



### Personal information

First name(s) / Surname(s) **Jana ILIEVA**

Maiden name

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Nationality Macedonian

Date of birth 1980

### Work experience

Dates November 2014 – at present

Occupation or position held Full Professor/ University Secretary General/University Erasmus Coordinator

Main activities and responsibilities - Teaching activities and scientific work (Business and Human Rights, Economic Aspects of International Law, Labour Law, Business Law)

- Management of Central and Administrative Department

Name and address of employer - Management of student mobility Programmes (Erasmus and Study Abroad)

Type of business or sector University of Skopje (Former: University of Tourism and Management), Skopje, Blvd.

Partizanski odredi 99, Skopje

Higher Education

Dates September 2016 – January 2017

Occupation or position held State Advisor for Legal Affairs

Main activities and responsibilities Legal Advising

Name and address of employer Ministry of Interior of the Republic of Macedonia, Cabinet of the Minister / Additional Deputy

Type of business or sector Minister

Public administration

Dates March 2022 – at present

Occupation or position held High school Teacher

Main activities and responsibilities Teacher in Introduction to Law

Name and address of employer Yahya Kemal College – Skopje, Varsavska 23, Skopje

Type of business or sector High School

Dates April 2008-November 2014

Occupation or position held University Secretary General

Assistant Professor-Legal studies

University Erasmus Coordinator

Main activities and responsibilities	<ul style="list-style-type: none"> <li>- Teaching activities and scientific work (Public International Law, International Human Rights Law, International Treaty Law, Diplomatic and Consular Law, etc.)</li> <li>- Management of administration office and administrative support for the governance of the University,</li> <li>- Assistance in interpreting university policies and matters of jurisdiction and governance related to policies.</li> <li>- Drafting of normative acts of the University</li> <li>- Management of student mobility programmes (Erasmus and Study Abroad)</li> </ul>
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Name and address of employer	MIT University Skopje, Blvd. Treta Makedonska Brigada, bb, 1000 Skopje, Republic of N. Macedonia
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Type of business or sector	Higher education
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Dates	From September 2012– February 2017)
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Occupation or position held	- Part time lecturer (International Law, Employment Law, History of Civil Rights Movement)
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Main activities and responsibilities	- Teaching activities
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Name and address of employer	International Balkan University Tasko Karadza, 11A, 1000 Skopje, Republic of N. Macedonia
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Type of business or sector	Higher education
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Dates	From November 2005 to April 2008
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Occupation or position held	Legal Counsel, Company Secretary, Compliance Coordinator
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- Legal support of the company
- Responsible for records management and management of the corporate records of the company
- Preparation of Board meetings, Shareholders' Meetings and other corporate events
- Responsible for communication with state institution
- Ensuring the compliance with the corporate policies.
- Health, Safety & Environment Issues etc.

Name and address of employer	ArcelorMittal Skopje
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Type of business or sector	Private sector, International steel and mining company
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Dates	From February 2004 to November 2005
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Occupation or position held	Lawyer
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Main activities and responsibilities	<ul style="list-style-type: none"> <li>- Establishment of the companies in the Republic of N. Macedonia</li> <li>- Preparation of Shareholders' meetings</li> <li>- Providing legal services and legal opinions for clients</li> <li>- Trainer in the project for corporate governance supported by the Corporate Governance Council (USAID) on the Rights of shareholders and their protection</li> </ul>
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Name and address of employer	Mens Legis Law Firm
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Type of business or sector	Private sector, advocacy
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## Education and training

