

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

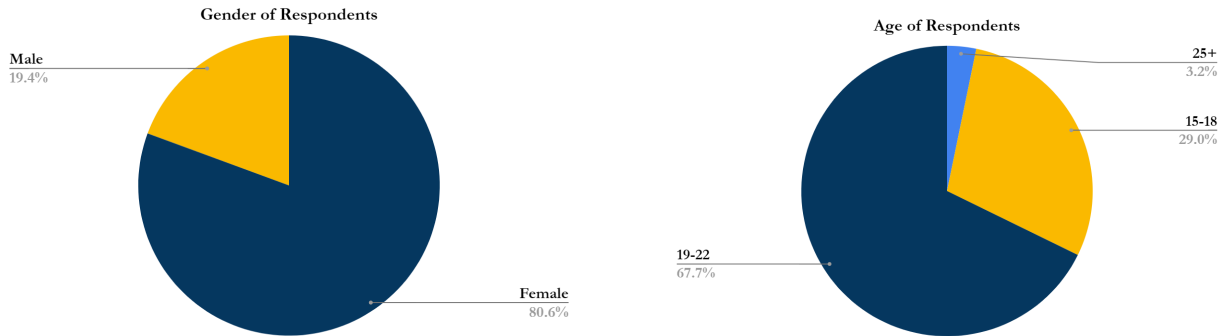
Instrument Design: The survey was created by the Institute for Leadership and Public Policy using Google Forms. The survey was created in September, 2023. The original survey was written in English, and translated into Albanian and Macedonian for distribution. The survey was 15 questions long. Questions 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.

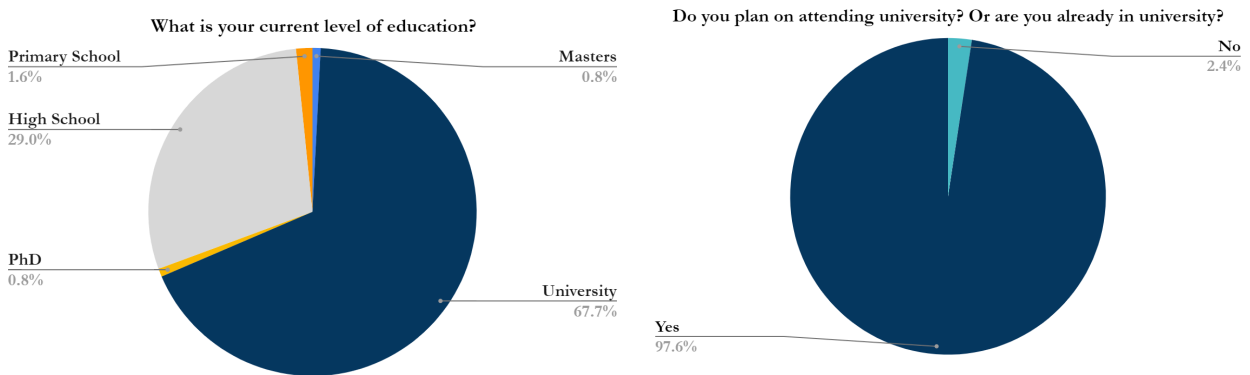
Target Population and Sample: The target population is youth across the Polog Region of North Macedonia. The Polog Region is the Northwest region of North Macedonia and includes the following nine municipalities: Tetovo, Gostivar, Mavrovo and Rostushe, Zhelino, Tearce, Bogovinje, Vrapchishte, Jegunovce, 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, Vrapisht, 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.



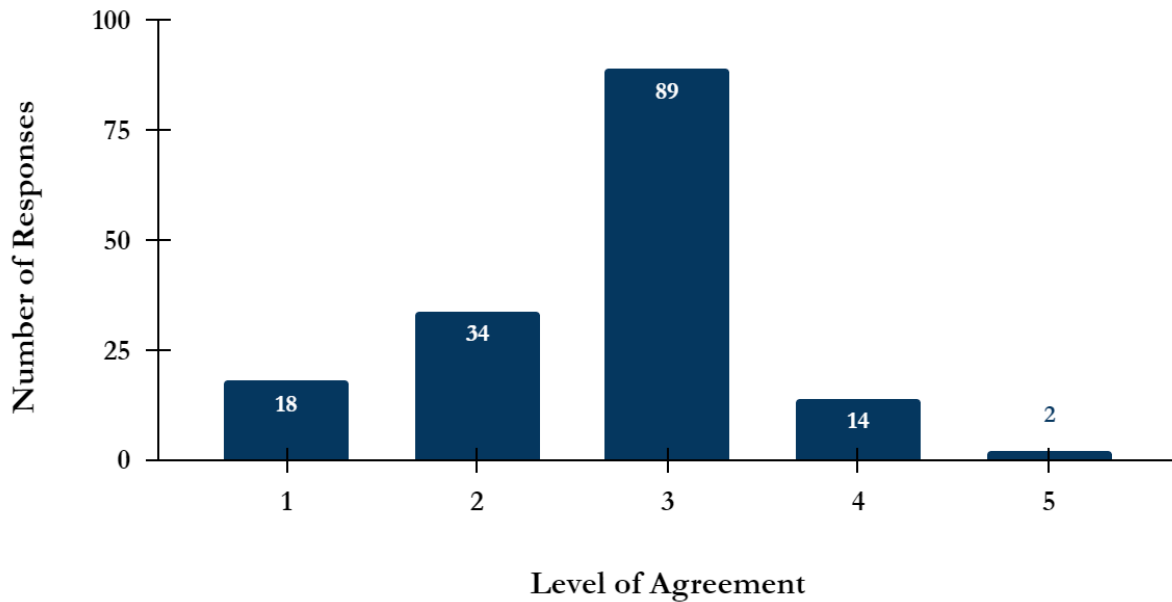
The majority of respondents identified themselves as university students (67%), with the second largest group being high school students (29%). Over 97% of respondents stated that they were already attending university or were planning on attending university.



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)

