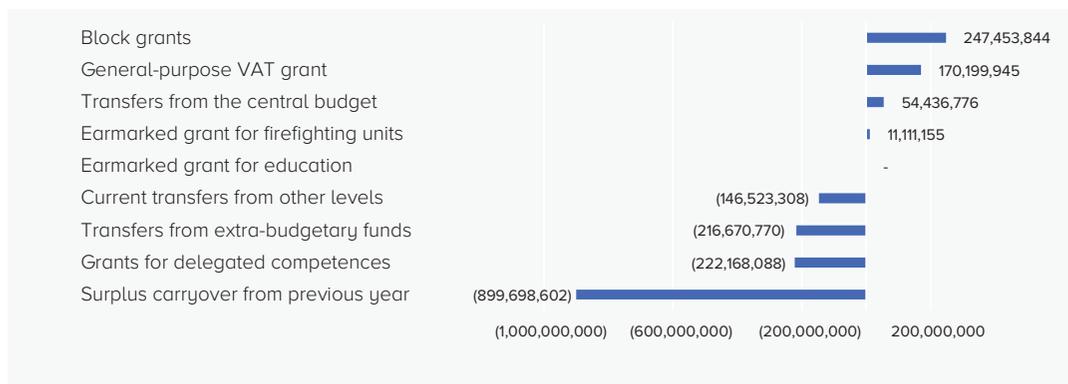


Chart 6

Change in inter-governmental transfers to local self-government – North Macedonia

Source: Stojkov and Rustemi, UNDP North Macedonia, 2022

Change in inter-governmental transfers (additional or less revenue in Jan-Jul 2022 compared to Jan-Jul 2021)



It is clear that local self-government units perceive the Ukrainian crisis as rather damaging with the big municipalities feeling the adverse effect on a larger scale than medium and small municipalities. Big municipalities have reported a negative impact imposed by the Covid-19 pandemic in 100% of the cases, while medium municipalities have reported the same

occurrence in 68,4% of the cases (Stojkov and Rustemi, 2022). The same percent in the case of the small municipalities is 76,5%. Furthermore, there is a decline of inter-governmental funding as indicated, and a general underfunding of the municipal budgets which puts additional pressure on the municipalities as cornerstones of local democracy.

The Covid-19 Crisis and Its Impact on North Macedonia (General and Socio-Economic Indicators)

The detrimental effect of the Covid-19 pandemic on quality of democracy and general perceptions of political and economic insecurity originated from the very beginnings of the crisis in March 2020. Ever since the beginning of the pandemic outbreak in North Macedonia, the mortality rate from Covid-19 placed the country among the group of countries that could have invested more efforts in treating Covid-19

patients. Notwithstanding, methodologies for registering mortality from Covid-19 differed from country to country; but by the end of the pandemic, North Macedonia is placed fifth worldwide in mortality rates per 100 000 population with an average of 458,68 deaths (John Hopkins University of Medicine, 2022). It was ranked better only compared to Peru, Bulgaria, Hungary and Bosnia and Herzegovina.

Table 3

Cases and mortality form Covid-19, country by country (selected data for SEE region)

Source: Johns Hopkins University of Medicine – Coronavirus Resource Center, 2022

| Country | Confirmed | Deaths | Case-fatality | Deaths/100K pop. |
|------------------------|----------------|--------------|---------------|------------------|
| Bulgaria | 1,272,645 | 37,812 | 3.0% | 544.18 |
| Bosnia and Herzegovina | 399,584 | 16,161 | 4.0% | 492.59 |
| North Macedonia | 343,824 | 9,556 | 2.8% | 458.68 |
| Montenegro | 282,052 | 2,784 | 1.0% | 443.27 |
| Croatia | 1,242,909 | 17,046 | 1.4% | 415.22 |
| Slovenia | 1,220,889 | 6,864 | 0.6% | 330.17 |
| Greece | 5,081,981 | 33,426 | 0.7% | 320.69 |

Furthermore, one of the sources of uncertainty and general insecurity for the citizens of North Macedonia was also the relatively late commencement of the vaccination against the disease. The official start of the vaccination in the country was February 17th, 2021, while many other countries in the region (Slovenia, Croatia, Serbia, Greece, Bulgaria) started the

immunization process in December 2020, while Albania commenced with vaccination in January 2021 (WHO Coronavirus Dashboard, 2022). From the present perspective, the time difference seems insignificant, but at the time being it was vital to initiate the process of vaccination having in mind the deteriorating mortality rate from Covid-19 in the country.

Table 4**Date of first vaccination against Coronavirus Covid-19 (selected data for SEE region)**

Source: World Health Organization Coronavirus (Covid-19) Dashboard

| Country | Date of first vaccination against Covid-19 |
|------------------------|---|
| Bulgaria | 30 Dec 2020 |
| Bosnia and Herzegovina | N/A |
| North Macedonia | 17 Feb 2021 |
| Montenegro | 24 Feb 2021 |
| Croatia | 23 Dec 2020 |
| Slovenia | 23 Dec 2020 |
| Greece | 23 Dec 2020 |
| Serbia | 23 Dec 2020 |
| Albania | 13 Jan 2020 |

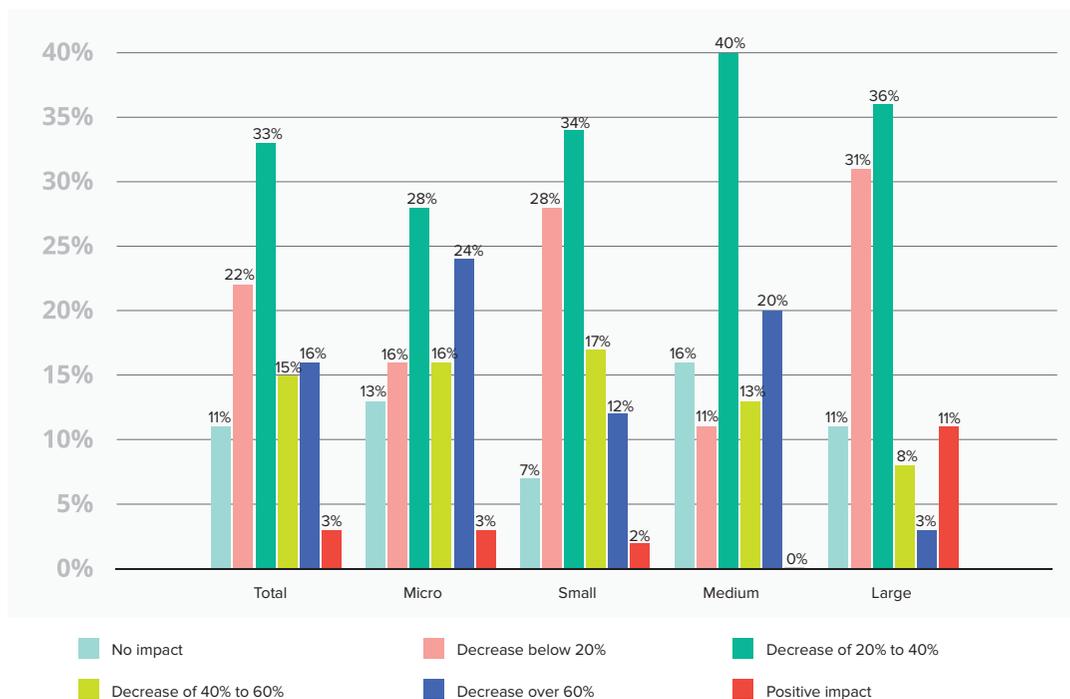
The feeling of uncertainty prompted by the Covid-19 pandemic deteriorated further with the spillover of the crisis into the business segment of society. As expected, the measures undertaken to combat the spread of the disease reflected on the enterprises in the country that underwent one of the hardest periods for their survival. Lockdowns, breakages in supply chains, the inability to travel for the largest part of the population globally, absence of workforce (Amirudin et al. 2021) etc. only increased the already

laborious position of Macedonian enterprises in the local context. As data comprised by the International Labor Organization (hereinafter ILO) indicate that most of the enterprises experienced a significant drop in revenue in the period October-December 2020, with the biggest damages (20-40% loss) reported by medium and large enterprises). The situation is no better with micro enterprises, where 28% reported a decrease of 20-40%, and almost a quarter of them (24%) reported a dramatic decrease in revenue of over 60%.

Chart 7

Impact of the Covid-19 crisis on enterprise revenue by enterprise size, 2019-202 (percentage of respondents)

Source: Mojsoska-Blazhevski, Nikica. "Evolving challenges and expectations facing Macedonian enterprises during the Covid-19 pandemic," 2021.



The domino effect of the crisis reflected on the workforce of the enterprises and the labor market in the country, whereas most of the surveyed companies reported a significant increase in dismissals of workforce. More than half of the companies (53%) dismissed up to 10% of their workforce, while 17% reported dismissals of between 11% and 20%. Additional 13% of the companies dismissed between 21% and 30% of the workforce, with another 13% of the surveyed companies dismissing between 31% and 40% of the workforce. The most dramatic number of dismissals in the statistical mass of interviewed enterprises

(over 41%) occurred in 3% of the companies. The number of unemployed persons skyrocketed in the first six months of the pandemic where "between February 29th and September 30th, 2020, 45,543 persons were registered as newly unemployed on a net basis" which was "a 43.0% increase of the total number of registered unemployed persons in seven months" (UNDP, SACINM 2020). The implications of the job dismissals directly affected the perceptions of the active population on the labor market, creating additional uncertainty among jobseekers but also among vast part of the already employed population.

Chart 8

Proportion of dismissed workers compared with total workforce

Source: Mojsoska-Blazhevski, Nikica. "Evolving challenges and expectations facing Macedonian enterprises during the Covid-19 pandemic," 2021.

