

FACTORS OF IMPACT ON THE LABOR MARKET AND BUSINESS IN MACEDONIA

The monograph, according to the content and the way of elaboration, is a presentation of originally developed theoretical aspects and examples of ways to realize an effective entrepreneurial process and offered aspects in terms of natural geographical features, employment and challenges of the new time seen through the prism of business in Republic of Macedonia and the countries in the region. The scientific and practical goal of the author is this work of exceptional value to enable students to expand their knowledge related to the modern approach to business and entrepreneurship, which in conditions of social change should and must be quickly changed and adapted, with which will gain knowledge about these very important and exceptional areas in the development of the Republic of Macedonia. The text of the monograph is professionally and stylistically balanced and easy to read. With precise and logical expression, with a pronounced methodological approach, the authors covered and presented a number of questions that are relevant to this broad and strongly differentiated field of research.



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Situations and challenges

Mimoza Serafimova

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FOREWORD

The monograph "FACTORS OF IMPACT ON THE LABOR MARKET AND BUSINESS IN MACEDONIA" is a systematically and logically ordered paper, written in clear and understandable language. The manuscript is methodologically structured in eight chapters, and in each of them are elaborated the basic settings of the need and the meaning of the business in the Republic of Macedonia, supported by research, data and analyzes from relevant institutions. Each chapter begins with a brief informative explanation of the points that address the main topic offered as a chapter. At the end of the manuscript, the bibliographic items that are cited in the text, refer to the monographic items, periodicals, articles, reports and websites. Hence, the paper consists of eight chapters that cover important topics that the author considers to be of particular importance in this area for the Republic of Macedonia.

The first part IMPACT OF THE BUSINESS ENVIRONMENT ON THE CONDITIONS FOR STARTING BUSINESS IN MACEDONIA, analyzes how easy or difficult is for local entrepreneur to open and run business with small and medium-sized enterprises when it meets the relevant legislation. From the changes in the regulations that influence the life cycle of the business, we will set the perspective for starting a business. This paper will consider the business environment in terms of starting a business. The paper presents data on the indicators for quantitative indicators for business regulations and the protection of property rights that can be compared across several economies of comparators of countries in the region and R Macedonia.

The second part DEVELOPMENT OF THE LABOR MARKET IN THE REPUBLIC OF MACEDONIA, offers a more detailed analysis of the set regulatory employment laws are offered, especially with regard to the areas of employment, working hours and dismissal. This paper will consider and compare aspects that affect the quality of work, such as the availability of maternity leave, paid sick leave and equal treatment of men and women in the workplace. Standard assumptions are used when data is collected. The data on labor market regulation are based on detailed questionnaires on employment regulations, the laws and regulations on employment are analyzed, and secondary data sources are considered.

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

The third part: THE IMPACT OF THE BORDER REGIONS AND PROCEDURES IN THE BUSINESS IN MACEDONIA. In the nowadays globalized world international trade is of growing importance for the business in every country. Border regions are influential factor for the development. On the other hand, too much documentation, burdened customs procedures, inefficient ports, and improper infrastructure, are causing increasing costs and export import delays, slowing down the trade potential. This paper looks up of the importance of the neighboring countries, as well as the cost of administrative procedures associated with the logistics processes of export and import of goods.

The fourth part: FACTOR AND CONDITIONS OF THE LABOR MARKET IN MACEDONIA AND THE REGION - CONDITION AND ANALIYSES. The aim of this paper is to identify and evaluate the relative importance of certain determinants of the labor market's condition in the countries of the West Balkan, in order to define recommendations for concrete measurements of employment policies, that could contribute in better performances and higher efficiency in the market of labor. The accent is on the factors that could be improved with only the coordinated implementation of a summary of strategies that can simultaneously affect the economic growth and development, professional environment, association of the educational institutions with the market of labor and total implementation of active measurements aimed towards the unemployed population.

The fifth part is entitled as: SUPPLY OF THE LABOR MARKET WITH LABOR FORCE – CONDITION IN MACEDONIA. In this section pays attention to the constant condition of supplying the labor market with labor force, by analyzing the condition in the labor market as a country striving for integration in the joining economy of the European economic area. The successes and failures of the efforts for reforms in the labor market in the new member states are discussed as a guidance for further discussion. Secondly, the disparity of supply and demand of skilled job seekers, as an aspect of reform process is discussed. The third field of discussion in the paper is development and implementation of active policies in the labor market that guarantee rightful and efficient use of government resources considering the typical unemployment facts in Macedonia.

The sixth part: CONTEMPORARY ENTERPRENEURIAL APPROACHES FOR THE NEEDS OF LABOR MARKET – A REVIEW OF EXPERINTEIAL KNOWLEDGE IN MACEDONIA AND SEVERAL EUROPEAN COUNTRIES. Lifelong learning is defined as an activity of learning through life, in order to improve knowledge, skills and abilities towards personal, civil, social and business perspectives. For a successful transition towards society and the economy based on knowledge, leading principle in the entire concept of learning and acquiring knowledge should be based on the process of lifelong learning.

The seventh part: WOMEN IN THE WORKFORCE – A CASE STUDY OF MACEDONIA. Over the past years, the transformation has occurred in the gender of the workforce in the EU and the Balkan countries. Women have entered in the labor market and increased the range of professions and sectors and have secured high positions within some companies and organizations. However, gender imbalances remain in the relation to the scope and form of employment and within the reward for the work they complete. In many ways, the organization of the workplace and the domestic division of labor retain the imprint of male influence.

The eighth part: IMPACT OF THE BUSINESS ENVIRONMENT ON THE CONDITIONS FOR STARTING BUSINESS IN MACEDONIA

This paper analyzes how easy or difficult is for local entrepreneur to open and run business with small and medium-sized enterprises when it meets the relevant legislation. From the changes in the regulations that influence the life cycle of the business, we will set the perspective for starting a business. This paper will consider the business environment in terms of starting a business. The paper presents data on the indicators for quantitative indicators for business regulations and the protection of property rights that can be compared across several economies of comparators of countries in the region and R Macedonia.

The monograph is a high quality scientific material that can be used by students and all those who work on issues that are close to business and entrepreneurship and their development aspects. The monograph, according to the content and the way of elaboration, is a presentation of originally developed theoretical aspects and examples of ways to realize an effective entrepreneurial process and offered aspects in terms of natural geographical features, employment and challenges of the new time seen through the prism of business in Republic of Macedonia and the countries in the region. At the same time, in addition to the large number of comparative approaches to the treated issues, made terminologically and spatially, it allows achieving greater efficiency and effectiveness and offering solutions to issues faced by future managers who improve their professional competencies in the study directions of the Faculty of Tourism and business logistics. The scientific and practical goal of the author is this work of exceptional value to enable students to expand their knowledge related to the modern approach to business and entrepreneurship, which in conditions of social change should and must be quickly changed and adapted, with which will gain knowledge about these very important and exceptional areas in the development of the Republic of Macedonia. The text of the monograph is professionally and stylistically balanced and easy to read. With precise and logical expression, with a pronounced methodological approach, the authors covered and presented a number of questions that are relevant to this broad and strongly differentiated field of research.

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