

Social policy-policy in terms of insurance unemployment

Review

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Abstract

In Social level, unemployment has also extremely negative implications:

- It worsens the standards of living and increases poverty,
- It deepens the gap between rich and poor, which creates a small percentage of extremely wealthy people who make up the so-called economic elite whereas the middle class is gradually destroyed,
- It increases inequality between citizens and opens the door to the possibility of discrimination on various grounds, given that poverty affects the creation of disadvantaged groups, in society. Especially expressed is the gender and ethnic (racial) inequality, especially the vulnerable groups that have received permanent resident status in the country (refugees, immigrants, asylum seekers, etc.). Women also are the group who in such conditions find jobs very hard, and if they find it they are almost always discriminated in the amount of compensation
- Unemployment has a negative impact on family life, increases the number of divorces, which disintegrates society at large, i.e. reducing its social cohesion,
- Unemployment causes loss of freedom and social exclusion which is followed by social isolation of individuals or groups in society,
- Unemployment causes outflow of talent or "brains", thus wastes human resources that could be invaluable for the general development of the country
- Unemployment causes rise in corruption and crime. Extortion for "protection" or so-called racketeering individuals or small companies, blackmail and pressure are also common. The struggle for life often makes the citizens reach out to illegal means of acquiring material benefit,
- Unemployment causes emergence and growth of socio-pathological problems in the population. Prostitution, begging, gambling, theft and robbery are other ways of gaining unlawful and illegal profits. The political implications of high unemployment arise precisely from the social and economic consequences or are some sort of their reaction. They can be:
 - Losing the sense of safety and security that can be provided by the political structures
 - Creating political elites, which during employment, force their members and supporters, causing direct erosion of the qualities that are needed for a job,
 - Opening opportunities for creating organized crime that would be supported by the centers of power in the state,

Keywords: unemployment, family life, social exclusion, socio-pathological.

1. Introduction

The Republic of North Macedonia went through twenty-five (25) years of transition, twenty-five (25) years of displacement in all spheres of social life in R. of Macedonia. Those years were full of permanent, existential and transitory aces - the total change in the value system, the change of dominant property relations, the struggle for application of the pluralist political system, the

organization of a referendum for separation from the then federation of the Socialist Federal Republic of Yugoslavia (SFRY) and the ongoing struggle for approach and acceptance in international organizations.

The high percentage of unemployed persons today represents the most worrying sign of an unfavorable social and ecological situation in our country. Unemployment, based on many indicators: causes, volume, characteristics, trends, in particular complicated implications, characterize the limitation of the horizons of the state of Macedonia in providing basic existential conditions for its inhabitants, respectively, the complete impossibility of macroeconomic policies Macedonia to build an economic system that will efficiently lock its inhabitants into its system.

High unemployment often hits and hurt a country. Despite rising poverty, it undermines the middle class in society, unemployment causes partial or full non-use of human resources, outbreak of "brain" abroad, increase in workforce "Black", manipulation of the workforce and discriminatory behavior on the part of job providers and feeling of deprivation and dissatisfaction - especially in the younger generation which for these reasons loses motivation for further development, re-education and retraining.

2. Social policy-policy in providing unemployment conditions

We are socially involved; unemployment also ultimately has negative implications.

- It worsens the standard of living of citizens, and increases poverty.
- Ejects the gap between the rich and the poor, which creates a small extreme rate of wealthy people who create the so-called economic elite, and the middle class is slowly extinguished.
- Increases inequality among citizens and opens the door to the possibility of discrimination for various reasons, while poverty affects the appearance of deprived groups of society. Particularly unequal gender and ethnicity is expressed, especially vulnerable groups that have not benefited from permanent status in the state (refugees, immigrants, asylum seekers, etc.). Female gender is also a group which, under these conditions, finds hard work, if they find it, they are also always discriminated against in the material good.
- Unemployment has a negative impact on family life and affairs, increases the number of spouses in which the society is disintegrated in particular, respectively reduces social cohesion.
- Unemployment warns the loss of freedom and social exclusion that has been persecuted with social isolation of the consequences and groups in society.
- Unemployment warns the flow of talents or the "brain" with which human resources are lost, which can be an important appraisal for the overall development of the state.
- Unemployment warns of increased corruption and criminality. Protections for protection or the so-called individual sandbox or small companies, santages and pressures are also frequent presentations. The struggle for livelihood forces citizens to access by means of unauthorized means of gaining material benefit.
- Unemployment warns the emergence and rise of socio-pathological problems of the population. Prostitution, and others who use it for begging, theft, gambling, robbery is another way of achieving illegal gains.

