



CITIZEN'S BUDGET 2026 GENDER PERSPECTIVE

Budget Review for North Macedonia

GENDER-RESPONSIVE BUDGETING



Treats the budget as an **instrument for transforming social relations**, not just as a technical act of resource allocation. This approach is being used to reform public financial management (PFM), through program budgeting, medium-term budget frameworks, and performance budgeting.

GENDER ASPECTS OF IMPACT



Implementing gender budgeting is **crucial to a country's economic growth**, ranging from encouraging employment and reducing the unemployment rate, reducing the poverty rate, dealing with the demographic picture of the country', to GDP increasing.

CITIZEN'S PERSPECTIVE



A gender-oriented Citizens' Budget emphasizes gender equality issues, showing **how the budget affects women and men** and which programs directly address gender inequalities, as a simplified, visually oriented and understandable version of the official budget document.

GENDER INEQUALITY



Recognition in a society depends on the existence and provision of reliable and consistent gender-disaggregated data on various social issues, creating a process of **comparing the expected with the achieved results** from the implementation of budget resources according to relevant gender criteria.

LAW ON BUDGETS

01

10

LAW ON LABOR RELATIONS

LAW ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN

02

09

LAW ON MINIMUM WAGE

LAW ON PREVENTION AND PROTECTION FROM DISCRIMINATION

03

08

LAW ON PROTECTION FROM WORKPLACE HARASSMENT

LAW ON PREV. AND PROT. AGAINST VIOLENCE ON WOMEN AND DOMESTIC VIOLENCE

04

07

LAW ON FREE LEGAL AID

LAW ON SOCIAL PROTECTION

05

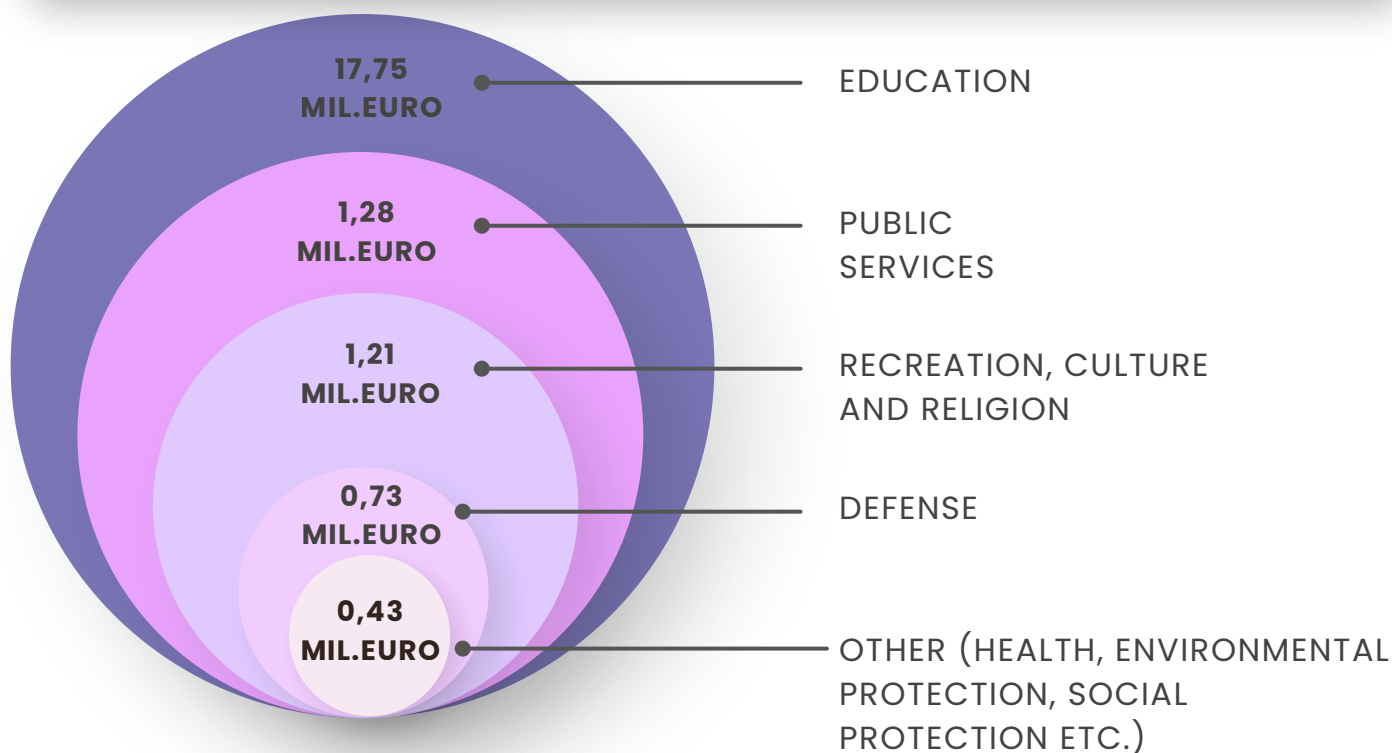
06

LAW ON BASIC EDUCATION

BASIC LEGAL FRAMEWORK

COVERING
GENDER
BUDGETTING

STRUCTURAL COMPONENT OF GENDER PROGRAMS FROM THE TOTAL BUDGET BY SECTOR



Formalized, result oriented framework where 22 explicit budget programmes embed gender indicators, targets allocations across diverse sectors.

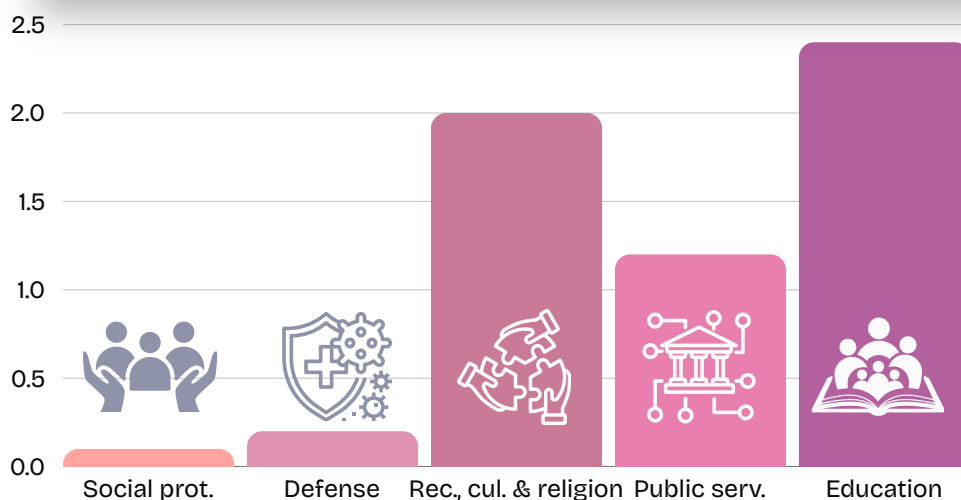


