

HOW IS CHILDCARE KEEPING WOMEN OUT OF THE WORKFORCE IN NORTH MACEDONIA?



More kindergartens

Fewer unemployed women

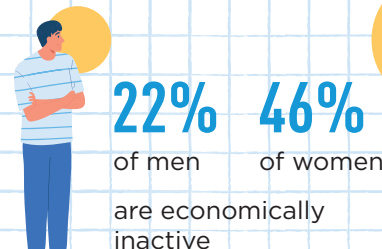
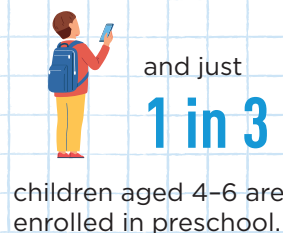
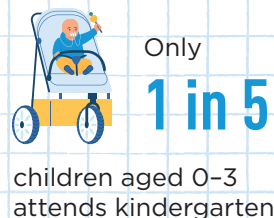


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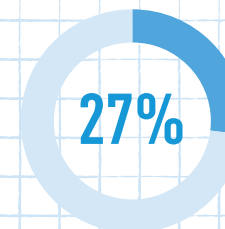
Mentorship: Altynai Mambetova School of Data, Nurai Mamytova, Ala Negruta, UN Women ECA RO.

This infographic was created as part of the Gender Data Bootcamp in Izmir, Türkiye, a collaborative effort between the School of Data and UN Women's "Gender Equality Facility" project in North Macedonia and the "Making Every Woman and Girl Count" regional programme for Europe and Central Asia. The views expressed in this publication are those of the authors and do not necessarily represent the views of UN Women, the United Nations or any of its affiliated organizations.

What does this mean for families and especially for women?



Half of women aged 15-64 are outside of the labour market due to household chores and childcare responsibilities, no men are inactive for these reasons.



More than a quarter of unemployed women are not looking for a job because they need to take care of children.



How can we address this gap?

* Redistributing care and reconfiguring work

* More kindergartens



The policy of expanding the number of kindergartens is self-funding in the long run.

In 2022, 113 kindergartens served **35,932** kids, with **many** on waiting lists.

To give every child a place, North Macedonia needs to **double** the number of kindergartens and **triple** its staff.

According to 2019 estimates, achieving universal enrolment for all children would result in a minimum of 5% annual growth in GDP, due to increased employment, higher earnings, and a rise in fiscal revenues.



Investing in daycare is one solution, but how else can we solve this problem?

- Involving fathers in childcare
- Promoting flexible work arrangements
- Introducing paid parental leave

Data sources: MakStat. Authors' calculations, based on data from the Statistical Office. UN Women. 2019. Investing in free universal childcare in the Republic of North Macedonia.