Dates	May 2011-December 2012
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Title of qualification awarded	Doctor of Legal Studies
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Principal subjects/occupational skills covered	International Law Doctorate Thesis: Islam and absolute character of human rights with special aspect to the women's rights
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Name and type of organisation providing education and training	Ss. Cyril and Methodius University – Skopje, Macedonia Faculty of Law "Iustinianus Primus"
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Level in national or international classification	VIII (doctorate studies)
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Dates	2004 – 2011
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Title of qualification awarded	Master of Legal studies
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Principal subjects/occupational skills covered	International Law Thesis: Reservations in International Human Rights Treaties
Name and type of organisation providing education and training	Ss. Cyril and Methodius University – Skopje, Macedonia Faculty of Law “Iustinianus Primus”
Level in national or international classification	VII/2 (Master studies)
Dates	1999 - 2003
Title of qualification awarded	Bachelor of Laws
Principal subjects/occupational skills covered	International Law
Name and type of organisation providing education and training	Ss. Cyril and Methodius University – Skopje, Macedonia Faculty of Law “Iustinianus Primus”
Level in national or international classification	National classification VII/1 degree of education
<b>Personal skills and competences</b>	
Mother tongue(s)	Macedonian
Other language(s)	English, German, Greek language
Social skills and competences	<ul style="list-style-type: none"> <li>- Good communication skills and ability to transfer knowledge</li> <li>- Setting priorities and achieving targets</li> <li>- Mediation and negotiation skills</li> </ul>
Organisational skills and competences	Excellent sense for coordination, administration and management of people, projects and budgets, private and professional.
Computer skills and competences	Microsoft Office, Analytics, Social Media
Other skills and competences	<ul style="list-style-type: none"> <li>- Associate Fellow of the World Academy of Arts and Sciences <a href="http://www.worldacademy.org/">http://www.worldacademy.org/</a></li> <li>- President of the Cultural Center “Sterna” – Skopje, N. Macedonia</li> <li>- Certified Trainer of the State Electoral Commission of the Republic of N. Macedonia</li> <li>- Secretary General of the International City Forum of City Mayors, Skopje, June 1<sup>st</sup>, 2022 <a href="https://mfq.utms.edu.mk/">https://mfq.utms.edu.mk/</a></li> <li>- Secretary of Organizing Committee of International Congress for Business, Education, Sport and Tourism, ICON BEST, <a href="https://iconbest.utms.edu.mk/organizing-committee-en-2022">https://iconbest.utms.edu.mk/organizing-committee-en-2022</a></li> <li>- Deputy President of the Committee for UN WTO TedQual Certification in 2016 and 2021 <a href="https://www.utms.edu.mk/en/awards/886-solemn-award-for-tedqual-certificate-for-the-university-of-tourism-and-management-in-skopje">https://www.utms.edu.mk/en/awards/886-solemn-award-for-tedqual-certificate-for-the-university-of-tourism-and-management-in-skopje</a> <a href="https://www.utms.edu.mk/vesti/opsti/1983-tedqual-diploma-2021">https://www.utms.edu.mk/vesti/opsti/1983-tedqual-diploma-2021</a></li> <li>- Harvard University: Child Protection: Children's Rights in Theory and Practice (15-weeks MOOC)</li> <li>- University of Edinburg: The Sharia and Islamic Law: An Introduction (5-weeks MOOC)</li> <li>- University of Leiden: International Law in Action: Investigating and Prosecuting International Crimes (4-weeks MOOC) certificate awarded on 19/04/2020</li> <li>- Bar exam (2019)</li> <li>- Authorized Legal Translator from English into Macedonian and vice versa</li> <li>- Reviewer of International Law Research, Canadian Center for Science and Education <a href="http://www.ccsenet.org/journal/index.php/ilr/editor">http://www.ccsenet.org/journal/index.php/ilr/editor</a></li> <li>- Peer Reviewer of Global Journals, Inc. USA (<a href="http://www.globaljournals.org">www.globaljournals.org</a>)</li> <li>- Editorial Board Member / Reviewer in Hiperboreea Journal (<a href="http://hiperboreejournal.com/">http://hiperboreejournal.com/</a>)</li> <li>- Referee of EGITANIA SCIENTIA JOURNAL, Polytechnic Institute of Guarda, Portugal, <a href="http://ubik.ipg.pt/egitania_sciencia/index.php/egitania_sciencia">http://ubik.ipg.pt/egitania_sciencia/index.php/egitania_sciencia</a></li> <li>- Editorial Board Member, International Journal of Law and Society <a href="http://www.sciencepublishinggroup.com/journal/editorialboard?journalid=306">http://www.sciencepublishinggroup.com/journal/editorialboard?journalid=306</a></li> <li>- Member of the International Scientific Board of the International Scientific Journal ALMANACH -Actual Issues in World Economics and Politics, University of Bratislava, Slovakia (<a href="http://fmv.euba.sk/RePEc/bv/almnch/A2015-3.pdf">http://fmv.euba.sk/RePEc/bv/almnch/A2015-3.pdf</a>).</li> </ul>

