

A Study Conducted for the Institute for Leadership and Public Policy (ILPP) in North Macedonia, October 2023

# RELY ON THE YOUTH: Strengthening of the Youth in Polog for Better Economic Resilience



Empowered Youth-Resilient Economy - implemented by the Institute for Leadership and Public Policy financed by the European Union, through the project "Support the youth".

#### **EXECUTIVE SUMMARY**

#### **Introduction:**

This study reports the results of a community assessment survey regarding youth perceptions in the workforce designed by the Institute for Leadership and Public Policy (ILPP) and administered to youth in the Polog Region of North Macedonia. The results of this report will give the ILPP a better understanding of youth perceptions and engagement in the workforce. The project Empowered Youth-Resilient Economy is implemented by the Institute for Leadership and Public Policy.

### **Methods:**

The data were collected from surveys administered online. The survey "Strengthened Youth - Healthy Economy" was distributed to youth in the Polog Region and 124 responses were collected. The survey was provided in both Albanian and Macedonian. The information in this report consists of data collected about youth perceptions of the labor market in North Macedonia and their engagement in the workforce.

## **Findings:**

- 1. 89 respondents replied "Somewhat" when asked if they feel like there are many opportunities in the labor market in North Macedonia. (n=124)
- 2. 43 respondents replied "Somewhat" when asked if they feel like their education has prepared them for the labor market. (n=124)
- 3. 54 respondents replied "Somewhat" when asked if they feel like they have been taught professional skills necessary to succeed in the labor market. (n=124).
- 4. 59.7% of respondents replied "Yes" when asked if they have ever had an internship or job.
- 5. Of those who have never had a job or internship, 28 respondents said "I do not know where to look for internships or jobs." (n=124)
- 6. 100% of respondents replied "Yes" when asked if they thought internships would help get jobs later on in their career. (n=124)
- 7. 93 respondents replied that "Foreign languages" was a desired skill in the labor market. (n=124)
- 8. 55 respondents replied "Career counselors or advisors at my school" and "local youth groups/organizations" when asked what resources could help them find an internship or a job. (n=124)



- 9. 57 respondents replied "Somewhat" when asked if they felt like they understood what employers were looking for and which industries were hiring. (n=124)
- 10. 109 respondents replied "The salary is too low here" when asked why they thought young people are leaving North Macedonia to find a job. (n=124)



## **INTRODUCTION**

This study reports the results of a community assessment survey regarding youth perceptions in the workforce designed by the Institute for Leadership and Public Policy (ILPP) and administered to youth in the Polog Region of North Macedonia. One of the ILPP's primary pillars of work is conducting research on matters related to economic, social, and political standards and development. The ILPP studies public policies and the status of various social indicators with the goal of initiating policy changes, raising awareness, and creating space for more engaged citizens. According to the European Commission's 2022 North Macedonia Report, youth unemployment rate is 30.9% (European Commission, 2022). Given this high rate of youth unemployment, this research report aims to uncover youth perceptions of the workforce to determine their attitudes towards and perceived preparedness for the job market. The results of this report will give the ILPP a better understanding of youth perceptions and engagement in the workforce. This data will inform the ILPP of the needs of youth in the Polog Region and where there is an insufficiency of support for unemployed youth.

The project Empowered Youth-Resilient Economy is implemented by the Institute for Leadership and Public Policy. This report is completed in conjunction with accompanied youth trainings and professionalism workshops to increase youth preparedness for the job market.



## **BACKGROUND**

Despite the Macedonian labour market improving significantly in recent years, the unemployment rate of youth has remained high. The European Commission (EC) North Macedonia 2022 report notes that employment agencies in North Macedonia have limited human and financial resources, resulting in challenges for the governments' ability to target vulnerable, unemployed youth. This indicates that there is currently a lack of government services substantial enough to deal with the problem of youth unemployment in North Macedonia. Through this grant, the Institute for Leadership and Public Policy sought to address the issue of youth unemployment by targeting the lack of skills and professional capabilities of youth to improve their employability and preparedness for the job market. Through training, knowledge sharing, skills development and support, this initiative implemented youth-focused solutions to strengthen the community and alleviate youth unemployment.

According to the EC 2022 North Macedonia report, the unemployment rates for 2019, 2020, and 2021 were 17.4%, 16.6%, and 15.8%, respectively, for the entire population. Comparatively, youth unemployment remains much higher at 30.9% (European Commission, 2022). In 2019, the average youth unemployment level in the EU was 14.4%, illustrating the clear disparities in youth unemployment levels between North Macedonia and the greater EU (Bojadjieva, et al. 2022). Youth unemployment rate refers to individuals aged 15-24 that are not currently working, but are actively seeking employment (O'Neill, 2023). Youth unemployment presents many negative consequences for young people and society as a whole. Approximately 80% of unemployed youth are long-term, indicating "an entrenched skills mismatch" present in the North Macedonian youth labor market (European Commission, 2022, p. 55). Long-term youth unemployment can lead to difficulty finding jobs in the future and can increase social exclusion resulting from youth not using their qualifications and skills (Bojadjieva, et al. 2022). By implementing projects and initiatives that mitigate the problem of youth unemployment, the phenomenon of social exclusion can be alleviated.

On a larger scale, youth unemployment negatively impacts society with high fiscal costs, increased poverty and income inequality, and youth migration from North Macedonia. As more youth migrate to the EU for work opportunities, it is projected that this will negatively impact the resilience and strength of the economy in North Macedonia going forward (Bojadjieva, et al. 2022). This creates a positive feedback loop in which youth find themselves unable to find adequate opportunities in the labor market, while simultaneously their migration to the EU results in a less robust workforce and job market in North Macedonia. Furthermore, studies show that youth unemployment leads to an overall loss in GDP over time. According to a study conducted by Bojadjieva, et al., the loss in potential GDP in 2010 due to youth unemployment was **35.19 million euros**, with a corresponding youth unemployment rate of 53.7% (Bojadjieva, et al. 2022). In 2020, the loss in potential GDP was only **13.53 million euros** due to lower levels of youth unemployment at 35.7% (Bojadjieva, et al. 2022). The loss of potential GDP indicates the long-lasting and extensive consequences of youth unemployment on society, and why it is critical that we mitigate youth unemployment now to build a stronger economic future.