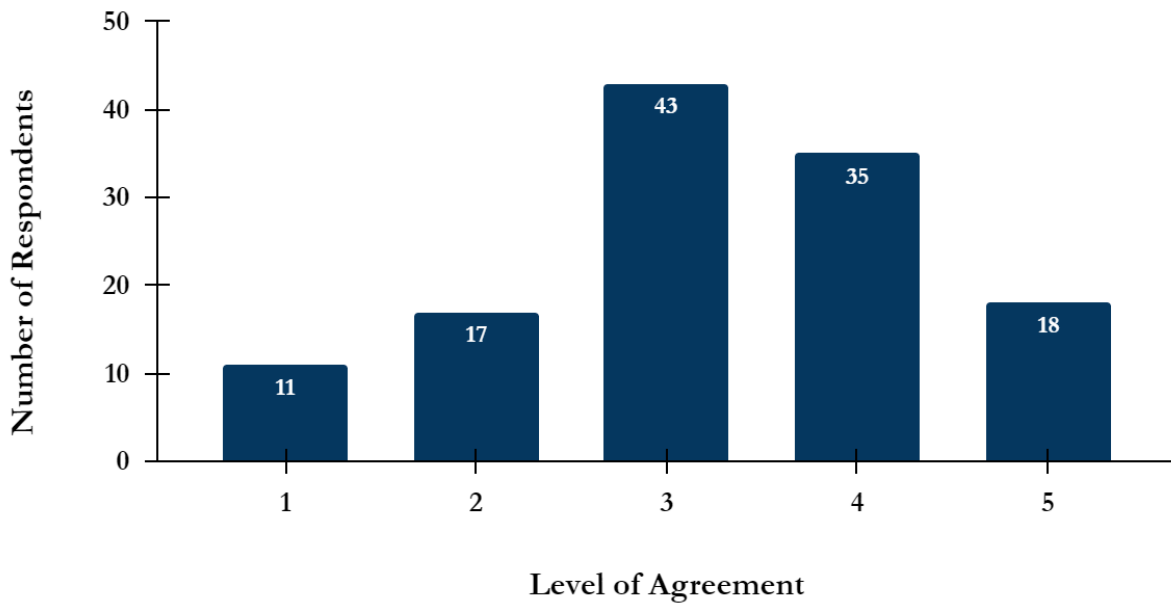
Do you feel like there are many opportunities in the labor market in North Macedonia? (1 = not at all) (5 = yes, a lot)



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.

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

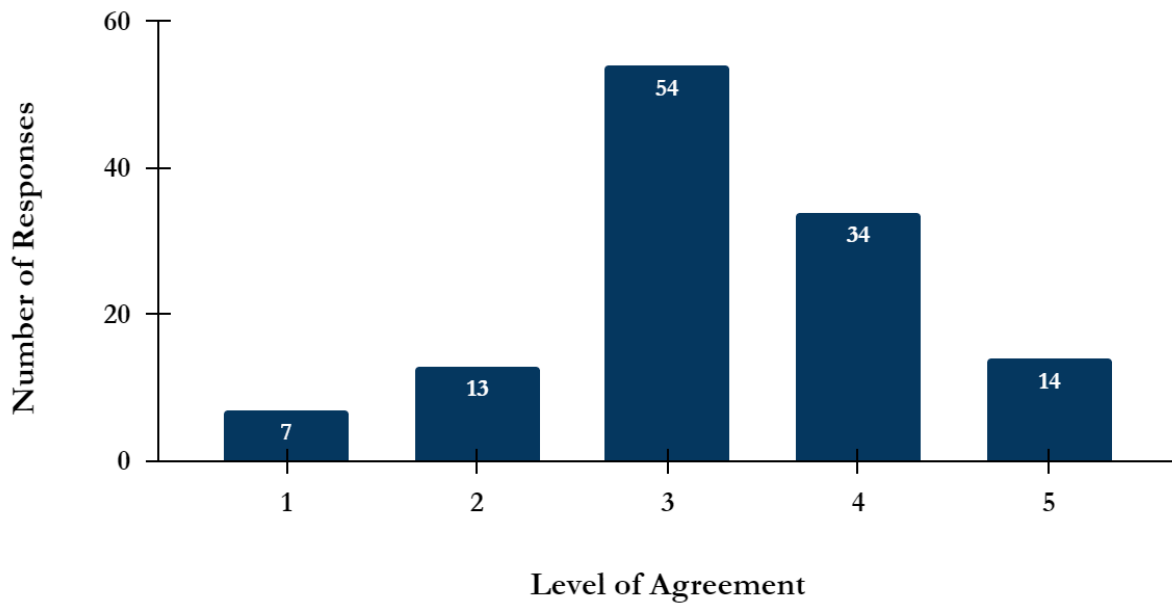
**Do you feel like your education has prepared you for the labor market?
(1 = not at all) (5 = yes, a lot)**



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.

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).

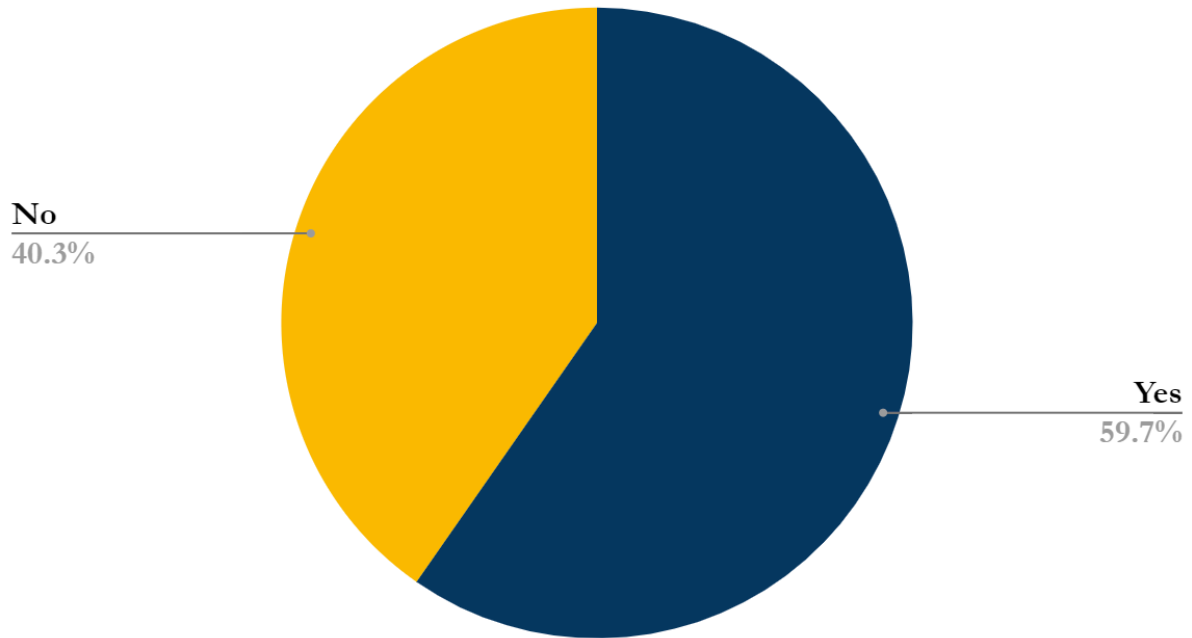
Do you feel like you have been taught the professional skills necessary to succeed in the labor market? (1 = not at all) (5 = yes, a lot)



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.

