

**Overview of the
capabilities,
qualifications and
experiences possessed by
Aleksandar Ristovski**

Aleksandar Ristovski

Curriculum Vitae



I. Basic Information

Personal Data

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| Date and Country of birth: | 20.08.1987, Republic of Macedonia |
| Nationality: | Macedonian |
| Current address: | “Georgi Dimitrov“ 21 / 3 – 2, Skopje, Republic of North Macedonia |
| Mobile number: | + 389 75 454 450 |
| E – mail : | <u>a.ristovski@pf.ukim.edu.mk</u> <u>alek272@yahoo.com</u> |

Education

Institutions and type of education:

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| <ul style="list-style-type: none">● Ss. Cyril and Methodius UNIVERSITY in Skopje, Faculty of Law “Iustinianus Primus”<ul style="list-style-type: none">▪ <i>PhD studies</i> in Labour Law, 2011-2015▪ PhD Degree obtained in June (2015), successfully defending the doctoral dissertation titled “<i>Redefinition of the binary model of employment relationships and regulation of non-standard work</i>” |
| <ul style="list-style-type: none">● Ss. Cyril and Methodius UNIVERSITY in Skopje, Faculty of Law “Iustinianus Primus”<ul style="list-style-type: none">▪ 2008 – 2010, <i>Master studies</i> in business law / module B (Labor law studies)▪ November, 2010 – Master of Law (LL.M) degree obtained, successfully defending the thesis “<i>Flexible employment relationships and labour market flexibility</i>”<ul style="list-style-type: none">● Ss. Cyril and Methodius UNIVERSITY in Skopje, Faculty of Economics <i>Master Studies</i> at the Department of Economic development and International finance, 2015 -● Ss. Cyril and Methodius UNIVERSITY in Skopje, Faculty of Law “Iustinianus Primus”<ul style="list-style-type: none">▪ 2005 - 2008, <i>Undergraduate studies</i> in law |

- DSEPU “ **Vasil Antevski – Dren**“ *secondary school* (law studies), 2001 – 2005
- Elementary school of music “ Ilija Nikolovski – Luj “, *piano class, 1994 - 2000*

Foreign Language Skills

Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic):

| Language | Reading | Speaking | Writing |
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| English | 1 | 1 | 1 |
| Italian | 2 | 3 | 3 |
| German | 2 | 3 | 3 |
| French | 3 | 4 | 4 |
| Greek | 3 | 4 | 4 |

Also capable of using: *Bulgarian, Serbian, Croatian, Bosnian, Serbian* (languages similar to Macedonian language)

Other Skills

- **Computer skills :**
 - **programs :** MS Word, Excel, PowerPoint;
 - **Internet:** Ability to properly utilize the Internet for researching on various topics
- **Driver’s license**
- **Music skills:**
 - *Piano skills*
 - *Guitar skills*

II. Employment History and participation in conferences, workshops, study visits, etc.:

Employment History

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| <p>Current Position (from 2015)</p> | <p>Associate Professor at the Faculty of Law “<i>Iustinianus Primus</i>” in Skopje (Department of Labour Law and Social Security Law)</p> |
| <p>Previous Positions (until 2015)</p> | <p>Assistant Professor at the Faculty of Law “Iustinianus Primus” in Skopje (Department of Labour Law and Social Security Law)</p> <p>Teaching and Research Assistant at the Faculty of Law “<i>Iustinianus Primus</i>” in Skopje</p> <p>Teaching fellow (TF) / junior assistant at the Faculty of Law “<i>Iustinianus Primus</i>” in Skopje</p> |
| <p>Fields of Research and Subjects covered</p> | <p>Engaged in teaching of the following subjects at Undergraduate (BA) level:</p> <ul style="list-style-type: none"> - Labour Law (Faculty of Law “Iustinianus Primus” – Skopje) - Employment law (Faculty of Economics in Skopje) <p>Engaged in teaching of the following subjects at Postgraduate (MA) level:</p> <ul style="list-style-type: none"> ✓ Labour law – applied program |

