

**Dimitar
NIKOLOSKI**

Date of birth: May 6, 1974

Place of birth: Veles, Republic of Macedonia

Nationality: Macedonian

Address

“Dimo Narednikot”, 63-8

7500 Prilep

Republic of Macedonia

Mobile: +389 70 276 909

e-mail: dimitar.nikoloski@uklo.edu.mk

Current position

Full professor in Labour economics and Econometrics

Faculty of Economics-Prilep, University “St. Kliment Ohridski”-Bitola

“Prilepski braniteli”, 143

7500 Prilep

North Macedonia

Education

Bachelor in Economics, Faculty of Economics-Prilep, University “St. Kliment Ohridski”, Macedonia (1992-1996)

Department: Economics - Statistics - Cybernetics

Diploma work: “Personal information system”

Master in Statistics, University of Neuchâtel, Switzerland (1998-2000)

Master thesis: “Measures of income inequality in Macedonia”

PhD in Economics, Staffordshire University, Business School (2002-2007)

PhD thesis: “The determinants of sustainable rate of unemployment in transition countries with particular reference to Macedonia”

Professional and teaching experience

1. University “St. Kliment Ohridski”, Faculty of Economics - Prilep, Demonstrator, 1997;
2. University of Neuchâtel, Switzerland, Assistant in Applied Statistics, 1999;
3. PREDA (Prilep Region Enterprise Development Agency), Project Assistant, 2000;
4. Statistics and econometrics training course for employed in EVN-Macedonia, October 2008-February 2009;
5. Teaching “Research methods” for the Master programme Entrepreneurship and local economic development (ELED), South-Eastern European University, March-June, 2011;
6. Teaching “Managerial economics” for the MBA programme of the Franklin University (USA), Faculty of economics-Prilep, 2012-2015;
7. National expert in skill forecasting and labour market developments, since May 2013, European Centre for the Development of Vocational Training (CEDEFOP);
8. Junior short-term expert for the project “Further Modernisation of the Employment Service Agency”, design and delivery training focused on use of labour market information for better performance of Employment Service Centres (EuropeAid/129895/D/SER/MK), June-July, 2013;
9. Senior short-term expert for the project “Enhancing lifelong learning through modernizing the vocational education and training and adult education systems” (EuropeAid/135834/IH/SER/MK), November 2016-March 2017;
10. National consultant for preparation of the Sectoral Study on Labour Market as part of the preparation of the Strategy for Regional Development of the Republic of North Macedonia for the period 2020-2030, Ministry of Local Self Government and Swiss Agency for Development and Cooperation (SDC);
11. Training “Corporate social responsibility”, The chamber of professional valuers of North Macedonia, March 2021;



Seminars, workshops and summer schools

1. International Institute for Political and Economic Studies, The Found for American Studies, Georgetown University, *Athens, Greece, July 14 - 27, 1996*;
2. First joint conference for economic and democratic reforms in the Central and Eastern Europe, University "St. Kliment Ohridski" and Florida State University, *Ohrid, Macedonia, June 1996*;
3. Second joint conference for economic and democratic reforms in the Central and Eastern Europe, University "St. Kliment Ohridski" and Florida State University, *Ohrid, Macedonia, June 1997*;
4. International Debate Forum, Civic Education Project, *Cluj-Napoca, Romania, May 1998*;
5. International Industrial Relations, Ohrid Summer University, Centro Studi Relazioni Industriali, Università di Cagliari, Italia and Institute of Economics-Skopje, Macedonia, *Ohrid, Macedonia, June 12-July 1, 2000*;
6. Democracy and Economy: Public Choice Approach, Centre for Liberal-Democratic Studies, Belgrade, *Petrovac, Monte Negro, July 16-August 4, 2001*;
7. Impact Evaluation of Active Labour Market Programmes, *World Bank Workshop, Skopje, February 14-16, 2011*;
8. "Crisis Effects: Growth Prospects, Social Impact and Policy Responses in SEE and CIS", *WIIW-GDN Workshop, Vienna, 11-12 July, 2011*;
9. Scientific happening: "Scientific and research activity in Macedonia – conditions, problems and perspectives", *Faculty of economics-Prilep, November 24, 2011*;
10. "Crisis Effects: Growth Prospects, Social Impact and Policy Responses in SEE and CIS", *WIIW-GDN Workshop, Vienna, 19-20 April, 2012*;
11. Regional workshop "Migration and remittances in the Western Balkans", *Analytica think-tank and ACSER, Skopje, August 29, 2013*;
12. "Forecasting skill supply and demand in Europe: 2013 Expert seminar on methodology and new ideas and validation workshop", *CEDEFOP Thessaloniki, October 3-4, 2013*;
13. "Forecasting skill supply and demand in Europe: Validation of 2016 forecasts", *Skillsnet technical workshop, CEDEFOP Thessaloniki, November 5-6, 2015*;
14. Panel discussion "How are spent the public money: Fostering employment or social support?", *South-Eastern European University, Tetovo, 09 March, 2016*;
15. GDN/CERGE-EI Research Competition Workshop, *Prague, Czech Republic, August 21-22, 2016*;
16. Panel discussion "The future of remittances and migration: Can they be forecasted?", *Faculty of Economics-Prilep, 22 November, 2016*;
17. "Skill supply and demand forecasts: Preparing new set of updates", *Skillsnet technical workshop, CEDEFOP Thessaloniki, November 24-25, 2016*;
18. "Skill supply and demand forecasts: Preparing new set of updates", *Skillsnet technical workshop, CEDEFOP Thessaloniki, November 23-24, 2017*;
19. "Skill supply and demand forecast: Refining the level of detail", *Skillsnet technical workshop, Brussels, Belgium, June 7, 2018*;
20. Panel debate "Minimum wage: New law – new challenges", *Finance Think, Prilep December 7, 2018*;
21. "CEDEFOP Skills Forecast: Preparing the 2020 release", *Skillsnet technical workshop, Vienna, Austria, November 14-15, 2019*;
22. "CEDEFOP Skills Forecast: Insights from the 2020 release", *Skillsnet technical virtual workshop, October 19, 2020*;
23. "Western Balkans 4 Decent working and living", The Employment and Social Affairs Platform 2 (ESAP2) hybrid event, *Skopje April 27-28, 2023*;

