



University Goce Delchev – Shtip
Faculty of tourism and business logistics -
Gevgelia

Proceedings
First International Scientific Conference
ISCTBL

**CHALLENGES OF TOURISM
AND BUSINESS LOGISTICS IN
THE 21ST CENTURY**



Gevgelia, 24-25 October 2017 & Shtip, December 2017



University "Goce Delcev" – Shtip, R. Macedonia
Faculty of tourism and business logistics – Gevgelija

ISCTBL

INTERNATIONAL SCIENTIFIC CONFERENCE ON
TOURISM AND BUSINESS LOGISTICS – GEVGELIJA



Proceedings
First International Scientific Conference
CHALLENGES OF TOURISM AND BUSINESS
LOGISTICS IN THE 21ST CENTURY »ISCTBL 2017«
Gevgelija, October 24-25, 2017



"St. Kliment Ohridski" University – Bitola



Faculty of Tourism and Hospitality, Ohrid, Macedonia



University of Kragujevac
Faculty of Hotel Management and Tourism
Vrnjačka Banja



Gevgelija- Shtip, December 2017

Publisher:

Faculty of Tourism and Business logistics, Gevgelija
University "Goce Delcev" Shtip, Macedonia
Krstе Misirkov 10-A, 2000 Shtip; tel.: +389 32 550 000; Fax: +389 32 390 700
Tel.: +389 32 550 351 ; +389 32 550 350
E-mail: <http://ftbl.ugd.edu.mk/> www.ugd.edu.mk

For the Publisher:

Nikola V. Dimitrov, Ph.D. – Dean

Edited by:

Nikola V. Dimitrov, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, Macedonia
Drago Cvijanović, Faculty of Hotel management and Tourism in Vrnjačka Banja, University of Kragujevac, Serbia
Cvetko Andreeski, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, Macedonia

Technical Support

Nikola V. Dimitrov, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, Macedonia
Dushko Josheski, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, Macedonia
Natasa Miteva, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, Macedonia

Proofreader:

Marija Krsteva, Faculty of Philology, Goce Delcev University - Štip, Macedonia

Number of copies

100

Printed by:

2 August Shtip

CIP - Каталогизација во публикација
Национална и универзитетска библиотека "Св. Климент Охридски", Скопје
338.48(062)
INTERNATIONAL scientific conference "Challenges of tourism and business logistics in the 21st century, ISCTBL (1 ; 2017 ; Gevgelija)
Proceedings / First international scientific conference "Challenges of tourism and business logistics in th 21st century, ISCTBL, 2017, Gevgelija, Macedonia, October 24-25, 2017. - Shtip : University "Goce Delcev" - Shtip, Faculty of tourism and business logistics - Gevgelija, Shtip 2017. - 340 стр. ; 25 см
Фусноти кон текстот
ISBN 978-608-244-465-9
а) Туризам - Собири
COBISS.MK-ID 104519178

ORGANIZER OF THE CONFERENCE AND PUBLISHER
UNIVERSITY "GOCE DELČEV" – SHTIP, REPUBLIC OF MACEDONIA
FACULTY OF TOURISM AND BUSINESS LOGISTICS - GEVGELIA

Co-organizers

Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Faculty of Hotel Management and Tourism in Vrnjačka Banja, University of Kragujevac, *Serbia*

Institute of Geography, Faculty of Natural Sciences and Mathematics, "Sts. Cyril and Methodius" University - Skopje, *Macedonia*

Faculty of Nature science chair Geography - Konstantin Preslavsky University of Shumen, *Bulgaria*

Faculty of Tourism, Hospitality, Environment, University of Peja "Haxhi Zeka", *Kosovo*

Faculty of Applied Ecology Futura, University Singidunum, *Serbia*

Aristotle University of Thessaloniki, *Greece*

Program committee

Nikola V. Dimitrov, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia* (President)

Anne-Mette Hjalager, Department of Entrepreneurship and Relationship Management, University of Southern Denmark, *Denmark*

Angela Vasileska, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Aleksandra Zezova, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Aneta Stojanovska Stefanovska, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Biljana Petrevska, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Blagoja Markoski, Institute of Geography, Faculty of Natural Sciences and Mathematics, "Sts. Cyril and Methodius" University - Skopje, *Macedonia*

Branko Nikoloski, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Cane Koteski, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Cvetko Andreeski, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Dallen J. Timothy, School of Community Resources and Development, Arizona State University, *USA*

Dimitris Kourkouridis, PhD student, Aristotle University of Thessaloniki, *Greece*

