



## Unemployment an Unauthorized Unique Road about Apathy and Poverty the Macedonian Man without Knowledge and Skills



Naumovski Ljupco <sup>a</sup>  
Naumovska Jasminka <sup>b</sup>

---

### Article history:

Received: 7 January 2017

Accepted: 15 July 2017

Published: 31 July 2017

---

### Keywords:

*apathy;*

*knowledge;*

*poverty;*

*skills;*

*unemployment;*

---

### Abstract

The topic was aimed at debating the reality that Macedonia as a welfare state and unemployment, ie poverty, constitutional freedom and the right to seek or work to protect from poverty. The aim was the different directions to the concepts of anomalies: unemployment, apathy, poverty, and knowledge related to the concept - Macedonian social state. The topic of socialization was relevant not only for Macedonia but also for all countries in the world now that we are in transition and transformation, dynamism and complexity of the activity of social processes. Macedonian current conditions have changed for the social order of the lost values of the previous rules by taking risks because they are inevitable and more complex. It is the beginning to its characteristics representing qualitative changes in morality, which has not led to turbulence. The lack of value, but also the normative solidarity of social existence, did not lead to a situation of threatening the state of the complex - integrity and autonomy.

2395-7492© Copyright 2017. The Author.

This is an open-access article under the CC BY-SA license  
(<https://creativecommons.org/licenses/by-sa/4.0/>)

All rights reserved.

---

### Author correspondence:

Naumovski Ljupco,

Assistant Prof. Ph.D. Faculty of Law,

University "St. Kliment Ohridski" – Bitola, Macedonia

Email address: [ljupconaumovski525@gmail.com](mailto:ljupconaumovski525@gmail.com)

---

### 1. Introduction

The theme of this paper is aimed at highlighting the correlation between the social state and unemployment, such as the constitutional right to freedom of choice of work with the legal right to work. Unfortunately, unemployment negatively affects the population, and therefore their integrity and fate. Today, a transitional market economy and a developed economic crisis only exacerbate problems related to changes in labor needs, the status of the worker, the emergence of a real and latent unemployment rate, with a lack of specific consideration of these phenomena. This set of dominant perceptions makes it difficult to study labor market problems, and thus complicates the possibility of an

---

<sup>a</sup> Assistant Prof. PhD., Faculty of Law, University "St. Kliment Ohridski" – Bitola, Macedonia

<sup>b</sup> Professor, Central Municipal Primary School "Goce Delchev" – Bitola, Macedonia

effective response to increasing unemployment, but also to maintain existing real employment, as well as the mandatory social protection of citizens in the Republic of Macedonia.

Some of the theoreticians are of the opinion that the new advanced technical and technological development and progress have contributed to the unemployment that is increasingly controversial, especially in the countries of transition like Macedonia. In the process of transition to a market economy, with its natural manifestation of mass liberated labor and production conversion, unemployment is considered to be a real inevitability. The challenge, in this case, should be skillful with the optimum stimulation of working able unemployed people who must be retrained in a timely manner and with the reasonable financial support of unemployed persons by the Macedonian state. This is the real essence of the current Macedonian labor market policy. The labor market exists for the sale of labor for a certain period. The labor market is characterized by the number of economically active population, the number of employees in the economy, the unemployment rate. A particular feature of the labor market is that it deals with a certain resource - of "human capital". Unemployment represents a socioeconomic phenomenon where labor (economically active population) is not involved in the production of goods and services, while unemployment is one of the main social problems in the society's market, thanks to two facts: public funds are not fully used; part of the population has very low incomes.

A serious problem of today, which is covered by all countries, is seen through the deterioration of social problems, which in turn led to an increase in social tensions, loss of jobs that generate stress among the population, which unfortunately receives a negative perception that this person becomes "Freak" is not beneficial to the state, they are not in a position to take care of themselves, as well as their families, and to exist exclusively at the expense of the state. Thus, the subject of this study is the unemployment in Macedonia and the consequences of unemployment. The aim of the work - through theoretical and methodological approaches to study the unemployment of the Macedonians in the labor market and to identify with the sociological analysis of secondary sources, the causes and consequences of this phenomenon for the state (their nature, types, characteristics, regulatory directions).

The hypothesis of studies: in new socioeconomic legal conditions, there is a lack of specialist with professional training that has competitiveness in the labor market and quickly adapts to the conditions of a new economic system. Hence, there is the problem of unemployment, which has an extremely negative impact on the Macedonian population - a social group, which should see the future of the Macedonian state.

Methods: general scientific (theoretical): analysis and synthesis, the problem of analysis of sources and expert scientific (practical) sociological and statistical methods: intermediate analysis of sociological studies, static data analysis.

The empirical basis of work made by statistics on the website of the State Statistical Office (Makstat). And in the secondary analysis of sociological research data presented the results of the research of the following centers: ILO, Eurostat, and others. The theoretical basis of this work is sucked and processed by domestic and foreign scientists, examining a wide range of questions about unemployment in the market economy, as well as the issues of its state regulation in close connection with the macroeconomic processes, especially such as: Bikchantaeva I., Kalashnikov I., Breeva B., Zibarev B, Nizova M., Nikiforova A. and many others. The study uses methods of grouping and classification, analysis and synthesis of logical mapping and comparison, scientific observations.

Methodology - This research paper is basically based on secondary sources, as well as information books, research journals, scientific papers, magazines and websites that will be used to collect secondary information.

## 2. Materials and Methods

The elaboration of this current topic is conceived in a de facto effective descriptive - statistical form of the notion of the term: unemployment, apathy, poverty, better tomorrow through acquired knowledge, and thanks to the same, to the overwhelming personal skills of the case. The kind of data needed in this research is qualitative data. The qualitative data needed in this study are in the form of terms, phrases, opinions, words, ideas, and quotations related to the problems being examined. The very source, or source of data for this research, smoked two sources: primary sources of data and secondary sources. The primary source of data was obtained directly from informers and scientific and cultural activities on the domestic and foreign space. Secondary sources of data are obtained in correlation with the primary source, but also through the study of relevant documents in the focus of this study.

