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CHAPTER 19: SOCIAL POLICY AND EMPLOYMENT FROM THE PERSPECTIVE OF GENDER EQUALITY

INTRODUCTION

Gender equality is a fundamental value of the European Union, a criterion that determines membership of the Union, but also a goal that needs to be achieved to attain social development. Therefore, the European Union strongly strives to achieve this value by setting it as part of social and employment policy. The most important objectives of EU social policy are to achieve unified and fair access to basic social services by: improving social protection; raising the level of education of the workforce; higher employment rates with special care for groups that are less present in the labor market; secure and sustainable income for employees; decent working conditions for women and men with respect for gender equality; a safe working environment for employees' health and other social benefits. The end result is the achievement of full social inclusion.

Among the important issues covered by Chapter 19 are: employment; improving working and living conditions; establishing social protection mechanisms that include ensuring equal opportunities for men and women; and combating discrimination on all grounds. In fact, equal opportunities are presented as a minimum standard of social policies of the Member States.

Through the negotiating issues in Chapter 19, the candidate countries try to adapt to the European legislation in the field of social policy and employment. Significant areas of negotiation are: labor law, health, safety and health at work, equal treatment of men and women in terms of employment and social security, social dialogue, and other issues through which the successful implementation of the European social model in the national environment will be achieved.

Gender equality is a criterion that needs to be met in other chapters as well. It is necessary to respect the gender dimension in approaches to resolving other reform issues as well. In the National Convention on the European Union in the Republic of North Macedonia, gender equality was approached more systematically. In almost all the topics that were elaborated,

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it was requested that the issues of gender discrimination and equal opportunities be emphasized. Although the problems of discrimination are mainly concentrated in Chapter 19, gender issues in Chapter 11 (Agriculture and Rural Development) or in the area of justice, security and other areas are no less significant. However, the Working Group 2, Social Policy, and Employment (Chapter 19), in almost each of the sessions, addressed gender issues.

In the national context, public campaigns for gender equality in the process of EU accession have become frequent, especially in the segment of the rights to free choice of gender content. The range of the audience and its effects are not known to the public.² A campaign was also organized to promote gender-responsive policies, aimed at fostering initiatives in local actions to empower and mobilize women and their active participation in the local community.³ This campaign cannot be evaluated as sufficiently visible either, and considering the existing situation – its effects are probably small.

With the adoption of the new Law on Prevention and Combating Discrimination,⁴ legal mechanisms have been created to achieve greater effectiveness in the fight against discrimination based on gender affiliation. With this law, but also with other legal solutions, the Republic of North Macedonia belongs to the countries with a solid legal framework and strategic documents for non-discrimination and participation of women in the labor market. In addition to the basic Law on Preventing and Combating Discrimination, this framework also includes other laws.⁵ There are provisions in several laws that prohibit discrimination and promote equality between women and men. National policies and strategic documents providing for activities in the field of gender equality have also been adopted and constantly upgraded. According to a report by the European Commission (2021), the legal framework for the protection of fundamental rights is largely in line with European standards, in particular through the adoption of the Law on Prevention and Protection against Discrimination, the Law on Prevention and Protection against Violence against Women and Domestic Violence. Some progress has been made on gender equality by further aligning legislation with the Istanbul Convention. It is necessary to harmonize the related laws, adopt bylaws, and operational procedures.⁶

² Reactor – Research in Action and Partners in the Regional Project [“Promoting Gender Equality in the EU Accession Process”](#).

³ Campaign of the National Council for Gender Equality (NCGE) in partnership with the AG-ORA Center. The campaign “Be Clear and Loud” was implemented within the project [“Engage – Ask Loudly”](#) in June 2021.

⁴ Official Gazette of the Republic of North Macedonia, no. [258/2020](#).

⁵ Official Gazette of the Republic of North Macedonia, no. [24/2021](#).

⁶ European Commission, (2021), [Report on the progress of the Republic of North Macedonia](#), Strasbourg.

THE GENDER PERSPECTIVE IN LABOR MARKET IN THE REPUBLIC OF NORTH MACEDONIA

Labor market data show that there is a low economic activity of women. A small number of women are in the role of employers and entrepreneurs, and many more are in the role of unpaid family workers. The number of women earning more than 40,000 MKD as monthly salary is insignificant. These data are shown in more detail in the section on the gender pay gap. The reasons for such a gap are as follows: the reproductive role of women, the care of home and family, the traditional understanding of the role of women (housewife and mother), gender stereotypes in the choice of education and profession, discrimination, and emigration.

