

2018

REPORT

ON THE WORK OF THE ACADEMY FOR JUDGES AND PUBLIC PROSECUTORS
"PAVEL SHATEV" FOR 2018

*Text in the image below: Coat of Arms of Republic of North Macedonia
ACADEMY FOR JUDGES AND PUBLIC PROSECUTORS "PAVEL SHATEV"
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РЕПУБЛИКА СЕВЕРНА МАКЕДОНИЈА
**АКАДЕМИЈА ЗА СУДИИ И ЈАВНИ ОБВИНИТЕЛИ
ПАВЕЛ ШАТЕВ**



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I INTRODUCTORY REMARKS

The Academy for Judges and Public Prosecutors "Pavel Shatev", in 2018, with the successful realization of all the planned activities, confirmed its maximum commitment to the improvement of the efficiency and effectiveness of the judicial system through professional training of the judges, public prosecutors, the judicial and prosecutorial service.

The Academy, in 2018, worked on the improvement of the quality of the trainings, by selecting new contents, methods and topics, in accordance with the international standards and training programs, on the strengthening of its own capacities, it expanded and strengthened the domestic and international cooperation, and at the same time consistently implemented the recommendations of the European Commission, contained in the reports on the monitoring of the progress of our country, of GRECO from the Fourth Evaluation Round and other international reports, thus continuously contributing to the strengthening of the expertise, professionalism and independence of the judiciary as one of the priorities of the judicial reforms in the Republic of North Macedonia, and a key priority of the Partnership for Accession to the European Union.

The improvement of the judiciary competence by reforming the performance management systems and the strengthening of the systems for initial and continuous professional development were the priorities of the Academy. Within this framework, the Academy conducted all activities in accordance with the NPAA and for this purpose, in cooperation with the partners, conducted trainings, seminars, round tables, trainings for trainers and other educational events at basic and advanced level, in order to strengthen the teaching staff, by putting a special emphasis on the ethical principles, the ethical behaviour of the judges, public prosecutors, the judicial and prosecutorial service, in order to strengthen the integrity and increase the trust among the public.

A pilot project on the topic "Drafting judgments and charges" was prepared and implemented for the purpose of evaluating the efficiency and effect of the conducted trainings on the improvement of the quality of the regular judicial and prosecutorial practice, in accordance with the recommendations of the hired expert within the framework of the IPA 2010 project, for the development of a "Methodology for assessment of the effectiveness of the trainings with mechanisms for qualitative assessment of the trainings".



The implementation of the pilot project commenced on April 5, 2018 on the topic: "Drafting judgments and charges" where judges from criminal departments and public prosecutors with up to 10 years of service were the target group. 15 participants total attended the training, of whom 5 were judges and 10 were public prosecutors.

By the end of February 2018, within the framework of the initial training, practical training was initiated for 37 participants of the new sixth generation of participants in the Academy. After the completion of the practical training in the courts, public prosecutor's offices and other institutions, the participants in the initial training will take a final test of knowledge and, the ones who have successfully passed the test, will acquire certificates and status of candidates for judges and public prosecutors.

The implementation of "2018 Work Program" was complete, and all legal obligations regarding the continuous training of judges, prosecutors and other target groups were fulfilled through the implementation of the annual training plans for 2018. All project activities that arose from the international cooperation of the Academy with its foreign partners were fully realized as well.

In order to promote the judicial system and its values, the Academy continued to strengthen the partnership with the training institutions of the countries from the region and Europe, in terms of the implementation of the training modules that represent training priorities, through active participation and networking in the Regional Cooperation Council (RCC), participation in the activities of the international bodies and organizations of the European Union, the Council of Europe and beyond, namely the European Judicial Training Network (EJTN), the GRECO Committee at the Council of Europe, the Consultative Council of European Judges (CCJE), the European Commission for the Efficiency of Justice (CEPEJ), the International Judicial Training Network (IJOT) and many others, while providing comparative information and translation of documents that made a significant contribution to the strengthening of the quality and efficiency of the judiciary.

II LEGISLATIVE FRAMEWORK

The Law on the Academy for Judges and Public Prosecutors ("Official Gazette of the Republic of Macedonia" No. 20/2015), together with the modifications and amendments ("Official Gazette of the Republic of Macedonia" No. 192/2015 and 231/2015), in terms of the status, promotes the previous legal concept regarding the independence and autonomy of the Academy, as well as the expertise and competence of its authorities and bodies and the continuous strengthening of the capacities of the teaching staff, in particular. At the same time, all by-laws, within the competences of the Management Board, are harmonized with



the Law on the Academy and regulate in detail the internal organization and the manner of execution of all segments of the activity of the Academy.

The Law amending the Law on the Academy for Judges and Public Prosecutors ("Official Gazette of the Republic of Macedonia" No. 163/2018) modifies the conditions for appointing members and deputy members of the Academy bodies (Management Board and Program Council) and appointing director and deputy director of the Academy, the conditions for determining lecturers and mentors at the Academy, and corrects the conditions for enrolment in the initial training of the Academy. In October 2018, in accordance with the transitional and final provisions of this Law, new Management Board of the Academy was constituted, for which the Academy announced an open call for the election of director and deputy director of the Academy in line with the terms and conditions of this Law and procedure for constituting new Program Council of the Academy was initiated as well. After the conducted transparent procedure upon the announced open call, Prof. Dr. Natasha Gaber Damjanovska was appointed as the new director of the Academy.

III ACTIVITIES OF THE ACADEMY BODIES

1. WORK OF THE ACADEMY MANAGEMENT BOARD

In the course of 2018, the Academy Management Board held 13 meetings, which addressed important issues within the scope of the competences of the Management Board. At the proposal of the Program Council, the Management Board established "Initial Training - Practical Training Program". Regarding the bylaws, the Management Board adopted "Rulebook amending the Rulebook on Initial Training", and "Rulebook amending the Rulebook on Job Systematization in the Academy".

The Academy Management Board adopted "Report on the work of the Academy for 2017", "Final Account for 2017", "2018 Work Program", as well as the "Annual Public Procurement Plan for 2018" and the "Financial Plan", created a list of mentors for the VI generation of participants in the initial training based on the proposals of the JCRM and CPPRM and supplemented the list of mentors at the proposal of the CPPRM, and based on the positive opinion of the Program Council, determined a supplementation to the list of lecturers at the Academy.

The Management Board was regularly informed by the director of all ongoing activities within the scope of the Academy's activity, whereby it adopted conclusions and decisions in the domain of its competence, in order to ensure continuous realization of the Academy's activity.



In addition, the Management Board followed the implementation of Law on the Academy for Judges and Public Prosecutors ("Official Gazette of the Republic of Macedonia" No. 20/2015, 192/2015 231/2015 and 163/2018). On October 22, 2018, pursuant to the latest modifications and amendments to the Law, new Management Board of the Academy was constituted. The new composition of the Management Board announced an open call for election of director and deputy director of the Academy, appointed acting director of the Academy from the members of the Management Board until the election of the new director, implemented procedure for the appointment of director and deputy director of the Academy and, from the several candidates who applied for such positions, on 28.11.2018 elected and appointed the new director of the Academy. In addition, the Management Board adopted statutory resolution on the modification and amendment to the Statute of the Academy for Judges and Public Prosecutors "Pavel Shatev", for the purpose of compliance of the Statute with the latest modifications and amendments to the Law on the Academy, the Rules of Procedure of the Management Board, as well as resolutions from the scope of its competence and reviewed multiple issues of interest for the functioning of the Academy.

2. WORK OF THE ACADEMY PROGRAM COUNCIL

The Program Council, as an expert body of the Academy, monitors the implementation of the training programs, their efficiency and success, provides an opinion on the list of lecturers and continuously works on upgrading and improving the training programs, the teaching methodologies and techniques in cooperation with the lecturers, the mentors, the director and the professional service of the Academy, in accordance with the Law on the Academy for Judges and Public Prosecutors.

In the course of 2018, the Program Council, acting within the framework of its competencies stipulated by the Law on the Academy and the Statute, held sessions chaired by the Director of the Academy at which it provided guidance and determined: "Initial Training – Practical Training Program" and gave a positive opinion on the supplementation of the list of lecturers meeting the conditions, in accordance with the Law on the Academy.

The Program Council, within the framework of the new competence envisaged by the Law on the Academy, worked on the verification of the database of questions and databases of case studies for conducting the knowledge test among the participants in the initial training after the completion of the theoretical training in the Academy, previously prepared by the lecturers at the Academy.



3. WORK AND ACTIVITIES OF THE ACADEMY DIRECTOR

The work program of the Director, adopted by the Academy Management Board, was fully implemented, in cooperation with the professional service. As part of the regular work activities, within the framework of the numerous consultations, round tables, trainings and conferences organized in the period from January to December 2018, in cooperation with domestic and foreign/international relevant institutions and projects, in which national and foreign experts participated and presented, the Director had a total of 22 greetings and thematic addresses.

The Director held work meetings with representatives of domestic and international institutions, embassies and projects, project evaluators, in order to negotiate and successfully implement projects, exchange experiences, lecturers, organize study visits and issue publications, that is, for the purposes of strengthening the domestic and international cooperation with the judiciaries of many countries.

The Director actively participated in all work activities related to the realization of the "Action Plan of the Government of the Republic of Macedonia" prepared on the basis of the List of Urgent Reform Priorities (in accordance with the "Reinhard Priebe Report"). According to that Plan, in relation to the Academy, realization of several activities was planned related to the organization of trainings for judges and public prosecutors, dedicated to judicial ethics and integrity, trainings for trainers, as well as development of a methodology for evaluation of the training, including exchange of experience and comparative practice, through organizing study visits of the European Court of Human Rights in Strasbourg.

On the session held on 26.10.2018, the Management Board of the Academy for Judges and Public Prosecutors "Pavel Shatev" adopted a resolution on the appointment of acting director of the Academy for Judges and Public Prosecutors "Pavel Shatev", Vjolca Elmazi, a public prosecutor in the Senior Public Prosecutor's Office Gostivar, from the members of the Management board of the Academy for Judges and Public Prosecutors "Pavel Shatev", until the appointment of the new director.

