

2022

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



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TABLE OF CONTENTS

I INTRODUCTION	4
II WORK ACTIVITIES OF THE BODIES OF THE ACADEMY	4
NEW MANAGEMENT BOARD	6
PROGRAM COUNCIL.....	6
WORK ACTIVITIES OF THE DIRECTOR OF THE ACADEMY.....	7
III WORK ACTIVITIES OF THE EXPERT SERVICE	13
IV HUMAN RESOURCES.....	14
V INITIAL TRAINING	14
Seventh generation of participants	14
<i>Final exam for the seventh generation</i>	16
Eighth generation of participants	17
VI CONTINUOUS TRAINING	18
NUMBER OF TRAININGS IN THE REPORTING PERIOD.....	19
ORGANIZATION AND CONTENT OF THE TRAININGS.....	19
METHODOLOGY AND FORMAT OF THE TRAININGS	20
SPECIALIZED TRAININGS	20
TRAININGS IN THE FIELD OF CRIMINAL LAW	21
TRAININGS IN THE FIELD OF CIVIL LAW	21
TRAININGS IN THE FIELD OF ADMINISTRATIVE LAW	22
VII COOPERATION WITH DOMESTIC BODIES, ORGANIZATIONS AND INSTITUTIONS.....	23
VIII INTERNATIONAL COOPERATION.....	23
ACTIVITIES OF THE ACADEMY IN THE FRAMEWORK OF EJTN	24
EUROPEAN INSTITUTE FOR PUBLIC ADMINISTRATION - EIPA	25
US EMBASSY / OPDAT PROGRAM.....	26
UNICEF - UNITED NATIONS CHILDREN'S FUND.....	28
THE OSCE MISSION IN SKOPJE	28
HUMAN RIGHTS EDUCATION FOR LEGAL PROFESSIONALS- HELP.....	30



HORIZONTAL INSTRUMENT FOR THE WESTERN BALKANS AND TURKEY – JUFREX 2.....	31
CENTER FOR LEGAL RESEARCH AND ANALYSIS - CLRA	33
GENEVA CENTRE FOR SECURITY SECTOR GOVERNANCE – DCAF	34
THE TECHNICAL ASSISTANCE AND INFORMATION EXCHANGE – TAIEX	36
GERMAN FOUNDATION FOR INTERNATIONAL LEGAL COOPERATION – IRZ	37
AIRE CENTRE LONDON – PROJECT FOR GENDER EQUALITY	38
GIZ - GLOBAL PROGRAM FOR COMBATING ILLICIT FINANCIAL FLOWS.....	38
CEELI INSTITUTE - ADVANCING THE RULE OF LAW.....	39
EMBASSY OF THE FRENCH REPUBLIC AND THE THE NATIONAL SCHOOL FOR THE JUDICIARY (ENM)	39
EUROPEAN POLICY INSTITUTE (EPI)	41
EMBASSY OF THE KINGDOM OF THE NETHERLANDS	42
CENTER FOR INTERNATIONAL LEGAL COOPERATION (CILC)	44
EMBASSY OF THE REPUBLIC OF TURKEY	45
NORDIC SUPPORT FOR PROGRESS OF NORTH MACEDONIA	46
WORLD BANK	46
IX COMPUTER SYSTEMS	47
X LIBRARY	47
E-LIBRARY	47
XI BUDGET AND PUBLIC PROCUREMENT	49
XII STATISTICS AND EVALUATION	52
XIII TRANSPARENCY IN THE WORK	55
APPENDIX TO THE REPORT	57
OFFICIAL CEREMONY	57



I INTRODUCTION

The Academy's mission is based on promoting and securing an independent, unbiased and highly professional judiciary which will affirm the principles of rule of law and protection of human rights, thereby contributing to building contemporary, highly professional, European profiles of judges and public prosecutors, utilizing modern methods and teaching techniques to perfect their knowledge.

This yearly report covers the activities of the Academy for the training of judges and public prosecutors ("the Academy") in the period from January 1 2022, up until December 31 2022 ("the reporting period"), which aim towards completing our mission.

Thus, we have the pleasure to point out that in the course of this reporting period, the Working program of the Academy for 2022 was completed in full, as well as all of the activities which were marked as priority by the National Programme for Adoption of the Acquis Communautaire (NPAA), the EU Accession Partnership and the recommendations from the European Commission Reports on the progress of the Republic of North Macedonia for the year 2022. In that sense, the plan for the implementation of the initial training for the seventh generation of participants was fully realized. In parallel with that process, the eighth generation of participants was admitted, as the most numerous generation so far since the founding of the Academy. The participants of the eighth generation began to attend the theoretical teaching program on May 16, 2022, in the premises of the Academy, and due to the number of participants, they have been divided into 4 groups, with the teaching taking place in two shifts.

Also, in the field of continuous training of judges and public prosecutors and other target groups, the tasks and objectives resulting from the Program for continuous professional development of judges, public prosecutors and other target groups were fully completed.

II 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.

Over the past year 2022, the Management Board of the Academy regularly and promptly performed its obligations in accordance with the Law on the Academy. In the past year, the Management Board held a total of 14 (fourteen) sessions at which important issues within the scope of competencies thereof were discussed, of which 8 (eight) sessions were held by the old Management Board, while the new composition of the Management Board held 6 sessions in the same year.

In 2022, in accordance with its legal obligations, provided by the Law on the Academy and the by-laws of the Academy, the Management Board, at the proposal of the Program Council, determined: the Specialized Program for Voluntary Continuous Training for 2022; the Training Catalogue within the mandatory continuous training for judges, public prosecutors, court presidents and public prosecutors of the public prosecutor's offices as well as the expert services in the judiciary and the public prosecutor's offices for 2022 година; the General Working Program of the Academy for Judges and Public Prosecutors for 2022; the Initial Training Program – theoretical training for 2022/2023 for the VIII generation of participants; 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.

In addition, the Management Board adopted the final account of the Academy for Judges and Public Prosecutors for 2021, adopted the annual financial plan of the Academy for Judges and Public Prosecutors for 2022 and the Annual Public Procurement Plan for 2022. Also, the Management Board reviewed and adopted the Report on the conducted review of the entrance exam for the admission of the eighth generation of participants to initial training in AJPP, as well as the Report on the course and procedure for the implementation of the entrance exam 2020/2022 for the admission of the eighth generation of participants to initial training in AJPP.

On 14.7.2022, the Management Board made a decision to announce a call for the election of a Director of the Academy, followed by a decision to establish a Commission for conducting the procedure for appointing a Director from among the members of the Management Board and after the submission of the report by the Commission to the Management Board on 30.8.2022, a meeting was held for the purpose of appointing a Director of the AJPP. But since the required majority of votes was not obtained for any of the registered candidates, a director of the Academy was not elected.

On 28.10.2022, the Management Board once again made a decision to open a call for the election of the director of the Academy, as well as a decision to publish a public call in accordance with art. 58 paragraph 1 of the Law on the Academy for Judges and Public Prosecutors for the new, ninth generation of participants in the Academy's initial training.



NEW MANAGEMENT BOARD

In accordance with the expiration of the term of office of the Academy's Management Board, on 29.11.2022 a constitutive session of the new Management Board was held, at which the terms of office of the members and deputy members of the new Management Board of the Academy were verified, in accordance with the nominations from the competent institutions, and the president and vice-president of the Management Board were appointed. At the same session, the termination of the term of office of the director of the Academy was confirmed, a decision was made to appoint the acting director of the Academy, following which a decision was made to establish a Commission for the implementation of the procedure for appointing a director, from among the members of the Management Board. Following the Commission's Report submitted to the Management Board, at the session held on 9.12.2022, the Management Board appointed prof. Dr. Natasha Gaber-Damjanovska as director of the Academy for Judges and Public Prosecutors, with a term of office lasting 4 years.

Following approval of the Program Council, the Management Board also adopted the Final Exam Program for the seventh generation of participants in the initial training, and after receiving the nominations for members and deputy members of the Commission for the Final Exam from the competent institutions, also constituted the new composition of the Commission for the Final Exam of the Academy. After the final exam was conducted for the seventh generation of participants in the initial training, it reviewed and adopted the Final Exam Commission's Report on the course and procedure of the final exam.

At the same time, the Management Board was regularly informed by the director of AJPP about all current activities within the Academy's operation, during which several current issues for the efficient functioning of the Academy were considered and conclusions and decisions from the domain of competences were reached.

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 2022, as an expert body of the Academy, the Program Council, acting within its competences prescribed by the Law and the Code of the Academy, held a total of 4 sessions



presided over by the Director of the Academy, at which it provided instructions and determined the following suggestions: the Training Catalogue within the mandatory continuous training for judges, public prosecutors, court presidents and public prosecutors of the public prosecutor's offices as well as the expert services in the judiciary and the public prosecutor's offices; the Specialized Program for Voluntary Continuous Training for 2022; the Program for Initial Training – theoretical training for 2020/2021; the Final Exam program for the seventh generation of participants in the initial training; the General Program for Continuous Training of Judges and Public Prosecutors for 2023/2024; the Specialized Program for Voluntary Continuous Training for 2023, and it also submitted a draft list for supplementing the list of lecturers of the Academy for Judges and Public Prosecutors to the Management Board.

At the same time, the members of the Program Council, during 2022, actively worked on verifying and reviewing the base of case studies for the final exam at the Academy.

WORK ACTIVITIES OF THE DIRECTOR OF THE ACADEMY

As the governing body of the Academy, the Director, during the year 2022, performed their competencies as provided by the Law and the Statute of the Academy. Namely, the Director managed the overall operation of the Academy, oversaw the implementation of the decisions of the Management Board, submitted proposals for the adoption of general acts and reports, prepared and submitted a Proposal for the Academy's working program for 2022 to the Management Board of the Academy, presided over the sessions of the Program Council, participated in the work of the sessions of the Management Board (without the right to vote) at which they regularly submitted reports on the activities completed by the Academy, coordinated the implementation of initial and continuous training, represented and presented the Academy in cooperation with domestic and international bodies, organizations and projects and performed other tasks that are necessary for the operation of the Academy and for ensuring conditions for its daily normal functioning.

In this sense, the Director of the Academy, prof. Dr. Natasha Gaber Damjanovska, held the following working meetings:

- As a member of the Management Board of JUFREX, she participated in the meetings of the Management Board for component 1, organized by the JUFREX 2 project, which is part of the "Horizontal Facility for the Western Balkans and Turkey II" programme (2019-2022).
- On February 25, 2022, at the Academy for Judges and Public Prosecutors "Pavel Shatev" - Skopje, the first meeting of the Judicial Management Group was held within the Program for Intelligence and Security Sector Reforms in North Macedonia (2021-2026) which is being implemented in cooperation with DCAF –

Geneva Centre for Security Sector Governance. The meeting was chaired by the director of the Academy, in addition to the DCAF representatives, Mr. Marc Remillard, Ms. Teodora Fujor and Mr. Kire Babanoski. The President of the Judicial Council of North Macedonia, Ms. Pavlina Crvenkovska, the President of the Association of Judges, Mr. Dzhemali Saiti, and the representative from the Ministry of Justice, Mr. Nikola Prokopenko, took active participation in the meeting, and representatives of the donors/development partners in the Program participated as observers.