Study visits

1. Stoke-on-Trent, UK, 18-26 May 2011, Study visit of the Staffordshire University within the TEMPUS project “Master Programme in Entrepreneurship and Local Economic Development (ELED)”, *No.145061-TEMPUS-2008-UK-JPHES*;
2. Bonn, Germany, 25-29 November 2013, “The dual VET system in Germany: Learning at the workplace”, CEDEFOP;
3. Tekirdag, Turkey, 18-22 May 2015, teaching mobility within Erasmus+ Programme, University “Namik Kemal”;
4. Nuremberg, Germany, 11 October-12 November 2017, study visit at the “Friedrich Alexander” University within the project “The nature and consequences of low wages in post-transition: Empirical evidence from Macedonia”;
5. Nice, France, 5-9 November 2018, training mobility within Erasmus+ Programme, University Sophia Antipolis;
6. Isparta, Turkey, 28 May-3 June 2023, expert mobility in the framework of Erasmus+ Vocational Education Accreditation programme of Isparta Directorate of National Education (Project Reference No. 2022-1-TR01-KA121-VET-000066036);

International conferences

1. “Statistics as a Base for Creation of the Economic Policy and Economic Development in South-Eastern Europe“, *Skopje, Macedonia, October 29-30, 2001*;
2. “Regional Cooperation and Economic Development“, *Prilep and Ohrid, Macedonia, June 20-21, 2003*;
3. “Regional Development and Demographic Changes in Balkan Countries“, *Niš, Serbia, June, 2003*;
4. “Economic Development and Reconstruction Policies in Southeast Europe – The Influence of European Integration“, *Dubrovnik, Croatia, May 7-8, 2004*;
5. III Congress of Mathematicians of Macedonia, *Struga, Macedonia, September 29 – October 2, 2005*;
6. “The Challenges of the New Economy“, *Ohrid, Macedonia, 14-16 October, 2005*;
7. “Structural Changes and Demographic Trends in South European Countries“, *Niš, Serbia, June, 2006*;
8. “The Economy and business in post-recession“, *Prilep, Macedonia, 29 October, 2010*;
9. “4th International conference for entrepreneurship, innovation and regional development (ICEIRD)“, *Ohrid, Macedonia, 5-7 May, 2011*;
10. “Economic and social challenges 2011 – Globalisation and sustainable development“, *Tirana, Albania, 9-10 December 2011*;
11. “5th International conference for entrepreneurship, innovation and regional development (ICEIRD)“, *Sofia, Bulgaria, 1-2 June, 2012*;
12. “Migration and labour market“, *Krushevo, Macedonia, 19-20 October, 2012*;
13. “Researching Economic Development and Entrepreneurship in Transition Economies (REDETE)“, *Banja Luka, Bosnia and Herzegovina, October 25-27, 2012*;
14. “3rd Young Scientists Forum on Central and South East Europe“, *Vienna, Austria, December 06-08, 2012*;
15. “European Integration in Higher Education and Research in Western Balkans“, *Belgrade, Serbia, May 13, 2013*;
16. “6th International conference for entrepreneurship, innovation and regional development (ICEIRD)“, *Istanbul, Turkey, June 20-21, 2013*;
17. “Good governance in developing countries“, Faculty of Economics, University of Tirana, Faculty of Economics and Agribusiness, Agriculture university of Tirana in partnership with Regional Research Promotion Programme and University of Fribourg, *Tirana, Albania, December 5-7, 2013*;