The acting director realized work meetings with representatives of domestic and international institutions, embassies and projects, in order to negotiate and successfully implement projects, exchange experiences, lecturers, organize study visits and issue publications, that is, for the purposes of strengthening the domestic and international cooperation with the judiciaries of many countries.

On 30.11.2018, appointment of the director of the Academy was performed in the premises of the Academy for Judges and Public Prosecutors "Pavel Shatev".

The capacity - new director was given to Prof. Dr. Natasha Gaber Damjanovska by the former acting director of the Academy, Mrs. Vjolca Elmazi, public prosecutor in the Senior Public Prosecutor's Office Gostivar.



The acting director of the Academy, Mrs. Elmazi, presented and handed over the current and future obligations, in order to ensure that the operations of the Academy would not be interrupted. Prof. Dr. Natasha Gaber-Damjanovska, after being appointed as the new Director of the Academy starting from 01.12.2018, held numerous meetings with representatives of domestic and international institutions, embassies and projects. The meetings were held to learn about previous mutual cooperation, arrange future projects, exchange experiences, as well as to strengthen the already established cooperation.

IV INTERNAL ORGANIZATION, WORK AND ACTIVITIES OF THE PROFESSIONAL SERVICE

INTERNAL ORGANIZATION

According to the Rulebook on Internal Organization of the Academy for Judges and Public Prosecutors "Pavel Shatev", the Academy has the following organizational units:

1. Training Sector

- 1.1 Department of Initial Training and Practicing of Judicial or Prosecutorial Function;
- 1.2 Department of Continuous Professional Development, International Cooperation, Foreign Assistance and Management of IPA funds.

2. Legal Affairs and Human Resources Management Sector

- 2.1 Department of Legal Affairs and Human Resources Management;
- 2.2 Department of Information Technologies, Library, Statistics, Research and Strategic Planning;
- 2.3 Department of Statistics, Evaluation and Analysis

3. Financial Affairs Sector

- 3.1 Department of Financial Affairs
- 3.2 Department of Budget Coordination

In the course of 2018 the Professional Service of the Academy professionally performed all activities and tasks, thus contributing to the achievement of the foreseen objectives in all segments of its operation and the institutional strengthening within the overall judicial system. The professional service performed all tasks in a timely and quality manner, thus providing



support in the exercising of the competencies of the authorities and bodies of the Academy, the lecturers and mentors as holders of the educational process and the preparation of the exams, as well as in the field of effective business correspondence with other bodies and institutions. All obligations and priorities arising from the regulations on labour relations, administrative officials, public procurement, preparation and implementation of the budget and realization of the priority activity of the Academy – conducting the initial training and the continuous professional development, were carried out in a timely manner.

PROFESSIONAL DEVELOPMENT AND TRAININGS

In terms of the professional development and the expert and efficient activities of the employed administrative officials, at the end of 2017 the Academy adopted the Annual Plan for Training of Administrative Officials for 2018. In the course of 2018, the employees did not attend the trainings in accordance with the Annual Plan for Trainings, since the Academy did not receive invitations for holding such trainings. Part of the employees, involved in the implementation of the public procurement procedures, attended public procurement training.

PARTICIPATION OF THE DIRECTOR AND THE PROFESSIONAL SERVICE IN THE WORKING BODIES AND GROUPS

In addition to performing the regular work tasks within the scope of the work and the activities of the Academy, the Director and the staff of the professional service, under the authorization of the Director, actively participated in the capacity of members of the working groups for Chapter 23 of the NPAA - Judiciary and Fundamental Rights and Anti-Corruption Policy (coordinator - Ministry of Justice) and the working group for chapter 3.7. of the NPAA - Right to Intellectual Property (coordinator - State Office of Industrial Property).

V HUMAN RESOURCES

A total of 18 persons, in addition to the Director, are employed in the Academy for Judges and Public Prosecutors, of whom:

- 16 administrative officials; and
- 2 workers, employed in accordance with the Labour Law.

The schedule of occupied job positions is as follows:

1. Within the Initial Training Sector:



- In the Department of Initial Training and Practicing of Judicial or Prosecutorial Function – 1 Associate employed;
- In the Department of Continuous Professional Development, International Cooperation, Foreign Assistance and Management of IPA Funds – 2 Associates and 2 Junior Associates employed;
- 2. In the Legal Affairs and Human Resources Management Sector - A Head of the Sector employed;
- 3. In the Legal Affairs and Human Resources Department - 1 Junior Associate, 1 Independent Officer, 1 Junior Officer employed. Auxiliary technicians - 1 Courier and 1 Cleaner;
- In the Department of Information Technologies, Library, Statistics, Research and Strategic Planning - 1 Counsellor, 1 Senior Associate, 1 Associate, 2 Junior Associates and 1 Independent Officer employed;
- In the Department of Statistics, Evaluation and Analysis - there are no employments;
- 4. Within the Financial Affairs Sector:
 - In the Department of Financial Affairs - 1 Head of Department employed;
 - In the Department of Budget Coordination – there are no employments.

In the course of 2018, apart from the aforementioned employees, labour relation was established with 37 participants in the initial training within the VI generation of participants in the initial training. The labour relation of the participants is based on a definite time period, which lasts until the completion of the initial training and the election of the candidate for a judge in a basic court, or for a public prosecutor in the basic public prosecutor's office.

VI INITIAL TRAINING

SIXTH GENERATION OF PARTICIPANTS IN THE INITIAL TRAINING 2017/2019 – 37 participants

Once the participants in the initial training completed the theoretical part of the training, on February 9, 2018 they took the test for knowledge check at the end of the theoretical training. Namely, pursuant to the Rulebook on Initial Training ("Official Gazette of Republic of Macedonia" no. 77/2017 and 88/2017), the assessment of the achieved success of the participants with regards to the theoretical part of the training was done with a test of knowledge conducted after the completion of all modules of the theoretical training, as well as in continuity in the course of the training by grading the essays and homework. The test contains particular number of questions and case studies from each subject, according to the



number of lectures foreseen for such subject in the Theoretical Training Program. The questions and case studies are prepared by lecturers who held the lectures in the course of the theoretical part of the training, while the questions from the test are verified by the Program Council of the Academy. The test is conducted electronically.

All of the participants have successfully passed the test and, upon the determination of the participants for the capacity of judge i.e. public prosecutor, continued with the realization of the practical part of the training.

PRACTICAL TRAINING

The initial training in the Academy for Judges and Public Prosecutors is attended by the total of 37 participants, of whom 26 participants attend the practical part of the training realized in accordance with the Rulebook on Initial Training, the Practical Training Program and the Schedule for conducting practical training.

Out of total 37 participants in the initial training, 18 participants are determined for the capacity of judge, while 19 participants are determined for the capacity of public prosecutor.

The majority of the participants determined for the capacity of **judges**, i.e. 15 participants are in the appellate region Skopje. From the remaining participants, one participant attends practical training in the appellate region Bitola, one participant attends practical training in the appellate region Gostivar and one participant attends practical training in the appellate region Stip.

From the participants determined for the capacity of **public prosecutors**, 15 participants attend practical training in the appellate region Skopje, two participants attend practical training in the appellate region Bitola, one participant attends practical training in the appellate region Gostivar and one participant attends practical training in the appellate region Stip.

The practical training is conducted according to the guidelines and instructions of the mentors.

The mentors are appointed from the active judges and public prosecutors meeting the criteria for mentors foreseen in Article 48 of the Law on Academy for Judges and Public Prosecutors.

The duration of the practical part of the training is determined depending on whether the participant is determined for the capacity of judge or public prosecutor.

The duration of the practical part of the training for the participant determined for the capacity of **judge** is: ten months in the basic courts (five months for civil matter and five months for criminal matter), two months in appellate courts (one month for civil matter and one month for criminal matter), two months in the basic public prosecutor's offices, one week in the Administrative Court and one week in the Higher Administrative Court.



The duration of the practical part of the training for the participant determined for the capacity of **public prosecutor** is: ten months in the basic public prosecutor's offices, one month in the higher basic public prosecutor's offices, two months in the basic courts (one month for civil matter and one month for criminal matter), one month in the Ministry of Interior (Internal Affairs Department), one week in the Administrative Court and one week in the Higher Administrative Court.

In the course of the practical part of the training, each participant can acquire up to 20 points.

The assessment of the achieved success of the participants in the practical part of the training is done by the mentors.

The type of mandatory activities being assessed in the course of the practical part of the training is determined depending on the circumstances, i.e. whether the participants are prepared to be judges or public prosecutors.

Mandatory activities assessed for the participants prepared for the capacity of **judges** are: preparation of five criminal judgements; preparation of five civil judgements; realized five simulated proceedings in the role of a judge on the main hearing in the criminal procedure; realized five simulated proceedings in the role of a judge on the main hearing in civil procedure.

Mandatory activities assessed for the participants prepared for the capacity of **public prosecutors** are: preparation of five prosecution acts; preparation of two proposed agreements; preparation of three decisions for rejecting criminal charges; realized ten simulations in the role of public prosecutor on the main hearing.

The assessment of the mandatory activities is done by the entire team of mentors, upon the realization of each mandatory activity and the grades are recorded in the mentor gradebook.

For the assessment of the participant, the coordinator compiles a Report on each particular grade for the mandatory written acts and mandatory simulations.

VII CONTINUOUS PROFESSIONAL DEVELOPMENT

The continuous professional development of judges and public prosecutors was realized in accordance with the General Program for Continuous Professional Development of Judges and Public Prosecutors for 2018-2019 and the Training Catalogue for 2018.

Trainings on the amendments to the national legislation, the international legislation and the legislation of the European Union, for the judicial practice, as well as on general topics necessary for the performance of the judicial and the prosecutorial function were organized.



The trainings were held in a decentralized manner, in all appellate regions. The majority of trainings were held in Skopje, and a smaller number of them, which is determined depending on the needs of the target group for which they are organized, were conducted in the Court of Appeal Bitola, the Basic Court Gostivar and the Court of Appeal Stip. Apart from judges and public prosecutors, the trainings included participants and lecturers from various institutions that are affected by the topic being processed. In this way, an exchange of experiences and a discussion of the perceived problems and inconsistencies in the application of the laws, among the legal practitioners, are realized in order to overcome them and to act in a uniform manner.