- Within the framework of the cooperation between the Academy, the German Foundation for International Legal Cooperation GIZ and the Dutch organization CILC, on March 3, 2022, in the premises of the Academy for Judges and Public Prosecutors, the director held a working meeting with representatives from GIZ and CILC, where they discussed the possibilities for the implementation of the joint activities covered within the framework of the IPA 2019 Project "Countering Serious Crime in the Western Balkans", implemented by GIZ, CILC and the Ministry of Foreign Affairs of the Republic of Italy. The main goal of the Project is to strengthen cross-border cooperation to fight serious and organized crime in the countries of the Western Balkans in cooperation with EU institutions and networks.
- On April 5, 2022, in the premises of the Academy for Judges and Public Prosecutors, the director held a working meeting with the adviser for culture and technical cooperation of the Embassy of France in North Macedonia and the director of the French Institute in Skopje, Mr. Hugo Bechtel. The working meeting discussed the cooperation between the Academy and the French Institute in Skopje in the direction of continuing the development of francophony in the judiciary through the implementation of French language classes. Apart from the classes for judges and public prosecutors who are part of the groups in the advanced level, there will also be classes at the initial level for the participants from the Academy's initial training, especially for the new participants from the eighth generation in the initial training at the Academy.
- As part of the successfully established cooperation with the Embassy of the Kingdom of the Netherlands in North Macedonia, on April 6, 2022, the director held a working meeting in the premises of the Academy with representatives of the Helsinki Committee of the Netherlands, with Free Press Unlimited, with representatives of the Judicial Media Council and with representatives of the Association of Journalists. The working meeting was realized within the framework of the cooperation which the Academy has with the institutions whose representatives were part of the meeting, and the topic focused on the improvement of the relationship between judges and journalists, in order to restore public confidence in the judiciary.

- On April 20, 2022, the director gave her presentation on the experiences of the Academy for Judges and Public Prosecutors in the implementation of judicial trainings within the regional online meeting dedicated to the Methodology for the evaluation of trainings, which was organized by the Council of Europe. The meeting was also attended by representatives of the Council of Europe, including expert Ivana Rogana, who is the author of the Methodology for Training Evaluation. The meeting debated the form of trainings conducted by judicial academies and how to measure the impact of ECHR case law on the work of judges and public prosecutors.
- Within the framework of the cooperation between the Academy for Judges and Public Prosecutors and the Judicial Academy for the Republic of Turkey, a delegation of the Academy, led by the director of the Academy, was part of the international training program regarding contemporary issues of human rights law, which was organized by the Judicial Academy for the Republic of Turkey and the Turkish Cooperation and Coordination Agency (TIKA). The international program was held in Antalya, Republic of Turkey. At this event, the director of the Academy gave a presentation on the implementation of the European Convention on Human Rights, and was also a mentor to the participants in the initial training of the seventh generation, who participated in the competition that was organized as part of this program, and in which the Academy won first place.
- The director of the Academy for Judges and Public Prosecutors, prof. Dr. Natasha Gaber-Damjanovska attended the General Assembly in Paris on 7 and 8 June 2022, when the European Judicial Training Network (EJTN) held elections for key positions.
- In the period from June 12 to 14, under the auspices of the President of the country, Mr. Stevo Pendarovski, the International Summit for Digitization of the Judiciary was held in Ohrid, on the topic "Benefits from the fourth industrial revolution as a mechanism for restoring trust in the judiciary", which was also attended by the Director of the Academy. The Summit was hosted by the Ministry of Justice, in cooperation with the OSCE Mission in Skopje. Simultaneously with the planned panel discussions, the summit also held workshops on topics related to digital transformation. Among the renowned panelists at the conference, on June 14, 2022, the Director of the Academy gave an address on the topic "Lessons learned and good practices from trials during the pandemic and the necessity of training", with a focus on the legal framework and the necessary prerequisites for training and sustainability.
- On September 29 and 30, 2022, the Director attended the directors' conference entitled: "New developments in education relevant to the training institutions of EJTN" organized by the European Judicial Training Network (EJTN) and the Judicial Academy for the Czech Republic within the framework of the Czech Presidency of the Council of the European Union. The conference was held in Prague, Czech

Republic and was attended by the directors of the institutions part of the EJTN network, which are in charge of judicial training.



- On October 19, the Institute for Democracy (IDSCS) held the final conference of the project "Bridging the gap between formal processes and informal practices that shape the judicial culture of the Western Balkans" where the challenges facing the judiciary were discussed. A number of distinguished experts from the field of justice, representatives from the Government gave addresses at the final conference, alongside the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska.
- After being re-elected as director of the Academy on December 9, 2022, prof. Dr. Natasha Gaber-Damjanovska continued with the implementation of the current activities, but at the same time held working meetings and meetings with strategic partners to open new opportunities for the organization of new educational events and other forms of activities for the upcoming year 2023, which are of significance for the justice system of the Republic of North Macedonia.
- The director of the Academy also gave her address at the final event of the JUFREX Project, which took place on December 15, 2022, and marked the completion of a significant cycle of trainings conducted on freedom of expression and freedom of the media.
- On December 13, 2022, the director participated in the conference of the Blueprint group for judicial reform under the title: "Strategy for the reform of the judicial sector (2017-2022)"
- The director held a working meeting with representatives from the Office of the UNHCR and the International Institute for Humanitarian Law, Sanremo, R. of Italy, during which the possibilities for joint cooperation in organizing trainings and



educational events focused on asylum, refugee rights and humanitarian law were discussed.

In the current year, the director of the Academy, by appearing on television programs, giving interviews for relevant print media and by participating in expert debates to which she was invited by a number of respectable domestic and international institutions, presented the work of the Academy and informed the public about the most important segments of the Academy's operation.

At the same time, in the reporting period, she performed the activities and participated in the work of working groups, bodies and projects where she was appointed or was elected as a member, namely: member of the working group for drafting the Law on the Academy for Judges and Public Prosecutors, 2020/2021, at the Ministry of Justice of the RNM; member of the working group for digitalization of justice, at the Ministry of Justice of the RNM; member of the National Steering Committee for the implementation of activities within the project "Horizontal Facility for the Western Balkans and Turkey 2019-2022"; member of the National Steering Committee of the EU project "Just(ice) Children - EU for Juvenile and Child-Friendly Justice", UNICEF, 2020; member of the linguistics working group at the European Judicial Training Network (EJTN), 2021 (EJTN Working group on linguistics Réseau Européen de Formation Judiciaire European Judicial Training Network Wednesday, February 2021); member of the national body for judicial reforms, 2017 (September - December), at the Ministry of Justice of the Republic of North Macedonia and others.

WORK ACTIVITIES OF THE DEPUTY DIRECTOR OF THE ACADEMY

In the current year 2022, the Deputy Director of the Academy performed all work activities arising from his competencies in accordance with the Law and the Statute of the Academy for Judges and Public Prosecutors. At the same time, he actively promoted the institution and its professional activities through cooperation with domestic and international institutions and by participating in important national and international events in the field of law. In that direction, the Deputy Director of the Academy, Mr. Ilir Iseni, in the current year, held a series of working meetings and meetings, of which we single out the following as the most significant:

- On February 25, 2022, in the premises of the Academy for Judges and Public Prosecutors, the Deputy Director of the Academy held a working meeting with Mr. Roman Prah, regional coordinator of the American Bar Association's Rule of Law Initiative (ABA ROLI) and with Ms. Katerina Nikolova, the representative of the American Bar Association's Rule of Law Initiative (ABA ROLI) office in the Republic of North Macedonia.
- On 4.3.2022, in the organization of the Academy for Judges and Public Prosecutors and the CEELI Institute based in Prague, Czech Republic, the forum "Remote Trials in the Modern Judiciary - Challenges and Opportunities in North Macedonia" was held in the premises of

the Academy, and promoted the manual "Practical guidelines for remote judging in Central and Eastern Europe". The Deputy Director of the Academy was one of the moderators of the event.

- On May 6 and 7, 2022, in the organization of the CEELI Institute based in Prague, Czech Republic, the Conference of the Central & Eastern European Judicial Exchange Network was held, on the topic: "Building Public Trust and Confidence in the Judiciary: Strategies for Strengthening Judicial Independence", which was attended by the Deputy Director of the Academy for Judges and Public Prosecutors of the Republic of North Macedonia.
- From June 1 to 4, 2022, in Neum, Bosnia and Herzegovina, the Deputy Director participated in the twentieth Counseling in the field of criminal law on the topic: "Twenty years of reform of criminal legislation in Bosnia and Herzegovina: Achievements in reform", organized by the Association of Judges of the Federation of Bosnia and Herzegovina, in cooperation with the Centre for Judicial and Prosecutorial Training of the Federation of Bosnia and Herzegovina and the Centre for Judicial and Prosecutorial Training of the Republika Srpska.
- The Deputy Director participated in the Conference organized at the Faculty of Law at the South East European University in Skopje, held on June 8, 2022.



- From 12.09.2022 to 17.09.2022, the Deputy Director of the Academy was one of the participants of the Trainer Exchange Program in Thessaloniki, Republic of Greece. During his several-day stay, the Deputy Director had the opportunity to visit at the National School of the Judiciary of Greece, at The Court House in Thessaloniki, then at the Administrative and High Administrative Courts of Thessaloniki, as well as at the Northern Greece Department for criminal investigations of the police of Greece.
- On October 5, 2022, the Deputy Director participated in the sixth working meeting of the SEE Judicial Training Institutes Network, organized by the RCC (Regional Cooperation Council)



- On October 13 and 14, 2022, in Belgrade, Serbia, the Deputy Director participated in a Regional Conference on strengthening the freedom of the media under the title "Judicial Communication and Journalists' Safety". The regional conference was organized by Free Press Unlimited and the Helsinki Committee of the Netherlands within the framework of the project "Strengthening Media Freedom", with which the Academy has established a successful cooperation.
- On November 2 and 3, 2022, he participated in the seventh international judicial conference on the topic "Judicial independence and impartiality - challenges, expectations and solutions", organized by the Macedonian Judges Association, at the CEELI Institute Prague (CEELI Institute Prague) and at the US Embassy.
- Within the framework of the EJTN Exchange Program for Judicial Authorities 2022, the Helsinki Committee of the Kingdom of the Netherlands, the Academy for Local Self-Government in The Hague and Leiden University of the Kingdom of the Netherlands, in the period from 9 to 11 November, organized a training in The Hague on the rule of law which was part of the MATRA Programme, supported and financed by the Ministry of Foreign Affairs of the Kingdom of the Netherlands. Upon invitation, and as part of the cooperation established between the Academy and the Embassy of the Kingdom of the Netherlands in North Macedonia, the Deputy Director, judge Ilir Iseni, participated in this training..
- A study visit "Women in Justice in North Macedonia and Uzbekistan" was organized by the OSCE in Skopje on November 9 and 10, 2022. On November 9, the Deputy Director of the Academy addressed his introductory speech to the participants of the visit via the ZOOM platform.
- In November 2022 in Skopje, the Deputy Director participated in the discussion on the Draft Shadow Report for Chapter 23 for the period from October 2021 to September 2022, which was organized by the European Policy Institute (EPI) within the project "Summary of the project "Building bridges for a common future: rule of law in view of EU accession" which is financed by the European Union. The discussion was organized in order to present and discuss the key findings of the Shadow Report for Chapter 23. This event was attended by representatives from the Secretariat for European Affairs, from the Ministry of Justice, from the judicial system, from the civil sector in the field of law, academics and independent experts, and representatives of the Delegation of the European Union in Skopje.
- The Deputy Director also addressed the first panel entitled "Progress observed in the institutions constituting the judicial sector", of the Blueprint Group for Judicial Reform conference entitled "Strategy for Reform of the Judicial Sector (2017-2022)", which took place on December 13, 2022.

III WORK ACTIVITIES OF THE EXPERT SERVICE



Over the course of 2022, the expert service of the Academy performed all of the activities and tasks which are necessary for the smooth functioning of the Academy and for the achievement of the set goals from all segments of its operation. In that sense, the service made a significant contribution to the implementation of programs for initial and continuous training, expert, technical and logistical support to the entrance and final exam commissions; support in the realization of the competences of the organs and bodies of the Academy; support of educators and mentors as carriers of the educational process; support in the organization of study visits and trainings abroad, as well as support in the organization of receptions of foreign delegations at the Academy. In addition, all obligations and priorities that are in accordance with the regulations on labor relations, on public procurement, on the budget, as well as other activities that made it possible to advance the work of the Academy and strengthen its capacities, were carried out in a timely manner.

