

REPORT ON THE WORK OF THE ACADEMY FOR TRAINING OF JUDGES AND PUBLIC PROSECUTORS AND THEIR DEPUTIES OF THE REPUBLIC OF MACEDONIA

INTRODUCTORY REMARKS

The establishment and commencement of the work of the Academy for Training of Judges and Public Prosecutors and the activities for training of judges and public prosecutors and other judicial-prosecutorial staff is a priority in the reforms of the judiciary in the Republic of Macedonia towards strengthening its competency, professionalism and independence, which is a significant precondition and criterion for the commencement of the negotiations of the Republic of Macedonia as a candidate country for a full membership in the European Union.

The training of the judges and public prosecutors at EU level is a fundamental tool for proper application of the EU legal instruments and for the creation of a European identity for judges based on EU common underpinning values.

The significance of the training of the judiciary for improvement of the judicial collaboration and for application of the body of laws has been emphasised in numerous EU documents, such as the Hague Programme, The Council and Commission Action Plan for the Application of the Hague Programme, as well as the Communication on the EU training of judges which reviews the current situation and instigates the creation of a consistent strategy for future training.

BEGINNINGS

The Academy started to function on 22nd November 2006.

Of crucial importance is the Report by the European Commission on the progress of the Republic of Macedonia for the year 2007, where the initiation and the work of the Academy for Training of Judges and Public Prosecutors of the Republic of Macedonia was assessed as **a successfully realised priority** of the Republic of Macedonia towards fulfilment of the political criteria for progression of the Republic of Macedonia towards and membership in the European Union.

LEGAL FRAMEWORK

The Academy was founded with the Law on the Academy for Training of Judges and Public Prosecutors (Official Gazette of the Republic of Macedonia No. 13/06) from 1st February 2006. It operates in accordance with the Constitution of the RM, the laws and other pertinent regulations.

The basic act of the Academy is its Statute, which regulates the issues related to the management and administration, the organisation and operational manner, the rights and responsibilities of the beneficiaries of the services, the rights, responsibilities and accountability of the Academy in its legal operations, and was endorsed by the Management Board (hereinafter MB) of the Academy following a previous opinion provided by the Government of the RM. It was adopted at the session of the MB on 3rd March 2006.

THE STATUS OF THE ACADEMY

The Academy is a public institution performing an activity of public interest and has the status of a legal entity with registered offices in Skopje.

The Academy:

- is an **autonomous institution** – with its own budget, premises, equipment and human resources, managed by a Management Board in which the most relevant judicial institution are represented;
- marks the introduction of a **new concept of management** – a system of shared control and responsibility between the judiciary and the executive for the performance, the building and maintaining of the Academy's capacities, the selection of candidates and the creation and delivery of all training programmes.

FOUNDING GOALS, STRATEGY

The basic goal for the founding of the Academy is to ensure the competent, professional, independent, impartial and efficient execution of the judicial and prosecutorial function through the selection, organisation and implementation of initial training of candidate judges and prosecutors in the basic courts and in the basic prosecution offices, respectively.

With the creation of the Academy, a new system is being introduced for the selection of future judges and public prosecutors, which will lead to alleviation of the political pressures in the process of the first selection of candidates for judges and public prosecutors.

The main goal in respect to the initial training is being achieved through the creation of an objective system for selection based on precise and measurable criteria for:

- admission to the Academy through a double filter – qualification test and entry examination;
- assessment of the knowledge and the level of involvement of participants in the course of the training by the trainers, on the basis of the credit transfer system of the Bologna Process;
- passing of a final examination.

When creating the basic principles of the strategy for operation of the Academy, international standards of the modern and rich in tradition training institutions from the region and Europe were taken into account, the principles affirmed in the Council of

Europe documents (the CCEJ Opinions No. 4 and No. 9), the documents and acts adopted by the Lisbon Network for Cooperation between Training Institutions in the Council of Europe, as well as the documents of the European Commission, especially the European Judges Training Network (EJTN).

PLACE IN THE JUDICIAL SYSTEM

- The Academy is a link in a completely integral process of selection and choice of the future basic judges and deputy public prosecutors and its work is part of the package of laws which represent an introduction of a new system of selection and promotion of judges and public prosecutors based on the system of merit, namely: the Law on Courts, the Law on the Judicial Council of the Republic of Macedonia, the Law on the Public Prosecution and the Law on the Council of the Public Prosecutors.
- The selection is done in the following manner: from the list submitted by the Academy, the Judicial Council of the RM and the Council of the Public Prosecutors make the final selection according to the success of the candidates.

The second goal of the Academy is the introduction of a compulsory, institutionalised, continuous professional training financed from the budget for the following target groups:

1. Judges,
2. Public prosecutors,
3. Legal associates and administrative staff in the courts and public prosecution (including managerial officers),
4. Civil servants from the Ministry of Justice,
5. Other target groups from the judiciary.

As regards the continuous training, the Academy signifies an improvement and continuation of the work of the Centre for Continuous Education operating within the Macedonian Judges Association.

BODIES OF THE ACADEMY

According to the Law on the Academy, the graphic representation of the organisational structure of the Academy is as follows:



MANAGEMENT BOARD

COMPOSITION

The Management Board is the management body of the Academy and consists of 11 members. By their function, its members *ex officio* are the President of the Judicial Council of the RM, the President of the Supreme Court of the RM, the Public Prosecutor of the RM and the Minister of Justice. The other members are appointed by the institutions represented in the Management Board, including the Associations of Judges and Public Prosecutors. The Director of the Academy participates in the work of the Management Board, without the right to vote.

COMPETENCE

The Management Board adopts the Statute and other acts of the Academy; it appoints and dismisses the Director and the Executive Director; it appoints the members of the Programme Council; it constitutes the Commission for Qualification and Admission of Candidates and the Commission for the Final Exam; it decides on the list of permanent and temporary trainers; it establishes all training programmes, the programme for appropriate and equitable representation of the citizens belonging to all communities in the Republic of Macedonia in of the programmes of the Academy on the proposal from the Programme Council; it secures the funding for the operation of the Academy; it manages the asset of the Academy; it adopts financial programmes, etc.

The term of office of the members of the Management Board, with the exception of the members appointed *ex officio*, is four years, with the right to a second term.

THE WORK OF THE MANAGEMENT BOARD

In the course of 2007, 21 sessions were held at which all bylaws and general acts were adopted, necessary for the proper functioning in accordance with the dynamics of the NPAA, as follows:

- 15 regulations,
- 7 training programmes and calendars,
- decisions, conclusions and other separate legal acts.

DIRECTOR OF THE ACADEMY

The Director is a managerial body of the Academy. To be appointed as Director, a person is required to have at least 10 years of working experience as a judge or prosecutor and to command one major world-spoken language. The appointment is made for a four year term of office, with the right to a second appointment to this function.

EXECUTIVE DIRECTOR

The Executive Director is an executive body of the Academy. To be appointed as Executive Director, a person is required to be a graduate of law with a passed bar exam, to

have command in one major world-spoken language, to have eight years of working experience in legal matters and organisational abilities. The appointment is made for a five year term of office, with the right to a re-appointment.

