



ANNUAL REPORT
ON THE WORK OF THE
ACADEMY FOR JUDGES AND PUBLIC PROSECUTORS
2021



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Address of the Director of the Academy

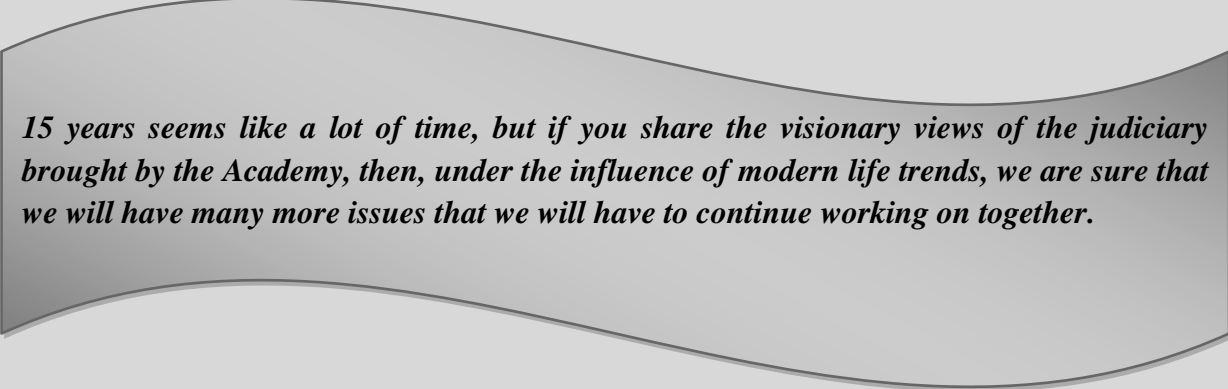
In 2021, we proudly mark 15 years since the foundation of the Academy for Judges and Public Prosecutors, 15 years of professional judicial training. We have invested a lot of effort, we have faced many challenges, we have followed all the current events in the field of law and justice and we have successfully adapted to the new changes, so that today we can grow into an institution that will be a guarantor of the independent and professional judiciary in North Macedonia.

It was often not easy, the new methodologies, new topics, new needs of the legal professionals were only some of the many challenges we faced and solved step by step.

The results of our work thus far speak for our success.

For 15 years we have been building with special attention traditional ties with the national institutions and networking with the regional law academies, we have actively participated in the projects and activities supported by the European Union, the Council of Europe, the UN organizations (UNICEF, UNHCR, etc.), the embassies of the USA, France, Germany, the Netherlands, Spain and Turkey in our country whose goal is to contribute to the successful completion of the reform processes in the country.

Thus far, since the foundation of the Academy, 130 candidates have completed the initial training, i.e., 66 judges, 64 public prosecutors and all of them have been appointed and perform the judicial and public prosecution profession. The participants from the VII generation are attending the practical training, and at the end of 2022 they will take the final exam.



15 years seems like a lot of time, but if you share the visionary views of the judiciary brought by the Academy, then, under the influence of modern life trends, we are sure that we will have many more issues that we will have to continue working on together.

Profile of the Academy for Judges and Public Prosecutors

The Academy for Judges and Public Prosecutors began its story in 2006, with a small team of selected people, with a broad vision for modernizing the justice system through highly professional training of the legal professionals and with the sincere support of the international community.

Today, 15 years later, the Academy is a respectable institution that plays a significant role in the training and improvement of the existing knowledge and skills of judges and public prosecutors.

We have established our mission to promote and ensure independent, impartial and highly professional judiciary that will affirm the principle of the rule of law and the protection of the human rights and we resolutely implement it to this day.

Our vision, as a socially responsible institution, is to contribute to building modern, highly professional, European profiles of judges and public prosecutors by using modern methods and teaching techniques to improve their knowledge.

Of course, the realization of our mission and vision would not have been possible and complete without the support of the relevant domestic institutions. Creating a modern and efficient judicial system is a motivating factor for the Academy, whose enthusiasm is shared by all judicial institutions in the countries.

At the same time, the Academy continuously receives strong support from the international community, through a number of completed and ongoing projects, which are realized in cooperation with the foreign embassies, but also with foreign international organizations.

Work activities of the bodies of the Academy

Management Board

The Management Board is the management body of the Academy and consists of nine members and their deputies. The mandate of the members of the Management board and their deputies is 2 (two) years, with the right to a second term. The mandate of the President of the Management Board is 1 (one) year, with the possibility of re-election. The Director of the Academy participates in the work of the Management Board, without the right to vote. Despite the special conditions that were introduced due to the situation with the pandemic, the Management Board of the Academy regularly and timely performed its duties in accordance with the Law on the Academy. In the current year, the Management Board held 15 (fifteen) sessions at which important issues within the scope of competencies thereof were discussed.

In accordance with its legal obligations, provided by the Law on the Academy, the Management Board in the current year, at the proposal of the Program Council, determined the General Program for Continuous Training of Judges and Public Prosecutors for 2021 and 2022, the Specialized Program for Voluntary Continuous Training for 2021, the Initial Training Program (practical training) for the VII generation of participants in the initial training, the Training Catalogue within the mandatory continuous training for judges, public prosecutors, court presidents and

public prosecutors of the public prosecutor's offices for the period from January to July 2021 and from September to December 2021, the Training Catalogue within the voluntary continuous training for professional services in the judiciary and public prosecutor's offices for the period from February to July 2021 and from September to December and supplemented the list of trainers of the Academy for Judges and Public Prosecutors. Also, after receiving the proposed lists of mentors by the Judicial Council of the Republic of North Macedonia and the Council of Public Prosecutors of the Republic of North Macedonia, the Management Board determined the list of mentors for the VII generation of participants in the initial training.

In addition, the Management Board adopted the final account of the Academy for Judges and Public Prosecutors for 2020, adopted the annual financial plan of the Academy for Judges and Public Prosecutors for 2021 and the Annual Public Procurement Plan for 2021.

After receiving the financial consent from the Ministry of Finance, the Management Board made a decision to announce a call for the election of a Deputy Director of the Academy, made a decision to establish a Commission for conducting the procedure for appointing a Deputy Director from among the members of the Management Board and after the submission of the report by the Commission to the Management Board, it appointed a Deputy Director of the Academy.

After receiving the nominations of members and deputy members of the Program Council by the competent institutions, as well as after the announcement of the public call for election of a member and deputy member of the Program Council of the Academy for Judges and Public Prosecutors from among the full-time and part-time professors of law or prominent lawyers with the academic title of Doctor of Science, the Management Board constituted the new composition of the Program Council of the Academy.

The Management Board was regularly informed by the Director about all current activities within the activity of the Academy, whereby it considered several important issues for the efficient functioning of the Academy and made conclusions and decisions in the field of its competence.

Program Council

The Program Council is an expert body of the Academy, composed of seven members and their deputies appointed by the Management Board from among the judges, public prosecutors, senior civil servants from the Ministry of Justice, as well as other prominent lawyers from the scientific and research legal field.

In the current 2021, in accordance with the obligations of the Law on the Academy and the bylaws of the Academy, the Program Council regularly held sessions chaired by the Director of the Academy and determined the following draft programs: General Program for Continuous Training of Judges and Public Prosecutors for 2021 and 2022, Specialized Program for Voluntary Continuous Training for 2021, Initial Training Program (practical training) for the VII generation of participants in the initial training. Also, the Program Council determined the Draft Training Catalogues within the mandatory continuous training for judges, public prosecutors, court presidents and public prosecutors of the public prosecutor's offices for the period from January to July 2021 and from September to December 2021, Draft Training Catalogues within the voluntary continuous training for professional services in the judiciary and public prosecutor's offices for the period from February to July 2021 and from September to December and submitted a draft list to the Management Board to supplement the list of trainers of the Academy for Judges and Public Prosecutors.

Due to the end of the mandate of the previous members of the Program Council, the Management Board constituted the new composition of the Program Council, which held its 1st constitutive session on June 29, 2021.

Work activities of the Director of the Academy

The Director of the Academy, Prof. Dr. Natasha Gaber Damjanovska, held the following working meetings:

- Working meeting with the Director of the Financial Police Office, Mr. Arafat Muaremi, who was accompanied at the meeting by the Deputy Director of the Office, Mr. Besir Deari and the advisor of the Director, Mr. Kiril Temelkov. The purpose of the meeting was to consider the possibilities for joint activities that will be aimed at conducting an effective fight against money laundering and financing of terrorism;
- Working meeting with the newly appointed Ambassador of the Republic of France in the Republic of North Macedonia, H.E. Cyril Bomgartner. Namely, the Academy for Judges and Public Prosecutors "Pavel Shatev": has established many years of successful cooperation with the Embassy of the Republic of France in the Republic of North Macedonia, with the help of which a number of activities have been implemented to support the judicial system of the Republic of North Macedonia.



- A working meeting was also held with H.E. Emilio Lorenzo Serra, Ambassador of Spain in North Macedonia. The working meeting was a result of the mutual initiative for deepening the cooperation between the Academy and the Embassy of Spain in North Macedonia in the field of the judiciary, as well as the establishment of a closer cooperation with the Spanish Judicial School and the Centre for Legal Studies;
- In mid-2021, a working meeting was held with the new ICITAP Police Attaché at the US Embassy, Mr. Carl Risheim, in order to intensify the cooperation and implement new joint activities;



- Within the framework of the Project: Strengthening Institutional Capacities in the Fight against Corruption, which is realized in cooperation with USAID, Transparency International Macedonia and the SCPC, a series of trainings dedicated to corruption, financial investigations, confiscation of property, etc. were conducted, which were addressed by the Director of the Academy;
- In July 2021, a working meeting was held with Mr. Marc Remillard, Program Manager at DCAF. The working meeting is part of the activities implemented

within the cooperation between the Academy and DCAF in the Intelligence and Security Sector Reform Program in the Republic of North Macedonia. The meeting discussed the continuation of the cooperation between the Academy and DCAF, as well as future joint activities. On October 22, 2021 in Ohrid, the Academy for Judges and Public Prosecutors, in cooperation with the DCAF Geneva Centre for Security Sector Governance, started with the realization of a series of interactive workshops “Implementation of Measures for Interception of Communications”. With a welcome address, the event was opened by the Director of the Academy, Prof. Dr. Natasha Gaber Damjanovska;

- At the end of July 2021, a working meeting was held at the premises of the Academy with the Deputy Ambassador of the Kingdom of the Netherlands in North Macedonia, H.E. Robert Dekker. The Kingdom of the Netherlands is a great supporter of the work of the Academy and during this meeting the possibilities for future joint activities were discussed, focusing on current topics in the field of law and harmonization of the national legislation with the European legislation, especially in the field of mediation.