Dean Metodievski, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Drago Cvijanović, Faculty of Hotel management and Tourism in Vrnjačka Banja, University of Kragujevac, *Serbia*

Drasko Atanasoski, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Dusica Saneva, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Elizabeta Mitreva, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Husnija Bibuljica, Faculty of Tourism, Hospitality, Environment, University of Peja "Haxhi Zeka", *Kosovo*

Ivanka Nestorovska, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Jovan Stojanoski, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Kiril Postolov, Faculty of Economics – Skopje, "Sts. Cyril and Methodius" University – Skopje, *Macedonia*

Lidija Simončeska, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Liljana Batkoska, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Marija Magdinceva-Sopova, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, *Macedonia*

Marija Takovska, Economic Institute, "Sts. Cyril and Methodius University" - Skopje, *Macedonia*

Mico Apostolov, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Milen Penerliev, Faculty of Nature science chair Geography, Konstantin Preslavsky University of Shumen, *Bulgaria*

Mimoza Serafimova, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Mitre Avramoski, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Nako Tashkov, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Naume Marinovski, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Nazmiye Erdoğan, Vocational School of Social Sciences, Tourism and Hotel Management Program, Başkent University, Ankara, *Turkey*

Neda Petroska Angeloska, Economic Institute, "Sts. Cyril and Methodius" University – Skopje, *Macedonia*

Nikola Panov, Institute of Geography, Faculty of Natural Sciences and Mathematics, "Sts. Cyril and Methodius" University - Skopje, *Macedonia*

Noga Collins-Kreiner, Department of Geography and Environmental Studies, University of Haifa, *Israel*

Olgica Dimitrovska, Institute of Geography, Faculty of Natural Sciences and Mathematics, "Sts. Cyril and Methodius" University - Skopje, *Macedonia*

Oliver Filiposki, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Pietro Beritelli, Institute for Systematic Management and Public Governance, University of Saint Gallen, *Switzerland*

Ramona Rupeika-Apoga, Faculty of Economics and Management, University of Latvia, *Latvia*

Snežana Miličević, Faculty of Hotel management and Tourism in Vrnjačka Banja, University of Kragujevac, *Serbia*

Snežana Štetić, Faculty of Sciences, Department of Geography, Tourism and Hotel Management, University of Novi Sad, *Serbia*

Sofronija Miladinovski, Faculty of Tourism, Hospitality, Environment, University of Peja "Haxhi Zeka", *Kosovo*

Suzana Djordjević-Milošević, Faculty of Applied Ecology Futura, University Singidunum, *Serbia*

Shaul Krakover, Hemdat Hadarom Education College & Department of Geography and Environmental Development, Ben-Gurion University of Negev Beer-Sheva, *Israel*

Tanja Angelkova - Petkova, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, *Macedonia*

Tatjana Boskov, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Zlatko Jakovlev, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Zoran Temelkov, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Zoran Tuntev, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Organizing committee

Zlatko Jakovlev, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, *Macedonia* (President)

Drasko Atanasoski, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia* (Vice-President)

Zoran Temelkov, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia* (Vice-President)

Marija Magdinceva-Sopova, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, *Macedonia*

Natasa Miteva, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, *Macedonia*

Dushko Josheski, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, *Macedonia*

Tanja Angelkova - Petkova, Faculty of Tourism and Business Logistics, Goce Delcev University - Štip, *Macedonia*

Mimoza Serafimova, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Biljana Petrevska, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Cane Koteski, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Cvetanka Ristova, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Plenary session

Joanna Hernik, Faculty of Economics, West Pomeranian University of Technology in Szczecin, *Poland*
Ramona Rupeika-Apoga, Faculty of Business, Management and Economics at the University of Latvia, *Latvia*

Nazmiye Erdoğan, Vocational School of Social Science and Tourism & Hotel Management Program, Başkent University, Ankara, *Turkey*

Aleksandra Terzic, Geographical Institute "Jovan Cvijic", Serbian Academy of Sciences and Arts – Belgrade, *Serbia*

Host of opening the conference

Biljana Petrevska, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

Moderator

Ivanka Nestoroska, Faculty of Tourism and Hospitality - Ohrid, "St.Kliment Ohridski" University - Bitola, *Macedonia*

Tanja Angelkova Petkova, Faculty of Tourism and Business Logistics, "Goce Delčev" University - Štip, *Macedonia*

TOURISM DEVELOPMENT TRENDS IN PRIZREN	236
Naser M.Bresa ; Zlatko Jakovlev	
SERVICE QUALITY IN THE HOTEL INDUSTRY	246
Elizabeta Mitreva ; Natasha Miteva ; Dushica Saneva	
THE IMPACT OF TEAMWORK ON THE QUALITY OF THE HOTEL PRODUCT.....	252
Lidija Simonceska ; Toni Cvetanoski	