PROGRAMME COUNCIL

The Programme Council is an expert body of the Academy which devises proposals for the training programmes. It comprises seven members, namely: two members are proposed by the Supreme Court of the RM, and one member is proposed each by the Public Prosecution of the RM, the Judicial Council of the RM, the Council of the Public Prosecutors and the Ministry of Justice of the RM. The Programme Council was elected at the ninth session of the Management Board held on 27th February 2007.

COMMISSION FOR QUALIFICATION AND ADMISSION AND COMMISSION FOR THE FINAL EXAMINATION

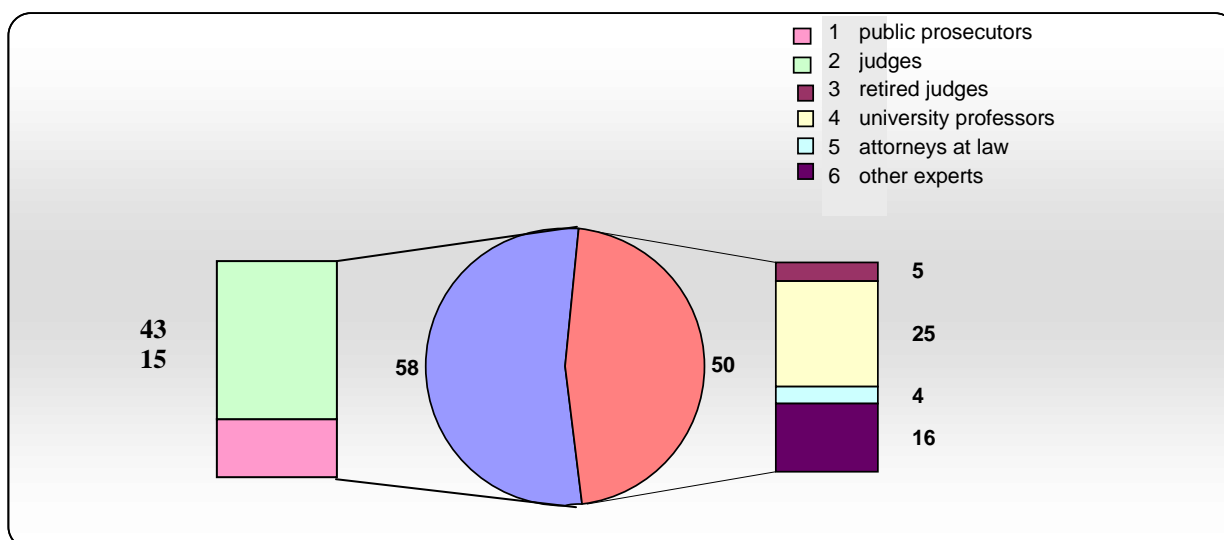
The Commission for Qualification and Admission were constituted, whereas the Commission for the Final Examination is to constituted by the Management Board with a one year term of office; they are both comprised of seven members of which four at the proposal of the Judicial Council of the RM, two at the proposal of the Council for the Public Prosecutors and one is proposed by the Minister of Justice.

TRAINERS

The trainers are experts who deliver the training programmes. They come from the ranks of judges and public prosecutors as well as distinguished experts in specified areas and have to fulfil the requirements of article 46 of the Statute of the Academy. The list of permanent and temporary trainers is defined in accordance with the principles of competence, public visibility of the application procedure, gender, regional and equitable representation and also participation of judges and prosecutors from all instances.

The Management Board of the Academy fixed the list of permanent and temporary trainers by its decision from 16th May 2007, expanded and supplemented according to the needs of the training.

The educational process of the Academy is directly implemented by a total of 108 trainers, of which 58 permanent trainers verified by decision of the Management Board upon the proposal of the Director of the Academy; of them 43 are judges and 15 are public prosecutors. The remaining 50 are temporary trainers, of whom 5 are retired judges, 25 are university professors, 4 are attorneys at law and 16 are various experts. In accordance with the regulations, seven *ad hoc* experts (domestic and foreign) were engaged to cover diverse topics and areas.



BEGINNING OF THE INITIAL TRAINING

The beginning of the initial training in the Academy and the number of accepted candidates was fixed with the publishing of the decisions of the Judicial Council of the Republic of Macedonia from 28th May 2007 and the Council of Public Prosecutors from 22nd May 2007 on the number of vacancies for judges and public prosecutors, respectively, in the basic courts and basic public prosecution offices, respectively. These decision made room for 15 (fifteen) vacancies for judges and 10 (ten) openings for deputy public prosecutors.

- Preparatory training for admission to the Academy was held on 4th/5th and 6th/7th June 2007 for the purpose of consistent application of the principle of equitable and appropriate representation, with 100 participants;
- the Management Board of the Academy, at its session held on 4th June 2007, passed a Decision for announcement of a public notice for admission of candidates for attendance of the initial training programme at the Academy for Training of Judges and Public Prosecutors and their Deputies of the Republic of Macedonia for the year 2007/2008;
- The Commission for Qualification and Admission of candidates was constituted on 22nd June 2007.

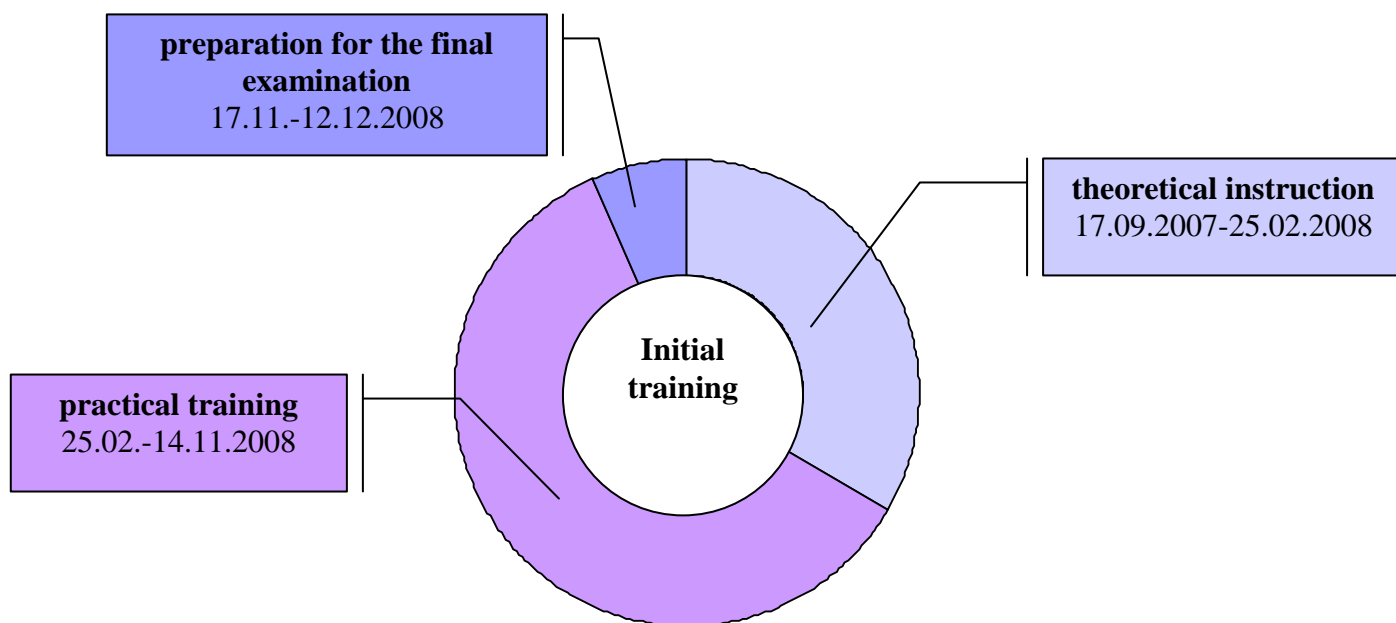
Of the total of 77 applicants who fulfilled the conditions, 71 took the qualification test, with 50 of them passing the test with an achievement rate of 70% or over.