NUMBER OF TRAININGS IN 2018

In the period from January 1, 2018 to December 31, 2018, the Academy organized a total of 189 trainings, with the participation of 4154 participants, out of whom 1895 were judges, 608 were public prosecutors, 1103 were expert associates from the courts and prosecution offices and 548 were other participants - representatives from other relevant institutions, organizations, the non-governmental sector, etc., invited by the Academy, and operating in fields related to the content of the training.



STRUCTURE OF THE TARGET GROUPS



Image text: There were total 4154 participants in 2018, of whom



Judges 1895
Public Prosecutors 608
Expert Associates 1103
Others 548

ORGANIZATION OF THE TRAININGS

Out of the total of 189 realized trainings in the reporting period, 100 trainings were independently organized by the Academy, while 89 trainings were organized by the Academy in cooperation, and with partial or full co-financing, with other domestic and foreign projects, associations, organizations and institutions.

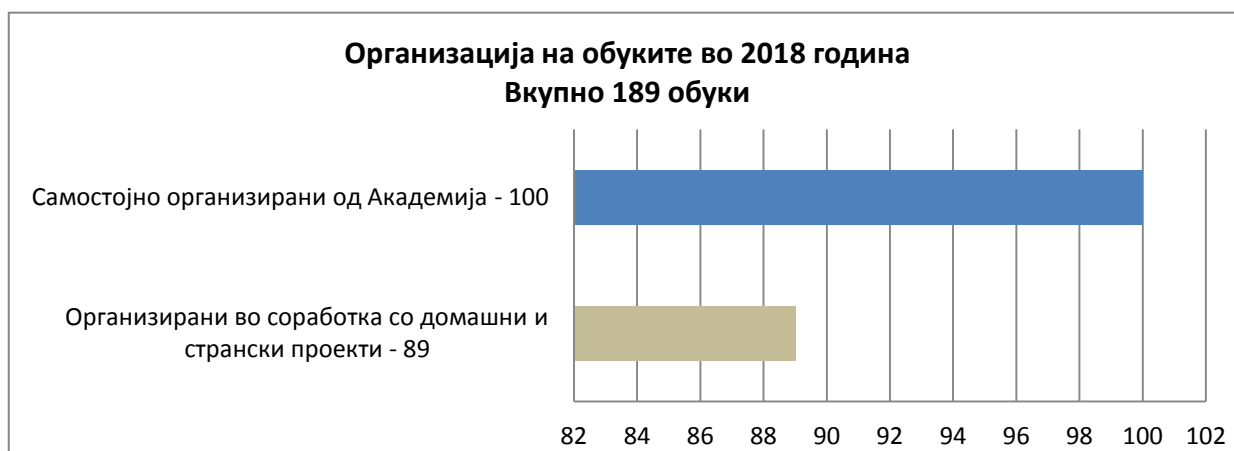


Image text: Organization of trainings in 2018

Total of 189 trainings

Independently organized by the Academy - 100

Organized in cooperation with domestic and foreign projects - 84

CONTENT OF THE TRAININGS

Out of the total number of realized trainings in the reporting period, 61 were held in the field of civil law, 59 in the field of criminal law, 10 in the field of administrative law, 6 in the field of commercial law, 40 trainings were dedicated to general topics, specialized trainings 13. Graphically presented, the structure of the trainings looks as follows:

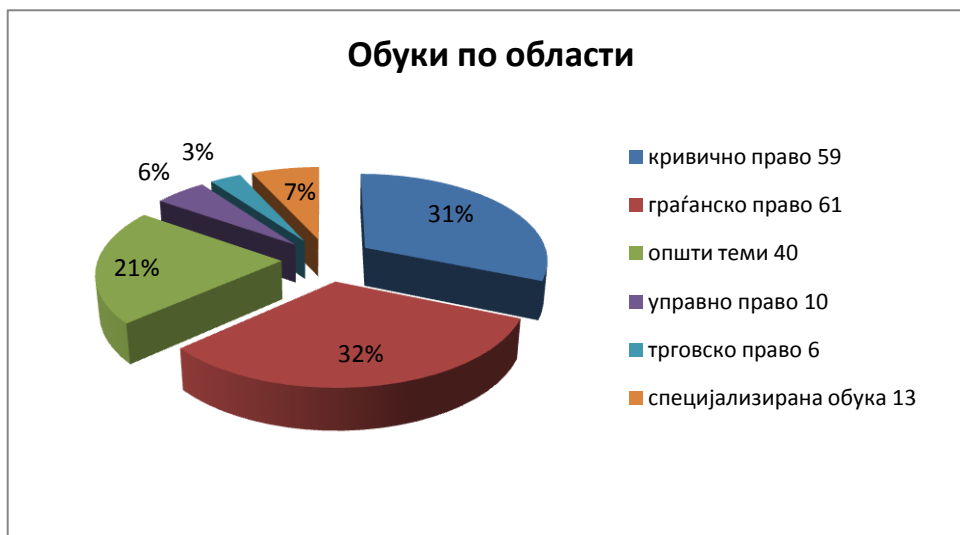


Image text: Trainings by fields

Criminal law 59

Civil Law 61

General Topics 40

Administrative Law 10

Commercial Law 6

Specialized Training 13

In the course of 2018, a total of 162 lecturers were hired, of whom 127 were domestic experts and 35 were foreign experts.



Image text:

Domestic experts 127

Foreign experts 35

Out of the domestic experts, 31 were judges, 19 were public prosecutors and 72 were representatives of different institutions, and 5 were from the judicial and prosecutorial service.

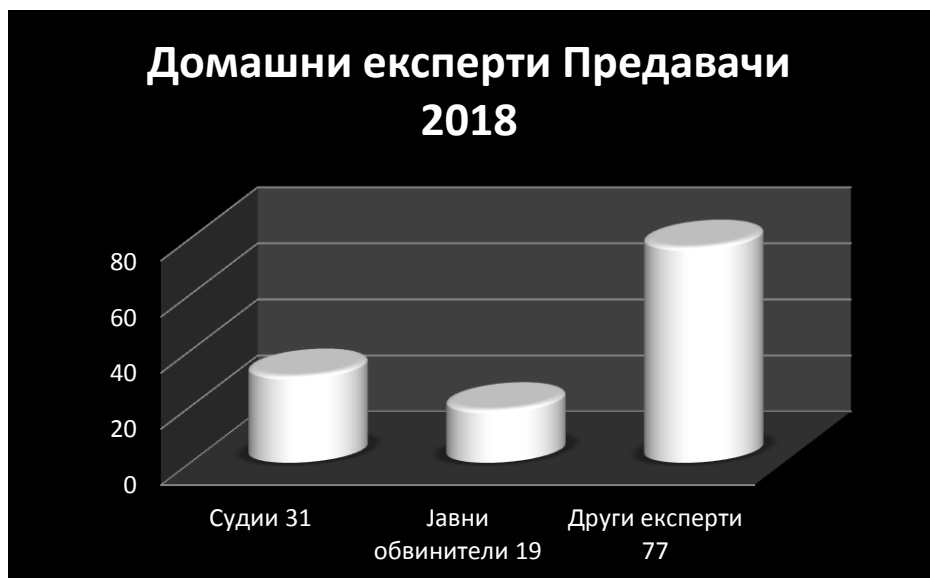


Image text: Domestic experts – Lecturers 2018

Judges 31

Public Prosecutors 19

Other experts 77

In addition to the lecturers of the Academy, who are on the list of permanent lecturers, the Academy likewise hires temporary lecturers - experts from relevant ministries, offices, administrations and from other state bodies, institutions and organizations, experts from the non-governmental sector, retired judges, professors, assistants, lawyers, notaries public, bill collectors, experts, psychiatrists and many others, who fit the profile required for the specific training.

Out of the total number of trainings that were realized during the reporting period, 140 were held in Skopje, 9 in Bitola, 5 in Stip, 5 in Gostivar, while the other 30 trainings were held in other cities and places throughout the Republic.

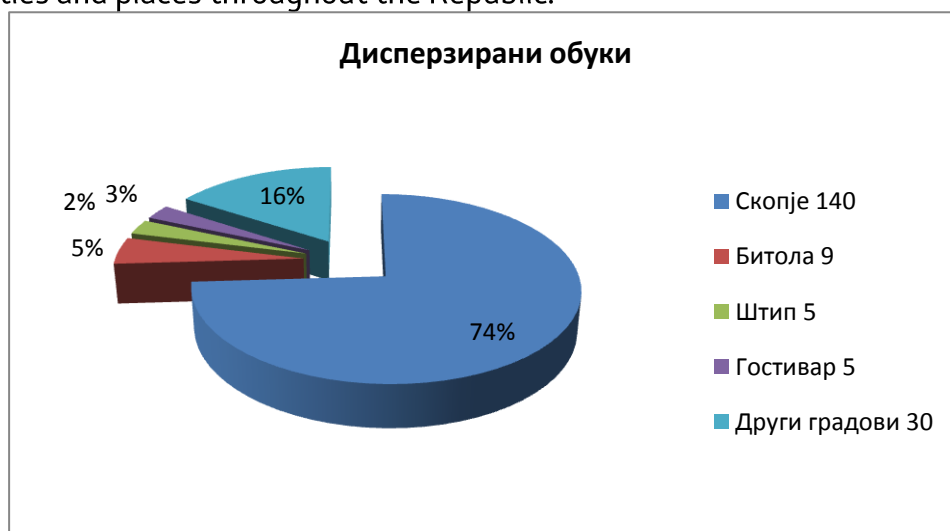


Image text: Dispersed trainings



Skopje 140
Bitola 9
Stip 5
Gostivar 5
Other cities 30

CONTINUOUS PROFESSIONAL DEVELOPMENT FOR THE APPLICATION OF PROCEDURAL LAWS

LAW ON LITIGATION PROCEDURE

In the period from January 1, 2018 to December 31, 2018, the Academy organized 6 trainings for judges that refer to the Law on Litigation Procedure, with a total of 163 participants, of whom 119 were judges and 41 were judicial associates from the civil departments of the courts of all appellate regions and 2 notaries public.