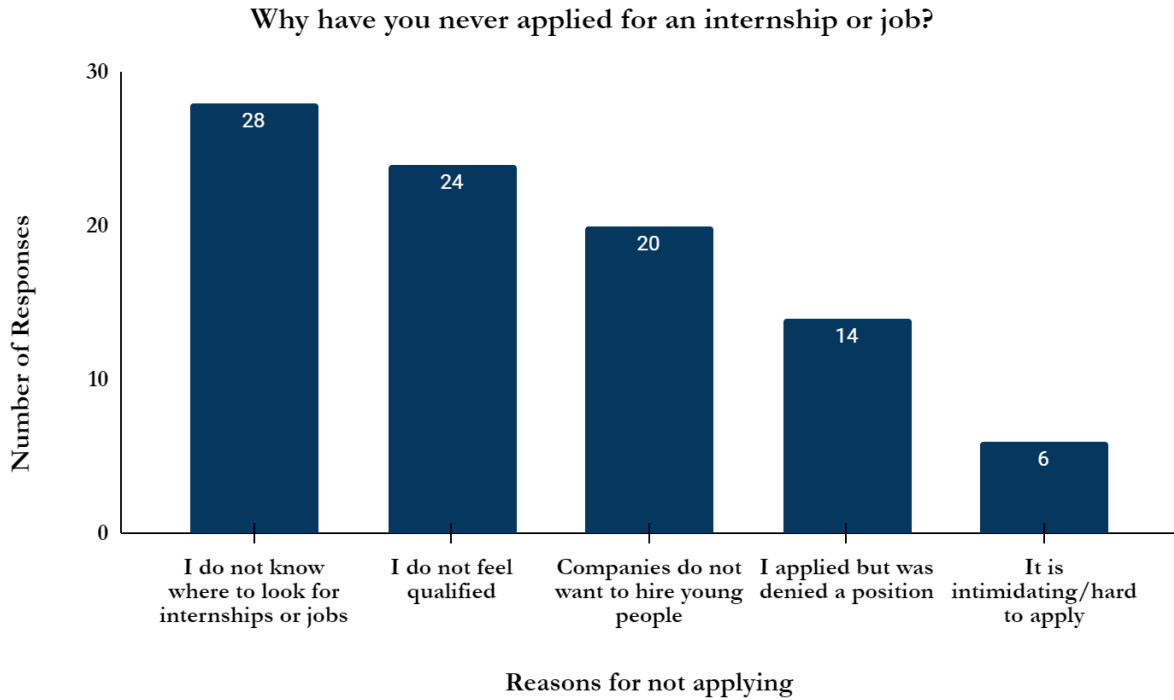
4. 59.7% of respondents replied “Yes” when asked if they have ever had an internship or job.

Have you ever had an internship or job?



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.

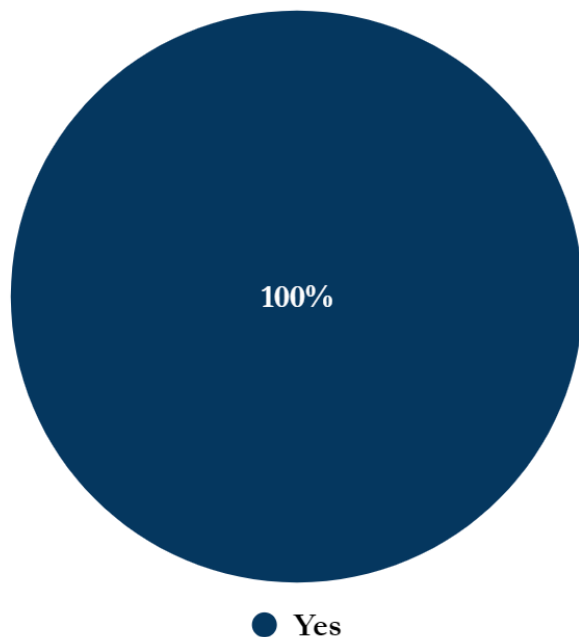
5. Of those who have never had a job or internship, 28 respondents said “I do not know where to look for internships or jobs.” (n=124)



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.

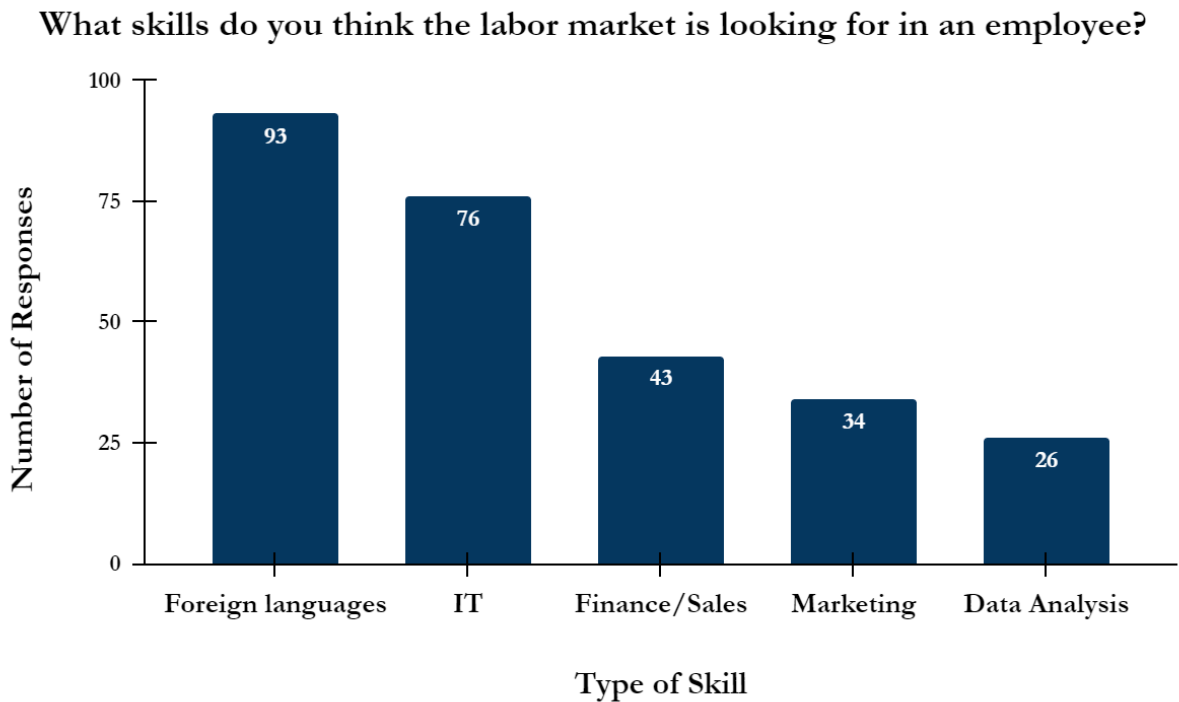
6. 100% of respondents replied “Yes” when asked if they thought internships would help get jobs later on in their career. (n=124)

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



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.