Improving the gender perspective of the labor market is closely linked to overcoming discrimination. If the overall system for combating and preventing discrimination (adequate implementation of the legislation) is developed, then there will be a better positioning of women in the labor market. Motherhood and caring for children should not be an obstacle to a professional career for women. The solution lies in the development and adaptation of European policies for balancing professional and private life (parental leave, flexible maternity leave, work from home and increased coverage of young children in kindergartens). It is also necessary to act through media campaigns to change the image of women, encouraging them for larger professional endeavors.

A particular issue that was given special attention in the discussions was the informal work. Especially women are a vulnerable group facing the problem of informal work. Often, women work as housemaids, nannies and other similar professions that have a completely informal character. A significant number of women are part of family businesses or agricultural work, gaining the status of unpaid family workers. Many studies point to the fact of the high level of undeclared work. It is estimated that 34.9% of GDP is attributed to the informal economy.⁷ This is an issue that is rarely discussed by officials, but NCEU-MK experts have highlighted it as particularly significant. Unpaid work at home is mainly done by women. Cooking, cleaning, laundry, housekeeping, childcare, as well as caring for adults and those in need of care are still mainly duties performed by women. The latest estimates for the Republic of North Macedonia show that women perform 72.5% of unpaid work at home and child care. Such a division of family responsibilities affects the professional development of women, as well as the manner of performing professional roles. Family responsibilities

⁷ Eurofound. (2013). [Tackling undeclared work in Croatia and four EU candidate countries](#). Eurofound, Dublin.

have a significant impact on women's careers, reduce the possibility of greater participation in public life, volunteering, or other activities of wider social interest.⁸

The measures taken to protect against the spread of the pandemic caused by the COVID 19 virus have affected the increase in the volume of unpaid work performed by women. The "work from home" measure, which was massively applied in those economic sectors where there were opportunities for such adjustments, contributed to increasing responsibilities at home. In addition, the measure of paid leave of one of the parents in families with children under the age of ten was mainly performed by women. The situation in the home was also more complicated due to the provision of care for family members infected with COVID-19. During the current global health (and at the same time economic, social, political) crisis, employed women could not use the government measure for absence from work for the sake of caring for a child/children up to the age of 10 (whether due to their own decision, pressure or fear of losing their job), they faced an exceptional challenge of combining work responsibilities, household work (cooking, washing, cleaning, disinfection, shopping, etc.), caring for children and other family members, assistance in schooling/education for children and many other additional activities.⁹ Also, in the Study on Women in the Republic of North Macedonia 2020-21, it is pointed out that employed women as mothers of children who attend classes online, stated that as a result of this situation they feel a conflict of roles (wife, spouse, mother, employee, responsible for the household, daughter of her parents).¹⁰

The pandemic has significantly increased women's economic inactivity. According to the European Commission, women in the Republic of North Macedonia are among the categories most severely affected by the pandemic. The measures, which were adopted in response to the virus, institutionalized the gender role of women as caregivers in the home and family and established the gender stereotype that men are the main breadwinner of the family. Namely, after the closing of the kindergartens, there followed the measure that allowed one of the parents of children under 10 years of age to be temporarily released from work, which resulted in every fifth parent-father being released from work, while mothers took over three quarters of the total care. The crisis is intertwined with pre-existing inequality. That is why the influence of different groups of women is

⁸ Jacques, C. (2019). [The Unpaid Care Work and the Labor Market. An analysis of time use data based on the latest World Compilation of Time-use Surveys](#). International Labor Office – Geneva: ILO.

⁹ Reactor – Research in Action, [Gender aspect of the social and economic effects of the crisis caused by the Coronavirus \(Covid-19\)](#), 2020.