18. “13th International Postgraduate Conference on Central and Eastern Europe, Old Rules and New Traditions: Generational Divides in Central and Eastern Europe”, University College of London, School of Slavonic and East European Studies, *London, UK, February 19-21, 2014*;
19. “How to achieve greater employment of students and graduates?”, *Symposium organised by the Macedonian Academy of Sciences and Arts, Skopje, March 14, 2014*;
20. “Challenges of the Knowledge Society”, International conference, *Bucharest, Romania, May 16-17, 2014*;
21. “SMEs Development and Innovation: Building Competitive Future of South-Eastern Europe”, Faculty of Economics-Prilep, supported by Central European Initiative (CEI), *Ohrid, October 3-4, 2014*;
22. “Challenges of Contemporary Society”, Institute for Sociological, Political and Juridical Research, University “Ss. Cyril and Methodius”, *Skopje, November 12, 2015*;
23. “Economics, Health and Happiness”, University of Applied Sciences and Arts of Southern Switzerland, *Lugano, January 14-16, 2016*;
24. II International Balkan and Near Eastern Social Sciences Conference Series (IBANESS), *Prilep, October 29, 2016*;
25. Internal Conference of the University “St. Kliment Ohridski”-Bitola, *Krushevo, September 29-30, 2017*;
26. “VI International Balkan and Near Eastern Social Sciences Conference Series (IBANESS)”, *Ohrid, October 28-29, 2017*;
27. Fifth Scientific Conference with International Participation “Economy of Integration: The Role of Economic Thought in Modern Environment” (ICEI 2017), *Tuzla, December 7-9 2017*;
28. International Scientific Conference “Security System Reforms as Precondition for Euro-Atlantic Integration”, *Ohrid, June 4-6 2018*;
29. IX International Balkan and Near Eastern Social Sciences Conference Series (IBANESS), *Edirne, September 29-30, 2018*;
30. “The future challenges of the economic development and economic policies of the Republic of Macedonia”, Macedonian Academy of Sciences and Arts, *Ohrid, October 4-5, 2018*;
31. X International Balkan and Near Eastern Social Sciences Conference Series (IBANESS), *Ohrid, October 27-28, 2018*;
32. XI International Conference “Digital Transformation of the Economy and Society: Shaping the Future”, *Prilep, October 19-20, 2019*;
33. 2019 Global Development Conference “Knowledge for Sustainable Development: The Research-Policy Nexus”, *Bonn, Germany, October 23-25, 2019*;
34. Sixth Scientific Conference with International Participation “Economy of Integration: (E)migrations and competitiveness of South-Eastern European Countries” (ICEI 2019), *Tuzla, December 5-7 2019*;
35. Video conference organized by the Faculty of Economics, University “Ss. Cyril and Methodius”, titled: “Macedonian economy in isolation: Creating economic policies under the COVID-19 conditions”, *April 24, 2020*;
36. 12th Joint IOS/APB/EACES Summer Academy on Central and Eastern Europe, *July 6-8, 2020*;
37. “Economic and Business Trends Shaping the Future 2020 (EBTSF20)”, International Scientific Conference, *Skopje, 12-13 November 2020*;
38. ETF online Regional Conference “Use it or lose it: how labour markets, human capital and migration interact in the Western Balkans”, *December 1, 2021*;
39. “Economic integration of North Macedonia in the Western Balkans and perception of the export oriented companies in North Macedonia for the Open Balkan initiative”, *Analytica and Open Society Foundation, 9 February, 2022*;
40. 27th International Scientific Conference “Strategic Management and Decision Support Systems”, *Subotica, 20 May 2022*;

41. “Economic and Business Trends Shaping the Future 2023 (EBTSF23)”, International Scientific Conference, Skopje, 9-10 November 2023;
42. “Energy Sector Challenges and its Green Development – ESC 2023” On-line event, 20 November 2023;