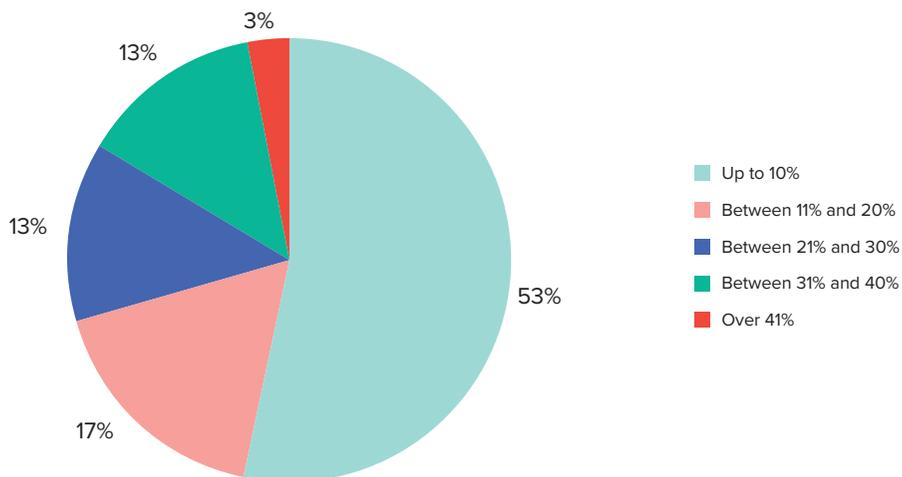
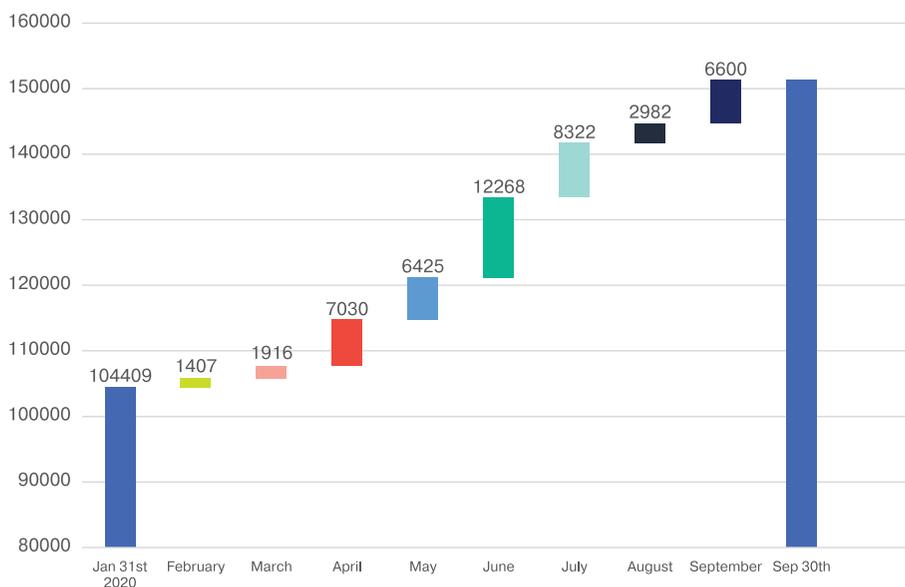


Chart 9

Number of unemployed persons in 2020 (by months)

Source: UNDP, "Socioeconomic Assessment of Covid-19's Impact in North Macedonia", 2020.



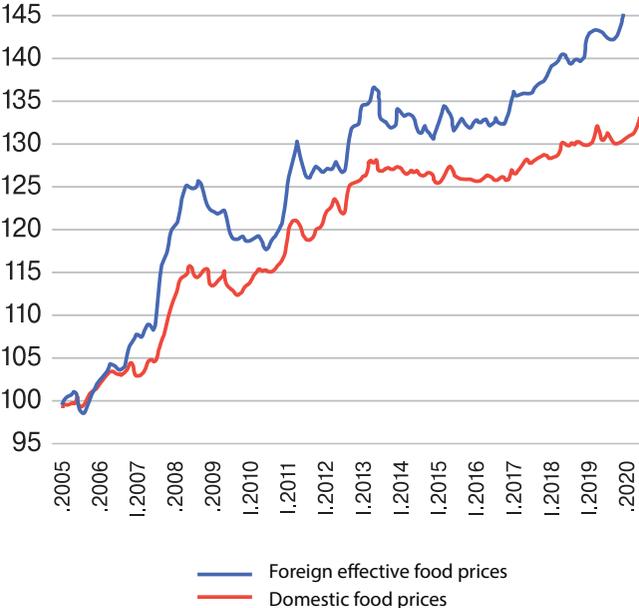
The negative socio-economic trends were additionally strengthened by the increasing food prices, which is an indicator with a steady growth ever since 2005 (UNDP, SACINM 2020). However, after the start of the pandemic food prices registered their highest annual growth of 5,5% in June 2020 with “domestic prices of food experienced a less steep trend during the pandemic”. Accompanied with the constantly rising prices of other living costs such as housing, water, electricity, gas etc. a socio-economic vortex of uncertainty was created leaving its footprint in areas such as gender relations and social polarization in society as well. On one hand, the effects of the Covid-19

pandemic crisis heightened the tensions in all societies worldwide and have put forward political animosities and social polarization, with rising extremism and use of violent means for achieving political goals (UNDP, HDR 2021/22). On the other hand, the burden of the crisis influenced gender relations, worsening the position of young girls and women related to increasing obligations in the household in managing the effects of the crisis, consequences on the labor market, but also deriving from the impact of raised levels of intimate partner violence and the pressing need for protection by the state. Both social polarization and gender issues developments deserve separate analyses.

Chart 10

Proportion of dismissed workers compared with total workforce

Source: Mojsoska-Blazhevski, Nikica. “Evolving challenges and expectations facing Macedonian enterprises during the Covid-19 pandemic,” 2021.



Gender Relations Under the Impact of Uncertainty

The uncertainty stemming from two consecutive crises that have emerged in a period of just two years pressure the social landscape, with data indicating that gender relations and gender equality are being affected deeply. The effects of the Ukrainian conflict are yet to be determined, but the effects of the Covid-19 pandemic are well documented with growing literature supported by both qualitative and quantitative data. In regard to gender relations, studies show that “COVID-19 shock is likely to place a disproportionate burden on women” (Alon et al. 2020) mostly as a consequence of dramatic changes in (un)employment, childcare restrictions, and general perception on gender norms. In general, the Covid-19 induced crisis has made “gender inequalities for women and girls worse” (UNFPA 2020) negatively affecting treatments and care, but also the vulnerability to domestic violence. HDR 2021/22 data have clearly displayed the relation between economic dependability and increase in intimate partner violence (HDR 2021/22 source data) which does not go in favor of improving the situation with home violence globally, due to the adverse economic effects of the Covid-19 pandemic on women and girls.

The Gender Development Index clearly indicates that North Macedonia in this category is the penultimate country in the region by score, being that it has a better score only compared to Bosnia and Herzegovina. Although globally, North Macedonia has a fairly high score, in the regional context it is obvious that it has to improve its efforts to meet the regional average and be placed in the first cohort of countries globally (currently placed in the third cohort). As for the Gender Equality Index (GEI) and its last edition in 2019 (Ministry of labor and social policy & State Statistical Office), North Macedonia’s score of 62 points sits just below the EU average of 67.4 points. This places the country in 16th place in comparison with the EU countries. In the domain of power, the country scores better than the EU. North Macedonia has 52.6 points, compared to the EU average of 51.9. However, significant gender inequalities remain, especially when it comes to income and earnings, and the sharing of household responsibilities. For comparison: Serbia scored 58.0 in 2021, Albania scored 60.4 points in 2019, Montenegro scored 55 points in 2019.

Table 5**Gender Development Index (selected data for SEE region)**

Source: UNDP, Human Development Report 2021/22, source data

| Gender Development Index | | | |
|--------------------------|------------------------|-------|-------|
| HDI rank | Country | Value | Group |
| 23 | Slovenia | 0,999 | 1 |
| 33 | Greece | 0,969 | 2 |
| 40 | Croatia | 0,995 | 1 |
| 49 | Montenegro | 0,981 | 1 |
| 63 | Serbia | 0,982 | 1 |
| 67 | Albania | 1,007 | 1 |
| 68 | Bulgaria | 0,995 | 1 |
| 74 | Bosnia and Herzegovina | 0,940 | 3 |
| 78 | North Macedonia | 0,945 | 3 |

Speaking of gender relations and especially focusing on the household as a unit that has suffered heavily from the Covid-19 adverse effects, data gathered indicate that domestic unpaid work has increased significantly for women, further deepening gender differences in unpaid domestic work and care-related activities (Basevska, 2020). During the Covid-19 crisis “much of the extra childcare and the burden of “family” duties fall on women, therefore making it difficult for them to work as usual” (UNDP SACINM, 2020). Even before the crisis, most of the unpaid work in the household was attributed to women, around 72% (Reaktor, 2020a) with an approximate gross value of 1,94 billion euros, equal to 17,18% of the total

value of the annual GDP of North Macedonia. Current studies indicate that in three out of five categories in the category of unpaid domestic work (cleaning and maintenance of the household, cooking and serving meals and running the household) a large statistical mass of women report increase in time spent dedicated to household activities, whereas the same situation is indicated in three out of six categories in care-related activities (communication with the children, child nurturing and educational activities with the children). In the first set of indicators, the biggest difference is in the category of preparing and serving meals, where as much as 44% of women, compared to only 19% of men, have reported an increase in the time

needed to perform the activities. In the second category the biggest discrepancy is in the category of child nurturing where 21% of the women have reported increase in time spent, much like 16% of the men surveyed. It becomes obvious that “the restrictive measures and closing of schools and kindergartens has made the load of unpaid work more “visible” related to the care undertaken by women” (Reaktor, 2020a). Furthermore, the burden of the Covid-19 crisis came in the form of labor market pressures

for the women due to the inability of many women to utilize the measure for caretaking of children under and 10 years old due to fear or job termination by employer, frequent enforcement by employers for “contractual” termination of jobs and general pressures in case of absences from the workplace (job termination, refusal of contract renewals, cutbacks in salaries etc.). What is worse, job terminations have been detected even in regard to pregnant workers, that have not been left out of this negative trend.