IV HUMAN RESOURCES

In accordance with the annual plan, over the course of 2022, the Academy realized seven promotions of employees.

In the direction of strengthening the human capacities for the sake of efficient, professional and timely performance of the large volume of activities that are foreseen in accordance with the Law and by-laws, the Academy requires further staffing. As every other year, solid working conditions are provided for each employee at the Academy, with the provision of adequate office space and a personal computer with internet access for each employee.

With regard to the professional improvement of the management structure and the expert service, an annual program was produced for the training of the management structure and the employees of the Academy for various segments of the scope of their work, and in the direction of performing the tasks at a highly professional level that they will continuously upgrade.

In the direction of improving working skills, monitoring changes and amendments to legal regulations, as well as strengthening communication and cooperation with its colleagues from other state institutions, as well as for the inclusion of employees in appropriate trainings, the Academy maintains permanent cooperation with the Civil Servants Agency, with the Public Procurement Bureau, with the expert service of the Judicial-Budget Council and with other institutions.

V INITIAL TRAINING

Seventh generation of participants



In the current year 2022, a complete implementation of the practical training was achieved in accordance with the Program for initial training - practical teaching that covered the participants of the seventh generation.

The practical training for the participants started on 20.9.2021 and, in accordance with the program for practical training, ended on 18.11.2022, after which the participants had one month to prepare for taking the final exam. The written part of the final exam was held on December 20, 2022, while the oral part of the exam was held on December 24, 25 and 26, 2022. For this generation too, the mentoring took place according to the regional principle in accordance with the regional origin of the participants, so that the participants were assigned to practical teaching in the courts and prosecutor's offices of the four appellate areas (Skopje, Bitola, Shtip and Gostivar). In accordance with the place of residence, the participants were distributed in the four appellate areas depending on the regional origin, namely: Skopje - 33 candidates, Bitola - 10 candidates, Shtip - 3 candidates and Gostivar - 13 candidates.

A total of 215 mentors were hired to implement the practical teaching, of which:

- 35 judges from the appellate courts,
- 134 judges from basic courts,
- 12 public prosecutors from the higher public prosecutor's offices, and
- 34 public prosecutors from the basic public prosecutor's offices.

In accordance with the Program for practical training, the mentoring of participants appointed as judges took place as follows:

- 10 months in basic courts (5 months in civil field and 5 months in criminal field),
- 2 months in the appellate courts (one month in the civil field and one month in the criminal field),
- 2 months in basic public prosecutor's offices,
- 1 week in the Administrative Court and
- 1 week in the Higher Administrative Court.

The mentoring for participants appointed as public prosecutors was carried out in the following way:

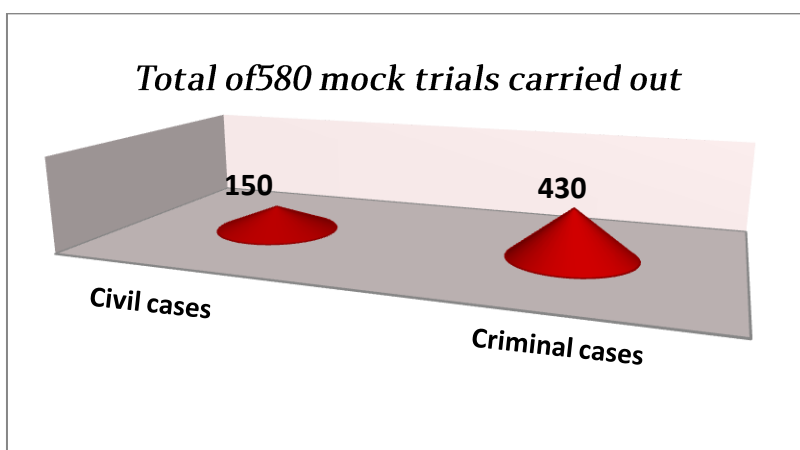
- 10 months in basic public prosecutor's offices,
- 1 month in the higher public prosecutor's offices,
- 2 months in basic courts (1 month in civil field and 1 month in criminal field),
- 1 month in the Ministry of Internal Affairs (police),
- 1 week in the Administrative Court and
- 1 week in the Higher Administrative Court.

The practical training was carried out particularly through the following methods and techniques:

- presence at court hearings conducted by the mentor or another judge;

- preparation of draft court decisions, draft indictments and other procedural acts;
- presence at the examination of suspects and witnesses by the public prosecutor and at the main hearing;
- presence at investigative actions undertaken by the public prosecutor and undertaking of investigative actions under the control of the mentor - public prosecutor;
- presence when assuming the competences of the judge for preliminary proceedings;
- presence during the decision-making of the judge/council for the investigation of charges;
- presence and participation in settlement;
- participation in simulated trials;
- participation in study visits and trainings abroad.

During the practical training, the number of mock trials held in all mentoring areas is as follows:



In the period from May 23 to May 25, 2022, in Antalya, Republic of Turkey, in the organization of the Justice Academy Of Turkey and the Turkish Cooperation and Coordination Agency - TIKA, an International Training Program on Contemporary Issues in Human Rights Law was realized. Within its framework a competition was held in which representatives from the judicial academies of North Macedonia, Serbia, Romania, Bulgaria, Albania, Bosnia and Herzegovina and Turkey participated, led by their mentors. The first place was awarded to the participants from the seventh generation of the Academy for Judges and Public Prosecutors of North Macedonia and their mentor, prof. Dr. Natasha Gaber Damjanovska, director of the Academy.

of the theoretical teaching and passed the practical teaching at the Academy. The written portion of



the exam consisted of taking one civil and one criminal case study for participants appointed as judges and taking two criminal case studies for participants appointed as public prosecutors. In order to consistently comply with the laws, particularly the Law on the Prevention of Corruption and Conflict of Interest, just as during the implementation of all previous exams, in order to eliminate possible irregularities during the implementation of the final exam, the Academy sent an Instruction from the Director to all institutions that are involved in the process of conducting the final exam - to the Management Board, the Commission for the final exam, the Program Council and to the company in charge of conducting the electronic testing (INFINITY ENERGY ITSS DOOEL). The Academy also sent these letters to the State Commission for the Prevention of Corruption and Conflict of Interest, as well as to the General Secretariat of the Government of the RNM, as the institution in charge of coordinating the activities between the electronic post-testing system and the user institutions. On the day of taking the written part of the exam, candidates also drew lots for the oral part of the exam.

The oral part of the final exam was conducted on December 24, 25 and 26, 2022 in the premises of the Academy for Judges and Public Prosecutors. The selection of the oral questions for each participant was done electronically in such a way that the participants logged in with an access code to the electronic system, whereby the software of the electronic system randomly assigned two questions to the participant, namely: the participants appointed as judges received one question in relation to the case study from the civil court case which was answered during the written practical part of the final exam and one question in relation to the case study from the criminal court case which was answered during the written practical part of the final exam. The participants appointed as public prosecutors received two questions regarding the two case studies from the criminal court cases that they answered during the written practical part of the final exam. All participants also answered one general legal question and one ethical question about the evaluation of attitudes and attitudes towards the professional and ethical exercise of the function of judge and public prosecutor.

On 28.12.2022, the commission summed up the points from the two parts of the final exam (the written part and the oral part), which determined the total result of the final exam for all participants. The preliminary ranking list for the carried out final exam number 10-482/3 was published on 28.12.2022. After this, candidates have the right to submit appeals against the final exam results to the Final Exam Commission.

Eighth generation of participants

The greatest challenge faced by the Academy in the current year 2022 was the reception of the eighth and the most numerous generation of participants in the Academy since its foundation. The eighth generation of participants in initial training contains a total of 97 participants.



After a long process, which lasted more than a year and a half and following the completion of the administrative court proceedings before the Administrative and Higher Administrative Courts, the Commission for Entrance Examination at the Academy for Judges and Public Prosecutors "Pavel Shatev" prepared the final ranking list for the admission of 97 (ninety-seven) new participants in the initial training at the Academy.

The theoretical courses for the eighth generation started on May 16, 2022 and are carried out over a period of 9 months. For the sake of professional and efficient performance of the judge/prosecutor function, educators from different profiles, domestic and foreign, have been hired for the implementation of the initial training program; in addition to judges and public prosecutors from all instances, there are also professors from legal and other faculty departments, then civil servants from the Ministry of Justice from the judiciary and international cooperation fields, as well as from the government agent sector, lawyers and other state bodies and institutions – training partners (Ministry of Internal Affairs, Ministry of Labor and Social Policy, State Commission for the Prevention of Corruption, the Public Procurement Bureau, all administrative bodies with established misdemeanor commissions, the Commission for the Protection of the Right to Free Access to Public Information, the Organization for Consumer Protection and others), then psychologists, psychiatrists, forensic medicine doctors, computer crime experts, forensic experts, IT experts, foreign language experts, journalists, representatives of NGOs handling issues in the field of human rights protection, particularly in the field of protection of victims and vulnerable categories, domestic violence, discrimination, etc., notaries, executors, mediators, etc.

VI CONTINUOUS TRAINING

Among the planned measures and activities for the realization of the main priorities for accession to the EU is the realization of the plan for continuous training of judges and public prosecutors, an activity that the Academy implements continuously, offering judges and public prosecutors trainings on issues and topics in the field of their expertise, and following the latest changes in national legislation, but also the latest developments, changes in regulations, as well as the practices of the institutions and bodies of the European Union and the Council of Europe.

The implementation of the program for the continuous education of judges and public prosecutors is the most extensive segment of the Academy's operations, if one takes into account not only the large number of foreign partners and supporters of the Academy, whose projects enable the implementation of most of the activities related to the upgrading of the skills and



knowledge of legal practitioners in relation to European legislation and international standards, but also the large number of domestic institutions and the non-governmental sector with which the Academy works to implement activities that will meet the needs of judges and public prosecutors.

NUMBER OF TRAININGS IN THE REPORTING PERIOD

In the period between January 1, 2022 and December 31, 2022, a total of 227 trainings were organized by the Academy with the participation of 5,574 participants, of which 1,441 participants are judges, 651 public prosecutors, 2,529 expert associates, 80 lay judges, 408 participants in the initial training and 465 other participants who are employed in ministries or in other domestic institutions, organizations, in the non-governmental sector, who were invited by the Academy, and who work in fields related to the content of the training.

In accordance with its core activity, the scope of which also includes the trainings intended for judicial and public prosecutor officers, for the expert service in courts and prosecutor's offices, for management officers and expert administrative workers, in the period from January 1, 2022 to December 31, 2022, a total of 21 trainings for judicial and public prosecutor's officers were carried out in the Academy, with the participation of a total of 1014 participants, of which 946 are judicial officers, 43 are public prosecutor officers, 18 are judges, 10 are police officers and 7 others.

ORGANIZATION AND CONTENT OF THE TRAININGS

Out of the total of 227 trainings realized in the reporting period, 106 trainings were independently organized by the Academy, while 121 trainings were organized by the Academy in cooperation and co-financing with other domestic and foreign projects, associations, organizations and institutions.

Out of the total of 227 trainings realized in the reporting period, 46 trainings are in the field of civil law, 80 trainings in the field of criminal law, 3 trainings in the field of misdemeanors, 16 trainings dedicated to civil and criminal matters jointly, 3 trainings on civil and commercial subject jointly, 9 trainings in the field of commercial law, 13 trainings in the field of administrative law, then 21 specialized trainings and 36 general trainings.

A total of 222 educators, of which 75 foreign experts and 147 domestic experts, contributed to the successful implementation of the trainings conducted during the reporting period.



METHODOLOGY AND FORMAT OF THE TRAININGS

In terms of teaching methodology and formats, the Academy conducted training in the form of seminars, workshops, conferences, roundtables, using the most up-to-date methods and techniques and focusing on the practical aspect of teaching.