The data analysis technique is carried out through the stages of classification, reduction, and interpretation of data. The classification of data in this research is done by grouping data consisting of data obtained as a result of studies and documentation. This treatment is very important to facilitate checking and the study requires data for all terms and

---

*Ljupco, N., & Jasminka, N. (2017). Unemployment an unauthorized unique road about apathy and poverty the Macedonian man without knowledge and skills. International Research Journal of Management, IT and Social Sciences, 4(4), 44-57. <https://sloap.org/journals/index.php/irjmis/article/view/473>*

expressions. Reduce the data in this study through the process of selection, concentration, and simplification of raw data taken from the author's note to collect data in the field. In fact, the reduction is not carried out only after all the data has been obtained, but is continuously carried out for a research process. The interpretation of the data is carried out in a research process by a citation which is used to gain meaning, especially in relation to the symbolic activity.

### *Unemployment - Unemployed person*

#### Methodological explanations and Purpose of statistical research

The purpose of the Labor Force Survey is to obtain data on the economic activity of the population and its demographic, educational and other characteristics in accordance with international standards and recommendations (ILO and EUROSTAT).

Unemployed persons who fulfill the following three conditions: During the week of the report they did not work (according to the above criteria); actively sought work or undertook specific activities to find work; They were ready to accept the work in the next two weeks following the week of the report. The main indices for monitoring the changes in the labor force are: Activity rate as labor force participation in the able-bodied population at the age of 15 years or more; Unemployment rate as a share of the number of unemployed in the total workforce. The unemployed person on the labor market includes definition; Rights and obligations; Social guarantees and compensation for loss of employment and other cases. Persons who are considered an unemployed appeal that: A) they are capable of working; B) they seek but can not find a job, and thus earnings; C) regularly register with the Employment Agency; D) want to work.

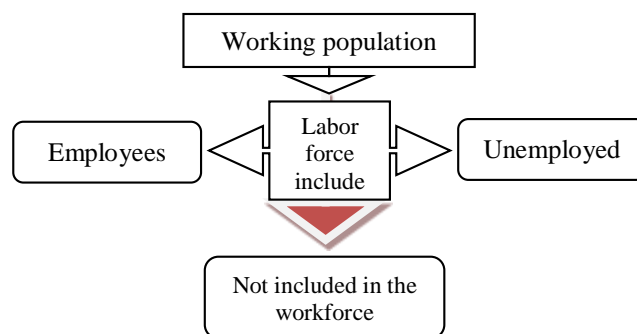


Figure 1. Economically active population - consisted of employees and unemployed (workforce).

A special contribution to the definition of unemployment was given by the VIII Statistical Conference so that labor, which proposed four elements for the definition of unemployment. On the proposal of this conference, the unemployed person is considered a person who has completed a certain amount of happiness and which will be found in one of the following situations: 1) The person has worked and is capable of work, but the time determined by the contract of work expired or the contract is temporarily terminated, and that wants to work and requires employment for earning, 2) The person is capable of work, previously did not work in his occupation as a paid worker, 3) A person capable of work is unemployed, and all preparations have been completed within a specified period to accept new employment and 4) persons who are temporarily or permanently discharged without any financial compensation. The ILO's important work in the field of employment is the adoption of the World Program for Employment [1]. The World Employment Program should contribute, on the basis of data and analysis, to reveal a new light on the complex interrelationships between employment and other economic and social issues in social development. According to Macedonian labor legislation, an unemployed person is considered the person who is registered with the Agency, is qualified, and wants to work, and is actively seeking work in the last two months. An active job search means the regular reporting of that person to the Agency within the deadlines determined by law. This is evidenced by the submission of evidence that it was advertised on advertisements with the employer or the agency [2].

Unemployment is a relevant contemporary picture of the Macedonian economy, accompanied by the following phenomena: economic crisis, where employers reduce the need for labor; active movements in the population of the population; Government policy on the part of payment; minimum increase in the minimum wage; installation of new technologies through advanced equipment which means reduction of labor force, ie redundancy. Such pronounced

phenomena in Macedonia have created fertile ground for attracting the attention of the scientific public, who with personal attitudes and assessment try to find an answer to the reasons for unemployment.

Unemployment as a relevant problem is a big challenge for many countries, both in developed, developing and transitioning the world in which the Macedonian state is no exception. For example, according to the State Statistical Office data, in the 1st quarter of 2010, the active population in the Republic of Macedonia is 925613 persons, of which 615962 persons are employed or 66.5%, while 309651 persons or **33.5%** are unemployed. In 2011, **31.8%**. In 2012, **30.6%** in 2013, it drops slightly to **29.9%** in 2014, then it moves continuously down to **27.9%** in 2015 and **24.6%** and **23.4%** in 2016 [3].

Because of calculations of the sample and rounding up calculated results to one number, sometimes deviations are possible in the total of the results that are obtained by summing up individual items.

### *Problems of unemployment*

The state should and must attack to encourage a high level of employment through 1) Restructuring professions at the level of qualification and organization of public institutions for retraining; 2) creation of employment services; 3) creating new jobs in the public sector; 4) unemployment benefits; 5) determining the minimum wage.

Table 1  
The consequences of unemployment

| Positive  | Negative  |
|---|---|
| The creation of a mobile "reserve" workforce, which can be involved in expanding production   | Insufficiently activated on the economic potential of the company, when the real gross national product (GNP) is significantly less than the potential.                 |
| To refrain from union demands for salary increases → reduce the expected inflation rate   | Reducing living standards: prerequisites for reducing self-employed income; lost their jobs receive only unemployment; Reduced consumer demand, at the level of savings |
| There is an increased motivation for the labor of employees since job security and fear of losing their jobs start to act as an independent incentive for work. | Loss of professional knowledge and skills, complex work.  |
|   | Moral injury → alcoholism, drug addiction, suicide, to increase crime.  |

School of Marxist political economy. Characteristic of capitalism - the existence of excess labor supply on the basis of economic reasons. Unemployment is dependent on the capitalist accumulation of capital. For capitalist labor - a factor of production is to be combined with other factors in accordance with the principle of substitution. If the salary rate increases and exceeds the price of labor, the capitalist will more profitable to replace the work of the employees using the machine. Thus, due to the action of the organic law, the growth in the capital demand for labor (variable capital) is rising slower than the demand for machinery and equipment (fixed capital). A natural result of a decline in labor demand causes unemployment [4].