Chart 11

Increase in time spent on unpaid domestic work and care-related activities in the times of Covid-19, data by gender

Source: Basevska, Marija. “Vlijaniето na Kovic-19 vrz Zenite I Mazite vo Severna Makedonija”. SDC, Sverige, UN Women, Women Count. 2020.

Increase in time spent in unpaid housework and activities for care during COVID-19, according to sex

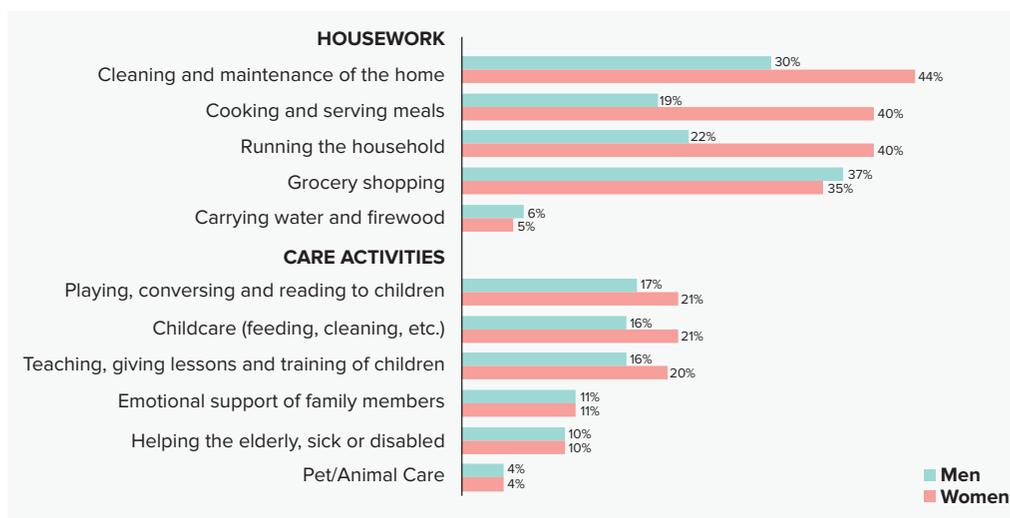
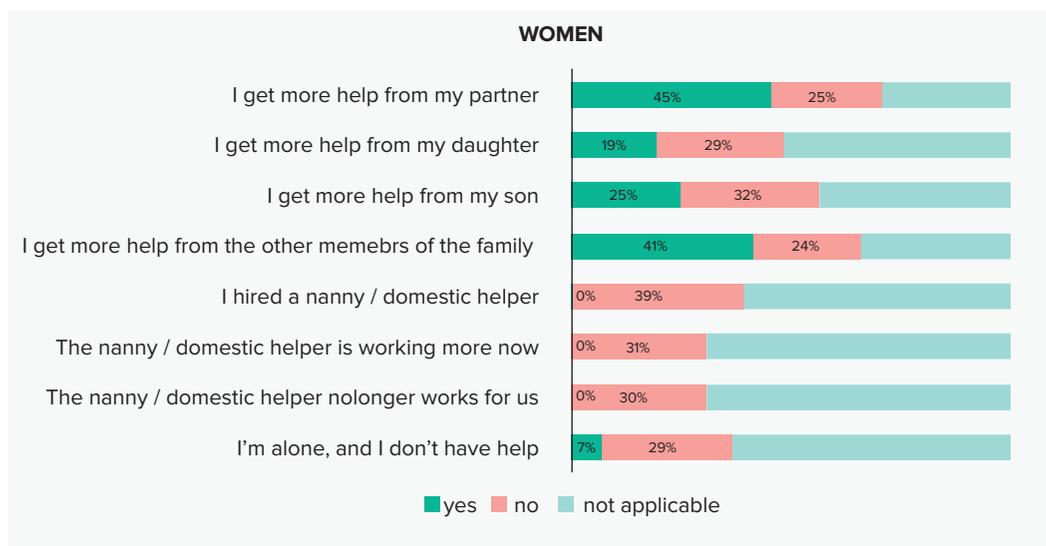


Chart 12

Change in gender roles and responsibilities in the household with the spread of the Covid-19 (women)

Source: Basevska, Marija. "Vlijaniето na Kovic-19 vrz Zenite I Mazite vo Severna Makedonija". SDC, Sverige, UN Women, Women Count. 2020.



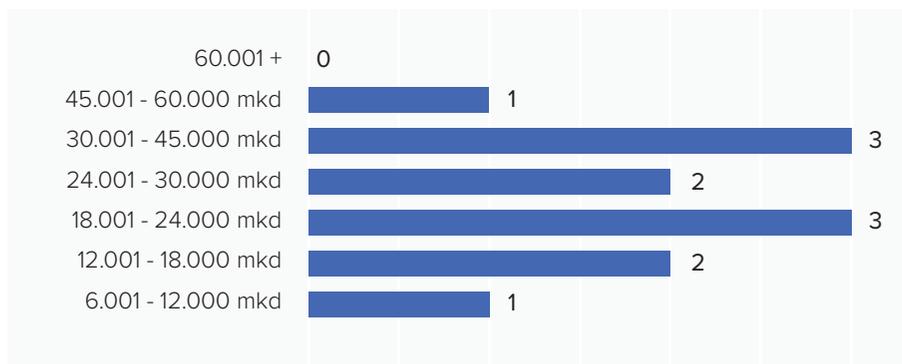
The same survey speaks on behalf of the effects of the pandemic on gender relations within the household relate to gender roles within the family. In this category, it is obvious that certain positive trends are to be observed whereas 45% of the surveyed women have indicated that their partner is helping in the household more than previously, while 25% have not supported this claim. Similarly, 41% of the

women indicate that other family members have landed a hand in household-related activities during the pandemic, while 24% did not indicate such a development. The numbers in the category of additional aid from children (sons and daughters) remain rather low, probably due to the rapid change in the educational environment of the children to which they had to adapt and devote more time to.

Chart 13

Incomes of the household of women in need of protection from home violence after the start of the pandemic

Source: Pavlovski, Darko, Antikj Bojan and Friscikj, Jasmina. "Vlijanieto na Krizata Predizvikana od Kovid-19 vrz Zenite I Zenite Romki od Republika Severna Makedonija". Zdruzenie za Emancipacija, Solidarnost I Ednakvost na Zenite – ESE. 2021.



Data of the HDR 2021/22 indicate that the population globally reports increased levels of anxiety and stress associated with rising pessimism and increase in mental disorders (HDR 2021/22 source data). Within this broader frame, the increase in gender-based and especially domestic violence under the pressures caused by the pandemic, have reflected in the local context of North Macedonia as well. Studies have confirmed that North Macedonia has to overcome a set of challenges in gender-based violence especially on local level of communities affected by it (UNDP ACF, 2021 Paneva 2021, Cvetkovikj et al.2018) and towards marginalized groups of women (Boskova and Simonovikj 2021).

More precisely, local studies have also shown that the problem of domestic violence is persistent in during the Covid-19 crisis and is not related to the level income within the household, contrary to what HDR 2021/22

data suggest.⁴ According to additional local studies, the two biggest threats for women and girls in the context of the Covid-19 crisis in North Macedonia were economic independence and physical security (Reaktor, 2020b). Although nominally there are less reports of domestic violence in the first trimester of 2020, according to the Reaktor study, field reports indicate that domestic violence has significantly raised during the Covid-19 crisis, with two cases of femicide happening in less than two weeks at the beginning of the pandemic. Additionally, NGOs have warned against a possible backlash in terms of increase in cases of domestic violence after the end of the proclaimed state of emergency, with a warning to the state to prepare the capacities for alleviating the situation. Supporting evidence from UNDP indicate that most of the murders (50%) took place in the family home, i.e., the home where the perpetrator and the victim lived together,

⁴ However, one must state that the sample of the survey by Pavlovski et al. is rather small so methodological limitations must be taken in consideration if relation is to be made between the research and global HDR 2021/22 data.

while 25% of the murders took place in the home where the victim lived alone or with her parents or other family members (UNDP ACF, 2021). This conclusion is just another confirmation that women in the Republic of North Macedonia are most insecure in their home.

Moreover, data by the Ministry of Labor and Social Policy indicate that there has been a visible increase of women accommodated in shelters on national level in 2020 (74 persons), which is almost double compared to 2019 (38). One of the reasons might be precisely the Covid-19 pandemic and

the rise of domestic violence, although other factors cannot be ruled out as well. Speaking on the type of assistance, all types of assistance have increased in North Macedonia in 2019, even before the Covid-19 outbreak, with the most visible increase being in the categories - psychological assistance and support, legal aid, and temporary protection measures. All in all, the trend of rise in domestic violence protection indicates a rise in domestic violence itself, but it could also indicate a gradually awareness raising of the victims and a more resolute approach towards seeking help.

