

Inequalities in the labour market: A legal perspective on causes and solutions

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Abstract. The efficient functioning of the labour market is impossible without ensuring equal opportunities for all agents involved in the system of labour and economic relations. It is especially important to study the role of the state in this process as the main regulator of social relations. The purpose of this study was to analyse the possibilities of preventing inequality in the labour market with the help of legal instruments, in particular legislation. The main research methods used were analysis, modelling and forecasting. The study examined the dynamics and global trends of labour market inequality, emphasising the changes resulting from globalisation and liberalisation. It also assessed the impact of migration on employment, particularly in view of the movement of people from war-torn regions. To describe the current trends, supply and demand in the current labour market were studied. The legislation of North Macedonia was assessed in the context of combating inequality and discrimination in the labour market. It is concluded that, despite the existence of a certain set of laws and acts, there are still problems related primarily to gender discrimination. Certain recommendations are offered to improve the situation both in the legal framework and in some other areas: economic, social, and cultural. It was concluded that the use of a comprehensive policy, the key approaches to which were proposed in this study, would achieve significantly better results in terms of ensuring equality in the labour market in North Macedonia. The findings can be used to improve public policies and legislation to combat labour market inequality in North Macedonia. In addition, the information described can also be used by entrepreneurs to create long-term development strategies

Keywords: macroeconomics; modelling; legislation; entrepreneurship; public policy

Introduction

Unemployment is a problem for countries around the world, affecting the macroeconomy on a broader scale and the standard of living and quality of life of citizens at the micro level. This factor plays a crucial role in determining the overall well-being and security of a country. It is shaped by a variety of economic, social, and political factors. The effectiveness of confronting unemployment depends on

legislative measures, labour force training and mobility, and policies aimed at promoting employment, especially for social groups facing discrimination or problems of access to the labour market for various reasons. The global economic crisis and recession associated with the COVID-19 pandemic has had far-reaching effects, causing massive job losses and business closures around the world. This includes the

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EU countries known for their prominent level of economic development, as a rapid increase in unemployment rates was observed there. In the Republic of North Macedonia, the high unemployment rate was caused, among other things, by the difficult “transition” period, which started with the dissolution of the Union of Soviet Socialist Republics and entailed substantial social changes, including shifts in values, property relations, and political systems. The current high unemployment rate reflects the difficult social and economic situation, exposing the constraints in providing basic conditions for residents and the difficulties in implementing effective macroeconomic policies. This situation creates a sense of dissatisfaction, especially among the younger generation, potentially reducing their motivation for further development and education.

High unemployment contributes to economic instability, leading to problems such as inflation, deficit spending and problems in international economic relations (Havryliuk & Bozhydarnik, 2023). It also causes the development of shadow economy, adversely affecting the development of the country. Economic instability, coupled with rising crime and corruption, discourages domestic and foreign investment (Blikhar *et al.*, 2022). Moreover, high unemployment devalues labour in the labour market, creating opportunities for exploitation. Demographically, this has dangerous consequences, such as increased migration abroad, especially among young people, leading to lower birth rates, negative population growth, ageing populations, and declining marriages. Inequalities in labour markets, particularly those related to gender differences, have become increasingly apparent recently. Even though in many occupations women can perform the same tasks as men, income and employment inequalities exist in a certain way in all countries (Ryskaliyev *et al.*, 2019). Such trends are one of the causes of economic instability in the world and require finding methods to address them. Thus, the study of this problem is relevant. This study focused on finding legal methods to confront inequalities in the labour market using the case of Northern Macedonia.

Many scientists have been investigating the general features of the economic development of the country and specifically its labour market. A. Nikoloski (2020) described the current state of Northern Macedonia, especially focusing on the influence of state intervention on its development features. D. Nikoloski (2019) studied gender pay differentials in the country. The scholar considered the reasons for such a wage gap in detail, focusing on economic and political components, but not on legal ones. The scholar also assessed the state of poverty and employment in the country (Nikoloski, 2020). He noted the factors affecting the growth of unemployment in the labour market as well as the poverty rate among the population and how these factors are interrelated. In this regard, changes to the country’s public policy in this area were proposed, but little attention was paid to changes in the legislative framework. E. Tosheva *et al.* (2021) examined the specific features of women’s entrepreneurship in North Macedonia. Scholars have written about the social norms and discriminatory laws that restrict access to finance for women to run businesses. Based on this, they offered recommendations for changes in public policy to improve the situation. S. Abduli *et al.* (2022) addressed labour market issues related to gender inequality. According to scholars, there is a significant age and gender disparity in

the country, which can be addressed through government intervention, formation of appropriate agencies, and programmes to support women.