Political consequences of a high level of unemployment appear exactly from social and economic consequences or are a kind of correction.

They may be:

- Loss of security feelings that can secure the political structures.
- Creating political elites which, while hiring, forcing their members and sympathizers, with whom direct quality erosion is performed, are necessary for a job.
- Opening up opportunities for organized criminal creation that can be supported by powerful state centers.
- Loss of confidence in reforms and the ability to improve the current situation.
- The twist of political affiliation, which may lead to conflict with the open-minded people.

3. Policy to promote the employment of certain social groups, the case with the Republic of North Macedonia

The national strategy for employment in RNM-2015, which is in line with the European strategy "Europe 2020", was adopted in 2011 and it presents a document that foresees the undertaking of many measures and warns the employment solution of socially excluded social groups. All the challenges that the state has to face will be recorded so that interventions in such a sensitive part of a social reality in the Republic of North Macedonia can be systematized, organized and yielded results. In fact, based on this strategy, Macedonia's main challenge in the area of poverty and social exclusion is:

- Inadequate management of socially vulnerable groups;
- Difficult access of vulnerable groups to the labor market (ethnic communities, women, disabled persons, older persons);
- Insufficient involvement of local government in social inclusion projects;
- Insufficient development of personal services covering some endangered groups;
- Incomplete harmonization between central and local government in social protection;
- Insufficient public works at local level for people who can hardly be included in the labor market;
- Undefined minimum wage level;

Underdeveloped Social Surplus (Ministry of Labor and Social Policy (2011) - National Employment Strategy - 2015, Skopje: MLSP, 2011: 42).

http://www.mtsp.gov.mk/WBStorage/Files/programa_socijalna.pdf

Based on the National Employment Strategy of RM - 2015, the following indicators have been set - their status in 2010 and the goal to be achieved in 2015:

Indicators Macedonia 2010 National Goal 2015

- Percentage of employment (20-64 years) 48.1% 55%
- Percentage of youth employment (15-29 years) 26.5% 29%
- Percentage of youth employment (15-24 years) 15.4% 17%
- Percentage of women's employment 34% 42%
- Percentage of employment of older persons 34,2% 41%
- Persons who have left education 16.2% 14%
- Highly educated people (30-34 years) 14.2% 19%
- Population living below the poverty line 30.9% 29%

Indicators-Situation and Purpose in the Republic of Macedonia (Taken from the National Employment Strategy of RM - 2015).

Based on this strategy, from 2011 to date, the following steps have been taken:

1. Encourage self-employment through the training of unemployed persons interested in enterprise recognition, preparation of sustainable business plans, business registration assistance and financial support for business start-up and / or financial support for the formalization of existing business entities unemployed who have experience in performing the activity. The procedure for adopting the Law on Social Entrepreneurship is underway.

(https://ener.gov.mk/default.aspx?item=pub_regulation&subitem=vieë_reg_detail &item_id = cnPYla8CJEtMQ5uvaMslgdg ==.) The bill has already been drafted by the Ministry of Labor and Social Policy.

2. Subsidized employment of 150 children without parent in the period from 2011-2015, with monthly financial support in the amount of 15.000 den. for a 6-month period with the obligation to keep the employer for at least 12 months;

3. Subsidy for the employment of 400 single parents in the period from 2011-2015, with monthly support in the amount of 15.000 den. for a 6-month period with the obligation to keep the employer for at least 12 months;

4. Subsidy for employment of 600 persons aged 55-62 years, in the period from 2011-2015, with monthly support in the amount of 15.000 den. for a 6-month period with the obligation to keep the employer for at least 12 months;

5. Subsidizing the employment of professional soldiers who have completed their service in the ARM in the period from 2011-2015, with monthly support in the amount of 15.000 den. for a 6-month period with the obligation to keep the employer for at least 12 months;