- In October 2021, the Director of the Academy held a working meeting with Mr. Cesare Pitea, JUFREX Program Manager and representatives of the Council of Europe. Namely, the joint program of the European Union/Council of Europe “Freedom of Expression and the Media in South-East Europe” (JUFREX) and the Academy is reflected through many years of successful cooperation in the implementation of a series of project activities related to freedom of expression and the media. The results of the activities conducted thus far were discussed at the working meeting, as well as the deepening of the cooperation with the realization of future joint educational events in the field of freedom of expression and the media with a focus on journalists and the ethical standards imposed by this profession.



- The Director of the Academy participated in both meetings of the European Judicial Training Network EJTN in Thessaloniki, Greece, one of which was intended for the national contact points and it was held on October 13, 2021, while the second meeting took place over the course of two days (October 14 and 15, 2021). At the meeting of the national contact points of the EJTN, all activities related to the programs, linguistics and judicial training methods were presented by the Working Group. This was followed by an overview of the EJTN tools, such as: working group guides, EJTN activity calendar, THEMIS rules and THEMIS guide for judges and public prosecutors, the EJTN Online System of Participants (OSP), the database of methodologies and sources and all other features offered within the EJTN.



- On November 17, 2021, within the framework of the World Congress on Justice with Children, the HELP Program of the Council of Europe organized a free online event related to children's rights. The World Congress is organized by the Global Initiative on Justice with Children. The Global Initiative is led by a consortium of international organizations such as: Terres des hommes, Penal Reform International, International Association of Youth, Family Judges and Magistrates (AYFJM) and International Institute for the Rights of the Child (IDE). The regional session for Europe within the World Congress on Justice with Children was held on November 17, 2021, where the Director of the Academy, Prof. Dr. Natasha Gaber Damjanovska, held a speech related to the topic. Here, it is especially important to mention the positive example given by the Director of

the Academy, Prof. Dr. Natasha Gaber Damjanovska, regarding the inclusion of the HELP Program in the initial training, in order to enrich the knowledge of the participants on various topics, including justice with children, as well as the jurisprudence of the ECtHR. Also, thanks to the Academy, an increased number of participants in this program has been noted.

On December 6, 2021, the Academy for Judges and Public Prosecutors, in cooperation and with the financial support of the Council of Europe, conducted a one-day training on Article 5 of the European Convention on Human Rights, which deals with the legality of detention and the provision of procedural guarantees to detainees, which was opened with a welcome address of the Director of the Academy.

- The Academy for Judges and Public Prosecutors on December 14, 2021, in cooperation with the Regional Cooperation Council (RCC), held the 5th meeting of the South East European Judicial Training Institutions' Network, which was addressed by the Director of the Academy, Prof. Dr. Natasha Gaber Damjanovska.



- On December 16, 2021, at the Aleksandar Palas Hotel, the Director of the Academy addressed a round table organized by the Academy for Judges and Public Prosecutors “Pavel Shatev” in cooperation with the UNHCR Representation in Skopje and IOM, which was dedicated to the protection of foreign children in migration movements throughout the territory of the Republic of North Macedonia;
- On December 17, 2021, in the premises of the Academy for Judges and Public Prosecutors, the Director of the Academy had a working meeting with the newly appointed Ambassador of Spain in North Macedonia, H.E. Jose Luis Garcia Lozano. The working meeting was held at the initiative of the Ambassador of Spain in order to acquaint him with the work and organization of the Academy and its role in the judicial system of North Macedonia;



The Director of the Academy gives her contribution to the implementation of a series of activities through her participation in several working groups, namely:

- Member of the Working Group on drafting the Law on the Academy for Judges and Public Prosecutors, 2020/2021, Ministry of Justice of the Republic of North Macedonia
- Member of the Working Group on digitalization of the judiciary, 2021, Ministry of Justice of the Republic of North Macedonia
- Member of the Working Group on drafting the Law on Mediation, 2020, Ministry of Justice of the Republic of North Macedonia
- Member of the National Steering Committee for realization of the activities within the Project “Horizontal Facility for the Western Balkans and Turkey 2019- 2022”
- Member of the National Steering Committee of the EU-TWINING Project – Strengthening the Institutional Capacity of Investigative Centres, 2021
- Member of the National Steering Committee of the EU Project “Just(ice) Children-EU for Juvenile and Child-Friendly Justice”, implemented by UNICEF, 2020
- Member of the Working Group on Linguistics at the European Judicial Training Network (EJTN), 2020.

Work activities of the Deputy Director of the Academy

At the end of January 2021, the Management Board of the Academy made a decision to announce a public call for the appointment of a Deputy Director of the Academy. On April 19, 2021, the Deputy Director of the Academy, Judge Ilir Iseni, took office. In the

current year, the Deputy Director held a series of working and other meetings, of which we single out the following as more significant:

- On December 9, 2021, the Deputy Director, as part of the delegation of the Republic of North Macedonia, participated in a working meeting with a delegation of the European Court of Human Rights, led by the President of the ECtHR, Mr. Robert Spano;
- On November 2, 2021, he addressed the workshop “Judicial Workshop Series – Workshop #1: Strengthening Communication Skills for Judges in Deadline with the Media and the Public”, which was held on October 29 and 30, 2021 with physical presence in Vila Grabovka, Prague, Czech Republic, as well as online through the ZOOM platform. The conference was organized by the CEELI Institute Prague;
- At the invitation of the Director of the Language Implementation Agency, Ylber Sela, he visited the Language Implementation Agency.



Human resources

In January 2021, two (2) new job positions for an indefinite period of time were filled: driver and independent IT officer. At the same time, four (4) employees were promoted.

In terms of staff training, as a result of the global health pandemic, the employees had the opportunity to attend online trainings, which were intended for them, and were offered by relevant institutions.



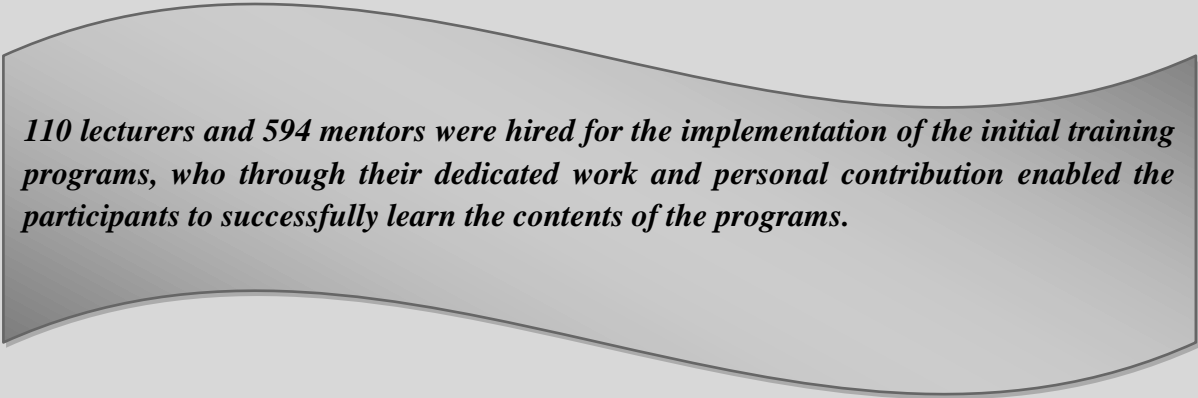
INITIAL TRAINING

Guided by the priorities of North Macedonia to improve the quality of the judiciary based on internationally recognized democratic principles with the foundation of the Academy for Training of Judges and Public Prosecutors for the first time in North Macedonia, but also for the first time in the region, the initial training was established with the introduction of strict and objective procedures for selection and admission to the Academy of participants who in the future will perform the judicial and public prosecution function with dignity and ethics, independently and professionally.

Our goal is to select the best from the best, due to which our programs are constantly being adapted to the needs of our participants, while following all the important developments in the legal field.

In the current 2021, the Academy worked intensively on the conducting of the entrance exam for the VIII generation of participants, while the theoretical instruction and the practical training for the participants of the VII generation took place simultaneously.

Within the theoretical instruction, a total of 1050 hours were realized, through three modules. After the completion of the theoretical instruction, on September 20, 2021, the implementation of the practical training for the participants in the initial training started, which is realized in accordance with the Rulebook on the Initial Training, the Practical Training Program and the Practical Training Schedule.



110 lecturers and 594 mentors were hired for the implementation of the initial training programs, who through their dedicated work and personal contribution enabled the participants to successfully learn the contents of the programs.

The Admissions Commission at the Academy for Judges and Public Prosecutors in the current year continued with its intensive work for the admission of 97 participants to the initial training for the VIII generation of participants in the initial training. Thus, at the beginning of the year, after the receipt of 168 (one hundred and sixty-eight) complaints against the results of the qualifying test, the Admissions Commission accepted 119 (one hundred and nineteen) complaints, while 49 (forty-nine) complaints were rejected as unfounded. The candidates for admission to the initial training filed a total of 91 (ninety-one) appeals against the decisions of the Entrance Exam Commission

to the Management Board of the Academy, which fully accepted 1 (one) appeal, partially accepted 13 (thirteen) appeals, and 77 (seventy-seven) appeals were rejected as unfounded.