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| | <ul style="list-style-type: none"> ✓ International Labour law ✓ European Labour law ✓ Flexicurity ✓ Industrial Relations ✓ Anti-discrimination law ✓ Occupational Safety and Health Law ✓ Social security law ✓ Social policy |
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Participation at national and international scientific and expert conferences and workshops in the capacity of speaker/lecturer

| Conference/Workshop | Topic of presentation |
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| Third Annual Central and Eastern European Labour Law Experts Meeting (CEELEEx) in Igalo, Montenegro, 2-3 July 2019 | Facilitator of a discussion on non-standard forms of work in Central and Eastern Europe |
| International Scientific-Practical Conference “ILO and Bulgaria – 100 years and in the future”, 27-28 June, 2019 in Sofia, Bulgaria | Agency shop fees and personal scope of application of the collective bargaining agreements – the position of ILO and the legal challenges for the Macedonian labour law |
| International Scientific Conference “Law and Multidisciplinarity”, University of Niš, 12-13 April, 2019 in Niš, Serbia | Duration and Organization of Working Time and Regulation of the Paid Annual Leave in the EU law and in the Macedonian Labour Legislation |
| Workshop on the “latest amendments to the Macedonian Law on Labour Relationships, from June, 2018” within the frames of the USAID Modernizing the Inspection Authorities Project, 08-09 April, 2019 in Ohrid, North Macedonia | The Employment Relationship and Informal Employment; Non-standard forms of Employment; Working Conditions – working time, rest periods and leaves from work; Termination of the employment contract and employees’ dismissal protection |
| Comparative Civil Service Network Constitutive Conference, 21-23 November in Budapest | Civil Service Law and status of public and civil servants in Macedonia |
| Trade Union School of the Trade Union of Chemical Industry, Non-metals and Metals of Macedonia, 20-21 October, 2018 in Ohrid, | Rights and Obligations of Employees |

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| North Macedonia | |
| XXI Annual International Conference of Experts, organized by the Association for Labour Law and Social Insurance of Serbia, 04-06 October, 2019, Zlatibor, Serbia | European Directive concerning certain aspects of the organization of working time (2003/88/EC) and Macedonian labour legislation – current conditions and overview of the most critical points of (non) compliance |
| 4th Itinerant Summer University in the Balkans, “ <i>The Balkan States and their Relationship with the EU and Regional International Organizations: Perspectives for Rapprochement</i> “, in cooperation between <i>Université Paris Nanterre (France), Westfälische Wilhelms-Universität Münster (Germany), University Ss. Cyril and Methodius, Faculty of Law “Iustinianus Primus” in Skopje (Republic of Macedonia), Union University, Faculty of Law, Belgrade (Serbia), University of Prishtina (Kosovo)</i> , 20 th September, Skopje | Employees’ protection from dismissal due to business reasons – the position in the Republic of Macedonia vis-à-vis the EU labour law; |
| 2nd Annual Meeting of Central Eastern European Labour Experts Network, 19 – 20 September 2018, Skopje | Revision of Macedonian Labour Relation Act – a comparative view on selected topics |
| <i>I International Colloquium of Law and Development – CIDROIT</i> , University Paris 1 Pantheon-Sorbonne, 24 May, 2018, Paris | Collective Redundancies and Employees’ Rights in Republic of Macedonia – Current Situation and Degree of (Non) Compliance with the EU Law |
| Closing Conference of the IMPULSE project “ <i>Stakeholder Protection in Restructuring – Selected Company and Labour Law Issues</i> “, 12-13. February, Vienna, 2018 | The labour law consequences of transfer of undertakings in Macedonian law |
| International Conference “Restructuring of Companies and Their Consequences in Relation to Employees”: Conditions, dilemmas and challenges in the Laws of the EU, Austria, Macedonia and Serbia, 6 November, 2018, Skopje | Collective dismissals and their consequences in regard to the employees’ rights – analysis of the “most critical aspects” in terms of Macedonian labour law and its compliance with the EU law |
| 77th Meeting of Lawyers organized by the Association of Lawyers of the Republic of Macedonia, 4 November, 2018, Ohrid | Protection of employees’ rights in the event of transfer of undertakings in Serbia and Macedonia (comparative analysis) |
| XX Annual International Conference of Experts, organized by the Association for Labour Law and Social Insurance of Serbia, 27-30 September, 2017, Zlatibor, Serbia | Cancelation of the Employment Contract and Protection of the Employees’ Rights in the event of a Dismissal due to Business Grounds |
| Regional seminar organized by the Union of independent autonomous trade unions of Macedonia (UNASM) and EZA | Rule of Law and representativeness of trade unions in building strong social dialogue |