The realized trainings were on the following topics: Application of the Law on Litigation Procedure 4 trainings; Imposing costs in the litigation procedure; Legal positioning of notaries public, collection officers, lawyers and sole proprietors as party in the litigation procedure.

In addition, training was organized on the topic: "Structure of the written preparation of a court verdict and a decision", attended by a total of 19 participants, of whom 15 were judges and 4 were judicial associates.

LAW ON CRIMINAL PROCEDURE

The Academy independently organized and held total of 24 trainings on several topics from the Law on Criminal Procedure, which were attended by 190 judges, 179 public prosecutors, 75 judicial and prosecutorial expert associates, 4 lawyers, 14 participants in the initial training of the Academy, 13 representatives of the Ministry of Interior and 11 representatives from relevant institutions (total of 486 participants).

Six of these trainings were organized in cooperation with the US Embassy in Skopje.

SPECIALIZED MODULE OF TRAINING FOR THE HIGHER ADMINISTRATIVE COURT AND THE ADMINISTRATIVE COURT

The judges and the professional service of the Higher Administrative Court and the Administrative Court attended trainings that were adapted to their needs, with the



possibility to participate in other trainings that deal with issues of interest to the administrative judiciary as well as on general topics.

Specialized trainings were held on the following topics: "Access to Justice" (in cooperation with REC), "Capital Funded Pension Insurance" (in cooperation with MAPAS), "Simulation of Proceeding From The Field of Asylum"(in cooperation with MYLA and UNHCR), round table on the topic "Law and Practice for Refugee Protection in 2018" (in cooperation with UNHCR), as well as consultations on the topic "Law on General Administrative Procedure" and "Draft-Law on Administrative Disputes/Administrative Agreements" independently organized by the Academy.

In regard to the thematic field – asylum, in cooperation with EACO, participation of 5 judges from the Higher Administrative Court and the Administrative Court was organized on a regional seminar for asylum in Albania.

One training was held from the field of asylum within the HELP Program, intended for judges from the administrative judiciary.

Within the project "Training of Judges for Implementation of Tax Legislation in Albania, Macedonia and Kosovo" funded by the Government of Luxemburg, conducted in cooperation with the European Bank for Reconstruction and Development and implemented in our country by KPMG in cooperation with the Academy, upon the initial determination of the need of training from the field of tax legislation, three-day training "Implementation of Tax Legislation" was realized which was attended by the total of 15 judges and 5 councillors/judicial associates from the Higher Administrative Court and the Administrative Court. The material prepared for the training served as a basis for preparation of e-learning platform from the field of tax law, intended for judges and judicial associates at the Higher Administrative Court, the Administrative Court, the Supreme Court of RM, and the participants in the initial training. The E-Platform was presented on two events in the premises of the Academy, for the purpose to facilitate the access to this e-learning module for the interested users from the specified target groups. The persons attending the e-course have the opportunity to acquire a certificate for successfully completed training for implementation of tax legislation, if they successfully pass the foreseen tests.

TRAININGS FOR INTELLECTUAL PROPERTY RIGHT

In the course of 2018, the Academy, in accordance with the obligations of the "National Program for the Adoption of the Acquis Communautaire" (NPAA), continued with the continuous education of judges and public prosecutors in the field of intellectual property rights with the purpose of ensuring efficient prosecution of the infringers of intellectual property rights and effective judicial protection through further strengthening of the awareness of the importance of the intellectual property rights and consistent application of the regulations in this field.

In this context, in 2018 the Academy organized one training on the topic "Criminal and Legal Protection of Intellectual Property Rights" intended for judges from the criminal



departments and public prosecutors from all appellate regions and one training on the topic "Enforcement of Industrial Property Rights" intended for the judges from the civil and trade departments from all appellate regions. The Rulebook on the Implementation of Intellectual Property Rights, prepared in 2017 within the Danish Twinning Project "Strengthening the Enforcement of Intellectual Property Rights", was distributed to the participants on both trainings.

TRAININGS IN THE FIELD OF ETHICS AND FIGHT AGAINST CORRUPTION AND CONFLICT OF INTERESTS

The Academy, in accordance with the recommendations of GRECO in 2018, with the purpose of promoting the preventive mechanisms for corruption, in the field of the trainings, organized a total of 8 trainings in cooperation with the SCPC, of which 6 trainings for judges and public prosecutors, 2 trainings for lay judges, on topics related to ethics, ethical behaviour, prevention of conflicts of interest and anti-corruption measures, as well as 1 training for court and public prosecutor's officials as follows:

- 1 training for judges and public prosecutors from all appellate regions, on the topic: "Ethics and integrity of judges and public prosecutors", which was attended by a total of 16 participants, of whom 12 judges and 4 public prosecutors.
- 1 training for judges and public prosecutors from all appellate regions, on the topic: "Corruption crimes – international framework", which was attended by a total of 9 participants, of whom 6 judges and 3 public prosecutors.
- 2 trainings in cooperation with WINPRO III project on the topic: "Information on the witness protection system in RM within the judiciary bodies in the fight against organized crime, terrorism and corruption" intended for judges and public prosecutors from the appellate region Skopje and Bitola, which was attended by a total of 17 participants, of whom 8 judges and 9 public prosecutors.
- 1 training in cooperation with OSCE Mission on the topic: "Prosecuting corruption cases" intended for public prosecutors from all appellate regions and investigators, which was attended by a total of 30 participants, of whom 19 public prosecutors, 1 expert associate and 10 participants from the Ministry of Interior.
- 1 training for court and public prosecutor's officials on the topic: "Prevention of corruption and conflict of interests, good ruling, integrity and ethics", which was attended by a total of 28 court officials from all appellate regions.
- 2 trainings for lay judges on the topic: "Conflict of interests/Anti-corruption measures/Ethics and Code of Ethics", which were attended by a total of 99 lay judges,



out of whom 73 participants from the appellate region of Skopje and 26 participants from the appellate region of Gostivar.

TRAININGS INTENDED FOR PARTICULAR MEMBERS OF THE EUROPEAN CONVENTION ON HUMAN RIGHTS

Within the cooperation between the Academy and the Council of Europe were organized many trainings related to the European Convention on Human Rights, regarding Articles 3, 5, 6 and 10 thereof.

The Academy, within the Horizontal Facility Program, held the total of 9 trainings for judges and public prosecutors, of which 1 training for Article 3 of ECHR, 3 trainings for Article 5 of ECHR, 3 trainings of Article 6 of ECHR intended for judges, public prosecutors, court and public prosecutor's associates, and 1 training for Articles 3, 5 and 6 for the participants of the Sixth Generation of the initial training in the Academy. 1 training was also held for trainers with reference to Article 5 of ECHR.

Within the JUFREX project, which already covers six locations in the Balkan region, and conducted in cooperation with the Council of Europe and referring to the freedom of expression referred to in Article 10 of the European Convention on Human Rights, the total of 4 trainings were held intended for judges and public prosecutors on topics related to freedom of expression and defamation, hate speech, good enforcement of justice and protection of whistleblowers. The trainings were intended for judges and public prosecutors, court and public prosecutor's associates according to the field the training refers to. 1 training was also held for trainers, related to freedom of expression referred to in Article 10 of ECHR.

These trainings were attended by 163 judges, 64 public prosecutors, 127 court and public prosecutor's associates, 5 lawyers, 37 participants in the initial training in the Academy, 2 representatives of the Ministry of Labour and Social Policy, 3 representatives of non-governmental organizations or the total of 401 participants.

TRAININGS ON THE EU LAW

In the course of 2018, 4 trainings dedicated to EU law were held and attended by 123 participants (judges, public prosecutors and expert associates).

Consultation on the topic "International competence of courts of Republic of Macedonia and determination of the applicable law, recognition of foreign court decisions in accordance with the Law on Private International Law", was independently organized by the Academy.



In cooperation with the European Institute for Public Administration (EIPA) two two-day consultations were held on the topic "Data protection in EU" and one three-day consultation on the topic "Introduction to EU law and the foundations of the judicial cooperation for issues of civil and trade law".

SPECIALIZED TRAINING FOR PRESIDENTS OF COURTS AND PUBLIC PROSECUTORS OF THE PUBLIC PROSECUTOR'S OFFICES

In the course of 2018, 11 specialized trainings were organized for the presidents of the courts and the public prosecutors of the public prosecutor's offices, attended by the total of 231 participants on the following topics:

- 1 training on the topic: "Courts and public relations – communication with the media in the capacity of implementation of the publicity and transparency principle" intended for presidents of courts, attended by the total of 19 participants;
- 1 training on the topic: "Independent judiciary in the context of EU accession" intended for presidents of courts, attended by the total of 23 participants;
- 1 training on the topic: "Human resources management (Preparation of annual plan for employment in the court and its compliance with all courts)" intended for presidents of courts, attended by the total of 21 participants;
- 1 training on the topic: "Instructions for action when recording obsolete liabilities" intended for presidents of courts and accountants from all appellate regions, attended by the total of 39 participants;
- 1 training on the topic: "Application of the Law on Energy and Energy Efficiency in Court Buildings" intended for presidents of courts and court administrators from all appellate regions, attended by the total of 22 participants;
- 4 trainings on the topic: "Presentation of the activities of the European Commission for the Efficiency of Justice - CEPEJ" intended for presidents of courts and public prosecutors from the public prosecutor's offices from all appellate regions, attended by the total of 55 participants; and
- In cooperation with CPIA, two work meetings were realized between the courts of appeal and the Supreme Court of RNM for the purpose of harmonization of the jurisprudence, with the participation of the presidents of the Supreme Court of RNM, Court of Appeal Bitola, Court of Appeal Gostivar, Court of Appeal Skopje and Court of Appeal Stip, as well as the presidents and judges from the criminal department, civil department and jurisprudence department in each of the specified courts, attended by the total of 52 participants.

LAY JUDGES



Fulfilling the legal obligation, in accordance with Article 42 paragraph 3 of the Law on Courts, lay judges are obliged to attend specialized trainings organized by the Academy.