The next stage of the entrance exam was the psychological test, which was taken on February 27 and 28, as well as in the additional term on March 14 for candidates who were in isolation due to the Coronavirus. Out of a total of 330 candidates who were eligible to take the psychological test, the test was taken by 303 (three hundred and three) candidates, and 27 (twenty-seven) candidates did not show up for the test. Out of the candidates who took the psychological test, 290 (two hundred and ninety) candidates received a grade of “satisfactory”, i.e., passed the test, while 13 (thirteen) candidates received a grade of “unsatisfactory” and did not pass the psychological test.

The integrity test was taken on March 27 and 28, 2021, as well as on April 10, 2021 for candidates who were in isolation due to the Coronavirus. Out of 290 (two hundred and ninety) candidates who, by passing the psychological test acquired the right to take the integrity test, 279 (two hundred and seventy-nine) candidates took the test, 263 (two hundred and sixty-three) passed the integrity test, of whom 205 (two hundred and five) candidates received a grade of “satisfactory” and 58 (fifty eight) candidates received a grade of “partially satisfactory”, while 16 (sixteen) candidates received a grade of “unsatisfactory” and did not acquire the right to take the exam.

The last stage of taking the entrance exam was taking the exam itself (which consists of a written and oral part). The practical part of the exam was taken in the period from May 30, 2021 to June 2, 2021, while the oral part of the exam was taken from June 5 to June 14, 2021. Out of 263 (two hundred and sixty-three) candidates who had the right to take the written part of the exam, 251 (two hundred and fifty-one) candidates took the written part of the exam, and 12 (twelve) candidates did not show up at all for the written part, while 229 (two hundred and twenty-nine) candidates took the oral part, 19 (nineteen) candidates did not show up for the oral part, and 3 (three) candidates dropped out of the exam.

After taking the exam, the Entrance Exam Commission on June 14, 2021 published the preliminary Ranking list of the results of the exam no. 08- 443/4 dated 14.08.2021. Pursuant to Article 88 of the Law on the Academy, the candidates filed 104 (one hundred and four) complaints against the preliminary ranking list to the Entrance Exam Commission, of which the Commission fully accepted 6 (six) complaints, 18 (eighteen) complaints were accepted partially, while the remaining 80 (eighty) complaints were rejected as unfounded. 56 (fifty-six) appeals were filed against the Decisions of the Entrance Exam Commission to the Management Board, and the Management Board partially accepted 2 (two) appeals, while the remaining 54 appeals were rejected as unfounded.

After the completion of the procedure for filing complaints and appeals to the Entrance Exam Commission and the Management Board of the Academy, the Entrance Exam Commission at its 64th session, held on 27.07.2021 inspected and checked the scoring and the total points earned, thus determining the preliminary ranking list of the results of the qualification test and the exam (written and oral part) number 08-508/3, and at the same time in the interest of transparency it published the preliminary ranking lists by points earned in the current stage by communities, namely for Macedonians, Albanians and other communities.

After receiving the Decisions of the Management Board of the Academy, in accordance with Article 88 of the Law on the Academy, the candidates had the right to file lawsuits against the Decisions to the Administrative Court of the Republic of North Macedonia. The candidates filed a total of 46 lawsuits against the Decisions of the Management Board of the Academy to the Administrative Court of the Republic of North Macedonia, while 19 (nineteen) appeals were filed against the Judgments of the Administrative Court to the Higher Administrative Court.

With regard to the schedule of the places of the participants in the initial training by communities, the Management Board on 19.07.2021, in accordance with Article 9 and Article 13 indent 21 of the Law on the Academy for Judges and Public Prosecutors and in accordance with Article 42a of the Statute of the Academy for Judges and Public Prosecutors “Pavel Shatev”, adopted a decision to determine special quotas for members of the non-majority communities in the Republic of North Macedonia. Thus, taking into account the official data obtained from the State Statistical Office on the percentage of non-majority communities in the Republic of North Macedonia, according to the last census, out of the total 97 participants in the initial training, of whom 62 participants were Macedonians, the following were determined: – 24 participants were from the Albanian ethnic community; - 4 participants were from the Turkish ethnic community; - 3 participants were from the Roma national community; – 2 participants were from the Serbian ethnic community; – 1 participant was from the Vlach ethnic community and – 1 participant from the Bosniak ethnic community. In accordance with Article 42a paragraph 5 of the Statute of the Academy for Judges and Public Prosecutors, if the determined quotas do not cover a sufficient number of candidates who meet the legal requirements or have passed the entrance exam, the vacancies are filled by other candidates who meet the requirements according to the ranking of their final grade, i.e., according to the success based on the final ranking list.

On October 28, 2021, the Academy for Judges and Public Prosecutors, within the framework of the cooperation with OPDAT at the US Embassy in Skopje, conducted an online workshop on “Introductory Words” intended for the seventh generation of participants in the initial training of the Academy. A presentation on the topic was given by Mr. Cole Radovich, Legal Advisor at the US Embassy in Skopje.

At this workshop, the participants in the initial training of the Academy had the opportunity to exchange opinions regarding the introductory words which are very important and with which the main hearing begins. Mr Radovich explained in detail the goals and what future judges and public prosecutors should focus on, and also offered positive and negative examples that would help the participants minimize the mistakes in their everyday work.

CONTINUOUS TRAINING

The tendency to respond to the new legal challenges arising from the reform process and the harmonization of the national legislation with the EU legislation and international standards contributed to the continuous advancement of the knowledge and skills of the legal practitioners in the country, hence, within the Continuous Training Program, the Academy conducted 214 trainings in which 4924 participants were trained, for the conducting of which 223 educators were hired, out of whom 168 domestic educators (46 judges, 20 public prosecutors, 6 lecturers from the ranks of the professional service and 96 representatives of institutions) and 58 foreign educators.

In the current year, a series of educational events were realized dedicated to current legal topics, such as: the new Law on Personal Data Protection, which was intended for personal data protection officers; the new Law on the Public Prosecutor's Office, which covered the members of the Council of Public Prosecutors and the Public Prosecutors of the Public Prosecutor's Offices. In April 2021, a training was conducted on the topic of "Introduction to the Latest Documents of the European Commission of the Efficiency of Justice", which was attended by public prosecutor's offices in the Republic of North Macedonia, court presidents, members of the Council of Public Prosecutors and members of the Judicial Council.

A conference intended for judges and expert associates from civil departments from all instances was organized on the topic of "Responsibility of the State for Compensation of Damages". A training was conducted for the judges from the civil departments on the topic of "Determining the compensation of expropriated property", as well as a conference on the topic of "Acquiring the right to ownership on the basis of construction". According to the Mandatory Continuous Training Catalogue for 2021, the Academy also conducted a conference for the judges from the civil departments on the topic of "The legal effect of contracts with reference to apparent and fictitious contracts". A conference was also organized on the topic of "Special restrictions on the right to ownership – types of lawsuits". The amendments to the Law on Litigation Procedure for 2021 were a really important topic, given the fact that the realization of one of the priorities of the Government in the area of judicial reform finally began with these amendments, namely digitalization and remote court hearings. For that purpose,

and in order to timely prepare the judges for its application, the Academy organized a workshop on the topic of “Amendments to the Law on Litigation Procedure in relation to Digitalization and Remote Court Hearings”. At the same time, according to the Mandatory Continuous Training Catalogue, an online training dedicated to the topic of “Civil Disputes Arising from the Law on Protection against Discrimination” was also conducted.

In line with the planned activities aimed at approximating the case law of the European Court of Human Rights and the effective implementation of the ECHR, the Academy organized a training on Article 4 of Protocol 7 to the ECHR (right not to be tried or punished twice – principle of ne bis in idem), which was attended by judges from criminal departments and public prosecutors from all appellate areas. At the beginning of 2021, the Academy conducted a conference on the topic of “Equality of weapons in all stages of the criminal proceedings”, which was also attended by judges and public prosecutors from all appellate areas. In 2021, one particular topic was especially actualized that constantly attracts the attention and interest of the legal practitioners. The Academy foresaw this in its Training Catalogue and conducted a conference on the topic of “Confiscation of property and seizure of objects, dealing with confiscated property based on final criminal and misdemeanour judgments”.

The Academy for Judges and Public Prosecutors “Pavel Shatev” organized online conferences on the topic of “Criminal Liability for Medical Error”. The conference was intended for judges from criminal departments, public prosecutors and professional associates from all appellate areas. The Academy conducted a training on the topic of “Delivery”, which covered suppliers from all appellate areas.

At the beginning of 2021, the Academy organized a series of conferences on the topic of “Preparation of a final account for 2020”, which covered all court clerks involved in the preparation of the final accounts.

In the current 2021, the Academy organized trainings intended only for judges and public prosecutors on the following topics: “Public procurement – preparation of tender documentation and technical specifications of the subject of the procurement”; “Ethics and Code of Ethics”. These trainings covered a total of 70 participants.

The Academy, in accordance with the Law on Courts, conducted 9 two-day specialized trainings for the newly elected lay judges, who after the completion of the training received a certificate of completed training. A total of 298 lay judges participated in the trainings.

In summary, the following trainings were conducted by legal areas:

- 31 trainings in the field of civil law
- 96 trainings in the field of criminal law

- 8 trainings in both civil and criminal matters
- 2 trainings in misdemeanour matters
- 10 trainings dedicated to commercial law
- 7 trainings for the administrative judiciary
- 38 trainings dedicated to general topics
- 22 specialized trainings

Regarding the number of hours spent on continuous professional development, in accordance with the Law on the Academy, the Academy issues certificates to judges, prosecutors and civil servants from the Ministry of Justice who perform tasks in the field of justice and submits them to the Judicial Council of the Republic of North Macedonia, the Council of Public Prosecutors of the Republic of North Macedonia and the Minister of Justice. At the same time, the Academy recognizes the hours spent on training organized in cooperation with other organizers if it is agreed in advance between the respective subjects.