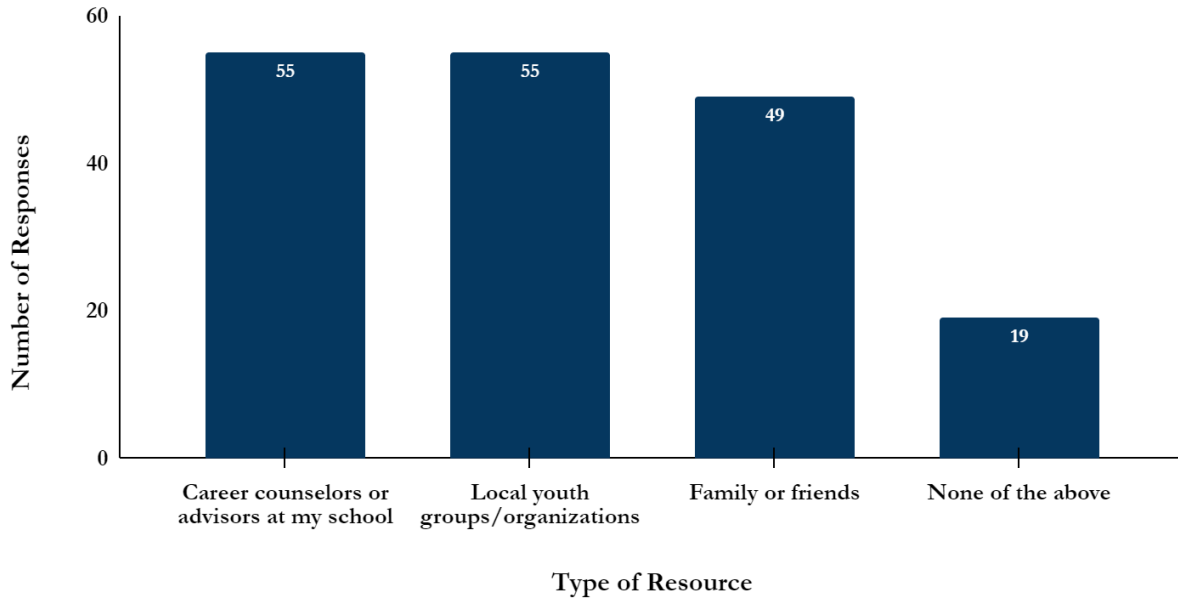
7. 93 respondents replied that “Foreign languages” was a desired skill in the labor market. (n=124)



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.

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)

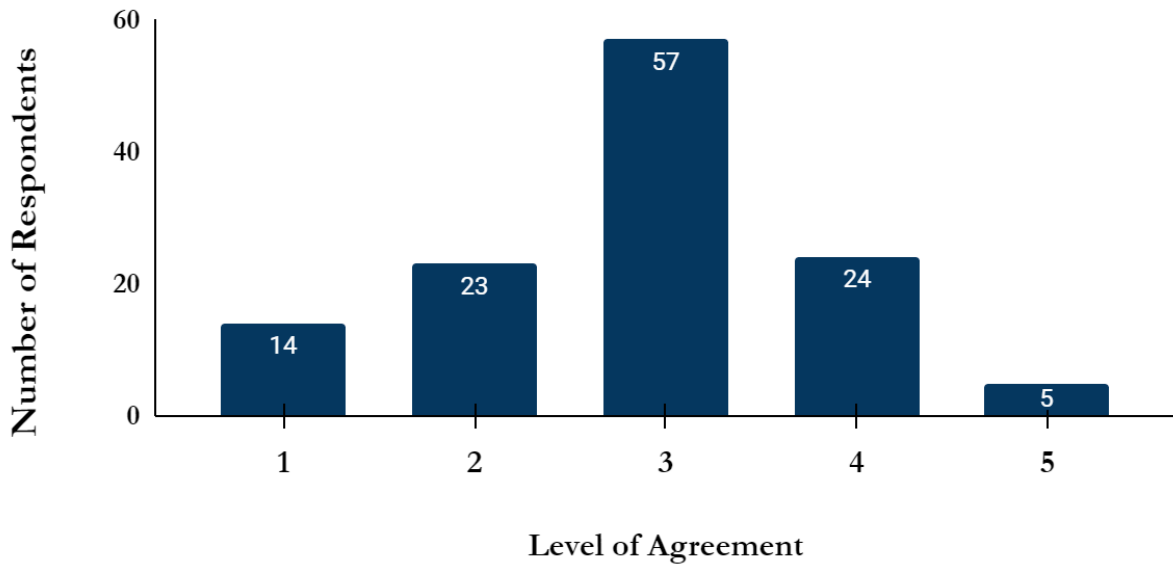
Which of the following resources do you feel could help you find an internship or a job?



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.

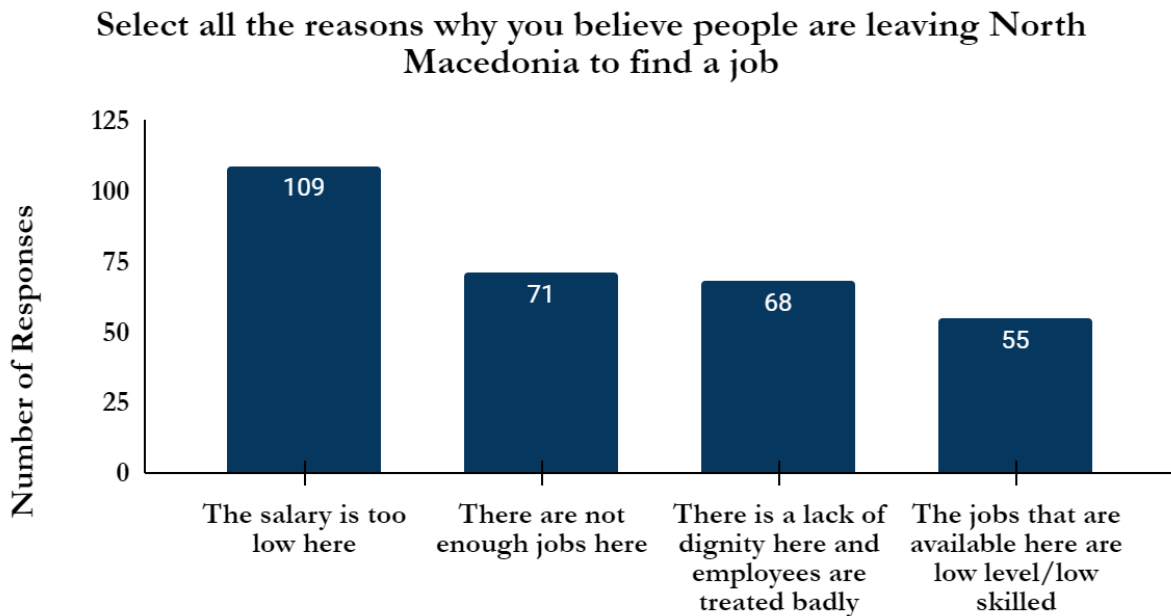
9. 57 respondents replied “Somewhat” when asked if they felt like they understood what employers were looking for and which industries were hiring. (n=124)

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)



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.

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)



Reasons young people are leaving North Macedonia

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.