Neoclassical school. The labor market functions on the basis of wages and affects the balance of supply and demand of the workforce and their relationship. The labor cost responds swiftly to the market, i.e. increases or decreases. Unemployment can arise only in the event of refusal of employees to work for lower wages, so the unemployment rate is on a voluntary basis and is associated with more paid jobs. So, the reason for unemployment is the reluctance of the employees to perform their work on the basis of the proposed salaries from the entrepreneur.

Keynes School. The market mechanism has no chance to end with self-regulation due to a monopoly of power. A major phenomenon of unemployment is the new reality of the economy. The need for government regulation of the economy, in order to achieve stabilization and prevent the growth of social tensions in society, the state should develop a program for employment, social protection for the unemployed. Regulation of the recruitment process should be based on the market price of labor and through its impact on the aggregate demand and the aggregate supply. Therefore, the reasons for unemployment - are the loss of the ability of the market mechanism of self-

correction [5]. Okun law - any increase of 1% of unemployment outside the natural level leads to a GDP slowdown of 2.5%. According to Okun, with an unchanged unemployment rate, there is a scheme according to which the growth rate of real GDP, due to population growth, capital accumulation and technological progress, ranged from 2.7% to 3%, this is an annual An increase in real GDP should be the unemployment rate does not increase. Based on empirical studies A. Okun has shown that every percentage increase in the unemployment rate, as compared to its natural rate, causes a decline in real GDP in terms of its potential magnitude of two percentage points [6]. Unemployment caused by the whole course of socio-economic development of the state and society based on market relations. It is a permanent element, a "product" of commodity production of the market economy. In a certain sense, it can be said that it (a market economy) generates unemployment, which acts as a macroeconomic phenomenon, defined by the level and dynamics of economic development [7]. In 1967, M. Friedman pointed out the existence of a "natural rate of unemployment" that strictly defined labor market conditions and can not be changed by public policies. Looking at "nonsense" to stimulate demand, Friedman believed an irrational achievement of full employment. "The Minimum Wage Law, the increase in labor costs, which makes it unhelpful for many companies to retain low-paid workers. As a result, those who could remain in employment in other circumstances are fired" [8].

Source: World Bank calculations based on the OECD tax and benefit model; see "Benefits and Wages: OECD Indicators," OECD, Paris, <http://www.oecd.org/els/benefitsandwagesoecdindicators.htm>.

Note: See chapter 4 of the report for details on the methodology of the calculations.

The Western Balkans refers to Albania, Bosnia and Herzegovina, Kosovo, the former Yugoslav Republic of Macedonia, Montenegro, and Serbia. Republika Srpska is a political entity of Bosnia and Herzegovina.

NMS = new EU member states in Central and Eastern Europe

Figure 2. The unemployment trap

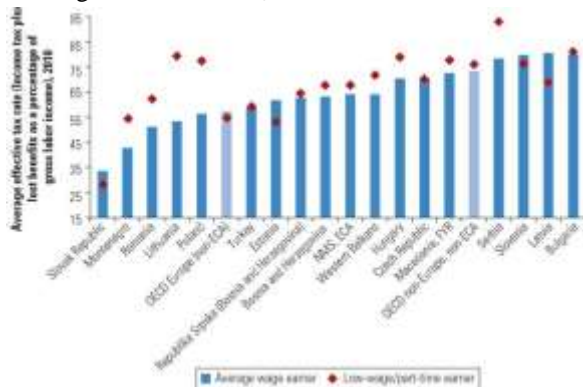
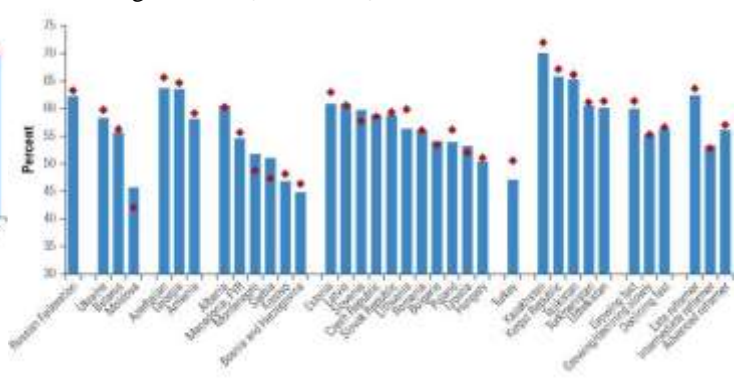


Figure 3. Long-term unemployment rates



Sources: Calculations using data from ILO 2013b; World Bank 2013c. Note: See annex 1A for details on the data used.

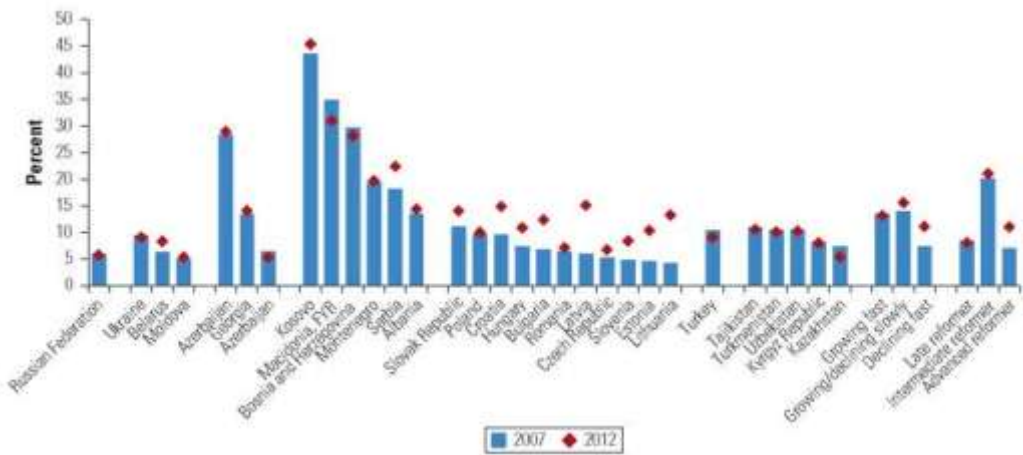


Figure 4. Unemployment rates

Sources: Calculations using data from ILO 2013b; World Bank 2013c. Note: See annex 1A for details on the data used.