Table 6

Accommodation of women victims of domestic violence and their children in shelters

Source: Council of Europe. “Report submitted by North Macedonia pursuant to Article 68, paragraph 1 of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Baseline Report)”. GREVIO, 2022

| Placed in shelters | 2018 | 2019 | 2020 | 2021 |
|--------------------|------|------|------|------|
| Women | 27 | 38 | 74 | |
| Children | 29 | 74 | 63 | |
| Total | 56 | 102 | 114 | |

Table 7

Type of assistance for victims of domestic violence

Source: Council of Europe. “Report submitted by North Macedonia pursuant to Article 68, paragraph 1 of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Baseline Report)”. GREVIO, 2022

| Type of assistance for victims of domestic violence | 2018 | 2019 | 2020 | 2020 |
|---|------|------|------|------|
| Psychosocial assistance and support | 919 | 1554 | 1531 | 1068 |
| Legal aid | 793 | 1091 | 1087 | 1352 |
| Social protection rights | 21 | 36 | 72 | 81 |
| Number of notifications to Employment Service Agency for inclusion in active measures | 135 | 283 | 310 | 196 |
| Proposed temporary protection measures submitted to the court by the Social Work Centre | 545 | 1007 | 1042 | 1223 |
| Women victims placed in shelters with their children | 56 | 102 | 114 | 58 |

Political/Social Polarization and Extremism

The declining support for democracy as well as the decline in critical elements for democratic governance universally are clearly indicated in the HDR 2021/22. In line with these negative trends are also the rising insecurity in all ideological orientation groups in society as well as the positive relation between insecurity and decrease in interpersonal trust as well political extremism (HDR 2021/22 source data). Such an atmosphere on a global level is accompanied by visible rise in political polarization of societies, as well as violent extremism defined as “beliefs and actions of people who use ideologically motivated violence to pursue radical ideological, religious or political attitudes” (Government

of RNM in Mojanchevska et al., 2020). North Macedonia is not an exception to this trend, with a history of violence, even on the institutional level (Markovikj and Popovikj, 2015). Out of several major crises in the country, two concluded with a violent episode - the Parliamentary crisis in December 2012 as well as the storming of the Parliament in April 2017. Additionally, North Macedonia has been a subject to increasing political and religious extremism over a longer period of time, at times threatening the very fundamentals liberal democracy in its essence and creating “mistrust and antagonism between the ethnic communities in the country” (Mojanchevska et al., 2020).

Chart 14

Expert opinion tendencies expressed in percentages concerning the actors who have a role in inciting extremist movements

Source: Mojanchevska, Katerina, Jovanchikj, Elena and Musliu, Afrodita. “Ethnic And Political Extremism In North Macedonia: Mapping the Main Action Frameworks in the Extremist Scenes”. NEXUS Civil Concept. Skopje: 2020.

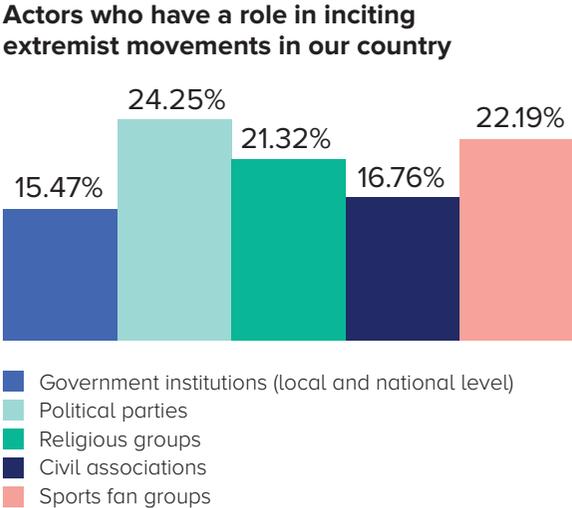
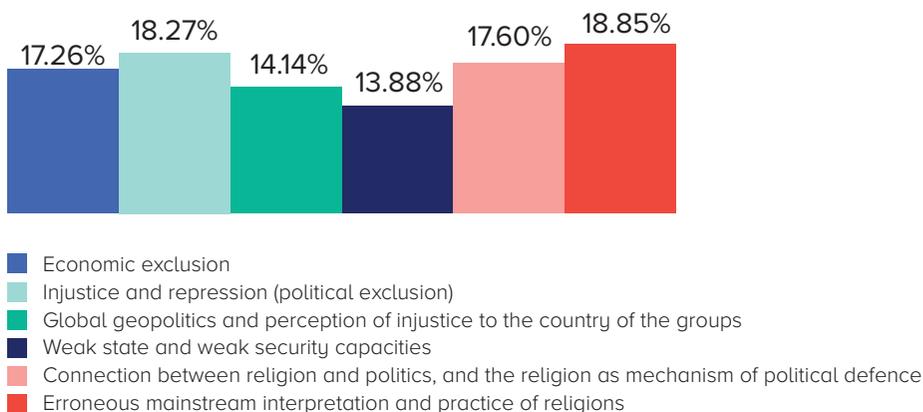


Chart 15

Expert opinion tendencies expressed in percentages concerning the potential of factors in inciting extremist movements in our country

Source: Source: Mojanchevska, Katerina, Jovanchikj, Elena and Musliu, Afrodita. "Ethnic And Political Extremism In North Macedonia: Mapping the Main Action Frameworks in the Extremist Scenes". NEXUS Civil Concept. Skopje: 2020.

Potential of factors in inciting extremist scenes in our country



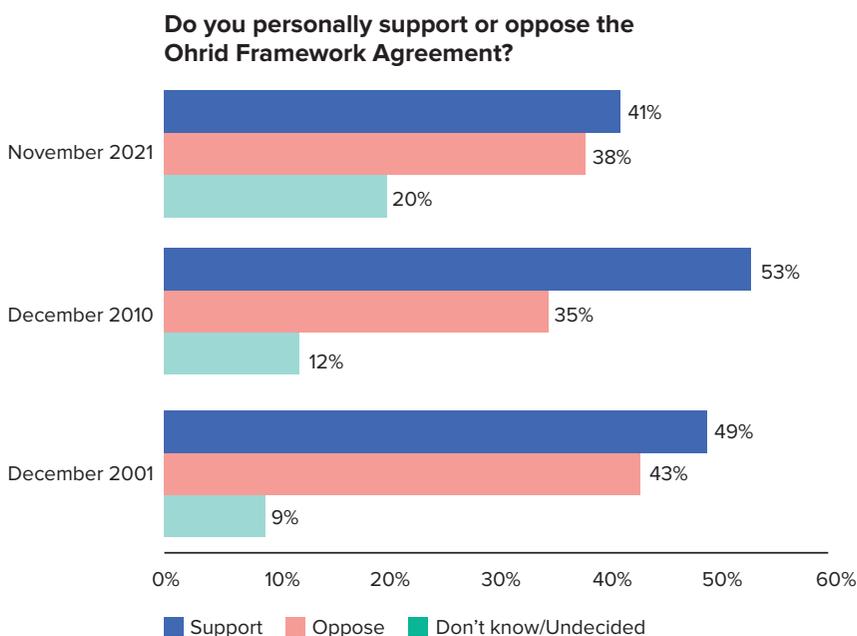
Local expert surveys indicate that the responsible actors for inciting extremist movements are deeply embedded in the political fabric of the country and the society as well. Experts tend to perceive the political parties as the most responsible actor for inciting extremist movements in the country (24,25%) followed by sport fans groups (22,19%) and religious groups (21,32%). Government institutions and civil society groups are much less perceived as actors that would incite extremism. Moreover, speaking of the

factors that contribute to inciting extremist movements, the most frequently blamed is the malevolent interpretation and practice of religions (18,85%), followed by political exclusion (18,27%) conflation between religion and politics (17,60%) and economic exclusion (17,26%). It seems that the global trends coincide more or less with local occurrences when it comes to violent extremism, while social polarization stemming from radicalization and political divisions can harm society on the longer run.

Chart 16

Support for the Ohrid Framework Agreement 2001-2021

Source: Public Opinion Poll – Residents of North Macedonia (November-December 2021). International Republican Institute. Skopje: 2021.



The sources of political and social polarization are not exclusively set in the interethnic and the interreligious ambient. Critical political questions and foreign policy orientation can also vastly contribute to political and social polarization, especially in an atmosphere of economic and social uncertainty. The formative political moments for North Macedonia in

the last two decades have been related to the Ohrid Framework Agreement from 2001, the Prespa Agreement from 2018 as well the acceptance of the EU's proposal for resolving the bilateral dispute with Bulgaria in 2022. All of the mentioned political arrangements divided society, not just among ethnic lines but also within the ethnic tissue of individual ethnic groups.

Climate pressures

Amidst the socio-economic, cultural, and political issues that create a global atmosphere of insecurity, one of the biggest challenges remains economic development combined with a minimal damage to the planet. An environment-harmless development is very hard to achieve since planetary pressures are on the rise and energy transition itself demands exploitation of minerals and materials that only adds to planetary pressures (HDR 2021/22 source data). One of the attempts to create an innovative methodology to measure planetary pressure is the planetary pressures - adjusted human index (PHDI). It is defined as “the level of human development adjusted by carbon dioxide emissions per

capita (production-based) and material footprint per capita to account for the excessive human pressure on the planet.” (UNDP PHDI Technical Note, 2022). The ranking of countries based on the PHDI is relative since interpretation of the index should be subject to methodological reserves. Nevertheless, the ranking does reflect certain trends, where more developed countries have higher values of the PHDI, while other indicators such as carbon dioxide emissions and material footprint index vary greatly from country to country, making it hard to give definitive conclusions. In Southeast Europe, North Macedonia has one of the lowest PHDI values, as well as the lowest value of the material footprint per capita.