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| 07-10 September, 31 April – 6 May, 2017, 2 nd Annual Meeting of CEELex Network, 25-26 April, 2017, Tirana | Collective Bargaining: who pays for it? |
| Restructuring of Companies and Protection of Employees' Rights: Views from the EU, Austria, Serbia and Macedonia, University of Belgrade, 2 nd March, 2017 | Collective redundancies and employees' rights in Republic of Macedonia – current situation and degree of (non)compliance with the EU law |
| International Conference organized by UNASM and EZA, 8-11 October, 2016, Ohrid, Macedonia | Salaries and the legal regime of Payment in the Macedonian labour law system |
| XX Trade Union School, organized by the Autonomous Trade union of the workers in Health, Pharmacy and Social Care of the Republic of Macedonia (SSZFSZ), 22-23 September, 2016 | Legal regime of regulating the working time with a particular focus to the Health Sector |
| Trade Union Conference, organized by the Independent Trade Union of the Clinical Center and Other health care institutions of Republic of Macedonia (SSKCM), Ohrid, 2016 | Legal interpretation of Article 2 of the Annex on the Individual Collective Agreement of 28.11.2014, Analyses of the Strike organized by the health sector employees in 2012, Working time and Night Work in the Health sector and Specializations in the Health Sector of the Republic of Macedonia |
| 3 rd Itinerant Summer University in the Balkans "Refugees, Migration and Rule of Law in Balkan Countries", organized by the <i>Franco-German University; Université Paris Ouest-Nanterre-La Défense (France); Universität Münster (Germany) and University Ss. Cyril and Methodius, Faculty of Law "Iustinianus Primus" Skopje (Macedonia)</i> , 11-14 September, 2016 | Atypical employment relationships (fixed-term and part-time employment) in the labour law system of the Republic of Macedonia |
| International Conference organized by UNASM and EZA, 07-10 September, 2017, Ohrid | Collective bargaining in the public sector of the Republic of Macedonia (legal analyses of the "new" versus the existent General Collective Agreement for public sector) |
| International Conference, organized by UNASM and EZA, May 2016, Ohrid | The labour legislation of the Republic of Macedonia and the policies for reconciliation of professional with family life of employees |
| 74 th Meeting of Lawyers organized by the Association of Lawyers of the Republic of Macedonia, May 2016, Ohrid | Fixed-term and Part-time Employment as non-standard forms of employment in Macedonian labour law system |
| National conference organized by the Legal Consultant Agency "Pravomatika", 15 March, 2016, Skopje | Critical points in the Law on labour relations that create problems in the practice |

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| ILO sub-regional workshop on “Labour Law and Industrial Relations in Central and Eastern European countries”, November 2015, Turin | National expert and panelist |
| 73th Meeting of Lawyers organized by the Association of Lawyers of the Republic of Macedonia, October 2015 | Differentiation of the employment relationships from other contractual relationships and addressing the problem of disguised employment |
| International Conference organized by UNASM and EZA, October 2015, Ohrid | Part-time work and its influence upon the gender equalities on the labour market |
| 2 nd Itinerant Summer University in the Balkans “Accession to the European Union and Identity of Balkans”, organized by the <i>Franco-German University; Université Paris Ouest-Nanterre-La Défense (France); Universität Münster (Germany); and University of Prishtina “Hasan Prishtina”</i> , September 2015 | Economic Integration and Gender Inequalities |
| International Conference, organized by UNASM and EZA, September 2015, Ohrid | Trade Unions and their perspectives in the modern labour markets (problems of the disguised employment relations and freelance work) |
| 1 st Itinerant Summer University in the Balkans “The Balkans on the way to Europe”, organized by the <i>Franco-German University; Université Paris Ouest-Nanterre-La Défense (France); Universität Münster (Germany); University Ss. Cyril and Methodius, Faculty of Law “Iustinianus Primus” Skopje (Macedonia)</i> , September 2014, Skopje | Workers’ participation in modern industrial relations”, Skopje, September 2014 |
| International (9 th Global Labour University Conference) “Inequality within and among nations: Causes, Effects and Responses”, organized by the GLU, Hans Böckler Stiftung, ICDD, Friedrich Ebert Stiftung, ILO, University of Kassel and Berlin school of Law and Economics, 15-17 May, 2014, Berlin | How Do the Working Time Regulations influence Gender Inequalities |
| Regional seminar organized by (UNASM) and EZA, 8 May, 2014 | The legal regime of the right to strike – a decadent employment right or an effective mechanism in the process of protecting workers’ right and interests |
| Regional seminar organized by the Union of independent autonomous trade unions of | European social model and harmonization of the labour legislation of Republic of |