Dataset name: Survey of Professional Forecasters; Frequency: Monthly; Reference area: Euro area (changing composition); Forecast topic: Unemployment; Forecast histogramy breakdown: from 10.0 to 10.4; Forecast horizon:

Target period ends 12 months after survey cycle begins; Frequency of the survey: Quarterly; Forecaster identifier: Forecaster 1.

### *Apathy*

The socio-economic consequences of unemployment are the most important problem. The economic consequences of rising unemployment are based on demands for change to engage workers, structural shifts in the labor market, increasing the burden on social infrastructure, and others. From social unemployment is a characteristic loss of skills of workers, deterioration of the social situation in the country. Also, there is depression, suicide and psychiatric treatment, and health problems caused by stress (in particular, heart and kidney, alcoholism and liver cirrhosis). Stress caused by unemployment can reduce life expectancy and, consequently, increase mortality. The deterioration of the financial situation, the loss of social ties, the erosion of social status, the change of personal identity - this is not the complete list of the consequences of unemployment, described the results of studies by various authors [9]. Studies on the problems of the psychological consequences of unemployment have also seen changes in the perception of time which can contribute to negative changes in mental health and various deviations of behavior among the unemployed [10]. M. Yahoda focuses on the inability of the unemployed to fill the daily time and to structure or locate these changes in support of the present. In addition, as a result of a loss of communication with production, a team of unemployed and a termination of participation in resolving collective goals, there is a regular change, manifested in reducing the future [11]. According to research E. Mandrikovoy unemployed feel psychologically older than the real age, they are more focused on the present than on other vectors of their subjective time, it is characterized by a lack of confidence in their ability to control the events of their own lives [12]. Persons facing a difficult situation, in these there is a temporary deformation transfective - defined C. I. Kovalevym (1995), as well as the ability to see the flow of lifetime of a person in any direction as an opportunity of reciprocity of the past, the future and the present, and the attachment of these temporary components of human life to his mind [13]. The emotional consequences of losing work are the hardest for those who are busy with apathy. People who did routine work are deprived of creativity, and the idea of "well-being" is often entirely related to income. They are with less "internal abilities" and the ability to independently fill in time in case of dismissal are with less mobility. As a result, these groups of workers have a "catastrophic emotional impact" Unemployment is particularly strong. Relatively better than those who had to lose jobs are those who found cheap "hobbies", reading, etc. Unemployed persons, initially, concentrating on domestic work - home repairs, gardening, etc., although these activities do not last long, because they are in a relationship with the need to buy building materials and chemicals ie do not have enough financial resources, even in this, The case finds fertile soil apathy.

Paradox: unemployed, against their will, have a lot of free time, but at the same time, they are unable to use it and be useful. A hopeless loss of time - ultimately leading to daily apathy for the unemployed. A significant part of them in various ways for it "kills" with unnecessary time out. Characteristic of "desperate", who have lost any hope of finding a job. The moral and mental state of the unemployed is not static. It is a process of many changes.

The data from the Eurobarometer show that the unemployed feel much less satisfied with their lives, and suggest that the relative instability of unemployment does not seem to be moving down over the years (the "gap gap" is not a secular cut). In the past, this could be thought to cause suspicion about the often expressed attitude that an increasingly generous welfare state is somehow at the root of the economic problems in Europe. An overview of the previous work of psychologists is available in Warr et al (1988). The result of all this evidence is that in Western data unemployed people are very unhappy [14].

### *Poverty*

The relevance of research. The actuality of a part of the topic is directed towards the analysis of poverty as a socioeconomic category, but also of measures of the Macedonian state economic policy. Poverty is considered the greatest of all social problems and focuses on the complete *croolith* of sociological concepts and categories, and it is difficult to describe, without the concept of economic status and income, social inequality and stratification, the distribution of national wealth and the standard of life, Culture and subculture of large social groups, way of life and poverty, basic needs for life, and consumer basket, poor socialization, and many others. The world is dominated by debates among scientists, politicians and the public on poverty and its various manifestations in countries with different levels of life and different strategies for helping the poor.

Poverty as a social and economic category. Poverty is characteristic of the economic situation of the individual, but also of a social group that can not meet the minimum living conditions while preserving working ability and reproduction. Poverty is not only economic but also a social and cultural phenomenon, that is, it is also a relative concept on which the general standard of living in society depends. This relativity is characterized by generally accepted norms of consumption and lifestyle, so that they are accepted as part of a culture in which poverty is addressed, and not an absolute level of needs. The explanation of poverty, on the one hand, manifests itself with the consumer standards, and on the other - by meeting the basic needs, their social position, etc. But it must be borne in mind that poverty must not be defined only in correlation with income, but it must also be seen that the poor are excluded from the way of life in the state today. It is dominated by the poor living conditions of the lower class through the standard of living of the majority of the population, but also the sense of deprivation itself. Over 22% of the population of developing countries live below \$ 1.25 per day. Of the nearly 3 billion poor business-minded people around the world, less than 17% have access to institutional credits [15]. The words of Sorokin are relevant. "It seemed that there was never such a difference between rich and poor countries, among billionaires and beggars, as in our time"[16]. The growth of poverty is a real threat to the national security of every country, even to Macedonia, which reflects the decline of the population, the deterioration of health, the catastrophic rise of crime, the increase of the homeless.