6. Subsidizing the employment of 120 victims of domestic violence in the period from 2011-2015, with monthly support in the amount of 15.000 den. for a 6-month period with the obligation to keep the employer for at least 12 months;

7. Subsidizing the employment of 800 people with disabilities in the period from 2011-2015, with monthly support in the value of the average of 20 wages or the average of 40 wages for blind people and persons with physical disabilities who are needed medical wheel to move. After employment, I have to pay 9 wages in succession and then submit a claim for non-return sharing from the APRM, which is decided by the WGT steering council.

8. Financial support through microcredit of small and medium-sized enterprises.

9. Subsidizing employment of young persons, up to 29 years,

10. Professional training to meet demands on the labor market,

Amendments to the law on the minimum wage adopted in 2014, which is foreseen to increase the salary in three phases, in a three-year dynamic process, respectively the increase will be realized from March 2014 and will end in March 2016, with which the minimum wage will increase and will be 10.080 denars. From March 2014, the minimum wage will surpass the current 8,050 denars to 8,800 den. a month, from March 2015 the minimum wage will be 9,590 denars and from March 2016 10,080 denars, whereby employers are obliged to raise the minimum wage (<http://vlada.mk/node/9591>).

It is necessary to mention that in addition to the annual programs to combat poverty and social exclusion, in the Republic of Macedonia are prepared also local employment action plans which to a greater extent represent the measures of the National Action Plan without major innovations; the adoption of national employment plans for Roma employment depending on the specifics of certain municipalities.

4. Equality during employment

Article 9 of the Constitution of the Republic of North Macedonia states: Citizens of North Macedonia are equal in freedoms and rights regardless of gender, race, color, national and social origin, political and religious conviction, property and social status. With the highest act of the state it is forbidden discrimination on what basis and what will be the situation. All citizens are equal before the law and the Constitution.

The notion of discrimination comes from the Latin term "discrimination", which means "separation", "differentiation". Discrimination is unequal unjustified treatment of persons or groups based on sex, race, color, origin, affiliation of a marginalized group, ethnicity, language, nationality, social origin, religion or belief, education, political affiliation, personal or social standing, physical or mental disability, age, family status or marital status, property status, health status or any other reason (<http://esem.org.mk/pdf/Biblioteka.pdf>).

Discrimination is an act by which the rights of citizens, groups, nations, (<http://www.vecernji.ba/sto-znaci-diskriminacija-483221>).

Discrimination exists when persons or groups are placed in unequal positions because of any personal quality by an institution, a natural or legal person. Discrimination and discriminatory behavior imply any unjustified differentiation or unequal treatment or making omissions, exceptions, restrictions on individuals and groups, openly or conceivably (anti-discrimination measures in the employment and the role of NGOs: Handbook, 2014).

According to the Law on Prevention and Protection against Discrimination (Official Gazette No. 50 of 13.04.2010), Article 5, paragraphs 3 and 4: "Discrimination is an unjustified legal or factual difference, either direct or indirect, or unequal treatment or (exclusion, limitation or giving priority) in relation to persons or groups based on sex, race, skin colour, origin, belonging to a marginalized group, ethnicity, language, nationality, social origin, religion or religious beliefs, education, political affiliation, personal or social status, physical or mental disability, age, family status or marital status, property status, health status or any other reason.

Discriminatory behavior or action is any activities or passive conduct of any person by public authorities, as well as by natural and legal persons, from the private and public sector in public life, which creates the basis for privilege or deprivation of any person in an improper manner or who exposes him unfairly and degrading in comparison with others in similar situations, based on what any discriminatory basis. "

To prove the existence of discrimination, it is necessary to compare the treatment of another person who is in the same situation and under the same conditions. Discrimination and all its forms are fought by all international institutions and this is prohibited by many international declarations, ranging from the Universal Declaration of Human Rights to many international acts such as conventions, declarations, resolutions, treaties, directives and other international acts adopted by the ILO, the UN, the European Parliament and the Council of Europe that deal with discrimination in certain spheres of social life.