Scientific projects

1. “The influence of the changes in political and economic system upon the value orientations and types of political culture of the citizens in the Republic of Macedonia”, *Faculty of Economics - Prilep and Ministry of Science of Macedonia*, 2000;
2. “Evaluation of the public needs for revitalisation of the Turkish Public Bath in Prilep”, *Open Society Institute*, April - June, 2001;
3. “Study for economic development of the village of Malovishta”, *PHARE Program*, May - September 2001;
4. “Joint Master for South-East Europe in Economics and Management Science Program”, *TEMPUS Joint European Project 41077*, 2006;
5. “School for young researchers”, *Centre for economic, social and cultural development of the Republic of Macedonia*, February–May, 2008;
6. “Master Programme in Entrepreneurship and Local Economic Development (ELED)”, *TEMPUS project No.145061-TEMPUS-2008-UK-JPHES*;
7. “The role of the alternative labour market adjustment mechanisms in Macedonia during the economic crisis”, *wiiw GDN-SEE&CIS research competition 2011: “Crisis Effects: Growth Prospects, Social and Policy Responses in SEE and CIS”*; July 2011-February 2012;
8. “Matching supply and demand of skills on the labour markets in transition and development countries” (ILP-MATCH WP11-40-17), *European Training Foundation (ETF)*, December 2011-March 2012;
9. “Developing a forecasting model of skill needs in Macedonia”, *Open Society Foundations Alumni Grant Program*, January 2013 – December 2013;
10. “Further Modernisation of the Employment Service Agency”, Operational Programme Human Resource Development 2007-2013, IPA Component IV (EuropeAid/129895/D/SER/MK);
11. “Enhancing lifelong learning through modernizing the vocational education and training and adult education systems” Operational Programme Human Resource Development 2007-2013, IPA Component IV (EuropeAid/135834/IH/SER/MK);
12. “FISCAS: Building capacity, and tools for fiscal accountability, sustainability and transparency in Macedonia”, *Finance Think*, November 2015-April 2016;
13. “The impact of Foreign Direct Investments on labour market outcomes: The case of Macedonia”, *Global Development Network and CERGE-EI*, January-December 2016;
14. “The nature and consequences of low wages in post-transition: Empirical evidence from Macedonia”, *Civil Society Scholar Award*, September 2017-May 2018;
15. “Sustainable and Inclusive Balanced Regional Development in North Macedonia”, *Ministry of Local Self Government and Swiss Agency for Development and Cooperation (SDC)*, July-October, 2020;
16. “Worlds of Related Coercions in Work (WORCK)”, COST Action CA18205, Management Committee member, Working group 4: Intersecting marginalities;
17. “Economic integration of the Western Balkans – mini Schengen, regional economic cooperation and common regional market – mapping the progress – possibility for approaching the EU internal market”, *Institute Open Society Macedonia*;
18. “Evaluation of the active labour market policies and measures implemented in North Macedonia” (044-021), *Employment and social affair platform (ESAP2)*, *Regional Cooperation Council*;
19. “Support to public finance management reform in the Republic of North Macedonia” (00103519), *United Nations Development Programme*;

20. "Technical assistance to PES in Federation BiH in reviewing the implemented active labour market measures in 2020/2021 and providing recommendations for 2022", *Employment and social affair platform (ESAP2), Regional Cooperation Council*;
21. "Support for development of National Development Strategy of North Macedonia 2021-2041 (Phase II)", *United Nations Development Programme*;
22. "Bridging the gap to create new and better jobs - II phase", *United Nations Development Programme*;
23. "2022 PES benchlearning initiative in North Macedonia for the self-assessment and peer exchanges phases of the PES benchlearning in the Western Balkans", *Employment and social affair platform (ESAP2), Regional Cooperation Council*;
24. "2022 Review of the performance of Western Balkan economies regarding the European Pillar of Social Rights – 2022 update of the Western Balkans Social Score Board", *Regional Cooperation Council, Employment and Social Affair Platform (ESAP)*, November 2022-February 2023;
25. "Support for development of National Development Strategy of North Macedonia 2021-2041 (Phase III)", *United Nations Development Programme*;
26. "Study for justification for construction of industrial zone in municipality of Novaci", Local self-government of municipality of Novaci;
27. "Participatory Approaches with Older Adults (PAAR-net)", COST Action CA22167, Management Committee member;