ECONOMICS AND BUSINESS

ANYTHING GOES THEOREM, INCOMPLETE MARKETS AND RICARDIAN EQUIVALENCE HYPOTHESIS	265
Dushko Josheski	
ANALYSIS OF THE REGULATION OF THE LABOR MARKET IN THE REPUBLIC OF MACEDONIA	279
Mimoza Serafimova ; Mirjana Stojceska Gjorgjioska	
THE ROLE OF THE ENTREPRENEUR IN MANAGING THE PROFESSIONAL STRESS OF THE EMPLOYEES	286
Marija Magdinceva-Sopova ; Snezana Bardarova ; Aneta Stojanova-Stefanovska	
PROCESS OF GLOBALIZATION IN THE WORLD ECONOMY ..	299
Vlatko Paceskoski ; Krume Nikoloski ; Emilija Miteva – Kacarski	
IMPACT OF THE BUSINESS ENVIRONMENT ON THE CONDITIONS FOR STARTING BUSINESS IN REPUBLIC OF MACEDONIA.....	305
Mimoza Serafimova	
INTERNATIONAL DEBT AND DEVELOPING COUNTRIES	313
Vlatko Paceskoski ; Krume Nikoloski ; Emilija Miteva Kacarski	
THE MODERN ENTREPRENEURSHIP IN THE PROCESS OF MODERN TOURISM DEVELOPMENT IN THE REPUBLIC OF MACEDONIA AND MUNICIPALITY OF GEVGELIJA	319
Marija Magdinceva-Sopova ; Kiril Postolov ; Risto Elenov	
ADDRESSING DE-EUROIZATION IN TRANSITION ECONOMIES: THE EVIDENCE OF MACEDONIA	326
Tatjana Boshkov	
Poster presentations.....	335

ANALYSIS OF THE REGULATION OF THE LABOR MARKET IN THE REPUBLIC OF MACEDONIA

Mimoza Serafimova¹; Mirjana Stojceska Gjorgjioska²

Abstract

The paper analyzes the situation of the labor market regulation that supported by the relevant legal legislation. From the changes in the regulations that affect the life cycle of the business, we will set out the regulation of employment, especially regarding the areas of employment, and working hours. This paper will look at aspects that affect the quality of work, such as the availability of maternity leave, paid sick leave and the equal treatment of men and women in the workplace. Standard assumptions are used when collecting data. The data on labor market regulation are based on detailed questionnaires on employment regulations, the laws and regulations on employment are analyzed, and secondary sources of data are also considered.

To make data comparable in all economies, several assumptions about the worker and business are used, supporting policymakers in designing regulatory labor market reforms.

Keywords: labor market, regulation, employees, Macedonia.

JEL classification: M1, M12, M51, M54.

Introduction

The flexibility of employment regulation as far as employment, is concerned is working hours and dismissal. Aspects affecting the quality of work would be the availability of maternity leave, paid sick leave and equal treatment of men and women in the workplace. Transition countries, including Macedonia, are carefully and rapidly trying to bring legislation that will regulate the labor market closer to the European.

¹ Mimoza Serafimova, PhD, Associate Professor at Faculty of tourism and business logistic at University Goce Delcev-Stip, R. Macedonia, e-mail mimoza.serafimova@ugd.edu.mk

² Mirjana Stojceska Gjorgjioska, PhD, Business Academy Smilevski, R. Macedonia, e-mail mirjanastojceska@gmail.com

1. Literature review

The Keynesian economy focuses on the fact that unemployment is the result of an insufficiently effective demand for products and services in the economy. According to (Romer 1990: 64) economic growth led to internal sectoral economic changes. These changes lead to structural unemployment. Technological development changed the way of production by reducing the number of employees. While (Pissarides 1990) and (Postel Vinay, 1998: 1091-1115) state that technological development helped for the reduction of unemployment due to the effect of capitalism. (Zaglar, 2006: 53) analyzed the ratio between economic growth and unemployment in the United Kingdom in the period 1982-1999, and the results showed a strong and negative correlation between economic growth and unemployment. According to him, fast-moving economies will face structural unemployment for a short period. Unemployment can be minimized by effective planning and human capital improvement. Many economists analyze this ratio between economic growth and unemployment to make estimates from the Okun coefficient. In particular, Okun (1962) at the time of the Kenyanism referred to a stable ratio between the GDP growth and the change in the percentage of employment. The others on the list were Smith (1975), Gordon (1984), Knoester (1986), Kaufman (1988), Prachowny (1993), Weber (1995), Musa (1997a, 1999), Attfield и Silverstone (1998), Lee (2000), Harris dhe Silverstone (2001), Sogner и Stiassny (2002), and Silvapulle et al (2004).