- Member of the International Scientific Board of the International Scientific Conference at the Department of Politology, University Alexandar Dubcek, Slovakia
- Member of Balkan History Association, <https://www.balkan-history.com/>

## Additional information

### Publications:

1. Enhancing Workplace Environment by Addressing Mobbing: Impacts on Motivation and Productivity, UTMS Journal of Economics 15(1), 2024, <https://utmsjoe.utmsjoe.com/files/Vol.15.No.1/6.ENHANCING-WORKPLACE-ENVIRONMENT-BY-ADDRESSING-MOBGING-IMPACTS-ON-MOTIVATION-AND-PRODUCTIVITY.pdf>
2. Navigating Legal Aspects of Health Management: A Simplified Overview, International Journal of Scientific Research / Universes, Vol. 2 (2), 2024, <https://oaijoaru.org/manuscript/38/>
3. Identification of handwritten signature, IDEA International Journal of Science and Arts. 7 (14), 2023 <https://www.eu.edu.mk/en/publications/>
4. Historical, Cultural (Non) – Diference: Europe and The Balkans, IDEA International Journal of Science and Arts. 7 (13), 2023 <https://www.eu.edu.mk/wp-content/uploads/2023/06/IJA-IDEA-Vol-7-No-13-Final-1.pdf>
5. European Security Through the Prism of Identity and International Conflicts (The Case of the Republic of North Macedonia), CONTEMPORARY MILITARY CHALLENGES/SODOBNI VOJAŠKI IZZIVI, vol.24, no.4, 2022, pp.95-118. <https://doi.org/10.33179/bsv.99.svi.11.cmc.24.4.6>
6. Evolving a New Paradigm in Education Appropriate to the Needs of the 21st Century, UTMS Journal of Economics, Vol.11, No. 1, 2020. [http://utmsjoe.mk/files/Vol.11.No.1/UTMSJOE-2020-1101-6.EVOLVING\\_A\\_NEW\\_PARADIGM\\_IN\\_EDUCATION\\_APPROPRIATE\\_TO\\_THE\\_NEEDS\\_OF\\_THE\\_21ST\\_CENTURY.pdf](http://utmsjoe.mk/files/Vol.11.No.1/UTMSJOE-2020-1101-6.EVOLVING_A_NEW_PARADIGM_IN_EDUCATION_APPROPRIATE_TO_THE_NEEDS_OF_THE_21ST_CENTURY.pdf)
7. Disassembling And Redefining of one State and Nation (The Example Of The Republic Of Macedonia Through The Prism Of The Political, Security, Legal And International Consequences For The Macedonian State And Nation), Trenčianska Univerzita Alexandra Dubčeka v Trenčíne Katedra politológie, Political Science Forum Vol. 8, No. 2, Fall 2019 [http://politologia.tnuni.sk/fileadmin/Political\\_Science\\_Forum/16\\_PSF\\_vnutro.pdf](http://politologia.tnuni.sk/fileadmin/Political_Science_Forum/16_PSF_vnutro.pdf)