Various international organizations, experts, and policy makers have expressed the importance for North Macedonia to address youth unemployment. As stated by the United Nations Department of Economic and Social Affairs, North Macedonia needs to strive towards the "development of evidence-based national policies and strategies to improve young people's access to decent jobs" (UN Department of Economic and Social Affairs). The European



Commission outlined recommendations for North Macedonia including to "continue to implement labour market activation measures for young, long-term and low-skilled unemployed people" (European Commission, 2022, pg. 82). Tackling the issue of youth unemployment rate is in accordance with UN Sustainable Development Goal #8: *Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all* (UN SDGs).

The EC 2022 Report demonstrates that youth intervention programs and projects addressing low employment rates can be beneficial to youth in North Macedonia. According to the European Commission, after the adoption of the government's "Youth Guarantee Scheme" the youth unemployment rate showed trends of decreasing. After the completion of this program, 41% of participants were successful in finding employment (European Commission, 2022). These measurable results indicate that with proper training, support, and workshops, youth are able to improve their employability and enter the labor market. This gives us hope that with continued interventions and targeted projects, the problem of high youth unemployment rate can be mitigated.



#### **METHODS**

## **How Data Were Collected**

**Instrument Design:** The survey was created by the Institute for Leadership and Public Policy using Google Forms. The survey was created in September, 2023. The original survey was written in English, and translated into Albanian and Macedonian for distribution. The survey was 15 questions long. Questions were written in the format of multiple choice, select all that apply, and the Likert rating scale to assess attitudes of respondents.

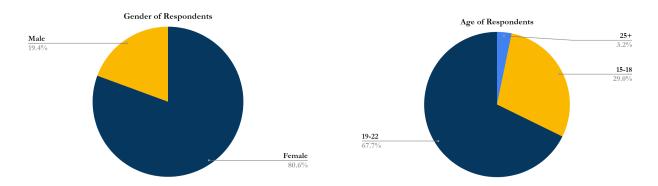
**Data Collection Method:** The survey was distributed by the ILPP to youth in the Polog Region through a QR code link to the online survey. The survey and project were advertised through the ILPP's various distribution channels including the monthly newsletter, Facebook, and Instagram. The survey was also shared with multiple organizations in the Polog Region who work with youth. Additionally, the survey was distributed to university students in the Polog Region through a shared QR code link. The data were collected into one database by the ILPP. Survey responses were collected for approximately two weeks from September 29th, 2023 through October 14th, 2023.

**Target Population and Sample:** The target population is youth across the Polog Region of North Macedonia. The Polog Region is the Northwest region of North Macedonia and includes the following nine municipalities: Tetovo, Gostivar, Mavrovo and Rostushe, Zhelino, Tearce, Bogovinje, Vrapchishte, Jegunovce, and Brvenica. The sample population is the 124 youth who responded to the survey.

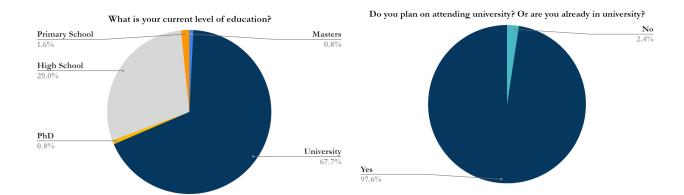


## **DEMOGRAPHIC INFORMATION**

The survey received 124 responses from youth in the Polog Region including the areas of Bogovine, Gostivar, Kichevo, Skopje, Tearce, Tetovo, Vrapcisht, and more. 80.6% of respondents were female and 19.4% of respondents were male. 29% of respondents were between the ages of 15 and 18, 67.7% of respondents were aged 19-22, and 3.2% of respondents were over 25 years old.



The majority of respondents identified themselves as university students (67%), with the second largest group being high school students (29%). Over 97% of respondents stated that they were already attending university or were planning on attending university.

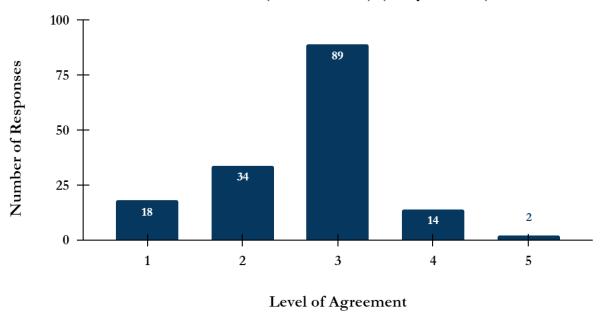




## **FINDINGS**

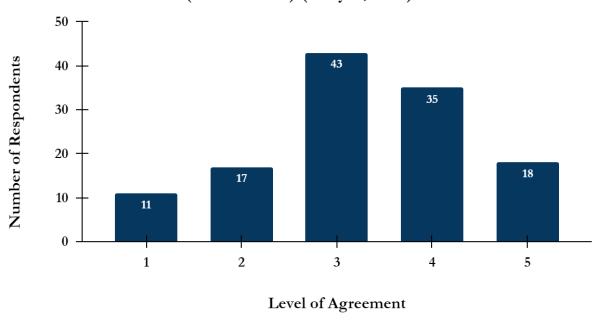
1. 89 respondents replied "Somewhat" when asked if they feel like there are many opportunities in the labor market in North Macedonia. (n=124)

Do you feel like there are many opportunities in the labor market in North Macedonia? (1 = not at all) (5 = yes, a lot)



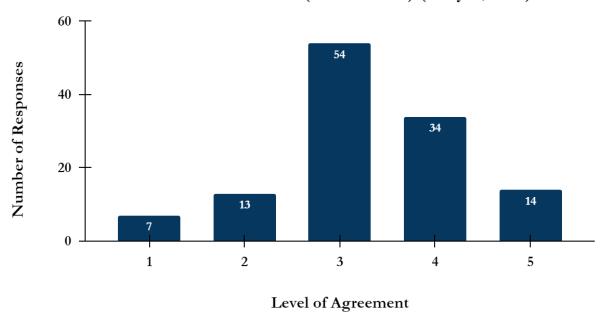
2. 43 respondents replied "Somewhat" when asked if they feel like their education has prepared them for the labor market. (n=124)

Do you feel like your education has prepared you for the labor market? (1 = not at all) (5 = yes, a lot)



3. 54 respondents replied "Somewhat" when asked if they feel like they have been taught professional skills necessary to succeed in the labor market. (n=124).