The research conducted by S. Mahata *et al.* (2023) offers an examination of a comprehensive economic model that encompasses four sectors and considers the inclusion of both male and female labour, as well as distortions in the capital market. The current emphasis on comprehending the consequences of social transition on female labour force participation and gender-based wage disparity is both timely and pertinent (Shubalyi & Yefimov, 2023). The authors offer detailed and subtle observations regarding the dynamics of wage inequality based on gender and the participation of women in the labour force at various stages of social transformation. Through an examination of the interaction between these factors, the study provides a more thorough comprehension of the intricate correlation between economic and social transformations.

J.C. Lopez and T. Morita (2023) present an economic geography model that effectively tackles the complex problem of inequality, encompassing both interregional and intraregional disparities, with a sophisticated and perceptive approach. By incorporating workers with diverse skills and varying rates of mobility, the analysis gains greater complexity, enabling a more thorough comprehension of the factors that contribute to inequality. Furthermore, the authors examine the intricate correlation between regional disparities and their influence on the increase in wages for skilled workers. The skill premium concept offers a comprehensive perspective on the dynamics of inequality by considering both the disparities within a region and the variations in the well-being of unskilled workers across different regions. This approach is especially valuable for comprehending the diverse facets of inequality that may exist within and among regions.

Since scholars generally pay rather little attention to how the situation of labour market inequality in North Macedonia can be improved through legal instruments, the purpose of this study was to show legal mechanisms and methods for confronting this problem.

Materials and methods

The main source of data for the analysis of the legal framework on employment inequality was the Labour Relations Law (2022) of the Republic of Macedonia. Its purpose is to regulate labour relations based on a labour contract between employees and employers by means of the provisions of the law, its individual articles. It should also create an environment for employees in which they are involved in the work process, while their work, rights, and interests are harmonised with the employer. The law applies to employees of various entities, including state bodies, local governments, state-owned enterprises, and defines the conditions for the termination of labour relations: both parties are obliged to exercise agreed rights, fulfil duties and responsibilities. It is limited to the territories of the Republic of North Macedonia and, in some cases, when employees are temporarily assigned to work abroad. The law also applies to labour relations involving employers from the EU and outside the EU when employees work in the Republic of North Macedonia. It also applies to workers sent for temporary work in North Macedonia based on foreign labour contracts. For the purposes of the study, information from Articles 6, 7, 8, 9, 10, and 24 of this Law was used, as their data characterised

the problems of inequality in the labour market. Data from reports of some international organisations, notably The World Bank (2018) were also used.

The study also constructed models of the labour market in the long run and short run, which differ in the features of changes in the direct labour supply. In these models, the standard horizontal line is the quantity of labour (E) and the vertical line is the wage (W), whereas in the commodity supply and demand models – the volume of output (Q) and its price (P), respectively. In modern conditions, the labour market has become much more complex because labour itself has become more differentiated, like the production. Thus, this model should not be used to characterise the labour market for the entire country, but for specific industries (e.g., the market for design or IT services).

Different methods were used during the study. Thus, the analysis provided an opportunity to consider a large amount of data, both qualitative and quantitative, to form conclusions about what labour market inequalities are in North Macedonia and how the situation can be remedied. The historical method was also applied, which helped to assess past trends in a given market in the country, establishing a cause-and-effect relationship with its current state. Simulation was used to generate long- and short-term labour market models. The graphical method was used for their direct construction. Forecasting was used to assess future trends in the labour market in the country.