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| Macedonia (UNASM) and EZA, 14-16 March, 2014 | Macedonia with the EU labour law |
| Regional Seminar organized by UNASM and EZA, 24-26 October, 2013 | Labour legislation of the Republic of Macedonia and policies for the reconciliation of professional obligations with family responsibilities of workers” |
| XVII trade union conference, organized by the Autonomous Trade union of the workers in Health, Pharmacy and Social Care of the Republic of Macedonia, 20-21 September, 2013 | Trade union representativeness, collective bargaining and strike in the health care |
| 4-th Macedonian – Croatian forum organized by the Faculty of Law “Iustinianus Primus” from Skopje and the State Faculty of Law from Zagreb, 5 September, 2013, Ohrid | International and National Dimensions of the Right to Strike |
| Trade Union Conference organized by the Independent Trade Union of the Clinical Center and other health care institutions of Republic of Macedonia, 2 March, 2013, Strumica | Collective bargaining in health care |
| International scientific conference “Premiere journee de droit compare franco-macedonien” organized by the International institute for human rights of Caen, France and Ss. “Cyril and Methodius” University, Skopje, 21 February, 2013, Skopje | Harmonization of Macedonian labour legislation with the EU labor law |
| Annual International Conference of Experts, organized by the Association for Labour Law and Social Insurance of Serbia, 20-22 October, 2012, Zlatibor | Implementation of the Labor Relations Convention (Public service),1978 (No.151) of the International Labour Organization in Macedonian Labour Legislation |
| XVI Trade Union School of the Autonomous Trade Union of Workers in Health, Pharmacy and Social Care of the Republic of Macedonia, 15 October, 2012 | General Collective Agreement for the Public Sector in Republic of Macedonia |
| School for young trade union leaders (part II) with youth union members of KSS organized by the Friedrich Ebert Stiftung, Struga (19 - 20 may), 2012 | The labour legislation in practice |
| School for young trade union leaders (part I) with youth union members of SSM, organized by the Friedrich Ebert Stiftung, Skopje (5 - 6 may), 2012 | The labour legislation in practice |
| National Conference organized by the “Macedonian lawyers association”, 66th meeting, 15 May, 2012 | The labour relations act and the trade unions’ pluralism |

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| Regional Conference organized by UNASM and EZA, 26 – 29 October, 2011, Ohrid | The role of the social dialogue in the flexicurity model |
| National Conference organized by the “Macedonian lawyers association “, 65th meeting, 2011, Ohrid | Telework and domestic work |
| Conference for Trade Union Leadership, organized by the Confederation of Free Trade unions of Macedonia (KSSM) , 6 – 9 October, 2011 | The labor legislation in Macedonia |
| “Union leadership and youth” – workshop organized by the FES foundation and the Federation of Trade Unions of Macedonia (SSM), June 2011, Ohrid | Modern trends of the development of labour law |

