

Terms and conditions

The General Terms of Use given here are considered and accepted by the very act of access and use of the internet portal "esi.mk", which includes all their changes and additions, unless otherwise stated.

The general conditions and their future changes and additions are valid from the day of setting up the website and are automatically considered as an integral part of any and any agreement in any form concluded between any natural person and / or legal entity users of the portal.

"Esi.mk" is an internet portal intended for exchange of data on the labor market for all interested legal entities and individuals in the domain of their interest, needs and legal competencies. The portal reserves the right to exercise a commercial effect of the data exchange.

In terms of these General Conditions, the following definitions of terms are defined:

- "Use" means any and any activity on, to and from the portal of any legal entity or natural person, including the exchange of personal data.
- "Personal data" means the data on legal entities and individuals with identical definition as in the Law on Personal Data Protection.
- "Price" or "Price list" means a monetary amount determined as a fee for the services of the portal.
- "Job" means any type of job such as employment or other legally permitted type of work engagement including training, further education, specialization, trainee engagement, internship, etc. in accordance with the legal definition of each special institute
- "Employer" or "Employer beneficiary" means any natural person or legal entity with a status so defined in accordance with the legal regulations used by the portal, regardless of the type of employment contract he may or intends to conclude.
- "Job seeker" means any person who uses the portal to find employment or other work engagement allowed by the positive regulations.

2. Use by Jobseekers

The job seeker creates a user account and registers in the system.

The job seeker will use the user account purposefully and only for the options available to him / her for the job information portal. If the Employer uses the user account for any purpose other than the stated one, it will be blocked, and the Agency reserves the right to compensate any and any damage on all grounds permitted by the Law.

3. Use by Employers

The employer creates a user account and registers in the system.

Registered employers can at any time post job advertisements and use the services of the experts from the Agency in relation to the published advertisements, have access to the statistics of the attendance of the published advertisements, search CVs and use all advanced functions that are installed or will be installed, with or without compensation, depending on the package of services that will be selected.

The service for publishing vacancies is charged according to the Price List.

The Agency assumes no responsibility for any and any effect that the content of the advertisement may have on any person or the general public. However, at its own discretion, the Agency may delete texts that it deems offensive, discriminatory, inappropriate or content contrary to mandatory regulations and morals, but assumes no responsibility for text control.

The Agency publishes the texts of the advertisements in its entirety and is not responsible for spelling mistakes or other errors in the advertisement.

4. Limitation of liability

The Agency will not be held responsible for the accuracy and truthfulness of the information posted by any user of the Portal and this applies to any and all information submitted and posted by any user. The Agency does not take responsibility for any damage to any extent due to incorrect or untrue Portal data obtained and / or posted by a Portal User. By using the Portal, each user de facto and de jure declares his consent that he will not submit any claim for compensation to the Agency in connection with incorrect or untrue data as stated above.

5. Copyright, related rights and industrial property rights

The portal itself, its content, data, appearance, design, structure and manner of operation are fully, functionally and formally legally under the full protection of the relevant legal regulations and no copying, downloading or use by third parties is allowed without the written consent of the Agency. .