The entrance examination for admission of candidates was held on 18th, 19th and 20th July 2007. The written part of the entrance examination was held on 18th July 2007, with the oral examination and interview being held on 19th and 20th July 2007. 40 candidates passed the threshold of 70%. Of them, **27 candidates** were accepted to the Academy, with the two additional openings being filled with two candidates from the communities which are not the majority in the Republic of Macedonia who had the highest score at the entrance examination.

I. DURATION OF THE INITIAL TRAINING

The initial training has duration of:

- 5 months **theoretical instruction** in the Academy,
- 9 months **practical training** under the mentorship of judges and public prosecutors in the courts and public prosecution and other institutions,
- 1 month **preparation** for the final examination.



II. OBJECTIVES OF THE THEORETICAL AND PRACTICAL INSTRUCTION

Acquisition of the basic abilities and skills for:

- efficient, independent and impartial decision-making;
- use of clear and understandable language in drafting relevant acts in the cases;
- readiness for application of the European dimension of the law;
- openness towards comparative experiences and cooperation;
- pluralistic understanding of the social environment and the multicultural nature of the society in which they will pass decisions and judgments.

III. INITIAL TRAINING – THEORETICAL INSTRUCTION

In the course of the theoretical instruction in the Academy, the following is studied and elaborated:

- legal, general and special subjects;
- methodological pluralism – a combination of the theoretical and practical approach, with a ratio of at least 50% in favour of the practical approach;

- requirement for the trainers to ensure presence of 30% European and comparative topics in the teaching contents.

THEORETICAL PART – teaching methods and techniques:

- Lectures,
- Debates,
- Involvement of foreign experts in the initial training,
- Involvement of the candidates in the training aimed at judges and public prosecutors.

PRACTICAL PART – teaching methods and techniques:

- Solving of actual and hypothetical cases,
- Participation in case simulations,
- Essay writing,
- Writing of case acts and other written assignments,
- Visits to state and other bodies and institutions.

The following components are the **subject of the evaluation**:

- Level of involvement of the participants in the learning process,
- Progress in the acquisition and increase of theoretical knowledge and their application in the practice,
- Ability for written expression (preparation of case acts) and oral expression (argumentation),
- Ability for logical thinking and assessment of evidence, delineation of the facts from the law,
- Decision-making abilities,
- Communication skills,
- Attitudes towards the individual role and duties in society and relations to the other participants in the proceedings,
- Relation towards the fulfilment of the ethical standards of the profession.

The assessment is conducted through:

- Tests,
- Essays,
- Homework,
- Class activities,
- Regular attendance.

Achievements in the theoretical part - 30 points at most

The following activities came prior to the initial training: adoption of the Programme for the Entrance Examination and the Programme for Initial Training, as well as the bylaws of the Academy by the Management Board; establishment and announcement of the composition of the educator teams for each teaching subject in the initial training; formulation and announcement of a detailed lesson schedule for the period of the

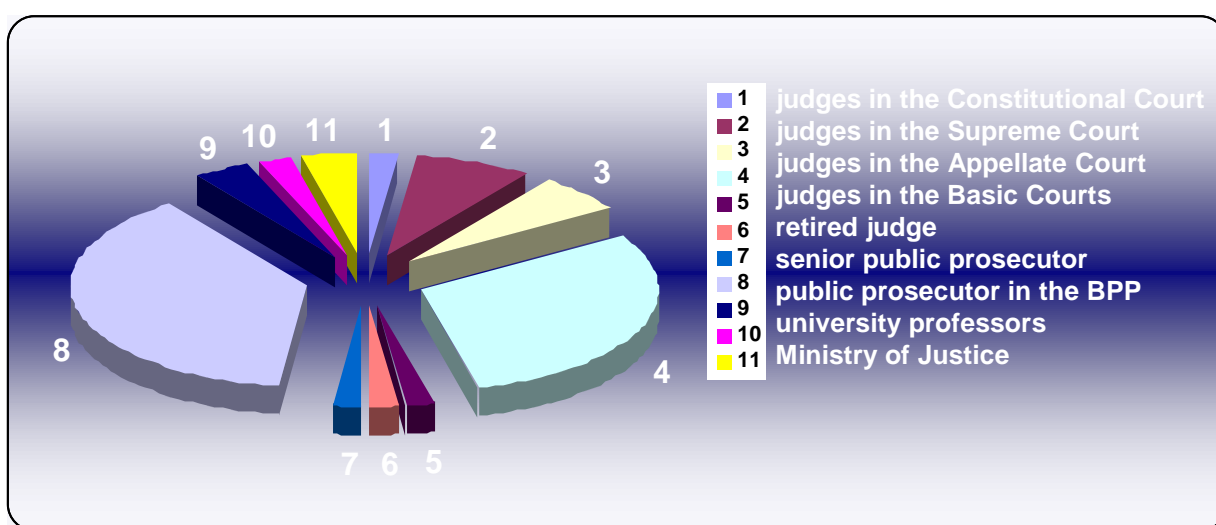
theoretical instruction according to the lessons plans of the educator teams and the individual trainers.

THE CONTENT OF THE THEORETICAL INSTRUCTION

The Programme for the Initial Training at the Academy for Training of Judges and Public Prosecutors of the Republic of Macedonia foresees a total of **660 lessons**.

TRAINERS INVOLVED IN THE THEORETICAL INSTRUCTION

A total of **50 trainers** were involved in the realisation of the instruction in the initial training with the following composition.