Participation at international expert conferences and workshops

- ✓ **Brussels, Belgium** – Participant at the international training “Social Dialogue on EU Level and the role of trade unions in the EU accession process“, September, 2011
- ✓ **Brussels, Belgium** - NETLEX (trade unions’ experts summit) Conference 2011 – The deregulation and latest development of labor law
- ✓ **Turin, Italy** – ETUI Course: “Migration, decent work and domestic workers”, 14 – 18 may, 2012
- ✓ **Malta** – ETUI Course: “Euro trainers – level 1”, 2-6 July, 2012
- ✓ **Bucharest, Romania** - ETUI Course: “Trade Unions’ role in fighting against inequalities”, 13 – 16 November, 2012
- ✓ **Brussels, Belgium** – ETUI meeting, 27 November, 2012
- ✓ **Sofia, Bulgaria** – ILO Course on Tripartite technical workshop on promoting decent working time: Balancing Workers’ needs with business requirements, 5-7 December, 2012
- ✓ **The Hague, Netherlands** – 7th Annual Legal Seminar on New Forms of Employment, 27-29 November, 2014
- ✓ **Brussels, Belgium** – 1st Project Meeting for the Restatement of Labour Law in Europe, Topic: Definition of Employee/Worker, 13-14 February, 2015
- ✓ **The Hague, Netherlands** – 8th Annual Legal Seminar on Digitalization and Labour Law, 26-28 November, 2015
- ✓ **Brussels, Belgium** – Third Project Meeting on the Study Group of the Restatement of Labour Law In Europe, Topic: Concept of employee/worker and Atypical forms of employment, 10-11 March, 2016
- ✓ **Vienna, Austria** – Kick-off Meeting within the frames of the Project: Restructuring of Companies and EU law, 2nd June 2016
- ✓ **Florence, Italy** – ETUI Course: “Eurotrainers – Level 2”, 7 – 11 June, 2016

III. Membership in International Expert Networks and Other Professional Activities

- ✓ Representative for the Republic of North Macedonia in the European Labour Law Network and a member of the Study Group on Restatement of Labour Law in Europe
- ✓ Representative for the Republic of North Macedonia in the CEELEx Database and Network on National Legal Experts on Labour and Industrial Relations in Central and Eastern Europe
- ✓ Representative for the Republic of North Macedonia in the Comparative Civil Service Network (CCSN)
- ✓ National expert and a team member from “Ss. Cyril and Methodius” University in the “*Restructuring of Companies and the EU law*” IMPULSE project (a project supported by the Austrian Agency for International Cooperation – OeAD)
- ✓ External Collaborator of the ILO in the capacity of national expert in several labour law and industrial relations’ related projects:
 - Service Needs Assessment for the Federation of Trade Unions of Macedonia (SSM) – august 2019
 - Rights at Work for Youth in the Macedonian Context (National Trainer for Youth Rights at Work – 2017/2018
 - Analysis on the Possibility for Establishment of a Fund for Promotion of Social Dialogue in the Republic of Macedonia – 2016
 - Analysis of Working Time Law and Practice in FYR Macedonia and a Needs Assessment of Working Time Arrangements in the Ministry of Labour and Social Policy – 2014
 - Comparative (gap) analysis of the labour relations (public service) convention, 1978 (no.151) and the national legislation, regulations and other measures concerning protection of the right to organise and procedures for determining conditions of employment in the public service – 2012

- ✓ Executive Board Member of the newly established Association for Labour and Social Law of North Macedonia (ЗДСПСМ) – august 2019
- ✓ Mentor in the Legal Clinic for Vulnerable Groups of the Faculty of Law “Iustinianus Primus”, supported by the Open Society Foundation Macedonia – department of social protection
- ✓ Trade Union Trainer (after successful completion of the ETUI Education Course “Training Eurotrainers – Level 2”)
- ✓ Member of state expert bodies on drafting several legislative acts in the fields of labour law and industrial relations

III. Published Articles and Scientific Papers

1. Protection of Employees’ Rights in the event of Collective Redundancies and Transfer of Undertakings: Key Aspects of Harmonization between the EU and Macedonian Labour Law, Collection of Papers, Faculty of Niš, No.79, Year LVII, 2018