The Academy for Judges and Public Prosecutors "Pavel Shatev" from January 1, 2018 to December 31, 2018 organized 2 two-day trainings, which were attended by 99 participants, of whom 73 were from the Skopje appellate region and 26 from the Gostivar appellate region.

TRAINING OF THE COURT OFFICIALS AND PROSECUTORS

In the course of 2018, the Academy continued with the professional development of court officials and prosecutors, who have made a significant contribution to the successful operation of the courts and public prosecutors' offices.

The trainings for court officials and prosecutors covered various target groups, as follows: the professional service in the courts and prosecutors' offices, the administrative officials and the expert-administrative workers.

In accordance with the Program and the Training Catalogue for Court Officials and Prosecutors, in the period from January 1, 2018 to December 31, 2018, the Academy organized and held a total of 20 trainings for court officials and prosecutors, which were attended by a total of 482 participants, of whom 344 were court officials and 138 were prosecutors, on the following topics:

- "Preparation of a Final Account";
- "Need of procedures for internal circulation of cases in public prosecutor's offices";
- „Backup and disaster recovery plan“;
- "Audio recording – audio and video recording of the interrogation of accused and witnesses“;
- "Prevention of corruption and conflict of interests, good rule of law, integrity and ethics“;
- "Budget and budget process“;
- "Administration and management in accordance with the Law on Court Service“;
- "Communication capabilities – communication skill, types, stress management“;
- "Application of the Law on Court Service“;
- "Novelties in the field of public procurement/amendments, electronic conducting of public procurement, opened issues when acting in practice – Public Procurement Bureau“;
- "Material, financial and office operations“;
- "Charging a court fee and enforcement of sanctions in accordance with the Court Rules of Procedure and the Law on Court Fees“;
- "Instructions for acting upon record keeping of obsolete liabilities“;
- "Application of the Law on Energy and Energy Efficiency in Court Buildings“;
- "Work meeting for preparation of exam for employment of court officials“;
- "Introduction to ECHR practice“;



- "Communication capabilities – communication skill, types, stress management".



VIII COOPERATION WITH DOMESTIC BODIES, ORGANIZATIONS AND INSTITUTIONS AND FOREIGN PARTNERS AND PROJECTS/INTERNATIONAL COOPERATION

Cooperation with domestic bodies, institutions, organizations and associations, as well as with foreign partners and projects, established at the beginning of the functioning of the Academy, continued with same intensity in the course of 2018.

DOMESTIC BODIES, ORGANIZATIONS AND INSTITUTIONS

In the course of 2018, during the process of organization of the events in the continuous professional development, the Academy cooperated with the CLRA - Centre for Legal Research and Analysis, the Chamber of Trustees in Bankruptcy of RNM, the Agency for Supervision of Capitally Funded Pension Insurance (MAPAS), the Association of Public Prosecutors of RNM, the Company for Consulting Services (KPMG), the Macedonian Young Lawyers Association, the Association of Judges of RNM and the National Network and the National Network to End Violence against Women and Domestic Violence.

7 trainings were held with CLRA - Centre for Legal Research and Analysis, attended by the total of 163 participants on the following topics: "Introduction to ECtHR jurisprudence" – 3 two-day trainings attended by the total of 57 participants; "Protection from discrimination and equal treatment of Roma people in pre-trial criminal procedure and in criminal procedure" – 3 one-day trainings attended by the total of 79 participants; "Promotion of lecture program for legal argumentation, structure and explanation of judgments" attended by the total of 27 participants.



Two work meetings were organized, in cooperation with the Centre for Legal Research and Analysis, between the representatives of four Courts of Appeal and the Supreme Court of RM for the purpose of harmonization of the jurisprudence.

4 consultations were held with the **Chamber of Trustees in Bankruptcy of RNM**, of which 2 consultations on the topic: "Practical experiences, jurisprudence and legal issues appearing in the course of application of the Law on Bankruptcy" and 2 consultations on the topic: "Current legal issues and open problems appearing in the practical application of the Law on Bankruptcy".

Consultation was held with the **Agency for Supervision of Capitally Funded Pension Insurance (MAPAS)** on the topic "Capitally Funded Pension Insurance".

Consultation on the topic "Development of cooperation between the police and public prosecutor's office" was held in cooperation with the **Association of Public Prosecutors of RNM**, funded by OSCE.

The following trainings were held with the **Macedonian Young Lawyers Association**: "Training for trainers for protection of child rights in civil and criminal procedure", "Protection of child rights in civil and criminal procedure" and 2 consultations on the topic "Action, treatment and protection of children victims and witnesses in civil and criminal procedure", all organized in cooperation with UNICEF. Consultation on the topic "Simulation of proceeding from the field of asylum" was also held, whose organization was supported by UNHCR.

Consultation on the topic "Best practices for judges/Adaptation to accusatory system" was held with the **Association of Judges of RNM**, and funded by the US Embassy in RNM.

Consultation on the Application of the Istanbul Convention was held with the **National Network and the National Network to End Violence against Women and Domestic Violence**.

FOREIGN PARTNERS AND PROJECTS WITH WHICH THE ACADEMY COOPERATED IN THE COURSE OF 2018



The established cooperation continued with the foreign partners and projects as well, which by providing financial and technical support enabled the organization of numerous trainings:

- Council of Europe; WINPRO; iPROCEED; Regional Environmental Centre for Central and Eastern Europe (REC); DCAF; EIPA; OSCE Mission to Skopje; German Foundation for International Legal Cooperation - CDI; KPMG; Regional Cooperation Council (RCC);
- UNODC; OPDAT; US Embassy in Republic of Macedonia; UNICEF; USAID/FACTORTRUST; UNHCR;
- Embassy of R. France.

➤ COOPERATION WITH THE TA/EX INSTRUMENT FOR TECHNICAL ASSISTANCE AND INFORMATION EXCHANGE AT THE EUROPEAN COMMISSION OF THE EUROPEAN UNION

In the course of 2018, the Academy for Judges and Public Prosecutors "Pavel Shatev" prepared applications for conducting trainings in 2019, funded and supported by the TA/EX Instrument for Technical Assistance and Information Exchange at the European Commission of the European Union. The approved applications refer to conducting trainings in 2019 on the following topics:

- Trade law and corporate management;
- Article 8 of the ECHR and interaction with the EU Charter of Fundamental Human Rights;
- ECtHR jurisprudence in relation to the right to surrogate motherhood;
- Protection of the rights of the accused in accordance with EU Directives;
- Protection of consumers in EU;
- Rules of evidence with special accent to the techniques for evidence in adversary procedure.

In October 2018, a study visit in Austria was organized by TA/EX. The purpose of this visit was introduction of the representatives from the Republic of North Macedonia with the institutions in Austria with reference to the Law on Criminal Procedure. 2 public prosecutors and 1 professor from the Faculty of Law "Iustinianus Primus" participated in this visit, who are active lecturers in the initial and continuous training at the Academy. This visit was of significant importance for the participants who had the opportunity to share their experiences, efforts and actual occurrences in both countries.



➤ EUROPEAN CENTRE FOR JUDGES AND LAWYERS, EUROPEAN INSTITUTE FOR PUBLIC ADMINISTRATION - EIPA

In the course of 2018, the Academy for Judges and Public Prosecutors "Pavel Shatev" in cooperation with the European Centre for Judges and Lawyers, the European Institute for Public Administration (EIPA), organized several events:

- Two two-day consultations on the topic: EU data protection, attended by the total of 74 participants, of whom 14 judges, 12 public prosecutors, 6 lawyers and 42 expert associates;
- Three-day consultation on the topic: Introduction to EU law and the fundamentals of judicial cooperation on issues from civil and trade law, attended by the total of 23 participants, 14 judges, 1 public prosecutor and 8 expert associates.

➤ UNICEF

In the course of 2018, the Academy for Judges and Public Prosecutors "Pavel Shatev" in cooperation with the Macedonian Young Lawyers Association, and within the project "Protection of child rights in criminal and civil procedures", supported by UNICEF, conducted 3 trainings on the topic: Skills for interviewing children victims and witnesses of violence, of which the total of 60 judges, public prosecutors and expert associates were trained.

➤ GERMAN FOUNDATION FOR INTERNATIONAL LEGAL COOPERATION – IRZ

The Academy, within the reporting period, and in cooperation with the German Foundation for International Legal Cooperation - IRZ and with its financial support, with which it has had years of fruitful cooperation, at the occasion "Macedonia – 20 years of membership in the European Court of Human Rights" together with the Bureau for RM representation before the ECtHR, organized and realized promotion of the new number of the legal magazine "European Law" 1-2 2018 and ECtHR Jurisprudence Newsletter 1/2018, volume 6, year 4, which was attended by the total of 39 judges, public prosecutors, participants in the initial training at the Academy, lawyers, professors and representatives from other relevant institutions.

The implementation of the Twinning Project "Strengthening of the penitentiary system and the probation service" started as well, which will continue to be implemented in 2019.



➤ COUNCIL OF EUROPE

Within the cooperation between the Academy and the Council of Europe were organized many trainings related to the European Convention on Human Rights, regarding Articles 3, 5, 6 and 10 thereof.

Within the Horizontal Facility Program the total of 9 trainings were held intended for judges and public prosecutors, of which 1 training for Article 3, 1 training for trainers and 3 cascading trainings for Article 5, 3 trainings for Article 6, 1 training for the participants of the sixth generation of initial training at the Academy for Articles 3, 5 and 6.

Within the JUFREX project for freedom of expression referred to in Article 10 of ECHR, the total of 5 trainings were held, intended for judges and public prosecutors, of which 1 training for trainers and 4 more trainings from the field of freedom of expression referred to in Article 10 of ECHR related to defamation, hate speech, good enforcement of justice and whistle blower protection.

One training was held from the field of asylum within the HELP Program, intended for judges from the administrative judiciary.

For more information on the participants in these training go to the part of trainings dedicated to separate members of the European Convention on Human Rights.