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 no 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

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

- Yes
- No

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. If not, why have you never applied for an internship or job? (Select all that apply)

- I do not feel qualified
- Companies do not want to hire young people
- I do not know where to look for internships or jobs
- It is intimidating/hard to apply
- I applied but was denied a position
- Other

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

- Yes
- No

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 or 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

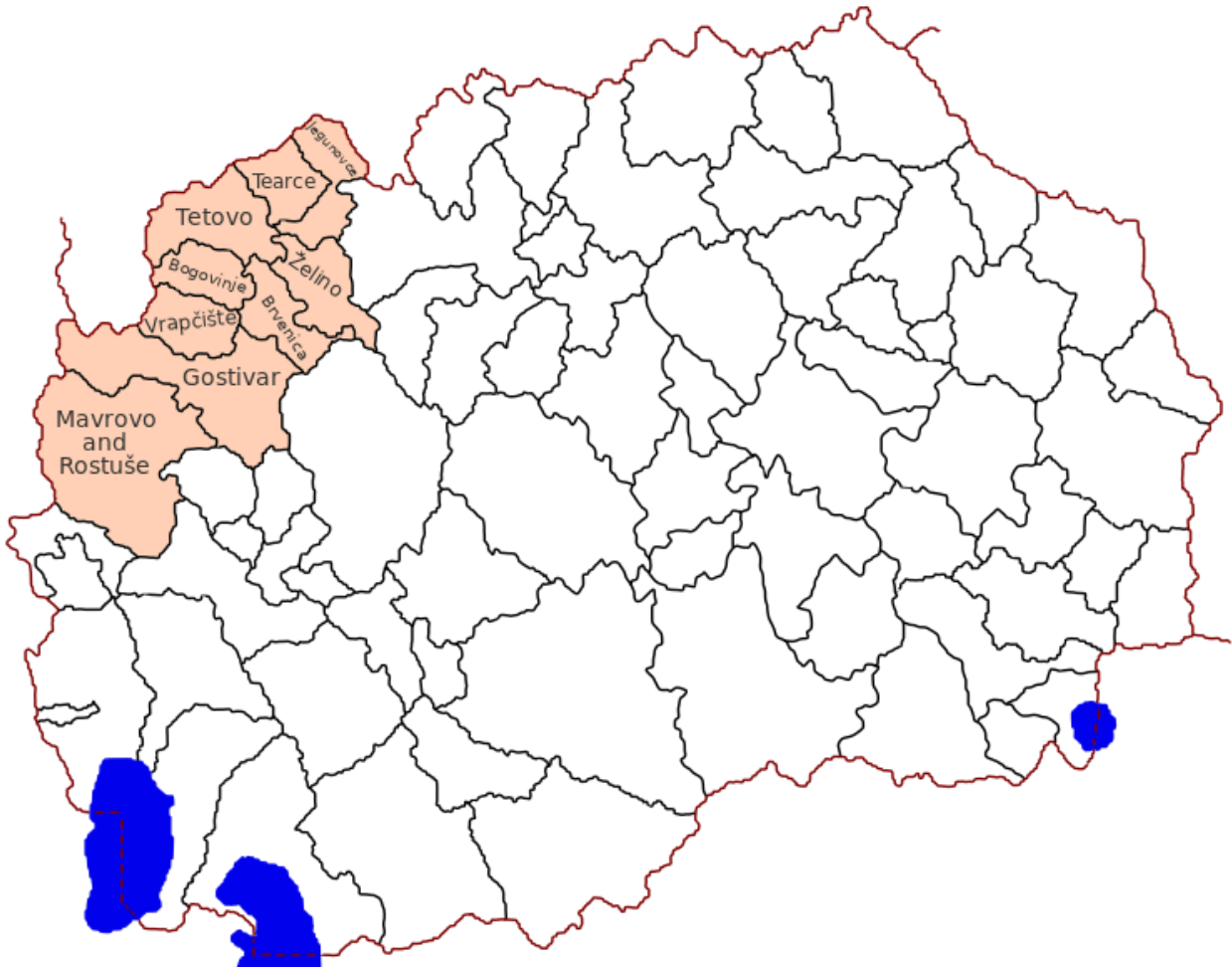
Timestamp	Ngje cila komunë jeni ju / Od koja opština dođate			Gje ishtë moshë juaj / Koja e vashata vrashtë	Çili ishtë niveli juaj / shkolimi? / Kos e vasheto momentalno nivoo na obrazovane?	A planifikoni të vazhdoni në universitet? Ose a jeni tashmë në universitet? /	Dëli planifikate dë prodhojate na universitetet? Dëli vëje sledite universitetet?	A mendoni se ka mundesi të mira në tregun e punës në Maqedonië e Veriut? [1- Jo aspak] [5- po, shumë] / Dëli mësitate dëka ima dëbri mohositi na pazarot na tregot vo Severna Maqedonië [1- ne, voopшто] [5- dë, mnoгу]	A mendoni se odhëini juaj ju ka përgatitur për tregun e punës? [1- Jo aspak] [5- po, shumë] / Dëli mësitate dëka vasheto obrazovane vo ima podgotveno za pazarot na tregot? [1- ne, voopшто] [5- dë, mnoгу]	A mendoni se i keni mësuar aftësië e nevojhteme profesionale për të ardhur sukses në tregun e punës? [1- Jo aspak] [5- po, shumë] / Dëli mësitate dëka ste gje nauçile potebnihte profesionalni veshtini za dë postignite uspeh na pazarot na tregot? [1- ne, voopшто] [5- dë, mnoгу]
9/22/2023 14:03:35	Gotšikar	Female	25+	25+	Master	No	No	3	2	2
9/22/2023 14:18:15	Bogovinë / Bogošnje	Male	25+	25+	University	No	No	3	4	4
9/22/2023 14:54:13	Tearçil / Tearçje	Female	25+	25+	University	Yes	Yes	1	4	5
9/22/2023 15:27:58	Çair	Male	25+	25+	Phd	Yes	Yes	2	5	5
9/25/2023 12:54:51	Tearçil / Tearçje	Male	15-18	15-18	High School	No	No	2	3	2
9/26/2023 17:33:16	Tearçil / Tearçje	Female	19-22	19-22	University	Yes	Yes	2	3	3
9/27/2023 15:57:19	Vharrëht / Vrahneštje	Female	15-18	15-18	High School	Yes	Yes	2	3	3
9/28/2023 19:15:23	Bogovinë / Bogošnje	Male	15-18	15-18	High School	Yes	Yes	2	5	5
9/29/2023 13:40:08	Tetovë	Female	19-22	19-22	University	Yes	Yes	3	4	3
10/3/2023 11:37:23	Tetovë	Female	19-22	19-22	High School	Yes	Yes	1	3	3
10/3/2023 11:37:30	Vharrëht / Vrahneštje	Male	19-22	19-22	University	Yes	Yes	1	2	3
10/3/2023 11:37:31	Tetovë	Male	15-18	15-18	Primary School	Yes	Yes	3	1	2
10/3/2023 11:37:38	Tearçil / Tearçje	Female	19-22	19-22	University	Yes	Yes	3	4	3
10/3/2023 11:37:42	Gotšikar	Female	19-22	19-22	University	Yes	Yes	4	4	3
10/3/2023 11:37:42	Kaçanik	Female	15-18	15-18	High School	Yes	Yes	5	5	5
10/3/2023 11:37:46	Gotšikar	Female	19-22	19-22	High School	Yes	Yes	5	3	3
10/3/2023 11:37:55	Dibër	Female	15-18	15-18	High School	Yes	Yes	4	3	3
10/3/2023 11:37:56	Prishtinë	Female	15-18	15-18	University	Yes	Yes	3	3	3
10/3/2023 11:37:58	Prishtinë	Female	15-18	15-18	University	Yes	Yes	3	3	3
10/3/2023 11:38:00	Tetovë	Female	19-22	19-22	University	Yes	Yes	3	2	2
10/3/2023 11:38:01	Tetovë	Female	19-22	19-22	University	Yes	Yes	3	3	3
10/3/2023 11:38:04	Shkup	Male	15-18	15-18	University	Yes	Yes	2	3	4
10/3/2023 11:38:40	Vharrëht / Vrahneštje	Female	19-22	19-22	High School	Yes	Yes	1	1	1