2. Protection of Employees in the Event of Dismissal due to Business Reasons and Collective Redundancies (Current Conditions and Perspectives in the Macedonian Labour Law System), Reforms in the Law: Step Forward to Rule of Law, 2018

3. Collective Redundancies and their Consequences in Relation to Employees’ Rights – ‘Critical Points’ in the alignment between the Macedonian and the EU Labour Law, Restructuring of Companies and their Consequences in Relation to Employees: Conditions, dilemmas and challenges in the Laws of the EU, Austria, Macedonia and Serbia, Skopje, 2017

4. Contractual Ban on Competitive Activity (non-compete clause) in the employment contract (Правник, стручно списание, бр.300, Година XXVI, Скопје, 2017)

5. Protection of the Rights of Employees in case of Change of Employer in the Republic of Macedonia and the Republic of Serbia (comparative analysis), Business Law, Edition of Law Theory and Practice, Year XVIII, No.37, Skopje 2017

6. Union Security Clauses versus Freedom of Trade Union Association (Globalisation and Law, Collection of Papers from the International Scientific Conference), Niš, 2017

7. Termination of the Employment Contract and Protection of the Employees’ Rights in the event of a Dismissal due to Business Grounds (Radno I Socijalno Pravo, Scientific journal of labour and social law), No. 1/2017 Година XXI, Belgrade 2017

8. Labour Legislation and Policies for Reconciliation of Professional Responsibilities with Personal and Family Life of Workers (Work-Family Balance), Sofia, 2016

9. Work-Family Balance in the legislation of the Republic of Macedonia (Правник, стручно списание, бр.295-296, Година XXV, Скопје, 2016)

10. Contractual Ban on Competitive Activity (non-compete clause) and its role in ensuring good business performance in the labour market

11. Economically Dependent Work and Economically Dependent Workers – A New Form of Work and a New (Tertium Genus) Employment Status of Workers between Employed and Self-Employed Persons (Yearbook of the Faculty of Law “Iustinianus Primus”, TOM 54, Skopje 2016)

12. Fixed-term and Part-time employment as Non-Standard Forms of Employment in the Labour Legislation of the Republic of Macedonia, Business Law, Edition of Law Theory and Practice, Year XVII, Skopje 2016

13. Differentiation of the employment relationships from other contractual relationships and addressing the issue of “disguised employment, Business Law, Edition of Law Theory and Practice, Year XVI, No.33, Skopje 2015

14. The factual employment relationship and freelance work versus the Macedonian legal system, Radno I Socijalno Pravo (Scientific journal of labour and social law), No. 1/2015, Year XVIV, Belgrade 2015

15. Subordination in Labour Law and Contemporary Challenges in Distinguishing between Employment contracts and Service Contracts, Collection of Papers, Faculty of Niš, No.70, Year LIV, 2015

16. Decent work and legal status of the domestic workers, Ohrid School of Law “New Challenges in Regulation of the Legal Relations in the Sense of the European Values”, 1 Juridica, Journal of Legal and Social Studies, 2015

17. Subordination – the basic criteria for distinguishing between the dependant workers from the autonomous operation and an essential element of the employment relationship, Proceedings of the 5th Croatian-Macedonian legal colloquation organized by the Faculty of Law in Zagreb, June, 2015

18. How Do the Working Time Regulations influence Gender Inequalities, Radno I Socijalno Pravo (Scientific journal of labour and social law), No.2/2014, Year XVIII, Belgrade 2014

19. Harmonization of the Macedonian labour legislation with the EU labour law, Proceedings of the international conference organized within the frames of the decentralized cooperation between Lower Normandy and Macedonia, Skopje 2014

20. European Social Model and the Harmonization of Macedonian Labour Legislation with the European Union Community Labour Law”, Collection of Papers, Faculty of Niš, Num.68/Year LIII/2014

21. The “Flexicurity” Concept and the employment protection legislation in Republic of Macedonia, Paper ID 2648 of ARSA Proceedings, December 2013

22. Flexibility and security of employment in the labour legislation of Republic of Macedonia (development and perspectives), Radno I Socijalno Pravo (Scientific journal of labour and social law), No.1/2013, Year XVII, Belgrade, 2013