¹⁰ [Study on women in the Republic of North Macedonia 2020-21](#), "Friedrich Ebert", 2020.

disproportionate and different. The fact that the time women spend in household activities is increasing for women aged 25 to 44, and decreasing for men of the same age group, gives an image of a patriarchal family where the woman almost completely takes care of children, but also of other family members. This indicates that traditional gender roles are quite prevalent in society and are reinforced when women enter a relationship /marriage and especially when they have children. There is a lack of awareness of the imbalance that exists between the home and the workplace among women, which, in turn, results in a challenge for women to freely express their needs and ask for support. Women are still expected to take care of children, cook and clean at home, while men are expected to take care of family finances.¹¹

Regarding the gender-salary gap, it can be concluded that this situation is slowly changing.¹² The unequal position of men and women is also evidenced by the data that women in the Republic of North Macedonia earn 12.5% less than men, while this gap increases to 28.4% among people with lower education. In 2019, 26.7% of employers were women, compared to 73.3% men. In this group, 78% of men are self-employed, compared to 22% of women. 61.8% of unpaid family workers are women, versus 38.2% men. Women are the majority in the sectors of education, service activities, care, tourism, health, social protection, but also in the manufacturing industry such as the textile industry, where 24 percent of employed women work and the largest number of them (87 percent) receive salaries lower than the average salary in the country. Only 22.4% of women receive a monthly salary over 40,000 MKD.¹³ Experts have expressed concern that if one considers that many of these sectors are the most affected by the Covid 19 crisis and as a result have seen a reduction in wages, it can be concluded that the financial losses of women are greater than those of men.

CHALLENGES FOR ACHIEVING GREATER EQUALITY FROM THE PERSPECTIVE OF NATIONAL CONVENTION ON EUROPEAN UNION

In NCEU-MK, most of the sessions in Working Group 2 (Chapter 19, Social Policy, and Employment) were dedicated to employment and labor relations. This is because the Republic of North Macedonia faces a high unemployment rate and visible problems in the employment criteria.¹⁴ Also,

¹¹ Marija Ristevska, [Analysis of the Impacts of Covid-19 on Gender and Diversity](#), Organization for Security and Co-operation in Europe, Mission to Skopje.

¹² European Commission, [Report on North Macedonia](#), 2021.

¹³ State Statistics Office, [Women and Men in North Macedonia](#), 2021.

¹⁴ 7th session of Working group (WG) - 2, held on 23 January 2020 year, on the topic: "Labor Market Performance: Between the Expectations of Employers and Job Seekers (Employees)".

considerable attention was paid to active employment measures and programs and their effects, given the criteria: age, gender, ethnicity, and other criteria.

Considering the detected problems in terms of better realization of gender equality, several recommendations were proposed in the direction of improving the position of women in Macedonian society, overcoming gender stereotypes, greater involvement of women in the labor market, but also generally achieving greater gender equality.

"Better monitoring of statistics related to the labor market and the overall gender representation in society, for which it is urgently necessary to conduct a population census, in order to make the rest of the research and policy-making relevant" was one of the recommendations of the Working Group-2 session. Statistics is the primary tool for the creation and proper implementation of public policies. If we analyze the strategies adopted in the past decade, it will be noted that they are based on obsolete statistical data (older than five years).¹⁵ This speaks of the fact that strategic documents are not based on real situations, which may be the reason for their weak implementation. However, we single out this recommendation as significant, since a population census was conducted in September 2021. According to the census, women are the dominant population, i.e., 50.4% of the population are women.¹⁶ Regarding the methodology for data collection, the significance of the Law on Prevention and Protection against Discrimination and the creation of so-called gender statistics based on which discrimination can be identified, measured, and monitored, as well as design and implement effective application measures, is emphasized.¹⁷

The recommendation regarding the establishment of the Commission for Prevention and Protection against Discrimination deserves attention, and the competent parliamentary committee for elections and appointments should consistently apply the selection criteria specified in the regulations, which will create a favorable legal environment for the implementation of the labor rights.¹⁸ Although the Law on Prevention and Protection against Discrimination was adopted as early as October 2020, and it provided for the establishment of the Commission for Protection against Discrimination, the Commission was finally completed on 25 January 2021. The law foresees new competences and professionalization of the Commission for Protection against Discrimination and thus creates a framework for

¹⁵ Ibid.

¹⁶ State Statistics Office, [Census 2021](#).

¹⁷ Government of the Republic of North Macedonia, 2021. [National Program for Adoption of European Union Law 2021–2025](#), Skopje.

¹⁸ Recommendation from the 7th session of WG-2.

a more efficient body for equality. The Commission also prepared a strategic Plan for protection against discrimination 2021/2026. Also, in addition to the fulfillment of this recommendation, the activities of the National Coordinating Body for Non-Discrimination and Equality, which, with the support of the OSCE, prepared an *Amendment to the Code of Civil Servants*, in accordance with the new Law on prevention and protection from discrimination, Guidelines on the duties of the public sector according to the new Law on prevention and protection against discrimination and Methodology for collecting statistical data according to the new Law on prevention and protection against discrimination.