10/3/2023 11:38:44	Tearçil / Tearçje	Female	19-22	19-22	University	Yes	Yes	3	5	5
10/3/2023 11:38:44	Dohëan	Male	19-22	19-22	University	Yes	Yes	3	4	4
10/3/2023 11:38:49	Veles	Female	19-22	19-22	University	Yes	Yes	3	3	3
10/3/2023 11:38:53	Tetovë	Female	19-22	19-22	University	Yes	Yes	3	3	3
10/3/2023 11:39:03	Shkup / çair	Female	19-22	19-22	University	Yes	Yes	3	3	3
10/3/2023 11:39:04	Gotšikar	Male	15-18	15-18	High School	Yes	Yes	3	2	4
10/3/2023 11:39:06	Tetovë	Female	15-18	15-18	University	Yes	Yes	2	1	1
10/3/2023 11:39:08	Kaçanik	Female	19-22	19-22	High School	Yes	Yes	4	5	5
10/3/2023 11:39:12	Prishtinë	Female	15-18	15-18	High School	Yes	Yes	2	2	3
10/3/2023 11:39:13	Karçevë	Female	15-18	15-18	High School	Yes	Yes	3	1	3
10/3/2023 11:39:14	Prishtinë	Female	15-18	15-18	High School	Yes	Yes	3	2	2
10/3/2023 11:39:18	Tetovë	Female	19-22	19-22	High School	Yes	Yes	2	4	2
10/3/2023 11:39:20	Vharrëht / Vrahneštje	Female	19-22	19-22	High School	Yes	Yes	1	1	1
10/3/2023 11:39:22	Gotšikar	Female	15-18	15-18	University	Yes	Yes	1	3	5
10/3/2023 11:39:26	Prishtinë	Female	15-18	15-18	High School	Yes	Yes	3	3	3
10/3/2023 11:39:26	Bogovinë / Bogošnje	Female	19-22	19-22	University	Yes	Yes	3	4	4
10/3/2023 11:39:26	Tetovë	Female	19-22	19-22	High School	Yes	Yes	1	2	3
10/3/2023 11:39:33	Dohëan	Female	15-18	15-18	University	Yes	Yes	3	4	4
10/3/2023 11:39:36	Tearçil / Tearçje	Male	19-22	19-22	High School	Yes	Yes	2	4	4
10/3/2023 11:39:36	Gotšikar	Female	19-22	19-22	University	Yes	Yes	3	3	3
10/3/2023 11:39:39	Tetovë	Female	19-22	19-22	University	Yes	Yes	3	3	3
10/3/2023 11:39:42	Bogovinë / Bogošnje	Female	19-22	19-22	University	Yes	Yes	3	3	4
10/3/2023 11:39:44	Studenican	Male	19-22	19-22	High School	Yes	Yes	2	3	1
10/3/2023 11:39:44	Gotšikar	Female	19-22	19-22	University	Yes	Yes	1	3	5
10/3/2023 11:39:44	Strug	Female	19-22	19-22	University	Yes	Yes	2	4	4
10/3/2023 11:39:45	Bitola	Male	19-22	19-22	University	Yes	Yes	3	2	3
10/3/2023 11:39:45	Tetovë	Female	19-22	19-22	University	Yes	Yes	4	4	4
10/3/2023 11:39:50	Tetovë	Female	19-22	19-22	University	Yes	Yes	3	3	2
10/3/2023 11:39:52	Kocovë	Female	19-22	19-22	University	Yes	Yes	2	5	3
10/3/2023 11:39:52	Çair	Female	19-22	19-22	University	Yes	Yes	3	3	4
10/3/2023 11:39:56	Tearçil / Tearçje	Female	19-22	19-22	University	Yes	Yes	1	5	5
10/3/2023 11:39:57	Debar	Male	19-22	19-22	High School	Yes	Yes	3	4	4
10/3/2023 11:39:57	Ferizaj	Female	15-18	15-18	High School	Yes	Yes	3	4	4
10/3/2023 11:39:57	Çair	Female	19-22	19-22	University	Yes	Yes	3	4	4
10/3/2023 11:39:57	Çair, Skopje	Female	15-18	15-18	University	Yes	Yes	2	2	2
10/3/2023 11:39:57	Shkup	Male	19-22	19-22	High School	Yes	Yes	3	3	4
10/3/2023 11:40:02	Ferizaj	Female	15-18	15-18	University	Yes	Yes	4	5	3
10/3/2023 11:40:03	Gotšikar	Male	19-22	19-22	University	Yes	Yes	4	4	4
10/3/2023 11:40:05	Tetovë	Female	15-18	15-18	High School	Yes	Yes	2	2	3
10/3/2023 11:40:10	Vharrëht / Vrahneštje	Female	19-22	19-22	University	Yes	Yes	1	5	5
10/3/2023 11:40:11	Gjilan	Female	15-18	15-18	University	Yes	Yes	3	3	4
10/3/2023 11:40:15	Lipkovo	Male	15-18	15-18	University	Yes	Yes	3	3	3
10/3/2023 11:40:19	Ohrid	Female	19-22	19-22	High School	Yes	Yes	4	3	3
10/3/2023 11:40:20	Gotšikar	Female	19-22	19-22	University	Yes	Yes	3	4	4
10/3/2023 11:40:22	Kërçevë	Female	19-22	19-22	University	Yes	Yes	3	4	3
10/3/2023 11:40:22	Tetovë	Female	19-22	19-22	High School	Yes	Yes	1	5	5
10/3/2023 11:40:27	Tetovë	Female	15-18	15-18	University	Yes	Yes	3	3	5
10/3/2023 11:40:29	Karçevë	Female	19-22	19-22	University	Yes	Yes	3	4	3