23. National dimensions of the right to strike, Yearbook of the Faculty of Law “Iustinianus Primus” in honour of professor Liljana Spirovik – Trpenovska, TOM 49, Skopje, 2013

24. Policies for reducing the informal employment versus the Employment legislation of Republic of Macedonia, Yearbook of the Faculty of Law “Iustinianus Primus”, TOM 47/48, Skopje 2013

25. International and National dimensions of the right to strike, Proceedings of the 4-th Macedonian – Croatian forum organized by the Faculty of Law “Iustinianus Primus” from Skopje and the State Faculty of Law from Zagreb, Skopje, August 2013

26. Collective bargaining in the public sector of the Republic of Macedonia with a particular review of the collective bargaining in the health care (tertiary health care), Business Law, Edition of Law Theory and Practice, Year XIV No.28, 2013

27. Working time and internal flexibility of employment relations, Paper ID 1365 of ARSA Proceedings, January 2013

28. Collective Bargaining in the Public Sector of Republic of Macedonia with particular reference to Collective Bargaining in the Judiciary, (Iustinianus Primus Law Review, Legal journal of the Faculty of Law, Vol.4:2)

29. Collective Bargaining in the Public Sector of the Republic of Macedonia, Pravna Riječ, Časopis za pravnu teoriju i praksu, No.35/2013, Godina X, Banja Luka 2013

30. Workers’ participation in modern industrial relations, Pravni život – časopis za pravnu teoriju i praksu, Tematski broj Pravo I Moral, Broj 11, Tom III, Beograd 2012

31. Implementation of the labour relations (Public service) convention, 1978 (Number.151) of the International Labour Organization in Macedonian Labour Legislation, Iustinianus Primus Law Review, Legal journal of the Faculty of Law, Vol.4:1), Skopje 2012

32. Implementation of the labour relations (Public service) convention, 1978 (Number.151) of the International Labour Organization in Macedonian Labour Legislation, Radno I Socijalno Pravo (Scientific journal of labour and social law), No.2/2012, Year XVI, Belgrade 2012

33. Trade Union Pluralism – Progression or Regression in the Protection of Workers’ Rights in Republic of Macedonia? SEER, Journal for labour and social affairs in Eastern Europe, ETUI, Volume 15, 2012

34. Trade Union Pluralism – Progression or Regression in the Protection of Workers’ Rights in Republic of Macedonia, Proceedings of the 4th International Scientific Conference “Trade Unions and Politics”, Belgrade, November 2012

35. Trade union pluralism – Business Law – Edition of law theory and practice, Year XIII, no.26, Skopje, May 2012

36. Pluralisation of trade unionism in the Republic of Macedonia – the modern solution of the labor legislation or a coarse way of violation of labor rights (Proceedings in honour of professor Branko Zelenkov, Faculty of Law, “Iustinianus I”, Skopje, 2012)

37. Telework, domestic work and other alternative forms of employment relations and flexible forms of work (Business Law, Macedonia, Number 25 – 65 th meeting of lawyers, Year XII, No.25, Skopje 2011)

38. Workplace and work process flexibility as variations of the external functional labor market flexibility (Proceedings in honour of professor Georgi Ganzovski, Faculty of Law “Iustinianus I”, Skopje 2011)

IV. Published Monographs and Book Chapters

1. Transfer of Undertakings and Protection of Employees’ Individual Rights in the Republic of Macedonia – National Chapter in Stakeholder Protection in Restructuring (Selected Company and Labour Law Issues), **Nomos, 2019**

2. The Concept of Employee: The Position in the FYR Macedonia – National Chapter in **Restatement of Labour Law in Europe, Volume 1, The Concept of Employee, HART Publishing, 2017**

3. Rights at Work for Youth in the Macedonian Context (Decent Work for Young People) – National adaptation of the ILO Guide and Toolkit, ILO 2017

4. New Forms of Employment in the Former Yugoslav Republic of Macedonia
National Chapter in Bulletin of Comparative Labour Relations, Kluwer Law International –
The Netherlands, Volume 94, 2016)

5. Manual for the rights of young workers and women – SSM and FES, Skopje, 2011