Discrimination can be:

- Direct discrimination, which means behavior and openly discriminatory actions,
- Indirect discrimination, behaviors which at first sight do not appear to be discriminatory but, deeper research suggests discriminatory actions and

Harassment is a phenomenon of undesirable behavior on the basis of race or ethnicity of a person in order to diminish his dignity or intimidating hostility, degrading and offensive environment (Shadow Discrimination Report, 2012: 12).

One of the ways to practice discriminatory behavior is to deprive people of their own in relation to job opportunities.

- Gender discrimination. Women are often the victim of discrimination in employment, even in the workplace. Not only are traditional areas having limited access to employment, they also have a lower income in the workplace, their work is treated as less important, based on bias, are forced to work on statutory work low (cleaners, housekeepers, nurses) and with fewer benefits and are much less present in the public sphere than male members. Also, there is a problem with their "hidden and unpaid work" at home. According to UN statistics, important data are concerned about the issue of gender discrimination:

- Women perform 67% of the world's work,
- Earn 10% of world income,
- Own 1% of wealth in the world,
- Earn 20-50% less than men for the same job;
- Of the 1.3 billion poor in the world, 70% are women.

In the European Union:

- Women carry 80% of house-related jobs, even when working outdoors,
- spend twice as much time on caring for children as men,
- On average, they pay 25% less than men for the same job (<http://www.sezamweb.net/hr/diskriminacija/>).

Possible types of discrimination that may occur and are related to employment are as follows:

-Discrimination based on ethnicity, religion and violence.

Most often, minorities are discriminated against either at the state or local level. Often unemployment hints emphasize ethnicity. Discrimination does not apply during employment in specific places of work (e.g. there can be no religious discrimination when employing a priest).

-Discrimination on the basis of citizenship.

With this type of discrimination most affected are migrants and refugees from other countries. Often, lack of citizenship means "black work", lack of social and health care, and lower wages.

-Discrimination based on social background, personal or social status, property status. Most often in these cases are discriminated against members of disadvantaged cultural or social groups. Personal or social status is often controlled through requests for submission of biographies and / or job interviews, for jobs that are not required for membership in any organization, club, and the like.

-Discrimination based on political affiliation. Decisive factors in employment under conditions of such discrimination are the lack of possession of a party booklet and / or the finding of supporters or supporters of any particular party.

-Discrimination based on age. This type of discrimination may also appear in job advertisements, although there is no justifiable reason for it. The term is called "young collaborators" or even emphasizing the upper age limit, eg. "Up to 25 years" is a way to exclude all those who do not

belong to this category. Particularly vulnerable to this type of discrimination are members of age groups over 50 years who, if they do not have specific qualifications or work experience that is specific, often find it impossible to apply for a wide range of jobs. Often, these people are misused to benefit from the state's benefit, which this group is aimed at stimulating employment.

-Discrimination based on education. Request for level of education for a given job position which is not necessary for that position.

-Discrimination based on the outward appearance. The request to send a photo along with the biography may result in the early elimination of the candidate designated by the race. This means discrimination based on age, ethnicity, race, skin color and sex.

-Discrimination based on marital status or ability. "Daughters" are required and those married are excluded. Or, during the job interview, you are asked the question of children if the candidate (most often applies to the female gender) has / does not have children, if so, do you plan to have other children and the like, whereby employers try to avoiding the laborer's maternity leave.

-Discrimination based on disability / health status. There is a need to seek a medical certificate for the general health situation even in cases where we do not have a job with specific requirements that exclude people with disabilities. When it comes to physical and / or mental health, it is often the case that people who suffer from chronic diseases are directly excluded.

-Discrimination based on the possession of special skills and skills. Unnecessary request for possession of a driving license, knowledge of foreign languages, possession of IT skills, organizational and similar, for jobs that do not need such a thing. This has become a regular habit of announcements-clearly mentioning the concrete skills for working with computer applications - "in every case!". Often in job advertisements electronic application is required, excluding that part of the workforce which is partly or completely illiterate in the technological aspect.