According to the Audit Report of the Government work in the field of protection against discrimination, significant deviations of the relevant institutions in meeting the deadlines for the implementation of all planned activities from almost all strategic documents for the promotion of gender equality, were found. The measures and activities undertaken by the competent institutions are not sufficient to ensure the effective establishment of the concept of equal opportunities for women and men in the processes of creating and implementing policies, monitoring the achievement of the goals of gender-responsive budgeting in all phases of the creation cycle policies: problem detection and assessment, budgeting, implementation, monitoring and evaluation and achieving the goals of the Sustainable Development Agenda 2020–2030. The competent institutions in the Republic of North Macedonia at the national level have not fully implemented the measures and activities that were planned and set with the adopted current Strategy for Gender Equality, the national action plans and the operational plans, while due to the absence of measurable indicators, it is not possible to fully monitor the progress of the achieved results and the fulfillment of the specific goals.¹⁹ According to the Report, conditions have not been created for systemic support for integrating gender issues in policies and financial instruments, in accordance with the Law on Equal Opportunities for Women and Men, as well as promoting gender equality in decision-making processes. There is also delay in adoption of a new national strategy for gender equality, as the previous one was valid until 2020.

In almost all sessions of NCEU-MK (not only on Chapter 19, but also on other chapters), the weakness in the functioning of the inspection services was highlighted. The weakness is detected, first, in the lack of human resources (a small number of labor inspectors who cannot achieve control in the area, the age of the inspectors, corruption, and other institutional

¹⁹ State Audit Office, Annual report on the performed audits and the work of the State Audit Office for 2021, [Effectiveness of the measures of the Government of the Republic of North Macedonia for gender equality and appropriate gender budget initiatives](#).

weaknesses). A recommendation was made in NCEU-MK regarding the possibility of introducing an institution with a *mandate* of the inspector that will not last more than 8 years. It is urgently necessary to increase the number of labor inspectors, and experienced inspectors to engage in the training of new staff required in this area. During the two-year period, some changes were made to strengthen the inspection services.

Certain recommendations were very often adopted in many WG 2 sessions. Their implementation requires a long-term commitment and a comprehensive approach, which will include the relevant institutions (the Government, the Ministry of Labor and Social Policy, the Ministry of Education), but systemic changes can be realized only through the active participation of all stakeholders, primarily with the input of civil society associations. In the past period, the activities of institutions and civil associations were mainly related to the fight against domestic violence, with insignificant representation of other issues for the exercise of gender equality in the sphere of labor, but also in other areas.

NCEU-MK also paid attention to the issue of women's entrepreneurship. The recommendations went in the direction of articulating the need to implement a media campaign to strengthen the image of women as entrepreneurs, managers, leaders, ministers, and other high positions in society. It also recommended creating a public platform to motivate family members to share family responsibilities.²⁰ Women are traditionally responsible for household and work obligations in the family. Gender roles at home are traditionally divided into male and female. Women in North Macedonia spend three times more time working in the household than men do and have less free time. Data from surveys conducted to assess how time is used indicate that there have been no significant improvements in how time is used from 2009 to 2014 (when the last survey was conducted).²¹ The Gender Equality Index also shows that there is a great disadvantage of women in terms of time; that is, "the second largest lag (after the money domain) is in the time domain, when the country is compared with the Member States of the European Union and the average of the Union (EU-28)".²² Women bear the brunt of domestic responsibilities, spending three times as much time (four times as much in rural areas) on those responsibilities as men do.

In the Republic of North Macedonia, insignificant attention has been paid to the implementation of the concept of social responsibility of enter-

²⁰ Recommendation from the 7th session and 8th session of WG-2.

²¹ Marija Ristevska, [Analysis of the Impacts of Covid-19 on Gender and Diversity, Organization for Security and Co-operation in Europe](#), Mission to Skopje.

²² Ministry of Labor and Social Policy, [Gender Equality Index](#).

prises. In NCEU-MK there was a debate about the possibilities to develop and implement the concept of the so-called *friendly companies* that have not yet been established themselves in the public. This question is also addressed by one of the recommendations that points to the need to create legal and financial instruments. It is especially important to encourage public and private partnerships to create a working environment that will bring the family and the enterprise closer: kindergartens within the enterprise grounds and a canteen with the possibility of adequate nutrition according to the working conditions would make it possible to experience the working environment differently.