COOPERATION WITH DOMESTIC INSTITUTIONS

The support of the national judicial institutions emphasizes the value and strengthens the role of the Academy in the judicial system of North Macedonia. The commitments and goals are common as the rule of law is a pillar of the democratic society. In order to successfully implement its activities, the Academy in the current 2021 cooperated with the:

Secretariat for European Affairs of North Macedonia

The Academy in cooperation with the Secretariat for European Affairs of North Macedonia, in accordance with the current events on the European scene in the legal area, conducted a training on the topic of “Industrial Property Policies”, which was attended by judges from civil departments who act upon cases in this area.

Association of Judges of the Republic of North Macedonia

The Academy for Judges and Public Prosecutors and the Judicial Media Council at the Association of Judges of the Republic of North Macedonia at the beginning of 2021 signed a Memorandum of Cooperation that envisages activities aimed at promoting the Judicial Media Council and the cooperation in the field of judicial transparency and continuous training of judges and public prosecutors. This memorandum envisages the

organization of joint activities, trainings, seminars and other types of educational events.

European Policy Institute – EPI

In order to promote and increase the use of mediation in the country, the European Policy Institute, the Academy for Judges and Public Prosecutors “Pavel Shatev”, the Chamber of Mediators of the Republic of North Macedonia and the Dutch Federation of Mediators signed a Memorandum of Cooperation.

The Memorandum of Cooperation refers to the implementation of the project “Mediation without dilemmas!”, which is funded by the Embassy of the Kingdom of Netherlands in Skopje. In 2021, a three-day training was conducted within the framework of the project “Mediation without dilemmas”, dedicated to restorative justice for children, as well as the annual conference “Mediation – a new culture in dispute resolution”. Trainings are also planned for the trainers, where national professionals will have the opportunity to hear the experiences of experts from the Netherlands, and then share such experiences with their colleagues. On November 3, 2021, an event was organized to mark the European Day of Civil Justice, which aims to approximate the judiciary and the access to justice to the citizens in a way in which they will know their rights better, as well as how to exercise and protect them.

NGO Zelena Lupa

The Academy actively and successfully cooperates with the NGOs in our country. In the current 2021, in cooperation with the NGO Zelena Lupa, a training was organized dedicated to the Law on Probation, which was attended by judges and public prosecutors from the appellate area Shtip.

INTERNATIONAL COOPERATION

The Academy undoubtedly managed to build and maintain itself as a vital institution within the judiciary of North Macedonia, which succeeded in uniting in one place the judges, public prosecutors and other judicial entities not only from the Republic of North Macedonia, but also from a number of countries from the region and Europe. It has managed to open wide the doors of the international scene, both for the existing judges and public prosecutors and for the candidates for initial training for whom this opportunity is of great importance in their development as judges and public prosecutors capable of applying the European and international regulations, standards and practice.

The support of the international partners in the implementation of the activities of the Academy that directly affect the improvement of the efficiency of the judicial system of

North Macedonia is of key importance. In the past 15 years, the Academy has established successful international cooperation with many significant and strategic partners, embassies, etc. At the same time, the Academy continuously nurtured the cooperation with the regional judicial academies, with the most active being the cooperation with the Judicial Academy of Serbia, within which some of the employees of both institutions held several meetings where they exchanged experiences regarding the functioning of the institutions, and positive solutions for improving the work of the Academies were also offered. At the same time, in cooperation with the Judicial Academy of Turkey, a training dedicated to cybercrime was organized.

In 2021, we single out the following international cooperations as most significant:

US EMBASSY

The Academy for Judges and Public Prosecutors “Pavel Shatev” in cooperation with the Ministry of Justice of the Republic of North Macedonia and the US Embassy in Skopje organized a workshop on the topic of “Amendments to the Law on Litigation Procedure in relation to Digitalization and Remote Court Hearings”, an event which marked the start of the digitalization process of the judiciary in North Macedonia. The Academy for Judges and Public Prosecutors in cooperation with the OPDAT Program at the US Embassy in Skopje and the Ministry of Justice of North Macedonia organized two trainings on the topic of “Using Electronic Evidence in Transnational Organized Crime Cases”.

OPDAT Program

The Academy for Judges and Public Prosecutors in cooperation and with the financial support of the OPDAT Program at the US Embassy in Skopje organized a series of online workshops on:

- Plea bargain
- Using electronic evidence in transnational organized crime cases, which in addition to national speakers, was also attended by federal prosecutors from the USA
- Electronic evidence – techniques for preparing orders for expertise of electronic devices, which in addition to national speakers, was also attended by federal prosecutors from the USA
- Deforestation and organized crime, which in addition to national speakers, was also attended by federal prosecutors from the USA

- Ethics for judges and public prosecutors, intended for candidates for judges and public prosecutors from the 5th and 6th generation who have completed the initial training at the Academy
- Criminal prosecution of acts against the environment: water pollution

On April 29, May 12 and May 20, a regional event was held on the topic of “Tax Fraud, Net Value Analysis, Money Laundering and Property Confiscation: Analysis of Tax and VAT Fraud”, organized by the OPDAT Program and the Ministry of Justice of Croatia. As part of this cooperation, on June 17 a training was held on the topic of “Judicial Efficiency: Continuous Trials and Best Practices for Resolving Court Delays”.

The Academy in cooperation with the OPDAT Program and the Judicial Academy of Croatia organized an online regional event on the topic of “Cryptocurrencies”, as well as a training on the topic of “Electronic Evidence”. As part of this cooperation, a regional event was organized on the topic of “Cybercrime and Digital Evidence”.

Within the OPDAT Program, a regional symposium dedicated to cases of terrorism was organized, which was attended by judges and public prosecutors from our country who had the opportunity to share their experiences with the present representatives of the countries in the region regarding the topic of the event.

In June, a training of trainers was organized on designing effective trainings and presentation skills, which was intended for all lecturers at the Academy, especially for those who have not attended a similar training. Also, as part of this cooperation, in July, the legal analyses of the efficiency of the trial within reasonable time as a legal remedy and the use of plea bargain as a criminal sanction in North Macedonia were presented before the judges and public prosecutors and representatives of the Ministry of Justice.

At the end of September 2021, the Academy for Judges and Public Prosecutors, as part of the cooperation with the US Embassy in North Macedonia published a course on the online platform of the academy entitled: “Rights of Victims in Criminal Proceedings through the ECtHR Case Law”. This online course was organized by the US Department of Justice through the Office of Overseas Prosecutorial Development, Assistance and Training (OPDAT)/US Embassy in Skopje. The content of this course focused on: the obligations of the judiciary under Articles 3, 6 and 8 of the ECHR; how does the ECtHR assess whether those obligations have been met and Specific cases from the ECtHR case law.

ICITAP

As part of the cooperation between the Academy and the US Department of Justice through the ICITAP – International Criminal Investigative Training Assistance Program

of the USA, a training of trainers was organized, as well as several events on the following topics: Child Abuse and Violation of Rights, Cybercrime, Transnational Criminal Organizations, Covert Operations; Training of Trainers; Judicial Efficiency; Continuous Trials and Best Practices for Resolving Court Delays.

Project: “Strengthening Institutional Capacities in the Fight against Corruption” of USAID and TRANSPARENCY INTERNATIONAL

The support of USAID in the development of educational events that are of significance for the advancement of the judiciary in North Macedonia has always been present. The Academy, as one of the key institutions in the judicial system, has always participated in USAID project activities. In 2021, the realization of the project “Strengthening Institutional Capacities in the Fight against Corruption” started, which is implemented by Transparency International Macedonia, and in which the Academy is included. The following educational events have been realized within this project:

- The importance of audit reports in the fight against corruption
- Good practices in the analysis of the audit reports and their role in the good governance and the fight against corruption
- Conflict of interest and the Law on Whistleblower Protection
- Strengthening the justice system in the fight against corruption and confiscation of property
- Cases of corruption and measures taken by the SCPC and the judiciary
- Financing of political parties and financing of political campaigns

A final event on “Cooperation between the Institutions in the Fight against Corruption: Lessons Learned and Enhanced Cooperation” was held in June.

UNHCR

The Academy for Judges and Public Prosecutors “Pavel Shatev” in cooperation with the UNHCR Representation in Skopje and the Ministry of Interior – Department of Border Affairs and Migration organized a round table on the topic of “Access to asylum, the principle of impunity and restriction of freedom of movement of asylum seekers”, which was attended by judges from the Higher Administrative Court and the Administrative Court, as well as representatives of the Ministry of Interior of North Macedonia working on this matter. For the judges of the Higher Administrative Court and the Administrative Court, within the framework of this cooperation, the program for studying the basics of immigration detention was implemented at the beginning of the year. The Academy for Judges and Public Prosecutors “Pavel Shatev” in cooperation with the UNHCR Representation in Skopje and IOM organized a round table on the protection of foreign children in migration movements throughout the territory of the

Republic of North Macedonia, which was held on December 16, 2021, at the Aleksandar Palas Hotel, Skopje. The round table was intended for judges and public prosecutors working on criminal and other cases with unaccompanied foreign children along the migration route. At the same time, the event was attended by representatives of the central and regional border police, social workers, asylum sector, ombudsman, NGOs and representatives of UNHCR, UNICEF and IOM.

UNICEF

The Academy for Judges and Public Prosecutors in 2021 continued its cooperation with UNICEF, which in cooperation with the Government, institutions, civil society and the European Union devised a two-year action within the framework of a broader reform of the system of the rule of law in the country, in order to support the Government in establishing a child-friendly justice system aimed at achieving the best interests of the child, regardless of whether the child is in conflict with the law or in contact with the justice system as a victim or witness. This strengthening process will be realized through: Organizing a training for trainers – trainers for justice for children and Organizing trainings for professionals that will be conducted by the trained trainers. In addition to the Academy, it also includes representatives of the Bar Association; the Chamber of Mediators; the Directorate for Execution of Sanctions; the Institute for Social Work and the Training Centre of the MoI. At the beginning of November 2021, within the framework of this cooperation, a consultative meeting was held, and in the period from November 15 to November 17, 2021, the first training of trainers was organized, which included judges and public prosecutors. The trainers who attended this training will hold a training for their colleagues in the first quarter of 2022 and transfer the knowledge they acquired.