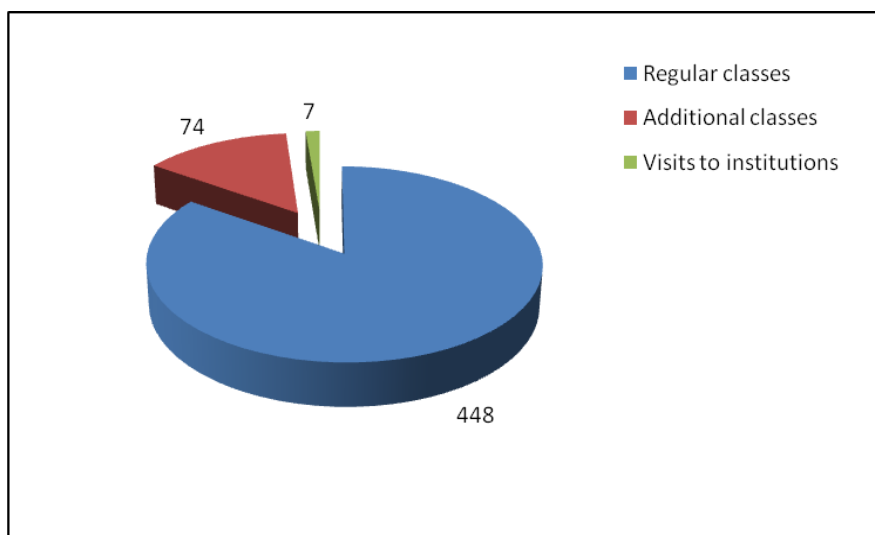
For the additional lessons, alongside the national experts, **15 foreign experts** from different legal areas were engaged.

The theoretical instruction within the initial training of the first generation of candidates for judges and public prosecutors commenced on **17th September 2007**.

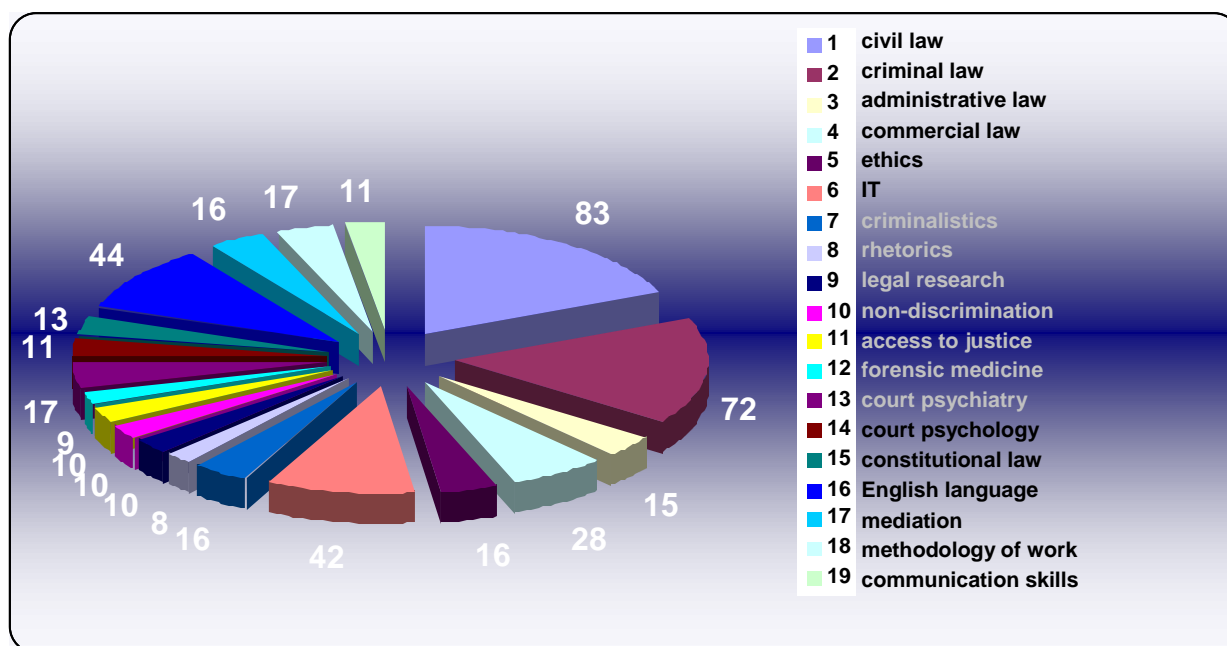
On **19th September 2007**, in the premises of the Academy, the occasion of the **commencement of the initial training** of the first generation of candidates for judges and public prosecutors was marked in the presence of Mr. Nikola Gruevski, President of the Government of the Republic of Macedonia, of other senior members of the highest domestic judicial bodies and institutions and of representatives of the diplomatic corps and international organisations in the Republic of Macedonia.

REALISATION

In the period between 17th September and 31st December 2007, a total of **448 lessons** according to the schedule for the initial training instruction, **74 additional lessons** and **7 visits to institutions** were organised as part of the programme for initial training of the Academy.



Of the total number of **448 lessons held** as part of the regular instruction, the number of lessons by subject was as follows:



Within the framework of the additional instruction, which was introduced for the purpose of deepening the knowledge of the candidates for the application of specific institutes in the area of material and procedural legislation through concrete examples, whereas the lessons were held by judges and prosecutors from the courts and public prosecution of all instances as well as by domestic and international experts from all areas of the law.

For the realisation of the additional lessons, **15 foreign experts** from diverse areas of the law were co-opted alongside the national experts.

Another additional activity of the candidates was their participation in the seminars for organised crime and corruption organised within the **Twinning Project** “Department for the Fight against Organised Crime and Corruption – General Public Prosecutor’s Office”,

held as a component of the continuous education, during which lectures were held by a number of experts from Italy, renown in this area.

IV. INITIAL TRAINING – PRACTICAL INSTRUCTION

The theoretical instruction for the first generation of candidates for judges and public prosecutors **ends on 15th February 2008**, to be followed by the practical part of the initial training with 9 month duration.

- The practical part of the initial training will be conducted under the guidance of mentors - judges and public prosecutors. The final mentor list of 70 mentors and 19 deputies was endorsed by the Judicial Council and the Council of Public Prosecutors of the RM.
- The candidate can receive a maximum of 30 points by the mentor team in the practical training.

The objective of the practical training is, under the guidance of the mentors, to equip the candidates with training and professional abilities and skills necessary for a successful execution of the judicial or prosecutorial function, respectively.

THE CONCEPT OF MENTORSHIP

The practical training has embraced the concept of regional mentorship, thus organising the practical training under the mentorship of judges and public prosecutors from the **Basic Courts Skopje and Skopje II, Ship, Bitola** and the **Appellate Courts**, and also from the **Basic Public Prosecutor's Offices in Skopje, Ship, Bitola** and the **Higher Public Prosecutor's Offices**, as well as from other state authorities and institutions in accordance with the needs of the programme and depending on the region where the candidate originates from. The objective of this organisational structure of the training is, through the development and promotion of mentorship in the form of interactive work between the mentor and the candidate, to develop and strengthen the capacities and efficiency of the judicial-prosecutorial system on the entire territory of the Republic of Macedonia.