➤ UNODC – United Nations Office on Drugs and Crime

In the course of 2017, the Academy for Judges and Public Prosecutors "Pavel Shatev" in cooperation with the United Nations Office on Drugs and Crime (UNDOC), Department of Organized Crime and Human Trafficking, started with the development of a curriculum for smuggling migrants. For such purpose, in the course of 2017, the first of the series of planned two-day training for trainers was organized with the participation of multidisciplinary group of participants. In fact, one national consultant and group of participants, which attended all trainings for trainers, were included in the curriculum.

In the course of 2018, the total of 5 two-day trainings for trainers for smuggling migrants were conducted. The lectures consisted of interactive training methods and multidisciplinary group of participants was designed as well. The methodology was based on mixed learning approach, which included e-learning and training in a classroom. The training was divided in two main phases: first of all the participants had to access and pass the tests of



the three e-learning modules in order to proceed to the second learning phase, which is performed in a classroom and foresees step-by-step research simulated activity. The simulation consisted of different parts requiring practical engagement of the participants and use of combination of methods and techniques for training the trainers.

➤ USAID/FACTORTRUST

In 2018, the Academy for Judges and Public Prosecutors "Pavel Shatev" started cooperation for successful implementation of the Factoring Project funded by USAID and implemented by FactorTrust, in order to improve the implementation of the factoring, as well as the legislative and regulatory environment which allows small- and medium-sized enterprises (SME) to work efficiency, transparently and have better access to funds. The mutual cooperation is realized via series of workshops intended to raise the awareness for factoring in our country and enhance the understanding of factoring, the legal status and implementation barriers.

The special goals of this cooperation are closely connected to the project activities, and they refer to the organization of round tables with the legal community, including judges and public prosecutors.

In fact, in the course of July 2018, the Academy successfully realized the first workshop dedicated to the topic - Factoring, which was attended by judges, public prosecutors, lawyers and representatives from all relevant institutions. The workshop was an opportunity to understand more thoroughly the project and project activities in the forthcoming period. In December 2018, a workshop was held on the topic: Factoring in accordance with the legal framework, which presented a continuation of the workshop realized in July. The target group included judges, public prosecutors, lawyers and representatives from all relevant institutions, who had not attended the previous workshop.

➤ OSCE MISSION TO SKOPJE

The planned activities within the framework of the cooperation between the Academy and the OSCE Mission to Skopje in the course of 2017 were realized through the organization of events dedicated to the anti-discrimination legislation and the concept of equality and the Law on Criminal Procedure.

In the course of 2018, two two-day round tables dedicated to the Law on Criminal Procedure were conducted, where two national and two international experts from the respective field held their presentations. The two round tables were intended for two different groups of participants, of whom judges from the criminal departments and public prosecutors from all appellate regions, with 5 to 10 years of service, and lawyers as well.



In the area of protection and prevention of discrimination, 2 events were organized on the topic "Court proceeding in the Law on Prevention and Protection from Discrimination", which were attended by judges and lawyers who worked on cases related to protection from discrimination and representatives from all relevant institutions.

In the course of 2018, the Academy in cooperation with the OSCE Mission to Skopje organized a workshop on the topic "Amicus curiae submissions from the Ombudsman and their legal power in the national court proceedings", which was attended by judges and representatives of the Ombudsman of RNM.

1 two-day workshop on the topic "Prosecuting corruption cases" was organized as well, which was intended for public prosecutors and representatives of the judicial police. The workshop was conducted by top international experts in that respective field.

In October 2018, the Academy, in cooperation with and with the financial support provided by OSCE, organized a mentoring program – visit of the school in Barcelona, Spain for 6 judges from our country.

The Academy for Judges and Public Prosecutors "Pavel Shatev", in cooperation with and with the financial support provided by the OSCE Mission to Skopje, commenced with the development of e-learning platform in the course of 2016. The platform is attached to the website of the Academy and the material consists of power point presentations, manual, exercises, video and audio material and tests.

The purpose of this platform is to preserve and transfer all video recorded and other materials which derived from the advanced trainings for the Law on Criminal Procedure, implemented upon the adoption of the Law back in 2010.

This platform has significant importance for the practitioners with regards to the provided information and testing their knowledge, with the potential to use thereof in the future not only for the criminal, but also for the trainings of all other fields. The practitioners assessed the platform as functional, simple and useful tool, while with regards to the attached materials, they find them useful and educational for each legal practitioner. Such e-learning method and approach is exceptionally useful and simple for all users, and the option to test their knowledge allows them to find out which part they need and which part they can use in the course of performing their work. In order to clarify the use of the platform, in 2016 it was presented and tested by 30 practitioners.

In the course of 2017 and 2018, the platform was upgraded and supplemented with many materials. In November 2018, the last presentation was held on the platform, which was also an opportunity to introduce the practitioners thereto, mark their comments, suggestions and notes which will contribute to the upgrade thereof. The platform was presented by the representatives of OSCE Mission to Skopje and by the IT Company for E-Platform Development.

In addition to this platform, the Academy, in cooperation with the OSCE Mission to Skopje, also worked on e-learning on the topic ethics. 2 judges and 1 public prosecutor



appointed by the Academy were included in the preparation of the materials which will be attached to the platform.

➤ US EMBASSY IN THE REPUBLIC OF NORTH MACEDONIA

In the course of 2018, the Academy, in cooperation with and with the financial support of the US Embassy in Skopje, organized a consultation regarding the Law on Criminal Procedure, module 2 - Negotiation and main hearing, attended by the total of 35 judges and public prosecutors from all appellate regions.

Additional 6 trainings were held as well, one workshop and one training of mentors from the field of crime, especially on topics related to the Law on Criminal Procedure, intended for mentors, judges, public prosecutors and judicial and prosecutorial associates. These trainings were attended by the total of 176 participants.

➤ iPROCEEDS – Regional project on capacity building for combating crime via the Internet

In the course of 2018, the Academy continued with its activities within the framework of the regional project, in cooperation with the European Union, for the purpose of building anti-crime capacities via the Internet - iPROCEEDS (cybercrime). The project started on January 1, 2016, and is financed through the multi-beneficiary IPA II Program for 2014, and it includes: Republic of North Macedonia, Albania, Bosnia and Herzegovina, Montenegro, Serbia, Turkey and Kosovo. The project is in duration of 42 months. The purpose of this project is to strengthen the capacities of the competent institutions in identifying, researching, reducing and confiscating the property benefits, acquired via cybercrime as well as prevention of money laundering on the Internet.

Members from our country were appointed as members, who are now part of the group that will work on the process of implementation at the national level, comprised of representatives from the Academy for Judges and Public Prosecutors, the Ministry of Interior, the Ministry of Justice, the Ministry of Finance, the Basic Public Prosecutor's Office for prosecuting organized crime and corruption and the Financial Intelligence Directorate.

The following activities were implemented in the course of 2018:

- Introductory module for cybercrime training, electronic evidence and profit from crimes on the Internet. This training was implemented by two public prosecutors from our country who attended training for trainers in the Republic of Montenegro in the previous year, in duration of four days and held in two parts.



- Regional workshop for online financial fraud and fraud with credit cards which was held on December 3, 2018 in Skopje, attended by 4 judges and 4 public prosecutors from our country. This workshop was an opportunity to raise the awareness for the actual threats, trends, countermeasures and different initiatives in the field of investigations and prosecution of online financial fraud and frauds with credit cards, strengthening the cooperation between the agencies and the public prosecutors, cybercrime investigators, financial inspectors and the Financial Intelligence Office for detection, prevention and combating online financial fraud and its means and improvement of the information exchange between the government agencies related to cybercrime and subjects from the private sector at national level.

- In the course of 2018, judges and public prosecutors attended many regional and international events at the invitation of iPROCEDS.

Within this project many activities in the course of 2018 are planned to be performed.

➤ REGIONAL ENVIRONMENTAL CENTRE (REC)

The Academy for Judges and Public Prosecutors "Pavel Shatev", in cooperation and with the financial support of the Regional Environmental Centre (REC) organized a workshop in the course of 2018 on the topic: "Access to justice". The workshop represented an opportunity for judges, public prosecutors and other legal experts from our country to better understand the "access to justice", in accordance with the requirements of the Aarhus Convention, the relevant EU directives and the national legislation, as well as: to exchange experiences through interactive participation; have the opportunity to hear how the access to justice in the EU and other countries is implemented; to address the main difficulties and shortcomings in the implementation of the access to justice, and to present solutions for removing or reducing the obstacles to the access to justice.

➤ COOPERATION WITH ICITAP

The Program "Partnership for Education" initiated by the US Government and the Government of Croatia is being successfully implemented as of 2013 until today, and in the course of 2018 it continued to train professionals from the law enforcement bodies. The leading partners of the Program for 2018 were the Ministry of Internal Affairs of Croatia and the US Embassy in Zagreb/ICITAP Program.

The training initiative was supported by ICITAP Program at the US Department of Justice and was implemented in the period March – September, 2018. In the specified period were realized five training modules total. At the invitation of ICITAP, the Academy nominated many judges and public prosecutors for participation on these trainings.



- 1) First module: Balkan study visit of USA on the topic: Combating transnational organized crime and drug trafficking, in the period March 17-30, 2018.
- 2) Second module: Training for monitoring and supervision techniques, in the period May 7-11, 2018 held in Zagreb, R. Croatia.
- 3) Third module: Training for recognition of persons and false documents, in the period May 28 - June 1, 2018 held in Zagreb, R. Croatia.
- 4) Fourth module: Advanced training for cybercrime with virtual money/currencies, in the period June 11-15, 2018 held in Zagreb, R. Croatia.

➤ **STRENGTHENING THE WITNESS PROTECTION IN THE FIGHT AGAINST ORGANIZED CRIME, TERRORISM AND CORRUPTION (WINPRO III)**

In the course of 2018, the Academy continued the cooperation with WINPRO III project team within the EU Project: Strengthening the Witness Protection in the Fight against Organized Crime, Terrorism and Corruption, funded by IPA 2015 multiuser program.