Office for Democratic Institutions and Human Rights ODIHR

The Academy for Judges and Public Prosecutors, in accordance with the Memorandum of Cooperation between the Public Prosecutor's Office of North Macedonia and the OSCE Mission, through the Office for Democratic Institutions and Human Rights ODIHR, in 2021 held two online trainings on the topic of "Hate Crime". A total of 38 participants from all appellate areas attended both trainings.

EUROPEAN UNION/COUNCIL OF EUROPE

EU-TWINING Project – Strengthening the Institutional Capacity of Investigative Centres

Within the EU Twinning Project – Strengthening the Institutional Capacity of Investigative Centres, which is implemented in cooperation with the German Foundation for International Legal Cooperation (IRZ), the Federal Republic of Germany, the Ministry of Justice of the Republic of Croatia, the Public Prosecutor’s Office of the Republic of North Macedonia, the Ministry of Justice, the Financial Police Office and the Customs Administration of the Republic of North Macedonia, several activities were planned during the course of 2021.

Within the first component, work plans, standard operating procedures and bylaws were prepared for conducting joint investigative activities – Assessment of further needs and several meetings of the Project Management Board were held. Within the second component of this project, which refers to improving the capacity of investigators, public prosecutors, associates and other relevant stakeholders, the following trainings were conducted: Five multidisciplinary and specialized trainings attended by a total of 48 public prosecutors, experts, investigators and representative of other relevant institutions. As part of the planned activities, two trainings on financial investigations and investigative measures were held, which were attended by a total of 17 public prosecutors and investigators. Two trainings on crimes related to public procurement, international transactions, cash flow on the internet, customs clearance, money laundering were held, which were attended by a total of 14 investigators. Four trainings on temporary securing and confiscation of assets and property were held, which were attended by a total of 47 participants. One training on international legal assistance and cooperation was held, which was attended by a total of 11 public prosecutors and investigators.

EU “EU Support for the Rule of Law” – IPA 2020

The project “EU Support for the Rule of Law” is part of the larger action program covered by the action document IPA II 2020 North Macedonia “EU for the Rule of Law”. The project aims to support the rule of law in line with the European and international standards. The project is divided into four interrelated components. The components are further defined through the results and activities that the project aims to achieve. The Academy is covered by the first component: “Improving the capacities of justice institutions to deliver justice in a transparent and accountable manner.”

Namely, the Academy for Judges and Public Prosecutors plays a key role in terms of maintaining the quality of the work of judges and prosecutors, as it is the only institution that provides the necessary legal training and guarantees the upgrading of the professional knowledge. The regular attendance at relevant trainings, provided by the Academy for Judges and Public Prosecutors, must become a compelling aspect of the

professional conduct of every judge and prosecutor in the country. Therefore, the quality of the trainings provided by the Academy needs to be harmonized and further developed. The Academy for Judges and Public Prosecutors is the only entry point into the judicial system in the country. For this reason, all young lawyers who are just completing their university studies, as well as all other candidates who may be coming from other legal fields, such as private lawyers, will need to undergo intensive initial training in order to get acquainted with the needs and details of the judiciary. This training should cover all relevant areas of the everyday work of a judge/prosecutor and will be provided not only by professional trainers, but especially by practitioners from the judicial system. In case of shortage of local legal practitioners, support will be provided by international short-term experts. In addition, the quality of the work of the active judges and prosecutors should be at the highest possible level. That is why it is crucial to provide a continuous training program that covers all relevant areas of the everyday work of judges and prosecutors, taking into account new, hitherto unknown challenges for the judiciary (for example, how to act upon cases of restitution after the end of the socialist property regime, tools for effective fight against corruption and organized crime, etc.).

Such a training program should be updated at least annually. In cases where local trainers are not available, support will be provided by international experts. This training will be supplemented by component 4 with a new training on human resources in the training curriculum.

European Union/Council of Europe Joint Program “Horizontal Facility for the Western Balkans and Turkey – Phase II”

“Horizontal Facility for the Western Balkans and Turkey” is a joint program of the Council of Europe and the European Union that provides legal expertise and advice to the Western Balkan countries on justice, economic crime, discrimination, trafficking in human beings and freedom of expression.

In March 2021, as part of the activities covered by this program, the Academy organized a five-week online HELP course on the topic of “Preventing and Combating Trafficking in Human Beings”. The course consisted of a total of 5 chapters, and each chapter consisted of several modules (sub-topics). This course started with the participation of a total of 17 participants, however it was successfully completed by a total of 12, of whom 4 judges, 4 public prosecutors and 4 professional court associates.

In March, the legal analysis “Rights of Victims of Trafficking in Human Beings in Judicial Proceedings” was presented to judges and public prosecutors.

In April 2021, an online HELP course was organized on the topic of “Fight against Trafficking in Human Beings and Protection of Victims”.

As part of this cooperation, a training on freedom of expression and the beginning of the HELP online course was organized, which took place on September 29, 2011, with the participation of judges and public prosecutors from all instances.

Freedom of Expression and Freedom of the Media in South-East Europe – JUFREX

2

JUFREX is a Joint Program funded by the Council of Europe and the European Union that identifies the specific needs in the field of freedom of expression in South-East Europe. This program is realized through a series of trainings dedicated to freedom of expression, whose target groups are judges and public prosecutors, but also journalists and public media services that are interconnected through common segments of work and are aimed at and of importance to the freedom of expression and the human rights in line with the Council of Europe and EU standards. The regional component of this program is dedicated to creating opportunities for exchanging best practices and finding common solutions to similar issues.

As part of this program, the Academy and JUFREX conducted the first cascading training on freedom of expression in the first half of 2021.

In September 2021, a training on freedom of expression and freedom of the media and the beginning of the HELP online course was organized in North Macedonia, which was attended by a total of 39 participants, of whom 34 judges and 5 public prosecutors.

Council of Europe HELP Program

The Academy for Judges and Public Prosecutors in cooperation with the Council of Europe HELP Program organized an introductory online course dedicated to the topic of “Justice Tailored to the Needs of Children and Children’s Rights”, which consisted of 9 modules and a course dedicated to Biomedicine, which was attended by the seventh generation of participants in the initial training at the Academy.

At the beginning of December, in cooperation with the Council of Europe, a training on Article 5 of the European Convention on Human Rights was organized, which covered judges and public prosecutors at all levels.

iPROCEED-2

As part of the regional project of the Council of Europe on building capacities for targeting crime proceeds on the internet (iPROCEED-2), a specialized course was organized on the topic of “International Cooperation in Cybercrime Investigations and Proceedings”.

In November 2021, the team of national trainers who passed the specialized course conducted an online training on this topic intended for their colleagues, judges from criminal departments and public prosecutors.

AIRE Centre and Regional Anti-corruption Initiative (RAI)

As part of the Regional Project “Strengthening anti-corruption in South East Europe through improving asset seizure measures”, the Academy conducted a training on “Effective asset recovery: legal standards, challenges and good practices” in the first half of 2021, intended for judges and public prosecutors acting upon cases in this area.

European Judicial Training Network (EJTN)

EJTN is the main platform and promoter for training and exchange of knowledge in the field of the European judiciary. It represents the interests of over 120,000 European judges, prosecutors and judicial trainers across Europe. The cooperation between the Academy for Judges and Public Prosecutors and the European Judicial Training Network (EJTN) began in 2007, when the Academy was given observer status. From that moment until today, the Academy is involved in all activities and programs of EJTN. The participation of the Academy in the first two years did not cause financial implications, but then it was decided by EJTN that only EU member states could participate in this way. However, this was not an obstacle for the Academy to be actively involved in all programs and thus enable judges and public prosecutors to upgrade their knowledge in the field of the European legislation.

In the current 2021, given the situation that resulted from the pandemic caused by COVID 19, all activities were held online. In order for these trainings to be available to national legal professionals, the Academy regularly publishes all events on its website. Thus, a great improvement was made in terms of using the platform, which is aimed at educating a large number of legal professionals from the country.

On May 6 and 7, 2021, organized by EJTN, and in cooperation with DG JUST and the Portuguese Centre for Judicial Studies, a conference was held entitled: “Modernising the EU judicial systems by strengthening the training of legal professionals”. The conference

was attended by representatives of all EJTN member countries, as well as countries that have observer status, such as North Macedonia.

A call for participation in study visits to the European Court of Human Rights, the Court of Justice in Luxembourg, the EU Agency for Fundamental Rights and other EU institutions was published on the website of the Academy, which was organized by the EJTN and available to national judges and public prosecutors. Three judges from North Macedonia participated in these study visits.

The AIAKOS Program has caused great interest for many years, especially among participants in the initial training at the Academy and they are regularly part of this program. Namely, this program is a platform for exchange of future judges and public prosecutors, i.e., participants in initial training and newly elected judges and public prosecutors, where they have the opportunity to acquire new knowledge and exchange experiences regarding the differences in the judicial systems, strengthen their mutual trust and raise the awareness about the European dimension in their work. The AIAKOS Program is held 4 times a year, namely two weeks in spring and two weeks in autumn. In 2021, a total of 13 participants applied to be part of the autumn session, hosted by the Netherlands and Romania. Due to the situation with the Covid 19 virus, the program was realized through online platforms.

European Institute of Public Administration (EIPA)

For more than a decade, the Academy has had successful cooperation with the European Institute of Public Administration EIPA, within which a series of educational events have been organized where European legal experts share their experiences with national legal professionals. In this regard, in the current 2021, the Academy and EIPA realized the following events:

- Digitalization of the criminal and civil justice in the EU
- Digital criminal justice

At the end of the year, two more events were held on the topic of “Ethical leadership in the judiciary” and on the topic of “EU Law on Environmental Protection”.