Do you feel like you have been taught the professional skills necessary to succeed in the labor market? (1 = not at all) (5 = yes, a lot)



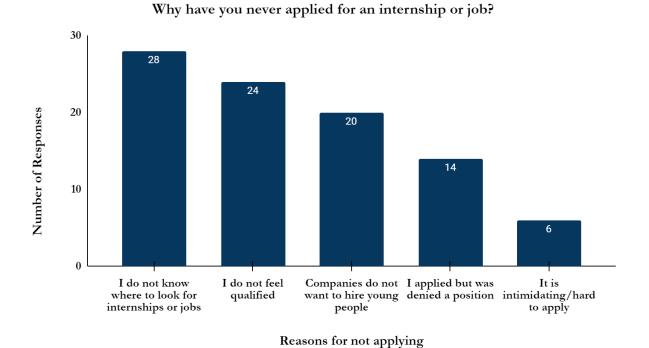


4. 59.7% of respondents replied "Yes" when asked if they have ever had an internship or job.

Have you ever had an internship or job?  $\frac{\text{No}}{40.3\%}$  Yes  $\frac{\text{Yes}}{59.7\%}$ 



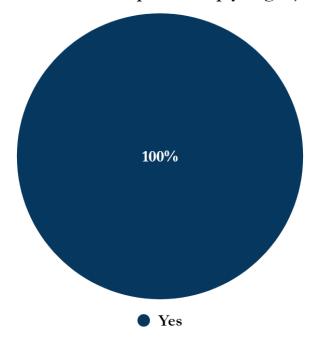
5. Of those who have never had a job or internship, 28 respondents said "I do not know where to look for internships or jobs." (n=124)



Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

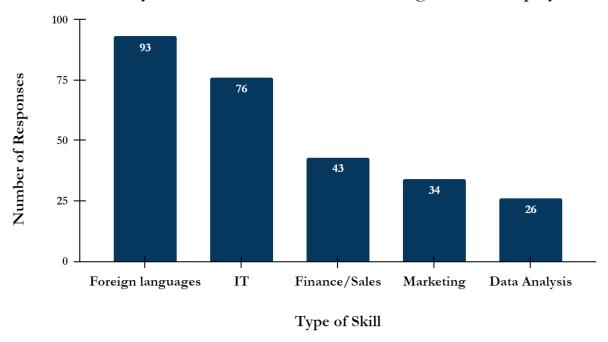
6. 100% of respondents replied "Yes" when asked if they thought internships would help get jobs later on in their career. (n=124)

Do you think that internships can help you get jobs later on?



7. 93 respondents replied that "Foreign languages" was a desired skill in the labor market. (n=124)

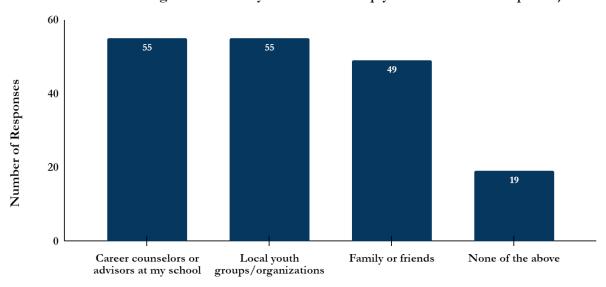
## What skills do you think the labor market is looking for in an employee?





8. 55 respondents replied "Career counselors or advisors at my school" and "local youth groups/organizations" when asked what resources could help them find an internship or a job. (n=124)

Which of the following resources do you feel could help you find an internship or a job?

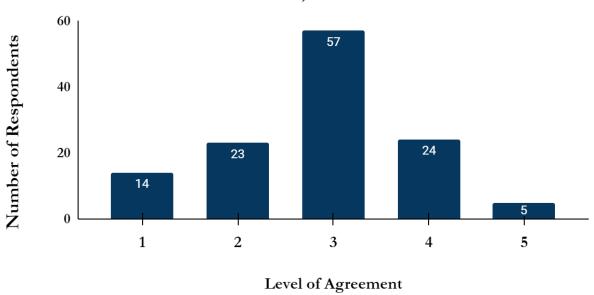


Type of Resource



9. 57 respondents replied "Somewhat" when asked if they felt like they understood what employers were looking for and which industries were hiring. (n=124)

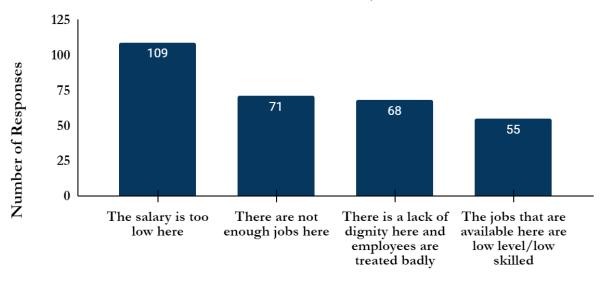
Do you agree with this statement: "I feel like I know what employers are looking for, and which industries are hiring" (1 = not at all) (5 = yes, a lot)





10. 109 respondents replied "The salary is too low here" when asked why they thought young people are leaving North Macedonia to find a job. (n=124)

Select all the reasons why you believe people are leaving North Macedonia to find a job



Reasons young people are leaving North Macedonia



## **CONCLUSION**

Youth unemployment remains a significant issue in North Macedonia, having a multitude of negative impacts on financial and social factors. This survey investigated the perceptions of youth in the Polog Region in regards to the labor market and preparedness for employment. Understanding the nature of youth unemployment from the youth perspective will be key to addressing this issue on a larger scale.

Results showed that the vast majority of respondents answered "Somewhat" on the Likert Scale of agreement when asked whether they felt like there were many opportunities in the labor market in North Macedonia. 2 out of 124 respondents said "Yes, a lot" when asked this question, indicating that the overall majority perceives a lack of opportunities in the labor market in North Macedonia.

When asked if they felt like their education has prepared them for the labor market, the majority of respondents said "Somewhat." This suggests that while youth are gaining some skills and training for the job market, there are still important components lacking in youth education.

Similarly, the majority of respondents replied "Somewhat" when asked if they felt they had been taught the professional skills necessary to *succeed* in the labor market. This question further targets the survey respondents' perception of not only preparing for the labor market, but succeeding.