Results

Labour market dynamics have intensified due to population migration caused by a range of factors. The current large-scale migration involves refugees from war-torn regions such as Syria, Iraq, Afghanistan, and Ukraine, as well as “economic migrants” from places such as Senegal, Libya, and Nigeria. The impact of this migration on the labour market, potentially leading to cheaper labour, is uncertain. In the labour market, sellers (those offering jobs) and buyers (those looking for work) operate in a mutually beneficial transaction. The labour force is an active population, including the employed and unemployed, whose characteristics are determined by the ability to create value and order under the influence of social development and training (Eisenbarth & Chen, 2022; Lavetti, 2023). Thus, although the labour market has certain specific features, it generally functions according to the same laws as any other: employers (depending on the theory – nominal or real) and employees (the quantity of labour force) make up the demand. Given that the unemployment rate depends on the level of wages, it also changes due to inflation: the higher the level of inflation, the lower the unemployment rate should be, and vice versa. This dependence is explained by the fact that due to the growth of inflation the population’s accumulation decreases its purchasing power faster, so that they are forced to look for a job faster (Larue, 2020; Fiers, 2023). Accordingly, this dependence works the same way in the opposite direction. The labour market supply and demand model can be depicted as presented in Figure 1.

As Figure 1 shows, the model does not practically differ from the standard supply and demand model, except for the fact that instead of the P (Price) scale there is a wage scale W , and instead of the volume of product supply (which is most often denoted as Q) there is the quantity of labour. However, some specific features are observed, namely, in

the short term, as noted in Figure 2. As Figure 2 shows, in the short-term, the supply straight line on the interval from 0 to O has a similar appearance to the one before the straight line. This is because in the short-term, the price of labour (wages) is not elastic to decline. In other words, in the long-term, tendencies to its decrease are possible due to certain economic circumstances, but in the short term, such a process can occur for a rather long period of time, which affects the work of enterprises and should be considered when forming the policy of the state and the company.

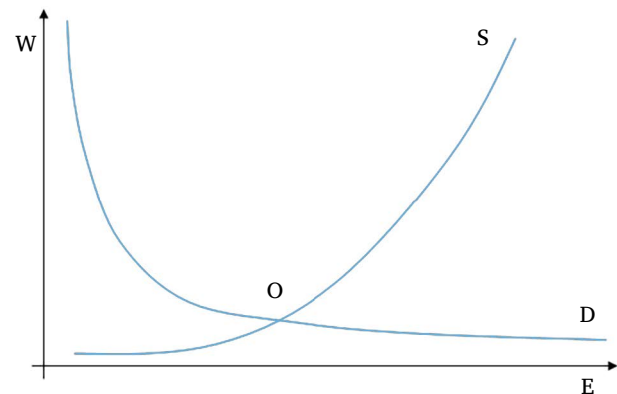


Figure 1. Labour market supply and demand model
Note: D – Demand; S – Supply; O – equilibrium point; E – quantity of labour; W – wages (real or nominal depending on the school)

Source: compiled by the authors

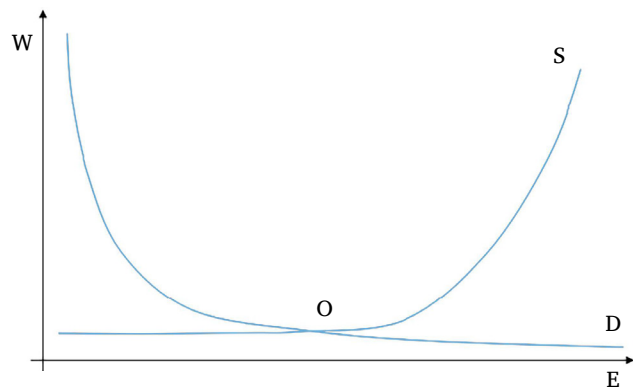


Figure 2. Labour market model in the short term

Source: compiled by the authors

Economic development can be observed at three geographical levels: local, national, and global. Achieving absolute equality in development at all these levels is virtually impossible: while such differences may be considered natural and useful, it also raises many issues. Recent trends associated with globalisation and economic liberalisation have only exacerbated problems of inequality, especially to the detriment of the poor (Hutter & Weber, 2022; Garcia-Louzao & Ruggieri, 2023). At the global level, there is a tendency to cluster around economic and politico-military capital. The emergence of regional disparities can be explained by various factors, including natural conditions, urbanisation, well-developed infrastructure, proximity to markets, institutional stability, social, traditional and cultural characteristics of the population, and ethnic, religious, or political

