Globalization Partners provides employer of record services for clients that want to hire employees and run payroll without first establishing a branch office or subsidiary in Macedonia. Your candidate is hired via Globalization Partners’ Macedonia PEO in accordance with local labor laws and can be onboarded in days instead of the months it typically takes. The individual is assigned to work on your team, working on your company’s behalf exactly as if he or she were your employee to fulfill your in-country requirements.

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Our Global Employer of Record Platform™ and Global PEO service enables clients to run payroll in Macedonia while HR services, tax, and compliance management matters are lifted from their shoulders onto ours. As a Global PEO expert, we manage employment contract best practices, statutory and market norm benefits, and employee expenses, as well as severance and termination if required. We also keep you apprised of changes to local employment laws in Macedonia.

Your new employee is productive sooner, has a better hiring experience and is 100% dedicated to your team. You’ll have peace of mind knowing you have a team of dedicated employment experts assisting with every hire. Globalization Partners allows you to harness the talent of the brightest people in 170 countries around the world, quickly and painlessly.

Macedonia is a landlocked country on the Balkan Peninsula in Southeast Europe. Although Macedonian is the official language, five other languages are widely spoken and in some regions are co-official languages.

When negotiating terms of an employment contract and offer letter with an employee in
Macedonia, it may be useful to keep the following in mind:

**Macedonia Holidays**

Macedonia celebrates 11 national holidays:

- New Year’s Day
- Orthodox Christmas Day
- Labor Day
- Orthodox Easter Monday
- Saints Cyril and Methodius Day
- Ramazan Bajram
- Day of the Republic
- Independence Day
- People’s Uprising Against Fascism Day
- Day of the Macedonian Revolutionary Struggle
- St. Clement of Ohrid Day

**Bonus in Macedonia**

Annual bonuses are common in Macedonia.

**Working Hours in Macedonia**

The general work week in Macedonia is 40 hours, with five, eight-hour days.

**Vacation in Macedonia**

Employees are generally entitled to 20 to 26 days of paid annual leave, and up to an additional seven for marriage, bereavement, or professional examinations.

**Sick Leave in Macedonia**

Employees are generally eligible for paid sick leave.

**Maternity/Paternity Leave in Macedonia**

Female employees are generally entitled to 9 months of paid maternity leave.
Fathers may take up to seven days of paid paternity leave if the mother does not take her maternity leave.

**Termination/Severance in Macedonia**

In general, employees are entitled to at least one month’s written notice of termination for just cause and up to 6 months’ notice.

Employers are generally supposed to find terminated employees new employment, pay for training, or provide a severance payment of one month’s salary for each two years’ service, up to 12 months’ of wages.

**Macedonia Tax Rate**

There is a flat personal income tax of 10%.

Employers must also withhold the following from employees’ gross salary:

- Pension and disability insurance: 18%.
- Health insurance: 7.3%.
- Employment insurance: 1.2%.
- Additional health insurance: 0.5%.

**Health Insurance in Macedonia**

Macedonia has public health care covered by the Health Insurance Fund. The fund pays for most preventative care, examinations, and treatments.

**Additional Benefits in Macedonia**

Supplemental insurance to cover private healthcare is sometimes given as a benefit.

**Employment Contracts in Macedonia**

It is legally required to put a written employment contract in place in Macedonia, in the local language, which spells out the terms of the employee’s compensation, benefits, and termination requirements. An offer letter and employment contract in Macedonia should always state the salary and any compensation amounts in Macedonian denar rather than a foreign currency.
This information is provided as generally accepted information and is not intended as advisory services.

**Why Globalization Partners**

Establishing a branch office or subsidiary in Macedonia to engage a small team is time-consuming, expensive and complex. Macedonian labor law has strong worker protections, requiring great attention to detail and an understanding of local best practices. Globalization Partners makes it painless and easy to expand into Macedonia. We can help you hire your candidate of choice, handle HR matters and payroll, and ensure that you’re in compliance with local laws, without the burden of setting up a foreign branch office or subsidiary. Our Macedonia PEO and Global Employer of Record Platform provides you peace of mind so that you can focus on running your business.

If you would like to discuss how Globalization Partners can provide a seamless employee leasing or PEO solution for hiring employees in Macedonia, please contact us.

[Request a Proposal](#)