59.7% of respondents answered that they have previously had an internship or job. Further analysis should be employed to understand whether the jobs held by respondents was a "professional" position that supported job market preparedness. Additional research should be conducted to understand how youth have acquired jobs in the past (through career centers, youth groups, family, etc.).

Of those who have never had a job or internship, the majority of respondents claimed that the reason they had never had a job or internship was because they did not know where to look for internships or jobs. The second highest response was that youth did not feel qualified, followed by the perception of respondents that companies do not want to hire young people. These results indicate that youth do not have access to or awareness of career center resources and professionalism support. This indicates a need for more robust youth internship and career centers, as well as training on how to look for and apply for professional positions. Respondents also felt as though they were not qualified for positions. By providing professionalism training to youth and encouraging internship, volunteer, and work opportunities, youth will become more qualified to enter the job market. Finally, youth perceived a lack of youth hiring interest from companies. This result explains why youth may feel discouraged and unwilling to apply themselves in the job market.

100% of respondents replied "Yes" when asked if they thought that internships would help them get jobs later on in their career. This is an important finding as it indicates the awareness of youth regarding the importance of internships.



93 respondents replied that "Foreign Languages" were a desired skill in the labor market, followed by 76 respondents answering "IT." This result illustrates that youth have a strong sense of the importance of "hard skills" in the labor market. While these skills are important and desirable to employers, this perspective is somewhat narrow. Through professionalism training and skills workshops, students could be exposed to more opportunities and skills desired in the workplace to increase their competitiveness in the labor market.

When asked which resources could help them find an internship or job, 55 individuals responded for both of the following choices: "career counselors or advisors at my school" as well as "local youth groups/organizations." These responses were followed closely by the 49 respondents who answered "family or friends." Additionally, 19 respondents said "None of the above." While the majority of youth responded that they believed there were resources present to help them find an internship or job, further research needs to explore whether youth have used these resources, and how successful they have been.

The vast majority of youth responded "Somewhat" when asked if they felt like they knew what employees were looking for and which industries were hiring. This illustrates that while youth may have some awareness about the types of desired skills and available positions in the labor market, there is still a significant level of ambiguity. By participating in youth professionalism training workshops and exposing youth to career counselors, internship coordinators, career fairs, and other strategies, youth will be able to get an improved sense of what employers are looking for and which industries are hiring.

When asked about the reason that youth are leaving North Macedonia to find work abroad, the vast majority of respondents said "the salary is too low here." This indicates that the jobs available to youth are not desired because of their pay level and lack of professional prestige. 71 respondents felt as though there were not enough jobs in North Macedonia, and 68 youth answered that there is a lack of dignity and employees are treated badly. Finally, 55 respondents said that the jobs in North Macedonia were too low level. Going forward, by focusing on youth professionalism development on a large scale, North Macedonia could create a more robust professional youth labor force. This would ultimately attract businesses and companies, resulting in higher paying professional positions for youth.

Further research and activities must be conducted to understand and mitigate the high rate of youth unemployment in the region. Understanding the youth perspective is crucial to making youth-centered solutions to unemployment and professional unpreparedness. This report is a part of the larger project "Rely on the Youth: Strengthening of the Youth in Polog for Better Economic Resilience" conducted by the Institute for Leadership and Public Policy.



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## Appendix I

## **Blank Survey**

## Institute for Leadership and Public Policy Survey: Strengthened Youth - Healthy Economy

Created by: Institute for Leadership and Public Policy

#### Introduction

The purpose of this survey is to get a better understanding of youth perceptions of the labor market and their engagement in the workforce. The target population included youth in the Polog Region of North Macedonia. This data will inform the ILPP of the needs of youth in the Polog Region and where there is an insufficiency of support for unemployed youth.

The survey consists of 15 multiple choice questions and should take nor more than 5 minutes to complete.

## Questions

- 1. Which municipality are you from?
  - Zhelino
  - Brvenitsa
  - Teartse
  - Vrapchishte
  - Bogovinje
  - Other
- 2. What is your gender?
  - Female
  - Male
- 3. What is your age?
  - less than 15
  - 15-18
  - 19-22
  - 23-25
  - 25+
- 4. What is your current level of schooling?
  - Primary School
  - High School
  - University
  - Other

	• Yes
	<ul><li>No</li></ul>
6.	Do you feel like there are many opportunities in the labor market in North
	Macedonia?
	(1 = not at all) $(5 = yes, a lot)$
	• 1
	• 2
	• 3
	• 4
	• 5
7.	Do you feel like your education has prepared you for the labor market? (1 = not at
	all) $(5 = yes, a lot)$
	• 1
	• 2
	• 3
	• 4
	• 5
8.	Do you feel like you have been taught the professional skills necessary to succeed in the labor market? (1 = not at all) (5 = yes, a lot)  • 1
	• 2
	• 3
	• 4
	• 5
9.	Have you ever had an internship or job?
	• Yes
	• No
10	<ul> <li>If not, why have you never applied for an internship or job? (Select all that apply)</li> <li>I do not feel qualified</li> </ul>
	<ul> <li>Companies do not want to hire young people</li> </ul>
	I do not know where to look for internships or jobs  It is intimidating thank to apply.  It is intimidating thank to apply.
	It is intimidating/hard to apply  Levelia but were denied association.
	I applied but was denied a position
	• Other
11.	. Do you think that internships can help you get jobs later on?
	• Yes
	• No

5. Do you plan on attending university? Or are you already in university?

- 12. What skills do you think the labor market is looking for in an employee? (Select all that apply)
  - Knowledge of foreign languages (English, German, etc.)
  - IT (information technology) skills such as knowledge of software, programming, presentations, computers
  - Finance/Sales/Business skills
  - Marketing and Digital Marketing
  - Data Analysis
  - Other
- 13. Which of the following resources do you feel could help you find an internship or a job? (Select all that apply)
  - Career Counselors or Advisors at my school
  - local youth groups/organizations
  - Family of friends
  - None of the above
  - Other
- 14. Do you agree with this statement: "I feel like I know what employees are looking for, and which industries are hiring" (1 = not at all) (5 = yes, a lot)
  - 1
  - 2
  - 3
  - 4
  - 5
- 15. Select all the reasons why you believe people are leaving North Macedonia to find a job:
  - There are not enough jobs here
  - The salary is too low here
  - There is a lack of dignity here and employees are treated badly
  - The jobs that are available here are low level/low skilled
  - Other