divisions within a country. Key factors concentrating economic activity in regions include knowledge diffusion, open markets for specialised knowledge, and linkages with suppliers and buyers. The economic consequences of capital concentration in a geographical region are diverse: it affects demography in the form of depopulation and ageing, causes poverty and underutilisation of economic potential, exacerbates social inequalities, increases social tensions, creates conditions for discrimination, violates human rights *de jure*, and contributes to political discord and potential abuses of power in regions with limited employment opportunities. These implications emphasise the complex and multifaceted nature of regional differences and their impact on various aspects of society.

Preventing inequality or discrimination in a country's labour market can be done in a variety of ways. One of them is the creation of suitable legislation. Considering inequality in terms of legislation in North Macedonia, it is given enough attention in labour law. For instance, Article 6 of the "Labour Relations Law" (2022) describes the principles of the prohibition of discrimination. Employers are obliged not to treat job applicants (referred to as job seekers) or employees unfairly based on various criteria such as race, colour, gender, age, health or disability, religious or political beliefs, trade union membership, national or social origin marital status, property and financial status, sexual orientation, or other personal circumstances. Furthermore, Article 6 emphasises equal opportunities and treatment of women and men in various aspects of employment, including approach to employment, working conditions, equal pay for equal work, occupational welfare schemes, working leave, working hours and dismissal, contract. The principle of equal treatment expressly prohibits both direct and indirect discrimination.

Subsequent Article 7 sets out the rules concerning direct and indirect discrimination in relation to Article 6. The prohibition against discrimination set out in this article applies to both applicants and employees. Direct discrimination includes any action on the grounds referred to in Article 6 which treats a person less favourably than others in similar cases (Western & Sirois, 2019; Dauth *et al.*, 2021). Indirect discrimination occurs when a seemingly neutral provision, criterion, or practice places an applicant or employee at a greater disadvantage because of certain differences, statuses, orientations, or beliefs referred to in Article 6. The law prohibits discrimination in various aspects, including employment requirements, promotion, access to training, working conditions, employment rights, termination of employment contracts, and rights in employee and employer associations, or other professional organisations. Provisions of collective agreements and employment contracts that imply discrimination on the grounds referred to in article 6 shall be invalidated.

The following Article 8 sets out the exceptions to the prohibition of discrimination, stating that distinctions, exclusions, or priority in a particular job shall not be considered discriminatory if the relevant characteristics are crucial to the job and pursue a balanced and justifiable objective. Article 8 also states that measures prescribed by law, other regulations, collective agreements, and labour contracts aimed at protecting certain groups of workers, such as persons with disabilities, older workers, pregnant women, parents and adoptive parents, are exempt from being labelled as discriminatory. It is noted that employees with fixed seniority should not be treated less favourably than employees

with indefinite seniority solely based on their employment contract unless there are objective grounds. Furthermore, the article emphasises that the period of acquisition of qualifications for concrete conditions should be the same for both fixed-term and open-ended employees, unless the period of acquisition exceeds the term of the fixed-term employment contract (Labour Relations Law, 2022).

Article 9 of the "Labour Relations Law" (2022) prohibits stalking and sexual harassment, classifying them as forms of discrimination under Article 6. Harassment is defined as any unwelcome behaviour intended to violate the dignity of an applicant or employee, cause fear or create a hostile, humiliating, or offensive environment. Sexual harassment includes verbal, non-verbal, or physical conduct of a sexual nature intended to violate the dignity of a complainant or employee, leading to fear or creating a hostile, humiliating, or offensive atmosphere. Article 9 deals with psychological harassment (mobbing), prohibiting all such harassment in the workplace. Psychological harassment is also considered discrimination and involves repeated negative behaviour over a period of at least six months that attacks the dignity, integrity, image, and honour of employees, provokes fear or creates an unfriendly, humiliating, or offensive atmosphere with the potential aim of terminating employment or calling for resignation. Article 10 states that in cases of discrimination under Article 6, the applicant or employee shall be entitled to claim damages, which may vary according to their amount. Finally, Article 24 emphasises gender equality in the advertising of vacancies. It states that employers should not advertise vacancies exclusively for one gender unless the particular gender is crucial to the vacancy. Furthermore, advertising that suggests gender preferences in hiring is prohibited unless it is consistent with a specific list of job openings, which is also described in this document.