Timestamp	Nr cila komuni jeni ju/ Oq koja opština dođate		Cila štitit mocha juaj / Koja e vašata vozrast	Oli štitit niveli juaj / Koe e vašeto momentalno nivao na obrazovanie?	A planifikati ti vashdoni në universitet? Ose e jeni tashmë në universitet? / Dali planirate da propozitate na universitetet? Dali veke sledite universitetet?	A mendoni se ka mundësi të mira në tregun e punës në Maqedonië e Veriut? (1- jo aspak) (5- po, shumë) / Dali mислеите дека има добри можности на пазарот на трудот во Северна Македонија? (1- не, воопшто) (5- да, многу)	A mendoni se edukimi juaj ju ka përgatitur për tregun e punës? (1- jo aspak) (5- po, shumë) / Dali mислеите дека vašeto obrazovanie ve ima podgotovno za pazaret na trudot? (1- ne, voopшто) (5- da, многу)	A mendoni se i kemi mësuar aftësitë e nevojshme profesionale për të arritur sukses në tregun e punës? (1- jo aspak) (5- po, shumë) / Dali mислеите дека ste ги научиле потребните profesionalni veštini za da postignete uspeh na pazaret na trudot? (1- ne, voopшто) (5- da, многу)
10/3/2023 11:40:29	Gostivar	Female	19-22	University	Yes	1	3	4
10/3/2023 11:40:30	Gjakovë/Kosovo	Female	15-18	High School	Yes	3	5	3
10/3/2023 11:40:30	Kichevo	Male	19-22	High School	Yes	3	1	4
10/3/2023 11:40:33	Prizren	Female	15-18	University	Yes	4	5	3
10/3/2023 11:40:35	Горче Петров	Female	19-22	University	Yes	3	3	3
10/3/2023 11:40:36	Bërvenica / Брвенца	Female	19-22	High School	Yes	2	4	4
10/3/2023 11:40:37	Ferizaj	Female	19-22	University	Yes	4	5	3
10/3/2023 11:40:38	Ohrid	Female	19-22	University	Yes	1	3	3
10/3/2023 11:40:45	Tearçil / Tearçie	Female	19-22	High School	Yes	2	4	3
10/3/2023 11:40:45	Strugë	Female	19-22	University	Yes	3	3	3
10/3/2023 11:40:46	Bërvenica / Брвенца	Female	19-22	High School	Yes	2	4	3
10/3/2023 11:40:50	Dohreni	Female	19-22	University	Yes	1	5	5
10/3/2023 11:41:02	Korçë/Shipëri	Female	19-22	University	Yes	2	1	1
10/3/2023 11:41:15	Gjilan	Male	19-22	High School	Yes	3	4	3
10/3/2023 11:41:22	Suharekë	Female	15-18	High School	Yes	4	2	2
10/3/2023 11:41:27	Stuga	Female	15-18	University	Yes	3	4	3
10/3/2023 11:41:32	Likove	Male	19-22	University	Yes	4	5	3
10/3/2023 11:41:40	Kucera Bopa	Female	15-18	University	Yes	4	3	3
10/3/2023 11:41:48	Tetovë	Female	19-22	University	Yes	2	3	4
10/3/2023 11:41:54	Tearçil / Tearçie	Female	19-22	University	Yes	3	5	3
10/3/2023 11:41:55	Kosovo	Female	15-18	University	Yes	1	1	2
10/3/2023 11:42:20	Tetovë	Female	15-18	University	Yes	2	1	3
10/3/2023 11:42:36	Tetovë	Female	15-18	University	Yes	3	2	3
10/3/2023 11:42:43	Tetovë	Female	19-22	University	Yes	3	4	4
10/3/2023 11:42:48	Likovë/Pelencan	Male	15-18	University	Yes	2	4	3
10/3/2023 11:43:00	Dohreni	Female	19-22	University	Yes	4	4	5
10/3/2023 11:43:06	Likovë	Female	19-22	University	Yes	3	4	4
10/3/2023 11:43:51	Shitve/Kosovo	Female	15-18	High School	Yes	3	5	4
10/3/2023 11:44:12	Gjakovë	Female	19-22	High School	Yes	2	3	3
10/3/2023 12:25:24	Tetovë	Female	19-22	University	Yes	3	4	4
10/3/2023 12:32:50	Tetovë	Female	15-18	Primary School	Yes	2	1	3
10/3/2023 12:34:20	Tetovë	Female	19-22	University	Yes	2	3	4
10/3/2023 13:13:44	Tearçil / Tearçie	Female	19-22	University	Yes	3	4	3
10/3/2023 13:34:57	Strugë	Female	19-22	University	Yes	2	3	4
10/3/2023 16:23:18	Kumanov	Male	19-22	University	Yes	3	4	4
10/3/2023 17:04:47	Prishtinë	Female	15-18	University	Yes	3	2	2
10/3/2023 20:46:18	Tetovë	Female	19-22	High School	Yes	2	1	1
10/3/2023 21:08:30	Tetovo	Male	19-22	University	Yes	3	3	3
10/5/2023 11:33:04	Tetovë	Female	19-22	University	Yes	3	3	4
10/5/2023 11:36:13	Bërvenica / Брвенца	Male	19-22	University	Yes	2	4	4
10/5/2023 11:37:17	Karovo	Female	19-22	University	Yes	2	3	3
10/5/2023 11:39:02	Tearçil / Tearçie	Female	19-22	University	Yes	4	5	4
10/5/2023 11:41:06	Vogovinë / Борговина	Male	19-22	University	Yes	2	3	4
10/5/2023 11:50:16	Diber	Female	19-22	University	Yes	1	2	2
10/5/2023 11:52:35	Tetovë	Female	19-22	University	Yes	2	2	3
10/5/2023 20:01:46	Kärpova	Female	19-22	University	Yes	1	3	3
10/6/2023 9:24:11	Tetovë	Female	19-22	University	Yes	3	2	3
10/6/2023 15:17:31	Zhelinë / Желецо	Female	19-22	High School	Yes	2	2	1
10/9/2023 11:36:53	Tetovë	Female	19-22	University	Yes	4	4	5
10/9/2023 11:37:03	Tetove	Female	19-22	University	Yes	2	4	4
10/9/2023 11:37:05	Tetovë	Female	19-22	University	Yes	2	4	4
10/10/2023 7:35:16	Peje	Female	19-22	University	Yes	3	3	2
10/10/2023 16:13:13	Kärpova	Female	19-22	University	Yes	1	3	3