2. National perspective

According to the presented challenges faced by the labor market, selected by the National Employment Strategy of the Republic of Macedonia 2016 - 2020, they would indicate:

- Low employment rate, high gender gap in employment and low employment of young people;
- Highly vulnerable employment;
- Unfavourable employment structure, dominated by low levels of occupation. High unemployment rate that especially affects young people;
- High long-term unemployment. Relatively low activity rate resulting from low activity of women and low-education;
- Inactive women are disproportionately distributed among young women, women in rural areas and unskilled, with one of the most important reasons for female inactivity being household responsibilities;
- High youth unemployment and a long transition period from education to the labor market. Possible growth of the unemployment of highly educated persons (large growth in the supply); possibility to increase the phenomenon of over-education (Selected part of the National Strategy for Employment of the Republic of Macedonia 2016-2020: 27).

3. Methodology and research frame

The study includes analysis of data from the survey conducted in 2016. In order to make data comparable in all economies, several assumptions are used for employees and businesses:

- Employees are employed in trade, aged 19, with one year work experience, full-time and not members of the trade union.
- Businesses are limited liability companies (or equivalent in the economy), engage in trade activity in the largest business city of the economy. For 11 economies data are collected for the second largest business city, having 60 employees. They adhere to any law and regulation, but do not give workers more benefits than those provided by law, regulation or (if applicable) collective agreements.
- Analysis of the relationship of Employment Laws and Regulations, as well as secondary sources that are considered to ensure accuracy.

Examined aspects of employment, working hours, redundancy rules, redundancy costs and quality of work.

Employment laws need to protect workers from arbitrary or unfair treatment and to ensure effective bargaining between employers and workers. Many economies that have changed the regulation of the labor market for the past 5 years do so in a way that has increased its flexibility. The changes that Macedonia made to regulate the labor market are shown in Table 1.

Table 1: Changes in market regulation in Macedonia

Year	Reform
2016	1.Macedonia introduced amendments to its Labor Relations Act relating to social contributions, employment contracts, independent contractors, annual leave, overtime work, health inspections and labor disputes. 2.Macedonia increased the minimum wage.

Source: Doing Business database

The data for Macedonia is based on a detailed overview of the labor market regulations, prepared by lawyers and public officials.

3.1 Employment

Work engagement data covers five areas:

- prohibiting fixed-term contracts for permanent tasks;
- maximum cumulative duration of fixed-term contracts;

- the minimum wage in the commercial activity, 19 years of age, with one year work experience; and
- the relationship of the Employment Laws and Regulations, and the secondary sources considered to ensure accuracy.
- minimum wage of the average added value per worker (ratio of GDP per capita to the working-age population as a percentage of the total population).

Table 2: Data for working engagement

Hiring	Data
Fixed-term contracts prohibited for permanent tasks?	No
Maximum length of a single fixed-term contract (months)	60 months (Art. 46(1))
Maximum length of fixed-term contracts, including renewals (months)	60.0
Minimum wage applicable to the worker assumed in the case study (US\$/month)	287.5
Ratio of minimum wage to value added per worker	0.5

Source: Doing Business database

3.2 Working hours

Working hours include nine areas:

- the maximum number of working days per week;
- night work premium (as a percentage of hourly wage);
- a weekly working holiday allowance (as a percentage of an hourly wage);
- overtime work (as a percentage of hourly wage);
- whether there are restrictions on night work;
- whether single and unmarried women can work the same night time as men;
- whether there are restrictions on weekly rest;
- whether there are restrictions on overtime work; and
- average paid annual leave for workers with 1, 5 and 10 years of work experience;

Table 3: Data on working hours

Working Hours	Data
Maximum number of working days per week	6.0
Premium for night work (% of hourly pay)	35.0
Premium for work on weekly rest day (% of hourly pay)	50.0

Premium for overtime work (% of hourly pay)	35.0
Restrictions on night work?	Yes
Whether nonpregnant and nonnursing women can work the same night hours as men	Yes
Restrictions on weekly holiday?	No
Restrictions on overtime work?	No
Paid annual leave for a worker with 1 year of tenure (working days)	20.0
Paid annual leave for a worker with 5 years of tenure (working days)	20.0
Paid annual leave for a worker with 10 years of tenure (working days)	20.0
Paid annual leave (average for workers with 1, 5 and 10 years of tenure, in working days)	20.0

Source: Doing Business database

3.3 Quality of work

Doing Business in its research has introduced new data on job quality in 2015 and covers eight quality issues:

- whether the law provides for equal reward for work of equal value;
- whether the law provides for non-discrimination based on gender in employment;
- whether the law provides paid or unpaid maternity leave;
- the minimum length of paid maternity leave (in calendar days);
- whether the employees receive maternity wages 100%;
- whether the employee is eligible for protection against unemployment after one year of work experience; and
- the minimum duration of the contribution period (in months) that is required for protection against unemployment.