Although there is a legal framework in the Republic of North Macedonia that should prevent inequalities in the labour market, in reality these problems are still relevant. The country has a growing gender income gap: from around 10-12% in the 1980s to 15.3% in 2010 and 17.2% in 2015 (The World Bank, 2018). Factors contributing to the gender wage gap include both lack of incentives for women to work (due to gender stereotypes and cultural traditions) and discrimination by employers. Research suggests that discrimination explains only one-third of the adjusted gap, with most of it explained by unobserved differences between the genders. The pay gap is gradually widening along with the way wages are rising. Notably, this effect is less marked for mothers, or may not be present at all. The persistence of the gender wage gap at higher income levels points to the need for more effective government efforts to promote gender equality.

The World Bank report on labour market inequality in Northern Macedonia recommends the adoption of laws that promote gender equality, proper implementation of protective laws, and concrete measures to improve women's access to assets and productive resources (von Wachter, 2020; Berghammer & Adserà, 2022). Furthermore, support services can improve the situation in this matter. It is recommended that women's education, promoting gender perspectives in agreements, investing in public interventions and adult education, providing flexible forms of employment, expanding childcare networks, reviewing parental leave policies, modernising elderly care services, and reinvigorating policies for poor women be taken more seriously. It is also recommended

to remove disincentives in tax and benefit systems, provide training programmes for women, and promote a family culture in the workplace. To promote women's entrepreneurship, it is recommended to strengthen support for start-up programmes, mentoring initiatives, and local ownership information. Initiatives to influence culture, norms, and aspirations include organising public campaigns against stereotypes, raising career aspirations through role models, and supporting a culture of gender equality throughout society.

Overall, all the recommendations described above can truly eliminate discrimination in the labour market against women. For this to happen, however, their application must be comprehensive. As described earlier, there are several laws in North Macedonia which should ensure that there is no discrimination regardless of race or gender in the labour market. To counter discrimination more effectively, it is worth recommending strengthening existing rules in this area. The parameters for Article 7 need to be regularly updated and tightened to determine whether an action is discriminatory or not. The same applies for other articles, e.g., it is worth defining criteria in Article 8 for understanding when characteristics are "job-critical" and have a "balanced and justifiable purpose"; it is worth clarifying the definition of harassment and sexual harassment in Article 9. Furthermore, care should be taken to ensure that the process for obtaining redress in cases of discrimination described in Article 10 is also sufficiently simple and accessible to the public.

Discussion

To address labour market inequalities, North Macedonia will have to introduce certain changes in its development strategy. The changes described above should be applied in a holistic manner to have the greatest effect. Legislative changes will only have an impact after some time due to the rather lengthy process of writing laws, developing them, and implementing them. Thus, in the short term, other mechanisms should work to improve the situation in the country. Specifically, it is worthwhile to secure the interconnection between public authorities, enterprises, and the public. This can ensure joint work to solve this problem and lead the country to the proper results.

O. Folke and J. Rickne (2022) considered the gender inequality in the labour market. Their study concludes that sexual harassment in the workplace serves as a serious barrier to gender equality, particularly affecting gender minorities in the workplace and contributing to gender segregation and the gender pay gap. Based on Swedish data, it was proved that women tend to be more likely to be sexually harassed. Nevertheless, the analysis links men's victimisation to their work in female-dominated workplaces. Scholars point to a persistent pattern of sexual harassment and gender segregation in parts of the labour market. Furthermore, scientists note that about 10% of the income gap between men and women is explained precisely by the fact of sexual harassment. The study highlights the business case for preventing sexual harassment, revealing its potential costs to firms in terms of reduced job satisfaction, increased employee turnover, and damaged reputation in the workplace. It is therefore vital to prevent such harassment to increase employee welfare, reduce turnover costs, and improve HR processes in general. It was showed previously that there are factors affecting gender-based income inequality in North Macedonia, although sexual harassment was not the main

cause. Nevertheless, given the importance of this component in income inequality, it is worth considering additional measures related to strengthening measures to curb attempts at sexual harassment in the country.