Within the joint cooperation the following activities were realized:

- Media workshop, held on February 8, 2018 in Skopje, attended by 3 representatives from the courts and 3 from the public prosecutor's offices;
- Training on the topic: Witness management, held in the period February 19-23, 2018 in Skopje, attended by 8 public prosecutors with longer professional experience, 4 newly appointed public prosecutors and 4 investigators;
- Personal security training course, held in the period March 14-15, 2018 in Skopje, attended by 4 public prosecutors and 2 judges;
- Advanced training for witness assessment, held in the period May 14-18, 2018 in Skopje, attended by 12 public prosecutors;
- Advanced training for witness assessment, held in the period September 17-21, 2018 in Skopje, attended by 6 public prosecutors;
- Two trainings on the topic: Information on the witness protection system within the judiciary bodies in the fight against organized crime, terrorism and corruption, held in Bitola and Skopje appellate regions.

➤ **REGIONAL COOPERATION COUNCIL (RCC)**

Within the activities of the Regional Cooperation Council (RCC), supported by GIZ, one judge and two officials from the Training Sector of the Academy attended the Regional



workshop for exchange of the best European practices for judiciary education, held on September 13 and 14, 2018 in Belgrade.

➤ EMBASSY OF FRANCE IN THE REPUBLIC OF NORTH MACEDONIA

In the period from March 5 to March 28, 2018 the Academy for Judges and Public Prosecutors "Pavel Shatev" enabled realization of years of service of Mrs. Margaux Buisson, candidate from National Magistrates School - EHM, Bordeaux – Republic of France, by continuing the former practice in the part of candidate exchange from the initial training of EHM and the Academy. At the beginning of 2019, the Academy shall once again host and ensure realization of years of service for one candidate from EHM in duration of three weeks in which the EHM candidate will have the opportunity to get introduced with the judicial system of Republic of North Macedonia.

On March 26, in cooperation with the Embassy of Republic of France, the Academy organized presentation on the topic **"Independent judiciary, strengthening the capacities for resisting influences"**. The presentation was done by Mr. Alain Lacabarts, judge in the Supreme Court of Republic of France, member of the Judicial Council of Republic of France and member of the Consultative Council of European Judges. The event was held in two sessions and was intended for members of the Judicial Council of Republic of North Macedonia, judges in the Supreme Court of Republic of North Macedonia, the Higher Administrative Court, the Administrative Court, the Courts of Appeal and courts with extended competence, representatives of the Chamber of Lawyers of RNM, as well as judges who went on the Academy and for participants in the initial training at the Academy. It was attended by 85 participants, of whom 54 judges, 4 members of the Judicial Council of RNM and 24 participants in the initial training.

The realization of lessons for learning the French language – beginner's level, also started on March 26, 2018 for the participants in the initial trainings, and the judges and public prosecutors who have already visited lessons for learning the French language continued on the next level B1.

On November 6, 2018, in the premises of the Academy for Judges and Public Prosecutors "Pavel Shatev", Mrs. Vjolca Elmazi - Acting Director of the Academy, the President of the Management Board of the Academy, Public Prosecutor in the Basic Public Prosecutor's Office Skopje- Mr. Sasho Rajchev and the Deputy President of the Management Board of the Academy, Judge in the Basic Court Skopje 1 Skopje – Mrs. Olja Ristova held a meeting with the representatives of the Joint Investigation Mission, –Mrs. Aleksandra Savie,



Judge, Head of the Cooperation Office, International Affairs Delegation at the Ministry of Justice, Mrs. Valentina Salvato, Senior Project Manager, GIP International Cooperation for Justice and Mrs. Julia Maraval, Cooperation Attaché, in order to deepen the mutual cooperation.

➤ DCAF

The Academy for Judges and Public Prosecutors "Pavel Shatev" in cooperation with DCAF held 3 work meetings and 2 round tables on topics related to judicial authorization and supervision of intrusive methods for data collection in RM. Judicial Manual for special investigative measures was also prepared on these meetings. The events, in joint organization with DCAF, were attended by 45 judges, 15 public prosecutors, 3 expert associates, 4 representatives from the Ministry of Justice, 1 representative from the Ministry of Interior, 2 representatives from the Faculty of Law "Iustinianus Primus", 2 representatives from the Council of Public Prosecutors of RNM, 35 representatives from relevant institutions, i.e. the total of 107 participants.

➤ STUDY VISITS

The practice of involving judges, public prosecutors, candidates for judges and public prosecutors, as well as representatives of the bodies and the professional service of the Academy, the Judicial Council of RNM and the Council of Public Prosecutors of RNM continued in study visits, international trainings, exchanges, meetings, workshops and conferences abroad. In the domain of the international cooperation, the Academy was intensively involved in the organization of training activities with a larger number of projects.

In the course of 2018, the Academy realized the total of 25 study visits abroad with the participation of total of 40 judges and 28 public prosecutors.

In the course of 2019, the Academy for Judges and Public Prosecutors will once again be included in the activities of the European Judicial Training Network (EJTN), whereby the judges and the public prosecutors will attend events organized by EJTN during the next year. Realization of two-week exchanges and short-term exchanges is also planned. Such EJTN exchanges include training from criminal, civil, administrative field, as well as trainings related to international law and human rights.

IX COMPUTER SYSTEM



In the course of 2018, the Academy continued to improve the operation of the existing software in order to create efficient computer system which will primarily serve to enable easier management of internal processes and activities of the Academy and provide the necessary functionality at the same time, for easy and simple daily maintenance and update of Internet location contents, as well as for easy connection with other internal software systems.

E-learning Platform from the field of tax legislation, intended for the judges and judicial associates at the Higher Administrative Court, the Supreme court of RM and the participants in the initial training was implemented within the project "Training for Judges for Implementation of Tax Legislation in Albania, Macedonia and Kosovo", financially supported by the Government of Luxemburg, in cooperation with the European Bank for Reconstruction and Development and implemented in our country by KPMG in cooperation with the Academy. The E-Platform was presented on two events in the premises of the Academy, for the purpose to facilitate the access to this e-learning module for the interested users from the specified target groups. The persons attending the e-course have the opportunity to acquire a certificate for successfully completed training for implementation of tax legislation, if they successfully pass the foreseen tests.

X LIBRARY

In the current 2018, the overall library fund of the Academy was available for all interested users under the same conditions as before.



XI BUDGET AND PUBLIC PROCUREMENT

➤ BUDGET

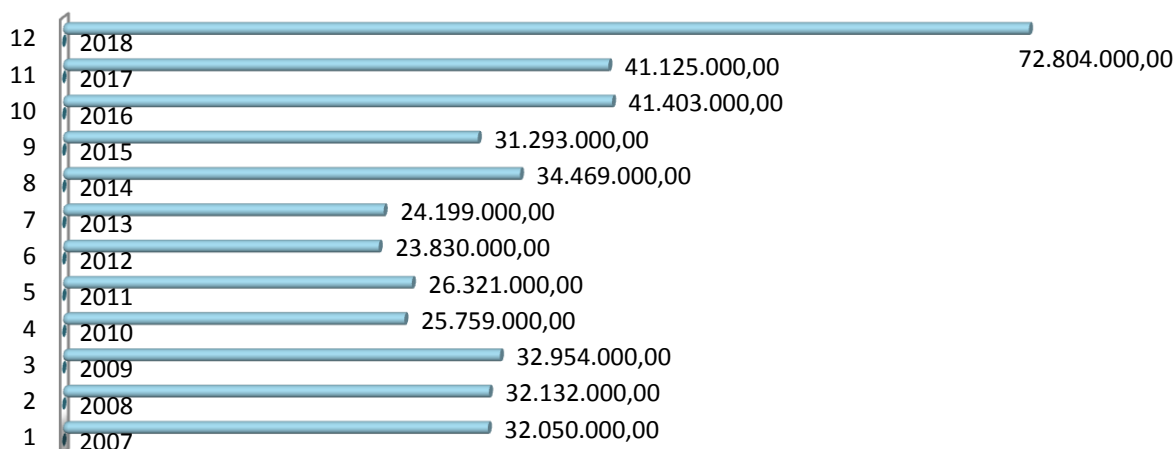
The Academy was approved a budget in the amount of MKD 72,804,000.00 for 2018.

From the beginning of 2018 by December 31, 2018 inclusive, the Academy has realized MKD 41,253,444.00 from its budget.

2018	Approved budget 72,804,000.00
401 Basic salaries	42,561,000.00
402 Contributions	15,831,000.00
420 Travel and daily expenses	850,000.00
421 Utility services	2,362,000.00
423 Materials and petty inventory	800,000.00
424 Repairs and maintenance	900,000.00
425 Contracting services	8,500,00.00
426 Other current expenses	1,000,000.00



Budget of the Academy for Judges and Public Prosecutors Pavel Shatev by year



➤ PUBLIC PROCUREMENT

In the course of 2018, the Academy realized the total of 11 public procurement procedures, all of which were conducted through a Call for Bids, in accordance with the adopted Public Procurement Plan for 2018.

According to the Public Procurement Plan for 2018, the following public procurement procedures were conducted:

	Procurement subject	Contract duration	Value of the concluded contract with VAT included
1.	Motor vehicle maintenance services	1 year	MKD 292,487.1
2.	Security services	2 years	MKD 66,153.81
3.	Toners	2 years	MKD 506,416.26
4.	Carbonated water	1 year	MKD 196,045.2
5.	Fuel for motor vehicles	1 year	MKD 249,751.72
6.	Publishing and printing services	1 year	MKD 354,000.00
7.	Travel transport services	1 year	MKD 315,000.00
8.	Services for maintenance of photocopiers and printers	1 year	MKD 354,000.00



9.	2 Server air conditioners	Until the expiry of the guarantee – 3 years	MKD 241,900.00
10.	Chiller	Annulled procedure	/
11.	Office furniture	Until realization (realized)	MKD 353,524.46

XII STATISTICS

The software system for process management, which the Academy implemented in 2011, is the basic database for judges and public prosecutors, which the Academy uses in its work. The regular update of the data in the database is of crucial importance for the functioning of the Academy, especially in the area of prediction and planning of the required number of trainings, by areas, in order to enable all target groups to meet the mandatory number of days of training for the current year.

Regarding the status of the judges and all changes related to their position, the data is obtained from the electronic data system of the Judicial Council of RNM, with which the database of the Academy is linked.