# Appendix II

# Spreadsheet

A									
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SP02023 1-1-22 Telev	9/27/2023 15:57:19	Vhappisht / Bpan-seure	Female	15-18	High School	Yes	2	3	3
1002023 11372   Tomo	9/28/2023 19:15:23	Bogovinë / Goromewe	Male	15-18	High School	Yes	2	5	5 5
1002023 11372   Tomo			Female	19-22	-				
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109/02021 137-06 Cloque									
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100/2003 113765   Debm:   Fernals   10-18   High School   Yee   3   3   3   100/2003 113766   Predictive   Fernals   10-18   Obversity   Yee   3   3   3   100/2003 113766   Predictive   Fernals   10-18   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Fernals   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Fernals   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Fernals   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Fernals   10-22   Obversity   Yee   3   3   4   100/2003 11364   Predictive   Fernals   10-22   Obversity   Yee   3   3   4   100/2003 11364   Predictive   Fernals   10-22   Obversity   Yee   3   3   4   100/2003 11360   Predictive   Fernals   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Obversity   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Predictive   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Predictive   Yee   3   3   3   100/2003 11360   Predictive   Predictive   10-22   Predictive   Yee   3   3   100/2003 11360   Predictive   Predictive   10-22   Predictive   Yee   3   3   100/2003 11360   Predictive   Predictive   10-22   Predictive   Yee   3   3   100/2003 11360   Predictive   Predictive   10-22   Predictive   Yee   3   3   100/2003 11360   Predictive   Predictive   10-22   Predictive   Yee   3   3   100/2003 11360   Predictive   Predic						Yes			
100/0009113766 Predefer	10/3/2023 11:37:46	Gostivar	Female	19-22	High School	Yes	5	3	3
100/0003113736 Predefers   Ferrals   15-18   University   Yes   3   3   3   100/000311306 Telorice   Ferrals   15-22   University   Yes   3   3   3   100/000311306 Telorice   Ferrals   15-22   University   Yes   3   3   3   100/000311306 Telorice   Ferrals   15-22   University   Yes   3   3   3   100/000311306 Telorice   Ferrals   15-22   University   Yes   2   3   3   100/000311306 Telorice   Ferrals   15-22   University   Yes   2   3   3   100/000311306 Telorice   Ferrals   15-22   University   Yes   3   3   1   1   100/000311306 University   Ferrals   15-22   University   Yes   3   3   3   1   1   1   1   1   1   1	10/3/2023 11:37:55	Diber	Female	15-18	High School	Yes	4	3	3
100/000311-000 February   Ferrals   10-12   University   Vie   3   2   1   1   1   1   1   1   1   1   1			Female	15-18					
100200311-3800 Tottool									
10-2020 11-386   Tellow   Femals   19-22   University   Ves   2   3   3   1   1   1   1   1   1   1   1									
10020021 1-3864   Paper   Ferrals   19-22   High School   Yes   1   1   1   1   1   1   1   1   1									
10.000201 11.034-00 (https://december.org/10.000201 11.034-00 (https://december.org/10.000200 (https://december.org/10.000201 11.034-00 (https://december.org/10.000200 (https://december.org/10.000201 11.034-00 (https://december.org/10.000201 11.034-00 (https://december.org/10.000201 (https://d									
10.0002031 11.0344 Political									
100,0003113.064   Voles					-				
10,00023112.860   Volkes			Female	19-22	University	Yes	3	5	5
10.00023 11.96.05 Totalogo   Ferrado   19-22   University   Ves   3   3   1   1   1   1   1   1   1   1	10/3/2023 11:38:44	Dolnen	Male	19-22	University	Yes	3	4	4
10.00023 11.3000 Shikup / cark	10/3/2023 11:38:49	Veles	Female	19-22	University	Yes	3	3	3
10.0002011-10.000   Termals   15-16   High School   Yes   2   1	10/3/2023 11:38:53	Tetovo	Female	19-22	University	Yes	3	3	3
10.0002011-10.000   Termals   15-16   High School   Yes   2   1	10/3/2023 11:39:03	Shkup / cair	Female	19-22	University	Yes	3	3	3
10.00029   11.000   Tatowith   Ferrals   19-22   High School   Ves   4   5	10/3/2023 11:39:04	Gostivar	Male	15-18		Yes			
100/20023 11:30:00 Kapanik   Ferrale   10-22   High Echool   Yes   2   2   2   100/20023 11:30:13 Kettone   Ferrale   15-18   High Echool   Yes   3   1   1   1   1   1   1   1   1   1									
10/30/2021 11:96:19   Penthole   Fernale   15-18   High Educed   Yes   3   1									
10/3/0023   13/9-13   Naturone   Ferrale   15-18   High Educal   Yes   3   2									
1013/2023 11:38:14   Telrore   Fernale   15-18   High School   Yes   2   4   1013/2023 11:38:10   Telrore   Fernale   19-22   High School   Yes   2   4   1013/2023 11:38:22   Castlaser   Fernale   19-22   High School   Yes   1   1   1   1   1   1   1   1   1									
103/2023 11:38-01   Mappith / Expansator   Fernals   19-22   High School   Yes   1   1   1   1   1   1   1   1   1					-				
103/2023 11:3922 Gashar   Ferrals   19-22   High School   Yes   1   1   3   1   1   1   1   1   1   1						Yes			
1003/20023 11-30-200   Totalization	10/3/2023 11:39:18	Tetove	Female	19-22	High School	Yes	2	4	2