The extent of the problem. Poverty as a social and global phenomenon and a problem for a long period was not an actual component of scientific interests. Since the end of the 19th century, the problem has started to focus and be at the center of scientific attention because of the great difficulties of the problem of poverty and the lack of rights of workers and peasants in the work of Sorokin, V. Bervi-Flerovskii, Berdyayev [17]. Causes, origins, forms of poverty and measures of struggle attracted the attention of Russian sociologists and historians of the XIX century: N. Kostomarov, A. Shchapova, N. Bochechkarova, A. Voronov Levitova. [18]. This period can be described as the first phase of a sociological understanding of the phenomenon of poverty. In the world's sociological literature, the various aspects of poverty are looked at - certain features of research that differ in their goals and objectives. Basically, this is a theoretical analysis of poverty as an economic, social or cultural phenomenon, by considering various aspects, such as the nature of poverty from the point of view of various causes (factors), and in particular its reproduction with articles and monographs on S. Bykova, E. Valicha, L. Volchkovoy, V. Voronkova, L. Gordona, L. Zubovoy, N. Kovaleva, A. Kalinina, D. Krasilnikovoj, M. Rimashevskaya, C. Sycheva, B. Tapilina, A. Tkachenko, N. Chernina, S. Yroshenko, T. Yarigina and others [19]. As a second direction - is the design and comparison of different approaches to measuring poverty and its main characteristics, including a comparative analysis of the level of poverty, based on the work of T. Bogomolova, N. Bondarenko, L. Lebedeva, L. Luchkina, M. Mozhina, L. Ochcharova, I. Korchagina, A. Rochko, M. Toksanbayeva, E. Turuntseva, L. Tumurova, L. Hahulina and others [20]. The purpose of this research is to analyze and evaluate poverty as a social phenomenon in Macedonia with its subjects, as well as identifying the positive aspects of foreign and Russian experiences from the past years in order to develop a poverty reduction strategy in Macedonia.






Comparative analysis of poverty in the rich and poor countries encourages the concept of a dual line, that is, of absolute and relative poverty. Under absolute poverty is the state of the person with his income who is unable to satisfy even the basic needs for food, accommodation, clothing, heat, or in order to meet the minimum requirements to ensure biological survival. Numerical criterion is the threshold of poverty (cost of living). Relative poverty is perceived as the inability to keep the level of life alive or the life of a particular standard adopted in a given society. Relative poverty shows the extent to which they are poor compared to other people. S. Ringen emphasizes the simplest way of eating, the minimal needs for clothing and a staying place. No luxury, nor a cost for recreational satisfaction, and to take into account only what is needed to maintain physical health. Using his concept of poverty, S. Rauntri conducted three types of research in New York (the first in 1899, the second in 1936, and the last with G.R. Laversom in 1950), but the range of minimum requirements has expanded in the last two polls. In a study in 1899, he found that 9.9% of the population of this city was poor, 27.8% of the inhabitants were "middle poverty" (those families whose basic needs were not met due to the unreasonable spending of funds). In 1936, the incidence of poverty fell to 3.9%, and in 1950 - 1.7% [21].

In the former socialist countries, a "consumer basket" method is used (standard method). In Hungary, social indicators and the existential minimum were used. Social (or public) was a modest level of consumption, which was in addition to satisfying the needs, to enjoy the benefits and services at this stage of the economic and social and cultural development of the society, the level of subsistence is a level of consumption, which was enough to meet basic needs. In Hungary, since 1991, changes in the methodology for calculating the existential minimum have been made, so the consumption basket for food was calculated not only on the quantity of the product but also in the number determined by the physiological needs of proteins, fats, and carbohydrates in the body, taking into account age, gender

and power structures at different times of the year. In Bulgaria, there were two approaches to calculating living from salary - an absolute and relative basis. Poverty was a percentage of average social standards as a feature of all societies. Increasing living standards led to an increase in the poverty threshold and, therefore, the cost of maintaining a socially acceptable minimum standard. [22].

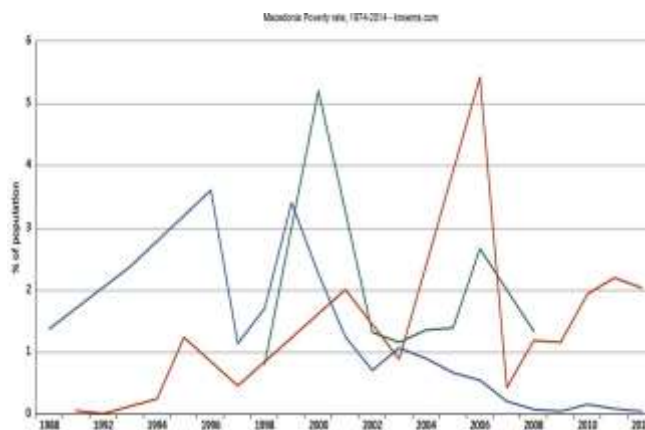
The technological revolution has focused on the emphasis on knowledge as a relevant feature of employing the workforce. Lower demand and dependence on labor power from the industry caused polarization and marginalization of the disadvantaged in the modern economy, especially in the capitalist economy. [23] Criticisms are for and against any theory of poverty, which is based on different ideologies of theorists, and have allowed a different clarification that illuminates our understanding of the causes of poverty. However, the theory of social exclusion best gives the notion of poverty by covering the processes, forms, causes, and effects of poverty.

Table 5  
Macedonia-Poverty headcount ratio at \$1.9 PPP a day (%) Macedonia Poverty rate 1974-14

|                     |                |               |  |
|---------------------|----------------|---------------|--|
| Macedonia           | 1.3            | 2008          |  |
| Bulgaria            | 1.5 x          | 2.0 =<br>2012 |  |
| Russian F.          | 0.0x           | 0.0 =<br>2012 |  |
| U.States of America | <i>no data</i> |               |  |
| United Kingdom      | <i>no data</i> |               |  |

Sources: knoema.com

Population below \$1.90 a day is the percentage of the population Living on Less than \$1.90 a day at 2011 international prices [24].