The Academy for Judges and Public Prosecutors, in cooperation with the European Institute of Public Administration EIPA, organized a two-day training on the topic of “EU Law on Environmental Protection”, which took place on November 30 and December 1, 2021 through the ZOOM platform and it covered judges from criminal departments, public prosecutors and expert associates from all appellate areas.

OSCE MISSION TO SKOPJE

At the beginning of the year, the Academy for Judges and Public Prosecutors “Pavel Shatev”, in cooperation with the OSCE, and within the project “Strengthening the fight against transnational crime in South-Eastern Europe through improved regional co-operation in asset seizure, confiscation, management and re-use” organized a three-day online workshop on “International Cooperation and Mutual Legal Assistance in Asset Recovery”. The workshop was intended for judges from criminal departments and public prosecutors from all appellate areas. Within the framework of the cooperation between the OSCE Mission and the Academy, a manual for the proper use of the Macedonian language in court and public prosecution documents during their preparation was issued in Macedonian and English and published on the website of the Academy. The Academy for Judges and Public Prosecutors “Pavel Shatev” in cooperation with the OSCE Mission to Skopje, the Association for Criminal Law and Criminology and the Ministry of Justice of the Republic of North Macedonia organized an online promotion on the “Analysis of the use of advanced electronic tools in the judiciary”.

Within the framework of the cooperation with the Human Dimension Department of the OSCE Mission, two online courses dedicated to internet security tools were developed and implemented, which were prepared by experts working in this field. The online courses covered judges and public prosecutors and initial training candidates.

In June 2021, a three-day training on cybercrime and digital evidence was conducted, which covered the participants in the initial training at the Academy, and it was conducted by an expert in this field from the United Kingdom. After the completion of the training, the participants received certificates of participation.

The Academy for Judges and Public Prosecutors “Pavel Shatev”, in cooperation with the Organization for Security and Co-operation in Europe – OSCE Mission to Skopje, organized an online conference on “Execution of Judgments of the European Court of Human Rights”, which took place on December 15 and 16, 2021, through the ZOOM platform. The training was intended for judges and public prosecutors from all appellate areas.

DCAF

The Academy for Judges and Public Prosecutors “Pavel Shatev” in cooperation with DCAF – Geneva Centre for Security Sector Governance, within the Intelligence Sector Reform Program in the Republic of North Macedonia, organized an interactive practical online workshop on the topic of “Implementation of Measures for

Interception of Communications”. As part of the cooperation on the LMS platform of the Academy, a course on “Implementation of Measures for Interception of Communications” was published, consisting of the following modules:

- International principles and standards for application of the measures for interception of communications
- Implementation of measures for interception of communications for the purposes of criminal proceedings
- Control and supervision over the application of the measures for interception of communications.

In the first half of 2021, the Academy in cooperation with DCAF organized two interactive practical online workshops on “Implementation of Measures for Interception of Communications” and one workshop on “Admissibility of (Counter-)Intelligence Information as Evidence in Court”.

In October, the first workshop of the series of five workshops as part of the training of trainers within the Program was realized.

In November 2021, a cooperation agreement was signed between the Academy and DCAF on partnership in the implementation of the intelligence and security sector reform program in North Macedonia.



The agreement was signed by the Director of the Academy, Prof. Dr. Natasha Gaber Damjanovska and the Director at DCAF, Ambassador Thomas Guerber, and it covers a number of joint activities aimed at strengthening the capacity and expertise of the Academy in conducting and organizing trainings on the approval of special investigative measures by judges, and at the same time, part of the activities will cover the public prosecutors and participants in the initial training at the Academy.

German Foundation for International Legal Cooperation (IRZ)

The Academy for Judges and Public Prosecutors “Pavel Shatev”, in cooperation and with the financial support of the German Foundation for International Legal Cooperation

(IRZ), organized online conferences on the topic of “Mediation – phases and types” and “International legal aspect of the fight against corruption”.

Helsinki Committee for Human Rights

The Academy for Judges and Public Prosecutors “Pavel Shatev” in cooperation and with the financial support of the Helsinki Committee for Human Rights organized two interactive practical online trainings on the topic of “Preventive legal mechanisms for protection against hate speech in the Macedonian legal system”, which were part of the activities planned for 2020.

UNOPS – Nordic Support for Progress of North Macedonia

Within the framework of the Nordic Support for Progress of North Macedonia, together with the support of UNOPS, a Project for “Support for strengthening the capacities for the implementation of the Law on International Cooperation in Criminal Matters” was launched, which was implemented in the period from July to September 2021.

The activities within this Project were realized in joint cooperation with the Academy for Judges and Public Prosecutors, the Public Prosecutor’s Office and the Department for International Legal Assistance at the Ministry of Justice, whereby workshops were organized aimed at building the capacities for international cooperation in criminal matters, in order to provide expertise to the Academy of Judges and Public Prosecutors and the Ministry of Justice with regard to the Law on International Cooperation in Criminal Matters, as well as conducting trainings on strengthening the capacities of the Ministry of Justice, prosecutors, judges and participants in initial training.

The national expert who was hired for the realization of the activities for this Project task, held a lecture in July for the participants in the initial training at the Academy on the topic of “The Law on International Cooperation in Criminal Matters”.

WORLD BANK

In cooperation with the International Finance Corporation, a member of the World Bank Group, the Academy conducted a training dedicated to the assessment of bankruptcy, which, in addition to judges from commercial departments, was also attended by bankruptcy trustees. Also, a training dedicated to the topic of “Legal treatment of creditors in bankruptcy proceedings” was conducted, in the organization of which the Chamber of Bankruptcy Trustees was included. As part of the Project of the International Finance Corporation – a member of the World Bank Group entitled “Debt Resolution and Business Exit in the Republic of North Macedonia”, on December 15, 2021, an E-workshop

was conducted on the topic of “The role of corporate governing bodies, bankruptcy trustees and bankruptcy judges in resolving financial difficulties in accordance with the Law on Insolvency” and “Early warning signs of corporate insolvency – best practices in different countries” and it covered civil judges, especially judges acting upon bankruptcy cases.

EMBASSY OF THE KINGDOM OF THE NETHERLANDS

The Academy for Judges and Public Prosecutors continuously receives the support of the Embassy of the Kingdom of the Netherlands in terms of the implementation of its activities.

As a result, in August 2021, the Academy hosted representatives of the Judicial Training Centre of the Kingdom of the Netherlands, Ms. Anne Tahapary, Senior Course Manager – International Affairs and Mr. Tonnie Hulman, Project Manager who got acquainted with the organization and structure of the Academy, as well as with the judicial system of North Macedonia in more detail through the meetings with the President of the Criminal Court in Skopje and the Vice President of the Civil Court in Skopje. Of special importance to them were the meetings they held with the staff of the Academy, the judges and public prosecutors who are already practicing their functions, and come from the ranks of the Academy because that way they could get a more complete picture of the work of the Academy. All this led to the definition of future joint activities that will improve the work of the Academy, and thus the efficiency of the judicial system. Support for implementation of these activities was also provided by the Embassy of the Kingdom of the Netherlands, and for the most part, these activities will refer to the improvement of the quality of the initial training programs, as well as to the more successful realization of the continuous training. In mid-August, representatives from the Judicial Training Centre, Ms. Anne Tahapary, Senior Course Manager – International Affairs and Mr. Tonnie Hulman, Project Manager made a working visit to the Academy and the two largest basic courts in Macedonia. Together with the Director of the Academy, they discussed the possibilities for improving the methodology and techniques for conducting the initial and continuous trainings, while together with the President of the Criminal Court and the Vice President of the Civil Court in Skopje, in addition to the topic dedicated to the Academy and its relationship with the courts in north Macedonia, they also discussed the transparency of the judiciary. As part of these meetings, the first round table was organized, which was realized on November 1, 2021, in the premises of the Academy. Its realization is within the cooperation of the Academy with the Judicial Media Council and the Judicial Training Centre of the Kingdom of the Netherlands, which in addition to representatives of the Judicial Media Council, was also attended by persons in charge of public relations from the Public Prosecutor’s Office of North Macedonia and the Basic Public Prosecutor’s office for Prosecuting Organized Crime and Corruption, as

well as expert judges from the Kingdom of the Netherlands, representatives of the Judicial Training Centre of the Netherlands and the Helsinki Committee of the Kingdom of the Netherlands.

EMBASSY OF TURKEY

The Academy for Judges and Public Prosecutors has a traditional cooperation with the Embassy of Turkey in North Macedonia, which started in 2011, within which the successful cooperation with the Justice Academy of Turkey is maintained and developed. On November 24, 2021, in the premises of the Academy for Judges and Public Prosecutors, the Director of the Academy, Prof. Dr. Natasha Gaber Damjanovska and the Director of the Justice Academy of the Republic of Turkey, Muhittin Özdemir signed a new Memorandum of Cooperation. The new Memorandum of Cooperation confirms the efforts of both institutions to improve the efficiency of the judicial system in both countries by conducting trainings for judges and public prosecutors, exchanging experiences and organizing study visits, which in the past proved to be successful concepts for strengthening the capacities of both academies.



COMPUTER SYSTEMS

The situation with the global health pandemic in the focus of all business entities has established the advancement and management of computer systems as one of the most important prerequisites for their normal functioning and performance of professional

engagements. To that end, in 2021, the Academy for Judges and Public Prosecutors began upgrading the existing content management system with two new modules:

1. Judicial database of the European Court of Human Rights in Macedonian language
2. Library for cross-linking of national legislation articles.