Published articles and papers

1. "Theoretical-Methodological Assumptions for Possible Research of the Public Opinion-Case study: The Influence of the Changes in Political and Economic System upon the Value Orientations and Types of Political Culture of the Citizens in Macedonia", *Yearbook of the Faculty of Economics - Prilep, April 2000*;
2. "Theoretical-Methodological Assumptions for Research of the Phenomenon of Underemployment in Macedonia", *Economics and Business, Skopje, May 2001*;
3. "Statistical Measures of Poverty With Review of the Poverty Measures for Macedonia", *Yearbook of the Faculty of Economics - Prilep, May 2001*;
4. "The Living Standard of the Citizens in Macedonia", *Proceedings from the Int. conference "Statistics as a Base for Creation of the Economic Policy and Economic Development in south-eastern Europe", Skopje, October, 2001*;
5. "Is it Feasible a Trade-off Policy between Unemployment and Inflation in Macedonia?", *Economics and Business, Skopje, December 2001*;
6. "Theoretical Aspects of the Income Inequality", *Economics and Business, Skopje, June 2002*;
7. "Regional Characteristics of the Labour Markets in Transition Countries", *Proceedings from the international conference "Regional Cooperation and Economic Development", Prilep and Ohrid, June 20-21, 2003*;
8. "Demographic Changes of the Labour Markets in Transition Countries with Reference to Macedonia", *Proceedings from the international conference "Regional Development and Demographic Changes in Balkan Countries", Niš, Serbia, June, 2003*;
9. "Assessment of the Cultural Aspects of Satisfaction from Leisure in Macedonia", *Yearbook of the Faculty of Economics - Prilep, No.20, pp.186-208, 2003*;
10. "Labour Market Flows in Transition Countries with Particular Reference to Macedonia", *Proceedings from the International conference "Economic Development and Reconstruction Policies in Southeast Europe – The Influence of European Integration", Dubrovnik, May 7-8, 2004*;
11. "Some Quantification Aspects of the Unemployment in Macedonia", *Economics and Business, Skopje, No.79/80 July/August, 2004*;
12. "Some Aspects of the Problem of Unemployment in Macedonia", *Economic Development, Vol.6, No.1-2-3, pp.241-260*;

13. "Stochastic Modelling of Labour Market Dynamics with an Application for Macedonia", *Proceedings from the III Congress of Mathematicians of Macedonia, Struga, September 29–October 2, 2005*;
14. "The New Economy and Macedonian Labour Market, How Close or Far They Are?", *Proceedings from the Conference "The Challenges of the New Economy", Ohrid 14-16 October, 2005*;
15. "Some Aspects of the Income Inequality-Case study for Macedonia", *Proceedings from the international conference "Structural Changes and Demographic Trends in Southeastern European Countries"*, Niš, Serbia, June 2006;
16. "Applicability of the NAIRU concept for the Macedonian labour market", *Bulletin of the Ministry of finance*, 09-10, 2008, pp.46-53;
17. "The perspectives of the Macedonian labour market in the period of post-recessional development", *Proceedings from the Conference "The Economy and business in post-recession"*, Prilep, 29 October 2010;
18. "Labour market segmentation in the Republic of Macedonia", *Economics and Business*, Skopje, No.154 March 2011;
19. "Macedonian labour market and the role of university business incubators", *Proceedings from the 4th International conference for entrepreneurship, innovation and regional development ICEIRD, Ohrid 5-7 May 2011*;
20. "The labour market attachment in post-transitional countries – The case study of Macedonia", *Proceedings from the International conference "Economic and social challenges and problems 2011 – Globalisation and sustainable development"*, Tirana 9-10 December 2011;
21. "Entrepreneurship in the informal sector as a form of labour market adjustment – The case study of Macedonia", *Proceedings from the 5th International conference for entrepreneurship, innovation and regional development*, Sofia, 1-2 June 2012;
22. "The youth unemployment in Macedonia", *Economics and Business, Skopje, No. 170, August 2012*;
23. "The impact of labour market adjustment mechanisms on the labour market segmentation in Macedonia", *Proceedings from the International conference "Migration and labour market"*, Krushevo, 19-20 October 2012;
24. "The impact of the global social ambience in Macedonia on the labour market", *Proceedings from the International conference "Migration and labour market"*, Krushevo, 19-20 October 2012;
25. "The impact of economic crisis on the ease of doing business in the Western Balkans countries", *Proceedings from the International scientific conference "Researching Economic Development and Entrepreneurship in Transition Economies"*, Banja Luka, Bosnia and Herzegovina, 25-27 October 2012;
26. "Emigration and remittances as a form of labour market adjustment – The case study of Macedonia", *Analytical Journal, Vol.5, No.1, November 2012*;
27. "The role of the alternative labour market adjustment mechanisms in Macedonia during the economic crisis", *wiiw Balkan Observatory Working Paper No. 101, November 2012*;
28. "The determinants of the labour market segmentation in transition countries with particular reference to Macedonia", *Der Donauraum, Volume 52, Issue 3-4, 2012, pp.429-444*;
29. "The Phillips curve in Macedonia as an instrument for policy creation", *Economics and Business, Skopje, No. 179, May 2013*;
30. "The needs assessment for university business incubators in South-Eastern European countries", *Proceedings from the 6th International conference for entrepreneurship, innovation and regional development, Istanbul, June 20-21, 2013*;
31. "The assessment of students' satisfaction in the South-Eastern European countries: an alternative approach for evaluating the quality of higher education", *TEM Journal, Vol.2, No.3, pp.265-272*;