- International practice also recognizes specific discrimination such as:

- Birth-based discrimination, during which inheritance status (nobility, belonging to certain classes, etc.) is important. or if a person is born as a lawful, illegitimate or adopted child ('Handbook on European Non-Discrimination Law', 2010: .129) and

- Discrimination based on sexual orientation. Many states have sexual orientation implemented in their legal norms and the exclusion of homosexuals, bisexuals and transgenderers is protected by the law on discrimination in employment.

Thus, discrimination can occur at all stages of the employment process-from labor market constraints, job advertisements, interviews, candidate selection. But it is necessary to emphasize that it can continue even after employment - shifting them to lower jobs, preventing job creation, tantalizing punishment, harassment, giving an unjustified exception; even after the termination of the employment relationship by refusing to make a referral to employment in the future.

According to the Law on Prevention and Protection against Discrimination of the Republic of Macedonia, Article 6, the employer is prohibited from discriminating on the basis of:

- 1) Conditions of employment, including the criteria and conditions for the selection of candidates for the performance of a particular job, in which field, respectively, departs, in accordance with the national classification of activities at all levels of the professional hierarchy;

- 2) Raising the job;

- 3) Access to all types and levels of vocational training, retraining and qualification;

- 4) Conditions for employment and employment and all rights to work relations and work related, including equal pay;

- 5) Cancellation of employment contract (employment) and

6) Members' rights and activities in workers' and employers' associations or any other professional organization, including the benefits arising from such memberships.

All provisions of collective bargaining agreements and employment contracts which provide for discrimination on any of the grounds of Article 6 are null and void.

The Law on Prevention and Protection Against Discrimination of the Republic of Macedonia in Article 8 foresees situations where positive discrimination can be discriminated against, thereby giving priority to certain groups that are unjustly treated until such disparity disappear. Positive affirmative measures are undertaken with a view to achieving factual equality, respectively, equalization of opportunities for certain groups who are in unsuitable positions for different reasons (marginalized groups, people with disabilities, minority members who have been discriminated against in the past). While it is estimated that these affirmative measures are necessary, they will not be counted as discrimination (a manual for effective implementation of the Law on Prevention and Protection Against Discrimination, 2011: 15).

Exceptions may include:

1. Different treatment of foreigners in accordance with the law;
2. With regard to a particular place of work, the nature and conditions of the performance of which are related to any of the discriminating grounds, respectively, is a crucial and decisive condition for fulfilling the obligations at work (eg, the religious basis is crucial for employment of the priest);
3. Special protection for: pregnant women and mothers, orphans, children under guardianship, minors, single parents, persons with special needs, the elderly;
4. Undertaking the measures provided for by the law on employment promotion in the field of education (may be limited by age) and training for the establishment of equal opportunities for employment both for men and for women;
5. Undertaking affirmative measures with the aim of: protecting marginalized groups, eliminating or reducing factual inequalities;
6. Demand for a certain age, professional experience or experience in labor relations, training and education when they represent a crucial and decisive condition for job performance and career development (e.g. special conditions required for employment in education up).

However, it is worth noting that what is issued by this law is discrimination in employment on political / party grounds, although according to the poll called Barometer for Equal Opportunities, conducted in 2009 by the North Macedonian Center for International Cooperation, discrimination on the party base is considered (78%) the most frequent form of discrimination in the Republic of North Macedonia, followed by ethnicity discrimination (55%) and discrimination on the basis of age (48.5%). Even so, 60% of citizens of the Republic of Macedonia consider that discrimination based on party affiliation is more apparent at that time than five years ago. (<http://www.mcms.org.mk/vesti-i-javnost/soopstenija/739-najcest-oblik-nadiskriminacijata-e-onaa-po-partiska-osnova.html>).

In the framework agreement signed on 13.08.2001, Article 4 deals with the non-discrimination and fair representation of communities;

The principle of non-discrimination and equal treatment of all persons before the law will be fully respected. This principle will particularly apply with regard to employment in public administration and public enterprises, as well as access to public finance for business development. Laws regulating employment in the public administration will include measures to ensure equal representation of all communities in all central and local public bodies and at all levels of employment within such bodies, while respecting the rules on competencies and the integrity of

the public administration. The Government will take all actions to correct the existing inequality in the composition of public administration, especially through the employment of members of the communities not adequately represented

(http://www.siofa.gov.mk/data/file/Ramkoven_dogovor_mk.pdf).