8. Economic Sanctions in International Law. UTMS Journal of Economics Vol.9, No.2, December, 2018 <http://utmsjoe.mk/files/Vol.%209%20No.%202/UTMSJOE-2018-0902-09-Ilieva-Dashtevski-Kokotovic.pdf>
9. PROMOTING GENDER EQUALITY TROUGH EQUAL LIFE STANDARD IN EU COUNTRIES, UTMS Journal of Economics, Vol.9, No. 1 (pp.), June 2018 <http://utmsjoe.mk/files/Vol.%209%20No.%201/UTMSJOE-2018-0901-09-Dashtevski Ilieva Popova-Koskarova.pdf>
10. Women in Business and Management in the Republic of Macedonia, Scientific Project University of Tourism and Management in Skopje, 2018 (in Macedonian language) [https://fmc.r.utms.edu.mk/images/Departmani/Naucno\\_istrazuvacki\\_proekti/2017-MCR2.pdf](https://fmc.r.utms.edu.mk/images/Departmani/Naucno_istrazuvacki_proekti/2017-MCR2.pdf)
11. INTERNATIONAL LEGAL FRAMEWORK FOR DEALING WITH HATE SPEECH, Časopis Medzinárodné vzťahy Volume 15, issue 4 (EBSCO) [https://fmv.euba.sk/www\\_write/files/dokumenty/veda-vyskum/medzinarodne-vztahy/archiv/2017/4/MV\\_2017\\_4.pdf](https://fmv.euba.sk/www_write/files/dokumenty/veda-vyskum/medzinarodne-vztahy/archiv/2017/4/MV_2017_4.pdf)
12. THE IMPACT OF USA'S AND RUSSIA'S INTERESTS ON SECURITY AND DEMOCRACY IN THE BALKANS (case study: Republic of Macedonia), Alexandar Dubcek University in Trencin, Political Science Forum No.6, issue 2
13. THE RIGHT OF SELF-DETERMINATION IN 21 CENTURY: COMPARATIVE AND INTERNATIONAL LAW PERSPECTIVE, Alexandar Dubcek University in Trencin, Slovakia, University Review, Vol. 12, No. 1, 2018 [http://ur.tnuni.sk/fileadmin/dokumenty/UR\\_V12\\_ISS-1\\_10to16\\_Ilieva.pdf](http://ur.tnuni.sk/fileadmin/dokumenty/UR_V12_ISS-1_10to16_Ilieva.pdf)
14. Identity Theft: A Modern "Gateway" Crime, International Refereed Scientific Journal VISION, Vol.2, issue 1 [http://visionjournal.edu.mk/wp-content/uploads/2018/05/Vision\\_Journal2-v17web.pdf](http://visionjournal.edu.mk/wp-content/uploads/2018/05/Vision_Journal2-v17web.pdf)
15. The influence of national identity in international politics: a comparative outline of Europe and the Balkans, Political Science Forum No.6, issue 1
16. Banking Without Interest? UTMS Journal of Economics, Vol. 8, No. 1 (pp.), June, 2017 (EBSCO) <http://utmsjoe.mk/files/Vol.%208%20No.%202/UTMSJOE-2017-0802-07-Ilieva-Ristovska-Kozuharov.pdf>
17. THE REPUBLIC OF MACEDONIA AND ITS RECOGNITION IN THE INTERNATIONAL