32. "An economic approach to the occupational safety and health: What lessons can be drawn for Macedonia?", *Proceedings from the first International scientific conference "Occupational and fire safety engineering"*, Bitola, 4-5 October 2013;
33. "Occupational safety and health as an essential part of the companies' profitability", *Proceedings from the first International scientific conference "Occupational and fire safety engineering"*, Bitola, 4-5 October 2013;
34. "The dual system of vocational education and training in Germany", *Economics and Business*, Skopje, No. 186, December 2013;
35. "The socio-economic aspects of the unemployment problem in Macedonia", *Bulletin of papers of the Association for Science and Art – Prilep*, Vol.26/27, pp.15-28, Prilep, 2014;
36. "The Olympic games and the economy", *Economics and Business*, Skopje, No. 188, February 2014;
37. "Harnessing Innovation Potential of Crowd sourcing", *Proceedings from the 8th International Conference "Challenges of the Knowledge Society"*, pp.541-548, Bucharest, 16-17 May 2014;
38. "Does the Higher Education Promote Students' Entrepreneurial Potential in the South-Eastern European Countries?", *Annals of the "Constantin Brâncuși" University of Târgu Jiu, Economy Series*, Issue 2/2014;
39. "The students' knowledge and skills – a precondition for their employability on the labour markets in South-Eastern Europe", *Proceedings from the symposium "How to achieve greater employment of students and graduates?"*, Macedonian Academy of Sciences and Arts, 2014;
40. "Youth unemployment and the role of the alternative labour market adjustment mechanisms – A case study of Macedonia", *Proceedings from the symposium "How to achieve greater employment of students and graduates?"*, Macedonian Academy of Sciences and Arts, 2014;
41. "Influential economists - Gary Becker", *Economics and Business*, Skopje, No. 193, July 2014;
42. "Analysis of SMEs financing in the Republic of Macedonia – Conditions and perspectives", *Annals of the "Constantin Brâncuși" University of Târgu Jiu, Economy Series*, Issue 3/2014;
43. "The determinants of gender differences in responses to unemployment in post-transition countries: the case of Macedonia", *Volume "A Life for Tomorrow - Social Transformations in South-East Europe"*, Institute for Democracy "Societas Civilis" Skopje, February 2015, pp.155-172;
44. "The Recent Economic Crisis and Youth Unemployment in Macedonia", *Proceedings from the International Conference "Challenges of Contemporary Society"*, pp.1-13, Skopje, November 12, 2015;
45. "Inter and intra ethnical conflicts as factor for reducing of democratic and development capacities of Republic of Macedonia", *Proceedings from the International Conference "Challenges of Contemporary Society"*, pp.337-344, Skopje, November 12, 2015;
46. "Digital opportunities for youth employment in South-Eastern Europe", *Research Journal of Economics, Business and ICT*, Vol.10, No.2, 2015, pp.14-18;
47. "Skills supply and demand in Macedonia: Deriving lessons for future policy interventions", *SEER Journal for Labour and Social Affairs in Eastern Europe*, Volume 18 (2015), Issue 2, pp. 203-215;
48. "Research and development in post-transition: The case study of Western Balkan countries", *SEER Journal for Labour and Social Affairs in Eastern Europe*, Volume 18 (2015), Issue 2, pp.231-240;
49. "The impact of recent economic crisis on the subjective well-being of unemployed workers in Macedonia: The role of alternative adjustment mechanisms", *Proceedings from the International Conference "Economics, Health and Happiness"*, Lugano, January 14-16, 2016;
50. "Assessing the impact of economic growth and income inequality on poverty reduction: The case of Macedonia", *Balkan and Near Eastern Journal of Social Sciences*, 2016:02(04), pp 134-141;