For that purpose, the transfer and integration of the old data from the existing CMS to the new one is planned, as well as development of the module for the database of the Case Law of the European Court of Human Rights in Macedonian language (development of a module for cross-linking of national legislation articles). The database of the Case Law of the European Court of Human Rights in Macedonian language should contain a list (entered by the staff of the Academy for Judges and Public Prosecutors) of the latest judgments of the European Court of Human Rights, which can be searched and there will be an option to filter the search results. For each judgment, there will be an option to download it in PDF format translated into Macedonian and a link to the judgment on the website of the European Court of Human Rights. The module for cross-linking national legislation articles with articles and standards of international human rights instruments (e-library) will contain a list (entered by the staff of the Academy of Judges and Public Prosecutors) of articles from the system for human rights protection through the European Court of Human Rights and from the human rights protection system within the United Nations.

The Academy purchased IT equipment and software for self-processing of data obtained from the tests (printed in specially created forms) that will be filled out by candidates during the written exams, as well as new equipment for video and audio communication through the platforms that enable holding online classes, webinars, conferences, workshops and other types of meetings.

LIBRARY

The library of the Academy for Judges and Public Prosecutors has a significant role in advancing the knowledge of future judges and public prosecutors, but also in improving the knowledge of judges and public prosecutors, as well as the judicial and public prosecution administration. In that sense, the trend of continuous enrichment of the library fund with legal texts, domestic and foreign legal literature and professional journals continues, whereby the Academy offers its users a wide range of legal texts, as well as links to databases it publishes on its website. One of the most significant donations in 2021 is the donation of the OSCE Mission to Skopje, which donated 264 publications in the legal area to the library of the Academy.



E-library

The development of the information society requires finding modern and sophisticated solutions that will offer an easier way to search and access information to users. For that purpose, as part of the cooperation with the Council of Europe, the Academy created a unique unified system, i.e., an E-library that will enable search of judgments in the library database, where final judgments from all courts could be found, including judgments of the Constitutional Court and opinions of the Supreme Court. At the same time, the library will contain publications resulting from the cooperation between the Academy and its foreign partners, newsletters, as well as relevant documents of interest to legal practitioners, for example opinions and conclusions arising from the working meetings of appellate courts for the purpose of harmonizing the case law in our country.

BUDGET AND PUBLIC PROCUREMENT

For 2021, the Academy was approved a budget in the amount of MKD 71.300.000,00.

Due to the lack of funds for performance of the undertaken obligations, the Academy, by reallocating the already approved funds, provided funds for the items where there is a large shortage and a large volume of obligations that had to be performed.

From the beginning of 2021, and as of December 31, 2021, the Academy has realized MKD 69.482.626,00.

The realization of the budget for 2021 for the Academy for Judges and Public Prosecutors is 98.35 %, namely:

Categor.	Budget 2021	Budget amendments	Final budget 2021	Realization	%Realiz/ budget 2021
401	37.000.000	-2.340.000	34.660.000	33.961.233	98,00
402	14.500.000	-1.023.000	13.477.000	13.174.274	97,75
404		+900.000	900.000	738.000	82,00
420	500.000		500.000	499.959	99,99
421	2.000.000	-160.000	1.840.000,00	1.840.000	100,00
423	1.500.000	-540.000	960.000	959.934	99,99
424	800.000	-160.000	640.000	640.000	100,00
425	13.000.000	+3.523.000	16.523.000	16.521.810	99,99
426	1.000.000	-200.000	800.000	800.000	100,00
480	1.000.000	-650.000	350.000	347.616	99,32
Total	71.300.000		70.650.000	69.482.626	98,35

Public procurement

During the reporting period, out of the total of 26 (twenty-six) public procurements planned for 2021, the Academy realized 16 (sixteen) procedures, all of which were small value public procurement procedures.

The planned and realized public procurements in accordance with the public procurement plan are presented in the attached table:

	Subject of public procurement	Estimated value of the public procurement in the Annual Public Procurement Plan	Type of public procurement
1.	Motor vehicle fuel Agreement concluded in December 2021.	300.000,00	Small value procurement
2.	Hygiene products	300.000,00	Small value

	Agreement concluded in December 2021.		procurement
3.	Drinks and sweeteners Agreement concluded in March 2021.	300.000,00	Small value procurement
4.	Office supplies Agreement concluded in December 2021.	500.000,00	Small value procurement
5.	Mineral water for seminars Agreement concluded in November 2021.	300.000,00	Small value procurement
6.	Antivirus licenses Agreement concluded in June 2021.	100.000,00	Small value procurement
7.	Toners Agreement concluded in April 2021.	300.000,00	Small value procurement
8.	Purchase of laptops	500.000,00	Small value procurement
9.	Purchase of a software solution for conducting the initial training and the exams	600.000,00	Small value procurement
10.	Catering services Agreement concluded in December 2021.	500.000,00	Small value procurement
11.	Booking and purchase of airplane tickets	300.000,00	Small value procurement
12.	Hotel accommodation	500.000,00	Small value procurement
13.	Copying materials Agreement concluded in	300.000,00	Small value procurement

	March 2021.		
14.	Publishing and printing services Agreement concluded in December 2021.	400.000,00	Small value procurement
15.	Hygiene and technical maintenance Agreement concluded in March 2021– terminated in July 2021.	600.000,00	Small value procurement
16.	Translation Agreement concluded in May 2021.	400.000,00	Small value procurement
17.	Interpretation (simultaneous and consecutive) Agreement concluded in December 2021.	300.000,00	Small value procurement
18.	Repairs and maintenance of computers and computer equipment	300.000,00	Small value procurement
19.	Rental of interpretation equipment	400.000,00	Small value procurement
20.	Architectural services	300.000,00	Small value procurement
21.	Medical examinations of employees and candidates in initial training Agreement concluded in April 2021.	250.000,00	Small value procurement
22.	Occupational safety and health trainings and issuance of certificates Agreement concluded in April 2021.	300.000,00	Small value procurement

23.	Internet services	250.000,00	Small value procurement
24.	Electricity distribution Announced public procurement in December 2021	1.000.000,00	Open procedure
25.	Road transport of persons Agreement concluded in August 2021.	450.000,00	Small value procurement
26.	Procurement of psychological tests for the entrance exam	1.500.000,00	Negotiation procedure without announcing a call

STATISTICS

The Academy regularly updates its database of judges and public prosecutors. Namely, it regularly introduces all the changes in their current status, for example: election, retirement, dismissal, fluctuation from one court to another or from one public prosecutor's office to another, promotion and matter in which he/she acts, due to the fact that the Academy through various statistics draws all parameters from this base on which it plans the trainings by areas for continuous professional development, according to the target groups, while offering a sufficient number of trainings in order to enable all groups to meet the mandatory number of hours for the current year. This way of keeping detailed statistics facilitates the work of planning detailed calendars, which contributes to the rational spending of funds, as these statistics offer accurate data on the number of trainings to be conducted, for each target group, according to the subject matter.

EVALUATION

In order to note the results and the effect of the trainings, the Academy continuously conducts evaluation of the initial and continuous training of the lecturers and mentors.

Striving to apply the international training standards that require the conducting of various analyses, statistics and records, the Academy in fact aims to determine the short-term, medium-term and long-term effects of the training.

In the initial training, an evaluation of the theoretical instruction and practical training of the candidates for the initial training was conducted, and they evaluated the educators and the mentors hired for the training. The purpose of this evaluation is

through the analysis of the remarks, suggestions and proposals of the candidates, educators and mentors, as well as the professional service of the Academy, to improve the organization of the classes, promote the teaching contents, techniques and materials.

The evaluation within the continuous training of judges and public prosecutors, professional services in the judiciary and prosecution, as well as lay judges, is permanently conducted by filling out questionnaires at the end of each training. Through the questionnaires, the participants give a general evaluation of the training, the lecturers, the training materials and the success of the program, and can give their suggestions and comments in the section intended for that purpose. The answers to the close-ended questions are given on a rating scale from 1 to 6, where 1 is the lowest rating and expresses complete dissatisfaction, and 6 is the highest and expresses complete satisfaction.

In the general evaluation section, they can evaluate the relationship between the theoretical instruction and the practical training, the time provided for discussion and the usefulness of the training.

When evaluating the lecturers, they evaluate the prepared material, the clarity of the presentation, the methodology used, the interaction with the participants when answering the questions.

With regard to the materials, they evaluate the timeliness of their submission, and they evaluate the success through the satisfaction with the organization of the training.

The table shows the percentage obtained from all questions, for each part separately, which are answered with the highest rating, i.e., 6. The percentage is shown separately for the trainings intended for judges and public prosecutors, for the professional service and for lay judges, and the summary percentage of these ratings represents the percentage for the trainings altogether.

	General evaluation of the training	Evaluation of the lecturers	Evaluation of the training materials	Evaluation of the success of the program
Judges and public prosecutors	70.95 %	81.04 %	76.24 %	83.54 %
Professional service	77.10 %	80.69 %	88.94 %	83.87 %
Lay judges	79.59 %	87.26 %	88.94 %	93.04 %
	75.88 %	82.99 %	84.70 %	86.82 %

Percentage representation of questions answered with a rating of 6

This year, too, the graphical representation indicates a high percentage of satisfaction with the trainings. The Academy is committed to maintaining a high level of satisfaction, and wherever possible, to improving it. The given suggestions and comments are summarized in a special document, which the management of the Academy reviews and provides guidelines for action, in order to meet the requests of the target groups to improve the trainings.

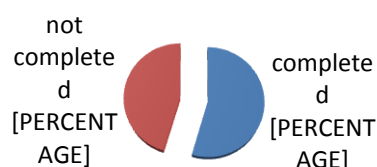
The questionnaires from the trainings for judges and public prosecutors were answered by 52.26% of the participants, the ones from the trainings for professional services were answered by 54.62% of the participants, while the highest percentage were answered by lay judges, or 60.77%.