M. Reichelt *et al.* (2020) investigated the impact of COVID-19 on gender inequality in the labour market. Researchers pointed out that women were more severely affected by the labour market effects of COVID-19 than men. As it turned out, the unemployment rate increased more among women, and they were more likely to receive a reduction or decrease in working hours. Although the initial gender differences in unemployment can be attributed to the higher prevalence of atypical working conditions (such as part-time work) among women, the researchers concluded that gender roles in society proved to be the main cause of these trends. Analysing the situation in North Macedonia, comparable results were found for the causes of inequality in the labour market: it is gender stereotypes and cultural characteristics that most often cause women to earn less than men. To prevent such problems, it is worth applying both legal instruments and influencing social attitudes in the country.

L. Litman *et al.* (2020) examined pay inequality in the online labour market. They investigated the gender pay gap on Mechanical Turk's online platform over an 18-month period involving five million tasks completed by more than 20 thousand unique workers. Contrary to expectations due to the unique characteristics of the platform, there was a consistent gender pay gap of 10.5%, with an average estimated actual wage of \$5.7 per hour. The gender pay gap (up to 57%) was partly explained by differences in task speed, but other factors such as gender differences in task selection based on advertised pay also played a role. Despite accounting for various factors, the pay gap persisted, challenging conventional explanations of the gender pay gap. In other words, on a platform with a level playing field for women and men, the former preferred to work less and take on less challenging projects. This indicates that the reason for this difference in pay may be due in part to the psychological characteristics of women, which may arise due to various factors, including upbringing (Protosavitska, 2023). No such factors were noted in the study on the assessment of the situation in North Macedonia, but they should also influence the overall situation in the country. Thus, it is vital to create favourable conditions for women's future employment from the time of school and pre-school education.

J. Wursten and M. Reich (2023) studied the racial inequality in unstable labour markets based on data from the USA. In the study, the authors conducted the first causal analysis of the impact of state and federal minimum wage policies in the United States on labour market discord and racial wage disparities. Using a variety of methodologies, including complex event studies and panel difference-in-differences estimates, the study found that minimum wage formation increases the wages of black workers 16-64% more than white workers, resulting in a 10% reduction in the overall ratio of the black-white earnings gap. The study excludes racial differences in initial wages as an explanation and proposes a model with labour market inconsistencies where minimum wages increase employment opportunities, especially for black workers. The results support the view that the minimum wage increases commuting and employment opportunities for black workers, helping to reduce the racial wage gap. The paper also considered opposite scenarios and

other aspects such as employment and population groups by age and gender. In conclusion, despite the growing racial wage inequality, the study suggested that minimum wage policies have effectively reduced the racial wage gap. The study of the labour market situation in North Macedonia did not observe income disparities by race, which may be explained by the fact that the country has a predominantly indigenous population. Nevertheless, it is essential to further consider possible income disparities by race to examine the need for additional laws related to combating discrimination in this context.

P. Barbieri and F. Gioachin (2022) investigated inequalities related to social origin in Italy and Germany. Researchers have shown that in Italy, such workers benefit from being in a good position in the labour market even if they are less skilled than other labour market participants. In Germany, such workers can get better jobs earlier, at the expense of having a wage premium over others. In other words, workers who had better backgrounds were able to earn higher incomes than their competitors (Bocheliuk *et al.*, 2022). The study has not previously mentioned such causes of labour market inequality, but they do occur and are extremely difficult to regulate. While it is not legally possible to prohibit the hiring of an employee, a possible mechanism is to increase surveillance of nepotism and similar behaviour in society. To counter this problem, more attention should be paid to the specific cultural features of the population's behaviour in society and to changing their moral attitudes.