51. "The impact of access to finance in performance of formal and informal SMEs: Evidence from Kosovo", *Proceedings from the II International Balkan and Near Eastern Social Sciences Conference Series (IBANESS)*, Prilep, October 29, 2016;
52. "Factors Affecting Innovations and Patent Propensity of SMEs: Evidence from Macedonia", *TEM Journal*, Vol.6, No.2, pp.407-415;
53. "The unemployed workers' perceptions of stress and employment prospects in Macedonia: The role of alternative adjustment mechanisms", *South East European Journal of Economics and Business*, Vol.12, No.1, pp. 68-79, 2017;
54. "Policy reforms for e-inclusion and integration of persons with disabilities in higher education", *Proceedings from the International Scientific Conference "Security Concepts and Policies – New Generation of Risks and Threats"*, Ohrid, June 4-5, 2017;
55. "Assessing the poverty-growth-inequality nexus: the case of Macedonia", *Eastern Journal of European Studies*, Vol.8, Issue 1, pp.29-43, 2017;
56. "The role of Foreign Direct Investment as generator of employment in the Macedonian manufacturing sector", *Balkan and Near Eastern Journal of Social Sciences*, 2017:03(04), pp 15-27;
57. "The role of teachers' competencies in education for sustainable development", *Proceedings from the "VI International Balkan and Near Eastern Social Sciences Conference Series (IBANESS)"*, Ohrid, October 28-29, 2017;
58. "The impact of Foreign Direct Investment on employment: the case of Macedonian manufacturing sector", *Eastern Journal of European Studies*, Vol.8, Issue 2, pp.147-165, 2017;
59. "The labour market matching in Macedonia: An analysis based on the shifting Beveridge curve", *Proceedings from the International Scientific Conference "Economy of Integration"*, Tuzla, December 7-9 2017, pp.685-698;
60. "Tackling the shadow puzzle: A case study of Macedonia", *Proceedings from the International Scientific Conference "Security System Reforms as Precondition for Euro-Atlantic Integration"*, Ohrid, June 4-6 2018, Vol.2, pp.209-222;
61. "Determinants of earnings in Macedonia: assessing the difference between low-paid and highly-paid employees", *Eastern Journal of European Studies*, Vol.9, Issue 1, pp.111-131, 2018;
62. "Critical Factors for Project Success with Reference to E-Government Projects", *Proceedings from the IX International Balkan and Near Eastern Social Sciences Conference Series (IBANESS)*, Edirne, September 29-30, 2018;
63. "The analysis of the software companies value chain in the Republic of Macedonia", *Proceedings from the Scientific Conference "The future challenges of the economic development and economic policies of the Republic of Macedonia"*, Macedonian Academy of Sciences and Arts, Ohrid, October 4-5, 2018;
64. "The in-work poverty in Macedonia: Deriving lessons for future policy interventions", *Proceedings from the X International Balkan and Near Eastern Social Sciences Conference Series (IBANESS)*, Ohrid, October 27-28, 2018;
65. "Perceptions of academic staff for student success in the higher education: Evidence from Macedonia", *Balkan and Near Eastern Journal of Social Sciences*, 2019:05(01), pp 122-131;
66. "The gender pay gap in North Macedonia: Assessing the difference between the low-paid and high-paid employees", *SEER Journal for Labour and Social Affairs in Eastern Europe*, Volume 22 (2019), Issue 1, pp. 117-138;
67. "Determinants of labour productivity in the Republic of North Macedonia with an emphasis on the ICT industry", *Proceedings from the XI International Conference "Digital Transformation of the Economy and Society: Shaping the Future"*, Prilep, October 19-20, 2019;
68. "The factors affecting emigration and its implications on the skills shortages: Evidence from the Republic of North Macedonia", *Proceedings from the International Scientific Conference "Economy of Integration"*, Tuzla, December 5-7 2019, pp.421-432;

69. "The effects of Corona crisis on the labour markets", *Economics and Business*, No. 265, September 2020;
70. "The Factors of Labour Productivity in the Republic of North Macedonia", *Southeast European Review of Business and Economics* (SERBE), Vol.1, Issue 2, pp.22-37;
71. "The Impact of the Business Environment on the Formalization of Informal Firms - The Case of Kosovo", *Comparative Southeast European Studies*, Vol.68 (2020): Issue 4, pp.505-529;
72. "Poverty and employment status: Empirical evidence from North Macedonia", *Proceedings from the International Conference "Economic and Business Trends Shaping the Future 2020 (EBTSF20)"* Skopje, 12-13 November 2020;
73. "Material deprivation and employment status in post-transition: Evidence from North Macedonia", *SEER Journal for Labour and Social Affairs in Eastern Europe*, Volume 24 (2021), Issue 1, pp. 135-152;
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77. "What are the benefits of economic integration for North Macedonia", *Policy paper, Foundation Open Society and Analytica*, March 2022 (DOI: 10.13140/RG.2.2.19965.64484);
78. "The inflation trough the labour market prism", *Economics and Business*, No.291, November 2022;
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80. "The Gig Economy in the post-COVID Era", Chapter in *Facilitation in Complexity, From Creation to Co-creation, from Dreaming to Co-dreaming, from Evolution to Co-evolution*, Springer, 2023, pp. 93-117;
81. "2023, European year of skills", *Economics and Business*, No.294, February 2023;
82. "Performance of Western Balkan economies regarding the European Pillar of Social Rights: 2022 Review on North Macedonia", ESAP 2 *Regional Cooperation Council*, April 2023;
83. "The role efficiency wages in determining the inter-industry wage differentials: Evidence from North Macedonia", *Proceedings from the International Conference "Economic and Business Trends Shaping the Future 2023 (EBTSF23)"* Skopje, 9-10 November 2023;