Regarding the structure of the target groups (training participants), the principle of interdisciplinary training was applied with the participation of the main target groups – judges and public prosecutors, but also other participants with whom the training was conducted jointly, namely: the Ministry of Internal Affairs, the Financial Police Office, the Administration for the Prevention of Money Laundering and Terrorist Financing, the Social Welfare Centre, misdemeanor commissions of administrative bodies, the Bar Association, the Notary Chamber, the Chamber of Mediators, the Chamber of Executors, the Agency for the Protection of Personal Data, the State Market inspectorate, the Institute of Forensic Medicine, the Forensic Expertise Department, etc.

Regarding the structure of the trainings, the organization of the trainings continued accordingly to the fields of operation of judges and public prosecutors - criminal law, civil law, commercial law, labor disputes, minors, then in the area of combating organized crime, corruption and new forms of sophisticated crime, gender equality, trainings on international and EU law, intellectual property, as well as trainings on complementary and general topics – mediation, ethics, communication skills, case management, media relations, etc.

SPECIALIZED TRAININGS

Special trainings were conducted for the presidents of the courts and the public prosecutors of the public prosecutor's offices, roundtables for the judges from all four appellate courts with judges from the Supreme Court on harmonizing the court practice in the entire territory of the Republic of North Macedonia, for the judges from the criminal departments as well as for the judges of the civil departments, for the Council of Public Prosecutors, as well as for certain areas of importance for the efficient and professional performance of the judicial and public prosecutor functions.

The Academy for Judges and Public Prosecutors, in accordance with the Training Catalogue for 2022, organized online counseling on the topic "Management, maintenance and expenditure of the assets and objects owned by the individual users of budget funds", which was held on April 1 (Friday) 2022, via the ZOOM platform, and was intended for presidents of the courts, public



prosecutors of the public prosecutor's offices, the Judicial Council and and Special Public Prosecutor's Office of the Republic of North Macedonia.

In accordance with the Training Catalogue for 2022, the Academy also organized online counseling on the topic "Presentation of models for the harmonized determination of the amount of the court fee and its more successful collection", which was held on June 1 (Wednesday) 2022, via the ZOOM platform, and was intended for the presidents of the courts and the members of the Judicial Council of the Republic of North Macedonia.

At the same time, and in accordance with the Catalogue, an online consultation was organized on the topic: "Criteria for evaluation of public prosecutor officers", which was held on June 03, 2022 (Friday), via the ZOOM platform, and which included the public prosecutors of Public Prosecutor's Offices and members of the Council of Public Prosecutors of the Republic of North Macedonia.

The Academy, in accordance with the Law on the Courts, also conducted 2 two-day specialized trainings for the newly elected lay judges, who, after the training, received a certificate of completed training. A total of 80 lay judges from all appellate areas participated in the training.

TRAININGS IN THE FIELD OF CRIMINAL LAW

In accordance with the training catalogue for 2022, the Academy realized a total of 80 trainings in the field of criminal law. These trainings covered topics from the Criminal Code (criminal offenses against: the environment, human health, cultural heritage, sexual freedom, cybercrime, cryptocurrencies, corruption, hate crime, confiscation), from the Law on the Criminal Procedure (rights of the accused, protection of witnesses, SIM, techniques of writing judgments and indictments, presentation of evidence, skills of conducting criminal proceedings, principle of opportunity, monitoring of communications, detention, precautionary measures), from the Law on International Cooperation in Criminal Matters, from The Law on Justice for Children, from the Law on Misdemeanors, as well as topics related to the prosecution of organized crime and corruption (financial investigations, money laundering, human trafficking), the Istanbul Convention and relevant articles from the ECHR.

TRAININGS IN THE FIELD OF CIVIL LAW

In order to upgrade the skills and knowledge of judges in the field of civil law, the Academy organized several educational events that served judges from civil departments. The topics



addressed concerned material law, specifically from the area of real law (acquisition without a basis, ownership, right of servitude), obligation law (compensation for damage, conclusion of contracts), family law (property-legal disputes), inheritance law (inheritance negotiation), labor law (employment contract, mobbing, monetary claims), topics in the field of intellectual property, as well as procedural law, i.e. litigation (techniques of writing judgments, costs, evidence in litigation, mediation, rebuttal of debtor legal actions, main hearing), non-litigation proceedings (court depositions, necessary part), securing claims (execution), execution procedure, discrimination, justice for children and other current topics.

TRAININGS IN THE FIELD OF ADMINISTRATIVE LAW

For judges and advisors from the Higher Administrative Court and the Administrative Court, 13 trainings were conducted in accordance with their needs, in order to resolve the dilemmas and disputed issues arising from their daily handling of administrative matters. The trainings that were carried out related to topics in the field of asylum and human rights, industrial property, public procurement, the property-legal field, the Law on the General Administrative Procedure and the Law on Administrative Disputes, tax law and the field of competition. Some of the trainings were organized independently by the Academy, and some were organized in cooperation with the Commission for the Protection of Competition, the Council of Europe, the OSCE and the UNHCR.

TRAININGS DEDICATED TO CERTAIN ARTICLES OF THE EUROPEAN CONVENTION ON HUMAN RIGHTS AND EU LAW

The Academy for Judges and Public Prosecutors, in order to produce a quality program for continuous training and to offer content that will be of interest and significance for the career development of judges and public prosecutors, keeps up with events on the European and international scene in the legal field, particularly in the period when North Macedonia started the screening process with the European Union and opened Chapter 23. Hence, the implementation of trainings focused on EU law and individual articles of the European Convention on Human Rights, which is usually presented through upholding and implementation of the court practice of the ECHR by the national courts. In the current year 2022 a total of 40 trainings were realized in which focus was also put on the Convention, as well as 12 trainings in which various aspects of the current European legislation were discussed, presented and elaborated. Domestic and foreign experts were engaged for the successful realization of these trainings.

In addition to all of the trainings mentioned above, the Academy in the current year 2022 successfully and completely implemented the planned activities contained in the program for



continuous education, which covered many more topics, which are available on the Academy's website, in the section dedicated to continuous training.

VII COOPERATION WITH DOMESTIC BODIES, ORGANIZATIONS AND INSTITUTIONS

In 2022, the Academy continued its successful cooperation with domestic bodies, organizations and other institutions and associations. The support from national institutions emphasizes the value and strengthens the role of the Academy in the justice system of North Macedonia. Commitments and goals are common, as the rule of law is a pillar of a democratic society. In order to successfully implement its activities, the Academy continued its cooperation with the Supreme Court of the RNM, with the Public Prosecutor's Office of the RNM, as well as with the Judicial Council of the RNM, with the Council of Public Prosecutors of the RNM, with the Ministry of Justice, with the Secretariat for European Affairs, with the Ministry of Internal Affairs, as well as with other ministries, state bodies and institutions with which the Academy shares professional interests.

Regarding the organization of joint trainings, the Academy continued its successful cooperation with the Association of Judges of the Republic of North Macedonia and the Judicial Media Council, with the Association of Public Prosecutors of the Republic of North Macedonia, with the Bar Association, with law faculties, with the Police Academy, with the Institute of Forensic Medicine and Criminology, with the State Office of Industrial Property, with the State Commission for the Prevention of Corruption, with the Personal Data Protection Agency, with the Chambers of Notaries, with executors, bankruptcy trustees and with mediators, in the direction of enhancing knowledge, exchanging experiences and strengthening cooperation among these target groups, as well as with the Commission for the Protection of Competition and the Securities Commission.

At the same time, cooperation on the training plan continued with non-governmental organizations, namely the Coalition "All for a fair trial", the Macedonian Young Lawyers Association, the European Policy Institute and the Center for Legal Research and Analysis.

This multidisciplinary approach ensures greater support and involvement of all bodies, organizations and institutions as well as of the civil society that have points of contact with the judiciary for the successful implementation of judicial reforms.

VIII INTERNATIONAL COOPERATION



In the field of international cooperation, the Academy is intensively involved in the organization of training activities with multiple projects, the cooperation with judicial training schools from other countries is intensified in various segments, and the cooperation with some of them has been formalized by signing memorandums of cooperation.

The practice has also continued of including judges, public prosecutors, participants in training to become judges and public prosecutors, as well as representatives of the bodies of the Academy, the Judicial Council and the Council of Public Prosecutors of the Republic of North Macedonia, in study visits, international trainings, exchanges, meetings, workshops and conferences abroad.

ACTIVITIES OF THE ACADEMY IN THE FRAMEWORK OF EJTN

In the direction of the successful implementation of the reform process in the judiciary of the RNM, while taking into account the recommendations arising from the Strategy, from the Action Plan, from the recommendations of Pribe, from the evaluation mission of the EU Technical Support Instrument TAIEX, from the analyzes that have been carried out by the OSCE Mission in Skopje, as well as those specifically prepared for the Academy, including: The analysis of the institution's current positioning and its role in the training of judicial personnel, in cooperation with the OSCE Mission, and the Functional Analysis of the work of the Academy prepared by the Center for Legal Research and Analysis (CPIA) with the support of the Embassy of Great Britain, are a key element for upgrading and expanding the knowledge of legal practitioners in the RNM in the field of European acquis. Namely, the process of harmonizing national law with EU law is a true challenge for the member states, given the fact that each country has its own existing justice system that has functioned in a certain way for many years and now needs to be modified.

A good example of how all of the above works and develops is of course the European Judicial Training Network (EJTN), with which the Academy has a long-standing and successful cooperation. The cooperation between the Academy for Judges and Public Prosecutors "Pavel Shatev" and the European Judicial Training Network (EJTN) began in 2007, when the Academy acquired observer status. From that moment until today, the Academy has been involved in all activities and programs of the EJTN. For the first two years, the participation of the Academy did not cause financial implications, but it was then decided by EJTN that only EU member states can participate in this way. In 2011, the Academy was given the right, within the framework of the Exchange Program, to participate in the exchange of judges of the supreme courts. Despite the fact that due to financial implications the Academy was unable to financially support the participation of judges and public prosecutors in the activities and programs of EJTN, the Academy did not cease its cooperation and participation in trainings where EJTN was a co-organizer. With the emergence of



the global health pandemic caused by the COVID-19 virus in 2020/2021, all EJTN activities took place online, but the interest of national judges and public prosecutors did not decrease, only continued with the same intensity, which proves that the trainings organized within the EJTN are significant for the advancement of skills and knowledge regarding EU law.

It is important to note that the Academy receives the EJTN Training Catalogue every year, as well as invitations to participate in the Exchange Program. They are regularly published on the website of the Academy for Judges and Public Prosecutors.

In 2022, the Academy continued to cooperate with EJTN and actively promote the opportunities offered by this network, with the aim of involving a larger number of judges and public prosecutors and making them part of the trainings.

In the period from September 12 to 16, 2022, within the framework of the cooperation between the Academy and EJTN, the Deputy Director of the Academy, judge Ilir Iseni was part of the exchange program of EJTN and visited the National School of the Judiciary of Greece based in Thessaloniki, Greece, and other judicial institutions of Greece, which gave him the opportunity to get to know the judicial system of this country through direct communication with the judges and public prosecutors of Greece..



EUROPEAN INSTITUTE FOR PUBLIC ADMINISTRATION - EIPA

The Academy and EIPA have a successful multi-year cooperation that develops continuously and contributes to enhancing the skills of legal professionals through the implementation of educational events with a focus on European legislation.

In this regard, at the beginning of December 2022, a working meeting was held with representatives from EIPA, where possibilities were considered for developing a new curriculum for the introduction of mandatory training on EU law within the initial training program as part of the third module – International Law, for the realization of trainings for trainers that will cover the existing judges and public prosecutors who, after the completion of these trainings, will become part of the Academy's team of trainers for certain topics of EU law. The representatives offered a number of different legal topics that were presented through seven components that in 2023 should be implemented in the Academy's programs for initial and continuous training.