Existing campaigns to strengthen the role of women in the family and in society are not enough to change awareness and public opinion about the importance of overcoming stereotypes and perceptions about women. The image of women entrepreneurs, politicians, directors, leaders... is still under the veil of tradition. Gender equality begins at home, in the family, so the need to promote an equal distribution of roles in the home is crucial. In the debates of NCEU-MK to fulfill this goal, several recommendations were adopted that indicate the need for systemic solutions. Above all, education from the earliest age in kindergartens and schools, education at workplaces (in the public and private sectors) and continuous public campaigning via the media.

In terms of balancing of private life with work, it is necessary to implement EU Directive 2019/1158 in national legislation, which would contribute to creating conditions (resources and other institutional strengthening) for the implementation of policies in this area. Above all, the expectations go in the direction of changes in the systemic laws (the Labor Law) for more comprehensive flexibility of the work process, which would regulate the new forms of labor that actually exist in our labor market.²³ In 2020, the consultation process for drafting a new text of the Labor Law continued intensively, during which an accelerated dynamic was noted in the effort of the working group for the preparation of the Law.

In 2022, a legal decision was enacted to make Sunday a non-working day for all citizens. Specifically, on the 51st and 57th sessions of the Assembly of the Republic of North Macedonia held on 20 December 2021, the amendments to the Labor Law were adopted. Within the sixth session of WG 2,²⁴ (two years before the adoption of this amendment to the Law), the NCEU-MK debated this issue as well. Special attention was paid to retail employees who worked on weekends (full-time 08:00–22:00). The discus-

²³ Recommendations from the 7th session and 8th session of WG-2.

²⁴ 5th session of Working group (WG) - 2, held on 26 August 2019 year, on the topic: "*Balancing between work and private life: better working conditions for better quality of life*".

sion on the adoption of this law lasted a long time due to the strong reactions by employers in these sectors. The implementation of this Law has shown that the adoption of appropriate legal solutions can change the culture of living. No one has a problem with markets and shops not working on Sundays, and thousands of employees (mainly women) in this sector have a day off.²⁵

The balance between private and professional life is one of the key dimensions of the family policy of the European Union, while it is expected that the Republic of North Macedonia will provide the instruments for achieving this balance. The proposed version of the Labor Law, which would provide for these instruments, is in preparation and is expected soon to be adopted by the Assembly that will transpose the EU Directive 2019/ 1158 on the balance between private and professional life in national legislation. (2021:106).

For the proper implementation of the EU Directive 2019/1158 on work-life balance²⁶, it is necessary to have facilities for the care of pre-school children, which will help women to return to the workplace. NCEU-MK pointed to the problem of insufficient child-care facilities for preschool children. During the last two years, many public institutions were opened (4 kindergartens and 5 new facilities were added to existing kindergartens and renovations were carried out).

RECOMMENDATIONS

SEVENTH SESSION OF WORKING GROUP - 2 (23 JANUARY 2020)

“LABOR MARKET PERFORMANCE: BETWEEN THE EXPECTATIONS OF EMPLOYERS AND JOB SEEKERS (EMPLOYEES)”

Legal framework

1. To provide in the Law on Labor Relations and in the collective agreements an obligation for mandatory adjustment of wages parallel with the increase of the cost of living to maintain the purchasing power of employees.
2. To review the legislation on internship to improve and implement it. There is insufficient absorption capacity of companies that imposes the need to build a model for efficient inclusion of interns in organizations.
3. To create opportunities for high school and university students to work for several hours per week, in parallel with schooling, through changes in the legislation. This measure will offer a new workforce in the labor market which will be an additional choice for employers, and for high school and university students will mean an opportunity to gain experience and working habits.

²⁵ Official Gazette of the Republic of North Macedonia, No. [288/2021](#).

²⁶ European Commission, [The Work-Life Reconciliation Directive](#).