In the Republic of North Macedonia, a Committee for Protection from Discrimination has been established for protection against discrimination, in which, besides others, complaints from citizens are also heard due to discrimination, including rights on labor relations (http://www.ihr.org.mk/mk/praven-dijalog/praven-dijalog-br4/135-diskriminacija_privrabortuvanje.html).

Thus, the main actors for the (non) existence of discrimination are the state (with the adoption and implementation of legal regulations), employers, non-governmental organizations (NGOs) and trade union organizations. Although a comprehensive and robust legal rigging is very important for preventing discrimination in employment, it should be noted that discrimination sometimes uses sophisticated actions that knowing and certifying them are almost impossible. Moreover, especially when it comes to the private sector, citizens often consider such behavior as natural and that the employer has the exclusive right to hire what he wants. Therefore, in addition to the legal regulation, it is also necessary to:

- Recognition of workers with their rights with regard to discrimination,
- Recognition of employees with legal regulations and bodies (local, state, international) which may be addressed if they are victims of discrimination,
- Encouraging victims of discrimination and witnesses to file a lawsuit for their actions and protection against victimization and mobbing as revenge for the petition filed,
- Raising public awareness of the fact that equality, freedom and legal protection of every member of the community / community is of great interest to the community as a whole,
- Organizing public campaigns against discrimination and involving as many institutions as possible,
- Counseling to employers to avoid discrimination against workers,
- Increasing the level of responsibility of employers who commit discrimination and public invitations for this reason, etc.,
- Encouraging and supporting the work of non-governmental organizations (NGOs) in raising public awareness of the recognition, avoidance, punishment of discrimination and the protection of its victims.

The trade union as an organization that cares for and represents the rights and interests of workers can respond to most of the above-mentioned obligations.

1. The syndicate is entitled to seek and receive information from employers,
2. It has the role of an advisory body that makes workers aware of the rejection of discrimination,
3. May organize public campaigns to combat discrimination with the target group, its membership, future membership or the general public,
4. In case of violation of their rights, trade union members are entitled to free legal aid,
5. In case of appearance, the trade union must undertake all that is in its power to represent the worker,
6. The trade union may represent the employee in court proceedings and other proceedings,
7. The union can act on its own initiative, without attorneys, if they have noticed discrimination (Greif, 2014: 56).

Other important factors in the public sphere are non-governmental organizations (NGOs). Non-governmental organizations are local, state or international groups, established by legal

agreements, clear goals and visible activities, with authorized management bodies to speak on behalf of its members (ibid 61). Given that these organizations are non-governmental, non-profit and public, lack of liaison with the state and / or any factor behind the private sphere, their commitment makes it even more important.

Finally, it should be noted that non-discrimination will be fully implemented when it is raised as a socially accepted standard that is practiced everywhere but not under pressure, threat or sanction. It should be the goal of any healthy society that invests in its progress and development. When we talk about development, we are not always thinking of the size of the investment in the given community. Creating a favorable working climate, whether micro or macro level, is the key to success in general. The climate in which there is discriminatory behavior and the tendency to exclude certain groups from their rights usually does not produce positive results over long periods. Other important factors in the public sphere are non-governmental organizations (NGOs). Non-governmental organizations are local, state or international groups, established by legal agreements, clear goals and visible activities, with authorized management bodies to speak on behalf of its members (ibid 61). Given that these organizations are non-governmental, non-profit and public, lack of liaison with the state and / or any factor behind the private sphere, their commitment makes it even more important.

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5. Social policy - social security policy in terms of unemployment

Work and income are important, first of all, for economic reasons, personal and family life insurance and for reasons of economic insecurity. But this is not the only virtue that is provided by the work of the adult. Work resulting from work, social interaction, personal self-actualization and identity building are the benefits through which people preserve their physical and mental health and social inclusion in social flows. Therefore, loss of job, inability to find work, or discouraging and abandoning further job search, have such grave consequences for both the individual and his immediate surroundings.