Table 8

Planetary pressure-adjusted human development index

Source: UNDP, Human Development Report 2021/22 source data.

| HDI rank | Country | HDI value 2021 | Planetary pressure adjusted index (PHDI) | | | Adjustment factor for planetary pressures Value 2021 | Carbon dioxide emissions per capita (production) (tonnes) 2020 | Carbon dioxide emissions (production) index Value 2020 | Material footprint per capita (tonnes) 2019 | Material footprint index Value 2019 |
|----------|------------------------|-------------------|--|------------------------------------|--------------------------|---|---|---|--|--|
| | | | Value 2021 | Difference from HDI value (%) 2021 | Difference from HDI rank | | | | | |
| 23 | Slovenia | 0,918 | 0,769 | 16,2 | 8 | 0,838 | 6,0 | 0,912 | 25,4 | 0,764 |
| 33 | Greece | 0,887 | 0,792 | 10,7 | 22 | 0,893 | 5,0 | 0,927 | 15,2 | 0,859 |
| 40 | Croatia | 0,858 | 0,764 | 11,0 | 23 | 0,890 | 4,1 | 0,940 | 17,1 | 0,841 |
| 49 | Montenegro | 0,832 | .. | .. | .. | .. | 3,7 | 0,946 | .. | .. |
| 63 | Serbia | 0,802 | 0,715 | 10,8 | 11 | 0,891 | 4,9 | 0,928 | 15,7 | 0,854 |
| 67 | Albania | 0,796 | 0,739 | 7,2 | 28 | 0,928 | 1,6 | 0,977 | 13,0 | 0,879 |
| 68 | Bulgaria | 0,795 | 0,708 | 10,9 | 12 | 0,891 | 5,4 | 0,922 | 15,0 | 0,860 |
| 74 | Bosnia and Herzegovina | 0,780 | 0,691 | 11,4 | 6 | 0,885 | 6,5 | 0,905 | 14,4 | 0,866 |
| 78 | North Macedonia | 0,770 | 0,707 | 8,2 | 15 | 0,918 | 3,4 | 0,950 | 12,3 | 0,886 |

Speaking of renewable energy, the conflict in Ukraine spurred a very vehement global debate on energy sustainability and independence of countries. Lesser degrees of energy dependence of a given country certainly contribute to lesser degree of uncertainty, especially in an ambient of steep rise of prices of commodities. In the context of electric energy production, North Macedonia still mostly depends on non-renewable sources where in 2020

non-renewable sources contributed to as much as 3872 GWh or 72% of all electricity generation, while renewable resources contributed to 1475 GWh or only 28% of all electricity generation. The electric energy from renewable sources originates mostly from hydro energy (24%), wind (only 2%), bioenergy (1%) while solar power contributed to only 24 GWh, which is negligible and below 1% (IRENA 2022).

Chart 17

Share of renewable and non-renewable sources in electricity generation in North Macedonia in 2020

Source: International Renewable Energy Agency (IRENA) – Country Profile North Macedonia, 2022

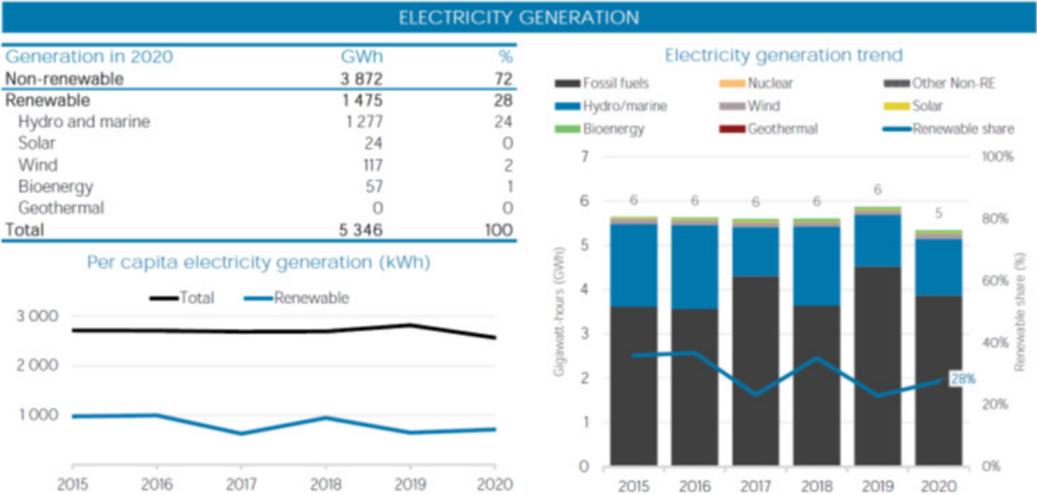


Chart 18

Renewable capacity in North Macedonia in 2021

Source: International Renewable Energy Agency (IRENA) – Country Profile North Macedonia, 2022.



However, it is obvious that there is a gradual rise in utilization of renewable resources in the last eight years, and that certain categories of renewable resources are still heavily underutilized such as solar and wind power. Investment in and

transition towards renewable energy does require long-term planning, but the latest series of crises have definitely been a warning on the importance of energy sustainability and long-term investments in the country.

Table 9**Indicators of progress in transition towards a low greenhouse gas economy until 2050**

Source: Zdraveva, Pavlina. Nacionalna Razvojnna Strategija na Republika Severna Makedonija 2022-2042 – Zivotna Sredina, Klimatski Promeni I Zivealista. Vlada na RSM. 2022.

| Indicator | 2016 | 2020 | 2030 | 2050 |
|--|------|------|------|------|
| GHG3 / per capita / (tCO ₂ -eq / per capita) | 4.86 | 4.93 | 2.95 | 3.86 |
| GHG /GDP (kg CO ₂ -eq/EU R) | 1.17 | 1.11 | 0.46 | 0.28 |
| Share of RES in gross final energy consumption without heat pump | 21% | 23% | 39% | 46% |
| Share of RES in gross final energy consumption with heat pump | 21% | 23% | 43% | 49% |
| Final energy consumption / Per capita (toe / per capita) | 0.88 | 0.90 | 0.99 | 1.33 |
| Final energy consumption / GDP (kgoe / EU R) | 0.21 | 0.20 | 0.15 | 0.10 |
| Primary energy consumption / per capita (toe / per capita) | 1.21 | 1.27 | 1.12 | 1.45 |
| Primary energy consumption / GDP (kgoe / EU R) | 0.29 | 0.29 | 0.17 | 0.11 |

In one of the studies published within the framework of preparing the National Development Strategy of the Republic of North Macedonia related to environment, climate change and habitat (2022) the Government is following progress in the aforementioned fields through 116 indicators in 17 areas. The study has developed concrete indicators related to all areas covered and is giving special attention to lowering greenhouse gas emissions from 4,93 GHG³ / per capita in 2020 to 3,86 GHG³ / per capita in 2050 as well as to the increase in the percentage of utilization of renewable resources in the overall gross power consumption of the country from 23% in 2021 to 46% in 2050. The study indicates that North Macedonia has joined the efforts to decrease greenhouse gas emissions and material footprint by 2050, making an attempt at raising the share of renewable energy by 2050 to a considerable percent. This obligation originates from the Paris

climate agreement, ratified in 2017, where North Macedonia “committed to reducing greenhouse gases by 52 percent, which means that coal-fired thermal power plants must be closed by the end of the decade, and that puts the country in a very tough situation in relation with latest developments in the world’s energy crises” (Ministry of Environment and Physical Planning, 2021). The ambition of the state is to “reduce the CO₂ emissions from fossil fuels combustion for 30%, that is, for 36% at a higher level of ambition, by 2030 compared to the business as usual (BAU) scenario.” In terms of costs of the efforts undertaken by the state they are estimated at 7.7% of the total average annual GDP.

The need for such strong commitment by the state comes from the rather worrying situation in the country related to the air pollution, especially in the capital Skopje. Data from a recent study on air pollution

in the capital (Mirakovski et al., 2022) indicate that air pollution in the capital Skopje mostly derives from CO₂ emissions while all other substances contribute to a much lesser extent. The study exhibits that the main culprit for the high polluting emissions in the capital is domestic heating where large amounts of biomass are being

consumed every year for heating purposes – 91%. All other sources contribute to only 9%, with traffic pollution being second with 4%. This speaks even more firmly of the need of developing renewable sources of energy that will in time replace polluting biomass and lead to a better HDI at least in the part of increasing life expectancy.

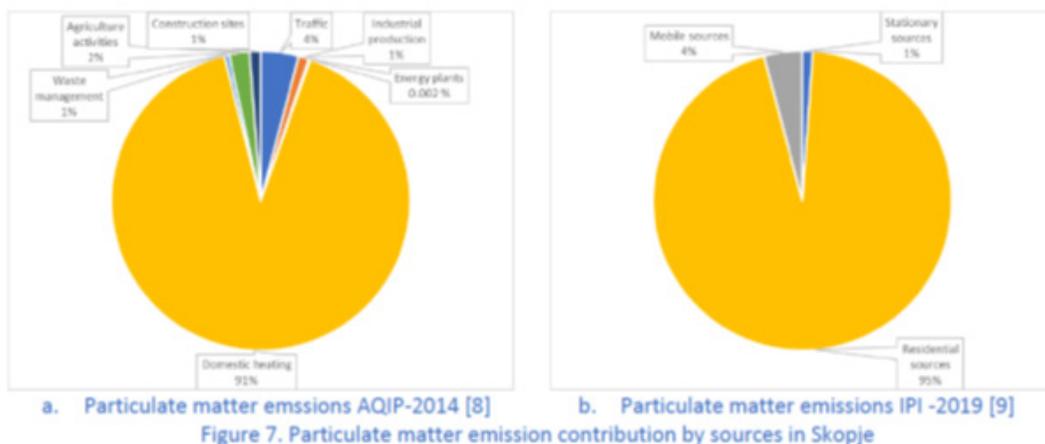
Chart 19

Total emissions for City of Skopje (reference year 2019)

Source: Mirakovski et al. “Source Apportionment Study for Skopje urban area –identification of main sources of ambient air pollution”. Sverige/UNDP/AMBICON.UGD. May 2022.

| | Emission estimation (t/year) | | | | | |
|---------------------|------------------------------|--------|-----------------|-----------------|-------|--------|
| | SO _x | CO | CO ₂ | NO _x | TSP | NM VOC |
| Stationary sources | 37 | 1 187 | 1 164 243 | 1 911 | 84 | 147 |
| Residential sources | 72 | 36 882 | 1 022 796 | 475 | 7 172 | 5 601 |
| Mobile sources | 6 | 8 911 | 706 839 | 3 957 | 312 | 1 241 |
| Fugitive emissions | | | | | | 594 |
| GRAND TOTAL | 116 | 46 979 | 2 893 879 | 6 344 | 7 568 | 7 583 |

However, both documents’ point residential heating as a single important source of particulate matter emissions, responsible for more than 90 % of total particulate emissions.



Lastly, renewable sources of energy are even more needed, taking in consideration that agriculture is one of the sectors of society that is heavily dependent on energy. Being that “the agriculture sector in North Macedonia has crucial socio-economic importance” since “the sector

employed between 10% and 13% of the active working population and contributed 7.6% to the GDP of the country in year 2021” (Dimitrievski & Dedinec, 2022), it is important to notice that the “price of total agricultural inputs has increased by 19.2% in June 2022 in comparison to June 2021.”