Published books

1. "Citizens of the Republic of Macedonia at the end of twentieth and the beginning of twenty first century", co-authors Ljupcho Pechijareski and Stevcho Dimeski, *Metafora, Prilep*, March 2002;
2. "Illustrated manual for Microfit 4.0 with solved problems in econometrics", *Faculty of Economics-Prilep*, April 2008;
3. "The sustainable rate of unemployment in transition countries – A case study for Macedonia", *VDM Verlag*, May 2009;
4. "Introduction to Labour economics with focus on the Macedonian labour market", *University "St. Kliment Ohridski"-Bitola, Faculty of Economics-Prilep*, November 2020;

Articles and Columns in newspapers

1. "Census yes, but only in proper circumstances", *Dnevnik*, September 01, 2001;
2. "Balance between quality and quantity", *Dnevnik*, February 11, 2011;
3. "How the Corona crisis affects the labour markets?", *Zenit*, May 8, 2020;
4. "The Gender pay gap – A permanent interest of the economic science", *fakulteti.mk*, October 10, 2023;

Other activities and achievements

1. Secretary of the Chair for Mathematics, statistics and cybernetics (later renamed in Chair for Business informatics) at the Faculty of economics-Prilep, 2006-2010;
2. Second prize on the annual competition for young researchers in the field of macroeconomics organised by the Macedonian National Bank, April 2007; Paper awarded: "A Model of Sustainable Rate of Unemployment in Transition Countries with Reference to Macedonia";
3. Member of the Association for Science and Art – Prilep, from November 2008;
4. Translation from English to Macedonian the textbook "Operations Research: An Introduction" (eight edition), Hamdy, A. Taha, published by Magor, Skopje, 2010;
5. Member of the editorial board of the journal "Equilibrium", The Faculty of Economics-Prilep since 2010;
6. President of the Commission for assessing the scientific papers at the University "St. Kliment Ohridski"-Bitola, 2011-2013;
7. Member of the Programme committee, International conference "Migration and labour market", Krushevo, 19-20 October, 2012;
8. Member of the Programme committee, International conference "Occupational and fire safety engineering", Bitola, 4-5 October, 2013;
9. Member of the Program Board, Third Scientific Conference with International Participation "Economy of Integrations (ICEI), Using Knowledge to Move from Recession to Prosperity", Tuzla, December 6-7, 2013;
10. Member of the Programme committee, International conference "SMEs Development and Innovation: Building Competitive Future of South-Eastern Europe", organised by Faculty of Economics-Prilep and Central European Initiative (CEI), Ohrid, October 3-4, 2014;
11. Member of the Program Board, Fourth Scientific Conference with International Participation "Economy of Integrations (ICEI), Challenges of Economy in Environment under Crisis", Tuzla, December 3-5, 2015;
12. Head of the Centre for scientific research at the Faculty of Economics-Prilep, 2010-2014;
13. Member of the Centre for Innovation and Development (CINNOD);
14. Member of the Senate of the University "St. Kliment Ohridski"-Bitola, 2013-2017;
15. Member of the scientific committee and co-editor of the Proceedings, International Balkan and Near Eastern Social Sciences Conference Series (IBANESS);
16. Vice-dean for international cooperation and development 2014-2018, Faculty of Economics-Prilep, University "St. Kliment Ohridski"-Bitola;
17. Vice-dean for education 2018-2022, Faculty of Economics-Prilep, University "St. Kliment Ohridski"-Bitola;
18. Member of the editorial board of the Southeast European Review of Business and Economics (SERBE) since 2020;
19. Member of the Scientific Board of the Conference "Energy Sector Challenges and its Green Development – ESC 2023";

Language proficiency

Macedonian: native language

English: fluent

French: fluent

Computer skills

Microsoft Office: Word, Excel, Power Point

Statistical software: S-Plus, Stata, SPSS, Microfit

Modelling software: MathCad

Database software: FoxPro, Access