103/2003 11:38:25   Priahtinal   Permiss   15-18   High School   Yes   3   3   4   103/2003 11:38:26   Regularly (Foreisse   Permiss   16-27   High School   Yes   1   2   3   4   103/2003 11:38:26   Regularly (Foreisse   Permiss   15-18   University   Yes   3   4   103/2003 11:38:30   Restrict (Facque   Male   16-22   High School   Yes   2   4   103/2003 11:38:30   Gosther   Fermiss   16-22   High School   Yes   3   3   3   3   3   3   3   3   3	10/3/2023 11:39:20	Vrappisht / Epan-seure	Female	19-22	High School	Yes	1	1	1
103/2003 11:39:25   Diopule / Euroses   Perrals   19-22   University   Yes   3   4	10/3/2023 11:39:22	Gostivar	Female	15-18	University	Yes	1	3	5
103/2002 11-30-26   Televic   Pernals   19-22   University   Ves   1   2   1   1   1   1   1   1   1   1	10/3/2023 11:39:26	Printine	Female	15-18	High School	Yes	3	3	3
101/2023 11-30-20 Telovie	10/3/2023 11:39:26	Bogovině / Boroseva	Female	19-22	University	Yes	3	4	
103/2023 11-39-30   Tearnis   Tearnis   19-18   University   Ves   2   4   4   4   103/2023 11-39-30   Tearnis   Tearnis   19-22   University   Ves   3   3   3   3   3   3   3   3   3			Egypte	19.22	High School	Yes			
100/20023 11:39:05   Tearce / Teapus   Male   19-22   High School   Yes   2   4   100/20023 11:39:05   Gosthare   Fernals   19-22   University   Yes   3   3   3   3   100/20023 11:39:05   Tearce   Fernals   19-22   University   Yes   3   3   3   3   100/20023 11:39:04   Gosthare   Fernals   19-22   University   Yes   3   3   3   3   100/20023 11:39:04   Gosthare   Fernals   19-22   University   Yes   3   3   3   3   100/20023 11:39:04   Gosthare   Fernals   19-22   University   Yes   2   3   3   100/20023 11:39:04   Study   Fernals   19-22   University   Yes   3   2   2   3   3   3   3   3   3   3					-				
10.03/2023   11.380-36   Gosthear   Ferrale   19-22   University   Yes   3   3   3   3   3   3   3   3   3									
10/3/2023 11:38-38   Telovitic   Fernalis   19-22   University   Yes   3   3   3   3   1					-				
10/3/2023   11:3944   Studenican   Male   19-22   University   Yes   2   3   3   3   4   10/3/2023   11:3944   Studenican   Male   19-22   University   Yes   2   3   3   3   3   3   3   3   3   3									-
10/3/2023 11-394-4   Goddard   Ferrale   19-22									
10.3/2023 11:38-84   Gostinar									
103/2023 11:3944   Strug	10/3/2023 11:39:44	Studenican	Male		High School	Yes	2		
10.0/20023 11:39-85   Bitofa   Male   19-22   University   Yes   3   2			Female	19-22	University	Yes	1	3	5
10/3/2023 11-39-45   Telove   Fernale   19-22   University   Yes   4   4   4   4   4   4   4   4   4	10/3/2023 11:39:44	Strug	Female	19-22	University	Yes	2	4	4
10/3/2023 11:3945   Telove	10/3/2023 11:39:45	Ditola	Male	19-22		Yes			
10/3/2023 11:39:50   Telove   Female   19-22   University   Yes   2   5	10/3/2023 11:39:45	Tetove	Female	19-22		Yes	4	4	4
10/3/2023 11:38:52   Knowe   Female   19-22   University   Yes   2   5									
10/3/2023 11:38:52   Calr									
10/3/2023 11-39:57   Tentral   Tentral   19-22   University   Yes   1   5   1   1   1   1   1   1   1   1									
10/3/2023 11-39:57   Debar   Male   19-22   High School   Yes   3   4   4   4   4   4   4   4   4   4									
10/3/2023 11:38:57   Ferrizal   Ferrals   15-18   High School   Yes   3   4   4									
10.0/2023 11:39:57   Calc   Fernals   19-22   University   Yes   3   4   4									
10/3/2023 11-39-57   Shiup   Nate   15-16   University   Yes   2   2   3   3   3   4   4   5   5   5   5   5   5   5   5			Female		High School	Yes			
10/3/2023 11:49:02 Ferrals 15-18 University Yes 4 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Female		University	Yes			
10/3/0223 11-40-02 Fertral  Ferrale   15-18   Lhiversity Yes   4   5   1   1   1   1   1   1   1   1   1	10/3/2023 11:39:57	Çair, Skopje	Female	15-18	University	Yes	2	2	2
10/3/2023 11:40:02   Perizaj   Perizaj   Perizaj   Fernale   15-18   University   Yes   4   4   4   4   4   4   4   4   4			Male	19-22	High School	Yes	3	3	4
10/3/2023 11:40:03   Gottler   Male									
10/3/2023 11-40-05 Tellov8									
10/3/2023 11:40:10   Vrapplath / Eparensume   Fernale   19-22   University   Yes   1   5   6									
100/2023 11:40:11   Gilan									
10/3/2023 11-40-15   Lipicovo   Male   15-18									
10/3/2023 11:40:19 Oxpus; Female 19-22 High School Yes 4 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1									
10/3/2023 11:40:20 Gottser Fernale 19-22 University Yes 3 4 4 10/3/2023 11:40:22 Kitrpov Fernale 19-22 University Yes 3 4 10/3/2023 11:40:22 Totovo Fernale 19-22 High School Yes 1 5 5 10/3/2023 11:40:27 Totovo Fernale 19-20 High School Yes 1 5 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 3 10/3/2023 11:40:27 Totovo Fernale 15-18 University Yes 3 10/3/2023 11:40:27 Totovo									
10/3/2023 11:40:22 Kitrpov Female 19-22 University Yes 3 4 5 10/3/2023 11:40:22 Tetovo Female 19-22 High School Yes 1 5 5 10/3/2023 11:40:27 Tetovil Female 15-18 University Yes 3 3 3 5					-				
10.3/2023 11.40.22 Telovo Female 19-22 High School Yes 1 5 5 1 10.3/2023 11.40.27 Telovii Female 15-18 University Yes 3 3 3			Female	19-22	University	Yes	3	4	4
10/3/2023 11-40-22 Tetovo Female 19-22 High School Yes 1 5 5 1 10/3/2023 11-40-27 Tetovii Female 15-18 University Yes 3 3 3	10/3/2023 11:40:22	Kärgov	Female	19-22	University	Yes	3	4	3
10/3/2023 11:40:27 Telcovil Female 15-16 University Yes 3 3 3	10/3/2023 11:40:22	Tetovo	Female	19-22		Yes	1	5	5
	10/3/2023 11:40:27	Tetové	Female	15-18		Yes	3	3	5
	10/3/2023 11:40/29	ne-une	10100	1944	Salversky	100			