### *Training - an option against unemployment*

High unemployment requires the state to find an effective tool, ie an option against it. One effective option is the increased level of education of the population, especially those who have lost their jobs, as well as long-term unemployed persons with secondary education and higher education. Necessarily, the unemployed population must actively apply in training and retraining programs. The idea of training and development (T&D) is mainly to develop awareness to be more usable for remunerated tasks. Vocational training for the unemployed - a scientifically developed system of measures, among which there are three variants of additional vocational training: vocational training, retraining and advanced training carried out by employment services to increase the competitiveness of the unemployed

---

*Ljupco, N., & Jasminka, N. (2017). Unemployment an unauthorized unique road about apathy and poverty the Macedonian man without knowledge and skills. International Research Journal of Management, IT and Social Sciences, 4(4), 44-57. <https://sloap.org/journals/index.php/irjmis/article/view/473>*

on the labor market, overcoming the socio-Economic role and other types of adaptation caused by the loss of the workplace. During the period of reforms and economic transformation, employers did not want to invest in education and training.

The human capital theory proposes investment in training and education that will lead to internal mobility while reducing external mobility. It was revealed in a study by Groot and Massen Van den Brink that only formal training (ie training at the workplace) had a significant positive impact [25]. According to the survey, the level of investment in additional training in Macedonia is much lower. The difference can be explained by the fact that employers do not see a point in such investments because it is easier to lure staff with the right skills rather than learning them [26]. The practice of vocational training for the unemployed is often on the concept of "competence" with a tendency to get social status. Competence - a measure of appropriate knowledge, skills, and experience of certain socio-professional status with the right level of complexity of work at the workplace. In this sense, the concept of "competence" is actually identified with the concept of "qualifications", with a characteristic of a high level of acquired knowledge and skills. In other words, "competence" is a term that determines the level of professional knowledge of their professional activities and acquired skills. Competence is correlated with professional experiences, knowledge, and skills for life and professional activities. Non-professional training means not adapting itself to a new professional capacity after completing the training. Improving vocational education means changing the profession of the unemployed or the unwillingness of the individual to change the way of life, dependence and pessimism, lack of job search skills, and success in the labor market is directly proportional to activity, dedication, the professional and Adaptive competence of candidates for a specific job position.

There are three types of training: training, retraining and development skills. Training - systematic and organized training and production of skilled workers in all areas of human activities, owning a set of specific knowledge, skills and methods of communication. Salary retraining - training staff to develop new knowledge, skills and methods of communication-related to the mastery of a new professional change in terms of content and work results. Improving the qualifications of staff - training the staff in order to enhance the knowledge, skills, and methods of communication-related to increasing the requirements of the profession or to increase positions [27].

A. Kibanov - the author of numerous books on personnel management, offers the following character types of training [28].

Table 6  
Characteristics of study species

| Types of training                                | Characteristics of education types   |
|--|--|
| Vocational training, including                   | Acquiring knowledge, skills, and methods for training communication in order to fulfill certain tasks in production. Preparation is considered complete when qualification is obtained on the basis of conducting specific activities. Trained young students    |
| Professional basic training                      | Development of knowledge, skills, and methods of communication as a basis for further training (for example, bachelors)  |
| Professional specialized training                | It aims to provide specific professional qualifications. Increased knowledge and skills in order to cope with a particular profession (eg, specialist and masters)   |
| Retraining (retraining)                          | Acquiring knowledge, skills, and mastery of methods of communication (behavior) for the development of a new profession and qualitatively different professional activity (training in the production of workers or unemployed people with practical experience) |
| Professional development (training), as follows: | Increased knowledge, skills and methods of communication with contemporary requirements of production and professional   |

|   |  |
|---|--|
| Improving professional knowledge and skills           | development (training in the production of personnel with practical experience)<br>Conducting knowledge and ability with requirements of time, updating and deepening. Trained experts (horizontal mobility) |
| Professional development for the purpose of promotion | Preparation of qualitatively higher tasks. Trained leaders (vertical mobility)   |

Certain types of training should not be perceived in isolation from one another. The Dreyfus model for acquiring skills: The skill that is acquired throughout the scientific world develops from the works of S. Dreyfus, and H. Dreyfus, - from their study of chess players and pilots, i.e. in acquiring and developing a skill, it passes through five levels of proficiency: a) Beginner; b) Advanced Beginner; c) Is competent; d) Proficient; e) Expert. Levels reflect changes in two general aspects of skill performance. One is a movement from reliance on abstract principles of the use of the past, a particular experience as paradigms. On the other hand, there is a change in the perception and understanding of the situation of demand, so that the situation is seen less like a compilation of equally relevant pieces and more as a complete unit in which only certain parts are relevant [29]. The program methodically provides psycho-pedagogical support to the unemployed during their vocational training including 1) the necessary documentation - a model agreement for the participants in the educational programs, individual cards, the description of the work of the professional employment services in support of Unemployed, in the direction of training; 2) development professionals - a training program for activating methods in the work of the unemployed group, "Career modeling", etc.; 3) distribution of material and Memorandum for job seekers. Such methodological support provides a new direction in the work of employment services, the development, and improvement of the psychological and educational component of its operations, increasing the effectiveness of existing training programs, retraining and advanced training for unemployed people. Learning efficiency is directly proportional to the personal and professional development of the individual. The main features of this development are the formation of a comprehensive representation of the profession (cognitive component), the development of an individual style of activity (operational component), the formation of a professional orientation (motivational component values), the development and improvement of individual personality characteristics (individual personality component).

In conclusion, improve the model of psycho-pedagogical support for vocational training for unemployed persons and strengthen interaction with teachers, engage in training of unemployed people, continue the last phase of support, strengthen the professionals engaged in maintenance, function and quality examination In an educational environment. Study psycho-pedagogical support for the unemployed in their vocational training by promoting the development of professional learning theory in relation to socially vulnerable categories of citizens, and to help them improve psychological and educational assistance.