For 2026, an estimated amount of 21,44 million euros from a total budget plan of 6.735,54 million euros for sectorial division of budget resources with explicit gender orientation.



The largest carrier is the education sector, while digital transformation, sports and environment strengthen the connection between gender equality and modernization of society.

STRUCTURAL COMPONENT OF GENDER PROGRAMS FROM THE TOTAL BUDGET BY SECTOR



The biggest bearers of gender-sensitive budgets are:

- Ministry of Education and Science,
 - Ministry of Digital Transformation,
 - Ministry of Sports
 - Ministry of Environment and Spatial Planning,
- which together create a critical mass of funds aimed at reducing the gender gap.

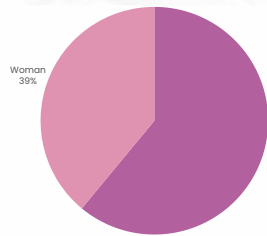
In addition, the allocation of budget funds in the section of programs for strengthening administrative capacities in the section of improving gender equality, implemented through multiple budget users, places the greatest emphasis on organizing training, workshops, and similar sessions with a shared goal of improving gender equality.

EDUCATION SECTOR

Budget funds secured through the core budget, self-financing activities, and donations.

Two budget users with explicit gender oriented budget programs: Ministry of education and science & Bureau for Development of Education.

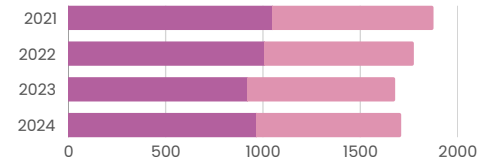
Targeting measures for quality and inclusive education aimed at addressing gender gap in education, fostering gender-sensitive and equitable education, retaining girls from vulnerable groups in the educational system and encouraging participation and interest in education for stereotyped professions.



The number of newly enrolled students in secondary education is decreasing, but the gender structure remains relatively stable, and in higher education, the trend is reversed: a clear majority among enrolled students, including the second and third cycles, indicating a significant gender transformation in access to higher education.

Gender chart on

Students in stereotyped professions in high edu.