Regarding the status of the public prosecutors, the data on the public prosecutors was obtained from the Council of Public Prosecutors of the Republic of Macedonia and they are entered into the database of the Academy.

**Completion of mandatory continuous training in
2018**
Total number of judges and public prosecutors

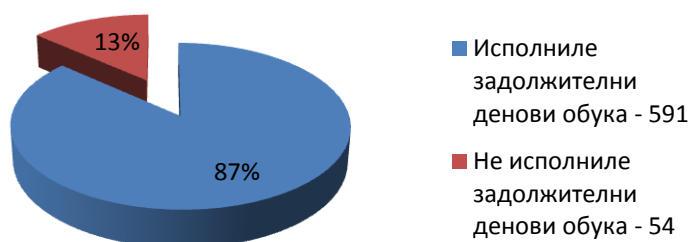




Image text:

Persons who have completed mandatory days of training - 591
Persons who have not completed mandatory days of training - 54

**Completion of mandatory continuous training in
2018
Total judges**

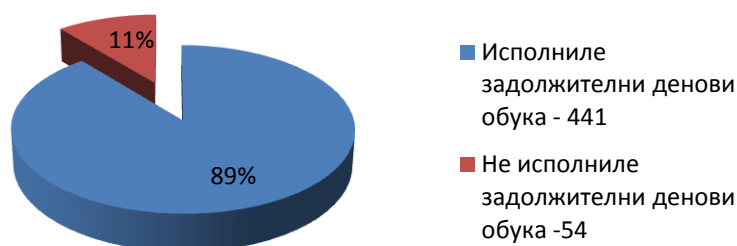


Image text:

Judges who have completed mandatory days of training - 441
Judges who have not completed mandatory days of training - 54

**Исполнување на задолжителната континуирана
обука во 2018 година
Вкупно јавни обвинители**

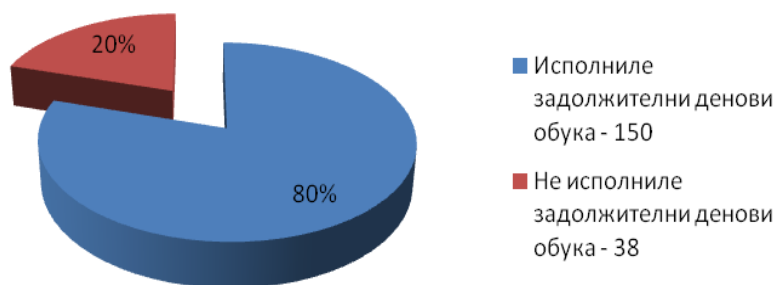


Image text: Completion of mandatory continuous training in 2018

Total public prosecutors

Public prosecutors who have completed mandatory days of training - 150



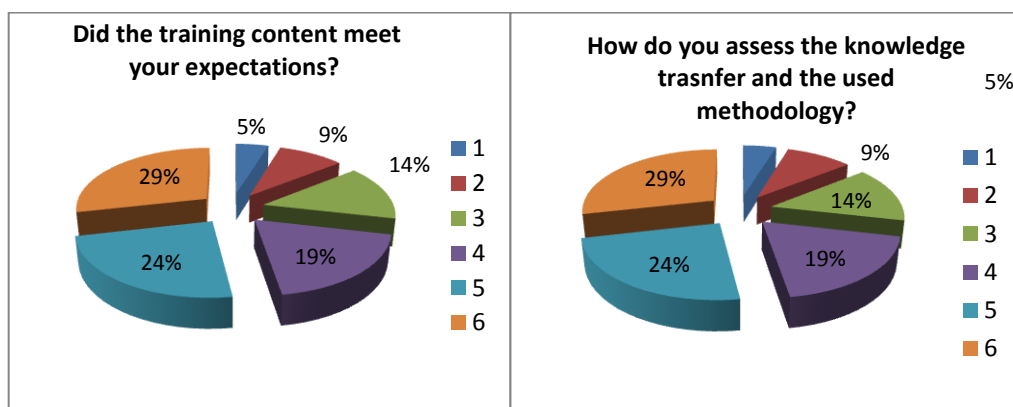
XIII EVALUATION

The Academy measures the satisfaction of the target groups from the conducted trainings by distributing questionnaires at each training. By filling in the questionnaires the participants evaluate the contents and goal of the training, lecturers, training materials, program successfulness, and they can also give their own proposals and comments in the part intended for such purpose.

The obtained data are of significant importance for the Academy, which uses them for the purpose of continuous improvement of the training organization, selection of topics for which there is a great interest, selection of lecturers who were evaluated by the participants with highest grades, all for the purpose to deliver trainings to the target groups which will meet their needs in a qualitative manner.

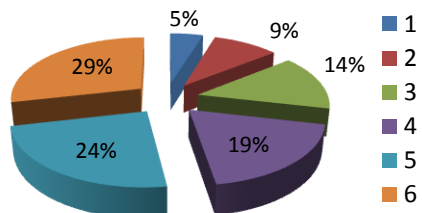
The participants' satisfaction from the trainings is presented below.

Assessments from the questionnaires for judges and public prosecutors

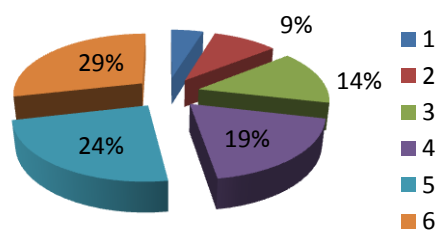




Were the materials useful and did they help you in the reference to other materials ?

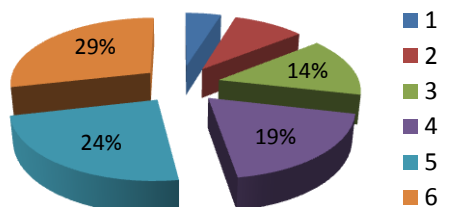


Was the training useful for your future work?

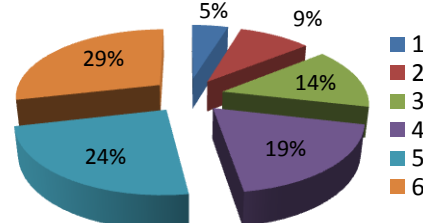


Assessments from the questionnaires for the professional service

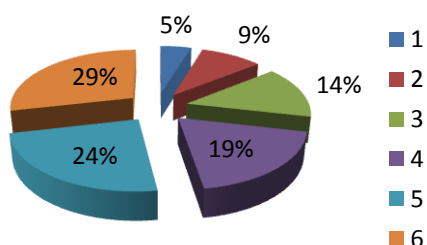
Did the training content meet your expectations?



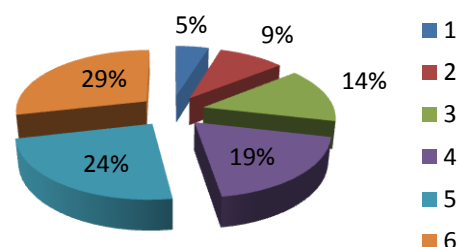
How do you assess the knowledge transfer and the used methodology?



Were the materials useful and did they help you in the reference to other materials?

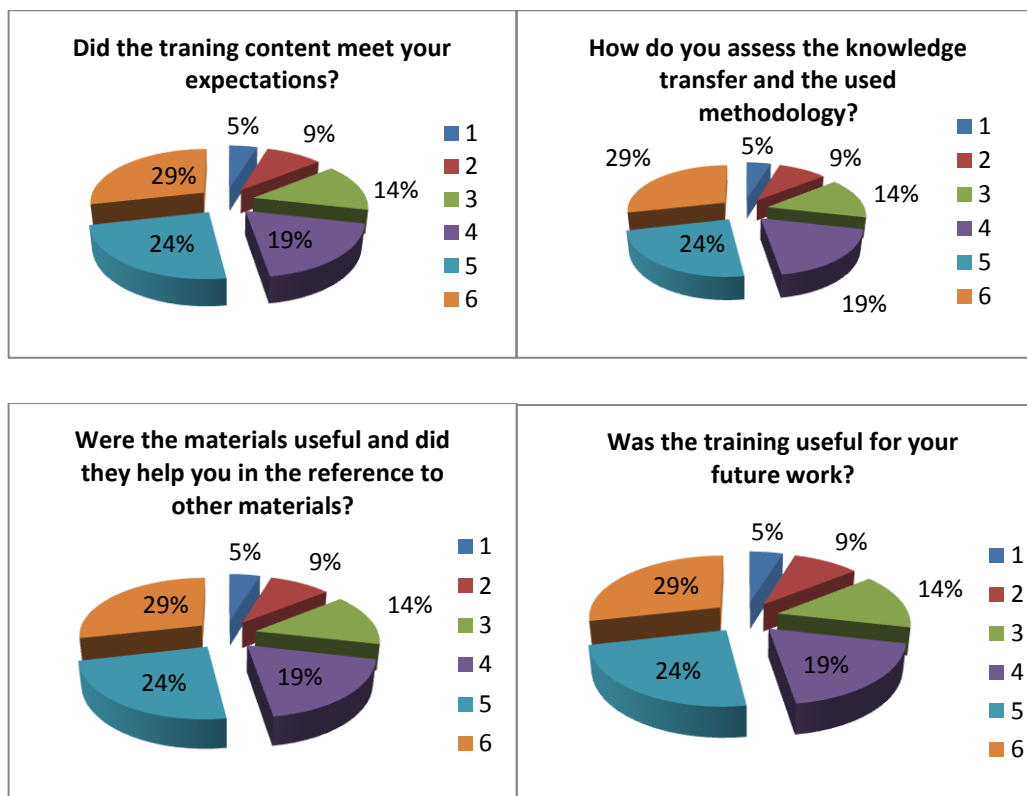


Was the training useful for your future work?





Assessments from the questionnaires for lay judges



XIV WORK TRANSPARENCY

The Academy provides transparency in its work via regular information sharing about its activities, by posting them on its Internet page www.jpacademy.gov.mk, by posting information on the bulletin board, as well as publishing the adopted acts in the Official Gazette.

Academy for Judges and Public Prosecutors
"Pavel Shatev"
President of the Management Board,
Sasho Rajchev