lmestamp	Nga cila komunë jeni ju/ Од која општина доаѓате		Cita šishtē mosha juaj / Koja e asusera sospace	CII është niveli juaj i shkollimit? / Koe e mauero alOsestrarno niso na oбразования?	A planifikoni si vashdoni në universitet? Ose a jeni tashmë në universitet? Дали планирате да продолжите на универзитет? Дали вебе следите универзитет?	А mendoni se ka mundisi si mira nii tregun e punisi nii Maqedoniais e keriut? (3-) о зарак) (5- ро, shumi) / Дали мислите дека миа добри можности на пазарот на трудот во Северна Макодонија? (1- не, воютито) (5- да, вмиог)	А mendoni se edukimi juaj ju ka plegatitar ple regun e punile? (3- ju aspak) (5- po, shumik) / Делм мислите дека вашето образование ве има подготвени за пазарот на трудот? (3- не, воопшто) (5- да, многу)	потребните професионални
10/3/2023 11:40:29	Gostivar	Female	19-22	University	Yes	1	3	
10/3/2023 11:40:30	Gjakove/Kosove	Female	15-18	High School	Yes		5	
10/3/2023 11:40:30	Kichevo	Male	19-22	High School	Yes	1	1	
10/3/2023 11:40:33	Prizren	Female	15-18	University	Yes		5	
10/3/2023 11:40:35		Female	19-22	University	Yes	1	3	
10/3/2023 11:40:36	Bërvenice / Брееница	Female	19-22	High School	Yes		4	
10/3/2023 11:40:37	Ferizaj	Female	19-22	University	Yes		5	
10/3/2023 11:40:38	Oher	Female	19-22	University	Yes			
10/3/2023 11:40:45		Female	19-22	High School	Yes	1		
10/3/2023 11:40:45		Female	19-22	University	Yes			
	Bérvenice / Epseveus	Female	19-22	High School	Yes			
10/3/2023 11:40:50		Female	19-22	University	Yes			
10/3/2023 11:41:02	Korpi/Shqipëri	Female	19-22	University	Yes	1	1	
10/3/2023 11:41:15	Gjilan	Male	19-22	High School	Yes		4	
10/3/2023 11:41:22	Suharekë	Female	15-18	High School	Yes	4	2	
10/3/2023 11:41:27	Struga	Female	15-18	University	Yes		4	
10/3/2023 11:41:32	Likove	Male	19-22	University	Yes	4	5	
10/3/2023 11:41:40	Kecena Boga	Female	15-18	University	Yes	4	3	
10/3/2023 11:41:48	Tetové	Female	19-22	University	Yes		3	
10/3/2023 11:41:54	Tearoë / Teapue	Female	19-22	University	Yes		5	
10/3/2023 11:41:55	Kosove	Female	15-18	University	Yes	1	1	
10/3/2023 11:42:20	Tetové	Female	15-18	University	Yes		1	
10/3/2023 11:42:36	Tetovo	Female	15-18	University	Yes		2	
10/3/2023 11:42:43	Tetové	Female	19-22	University	Yes		4	
10/3/2023 11:42:48	Likové/Tunxoso	Male	15-18	University	Yes	2	4	
10/3/2023 11:43:00	Dolneni	Female	19-22	University	Yes	4	4	
10/3/2023 11:43:06	Likově	Female	19-22	University	Yes		4	
10/3/2023 11:43:51	Shtime kosovo	Female	15-18	High School	Yes		5	
10/3/2023 11:44:12		Female	19-22	High School	Yes	1	3	
10/3/2023 12:25:24	Tetove	Female	19-22	University	Yes	1	4	
10/3/2023 12:32:50	Tetové	Female	15-18	Primary School	Yes		1	
10/3/2023 12:34:20	Tetově	Female	19-22	University	Yes			
10/3/2023 13:13:44		Female	19-22	University	Yes	1	4	
10/3/2023 13:34:57	Strugili	Female	19-22	University	Yes	1	3	
10/3/2023 16:23:18	Kumanov	Male	19-22	University	Yes	1	4	
10/3/2023 17:04:47	Prishtine	Female	15-18	University	Yes		2	
10/3/2023 20:46:18	Tetové	Female	19-22	High School	Yes	2	1	
10/3/2023 21:08:30	Tetovo	Male	19-22	University	Yes	1	3	
10/5/2023 11:33:04	Tetové	Female	19-22	University	Yes	3	3	
	Bérvenice / Epseveus	Male	19-22	University	Yes			
10/5/2023 11:37:17		Female	19-22	University	Yes			
10/5/2023 11:39:02		Female	19-22	University	Yes	4		
	Bogovinë / Gorosseue	Male	19-22	University	Yes			
10/5/2023 11:50:16		Female	19-22	University	Yes	1		
10/5/2023 11:52:35		Female	19-22	University	Yes	1		
10/5/2023 20:01:46		Female	19-22	University	Yes	1	-	
10/5/2023 9:24:11		Female	19-22	University	Yes	1		
10/6/2023 15:17:31		Female	19-22	High School	Yes			
109/2023 11:36:53		Female	19-22	University	Yes	4		
10/9/2023 11:37:03		Female	19-22	University	Yes	1		
10/9/2023 11:37:05		Female	19-22	University	Yes	1		
10/10/2023 7:35:16		Female	19-22	University	Yes			
10/10/2023 16:13:13	Kärpova	Female	19-22	University	Yes	1	3	