According to the study the production inputs in June 2022 have increased by 25.8% compared to the same period last year where the biggest impact on the increase comes from: 1) energy sources (fuel is especially important for agriculture) – prices increased by 50.7%; and 2) mineral fertilizers – prices increased by 65.9%. The results of these market movements are that “cost increases are a burden on production; for cereal production, the costs

for fertilization have a share of 30% in the total production costs, while the share of fuel costs ranges from 15% to 30% of the total production costs.” This explains the rise in food prices but is also a call for action in making bigger efforts in the transition towards renewable sources of energy and decreasing external dependence, while trying to mitigate the raised costs of living under the impact of the Ukrainian conflict causing a global food crisis.

Triggered by several consecutive crises of unprecedented magnitude, among which the latest are the Covid-19 pandemic and the conflict in Ukraine, a new era of uncertainty has commenced. Human development, after almost three-decades long constant growth, reached its plateau and is gradually declining ever since 2019. The Covid-19 pandemic accelerated the fall in the Human Development Index globally, and almost all indicators from the Human Development Report 2021/22 indicate that North Macedonia is barely an exception to the general trend. Although it belongs to the group of countries with a high human development, individual analysis of segments affected by the crises indicate worrying trends. Belief in democracy, trust in institutions and pressures to local self-government are just the beginning of a long list of factors

developing a negative inclination. Current developments generate visible pressures on the enterprises as well as on the labor market. Gender roles and gender equality have greatly suffered from the Covid-19 crisis, putting additional burden on girls and women. Social polarization in North Macedonia has peaked to before unseen levels, proportionally to the divisive social and political issues present in the political arena. Climate pressures burden economic development while energy sustainability has become a primary topic for the experts, and primary concern for the citizens. All these factors have created a vortex of uncertainty and insecurity, out of which a way out is yet to be found. Hopefully, global, and national strategies will eventually tackle the downward spiral of human development and will contribute to changing the trends for the better.

Pathway Through Uncertain Times – is There a Way Forward?

The global tendencies and trends related to human development indicate a downward trend ever since 2019. After almost three decades of stable growth, the HDI has been dropping in its value for two years in a row, cancelling out almost five years of development on a global scale. North Macedonia is hardly an exception to this rule, with negative trends in many social spheres – social polarization, trust in institutions and democracy, gender relations, climate, and socio-economic pressures etc. Having both the global and the local situation in mind a legitimate question comes to mind – is there a

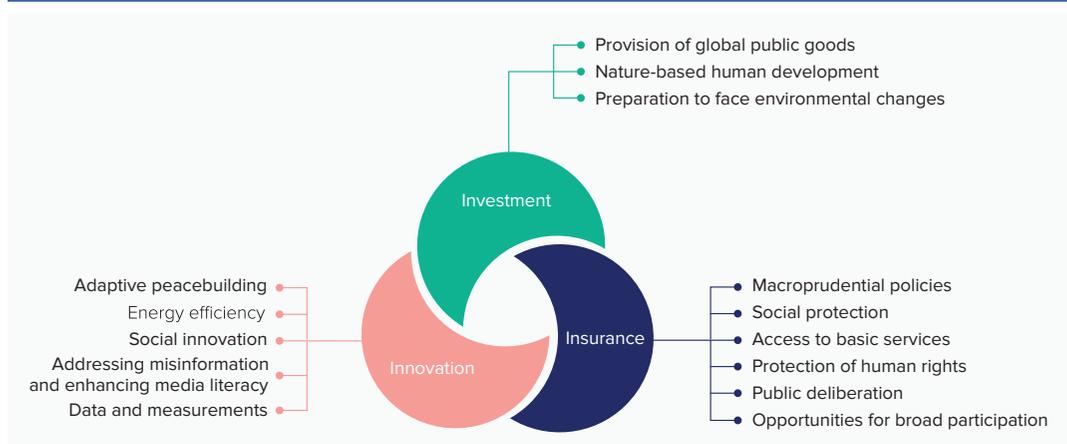
resolution, if not to solve, then to alleviate the adverse effects of declining human development? Who can offer a pathway to such solutions? What should be done to mitigate the risks stemming from the combined financial, energy, pandemic, and modern warfare crises?

The United Nations Development Programme, based on data collected through the Human Development Report 2021/22 might offer a part of the answer through its authentic approach of three “I”s – Investment, Insurance, and Innovation (UNDP, HDR 2021/22):

Chart 20

Making people more secure through investment, insurance and innovation

Source: United Nations Development Programme. Human Development Report 2021/22. 2022.



- **INVESTMENT** means investing in “policies focused on enhancing capabilities as well as on forming the assets to do so—meaning different forms of capital, including natural capital.” One of the key components of investment is also investing in providing global public goods and “craft appropriate arrangements that sustain international coordination or cooperation.” Tackling the consequences of the newly formed uncertainty complex means engaging formal structures and institutions but also “encourage experimentation and innovation.” The aim is to “redress inequality and provide individual and group recognition to enable dignity by, among other things, strengthening social policies and fostering civic (re)engagement and participation.”

- The **INSURANCE** component rests on “protection or compensation against shocks emanating from the interacting layers of uncertainty”. In this regard countries should direct their efforts towards expanding market and especially social insurance in order to create a safety net for the citizens. The groups that states should be especially sensitive to are marginalized groups in society, that might need additional insurances in times of inadequate coverage of their basic needs, either social, economic or other. Be it projects like minimum income or universal basic services; countries should direct their efforts in ensuring the population against risks that would prevent the people from

enjoying their basic rights and have their basic needs satisfied. Additionally, good practices in promoting human rights aim towards “identifying what binds us together and engaging people in dialogue about human rights in their daily lives.” Increasing social capital quality is the best contingency against multilayered threats.

- **INNOVATION** relates to “mechanisms that look for new approaches through creativity and iterative learning drawing from diverse perspectives”. One of the approaches is technological innovation that “can expand societies’ chances for thriving in uncertainty.” Technological innovation should be based on investments in research and science “to push the frontiers of knowledge and mobilize technological change to complement, and not replace, people.” Furthermore, innovation must stimulate communities to get involved in addressing and locating people’s needs and priorities without setting aside vulnerable social strata. One of the greatest priorities when it comes to innovation should be tackling misinformation as “social media have transformed the methods, speed and scale of spreading misinformation, especially where it is organized and intentional”. Another aim of possible innovative practices is “developing models to predict social norm change and methodological tools to test the causal effect of social norms.” Changing society through innovation must guarantee not just original approaches but original effects as well.

Some of the components of the invest, insure, and innovate approach, tailored by the UNDP in the HDR 2021/22 are being implemented in North Macedonia through a variety of projects that ensure that multilayered uncertainty is addressed in critical spheres of society.

One of the projects aiming at addressing labor market shortcomings, such as lack of skills of the workforce in areas such as agriculture, construction, textile, and renewable energy sources industry is the project “**Smooth Meetup of Digitalization and Future Job Skills**.”⁵ By creating a platform (<https://skills4future.mk/>) it aims at supporting “firms in the three industrial sectors: construction, textile and renewable energy sources to discuss and negotiate a new, possible model for overcoming the skills shortage.” The project is mainly focused on two project activities:

1. Under the first project Activity (Identification of future skills needed to support green and digital transformations) there is ongoing engagement of Vertical Farming Institute Vienna to develop Roadmap for Introduction of the Vertical Farming Concept in the country, and Report on the skills that required for implementation of the vertical farming processes.

2. Under the second project Activity (Multistakeholder platform) national service providers are engaged for development of Moodle based learning management

platform including three online courses (in Building Information Modeling, Photovoltaics Installation and 3d Textile Modelling) and development of one online service, a mobile application Job Match.

Under the auspices of UNDP and its partners in the project, one of the goals of the project is also exploring “the impact of the emerging technologies on the workforce demand, and how suitable measures through analyses and training design and implementation can contribute to provision of skilled professionals for the future jobs” (ibid). By using new digital technologies, the project ensures that all potential workforce in the related fields gets the possibility of obtaining new skills, providing for more equity and better access to possibilities in the labor market. The project connects the practicality of new technologies utilizing them to compensate for the insufficiencies of the labor market by offering new skills to workers in the country.

Furthermore, under the UNDP Climate Promise (<https://climatepromise.undp.org/what-we-do/where-we-work/north-macedonia>) North Macedonia has undertaken the obligation to submit a **National Determined Contribution (NDC)** to the National Determined Contribution Registry of UNDP (<https://unfccc.int/NDCREG>), where the country has committed to reducing greenhouse gases, CO₂ emissions and dedicating 7,7% of the total average annual GDP to reaching the expected targets by 2030. The transformational potential of

⁵ For more information on the project please visit <https://info.undp.org/docs/pdc/Documents/MKD/ProDoc%20Smooth%20Meetup%20of%20Digitalization%20signed.pdf>.

⁶ The updated version of the NDC for North Macedonia can be found at <https://unfccc.int/sites/default/files/NDC/2022-06/Macedonian%20enhanced%20NDC%20%28002%29.pdf>.

the NDC “will contribute towards adjusting the development pathway of the Republic of North Macedonia towards a low-carbon economy, enhancing further the decoupling of carbon emissions from economic growth and ensuring a decent level of real GDP per capita.”⁶ The efforts to meet the NDC goals will engage multiple stakeholders, local and international.