RECOMMENDATIONS

SEVENTH SESSION OF WORKING GROUP - 2 (23 JANUARY 2020)

Institutions

1. It is necessary to change the management of the database of unemployed persons in the Employment Agency to enable publication of data on the supply and demand of labor on a daily basis and the transformation of the Agency into a real labor market exchange so that it is a more efficient partner to labor market participants.
2. To speed up the establishment of the Commission for Prevention and Protection against Discrimination, and the competent Parliamentary Committee on Elections and Appointments to consistently apply the selection criteria listed in the regulations, which will create a favorable legal environment for the implementation of women's labor rights.
3. The capacity of career centers needs to be constantly improved, they need to play the role of brokers of information regarding the labor market, in a language and manner more familiar to the youth (for example, through social media and other online platforms).
4. When announcing the need for a worker (in the relevant newspapers), employers should clearly and precisely define the job position with all the information, which will achieve visibility of the employers' expectations and a clear understanding of those expectations by the job seekers.
5. Training sessions, especially the ones for young people, organized by the relevant institutions should be in accordance with the needs of the workforce for upgrading the skills and to overcome the general and unproductive training sessions that did not increase the performance of the current labor market.
6. To use scholarship policies as an instrument for the proper direction of young people in education towards strategically important areas such as STEM (science, technology, engineering, and mathematics), and education with an interdisciplinary and applicable approach. To build a stronger bond between educational institutions and employers, especially in creating and promoting curricula.

CAMPAIGNS

1. To strengthen the activity of chambers of commerce, employers' organizations, trade unions and other civil society organizations in affirming the view that employees bring value to jobs to achieve the goals set by the International Labor Organization and in accordance with the National Program for Decent Work 2019-2022.
2. To strengthen the promotional activities of trade unions and other civil associations in order to develop awareness among workers (and potential workers) that work is not just about getting a job, but about striving (effort) to achieve results (affirmation of productive ethics).
3. To conduct a media campaign to strengthen the image of women as entrepreneurs, managers, leaders, ministers, and other high positions in society.
4. Improving the situation of women in the labor market through measures to harmonize professional and private life (parental leave, flexible maternity leave, work from home) and increased coverage of preschool children in kindergartens.

**“LEGAL MECHANISMS FOR REGULATING LABOR RELATIONS
IN A PANDEMIC CAUSED BY COVID-19: LESSONS LEARNED AND
LESSONS TO BE LEARNED”**

- 1.** In the Labor Law, in the Law on Administrative Officers, as in other relevant laws, it is necessary to specifically define flexible forms of employment (work at home, who can work at home, work online, working conditions at home, inspection, safety and health at work with the aspect, working hours and how to check work tasks).
- 2.** Until the completion of the process of normative regulation of flexible forms of employment, employers are recommended to adopt two types of acts: a separate Rulebook for doing work at home and an Annex to the employment contracts for those employees who currently work at home.
- 3.** MLSP should consider the possibility of drafting new legislation in the field of safety and health at work (or at least with legal amendments to the existing one) aimed at legitimizing and dealing with new occupational risks and recognizing Sars-Covid 19 as a risk of the workplace.
- 4.** MLSP, in cooperation with social partners and other stakeholders, should prepare a Rulebook in which the occupations (workplaces) that are performed in life-threatening conditions (pandemic and similar risks), will be specified and separated, while special protective measures, a special mode of operation, and additional rewards will be provided for them.
- 5.** MLSP should support the initiative of the relevant stakeholders (civil associations, unions, and others) in establishing a single system of recording injuries and occupational diseases at work (single register).
- 6.** MLSP and the Ministry of Health, in their actions, should emphasize the preventive approach as especially important, instead of the intervention approach (protection instead of treatment of diseases).
- 7.** MLSP should consider the possibility of drafting a legal regulation that will precisely define the context when the work must stop due to force majeure and emergency (no one's fault) and in which the roles of the relevant stakeholders will be integrally and directly defined, especially the roles of the authorities, in order to ensure the coordination of the activities in mitigating the consequences.
- 8.** Because work from home causes additional costs for employees, the Labor Law should offer covering the costs associated with performing work from home (operation, maintenance, and repair of equipment for work from home, maintenance of work space in the home, special installations, etc.).
- 9.** MLSP to consider the possibility of introducing legal solutions in the Labor Law to improve the conditions for the implementation of family-work balance policies.
- 10.** Recommendation to the government for the adoption of legal solutions that will oblige employers (enterprises, state administration, educational institutions) to conduct training for the adoption of advanced communication technology necessary for the performance of work tasks in conditions of a pandemic, whereby jobs would be kept.