Also, in order to ensure continuity in the education that will be provided by the trainers of the Academy, it was agreed by EIPA to prepare a type of manual, as an aid to the trainers in carrying out the trainings.



In the current year 2022, two trainings from the EIPA Training Catalogue were carried out on the following topics: "Interaction between the EU single market and the principles of competition rights" and "Basics of personal data protection".

US EMBASSY / OPDAT PROGRAM

Through its programs, especially through the OPDAT Program, the US Embassy in North Macedonia provides continuous support to the work of the Academy, for the purpose of upgrading the justice system of North Macedonia by enhancing the knowledge of judges and public prosecutors. The US Embassy is one of the Academy's strongest partners, with whose help the Academy has been successfully fulfilling its mission for a decade. The support provided by the US Embassy is reflected not only in the implementation of numerous educational events, conducted



study visits, etc., but also through financial support for the development of key segments of the operation of the institution itself, such as the development of the website, IT equipment, etc.

In 2022, in cooperation with the OPDAT Program at the US Embassy, the Academy realized the following significant events:

- Online workshop on the topic: "Criminal prosecution of crimes against the environment: air pollution".
- Online workshop on the topic: "Collaborators of justice".
- Online training on the topic: "Confiscation of property and property benefit", which was carried out via the ZOOM platform and was intended for judges, public prosecutors, but also for the participants in the initial training at the Academy

The Academy received an invitation from the Office of the United States Department of Justice (OPDAT) and the Bureau of International Narcotics and Law Enforcement (INL) to participate in online training on digital evidence for judges and prosecutors from Albania, Bosnia and Herzegovina, Croatia, Kosovo, Montenegro, North Macedonia and Serbia. The training took place online on the ZOOM platform on April 7, 2022. The program was supported by OPDAT's International Program on Computer Hacking and Intellectual Property (ICHIP) and the Croatian Judicial Academy (CJA) - Regional Judicial Training Center for Cybercrime.

- Two trainings on the topic: "Skills for management of proceedings"
- One training on the topic: "Non Bis idem in ECHR practice"

During the reporting period, trainings dedicated to judicial efficiency, money laundering, digital evidence, etc. were also carried out.

At the same time, the CLDP Program of the US Department of Commerce and Trade Law organized a regional conference titled: Customs Violations/Customs Crimes (Smuggling and Customs Fraud) from September 6 to 9, 2022 in Tivat, Republic of Montenegro, at which, through the cooperation of the Academy with the US Embassy in the Republic of North Macedonia, the participation of judges and public prosecutors from our country was enabled. The conference was attended by customs officers from various customs offices in the region as well as judges, public prosecutors and other legal professionals who handle cases in this field. The program is aimed at exchanging experiences and understanding the technical processes between customs officers, judges and public prosecutors regarding the seizure of goods at the border and the legal processes that follow. Specific topics for customs include the targeting and seizure of counterfeit and pirated goods and communication with the authorities competent for handling such cases.

In order to strengthen the capacities of judges and public prosecutors for more efficient execution of justice and consistent application of laws, in 2022 the Academy and the US Embassy, through the Open World program, provided a total of 20 judges and public prosecutors with the



opportunity to make a study visit to some of the US institutions that are responsible for the implementation of justice in the US and to exchange opinions and experiences through direct meetings with their colleagues.

UNICEF - UNITED NATIONS CHILDREN'S FUND

During November 2021, a training on justice for children was organized for trainers. The trainers who were trained in November received additional mentoring so that the next trainings, supported by UNICEF (for more than 200 professionals) can be conducted by them. In consultation with international experts, it was concluded that there is a need to increase the number and training of additional judges and public prosecutors in order to cover a larger group of professionals in the future and to ensure the sustainability of training. In this direction, in April 2022, a second training for trainers was organized, which included: one judge of the Basic Court Bitola, one judge of the Basic Criminal Court Skopje, one public prosecutor from the Public Prosecutor's Office Skopje and one public prosecutor from the Public Prosecutor's Office Shtip.

The Academy for Judges and Public Prosecutors, in cooperation with the Macedonian Young Lawyers Association and UNICEF, organized 3 multi-sectoral two-day trainings on the topic: "Justice for Children" during May 2022. The trainings were attended by police officers, social workers, judges, public prosecutors, lawyers and mediators for dealing with child victims, child witnesses and children in conflict with the law.

THE OSCE MISSION IN SKOPJE

The OSCE mission in Skopje and the Academy are long-standing partners who have successfully cooperated in the implementation of joint activities aimed at upgrading the judiciary through the development of educational processes in the Academy, with a special focus on the implementation of trainings within the continuous training program on current topics that mostly touch on European legislation and international standards, which are relevant for the rule of law, for the promotion of human rights and freedoms and, most importantly, for the practice of the European Court of Human Rights. Most of the activities in the current year 2022 were realized through the Human Dimension Department of the OSCE Mission, alongside which the Academy, at the beginning of 2022, made a plan for realization, within the framework of which the following important events were realized:



- In April 2022, a consultation was held on the topic "Raising awareness and building effective communication between law enforcement authorities and the Jewish community of North Macedonia". The consultation was organized in cooperation with the OSCE Mission in Skopje, the Office for Democratic Institutions and Human Rights (ODIHR), the World Jewish Congress, the European Commission and the Jewish Holocaust Memorial Center in North Macedonia. Three public prosecutors and one judge from the Academy took part in the event.
- On June 2 and 3, 2022, at the Arka Hotel, the Academy for Judges and Public Prosecutors and the OSCE Mission in Skopje organized a training for investigating and prosecuting cases of cybercrime, which is intended for judges and public prosecutors from all appellate areas. With a welcome address, the beginning of the training was announced by the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska and the representative of the OSCE Mission in Skopje. The training was conducted by the trainers: Iskra Hadzhi Vasileva, public prosecutor; Marjan Stoilkovski, investigator; and consultant Mick Jameson.
- The Academy for Judges and Public Prosecutors "Pavel Shatev", in cooperation with the OSCE Mission in Skopje and UNHCR, organized a roundtable discussion regarding administrative disputes and human rights (refugee rights and practice). The roundtable was held on June 6 and 7, 2022 at the Limak Hotel in Skopje. The main topics of the roundtable were decision-making in full jurisdiction in asylum cases and decision-making upon lawsuits in case of restriction of freedom of movement (detention) of asylum seekers and the rule of law, with reference to European standards. The application of the case law of the Court of Justice of the European Union was also reviewed. The roundtable was intended for judges from the Higher Administrative Court and the Administrative Court in the Republic of North Macedonia.
- In the period from July 5 to 7, 2022, a training on hate crime was organized for trainers, intended for judges and police officers, and its objective was to raise awareness about hate crime among judges and ensure efficient implementation of the revised legislation, while using the lessons learned from the ODIHR PAHCT. In the following period, ending with October/November 2022, three more three-day trainings focusing on hate crime were carried out. The implementation of this Program is within the framework of the signed Memorandum between the Academy, the OSCE Mission in Skopje and the Public Prosecutor's Office of the Republic of North Macedonia.
- In accordance with the views expressed by the users of the continuous training, which are presented in the Functional Analysis prepared by the OSCE Mission and the Academy, a great interest in the jurisprudence of the ECHR was noted, as well as an expressed need for new trainings that will focus on The European Convention on Human Rights and the practice of the European Court of Human Rights, in order to further raise the awareness and quality of work of judges and public prosecutors. For these reasons, with the support of the OSCE Mission, a training plan (curriculum) on the execution of ECHR judgments was prepared, intended for the initial and continuous trainings of the Academy.

- In the period from November 10 to 12, 2022, the Academy and the OSCE Mission organized a training intended for the presidents of the courts, for the heads of the public prosecutor's offices and for the spokespersons of the courts and public prosecutor's offices on the topic: "Strengthening communication skills and public relations skills" containing presentations held by: Ognen Janevski, editor-in-chief and presenter at TV 24 and Vasko Magleshev, journalist at Prisma, the Balkan Investigative Reporting Network BIRN for North Macedonia, and the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska.
- Within the framework of this cooperation, on November 9, 2022, the Academy hosted the judicial delegation from Uzbekistan, which carried out a two-day visit to North Macedonia, and in addition to getting to know the judicial system of our country, one of the topics discussed with demonstrated interest from the representatives from Uzbekistan, was the gender dimension and women's rights. The Deputy Director of the Academy, judge Ilir Iseni, who spoke about gender equality in the judicial system of the Republic of North Macedonia, greeted the attendees with a welcoming speech at the offices of the OSCE Mission, through a video conference connection. In the premises of the Academy, the delegation was welcomed by the Director of the Academy, prof. Dr. Natasha Gaber-Damjanovska, who introduced them in detail to the work, structure and organization of the Academy and its role in the judiciary of our country.



HUMAN RIGHTS EDUCATION FOR LEGAL PROFESSIONALS- HELP



The European Human Rights Education Program for Legal professionals (HELP) supports the member states of the Council of Europe in the implementation of the European Convention at all national levels, in accordance with the Recommendation of the Committee of Ministers (2004), with the Interlaken Declaration of 2010, with the Brighton Declaration of 2012 and the Brussels Declaration of 2015. The objective is to strengthen the capacities of judges, prosecutors and legal practitioners for implementing the Convention in all 47 member countries. The Academy has successfully established cooperation with HELP and within the framework of this cooperation, the following activities were carried out in the current year 2022:

The Academy, in cooperation with the Council of Europe "Horizontal Facility for the Western Balkans and Turkey 2019 - 2022" and alongside the UNHCR, organized an online regional HELP-course on the topic: "Asylum and Human Rights" that was held on January 27, 2022.

Also, the Academy for Judges and Public Prosecutors, within the framework of the cooperation with the Council of Europe and HELP, realized a regional presentation of the HELP course on "Court argumentation and human rights", which was organized by the General Directorate for Human Rights and the Rule of Law. The course was held via an online platform.

Furthermore, on October 5, 2022, the Academy and HELP organized a course on Bioethics, which was implemented through the HELP e-platform, and was intended for judges, public prosecutors and representatives of the Doctor's Chamber of the Republic of North Macedonia. Tutors of the course were prof. Dr. Natasha Gaber-Damjanovska, director of the Academy for Judges and Public Prosecutors and MA Gabriela Gajdova, judge of the Basic Court of Veles.

On October 7, 2022, within the framework of this cooperation, a HELP course was held on the topic "KST Standards", which included judges, public prosecutors, representatives of the Ministry of Justice.

The Academy for Judges and Public Prosecutors in cooperation with the Council of Europe, with "Human Rights Education for Legal professionals", with the HELP Program organized two online HELP courses on "Environment and Human Rights" and on "Labor Rights" that were held on May 16, 2022 and were intended for the seventh generation of participants in the initial training of the Academy.