Within the context of improving the countries’ resilience to risks and disaster risk management, two major projects are currently being implemented by UNDP and independent CSOs in the country. The first one is “**Improving resilience to floods in the Polog region**” (<https://www.undp.org/north-macedonia/projects/improving-resilience-floods-polog-region>), whose goal is to “instigate transformational change in managing flood risk in the region, accelerating the shift from purely reactive responses to floods to integrated systems to manage hazards, vulnerabilities and exposure of communities and assets to prevent/mitigate losses and alleviate the impact of future floods.” Although the project is limited to the Polog region of the Northwestern part of North Macedonia, it will serve as a template in mitigating flood risks in all parts of the country by improving both preparedness and capacity, as well as finding adequate responses to the risks. The second project is being implemented by the Institute for Democracy “Societas Civilis” – Skopje (IDSCS) under the name “**Improved capacity for crisis response in municipalities in North Macedonia**” (<https://idscs.org.mk/en/2020/11/06/improved-capacity-for-crisis-response-in-municipalities-in-north-macedonia/>). The aim of the project is to “strengthen the strategic response to crises for a selected number of municipalities in North Macedonia and showcase a process of development of the Strategies for

preparedness and response to crises for the rest of the municipalities.” In synergy with UNDP’s effort for mitigating flood risks, both projects can create a blueprint for addressing possible stressful occurrences related to floods and natural hazards on the municipal level.

Other projects that create a positive impetus in society in its attempts to alleviate the state of human development in the country relate to projects such as “**Empowering municipal councils**” (<https://www.undp.org/north-macedonia/projects/empowering-municipal-councils>), that aims at works on overall assessment of the local self-government framework and transfer of competencies from central to local level. Additionally, the **Public Finance Management Project** (<https://publicfinance.undp.sk/en/severne-macedonsko/>) aims at local tax system reform. The project under the auspices UNDP named “**Increased capacities for more efficient control of Small Arms and Light Weapons (SALW)**” (<https://www.undp.org/north-macedonia/press-releases/increased-capacities-more-efficient-control-small-arms-and-light-weapons>), aims at addressing security aspects and illicit arm trafficking. The project is implemented in cooperation with the Ministry of Interior of the Republic of North Macedonia.

Furthermore, UNDP supported the Government to establish more stable and sustainable municipal financing by introducing two financial instruments - Equalization and Performance Funds followed by adoption of amendments on the Law on Financing of LSGs.

Within the Employment flagship project “**Creating Job opportunities for All**” (<https://www.undp.org/north-macedonia/projects/creating-jobs-all>), through policy support

and implementation of inclusive active labour market measures during 2021 UNDP has supported more than 300 businesses with different interventions making jobs accessible to hard-to-employ and other vulnerable groups. As a result, total of 956 jobs have been created (68% for women, 41% for young, 26% for Roma and 42 jobs for persons with disabilities). The support interventions related to VET in 2021 resulted with 518 unemployed people to have completed vocational training with an average of over 77% of them being women.

A newly established **Youth Resource Centre – iCan** (<https://www.ican.mk/>), the training service provider and innovation hub has provided support to young people in Polog region in finding employment through job seeking, business creation, career, innovation and skills development, startup incubation and others. In 2021, iCAN was officially recognized as an implementor of the “Internship program” within the National Employment Operational Plan 2021, extending the contribution to the labour market activation of young in the Polog and other regions in the country.

UNDP in consultation with the private sector has established an on line one-stop shop MSMEs action portal **bizz4all.mk** that provides valuable information on access to finances and support measures available in the country by the Government institutions or commercially by the private sector. But most valued service of the portal is the advisory and mentoring services provided by the business experts through which during 2021 over 500 companies have benefited by helping them to overcome the challenges brought by the economic crises and sustain jobs.

Finally, creating a pathway through uncertainty stemming from multiple global crises requires a detailed strategy for the country. That is exactly why UNDP has partnered with the Government of the Republic of North Macedonia in creating the **National Development Strategy** (<https://www.nrs.mk/>). The NDS will serve as “a guide and vision for the Republic of North Macedonia in the period 2022 – 2042” aiming to create “a national consensus on the country’s long-term development priorities and produce an apolitical, inclusively developed, long-term NDS that outlines identified priorities.”

These projects represent some of the activities (you can find a full overview of UNDP’s work on our website) that the country office in Skopje is pursuing as a part of a more global effort to address the risks and challenges identified in the HDR 2021/22. The main areas where the impact of the complex and multilayered global crisis has been the strongest are the gender-based violence and climate, thus the three “I” approach should be enforced by the Government of the Republic of North Macedonia mostly in these specific areas. As for the HDI, even if the HDI is globally experiencing a decrease in value, that does not mean that both local and international partners of the country should shy away from attempts to alleviate the burdens created by the global and multidimensional crises creating a global and multidimensional insecurity and uncertainty. What is more, probably ever since the HDI is being measured and the HDR is being comprised, now more than ever a synergy of governments, civil society and international organizations is needed in order to overcome the present situation and return the HDI on the right path – an increasing path indicating gradual bettering of human development.

Bibliography

Alon, Titan, Doepke Matthias, Olmstead-Rumsey, Jane & Tertilt, Michéle. The Impact of Covid-19 On Gender Equality. NBER Working Paper Series - Working Paper 26947. 2020. Available at <http://www.nber.org/papers/w26947>.

Amirudin, Aam, Syamsul, M., Sri Marnani, Christin, Rahman, Nadiva Awalia & Wilopo. "Positive impacts among the negative impacts of the COVID-19 pandemic for community life." E3S Web of Conferences 331, 01008. 2021. DOI: <https://doi.org/10.1051/e3sconf/202133101008>.

Basevska, Marija. Vlijanieto na Kovic-19 vrz Zenite I Mazite vo Severna Makedonija. SDC, Sverige, UN Women, Women Count. 2020. Available at https://www.preventionweb.net/files/73970_nmrgaassessmentmacedonian.pdf.

bizz4all.mk. Government of the Republic of North Macedonia / SDC / UNDP. Bliznakovski, Jovan, Rechica, Vlora, Popovikj, Misa & Zafirov, Tose. Covek od Narodot – Analiza na Javnoto Mislenje za Politickite Baranja na Gragjanite. Institute for Democracy Societas Civilis – Skopje (IDSCS). Skopje: November 2021. Available at https://idscs.org.mk/wp-content/uploads/2021/11/B5_PopulizamMKD.pdf.

Boskova, Natasa & Simonovikj, Hajdi Sterjova. Rodovo-Bazirano Nasilstvo vrz Zenite koi Uпотребуваат Drogi. HOPS – Opcii za Zdrav Zivot. Skopje: 2021. Available at <https://hops.org.mk/wp-content/uploads/2021/06/hops-5.pdf>.

Brandlë, Max et al. Democracy and the State of Emergency (series). May-July 2020. Available at <https://library.fes.de/pdf-files/bueros/belgrad/16286.pdf>.

Council of Europe. Report submitted by North Macedonia pursuant to Article 68, paragraph 1 of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Baseline Report). GREVIO, 2022. Available at <https://rm.coe.int/grevio-inf-2022-5-state-report-north-macedonia/1680a618d5>.

Cvetkovikj, Irena, Drndarevska, Dragana & Kocevaska, Jana. Istrazuvanje na Opsegot na Rodovo Zasnovano Nasilstvo vrz Zeni I Devojki na Javniot Prostor vo Opstina Tetovo. 2018. Available at http://coalition.org.mk/wp-content/uploads/2019/08/Rodovo-zasnovano-nasilstvo-MK_13_WEB.pdf?fbclid=IwAR38TOuNdhwiGgGPIDTF0-OgAfWBNajx3yPtSE7ygS4F1LX_AyiDzNe4-BM.

Dimitrievski, Dragan & Dedinec. Aleksandar. A Study to Assess The Impact of The Ukrainian Crisis on The Energy And Agricultural Sectors In North Macedonia. UNDP/ PWC . Skopje: 2022.

Edgell, Amanda B., Lachapelle, Jean, Lührmann, Anna & Maerz, Seraphine F. “Pandemic Backsliding: Violations of Democratic Standards during Covid-19.” Social Science and Medicine, 2021, Doi: <https://doi.org/10.1016/j.socscimed.2021.114244>.

Freedom House. Nations in Transit – North Macedonia. 2017. Available at <https://freedomhouse.org/country/north-macedonia/freedom-world/2017>.

Government of the Republic of North Macedonia. National Development Strategy. 2022. Available at <https://www.nrs.mk/>.

<https://www.ican.mk/>. SDC/UNDP.
<https://skills4future.mk/>.

<https://www.undp.org/north-macedonia/projects/creating-jobs-all>

IDSCS. Improved Capacity for Crisis Response in Municipalities in North Macedonia. 2020. Available at <https://idscs.org.mk/en/2020/11/06/improved-capacity-for-crisis-response-in-municipalities-in-north-macedonia>.

International Renewable Energy Agency (IRENA). Country Profile North Macedonia. 2022. Available at https://www.irena.org/IRENADocuments/Statistical_Profiles/Europe/North%20Macedonia_Europe_RE_SP.pdf.

International Republican Institute. Public Opinion Poll: Residents of North Macedonia. IRI & Center for Insights in Survey Research: 2021. Available at https://www.iri.org/wp-content/uploads/2022/03/IRI-N-Macedonia_Nov-December-2021-Poll.pdf.

John Hopkins University of Medicine – Coronavirus Resource Center. Mortality Analyses – Mortality in the most Affected Countries. 2022. Available at <https://coronavirus.jhu.edu/data/mortality>.

Lessenski, Martin. Media Literacy Index 2021 Double Trouble: Resilience to Fake News at the Time of Covid-19 Infodemic (Policy Brief 56). Open Society Institute – Sofia / European Policies Initiative. Sofia: March 2021. Available at https://osis.bg/wp-content/uploads/2021/03/MediaLiteracyIndex2021_ENG.pdf.

Lewkowicz, Jacek, Wozniak, Michal & Wrzesinski, Michal. “Covid 19 and the Erosion of Democracy”, Economic Modelling 106 (2022) 105682. 2022. DOI: <https://doi.org/10.1016/j.econmod.2021.105682>.

Markovikj, Nenad & Popovikj, Misha. Political dialogue. IDSCS/Konrad Adenauer Stiftung. Skopje: 2015. Available at https://idscs.org.mk/wp-content/uploads/2009/08/Politicki_dijalog.pdf.