This training will be realised through:

- Solving of actual and hypothetical cases,
- Participation in case simulations and moot court trials,
- Essay writing,
- Writing of case acts and other written assignments.

TRAINING OF THE MENTORS

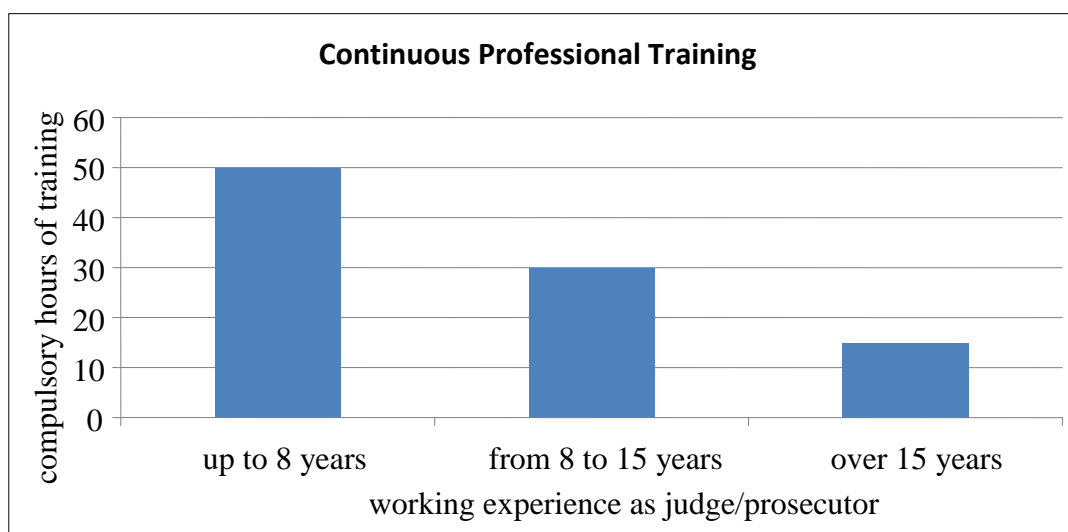
Training of the mentors is foreseen as part of the continuous training, the delivery of which is planned for **21st and 22nd February 2008** through the CARDS Programme as **one training session for mentor coordinators, and training for all newly-appointed mentors** within the framework of the project for bilateral cooperation with the **French Embassy**.

FINAL EXAMINATION

- Upon the completion of the practical training, the candidates will have one month at their disposal to prepare for the final examination;
- The successful completion of the final examination earns the candidates 40 points at most;
- The candidates who have been awarded at least 80 points in total in all three segments of the training acquire the right to be elected by the Judicial Council of the Republic of Macedonia and appointed by the Council of the Public Prosecutors to the position judge or public prosecutor, respectively, in accordance with the ranking list submitted to them by the Academy.

CONTINUOUS PROFESSIONAL TRAINING

- The Law on the Academy introduces an innovation in that the Academy designs and implements the continuous training of judges and prosecutors in the shape of compulsory minimum number of hours of training per year, depending on their respective working experience by topics and areas, in accordance with the Framework Programme for the Training of all Target Groups 2007-2009.
- This is realised through the design and delivery to each judge and public prosecutor of a detailed calendar of every training event for the period September – December 2007.



Target groups:

1. JUDGES AND PUBLIC PROSECUTORS:

- 589 judges and 180 public prosecutors and their deputies,
- 18 judges of the newly elected Administrative Court of the Republic of Macedonia, and
- 11 judges of the newly elected Appellate Court in Gostivar.

2. CIVIL SERVANTS FROM THE MINISTRY OF JUSTICE, RESPONSIBLE FOR ISSUES IN THE AREA OF THE JUDICIARY:

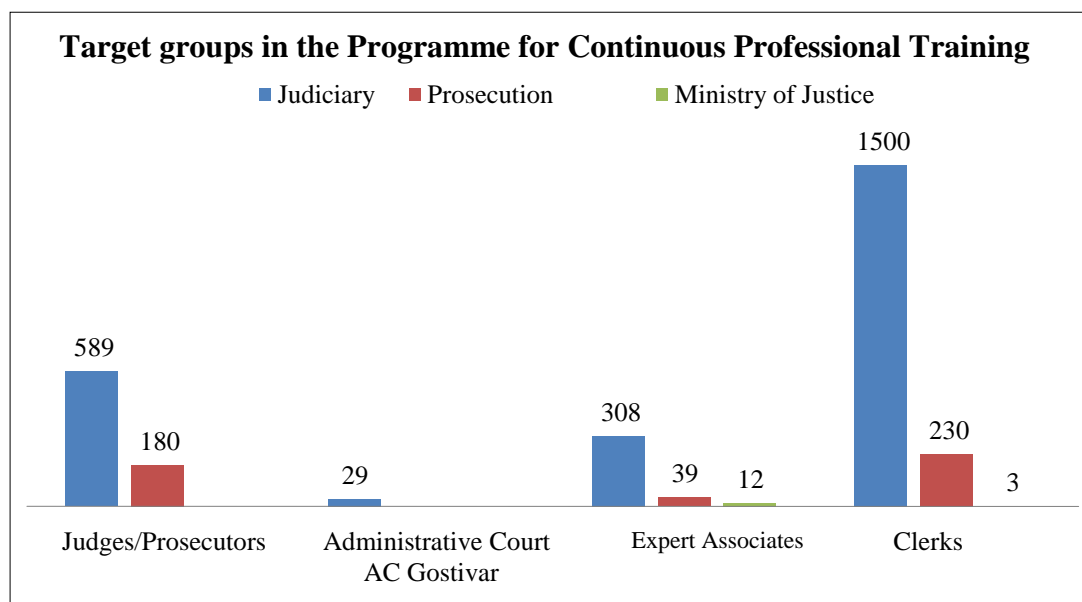
- 12 expert civil servants,
- 3 administrative-expert civil servants.

3. LEGAL ASSOCIATES IN THE COURTS AND PUBLIC PROSECUTOR OFFICES:

- 308 legal associates in all courts in the Republic of Macedonia,
- 39 legal associates in all public prosecutors offices in the Republic of Macedonia.

4. JUDICIAL AND PROSECUTORIAL ADMINISTRATIVE STAFF:

- clerks in all courts in the Republic of Macedonia,
- 230 clerks in all public prosecutors offices in the Republic of Macedonia.



CONCEPT AND OBJECTIVES

BASIC OBJECTIVE

- o To broaden the legal knowledge;
- o To enable practical application of the laws;
- o To develop complementary skills;
- o To enable application of international law and the law of the EU as well as the practice.

WIDER GOAL

- o To preparation for the integration of the judicial system of the Republic of Macedonia in the European Union.

ASSESSMENT OF NEEDS

- Analysis of the real needs of the target groups, use of comparative materials from the other training schools;
- Survey of all judicial institutions in the Republic of Macedonia (courts, public prosecutor offices, Ombudsman, Chamber of Attorneys at Law, etc.);
- **Novelty – in consultation with other institutions on the topics required for the training of the judges and the public prosecutors**, state institutions, international organisations, NGOs.