HORIZONTAL INSTRUMENT FOR THE WESTERN BALKANS AND TURKEY – JUFREX 2

“Horizontal Instrument for the Western Balkans and Turkey 2019-2022” is a joint initiative of the European Union and the Council of Europe that enables its partners to achieve the planned reform agendas in the field of human rights, the rule of law and democracy, as well as to be in line



with European standards, where applicable, within the EU enlargement process. This three-year program includes projects in Albania, Bosnia and Herzegovina, Montenegro, North Macedonia, Serbia, Turkey and Kosovo*, implemented by the Council of Europe since May, 2019. The project advocates for freedom of expression and media freedom in the Republic of North Macedonia and contributes to the improvement of the application of European standards in this field. Building upon the results and experiences of the previous phase, the Project continued to cooperate with experts and those responsible for the application of these standards: with judges, prosecutors, lawyers, police officers, with representatives of media regulatory bodies, with journalists, participants and with other media participants. One of the key partners in the implementation of this project is the Academy for Judges and Public Prosecutors. Within this cooperation, the following activities were carried out:

- In mid-February 2022, the second two-day training on the topic: "The Internet and freedom of expression" was held in Ohrid.
- At the end of February 2022, an online HELP course was organized on the topic: "Journalist protection and safety", where opening remarks were given by, in addition to the director of the Academy, H.E. David Geer, ambassador of the EU Delegation in North Macedonia, Patrick Penninks, head of the Information Society Department at the Council of Europe and Ljubomir Mihajlovski, president of the Bar Association of North Macedonia.
- As part of this cooperation, the publication entitled "Translation of significant judgments of the European Court of Human Rights on freedom of expression and freedom of the media" was prepared and issued, containing translations of eight judgments of the European Court of Human Rights against other states in which a violation of Article 10 of the European Convention on Human Rights has been established. It has been published on the website of the Academy: <https://jpacademy.gov.mk/wp-content/uploads/2022/04/prevod-na-znachajni-presudi-na-eschp-za-sloboda-na-izrazuvane-i-sloboda-na-irazuwane-na-medumite.pdf>
- In the period from May 17 to 21, 2022, a five-day training for trainers was carried out, focusing on freedom of expression. This training brought together legal practitioners, judges, public prosecutors and lawyers handling cases related to Article 10 of the European Convention on Human Rights and issues related to freedom of expression.
- Within the framework of the JUFREX project, a regional conference on freedom of expression was held for trainers (judges, public prosecutors and lawyers), and was attended by legal professionals whose capacities as trainers were built within the Project, and due to the benefits that their respective institutions would enjoy. The regional conference was held in Albania, with the participation of trainers from the six partner countries in the Project, including North Macedonia.
- A legal analysis on the topic "Freedom of expression and freedom of the media for the duration of JUFREX 1 and JUFREX 2" was prepared within the framework of JUFREX. The



analysis is comprehensive and covers civil-law (defamation and insult) and criminal-law aspects (hate speech, crimes in which journalists are harmed, etc.).

- The JUFREX 2 project was rounded off with an event organized on December 14, 2022, with the participation of members of the Management Board, as well as of representatives of certified JUFREX trainers, including the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska.

In accordance with the above, the second phase of the project was assessed as successful. The partners and certified trainers of JUFREX achieve continuous cooperation and mutual exchange of experiences on the subject, which confirms the interprofessional life of the project and the sustainability that is the result of building the capacities of key stakeholders in the field. All this was a strong reason for this Project to continue into the next phase, because the topic is dynamic and the court practice is constantly updated.

CENTER FOR LEGAL RESEARCH AND ANALYSIS - CLRA

In 2022, the Academy for Judges and Public Prosecutors continued the joint cooperation with the Center for Legal Research and Analysis (CLRA), for the realization of the activities foreseen by the Project for Good Environmental Management. Within the framework of the Project, whose objective is to improve environmental management standards by establishing judicial and regulatory norms and protocols that regulate the implementation of environmental laws in North Macedonia, the following activities were carried out:

- During February and March 2022, four trainings were held on the topic: "carrying out environmental justice". For this purpose, a professor at the Southeast European University and a professor at the Faculty of Security Skopje developed a Curriculum for the training of judges and public prosecutors on this topic, and also conducted these trainings.
- One of the most significant benefits that has emerged as a tradition is the organization of meetings between the four appellate courts and the Supreme Court of the Republic of North Macedonia, for the purpose of a more detailed consideration of legal issues from the criminal and civil fields that have appeared in the court practice of the appeal courts, in relation to which it is necessary to harmonize the views for the sake of harmonization of the court practice of the Republic of North Macedonia. In view of this, at the beginning of June, a meeting was organized at which a wide discussion took place between all the representatives of the aforementioned courts, enabling the drawing of specific conclusions in the direction of harmonizing the court practice in the Republic of North Macedonia.

The implementation of the project activities was financed by the Government of the United Kingdom, through the British Embassy in Skopje.

GENEVA CENTRE FOR SECURITY SECTOR GOVERNANCE – DCAF

North Macedonia opened a new chapter in security and intelligence sector reforms in cooperation with DCAF - Geneva Center for Security Sector Management, whose partners and supporters are the European Union, the Kingdom of the Netherlands, Sweden and Switzerland.

For the successful implementation of this chapter, the heads of DCAF and the Academy for Judges and Public Prosecutors signed a Cooperation Agreement on 18.11.2021, the purpose of which is to support the educational processes in the judiciary, within the framework of which, in the current year 2022, the following activities were realized:

- On February 25, 2022, the first meeting of the Judicial Management Group was held within the framework of the Program for Intelligence & Security Sector Reform in North Macedonia (2021-2026).



At the meeting, which was chaired by the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska, in addition to the DCAF representatives, Mr. Marc Remillard, Ms. Teodora Fujor and Mr. Kire Babanoski, there was active participation from the president of the Judicial Council of North Macedonia, Ms. Pavlina Crvenkovska, the president of the Association of Judges, Mr. Dzhemali Saiti, the representative from the Ministry of Justice, Mr. Nikola Prokopenko and as observers, representatives from the Program donors/development partners.

- Over the course of 2022, three three-day trainings for trainers were organized on the topic "From theory to practice: Advancing judicial practice through learning methods". They were part of a series of 5 trainings - two of which were organized during 2021. These trainings served the team of trainers who have been involved in the activities of the Program since the beginning, and are also the authors of the Handbook for the implementation of communications monitoring measures. On the last, third day of the training, court practitioners from the regions where the trainings were held were invited to participate in the interactive workshops on the topic "Implementation of communications monitoring

measures". These trainings were organized in the following periods: from March 2 to 4, 2022 in Mavrovo, from May 4 to 6, 2022 in Berovo and from June 29 to July 1, 2022 in Veles.



- Within the framework of this cooperation, a series of webinars was organized for the seventh generation of participants in the initial training of the Academy for Judges and Public Prosecutors. The following topics were developed at these webinars: Standards for special investigative measures in the context of the right to private life (Article 8 of the ECHR) - Practice of the European Court of Human Rights; Standards for special investigative measures in the context of the right to a fair trial (Article 6 of the ECHR) - Practice of the European Court of Human Rights; The use of special investigative measures in the context of joint investigative teams - conducting effective criminal proceedings while preserving the rights to privacy and a fair trial; Challenges for judges and public prosecutors when applying special investigative measures; Collection and storage of evidence in the context of online digital databases and Intelligence information as evidence before the courts.



THE TECHNICAL ASSISTANCE AND INFORMATION EXCHANGE – TAIEX

TAIEX - The Technical Assistance Information Exchange represents short-term technical assistance for candidate countries and potential candidate countries from the Western Balkans, in the area of approximation, application and implementation of EU law as well as in the upgrading of the necessary administrative structure. TAIEX is funded by the multilateral IPA program on a first-come, first-served basis.

The Academy and TAIEX have established cooperation over multiple years, within the framework of which educational events, study visits, etc. are realized every year, wherein the Academy submits applications for the implementation of new trainings. Accordingly, in the current year 2022, a workshop was realized in accordance with the previously approved application. The topic of this workshop is "Rights of accused persons in criminal proceedings according to EU directives", whose participants were judges, public prosecutors and expert associates.

TWINNING PROJECT - BUILDING OF THE INSTITUTIONAL CAPACITY OF THE INVESTIGATIVE CENTRE

During February 2022, the Academy for Judges and Public Prosecutors in cooperation with the Public Prosecutor's Office of the RNM, within the framework of the Twinning project "Building of the Institutional Capacity of the Investigative Centre", organized two two-day online trainings on the topic: "Financial investigations and special investigative measures" attended by public prosecutors from all appellate areas. In the same period, two two-day online trainings on the topic: "Cryptocurrencies - basic principles, methods of investigation and practical examples", intended for judges from criminal departments and public prosecutors, were carried out.



GERMAN FOUNDATION FOR INTERNATIONAL LEGAL COOPERATION – IRZ

The Academy for Judges and Public Prosecutors has established an extremely successful cooperation with the German Foundation for International Legal Cooperation (IRZ), which has had several years of continuity. Within the framework of that cooperation, a series of educational events and study visits were realized, a large number of titles were published and distributed in the field of law, especially on European legislation and of course, through donations to IRZ, the library fund of the Academy's library has been enriched on several occasions.

In 2022, this cooperation continued with the same dynamics, and several activities were realized, such as:

- An educational film. The German Foundation for International Legal Cooperation (IRZ) with funds for the promotion of projects of the Ministry of Foreign Affairs of the Federal Republic of Germany, in cooperation with the Academy for Judges and Public Prosecutors of North Macedonia and the Judicial Training Centre and Public Prosecutor's Office of Montenegro, provided answers in the IRZ's educational film through a presentation of the court practice in the FR of Germany. In the educational film on the topic "Shortening civil proceedings through active management and encouraging of settlement by the judge" also featured former participants from the sixth generation of the initial training at the Academy, Judge Imrane Selmani and Public Prosecutor Dejan Petreski, who in turn were part of a group of 12 participants from the sixth generation who made a study visit to Bonn in November of 2019, where they had the opportunity to familiarize themselves with the judicial system of the FR of Germany and improve their knowledge in regard to European legislation.
- Online training on the topic: "The importance of mediation for the acceleration of proceedings and the progress of the country in Chapter 23 - the relationship with court proceedings and the practice and promotion of mediation", which was held on April 14, 2021, via the ZOOM platform.
- Online training on the topic: "Techniques for writing judgments", which took place on April 28, 2022 via the ZOOM platform.
- On June 15, 2022, a training was held with the physical presence of the participants, on the topic: "Judicial and Public Prosecutor Ethics".
- A training on the topic "Preparation and management of the main hearing", including the screening of the educational film on encouraging settlement on October 25, 2022, was carried out within the framework of this cooperation, the lecturers of which were Ms. Antoineta Dimovska, judge of the Basic Civil Court Skopje and prof. Dr. Jan F. Orth, presiding judge of the District Court in Cologne.



- A training with the physical presence of the participants, on the topic "Strengthening the capacities for the return of illegally acquired assets, confiscation and financial investigations in the Republic of North Macedonia", which was also supported by the Norwegian Ministry of Foreign Affairs, and was held in the period from 4 to 6 June 2022.

AIRE CENTRE LONDON – PROJECT FOR GENDER EQUALITY

The Academy for Judges and Public Prosecutors has successfully established cooperation with the AIRE Centre from London, within the framework of which a series of activities important for judges and public prosecutors in the Republic of North Macedonia are implemented. Thus, in 2022, GCJ (Gender Champions in the Judiciary) was established, with the objective to secure the equality of women in the Western Balkans and the fight against gender prejudices and stereotypes.

In the initial phase, the activities of this network were aimed at the promotion of online trainings for gender equality, for which the Academy nominated judges handling cases in this field to participate and be part of them. In mid-December, an online training course on gender equality for judicial officers was created by the AIRE Centre, supported by the UK Government. The Academy made this training available through its website, which enabled a larger group of judges and public prosecutors to take part in it. The training objective was: the promotion of gender equality by familiarizing the participants with the basic concepts of gender equality, the fight against gender prejudices and stereotypes that are openly manifested in courtrooms throughout the Western Balkans, the development of awareness of issues of gender equality and the role of the judiciary, enabling in-depth understanding of the concept of gender equality, the reasons why gender equality is an important topic, i.e. how this principle is realized in practice and what consequences it leads to, and distinguishing between the terms discrimination, sexual harassment and mobbing.

GIZ - GLOBAL PROGRAM FOR COMBATING ILLICIT FINANCIAL FLOWS

The Academy for Judges and Public Prosecutors "Pavel Shatev" and GIZ (Global Program for Combating Illicit Financial Flows) continued their cooperation in 2022 in the area of conducting financial investigations and confiscation of property. The cooperation was started in order to fulfill the obligations of the Action Plan for the implementation of the "Strategy for strengthening the capacities for conducting financial investigations and confiscation of property 2021-2023".