Table 4: Performance data

Job Quality	Data
Equal remuneration for work of equal value?	No
Gender nondiscrimination in hiring?	Yes
Paid or unpaid maternity leave mandated by law?	Yes
Minimum length of maternity leave (calendar days)?	270 (for one child)
Receive 100% of wages on maternity leave?	Yes
Five fully paid days of sick leave a year?	Yes

Unemployment protection after one year of employment?	Yes
Minimum contribution period for unemployment protection (months)?	12.0

Source: Doing Business database

4. Analysis and findings

Based on the abovementioned, it is clear that the challenge facing Macedonia is to reduce the unemployment rate and encourage employment through sound legal legislation. Some of the recommendations that can ease the process itself are that despite good progress in labor market conditions, the country still faces a high unemployment rate and low employment and activity rates.

The overall employment rate is low as a result of the low employment of women and young people. Both the quality of jobs and employment may be better. In the structure of employment there is dominance of elementary occupations that are low-productive, pay low wages, and do not exploit human potential, and one fifth of Macedonian workers work at the level of elementary occupations. In the structure of employment and free (unfilled) jobs, the most occupied occupations are secondary occupations, which require workers with secondary (vocational) education. The highest growth rates of the number of employed persons (newly created jobs) have among the highly educated persons. However, the high growth of the offer of highly educated personnel (which slightly exceeds the demand growth) caused a slight increase in the unemployment of highly educated persons and an increase in the phenomenon of over-education.

The activity of the able-bodied population is low as a result of the low activity of women and low-educated persons. Inactive women are disproportionately distributed among young women, women in rural areas and unskilled, with one of the most important reasons for female inactivity being the household responsibilities.

5. Conclusion

An efficient labor market that works well is an important part of the overall business environment. According to the Labor Market Performance Indicator (GIC), the labor market efficiency was assessed at 4.2, making Macedonia ranked 71th. Although there is some improvement, work efficiency needs to continue to improve. The ILO survey (2013) shows that firms generally consider that legislation on the labor market is relatively good, but certain aspects need to be significantly improved. As main areas, the ILO (2016) Enabling Environment for Sustainable Enterprises, where necessary improvements to the regulations state: termination of employment and dismissal of workers, days of annual leave, types of work contracts and employment, for half of employers, the regulation on safety and protection at work presents a great financial burden.

References:

- Boeri, T. (1997) "Labour market reforms in transition economies", *Oxford Review of Economic Policy*, 13(2): 126-140.
- Boeri, T. (1999) "Transition with Labour Supply", William Davidson Working Paper, No.274.
- Boeri, T. and Garibaldi, P. (2002) "Shadow Activity and Unemployment in a Depressed Labour Market", IGIER Working Paper No.77, Bocconi University, Italy.
- Boeri, T. and Garibaldi, P. (2005) "Shadow Sorting", Paper presented at NBER Macroeconomic Conference held in Budapest in June 2005.
- Mickiewicz, T. (2005) "Economic Transition in CE and CIS Countries", Palgrave Macmillan.
- Pissardies. C. A, (1990). "Equilibrium unemployment Theory", Blackwell, Oxford.
- Romer.M. P, (1990). "Endogenous Technological Change," *Journal of Political Economics*,98.
- Vinay. P, , (1999). "Transitional Dynamics of the Search Model with Endogenous Growth," *Journal of Economic Dynamics and Control*, vol..22 (7): 1091-1115.
- World Bank. 2017. *Doing Business 2017: Equal Opportunity for All*. Washington, DC: World Bank. DOI: 10.1596/978-1-4648-0948-4. License: Creative Commons Attribution CC BY 3.0 IGO
- Zaglar. M, , (2006). "Does Economic Growth Exhibit a Different Impact on Job Creation and Job Destruction? *Scottish Journal of Political Economy*, vol. 53.
- National Employment Strategy of the Republic of Macedonia 2016-2020, Skopje. <http://www.doingbusiness.org.%20III%202017.pdf>