DECENTRALIZATION AND EFFICIENCY

- A small portion of the training is held in the premises of the Academy, with **priority being given to the decentralisation of the training locations** to the Appellate Courts in Skopje, Bitola and Shtip in the form of workshops, roundtables and seminars. Such an organisation of the training was justifiable due to the following reasons – decreased costs, increased efficiency, learning in a working environment, equitable development of the judiciary in the entire country. The training was held during the regular working hours, but also after the working hours and on Saturdays, in order to avoid postponement of scheduled hearings. The objective was to achieve a balance between the need for judges and public prosecutors to efficiently execute their regular working assignments (a trial within a reasonable time) and the legal obligation for continuous professional training.

CONTENT OF THE TRAINING

- The novelties in the material and procedural legislation in the fundamental areas of the law (criminal, civil, commercial);
- Judicial-prosecutorial practice and jurisprudence;
- Fight against organised crime and corruption, human trafficking;
- Training for other complementary skills: ethics, deontology, court psychology, time and case management, communication skills, public and media relations, alternative dispute resolution - mediation;
- Specific articles from the European Convention on Human Rights (ECHR) with the appropriate practice of the domestic courts, comparative practice of other states and the case law of the European Court of Human Rights (ECtHR) and of other international courts with the aim of correct application of the international standards for a fair trial within a reasonable time.
- The modules for the general and specific areas of international law and of the law of the EU (right to competition, intellectual property, consumer protection, international bankruptcy, international humanitarian law, etc.);
- Foreign languages (English and French – beginner and advanced course), IT lessons and legal research.

RECORD KEEPING

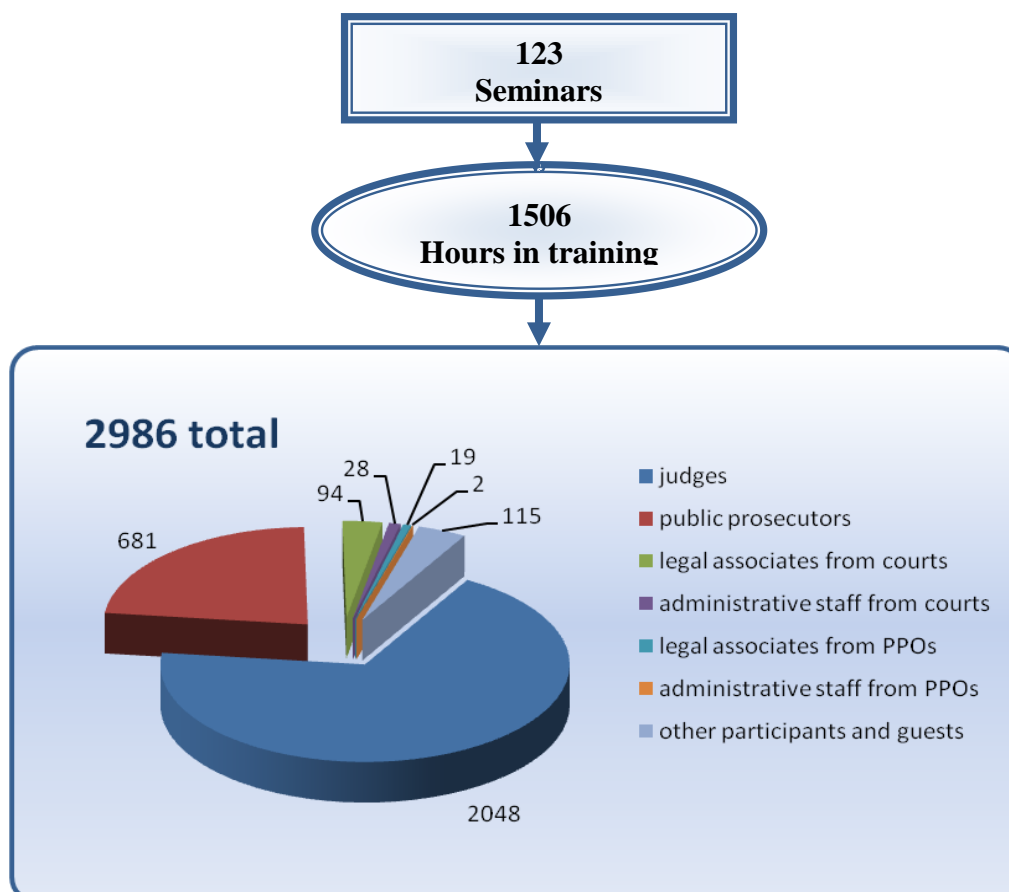
The Academy maintains individual records for the judges, the prosecutors and the civil servants from the Ministry of Justice who have taken part in the activities prescribed by the Programme.

It issues certificates for the hours spent in training to judges, prosecutors and civil servants from the MJ, and submits the respective data to the Judicial Council of the Republic of Macedonia, the Council of the Public Prosecutors and the Minister of Justice.

From the total of **109 planned training sessions for continuous professional training of the judges and the public prosecutors**, only **three (3) were postponed**, which indicates an extremely high degree of realisation of the training of **97.25%**. One seminar was postponed due to the heavy schedule of the foreign experts (it was later held in January 2008), whereas the remaining two were postponed due to study visits of the domestic trainers.

In the period from **1st January to 31st December 2007**, the Academy organised on its own or in collaboration, a total of **123 seminars**, with a total of **1506 instructional hours of training** and with a total participation of **2987 attendees**, of whom **2048 judges**, **681 public prosecutors**, **94 legal associates from the courts**, **28 administrative staff from the courts**, **19 legal associates from the public prosecutor offices**, **2 administrative staff from the public prosecutor offices** and also **115 other participants and guests**.

The following chart presents the data pertaining to the continuous professional training:



The Programme for the Continuous Professional Training of the Judges and Prosecutors was primarily implemented with **own funds from the Budget of the Republic of Macedonia**, in accordance with the priorities and needs of the judges and the public prosecutors.

At the same time, within the implementation of part of the Programme, funding was secured through projects from international organisations. The following is a detailed account of the projects implemented according to the number of activities, participants, place and time of realisation, topics, etc.

The most significant projects realised in the course of 2007 are:

- **The CARDS 2004 project „Technical Assistance for Support to the Establishment of the Institute for Judicial Training – Phase II”;** the technical assistance consists of the following three segments: normative – preparation/amendment of the relevant laws and bylaws; preparation and implementation of all training programmes, delivery of the preparatory instruction for the members of the communities in the Republic of Macedonia, organisation of the qualification test and the entrance and the final examinations; organisation and training with participation of EU experts; support of the institutional development of the Academy and facilitation of its sustainability.

Within this project 15 training sessions were organised with a total 496 participants who spent a total of 231 hours in training.