Within the framework of this cooperation, three two-day trainings were organized for judges and public prosecutors on the topic: "Strengthening the capacities for the return of illegally acquired assets, confiscation and financial investigations in the RNM", and were realized in the following terms:

- July 5 - 6 2022 in Ohrid
- September 28 - 29 2022 in Mavrovo
- December 5 - 6 2022 in Skopje

CEELI INSTITUTE - ADVANCING THE RULE OF LAW

The mission of the CEELI Institute is to advance the rule of law in the world through innovative training programs and other activities. The institute works with judges, lawyers and civil society actors to build law-based societies. One of the partners of CEELI is the Academy for Judges and Public Prosecutors.

Thus, in the month of March 2022, with joint organization between the Academy and the Institute, a hybrid forum was held on the topic "Remote trials in modern justice - challenges and opportunities in the Republic of North Macedonia", at which the practical guidelines for remote trials in Central and Eastern Europe were promoted and discussed. Some of the participants followed this forum with a physical presence, while the rest had the opportunity to follow the forum through an online platform.

EMBASSY OF THE FRENCH REPUBLIC AND THE THE NATIONAL SCHOOL FOR THE JUDICIARY (ENM)

Within the framework of the activities foreseen by the memorandum of cooperation between the Academy for Judges and Public Prosecutors and the Embassy of the Republic of France in the Republic of North Macedonia, in the period from February 7 to February 25, 2022, Ms. Anouk Lecomte, candidate of the The National School for the Judiciary, Bordeaux, R. of France, completed her internship in the Republic of North Macedonia, in the course of which she held working meetings and visits to all relevant judicial institutions and had the opportunity to exchange experiences with the mentors and educators of the Academy, as well as with the participants of the seventh generation of the Academy. In accordance with the Agenda that was created and aligned with her needs and requirements, the candidate from France also held meetings with the non-governmental sector that works in the field of environmental protection.

On July 6 and 7, 2022, in cooperation with the National School for the Judiciary of the French Republic (ENM), a lecture was implemented for the participants of the initial training of the seventh generation, dedicated to the fight for environmental protection. The lectures were given by Ms. Sarah Rouy, Judge, Project Manager for Environmental Legal Studies, Police Department, French Biodiversity Office. The coordinator of the session was Ms. Florence Gilbert, judge and project manager in the international department of ENM. The presentations offered answers to questions about environmental protection and their effects in the field of law. Environmental law at the national level and beyond was also considered, and case law regarding the effectiveness of environmental law was presented. Harmful impacts on the environment and their related offenses, environmental crime at the international level and international judicial cooperation were also presented within the lecture.



On September 22, 2022, the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska and the ambassador of the French Republic in the Republic of North Macedonia, H.E. Cyril Baumgartner signed a new memorandum of cooperation, which provides for activities aimed at strengthening the independence of the judiciary. One of the most significant benefits of signing this memorandum is of course the continuation of French language classes for judges and public prosecutors, as well as for participants of the initial training program at the Academy, at the initial and advanced levels.

As part of this cooperation, on September 27, 2022, in the premises of "Europe House", a lecture was held on climate disputes in front of the State Council, which was intended for the participants of the initial training, and was conducted by the French expert Mr. Yves Gounin, State Counselor and Delegate for International Relations.



On November 8 and 9, 2022, the Embassy of the French Republic and the Ministry of Justice of the French Republic organized a forum entitled "Prevention and Perpetration of Corruption - Perspectives from France and South-Eastern Europe". At the forum held at the Holiday Inn hotel in Skopje, the ambassador of France in our country, H.E. Cyril Baumgartner and the Minister of Justice, prof. Dr. Nikola Tupanchevski addressed the public, while national and foreign experts from the field spoke on the topic. prof. Dr. Natasha Gaber Damjanovska, director of the Academy for Judges and Public Prosecutors also presented on the topic of conflict of interest and the programs for initial and continuous training.

In the premises of the French Institute, the realization of the classes for studying the French language - initial level A1 for judges and public prosecutors began from September 27, 2022. In 2023 classes will be realized at the initial level for participants from the initial training of the Academy.

EUROPEAN POLICY INSTITUTE (EPI)

Guided by the need for mutual cooperation in order to effectively implement their competences, which are established by law, and confirming the commitment to the advancement of cooperation in the field of judicial transparency and the continuous training of judges and public prosecutors, the Academy for Judges and Public Prosecutors "Pavel Shatev" and the European Policy Institute began their cooperation in 2021, and continued to develop it in 2022, in accordance with the foreseen dynamics.

Namely, within the framework of this cooperation, the following activities were carried out:



- Five-day training for mediation trainers, which took place between February 28 and March 4, 2022.
- The European Policy Institute EPI in cooperation with the Academy for Judges and Public Prosecutors, the Chamber of Mediators of the Republic of North Macedonia and the Dutch Federation of Mediators, within the project "Mediation without dilemma" which is financed by the Embassy of the Kingdom of the Netherlands, organized a mediation training for trainers, which was held in the period from May 3 to 5, 2022.
- The Academy for Judges and Public Prosecutors, in cooperation with the European Policy Institute (EPI) and the Chamber of Mediators of the Republic of North Macedonia, within the project "Mediation without dilemma" which is financed by the Embassy of the Kingdom of the Netherlands, organized a training for topics from the field of mediation, which took place on June 23, 2022, and included judges and public prosecutors from the Gostivar and Skopje appellate areas.
- On July 6, 2022, mediation training was held, covering areas of mediation that comply with the Justice for Children Act as well as mediation in cases of defamation and insult, employment and insurance disputes.

EMBASSY OF THE KINGDOM OF THE NETHERLANDS

Under the auspices of the Embassy of the Netherlands in North Macedonia, in the current year 2022, the Academy began the implementation of two projects, one of which is dedicated to the improvement of relations between the judiciary and the media and it is realized in cooperation with the Helsinki Committee of the Netherlands, with Free Press Unlimited, with the Association of Journalists and the Judicial Media Council whose participation is the result of the memorandum signed between the Academy and the Judicial Media Council. On April 6, 2022, in the premises of the Academy, a working meeting of the representatives of all partners involved in the Project was held, and at it the directions were defined, as well as the future activities that will be implemented as part of this cooperation.



On May 10, 2022, in the premises of the Academy for Judges and Public Prosecutors, the director of the Academy, prof. Dr. Natacha Gaber-Damjanovska and the director of the Training and Study Centre for the Judiciary (SSR) of the Kingdom of the Netherlands, Mr. Ivo Blommaart, under the auspices and in the presence of the ambassador of the Kingdom of the Netherlands in North Macedonia, H.E. Dirk Jan Kopp, signed a memorandum of cooperation. With this memorandum, activities shall be implemented that will enhance the institutional capacities of the Academy, in order to ensure higher quality of the implementation of the trainings intended for judges and public prosecutors, as well as for the participants in the initial training of the Academy.

Within the framework of the cooperation between the Helsinki Committee of the



the Academy was represented by judge Ilir Iseni, Deputy Director of the Academy.

Netherlands and Free Press Unlimited, a regional conference was held in Belgrade, Serbia from October 13 to 14, 2022, with invitations for highest officials of the Constitutional Court, the Supreme Court, the Criminal and Civil Court Skopje, the Basic Court of Shtip, the Basic Court of Kavadarci, the Basic Court of Veles, the Basic Court of Sveti Nikole, the Basic Public Prosecutor's Office of Skopje, the Higher Public Prosecutor's Office of Skopje and the persons in charge of public relations for all of the mentioned institutions. At this regional conference,

In the period from 9 to 11 November 2022 in The Hague, the Kingdom of the Netherlands, with the organization of the Helsinki Committee of the Kingdom of the Netherlands, The Hague Academy for Local Governance and Leiden University, with the financial support of the Ministry of



Foreign Affairs of the Kingdom of the Netherlands, and within the framework of the cooperation established by the Academy with the Helsinki Committee and the Embassy of the Kingdom of the Netherlands, the MATRA program for trainings dedicated to the rule of law was realized, in which the Deputy Director of the Academy, judge Ilir Iseni, participated.

CENTER FOR INTERNATIONAL LEGAL COOPERATION (CILC)

In September 2020, the project "Strengthening enforcement in the Western Balkans" was launched, which is being implemented by the Center for International Legal Cooperation (CILC) with the support of the Dutch Ministry of Foreign Affairs, through the Matra programme and in close cooperation with the International Union of Judicial Officers (UIHJ). The project lasts until September 2024.

The main goal of the Project is to strengthen the enforcement systems in the Western Balkans in dealing with the cross-border enforcement of foreign court judgments and to strengthen the relevant mechanisms for monitoring and control. Thus, by improving the mechanisms for cross-border enforcement and the skills and expertise of the institutions entrusted with monitoring and control, as well as the capacities of enforcement officers to deal with cross-border enforcement, it is predicted that the systems, as part of the judicial structure, will become more transparent and efficient.

In cooperation with the Academy for Judges and Public Prosecutors in the Republic of North Macedonia, provided within the framework of the Project are: support for revising the curriculum of the Academy and incorporating the Hague Conventions and the cross-border enforcement of foreign court judgments, the development of training modules and the implementation of trainings for judges on the Hague Conventions and the cross-border enforcement of foreign court judgments.

On November 15, 2022, in the premises of the Academy, the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska and the project director of the project "Strengthening enforcement in the Western Balkans" at the Center for International Legal Cooperation (CILC), Kingdom of Holland, Joke Pisters, signed a memorandum of cooperation within the framework of which activities are foreseen that will strengthen the capacities of the judiciary of the Republic of North Macedonia in relation to the cross-border enforcement of foreign court judgments.



EMBASSY OF THE REPUBLIC OF TURKEY

The Embassy of the Republic of Turkey in North Macedonia is a prominent partner and supporter of the work of the Academy, under whose auspices, the Academy successfully established cooperation with the Justice Academy Of Turkey. The two institutions also signed a memorandum of cooperation in the direction of strengthening the existing cooperation in the legal and judicial fields, while strongly believing in the importance of the training of judges and prosecutors for the advancement of the functioning of the judiciary and for the improvement of its performance in order to support the rule of law. The content of the memorandum envisages a large number of joint activities.

The first activity to formalize the cooperation was a study visit to the Justice Academy for Turkey, which was intended for participants from the seventh generation of the initial training program. Considering that their large number, the study visit took place in two phases, so the first study visit took place in March 2022 and was led by the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska. In addition to the director and the participants, this group contained representatives from the organs and bodies of the Academy.

In the period from May 23 to May 26, 2022, in Antalya, Republic of Turkey, and within the framework of the successfully established cooperation with the Justice Academy for the Republic of Turkey, an international training program on contemporary issues of law and human rights was



organized, in which participated a delegation of the Academy for Judges and Public Prosecutors led by the director of the Academy, prof. Dr. Natasha Gaber-Damjanovska, and comprised of Mr. Besir Aliu, general prosecutor of the Basic Public Prosecutor's Office from Tetovo, as a member of the Program Council of the Academy, as well as the three participants from the seventh generation in the initial training of the Academy - Dragan Petrushev, Biljana Smakjovska and Jordan Jovanov. The event was organized by the Justice Academy for the Republic of Turkey and the Turkish Cooperation and Coordination Agency - TİKA. Within the program, several lectures were held by judges and prominent legal experts from Turkey and judges from the European Court of Human Rights. The director of the Academy, prof. Dr. Natasha Gaber-Damjanovska, in her address at this human rights event, stressed the importance of the consistent application of the European Convention on Human Rights by national judges and public prosecutors, always keeping in mind the rich case law of the ECHR as a guide. The director of the Academy highlighted another crucial moment, which is the inclusion of the participants from the initial training programs in the current activities covering human rights, in order to be timely prepared for the challenges brought on by the practice of the two most prestigious positions, judge and public prosecutor.