### 3. Results and Discussions

Unemployment is a socially-economic challenge that every society faces inevitably, due to the rigid characteristics of the labor market that is becoming a natural process. Increased unemployment through the imperfection of the legislation and self-regulation of the economy becomes a state problem, so its real high rate with its consequences is correlated with poverty, apathy, stress and social instability. The mentality and inertness of the consciousness and conscience of a modern person, in reality, perceives the lack of preparation, and its reluctance to perceive the philosophical and psychological level of the modern socioeconomic challenge and phenomenon, and especially their effects, the instability of his position makes it difficult to adapt to the conditions and rules of market relations in the field of labor. Psychological and educational support for unemployed persons participating in vocational training programs is seen as a new direction dictated, on the one hand, humanization of education and implementation of student-oriented technologies in the vocational education system, and on the other hand, Psychological and pedagogical field content related to the promotion of the active labor market. The psychological component provides support for the development of cognitive abilities, which are necessary for learning activities, adaptation through training, assistance in overcoming the communication barriers in their personal and business communications. The educational component includes: development of personal qualities that are in demand on the labor market; Change of consciousness and conscience, providing an active role in providing work; Aspiration development and opportunities

*Ljupco, N., & Jasminka, N. (2017). Unemployment an unauthorized unique road about apathy and poverty the Macedonian man without knowledge and skills. International Research Journal of Management, IT and Social Sciences, 4(4), 44-57. <https://sloap.org/journals/index.php/irjmis/article/view/473>*

for self-knowledge and self-regulation; Adaptive knowledge, learning and skills necessary for the successful completion of vocational training programs, building a professional project and its further implementation. Steps that must be taken by society in addressing unemployment. The first is the support of the community of each of its members - it is not allowed to veg, and in the time of unemployment, they are offered opportunities for participation in public life and employment. The second - reducing the sense of fear of job losses, through education that in order to maintain uneconomical work is just postponing the process of bringing a crisis. Third - the state employment service should start intensively promoting and investing in its population and their education.

Anyone who was unemployed must be aware that this is nothing more than a temporary situation. And this is his chance to make a difference - to change the profession, to learn new skills or to raise their qualification at the expense of learning. Methodological basis - a set of methods of scientific knowledge, through systematic methods of analysis and synthesis. Results: scientific literature, accurate definition of poverty and why there is his absence. Conclusions: a discussion of the concept and relationship of unemployment-poverty and the welfare state.

#### 4. Conclusion

Unemployment in the transition period of the labor market and the market economy is a reality and inability to avoid because there is a natural movement of the workforce and the conversion of production. The transition has brought to light the imperfection and the flaws of the real problem - hidden and open unemployment. Hidden unemployment also has positive functions: a minimum level of human well-being, the preservation of the human resources of the economy and the reduction of unemployment during the recession. The concept of friction according to monetarist` s provides labor flexibility in the labor market, with structural unemployment providing market progress, and thus increasing labor potential. While cyclical unemployment is still considered a negative macroeconomic phenomenon. The negative effects of unemployment are a challenge that drives regulation at the national and regional levels. The problem of poverty is important for many countries and many international organizations that pay much attention to this issue. It is necessary to develop awareness and conscience for finding different directions, ways, and methods for reducing unemployment through a preliminary analysis of the causes, dynamics, structure, and identification of its forms and types, which will enable economic and social incentives for man, and The state will not allow it to hinder the process of stabilization of the economy. All this is possible by reducing unemployment by encouraging the country's employment policy, along with a general improvement in the country's economic climate. The challenge should be a skillfully optimal stimulation of able-bodied unemployed persons in a timely manner to re-qualification and reasonable financial support for unemployed persons by the state. This is the essence of modern employment policy. New active labor market policies must be comprehensive and focus on a long period. For the purpose of international comparisons of the country's living standards, a new definition is used - the Human Development Index (HDI), which consists of three indicators: life expectancy, education level and national income per capita.

So, the relevance of this topic is real from serious economic and social costs for which unemployment rate, poverty, apathy, education, training and acquisition of skills are prescribed.

The purpose of this work is to react to the socio-economic impact of unemployment with methods for overcoming it, i.e. the essence of unemployment, its causes, and types, as well as examining all its consequences. A conclusion is possible - unemployment hinders society from developing and moving forward, reducing the rate of economic growth, and there is a reduction in the gross national product.

#### *Conflict of interest statement and funding sources*

The author(s) declared that (s)he/they have no competing interest. The study was financed by the authors.

#### *Statement of authorship*

The author(s) have a responsibility for the conception and design of the study. The author(s) have approved the final article.

#### *Acknowledgments*



The authors thank all editorial board on IJCU journal. There was to complete the present study for publishing.