Helping people in need or what, in contemporary times, has grown into a social protection system, is old practice. In the Middle Ages it was developed overseas and its caretaker was the church, its first beggars and riders, while the aid came in charity. The state is obligated to take care of those who cannot care for themselves since 1601 when the Elizabethan Law for the Poor was introduced or the so-called Old Law on Butter which provided for compulsory determination of the poverty rate and incentive for employment of the poor (<http://www.spicker.uk/social-policy/history.htm>). From that moment to modern times, social protection systems have gone through several stages and forms of development. The beginning of the modern social protection system began in Scandinavia in the early 16th century, at the time of Lutheran reform. At the end of the eighteenth and early nineteenth century, two rhymes with diametrically opposite views were divided: socialists who represent the help of the poor and the classical liberal liberals. In 1922, the rules on unemployment insurance became part of the Law on Social Protection.

The need for the modernization of social protection becomes necessary in the eighties of the last century when the polarization between the insured and the employed and those who are unemployed and live on the brink of poverty becomes deep and painful. At this moment it becomes clear that poverty is not something that happens for a moment and that it needs new essential qualities in the state's attitudes towards its people.

At the end of the last century and the beginning of this century, changes in the labor market, its liberalization, the rapid pace of changes in the employment status of citizens, the need for frequent mobility of labor but also the crisis that caught Europe, imposes the need for radical changes in the passive policy of social protection systems and the application of active measures. With these active measures it was required to promote employment, self-employment and entrepreneurship. For the above mentioned measures is discussed in the previous chapters.

All modern social protection systems rely on three pillars, for which there are three kinds of compensation (Jones, 1985; Spicker, 1993).

The first pillar constitutes compensation for social protection. Talk about compensation that is granted depending on the worker's status and the paid contributions, and cover precisely certain circumstances (elderly, disabled, etc.).

The second pillar includes universal tax-deductible compensation and is granted to all citizens who are in certain categories. This compensation is not related to employment or any other type of income.

The third pillar consists of compensation based on the means-test. It is also funded by taxes, with the right to such compensation dependent on available resources but may also use other criteria.

Social protection is a system of measures, activities and policies for preventing and overcoming the elementary social risks in which citizens are exposed during their lives, reducing poverty and social exclusion and strengthening their capacities for their own protection. Social risk includes:

- Health hazards (illness, injury and disability),
- Risks in old age and aging,
- Risks of one-parent families,
- Unemployment risks, loss of income on the basis of employment
- Risks of poverty and

-Rights other than social exclusion (Ničevska, Avramovski (ed.), 2011).

Unemployment usually, but not necessarily, is linked to poverty. War is a condition in which people do not have equal incomes. Economists define poverty as the level of income needed to maintain the level of consumption for survival (Samuelson, 2000: 362). Although in the Balkans region, in many countries and workers can be found on the brink of poverty, the basic requirement to be part of social protection policies in terms of unemployment is the lack of savings and income. The social assistance, which Nathan Glazer called the "tested income" aid (Glazer, 2009: 99).

The social protection system in the Republic of Macedonia is based on basic international documents such as:

- The Universal Declaration of Human Rights,
- The international agreement on the elimination of all forms of racial discrimination,
- The International Covenant on Economic, Social and Cultural Rights,
- The agreement on eliminating all forms of discrimination against women,
- The agreement on torture and other cruel, inhuman, degrading or punitive treatment,
- The Convention on the Rights of the Child and
- Agreement on the Rights of Persons with Disabilities.

Social protection of citizens is realized by the state in accordance with the principle of social justice and public interest activity.

Institutions that make up the chain of the social protection system:

- A central institution that formulates policy, makes strategic planning, directs and oversees legality, particularly through the inspection of the implementation and application of other laws and regulations in the field of social protection, is the Ministry of Labor and Social Policy.
- Institution for studying social phenomena and problems and advancement of social activities is the OP Social Affairs Institute, which under its jurisdiction also oversees the professional work of social protection institutions as well as on other legal persons and physicists who perform certain work on social protection.
- Social Protection Institutions (Centers for Social Work - CSWs and Social Institutions for Institutional and Non-Institutional Care) (Republic of Macedonia, Ministry of Labor and Social Policy) are established for the purpose of implementing a social protection system. of social protection 2011-2021.

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