- **The OSCE Spillover Mission** in Skopje (Department for the Rule of Law), **the Academy, the Ministry of Justice, and the USA Embassy in the RM / the OPDAT Programme** implemented jointly the Project **“Strengthening the Capacities of the Judiciary and Prosecution for Processing Cases against Humanity and International Humanitarian Law in the Context of the Returning of the Four Cases from the ICTY”**.

As part of this project a total of 10 training events were organised for 275 participants, with a total of 113 hours spent in training, and 3 study visits to the ICTY and one to the State Court of BiH.

- **The Project for Bilateral Macedonian – French Cooperation** in the area of training of the judiciary, financed by the Government of the Republic of France and organised by the Embassy of the Republic of France in the Republic of Macedonia through the mission of the French expert Mr. Dominique Durand, Public Prosecutor for Financial Crime, which for the next two years foresees several segments of cooperation.
- **The TWINNING Project “Harmonising the Legislation on Competition Policy and Strengthening of the Administrative Capacity of the Body for the Protection of Competition”**.

As part of this project 12 training sessions were realised in total, with 99 participants receiving a total of 253 training hours.

- **The Embassy of the USA in the Republic of Macedonia/ OPDAT Programme – The Office for Public Prosecutor Development, Assistance and Training of the US**

Department of Justice, aided in the organisation of seminars, study visits for judges and public prosecutors to the USA and English Language courses (beginner and advanced level).

This activity facilitated a total of 2 training sessions for 57 participants with a total of 15 hours spent in training.

- **USAID/DPK Consulting** – training of the court administration and the newly elected judges.

Within this project, a total of 5 training instances were organised for 64 participants spending 57 hours in training in total.

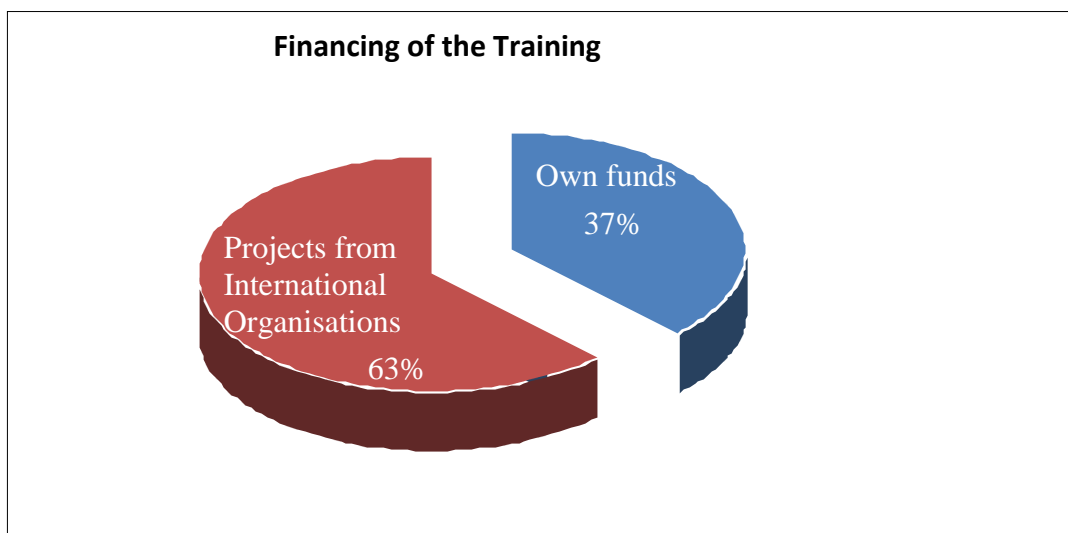
- **The TWINNING Project for Fight Against Organised Crime and Corruption** made possible the participation of judges and public prosecutors from the Department for Prosecution of Perpetrators of Acts in the Area of Organised Crime and Corruption of the Public Prosecution of the Republic of Macedonia, the Ministry of Interior and the Financial Police, the Administration and other judges and public prosecutors working on the issue of combating organised crime and corruption, human trafficking, computer crime, etc.

As part of this project 3 training sessions in total were organised with 69 hours of training for 82 participants, and two study visits.

- **The HELP Programme of the Council of Europe:**
 - Programme goal** – to fully integrate the standards and concepts embedded in the European Convention on Human Rights and the jurisprudence of the European Court of Human Rights in the curricula and syllabi of the national training institutions in all member states of the Council of Europe.
- **The Regional Project of the German Association for Technical Cooperation (GTZ)** of the Federal Ministry for Economic Cooperation of the Federal Republic of Germany:
 - Goal** – to implement training of the judges and the public prosecutors for the application of the Law on Bankruptcy and the Law on Commercial Companies, in a correlation with regional experiences, strengthening the capacity of the Macedonian judiciary, increase of the public confidence in the judiciary and harmonisation of the domestic legislation with the relevant Acquis of the European Union.
- **The TEMPUS Project „Towards the EU Standards on Copyright and Related Rights”**, in cooperation with the „Justinianus Primus” Faculty of Law.

This project enabled the realisation of a total of 9 training sessions for 158 participants who received a total of 63 hours of training.

In addition, the Academy was able to secure resources, including its own funding, to facilitate study visits abroad for judges and prosecutors for the purpose of their active involvement in current activities organised and offered by the other European training institutions and training networks.



SPECIALISED PROGRAMMES

- As part of its specialised programmes, in the period from 19th November to 4th December 2007, the Academy for Training of Judges and Public Prosecutors of the Republic of Macedonia conducted a specialised **„Programme for Initial Intensive Training of the Judges Elected to the Administrative Court”**.
- From the 14th to 25th January 2008, the Academy delivered the **„Programme for Training of the Judges of the Criminal and Civil Department of the Gostivar Appellate Court”**.

TRAINING OF TRAINERS

For the purposes of strengthening the capacities of the Academy and also with the aim of enhancing the professional expertise and skills of national trainers, the Academy managed to realise 3 domestic training sessions and several study visits for the trainers, as well as exchange visits with several European states in cooperation with the EJTN, with the following ones out standing out for their significance: **the training of trainers** in the area of **human rights and the European Law**, which was conducted as part of the EU funded CARDS Project and the HELP Programme of the Council of Europe for Training on the European Human Rights Convention and **on specific segments of the law of the European Union (protection of competition, internal market, data protection, as well as individual segments from the judicial-prosecutorial work (techniques for writing verdicts, etc.))**.