Total questionnaires completed



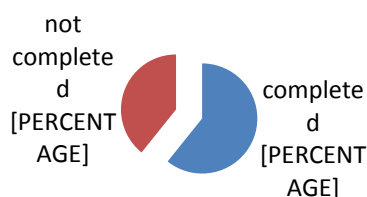
Trainings for judges and public prosecutors

Total questionnaires completed



Trainings for professional service

Total questionnaires completed



Trainings for lay judges

The training can also be evaluated by the lecturers who conducted the training in the report that they must prepare after the completion of the training. Their suggestions, remarks, as well as suggested topics for future trainings are also summarized, and the management also reviews this document and acts upon it wherever possible.

Based on the questionnaires, the ratings that refer to the lecturers, are summarized for each lecturer engaged in the current year individually.

During 2021, the Academy realized 96.17% of the Training Catalogue, and 3.83% of the planned events were postponed. The high percentage remains an imperative for the Academy for next year as well.

Of the conducted trainings, 45.79% were independently organized by the Academy, and 54.21% were organized in cooperation with domestic and foreign institutions or projects.

TRANSPARENCY IN THE WORK

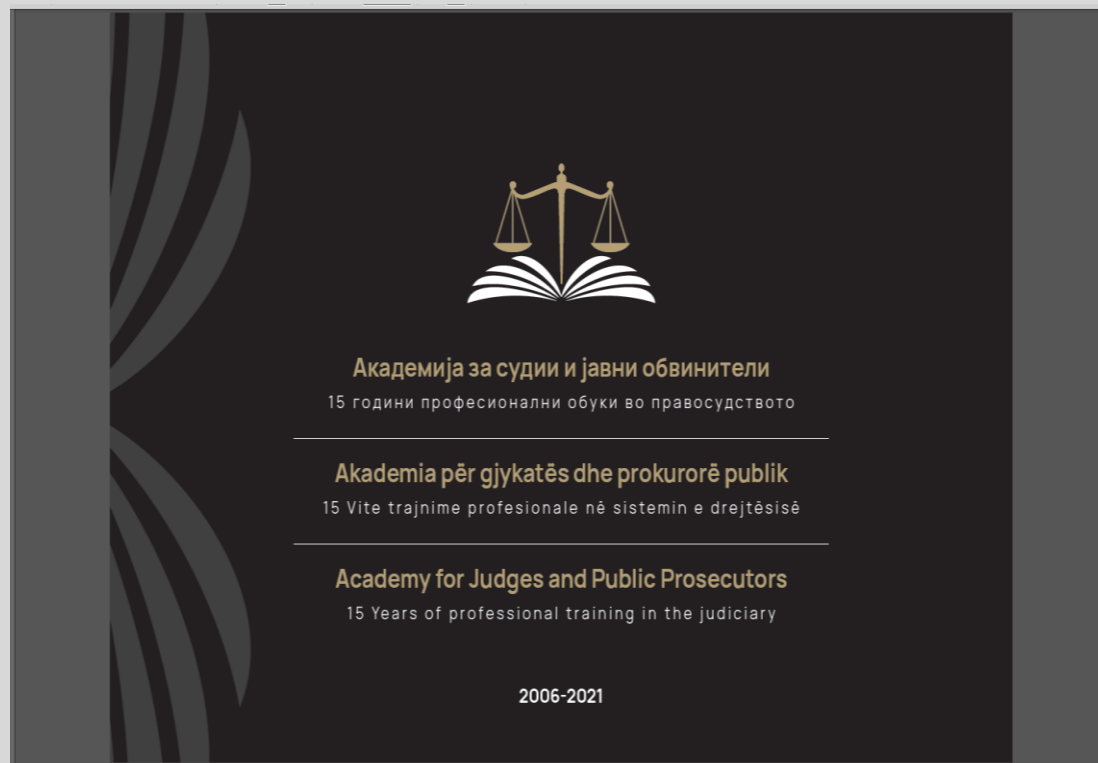
The publicity in the work of the Academy is realized through regular information about the activities, by posting announcements on the website www.jpacademy.gov.mk, publishing information on the bulletin board, but also by publishing the adopted acts in the “Official Gazette of the Republic of North Macedonia”. In order to provide as much available information to the public as possible and as easier access as possible to all relevant documents that reflect the work of the Academy, all its users, especially during the implementation of the public call for the VIII generation of participants in initial training, were directed to use the option “frequently asked questions”, through which everyone can ask questions that are related to the scope of work of the Academy and get an appropriate answer. Also, in order to inform all the candidates that have applied to the public call for admission of the VIII generation of participants in initial training in a transparent and timely manner, the Academy created a special section on the website dedicated to the current entrance exam for the candidates for the VIII generation of participants, where it publishes all announcements, exam schedules, tests results and all other news related to the current call for admission of 97 participants to the Academy. In that context, and in order to consistently apply the national legislation of the Republic of North Macedonia, especially in terms of complying with Chapter 7 of the Law on Prevention of Corruption and Conflict of Interest, before the beginning of the entrance exam for the VIII generation of participants, the Director of the Academy submitted a conflict of interest declaration to all persons who have participated, participate and are in any way involved in the procedure for the entrance exam at the Academy. A declaration was also submitted to the electronic testing system responsible for conducting the exams, as well as to the General Secretariat of the Government of the Republic of North

Macedonia, as a Contracting Authority that on behalf and for the account of all institutions conducting electronic exams is obliged to coordinate the activities between the electronic testing system and the beneficiary institutions.

Academy for Judges and Public Prosecutors
President of the Management Board,
Dr. Lazar Nanev

LOGO 15 YEARS

Appendix to the Annual Report on the Work of the Academy for Judges and Public Prosecutors for 2021



Solemnly marked 15 years of dedicated work of the Academy and implementation of trainings for the judiciary

Regional Conference

In order to mark the 15th anniversary of its existence, the Academy for Judges and Public Prosecutors through the organization of two extremely important events paid tribute to all who were part of the development of the institution.

The organization of these two high-level events was financially supported by the long-standing partners of the Academy: the OSCE Mission to Skopje, GIZ and UNHCR.

Namely, the first event was marked with the conducting of the Regional Conference entitled "Further educational priorities, goals and challenges of judicial academies", held on November 26, 2021, at the DoubleTree by Hilton Hotel, which was attended by representatives of the judicial training institutions from the region, ENM France, EIPA

Luxembourg, ERA Germany, as well as representatives of the Council of Europe, the Council of Europe HELP Program and representatives of the AIRE Centre in London.



This regional conference achieved its goal and gathered representatives from various judicial training institutions to analyze the current situation in the field of conducting judicial trainings, but also to exchange experiences and give concrete suggestions and ideas for further perspectives and development of education in the judiciary.

The positive reactions and congratulations to the Academy for the successfully realized event by the participants were numerous and they represent strong support and motivation for the further development goals and strategies of the Academy.

The Academy publicly expressed its gratitude to all those who came to Skopje and shared their experiences regarding the building and development of the judicial institutions in the region.





At the same time, the presence of senior representatives of DG JUSTICE EU, European institute for public administration (EIPA) Luxemburg, European Judicial Network (EJTN), Council of Europe, École nationale de la magistrature (ENM France), AIRE Centre London and their speeches confirmed the great reputation that the Academy enjoys internationally.



Wojciech Postulski, EU DG JUST



Markus Brückner, EJTN Secretary General



**Peter Goldschmidt, Director, EIPA's Centre
Luxembourg**



Jean-Philippe Rageade, Director of ERA, Germany



**Biljana Braithwaite, Western Balkans
Program Director, AIRE Centre**



**Frédérique Dubost, Liaison Magistrate in South-
Eastern Europe, ENM, France**



**Lejla Dervishagic, Head of Operation,
COE Program Office, Skopje**



**Ana MEDARSKA-LAZOVA, Deputy Head of HELP
Unit, (DGI), Council of Europe**



**Slobodan Šaric, Project manager/Country coordinator,
Legal Reform, GIZ**





Solemn event

With a formal reception and numerous guests from the judiciary, the Government, the diplomatic corps, domestic and international institutions and non-governmental organizations, the Academy for Judges and Public Prosecutors “Pavel Shatev” on December 1, 2021 marked the 15th anniversary of the foundation of this institution.

The Academy was founded in 2006 and in the past 15 years has established itself as one of the most important links in the judicial system in North Macedonia, creating staff members that contribute to the advancement of the reform European integration processes in the country, the strengthening of the third pillar of government and the incorporation of the basic principles of the rule of law and human rights.

With its foundation, the Academy introduced a new concept of independent selection for admission and mandatory training of future judges and prosecutors, as well as mandatory further continuous training of these staff members. *“Our country is in a stage of progressive democratic development when the judiciary should ensure a balance between legitimacy, independence and accountability and deserve the respect and trust of the public in the judicial system, and of course the Academy plays one of the key roles in achieving that balance. We need to make every institutional effort to achieve that goal because positive change is the end result of any real education. We need to continue to nurture and build our state institutions, to celebrate the progress, experience, youth and future.”*



The support to the Academy which was conveyed through the speeches of senior representatives of the government and the judiciary, including the President of North Macedonia, Prof. Dr. Stevo Pendarovski is an important signal for the direction in which the Academy is moving.





The messages sent by the Ambassadors of the EU, USA, Germany, France, the OSCE Mission to Skopje and the UNHCR Representative in Skopje were aimed at providing full support to the Academy and thus the judicial system of North Macedonia.

The solemn event was also attended by the Ambassadors of Turkey and the Netherlands in North Macedonia.





Within the solemn event, a video was released, specially prepared for this event, which in 10 minutes summarized the beginnings and the development of the Academy for Judges and Public Prosecutors through the addresses of some of the people involved in the foundation of this institution.

At the same time, the Academy prepared a monograph, which is a short written record of the more significant activities that the Academy has implemented in the past 15 years.

Video: <https://ipacademy.gov.mk/wp-content/uploads/2021/12/15-godini-akademija-za-sudii-i-javni-obviniteli.mp4>

Monograph: <https://ipacademy.gov.mk/wp-content/uploads/2021/12/monografija-15-godini-akademija-za-sudii-i-javni-obviniteli.pdf>