Overall, labour market inequality is a pervasive problem in the global labour market. Organisations such as NATO and the European Union also pay attention to this, trying to prevent their expansion and emergence due to global geopolitical processes. The problem is relevant in North Macedonia as well. The current legislative framework, while partially preventing discrimination in the labour market, is insufficient to address the likely future aggravation of the situation. Thus, it is still relevant to improve the existing legislative framework, as well as to apply other methods of combating inequality described earlier. This will considerably improve the situation in the labour market and solve many difficulties associated with it.

Conclusions

The study examined labour market dynamics, focusing on population migration and economic development at

different geographical levels. The study described trends related to large-scale migration involving refugees from conflict-ridden regions, as well as other causes of mass displacement. It can be concluded that such global trends may lead to significant changes in the labour market in North Macedonia in the long term, for which the local public authorities should be prepared. Among other things, it may lead to increased discrimination in the labour market against national minorities, other races, as well as lead to gender inequality. The study described the operating models of this market and highlighted their main differences from conventional markets.

The example of North Macedonia highlighted the key role of legislative measures in combating inequality and discrimination in the labour market and preventing the emergence of these phenomena. Despite the existence of a legal framework, there are issues related to discrimination, particularly in terms of gender differentiation. It was therefore concluded that it was essential for the country to enact and strengthen laws that promote gender equality, ensure their proper implementation, and take concrete measures to increase women's access to assets and resources. Furthermore, it is relevant to improve the quality of women's education, as well as to influence the cultural attitudes of society that favour women's work.

The study focused on what changes should be made to the legislation to improve the situation in terms of inequality in the labour market. A more robust approach is suggested by tightening the parameters of existing laws, such as those defining discriminatory actions and defining critical characteristics for employment. The study concluded that clear definitions of terms such as sexual harassment and others need to be established to ensure fair punishment for breaches of the law. Furthermore, it is vital to ensure that enterprises or organisations do not allow any inequity in pay between women and men in the same positions.

It is relevant for future research to propose other possibilities for preventing the emergence of discrimination in the labour market of North Macedonia, not related to changing the legal framework.

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Conflict of interest

None.

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Нерівність на ринку праці: юридичний погляд на причини та шляхи вирішення

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Анотація. Ефективне функціонування ринку праці неможливе без забезпечення рівних можливостей для всіх агентів, включених в систему трудових та економічних відносин. Особливо актуальним є вивчення ролі держави в цьому процесі як головного регулятора суспільних відносин. Метою цього дослідження було проаналізувати можливості запобігання нерівності на ринку праці за допомогою правових інструментів, зокрема законодавства. Основними методами дослідження були аналіз, моделювання та прогнозування. Дослідження вивчало динаміку та глобальні тенденції нерівності на ринку праці, підкреслюючи зміни, які є результатом глобалізації та лібералізації. Також було оцінено вплив міграції населення на зайнятість, зокрема з огляду на переміщення громадян із охоплених війною регіонів. Для опису поточних тенденцій було досліджено попит та пропозицію на сучасному на ринку праці. Законодавство Північної Македонії було оцінено в контексті боротьби з нерівністю та дискримінацією на ринку праці. Зроблено висновок, що, незважаючи на наявність певного комплексу законів та актів, все ще існують проблеми, пов'язані насамперед із гендерною дискримінацією. Запропоновано певні рекомендації щодо покращення ситуації як у нормативно-правовій базі, так і в деяких інших сферах: економічній, соціальній, культурній. Було зроблено висновок, що використання комплексної політики, ключові підходи до якої були запропоновані у цьому дослідженні, дозволить досягти значно кращих результатів з точки зору забезпечення рівності на ринку праці Північної Македонії. Отримані результати можуть бути використані для вдосконалення державної політики та законодавства для протидії нерівності на ринку праці в Північній Македонії. Крім того, описана інформація також може бути використана підприємцями для створення довгострокових стратегій розвитку

Ключові слова: макроекономіка; моделювання; законодавство; підприємництво; державна політика