INTERNATIONAL COOPERATION

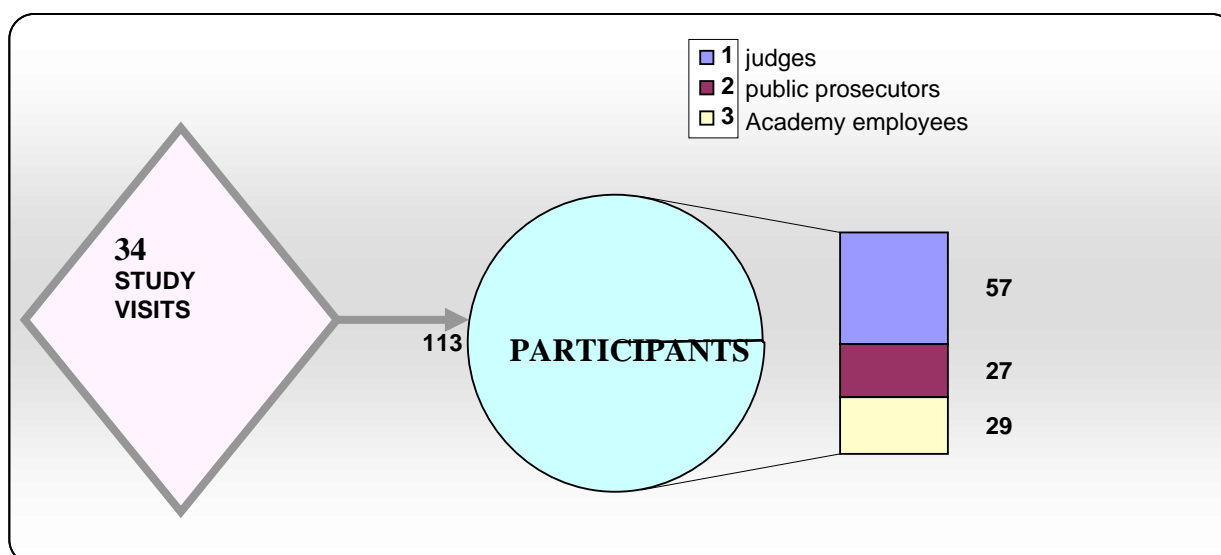
- At the Ninth General Assembly of the European Judicial Training Network (EJTN) of the EU, held from 11th to 13th June 2007 in Trier, Germany, the Academy received an observer status, simultaneously with the Croatian Judicial Academy;
- The European Network for Exchange of Information between Persons and Entities Responsible for the Training of Judges and Public Prosecutors (the Lisbon Network), within the Council of Europe;

- Direct cooperation with the judicial schools of France, Romania, Albania , etc.;
- Partaking in the work of the Council of Europe, the CCJE, the ERA and other organisations and institutions;
- Approved participation in training in the Spanish School for Judges, within the judges and public prosecutors exchange programme and participation in the calendar of training events organised by the EJTN and the Academy;
- Participation of our judges and public prosecutors on the training events in the Academy for European Law in Trier.

STUDY VISITS

In the course of 2007, the Academy achieved a fruitful international cooperation which resulted in **34 study visits for the purpose of training of judges, public prosecutors, trainers, and the staff and bodies of the Academy, with a total of 113 participants** representing the Republic of Macedonia. Of them **57** came from the rank of the **judges**, **27** came from the **public prosecution**, whereas **29** persons represented the **staff** and bodies of the Academy in the international study visits. The following visits deserve to be singled out as especially significant for the professional advancement of judges and public prosecutors: the three visits to the International Criminal Tribunal for the Former Yugoslavia in the Hague, the four training events of the trainers in the area of human rights and the European Law and the study visit to the School for Magistrates in France.

As previously stated, **5 study visits for the purpose of training of trainers** in the area of European Law and human rights were conducted with the aim of strengthening the capacities of the Academy, attended by **11 judges and public prosecutors** from the list of permanent trainers of the Academy. Similarly, **14 study visits** were organised for the staff and members of the bodies of the Academy.



CAPACITIES, FACILITIES, EQUIPMENT, HUMAN RESOURCES

- The Academy ensures a high level of expertise and training for its staff.
- The management structure of the Academy attended in the course of 2007 numerous meetings in the country and abroad with representatives of relevant institutions, both domestic and international, during which the framework of possible cooperation was discussed or the already existing cooperation was furthered. Similarly, with the aim of developing the abilities and knowledge of the managerial officials and the professional department for the design and development of the training curricula, for budgeting and for strategic planning a great number of training instances were organised both at home and abroad. Especially significant is the international collaboration with the specific schools and academies in Europe (Romania, Albania, France), facilitating gaining of experience which will be incorporated in the programme of the Academy and adapted to the national specificities.
- The Academy commenced its work with 4 employees, according to the Law on Civil Servants, and 7 employees with fixed-term contracts.
- In the course of 2007, 4 additional staff were employed with one employment procedure still in progress, in accordance with the projection in the NPAA.
- Currently, the Academy functions with 8 civil servants and 5 staff members on fixed-term contracts (in addition to the Director and the Executive Director).
- The Academy has at its disposal 9 fully furnished offices for its employees, two classrooms furnished with sophisticated technical equipment (plasma DVD, LCD projector, facility for simultaneous translation); one conference room fully equipped for simultaneous translation and housing an LCD projector, computer laboratory with 12 computers, a cabin with simultaneous translation equipment and an LCD projector, a library with domestic and foreign legal publications and one conference room.





FUNDING SOURCES

- The budget for 2007 amounted to EURO 594,754.09 with the approved budget for 2008 amounting to EURO 444,786.88, which represents a decrease in the funding of EURO 149,967.21 or 25%.
- The budget enabled the acquisition of a web page, Microsoft office licences, an antivirus programme, upgrading of the computers, etc.

THE FUTURE AND PLANNED ACTIVITIES

- For the purpose of strengthening of the institution and building its capacities, a proposal for amendment of the NPAA has been prepared in the direction of strengthening of the legislative, staffing, spatial and technical capacities of the institution.

With the aim of realisation of the **Programme for Conitnuous Professional Training for the Year 2008**, the Academy designed and the Management Board at its session held on 27th December 2007 adopted a Calendar with planned training events for continuous professional training for the year 2008 and detailed bi-monthly calendars for all target groups – beneficiaries of the services of the Academy, that have been submitted to every participant in the respective target group.

The following project proposals for trainings have been submitted to be realised jointly by domestic and foreign authorities and institutions:

- Fight against corruption,
- The new role of the public prosecutors,
- Juvenile justice,
- Intellectual property,
- Specific segments from the EU Law with domestic and foreign authorities and institutions.

The Academy has submitted to the Ministry of Justice a Project Proposal for the IPA Funds. The Project Proposal comprises four components, as follows: 1) The establishment of regional training centres in Bitola, Gostivar and Shtip; 2) The introduction of a contemporary e-learning system; 3) Procurement of a minibus necessary when travelling for training purposes; and 4) Enrichment of the library collection through subscription to on-line reviews and data bases.

EVALUATION

- The participants in the initial training and also in the continuous professional training have had the opportunity for continuous evaluation of all elements of the training they have been receiving;
- The participants in the continuous training have been evaluating the work in each training segment and of each educator through questionnaires and evaluations;
- External evaluation by a CARDS expert.

VISIBILITY IN THE WORK

- Public and transparent information on the activities of the Academy is available through:
 - its internet page www.jpacademy.gov.mk,
 - its notice board, and
 - the publishing of the regulations of its work in the “Official Gazette of the Republic of Macedonia”.

The Academy is open and ready for cooperation with all institutions and organisations with the aim to enrich and further advance the overall educational process in the judiciary.