Ministry of Environment and Physical Planning, 2021. Enhanced Nationally Determined Contribution – Submission by the Republic of North Macedonia. 2022. Available at <https://unfccc.int/sites/default/files/NDC/2022-06/Macedonian%20enhanced%20NDC%20%28002%29.pdf>.

Ministry of Labor and Social Policy & State Statistical Office North Macedonia. Gender Equality Index for North Macedonia 2019 – Measuring Gender Equality. 2019. Available at https://eurogender.eige.europa.eu/system/files/events-files/gender_equality_index_for_north_macedonia.pdf.

Mirakovski, Dejan et al. Source Apportionment Study for Skopje Urban Area – Identification of Main Sources of Ambient and Air Pollution. Sverige/UNDP/Ambicon. Skopje: 2022.

Mojanchevska, Katerina, Jovanchikj, Elena and Musliu, Afrodita. Ethnic And Political Extremism in North Macedonia: Mapping the Main Action Frameworks in the Extremist Scenes. NEXUS Civil Concept. Skopje: 2020. Available at <https://drive.google.com/file/d/1ENI4Mbf9aHsp5CHWX2uHDbIz3cVPlqku/view>.

Mojsoska-Blazhevski, Nikica. Evolving Challenges and Expectations Facing Macedonian Enterprises During the Covid-19 Pandemic. International Labor Organization (ILO) / Organization of Employers of Macedonia / Business Confederation of Macedonia. 2021. Available at https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-budapest/documents/publication/wcms_776764.pdf.

National Democratic Institute. Public Opinion Research: Democracy, Geopolitics, Disinformation. August 2021. Available at <https://www.ndi.org/sites/default/files/MK%20REAPPS%20%202021%20public.pdf>

Organization for Economic Cooperation and Development. Programme for International Student Assessment (PISA) 2018 – PISA 2018 Results (Volume I, II and III). 2018. Available at https://www.oecd.org/pisa/Combined_Executive_Summaries_PISA_2018.pdf.

Organization for Economic Cooperation and Development. The Impact of the COVID-19 Crisis on Regional and Local Governments: Main Findings from the Joint CoR-OECD Survey. 2020. Available at <https://www.oecd-ilibrary.org/docserver/fb952497-en>.

Paneva, Daniela. Analiza od Istrazuvanje za Potrebite na Zrtvite na Semejnoto/Rodovo-Bazirano Nasilstvo vo Opstina Sveti Nikole. Organizacija na Zenite na Opstina Sveti Nikole. Juni 2021. Available at <https://womsvetinikole.org.mk/public/wp-content/uploads/analiza-opshtina-sveti-nikole.pdf>.

Papcunová, Viera & Gregánová, Radomira Hornýák. “Global Impacts of COVID-19 on the Financing of Local Self- Governments: Evidence from Slovak municipalities.” SHS Web of Conferences 92, 01038. 2021. Doi: <https://doi.org/10.1051/shsconf/20219201038>.

Pavlovski, Darko, Antikj Bojan and Friscikj, Jasmina. Vlijaniето na Krizata Predizvikana od Kovid-19 vrz Zenite I Zenite Romki od Republika Severna Makedonija. Zdruzenie za Emancipacija, Solidarnost I Ednakvost na Zenite – ESE. 2021. Available at <http://www.esem.org.mk/pdf/Publikacii/2021/1/Vlijaniето%20od%20krizata%20od%20covid%20zeni.pdf>.

Reaktor, 2020a. Platena i Neplatena Rabota, Rodovo-Bazirana Diskriminacija I Rabotnicki Prava vo Vreme na Kovid-19. 2020. Available at <https://reaktor.org.mk/publication-all/%D0%BF%D0%BB%D0%B0%D1%82%D0%B5%D0%BD%D0%B0-%D0%B8-%D0%BD%D0%B5%D0%BF%D0%BB%D0%B0%D1%82%D0%B5%D0%BD%D0%B0-%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%B0-%D1%80%D0%BE%D0%B4%D0%BE%D0%B2%D0%BE-%D0%B1%D0%B0%D0%B7/>.

Reaktor, 2020b. Rodov Aspekt na Socijalnite I Ekonomskite Efekti od Krizata Predizvikana od Pandemskata Kriza so Koronavirusot (Kovid 19). 2020. Available at <https://reaktor.org.mk/publication-all/%d1%80%d0%be%d0%b4%d0%be%d0%b2-%d0%b0%d1%81%0%bf%d0%b5%d0%ba%d1%82-%d0%bd%d0%b0-%d1%81%d0%be%d1%86%d0%b8%d1%98%d0%b0%d0%bb%d0%bd%d0%b8%d1%82%d0%b5-%d0%b8-%d0%b5%d0%ba%d0%be%d0%bd%d0%be%d0%bc%d1%81/>.

Stojkov, Aleksandar & Rustemi, Agron. Impact Assessment of the Ukraine Crisis on the Municipalities in North Macedonia. UNDP: August 2022.

Transparency International. Corruption Perception Index. 2021. Available at <https://www.transparency.org/en/cpi/2021/index/mkd>.

United Nations Climate Change. Nationally Determined Contributions Registry. 2022. Available at <https://unfccc.int/NDCREG>.

UNFPA. Covid-19: A Gender Lens - Protecting Sexual and Reproductive Health and Rights, and Promoting Gender Equality - Technical Brief. March 2020. Available at https://www.unfpa.org/sites/default/files/resource-pdf/COVID-19_A_Gender_Lens_Guidance_Note.pdf.

United Nations Development Programme. Analysis of Cases of Femicides – Murders of Women in the Republic of North Macedonia 2017-2020. 2021. Available at https://www.undp.org/north-macedonia/publications/analysis-cases-femicides-%E2%80%93-murders-women-republic-north-macedonia?utm_source=EN&utm_medium=GSR&utm_content=US_UNDP_PaidSearch_Brand_English&utm_campaign=CENTRAL&c_src=CENTRAL&c_src2=GSR&gclid=CjwKCAjwh4ObBhAzEiwAHZyUxFFTANdmAwHF7fNs1H1b0a2dL5cW6VAndlJrBxT7HbYBWEGPGMWB0cXkiQAvD_BwE.

United Nations Development Programme. Budget Choices in a Time of Pandemic: Advancing Gender Equality or Holding it Back? Country Report for North Macedonia. SDC / Sverige / UN Women. 2021. Available at https://eca.unwomen.org/sites/default/files/Field%20Office%20ECA/Attachments/Publications/2021/6/Gender_Analysis_EN_web-min.pdf.

United Nations Development Programme. Climate Promise – North Macedonia. 2022. Available at <https://climatepromise.undp.org/what-we-do/where-we-work/north-macedonia>.

United Nations Development Programme. Covid-19 Global Gender Response Tracker. Covid-19 Response / UN WOMEN / UNDP. 2020 Available at https://eca.unwomen.org/sites/default/files/Field%20Office%20ECA/Attachments/Publications/2020/12/COVID-19%20Global%20Gender%20Response%20Tracker_EN-min.pdf.

United Nations Development Programme. Early Warning Report – June 2005. 200. Available at <https://reliefweb.int/report/former-yugoslav-republic-macedonia/macedonia-early-warning-report-jun-2005>.

United Nations Development Programme. Empowering Municipal Councils. Available at <https://www.undp.org/north-macedonia/projects/empowering-municipal-councils>.

United Nations Development Programme. Human Development Index. Available at <https://hdr.undp.org/data-center/human-development-index#/indicies/HDI>.

United Nations Development Programme. Human Development Report 2021/22. Available at https://hdr.undp.org/system/files/documents/global-report-document/hdr2021-22pdf_1.pdf.

United Nations Development Programme. Human Development Report 2021/22 Source Data. Available at https://hdr.undp.org/sites/default/files/publications/additional-files/2022-09/HDR21_22_SourceData.xlsx.

United Nations Development Programme. Improving Resilience to Floods in the Polog Region. Available at <https://www.undp.org/north-macedonia/projects/improving-resilience-floods-polog-region>.

United Nations Development Programme. Increased capacities for more efficient control of Small Arms and Light Weapons. Available at <https://www.undp.org/north-macedonia/press-releases/increased-capacities-more-efficient-control-small-arms-and-light-weapons>

United Nations Development Programme. Public Finance for Development in North Macedonia. Available at <https://publicfinance.undp.sk/en/severne-macedonsko/>.

United Nations Development Programme. Socioeconomic Assessment of Covid-19's Impact in North Macedonia (SACINM). 2020. Available at <https://www.impact-covid19.mk/wp-content/uploads/2021/04/COVID19-Impact-North-Macedonia-Report.pdf>.

United Nations Development Programme. Socio-Economic Impact Assessment (Municipal Revenues) – North Macedonia. 2020. Available at <https://www.impact-covid19.mk/municipal-revenues/>.

United Nations Development Programme. Technical note. Planetary pressures-adjusted Human Development Index (PHDI). 2022. Available at <https://hdr.undp.org/system/files/documents/phdi2020technicalnotespdf.pdf>.

Varieties of Democracy (V-Dem). Pandemic Backsliding Project (PanDem) - Pandemic Backsliding: Democracy During COVID-19 (March 2020 to June 2021) - Dashboard. 2022. Available at <https://v-dem.net/pandem.html>.

World Health Organization. WHO Coronavirus (COVID-19) Dashboard. 2022. Available at https://covid19.who.int/?adgroupsurvey={adgroupsurvey}&gclid=CjwKCAjw79iaBhAJEiwAPYwoCGw675D0UpP6N5Pwl4qSI507mXDw-ytyIA_WyZf9P6GVmleOLQNBVBoCPx0QAvD_BwE.

Zdraveva, Pavlina. Nacionalna Razvojna Strategija na Republika Severna Makedonija 2022-2042 – Zivotna Sredina, Klimatski Promeni I Zivealista. Vlada na RSM. 2022.

**HUMAN
DEVELOPMENT**
INDEX 2022 - NORTH MACEDONIA

**Pathway Through
Uncertain Times**