Gender illustration on

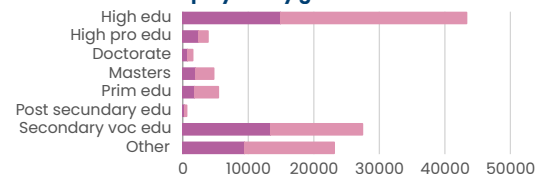
Students in stereotyped professions in sec. edu.



The key stereotyped education— mechanical and electrical specialization are associated with visible gender gaps, leaving room for measures in the direction of an increased number of girls, strengthening career guidance and counseling system to eliminate gender stereotyping.

Gender chart on

Public sector employees by gender and education



Gender illustration on

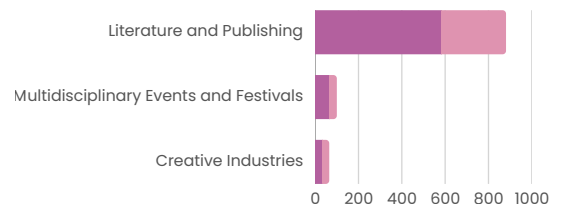
Public sector disbalance in management positions



A persistent glass-ceiling effect in the public sector: women are the majority of employees overall, but they remain underrepresented in senior leadership and top managerial posts.

Gender chart on

GRB by programmes in the Ministry of culture for 2025



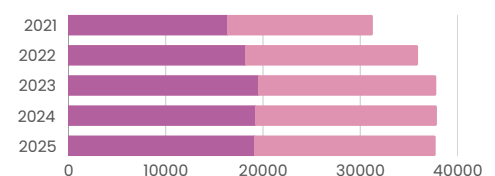
Gender budget programme in

Ministry of Inter-Community Relations

The programme Promotion of Interethnic Relations reflects a clear gender-responsive budgeting approach by linking intercultural cohesion with gender equality. Its gender indicator allocates budget funds annually for programme activities that promote gender equality and improve the well-being and quality of life .

Gender chart on

Children in a child care and education institution



Gender illustration on

Users in an institution for the elderly



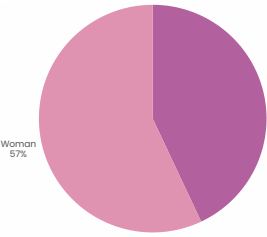
The structure of users of the upper-addressed institutions shows a dominant part of the female population, which corresponds to the mortality rate and life expectancy in favor of the female sex from the previous year.

PUBLIC SERVICES

Budget funds secured through the core budget and donations.

Nine budget users with explicit gender oriented budget programs, from which the biggest are the Ministry of Digital Transformation & Ministry of Justice.

Allocating and targeting budget funds to ensure gender-equal access to public services and development of digital skills among public sector employees, alongside an assessment of representation, career advancement, and training outcomes from a gender perspective, with an emphasis on greater inclusivity and representation.



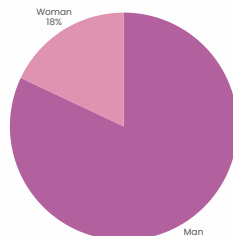
According to the latest available information, a total of 110,885 employees were recorded as of 2025, comprising 63,808 women.

The distribution by type and activity of institutions reveals that women are most represented in independent expert bodies, the Constitutional Court, the National Bank and the Public Prosecutor's Office.

RECR., CUL. & RELIGION

Funds secured through the core budget. There are three budget users with explicit gender oriented budget programs in this sector: Ministry of sport, Ministry of culture and tourism & Ministry of Inter-Community Relations.

The Ministry of Sport integrates a gender perspective by incentivizing women's sports clubs and implementing interdisciplinary projects to improve women's social status. The Ministry of Culture and Tourism promotes gender equality by supporting projects and encouraging women's participation in literary creation and publishing.



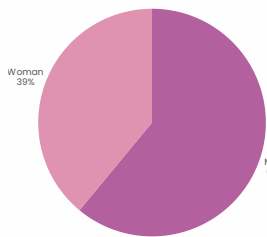
An increase has been recorded in the proportion of female scholarship recipients, with the highest number of scholarships awarded in team sports: basketball, handball, and volleyball—as well as in karate.

A total of 25 scholarships were awarded to female athletes in 2025.

SOCIAL PROTECTION

Funds secured through the core budget. Two budget users with explicit gender oriented budget programs: Ministry of Social Policy, Demography and Youth & Ministry of Energy, Mining and Mineral Resources.