**References**

- [1] Benner, P. (2004). Using the Dreyfus model of skill acquisition to describe and interpret skill acquisition and clinical judgment in nursing practice and education. *Bulletin of science, technology & society*, 24(3), 188-199.
- [2] Fapohunda, O. J. (1985). *The informal sector of Lagos: an inquiry into urban poverty and employment*. University Press.
- [3] Groot, W., & De Brink, H. M. V. (2000). Education, training and employability. *Applied economics*, 32(5), 573-581.
- [4] Holman, E. A., & Silver, R. C. (1998). Getting "stuck" in the past: temporal orientation and coping with trauma. *Journal of personality and social psychology*, 74(5), 1146.
- [5] Hurst, C. E., Gibbon, H. M. F., & Nurse, A. M. (2016). *Social inequality: Forms, causes, and consequences*. Routledge.
- [6] O'Donohoe, N., De Mariz, F., Littlefield, E., Reille, X., & Kneiding, C. (2009). Shedding light on microfinance equity valuation: past and present.
- [7] Republic of Macedonia State Statistical Office. (2005). Census of population, households, and dwellings 2002—Book XIII.
- [8] Ringen, S. (1985). Toward a third stage in the measurement of poverty. *Acta Sociologica*, 28(2), 99-113.
- [9] Schwarze, J., & Härpfer, M. (2007). Are people inequality averse, and do they prefer redistribution by the state?: evidence from german longitudinal data on life satisfaction. *The Journal of Socio-Economics*, 36(2), 233-249.
- [10] Valich, T. (2007). External R600 and Crossfire cards are on the way.
- [11] Walpole, R. E. (1990). *Pengantar statistika, edisi ke-3 (Introduction to statistics)*. Penerbit PT Gramedia Pustaka Utama.
- [12] World Bank Group. (2014). *World development indicators 2014*. World Bank Publications.
- [13] Анохина, С. А., & Кожушкова, Н. В. (2014). Кодификация норм оформления перечней в деловом тексте. *Вестник Новосибирского государственного университета. Серия: История, филология*, 13(9), 110-117.
- [14] Бердяев, Н. (2017). *О рабстве и свободе человека*. Litres.
- [15] Богомолова, Т. Ю., & Тапилина, В. С. (2004). Бедность в современной России: масштабы и территориальная дифференциация. *Эко*, (11), 41-56.
- [16] Бондаренко, Л. (2004). Измерение сельской бедности (методология и опыт). *АПК: экономика, управление*, (12), 8-15.
- [17] Борисов, Е. Ф. (1993). *Экономическая теория: Учебное пособие для юридических вузов*.
- [18] Бочечкаров, Н. И. (1859). О нищенстве и разных видах благотворительности. In *Архив исторических и практических сведений, относящихся до России*. СПб. (p. 50).
- [19] Бреев, Б. Д. (2004). Безработица и некоторые пути ее минимизации.
- [20] Булатова А., "Экономика. Учеб. для экономических академий, вузов и факультетов", М. pp. 32-33, 2005.
- [21] Быкова, С. Н., & Любин, В. П. (1993). Бедность по-русски и по-итальянски. *Социологические исследования*, (2), 132-138.
- [22] Волчкова, Л. Т., & Минина, В. Н. (1996). Диагностика малообеспеченности. *Человек в социальных переменных: Сборник статей/Под ред. ВД Виноградова, НА Андреева*. СПб.
- [23] Гимпельсон, В. Е., & Капелюшников, Р. И. (2013). Нормально ли быть неформальным?. *Экономический журнал Высшей школы экономики*, 17(1).
- [24] Еманов, А. Ф., Еманов, А. А., & Лескова, Е. В. (2010). Сейсмические активизации в Белино-Бусингольской зоне. *Физическая мезомеханика*, 13(S1).
- [25] Кейнс, Д. (2018). *Общая теория занятости, процента и денег. Избранное*. Litres.
- [26] Кибанов, А. Я. (2012). Основы управления персоналом.
- [27] Костомаров, Н. И. (2004). *Русская история в жизнеописаниях ее главнейших деятелей*. ОЛМА Медиа Групп.
- [28] Левитов, А. А., & Краснюк, В. И. (2013). Цифровой линейный томосинтез-новые возможности лучевой диагностики в онкопрофпатологии. In *Материалы XII Всероссийского Конгресса "Профессия и здоровье" и V Всероссийского съезда врачей-профпатологов* (pp. 293-294).
- [29] Мандрикова, Е. Ю. (2005). Особенности психологического времени безработных. *Вопросы психологии*, (6), 54-62.

- [30] Мандрикова, Е. Ю. (2005). Особенности психологического времени безработных. *Вопросы психологии*, (6), 54-62.
- [31] Маркс, К. (1989). Разоблачения дипломатической истории XVIII века. *Вопросы истории*, 19(9), 4.
- [32] Можина, М. (1992). Бедные: где проходит черта?. *Свободная мысль*, (4), 11-17.
- [33] Нуркова, В. В., & Василевская, К. Н. (2003). Автобиографическая память в трудной жизненной ситуации: новые феномены. *Вопросы психологии*, (5), 93-102.
- [34] Овчарова, Л. Н. (2009). *Теоретические и практические подходы к оценке уровня, профиля и факторов бедности: российский и международный опыт*. М-Студио.
- [35] Римашевская, Н. М. (2003). Человек и реформы: секреты выживания.
- [36] Сорокин, А. П. (2001). *Стратегия развития топливно-энергетического потенциала Дальневосточного экономического района до 2020 г.* Владивосток: Дальнаука.
- [37] Сорокин, П. А. (1992). Общая социология. П. Сорокин. *Человек. Цивилизация. Общество/Общ. ред., сост. и предисл. АЮ Согомонов: Пер. с англ.–М., Политиздат*, 25-220.
- [38] Тихонова, Н. Е. (2005). Российская бедность: масштабы, причины, перспективы. *Индекс.*, (21).
- [39] Флеровский, Н. (1938). *Положение рабочего класса в России*. Гос. соц.-экон. изд-во.
- [40] Хахулина, Л. А. (2000). Средний класс в России: мифы или реальность. *Куда идет Россия*, 279-293.
- [41] Чуйкова, Т. С. (2011). Психологические последствия безработицы: обзор исследований зарубежных авторов. *Педагогический журнал Башкортостана*, (5), 254-262.
- [42] Шапов, А. П. (1937). Что такое рабочий народ в Сибири. *Собр. соч. Доп. том. Иркутск*, 380.
- [43] Ярошенко, С. С. (2006). Четыре социологических объяснения бедности (опыт анализа зарубежной литературы). *Социологические исследования*, (7), 34-42.

**Biography of Author**

|  |  |
|--|--|
| <br> | <p>Ph.D. of Science in the field of Public Administration, Faculty of Law, University „ St. Kliment Ohridski“ – Bitola, Macedonia, Member of the University Leadership, Senator University, Member - Union learned of Stara Zagora, Bulgaria, Club - European University Pernik, Bulgaria, Member of the Commission academic-scientific issues University „ St. Kliment Ohridski“ – Bitola, Labour- International scientific online magazine Science and the Technology Union learned of Stara Zagora, Bulgaria, International Conference on Cultural Heritage, Media and Tourism, Scientific professional conference with international participation- Education in the 21st Century”, International scientific conference Identity in the Era of Globalization and Europeanization-University „ St. Cyril and Methodius“ Skopje.<br/>Email: <a href="mailto:ljupconaumovski525@gmail.com">ljupconaumovski525@gmail.com</a></p> |
|--|--|