- COMMUNITY (1991-2015), article in Scientific Monograph: Macedonia in 21<sup>st</sup> century: Social, Political and Economic Issues, Nova Science Publishers, USA <https://novapublishers.com/shop/macedonia-social-political-and-economic-issues/>
18. Islamic Banking and its Perspectives, International Journal of Academic Research in Business and Social Sciences, 2017, vol. 7, issue 2 <https://pdfs.semanticscholar.org/e834/011072330e086fc7d2ae3cf06b785f73f213.pdf>
  19. EU Enlargement and Financial Crisis, International Journal of Academic Research in Business and Social Sciences, 2017, vol. 7, issue 1 <https://pdfs.semanticscholar.org/c88f/75d1e22614abca950113fb16203ddafbfaba.pdf>
  20. Multiculturalism and Multi-confesionalism in the Balkans and in Macedonia: Historical Influences and Actual Cases, "Political science forum" University Aleksandar Dubcek, Trencin, Slovakia, 2016
  21. THE IMPACT OF POLITICS ON INTERNATIONAL LAW: "MACEDONIA V. GREECE" IN THE INTERNATIONAL COURT OF JUSTICE, "Political science forum" University Aleksandar Dubcek, Trencin, Slovakia, 2016
  22. GLOBALIZATION, WOMEN AND THE MUSLIM WORLD, Macedonian Political Science Forum eProceedings, March 2015, Issue 6 [https://cdca9488-1ffa-4eda-8850-daaca575e894.filesusr.com/ugd/36d9a1\\_688d1ff3fe3c4877b6324a5a29707577.pdf](https://cdca9488-1ffa-4eda-8850-daaca575e894.filesusr.com/ugd/36d9a1_688d1ff3fe3c4877b6324a5a29707577.pdf)
  23. Harmonization of tax policies reviewing Macedonia and Croatia, UTMS Journal of Economics, Vol. 6, No. 2 (pp.), December 2015 <http://utmsjoe.mk/files/Vol.%206%20No.%202/UTMSJOE-2015-0602-007-Kozuharov-Ristovska-Ilieva.pdf>
  24. EQUAL EMPLOYMENT OPPORTUNITIES IN THE RECRUITMENT AND SELECTION PROCESS OF HUMAN RESOURCES, UTMS Journal of Economics, Vol. 6, No. 2 (pp.), December 2015 <http://utmsjoe.mk/files/Vol.%206%20No.%202/UTMSJOE-2015-0602-009-Stoilkovska-Ilieva-Gjakovski.pdf>
  25. AWARENESS ABOUT MEDIATION AS AN ALTERNATIVE FORM OF DISPUTE RESOLUTION: PRACTICES IN THE REPUBLIC OF MACEDONIA, International Journal of Cognitive Research in Science, Engineering and Education (IJCRSEE), Vol 3, No 1 (2015) <http://ijcrsee.com/index.php/ijcrsee/article/view/110>
  26. Is there a possibility of crash between the Islam and the modern world Macedonian Political Science Forum eProceedings, March 2015, Issue 4 [https://cdca9488-1ffa-4eda-8850-daaca575e894.filesusr.com/ugd/36d9a1\\_f3a9bc939bc64f5fb36050186678786a.pdf](https://cdca9488-1ffa-4eda-8850-daaca575e894.filesusr.com/ugd/36d9a1_f3a9bc939bc64f5fb36050186678786a.pdf)
  27. "Is Islam Misogynic?", Global Journal of Human Social Sciences, USA, 2014 <https://socialscienceresearch.org/index.php/GJHSS/article/view/887>
  28. Republic of Macedonia on its road to the EU and NATO, International Scientific Journal "Poslovna Ekonomija" Educons University, Sremska Kamenica, vol.2, 2012 [https://educons.edu.rs/wp-content/uploads/2016/01/PE\\_dec2012\\_konacna.pdf](https://educons.edu.rs/wp-content/uploads/2016/01/PE_dec2012_konacna.pdf)
  29. The political system of Belgium- déjà vu crisis, International Scientific Journal "International Review", Belgrade, Vol. 2, 2011.
  30. Interpretative Techniques of the WTO Dispute Settlement Body and the Appellate Body practice, International Scientific Journal "International Review", Skopje, Vol.1, 2011.
  31. The ineffectiveness of dowry and bride-burning prohibition laws of India, MIT University Skopje Scientific Journal, Vol. 2, 2011
  32. The significance of the police informants for prevention of crime, MIT University, Skopje Scientific Journal Vol. 2, 2011
  33. Identity theft – MIT University Annual Journal, Skopje 2010.