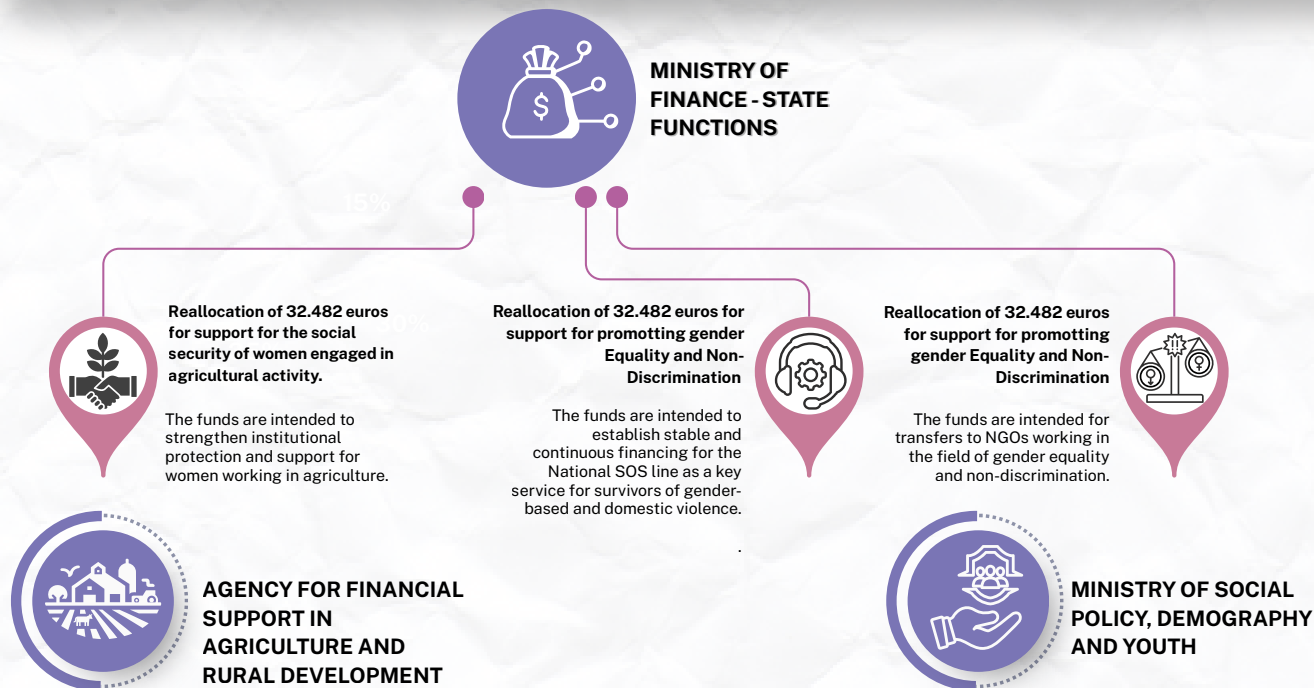
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Within the structure of users are guaranteed minimum assistance (households), the last data from shows that there is a gender gap when it comes to gender inequity.

The social component has deviations in the allocation of funds for guaranteed minimum assistance for minors and adults.

WHAT CHANGES WERE MADE IN THE BUDGET IN 2026?



HOW CAN CITIZENS PARTICIPATE MORE?



North Macedonia has moved from piloting GRB to embedding it in the core public finance framework. However, citizen-centred, participatory GRB is still emerging and largely mediated through civil society organizations rather than direct individual engagement. The three pillars are present in the national architecture, but they are unevenly developed and offer clear entry points for strengthening citizens' voice.

GENDER STATISTICS AND DATA

An institutional priority is to treat gender statistics as a public good and a participatory governance tool: integrating gender-disaggregated datasets into open data portals, publishing GRB indicators alongside programme budgets. This shifts gender statistics from technocratic compliance to a shared evidence base for citizen advocacy & participatory budgeting.



DIGITAL TRANSFORMATION

Digital transformation in GRB is still mainly oriented toward e-learning and document access rather than interactive co-creation, but the foundations are there for more citizen-oriented tools, participatory modules that ask women and marginalized groups to prioritise gender-sensitive investments, where citizens can both see gender-responsive budget information and act on it through feedback, proposals and monitoring.

CONSISTENT SOCIAL DEVELOPMENT

Institutional landscape offers inclusion: women primarily participate through organized NGOs and thematic networks, formalised participatory GRB mechanisms. Strengthening institutional capacities has two dimensions: consolidating GRB skills within public administration and structurally embedding mechanisms for citizen input – public hearings, co-design workshops and monitoring the execution of gender-responsive budget statements.