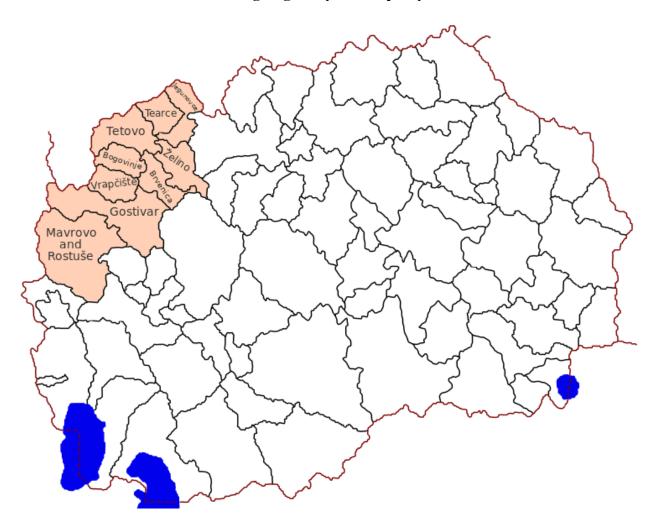


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pa6ora или сте pa6orune? Yes Yes No Yes	ги сите соодветни одговори) I do not know where to lo: I have worked in the hosp N/A	подоцна ви помага при вработување?	соодветни		кои индустрии	луѓето ја напуштаат		
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Yes Yes Yes No Yes Yes Yes	I do not know where to loc I have worked in the hosp N/A		одговори)	одговори)	многу)	најдат работа:		
Yes Yes No Yes Yes	I have worked in the hosp N/A			Career Counselors or Adv		There are not enough jobs	have. The solary is tro in	where There is a lack of d
Yes Yes	NA			Career Counselors or Adv		There are not enough jobs		
No Yes Yes	1001	Ven	Knowledge of foreign lang					
Yes Yes						There are not enough jobs	nere, the salary is too or	V nere
Yes		Yes		local youth groups/organi		The salary is too low here		
	I do not know where to loc I have worked before	Yes	Knowledge of foreign lang			There are not enough jobs		
				local youth groups/organi		The salary is too low here,		nere and employees are to
		Yes		Career Counselors or Adv		There are not enough jobs		
	Companies do not want to		Knowledge of foreign lang			There are not enough jobs		
	Companies do not want to			Career Counselors or Adv		There are not enough jobs		
	I do not know where to loc		Knowledge of foreign lang			The salary is too low here,		
	Companies do not want to			Career Counselors or Adv		There are not enough jobs		
	I do not know where to loc			Career Counselors or Adv	-	There are not enough jobs		
	I do not know where to loc			local youth groups/organi		There are not enough jobs	here, The salary is too lo	v here, There is a lack of d
	I applied but was denied a			local youth groups/organi		The salary is too low here		
		Yes		local youth groups/organi	2	There are not enough jobs	here	
	Companies do not want to		Knowledge of foreign lang			There are not enough jobs	here, The salary is too lov	v here, There is a lack of d
	I applied but was denied a		Knowledge of foreign lang			The salary is too low here		
Yes	NA	Yes		Career Counselors or Adv		The salary is too low here,		
Yes	Companies do not want to	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs	here, The salary is too lov	v here, There is a lack of d
	I do not know where to loc	Yes	Knowledge of foreign lang	Family of friends	3	There are not enough jobs	here, The salary is too lov	v here, There is a lack of d
		Yes	Knowledge of foreign lang			There are not enough jobs		v here, There is a lack of d
	I applied but was denied a		Finance/Sales/Business s	None of the above	3	There are not enough jobs	here	
No	I do not know where to loc	Yes	Knowledge of foreign lang	Career Counselors or Adv	1	There are not enough jobs	here, The salary is too lo	v here, There is a lack of d
Yes	I do not feel qualified	Yes	IT (information technology	local youth groups/organi	4	The salary is too low here		
No	Focus on studies	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here,	There is a lack of dignity I	here and employees are to
Yes	I do not know where to loc	Yes	Knowledge of foreign lang	American Corner Tetovo	4	There are not enough jobs	here, The salary is too lov	v here
No	Focus on studies	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here,	There is a lack of dignity!	here and employees are to
		Yes	Knowledge of foreign lang			The salary is too low here		
Yes	Companies do not want to	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs	here, The salary is too lov	v here, The jobs that are a
Yes	NA	Yes	IT (information technology	Family of friends	4	The salary is too low here,	There is a lack of dignity I	here and employees are to
No	Companies do not want to	Yes	Data Analysis	Career Counselors or Adv	3	There is a lack of dignity he	ere and employees are tre	ated badly
		Yes	Knowledge of foreign lang	local youth groups/organi	3	There are not enough jobs	here, The salary is too lov	v here, There is a lack of d
No	I do not feel qualified	Yes	IT (information technology	local youth groups/organi	4	The jobs that are available	here are low level/low ski	lled
No	Companies do not want to	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs	here. The salary is too lov	v here, There is a lack of d
Yes	NA	Yes	Finance/Sales/Business s	Family of friends	4	There are not enough jobs	here. The salary is too lov	where, The jobs that are a
Yes	NA	Yes	Knowledge of foreign lang	Career Counselors or Adv	2	There are not enough jobs	here, The salary is too lov	v here, There is a lack of d
No	I did not need/want to.	Yes	Knowledge of foreign lang	None of the above	1	There are not enough jobs	here. The salary is too lov	v here, There is a lack of d
Yes	I do not feel qualified	Yes	Knowledge of a fore	None of the above	3	There is a lack of dignity he	ere and employees are tre	ated badly
No	I do not feel qualified, I do	Yes	Knowledge of foreign land	Career Counselors or Adv		The salary is too low here		
		Yes		Career Counselors or Adv		The salary is too low here,	The jobs that are available	e here are low level/low sk
No	It is intimidating hard to ap	Yes	Finance/Sales/Business s			There are not enough jobs		
	I do not know where to loc			Career Counselors or Adv	3	The salary is too low here		
Yes	NA	Yes		Career Counselors or Adv		The salary is too low here,	The jobs that are available	e here are low level/low sk
	applied but was denied a		Knowledge of foreign lang			The salary is too low here		
	I did not need/want to.			local youth groups/organi		There are not enough jobs	here, The salary is too lov	v here, The jobs that are a
	I do not know where to loc			local youth groups/organi		There are not enough jobs		
		Yes		local youth groups/organi.		The salary is too low here		,
	I do not know where to loc			local youth groups/organi		The salary is too low here,	There is a lack of digate.	here and employees are to
		Yes	Knowledge of foreign lang			The salary is too low here	and an angles	
		Yes		Career Counselors or Adv		The salary is too low here		
		Yes	Knowledge of foreign lang			There are not enough jobs	here	
		Yes		Career Counselors or Adv		The salary is too low here		
	nam apikuar. I do not know where to loc			local youth groups/organi		There are not enough jobs	have. The salary is two in-	y here. The lobe that are a

# Appendix III

## **Polog Region by Municipality**



Source: Wikipedia, 2011

https://en.wikipedia.org/wiki/File:Map of the municipalities of the Polog Statistical Region en.svg#filehistory

**Comment:** Map shows the municipalities of the Polog Region of North Macedonia. The target population includes youth in the Polog Region of North Macedonia, as depicted above.

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