#### Scientific Conference papers:

1. Dealing with workplace mobbing for improving work motivation and efficiency, The 12th InTraders International Conference on Social Sciences and Education, 30 October-3 November 2023, Amman, Jordan (hybrid), <https://intraders.org/archive/wp-content/uploads/2023/12/The-12th-InTraders-International-Conference-on-Social-Sciences-and-Education-Conference-Book.pdf>
2. National State or an Undefined Formation? - Case Study of the Republic of Macedonia – Prespa Agreement, From National to Artificial State. SECURITY FORUM 2021, 14th Annual International Scientific Conference February 10th, 2021 at Matej Bel University in Banská Bystrica, Slovakia, <https://www.fpvmv.umb.sk/drive/2021-11-04/security-forum-2021.pdf>
3. Minority Rights in International Law. Proceedings of the X-Th International Scientific Conference "Innovation, education, research and science in function of global developments", 6<sup>th</sup> of April, 2018, 392-400, Ulcinj: Institute for Scientific Research and Development & Partners <http://ekonomskiinstitut.com/al/wp-content/uploads/2018/04/Agjenda-KONFERENCA-E-X..docx-05.04.-1.pdf>

4. The impact of the political crisis in the Republic of Macedonia on creation of unconstitutional precedents and security threats, University Aleksandar Dubcek, Trencin, Slovakia, Faculty of Political Sciences, 24. February, 2017
5. The influence of the national identity on the international politics: comparative view on Europe and the Balkans, University Aleksandar Dubcek, Trencin, Slovakia, Faculty of Political Sciences, 24. February, 2017
6. Legal Protection of Icons as part of the Macedonian cultural heritage, 5th International Scientific Congress ECONOMIC ANALYSIS OF GLOBAL TRENDS IN TOURISM, FINANCE, EDUCATION & MANAGEMENT, University of Tourism and Management in Skopje, 8th October, 2016 <https://www.iconbest.utms.edu.mk/iconbest-2016>
7. The implication of gray economy on the modern crime, III Interdisciplinary Insights on Fraud and Corruption (I2FC 2015) conference, The costs of economic crime, Porto, Portugal, 28 November, 2015 <https://obegef.pt/wordpress/wp-content/uploads/2016/01/wp050.pdf>
8. The "Armed humanitarian intervention as triumph of the human rights over the sovereignty" International Scientific Conference –Researching security- approaches, concepts and policies, University "St. Kliment Ohridski"- Bitola Faculty of Security – Skopje, Ohrid, June, 2015
9. Management of Prison Conditions as a Precondition for Better Socialization, International Congress on Economy and Business, New Economic Trends and Business Opportunities, International Vision University, Gostivar, 14-16 June, 2015 <http://icebconference.org/2018/wp-content/uploads/2018/01/ICEB-2015.pdf>
10. The process of ethnic homogenization of the Greek Nation and its impact over the denouncing of the cultural identity of the other ethnic groups: the case with the Macedonian Ethnic Majority, University Aleksandar Dubcek, Trencin, Slovakia, Faculty of Political Sciences, 10. February, 2015
11. The significance of intellectual capital in creating new values to the organization in Macedonia, paper presented at the International Symposium "The Great Recession and the crisis of neo-liberal economics", Educons University, Novi Sad, Serbia, 28-29 May, 2014 <https://educons.edu.rs/wp-content/uploads/2016/01/Zbornik-2014.pdf>
12. So called Clash of Civilizations: Is the Islamic Threat Real? Paper presented at the International Conference: Promoting Human Rights: Recent Developments, MIT University Skopje, 27 September, 2013
13. The challenge of Islam and Women Human Rights Today, paper presented at the International Conference: Islam and International Law, University of Innsbruck, Austria, June 14-16, 2012
14. Lisbon Treaty and Aspirations of the EU to Develop Solidarity and Security Policy paper presented at the First Annual International Scientific Conference, Global Security and Challenges of the 21<sup>st</sup> century, Makedonski Brod, Macedonia, June, 9<sup>th</sup> 2012

#### Students Evaluations Grades:

2017-2019: 4.76/5 <https://utms.edu.mk/studii/samoevaluacija>  
 2016: 4,75/5 <https://utms.edu.mk/studii/samoevaluacija>  
 2015: 4,69/5 <https://utms.edu.mk/studii/samoevaluacija>

#### International Teaching Experience:

- ISLA – Instituto Politécnico de Gestão e Tecnologia, Porto, Portugal, Reference: Prof. Delfina Gabriela Garrido Ramos, PhD, E-mail: [gabrielaramos1@gmail.com](mailto:gabrielaramos1@gmail.com)
- Aleksandar Dubcek University of Trencin, Department of Political Science, Slovakia, Reference: Prof. Karol Janas, PhD, Head of the Department, E-mail: [karol.janas@tnuni.sk](mailto:karol.janas@tnuni.sk)
- University College of International Relations and Diplomacy Dag Hammarskjöld, Zagreb, Croatia, Reference: Prof. Goran Bandov, PhD, Vice-Dean, E-mail: [gbandov@gmail.com](mailto:gbandov@gmail.com)
- Bulent Ecevit University, Faculty of Economic and Administrative Sciences, Zonguldak, Turkey, Reference: Prof. Yasemin Ersoy, PhD, Dean, E-mail: [yasemin.ekose@beun.edu.tr](mailto:yasemin.ekose@beun.edu.tr)
- Bulent Ecevit University Caycuma Vocational School, Department of Management and Administration, Prof. Sermin Senturan, PhD, E-mail: [serminsenturan@beun.edu.tr](mailto:serminsenturan@beun.edu.tr)
- European Law Students Association (ELSA) Winter Schools in Split, Croatia, 2018 and 2019, Reference: Ms. Dora Shtambuk, Vice President for S&C, E-mail: [split.elsa@gmail.com](mailto:split.elsa@gmail.com)

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