A keni realizuar ndonjëherë ndonjë punë praktike ose a keni rritur? / Dali nekojsh ste bile angazhirani vo nekojsh praktikanska rabota ili ste rabotile?	Nise ja, pse nuk keni aplikuar anjehere për punë apo punë praktike? (Gjith të gjitha që përkrahjen) / Aco ne, zoshjo nekojsh ne ste aplikuarile za rabota ili praktikanska rabota? (Ziberete gi site soodvetni odgovori)	A mendon se praktika më vonë të ndihmon në punë? / Dali mslite dala praktikansvoto podocni vi pomaga pri vrbotuvanje?	Çfarë aftësih mendon se kërkon tregu i punës për të punësuar? (Gjith të gjitha që përkrahjen) / Kani mslitni mslite dala bara pazarot na trud kaj eden vrboteni? (Ziberete gi site soodvetni odgovori)	Çli nga burimet mendon se mund të ju ndihmojë, për gjetjen e një pune apo praktikë? (Gjith të gjitha që përkrahjen) / Koj od drolnavaodnigte kavori mslite dala moze da vi pomoga da najdete rabota ili praktikena rabota: (Ziberete gi site soodvetni odgovori)	A pajtoheni me këtë deklaratë: Mendoj se e di çfarë llojeve të punëve të cilat industri punësojë (1- jo aspak) (5- po, shumë) / Dali se soodvetvate so ova nija: „Mislami dala znam sho baraat vrbotavците k koj industri vrbotuvant“ (1- ne, vooptato) (5- da, mekoj)	Selektori të gjitha anjet pse mendoni se rëndësi largohen nga Makedonia e Verit për të gjetur punë? / Podalçete gi site priçini zoshjo mslite dala lufeto ja natuvtaat Savarna Makedonija za da najdat rabota:			
Yes	I do not know where to go	Yes	Knowledge of foreign lang Career Counselors or Adv		2	There are not enough jobs here, The salary is too low here, There is a lack of d			
Yes	I have worked in the hoop	Yes	Knowledge of foreign lang Career Counselors or Adv		4	There are not enough jobs here, The salary is too low here, The jobs that are a			
Yes	N/A	Yes	Knowledge of foreign lang None of the above		3	There are not enough jobs here, The salary is too low here			
No	I do not feel qualified	Yes	Knowledge of foreign lang local youth groups/organi		4	The salary is too low here			
Yes	I do not know where to go	Yes	Knowledge of foreign lang None of the above		3	There are not enough jobs here, The salary is too low here, There is a lack of d			
Yes	I have worked before	Yes	Knowledge of foreign lang local youth groups/organi		4	The salary is too low here, There is a lack of dignity here and employees are in			
No	I do not feel qualified	Yes	Knowledge of foreign lang Career Counselors or Adv		3	There are not enough jobs here			
No	Companies do not want it	Yes	Knowledge of foreign lang Family of friends		2	There are not enough jobs here, The salary is too low here, There is a lack of d			
No	Companies do not want it	Yes	Knowledge of foreign lang Career Counselors or Adv		4	There are not enough jobs here, The salary is too low here, The jobs that are a			
Yes	I do not know where to go	Yes	Knowledge of foreign lang Family of friends		2	The salary is too low here, There is a lack of dignity here and employees are in			
No	Companies do not want it	Yes	Knowledge of foreign lang Career Counselors or Adv		4	There are not enough jobs here, The salary is too low here, The jobs that are a			
Yes	I do not know where to go	Yes	Knowledge of foreign lang Career Counselors or Adv		3	There are not enough jobs here, The salary is too low here, There is a lack of d			
No	I do not know where to go	Yes	IT (information technology local youth groups/organi		1	There are not enough jobs here, The salary is too low here, There is a lack of d			
No	I applied but was denied	Yes	Knowledge of foreign lang local youth groups/organi		3	The salary is too low here			
No	I do not feel qualified	Yes	IT (information technology local youth groups/organi		2	There are not enough jobs here			
Yes	Companies do not want it	Yes	Knowledge of foreign lang Family of friends		2	There are not enough jobs here, The salary is too low here, There is a lack of d			
Yes	I applied but was denied	Yes	Knowledge of foreign lang Family of friends		3	The salary is too low here			
Yes	N/A	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 in			
Yes	Companies do not want it	Yes	Knowledge of foreign lang Career Counselors or Adv		3	There are not enough jobs here, The salary is too low here, There is a lack of d			
No	I do not know where to go	Yes	Knowledge of foreign lang Family of friends		3	There are not enough jobs here, The salary is too low here, There is a lack of d			
No	I do not feel qualified	Yes	Knowledge of foreign lang None of the above		1	There are not enough jobs here, The salary is too low here, There is a lack of d			
Yes	I applied but was denied	Yes	Finance/Sales/Business & None of the above		3	There are not enough jobs here			
No	I do not know where to go	Yes	Knowledge of foreign lang Career Counselors or Adv		1	There are not enough jobs here, The salary is too low 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 here and employees are in			
Yes	I do not know where to go	Yes	Knowledge of foreign lang American Corner Tetovo		4	There are not enough jobs here, 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 here and employees are in			
No	N/A	Yes	Knowledge of foreign lang Family of friends		3	The salary is too low here			
Yes	Companies do not want it	Yes	Knowledge of foreign lang Career Counselors or Adv		3	There are not enough jobs here, The salary is too low here, The jobs that are a			
Yes	N/A	Yes	IT (information technology Family of friends		4	The salary is too low here, There is a lack of dignity here and employees are in			
No	Companies do not want it	Yes	Data Analysis Career Counselors or Adv		3	There is a lack of dignity here and employees are treated badly			
Yes	N/A	Yes	Knowledge of foreign lang local youth groups/organi		3	There are not enough jobs here, The salary is too low 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 skilled			
No	Companies do not want it	Yes	Knowledge of foreign lang Career Counselors or Adv		3	There are not enough jobs here, The salary is too low here, There is a lack of d			
Yes	N/A	Yes	Finance/Sales/Business & Family of friends		4	There are not enough jobs here, The salary is too low here, The jobs that are a			
Yes	N/A	Yes	Knowledge of foreign lang Career Counselors or Adv		2	There are not enough jobs here, The salary is too low 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 low here, There is a lack of d			
Yes	I do not feel qualified	Yes	Knowledge of a low		3	There is a lack of dignity here and employees are treated badly			
No	I do not feel qualified, I do	Yes	Knowledge of foreign lang Career Counselors or Adv		3	The salary is too low here			
Yes	N/A	Yes	Knowledge of foreign lang Career Counselors or Adv		5	The salary is too low here, The jobs that are available here are low level/low sk			
No	It is intimidating/hard to a	Yes	Finance/Sales/Business & None of the above		4	There are not enough jobs here, The salary is too low here			
No	I do not know where to go	Yes	Knowledge of foreign lang Career Counselors or Adv		3	The salary is too low here			
Yes	N/A	Yes	IT (information technology Career Counselors or Adv		3	The salary is too low here, The jobs that are available here are low level/low sk			
No	I applied but was denied	Yes	Knowledge of foreign lang American Corner Tetovo		1	The salary is too low here			
No	I did not need/want to	Yes	Knowledge of foreign lang local youth groups/organi		3	There are not enough jobs here, The salary is too low here, The jobs that are a			
No	I do not know where to go	Yes	Knowledge of foreign lang local youth groups/organi		2	There are not enough jobs here, The salary is too low here, The jobs that are a			
Yes	N/A	Yes	Ta gjitha te larpemendun local youth groups/organi		3	The salary is too low here			
No	I do not know where to go	Yes	IT (information technology local youth groups/organi		1	The salary is too low here, There is a lack of dignity here and employees are in			
Yes	N/A	Yes	Knowledge of foreign lang Family of friends		3	The salary is too low here			
Yes	N/A	Yes	Knowledge of foreign lang Career Counselors or Adv		3	The salary is too low here			
Yes	Kam punuar	Yes	Knowledge of foreign lang Family of friends		3	There are not enough jobs here			
Yes	Kam aplikuar	Yes	Knowledge of foreign lang Career Counselors or Adv		1	The salary is too low here			
No	I do not know where to go	Yes	Knowledge of foreign lang local youth groups/organi		2	There are not enough jobs here, The salary is too low here, The jobs 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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