NORDIC SUPPORT FOR PROGRESS OF NORTH MACEDONIA

Within the Project "Nordic Support for Progress of North Macedonia", which is supported by the Secretariat for European Affairs, and is implemented with the financial support of the Kingdom of Norway, through the Norwegian Embassy and with the Kingdom of Sweden through the Swedish International Development Cooperation Agency, the Academy realized a series of online workshops (7 in total) on the Hague Conventions in the field of cross-border cooperation in civil and commercial matters. The workshops were held in the period from September 15 to October 27, 2022, and were intended for judges.

WORLD BANK

The Academy for Judges and Public Prosecutors "Pavel Shatev" in cooperation with the International Financial Corporation, a group of the World Bank, and within the framework of the "Debt Resolution and Business Exit Project" organized a training on the topic: "The legal relationship between bankruptcy and enforcement - legal treatment of the annotation of the writ of execution on the immovable property of the bankrupt debtor", which took place online on May 5, 2022, through the ZOOM platform. Judges from commercial departments from all appellate areas, bankruptcy trustees and executors were invited to the training.



Within the scope of this cooperation, in the current year, two more trainings were held on the topics "Current issues related to the implementation of the reorganization of a debtor according to the rules of the Bankruptcy Law" and "Nullness and voidability of contracts".

IX - COMPUTER SYSTEMS

Under the influence of new achievements in information technology in 2022, the Academy, in the direction of improving the initial and continuous training programs, made continued efforts to upgrade the entire computer system of the Academy.

Within the framework of the joint cooperation of the EU and the Council of Europe, Horizontal Facility for the Western Balkans and Turkey, the Council of Europe implemented the regional action "Judicial training institutes for Quality and Sustainability" aimed at improving the quality of the justice system through harmonized approaches in the evaluation and assessment of human rights trainings in the region of the Western Balkans. One of the goals of this action is to improve the e-libraries of judicial training institutions. A legal and technical assessment was conducted by the Council of Europe to assess the readiness of each judicial training institution to implement e-library software, IT infrastructure, sustainability and implementation experiences or other types of e-tools for learning.

X - LIBRARY

The Academy has at its disposal a small but significant library selection, which in addition to publications by prominent domestic authors, also contains publications by foreign authors as well as laws from other countries. The Academy, in order to increase and enrich its library collection, makes efforts to acquire new publications, but also receives donations from its foreign partners and supporters, thus successfully meeting the demands of its end users.

E-LIBRARY

In the current year 2022, the Academy for Judges and Public Prosecutors of the Republic of North Macedonia worked on the design, development and implementation of the Academy's web portal with e-library functionalities, which will have a responsive and consistent interface that allows simple access to the information and electronic services published on it. Ongoing efforts are simultaneously being made to secure a subscription to a relevant international legal database.

The Academy's efforts related to digital transformation stem from its vision to use modern methods in the training process to improve the knowledge and skills of judges and prosecutors,



through the continuous application of all the necessary mechanisms and available tools, thus making EU law and international law easily accessible to everyone.

The goal of the Academy is to develop a unique system consisting of an e-library which will allow easy search and access to electronic content, categorized according to various parameters (search criteria), according to legal areas, according to type of content, educators/publishers/publishing body, etc.

The new web portal also contains a case law database consisting of ECHR court decisions, including cross-references with national legislation.

Some of the advantages of the e-library are:

- No physical obstacle: the user of the digital library does not need to go to the Academy as long as there is an available Internet connection.
- Full availability: the main advantage of digital libraries is that people can obtain 24/7 access to information.
- Multiple access: the same resources can be used simultaneously by several institutions and users.
- Finding information - the user can use key terms (word, phrase, title, name and subject) to search the entire library collection.
- Space - while traditional libraries are limited by space, the digital library has the potential to collect much more information.
- Users who want to access the Academy's digital library should receive a username and password from the Academy in order to log in.

The concept of content management will be present in the intellectual organization and in the physical organization. Intellectual organization consists of object description, categorization, indexing control, and automatic content extraction. Physical organization includes database, indexes, storage, content granularity (full-text markup or support for hierarchical browsing), search and retrieval.

The user should be able to select a specific search result and perform any of the operations depending on the user's access permissions: view content, download and save content to the local device, print content, etc.

The process of converting paper publications into digital format requires their transformation into forms available on a computer using a digital scanner or digital camera. It is planned to have a section for frequently asked questions and a support section that will contain tutorials in the form of guides or videos, which will provide users with quick directions on how to use the e-library. Frequently asked questions should cover the most important questions about the use



of the e-library and other content on the web portals. Answers should include references to the support section and other portal content.

For the needs of its users, the library changed its internal software solution and enabled simpler, faster and easier access to the library collection, while changing the entire library interface, thus modifying and increasing the services offered, on the one hand, while on the other hand, thanks to the process of manual processing of the publications that make up the library collection, a more comprehensive and better organized library fund was obtained. However, under the pressure of modern library trends, the Academy's library will continue to upgrade and improve its work.

The library participates in all events that are essential for its functioning and its end users.

In that direction, the library's collection is continuously enriched with legal texts, domestic and foreign legal literature and with professional journals. The Academy forges a wide range of legal texts, as well as links to databases that it publishes on its web page.

XI - BUDGET AND PUBLIC PROCUREMENT

BUDGET

For 2022, the Academy was approved a budget in the amount of MKD 131.793.000,00.

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 2022, and as of December 31 2022, the Academy has realized MKD 103.951.244,00.

The realization of the budget for 2022 for the Academy for Judges and Public Prosecutors is 99,15 %, namely:

Categor.	Budget 2022	Budget amendments	Final budget 2022	Realization	%Realiz/ budget 2022
401	77.395.000	-21.700.000	55.695.000	55.605.897	99,84
402	30.098.000	-8.540.000	21.558.000	21.555.636	99,99
404		+1.700.000	1.700.000	1.602.000	94.24

420	500.000	+600.000	1.100.000	1.099.954	100
421	2.000.000	+1.330.000	3.330.000	3.329.302	99,98
423	1.500.000		1.500.000	1.500.000	100
424	800.000		800.000	277.529	34,69
425	17.500.000	-200.000	17.300.000	17.240.344	99,66
426	1.000.000		1.000.000	989.035	98,90
464		510.000	510.000	401.547	78,73
480	1.000.000	-650.000	350.000	350.000	100
Total	131.793.000		104.843.000	103.951.244	99,15

PUBLIC PROCUREMENT

During the reporting period, the Academy realized 7 (seven) public procurements, of which 6 (six) were small value public procurements, and one was a group public procurement for telecommunication services, in which the Academy participated alongside the Judicial Council of the RNM and the courts.

P6.	Subject	Estimated value	Type of public procurement
1.	Motor vehicle fuel	300.000,00	Small value procurement
2.	Hygiene products	300.000,00	Small value procurement
3.	Drinks and sweeteners – conducted in November 2022	300.000,00	Small value procurement
4.	Office supplies	500.000,00	Small value procurement
5.	Mineral water for seminars – conducted in July	300.000,00	Small value

	2022.		procurement
6.	Toners – conducted in September 2022.	300.000,00	Small value procurement
7.	Procurement of computer equipment	700.000,00	Simplified open procedure
8.	Purchase of a software solution for conducting the initial training and the exams	600.000,00	Small value procurement
9.	Catering services	500.000,00	Small value procurement
10.	Booking and purchase of airplane tickets	300.000,00	Small value procurement
11.	Hotel accommodation	300.000,00	Small value procurement
12.	Copying materials	300.000,00	Small value procurement
13.	Publishing and printing services	400.000,00	Small value procurement
14.	Written translation - conducted in July 2022	400.000,00	Small value procurement
15.	Road transport of persons - began to be conducted in December 2022	450.000,00	Small value procurement
16.	Interpretation (simultaneous and consecutive)	300.000,00	Small value procurement
17.	Repairs and maintenance of computers and computer equipment	300.000,00	Small value procurement
18.	Rental of interpretation equipment	300.000,00	Small value procurement

19.	Rental of premises with equipment	400.000,00	Small value procurement
19.	Architectural services	300.000,00	Small value procurement
20.	Occupational safety and health trainings and issuance of certificates - conducted in August 2022	300.000,00	Small value procurement
21.	Procurement of psychological tests for the entrance exam	1.500.000,00	Procedure with negotiations without opening a call

XII – STATISTICS AND EVALUATION

During 2011, the Academy implemented the process management software system. It represents a basic database for judges and public prosecutors that the Academy uses in its work. Regular updating of data in the database is extremely important for the functioning of the Academy, especially in the area of forecasting and planning the necessary number of trainings, by field, to enable all target groups to fulfill the mandatory number of training days for the current year.

In order to determine the effects of the trainings, an evaluation of the initial and continuous training was carried out during 2022, in order to improve the overall content of the training programs.

In the initial training, an evaluation was carried out of module 1 – civil law, giving the participants of the initial training the opportunity to give their assessment of the organization of the module, of the success of the program, of the lecturers, as well as to provide their suggestions and comments.

The evaluation within the continuous training of judges and public prosecutors, of expert services in the judiciary and prosecutor's offices, as well as of lay judges, is carried out by completing questionnaires at the end of each training. Through the questionnaires, the participants provide a general assessment of the training, the lecturers, the training materials and the success of the program, and they can also provide their suggestions and comments in the section intended for that purpose. The scores of the closed questions are given on a scale from 1 to 6, where 1 is the lowest

score and expresses complete dissatisfaction, and 6 is the highest and expresses complete satisfaction.

The tables below show the percentage obtained from all questions, for the trainings intended for judges and public prosecutors.

1. Was the training useful for you and did it improve your knowledge?						
score - 1	score - 2	score - 3	score - 4	score - 5	score - 6	Total responses
5	9	9	24	97	1212	1356
0,37 %	0,66 %	0,66 %	1,77 %	7,15 %	89,38 %	100,00 %

Scores for lecturers						
1. Were the presentations clear and easy to understand?						
score – 1	score - 2	score - 3	score - 4	score - 5	score - 6	Total responses
8	22	30	74	312	2526	2972
0,27 %	0,74 %	1,01 %	2,49 %	10,50 %	84,99 %	100,00 %

2. How do you evaluate the transfer of knowledge and the methodology used?						
score – 1	score - 2	score - 3	score	score - 5	score - 6	Total responses
10	21	36	84	309	2504	2964
0,34 %	0,71 %	1,21 %	2,83 %	10,43 %	84,48 %	100,00 %

3. Does the lecturer respond adequately and appropriately answer the questions asked?

score – 1	score - 2	score - 3	score	score - 5	score - 6	Total responses
13	18	25	73	248	2578	2955
0,44 %	0,61 %	0,85 %	2,47 %	8,39 %	87,24 %	100,00 %

1. Are you satisfied with the organization of the training by the Academy?

score – 1	score - 2	score - 3	score	score - 5	score - 6	Total responses
2	9	12	31	100	1184	1338
0,15 %	0,67 %	0,90 %	2,32 %	7,47 %	88,49 %	100,00 %

According to the submitted data, this year as well, a high percentage of satisfaction with the trainings was recorded. The Academy's commitment is to maintain a high level of satisfaction, and to improve wherever there is room to do so. The given proposals and comments are summarized in a separate document, which is reviewed by the Academy's management and provides guidelines for action, in order to meet the demands of the target groups for improving the trainings.

The questionnaires from the trainings for judges and public prosecutors were answered by 57.71% of the participants, from the trainings for expert services, by 52.44% of the participants, and from the lay judges, 48.28% by of the participants.

After completing the training, the lecturers who conducted the training fill out a report in which they enter their suggestions, remarks, as well as proposed topics for future trainings.

The scores from the questionnaires that apply to lecturers who have been hired in the current year are summed up for each lecturer individually.

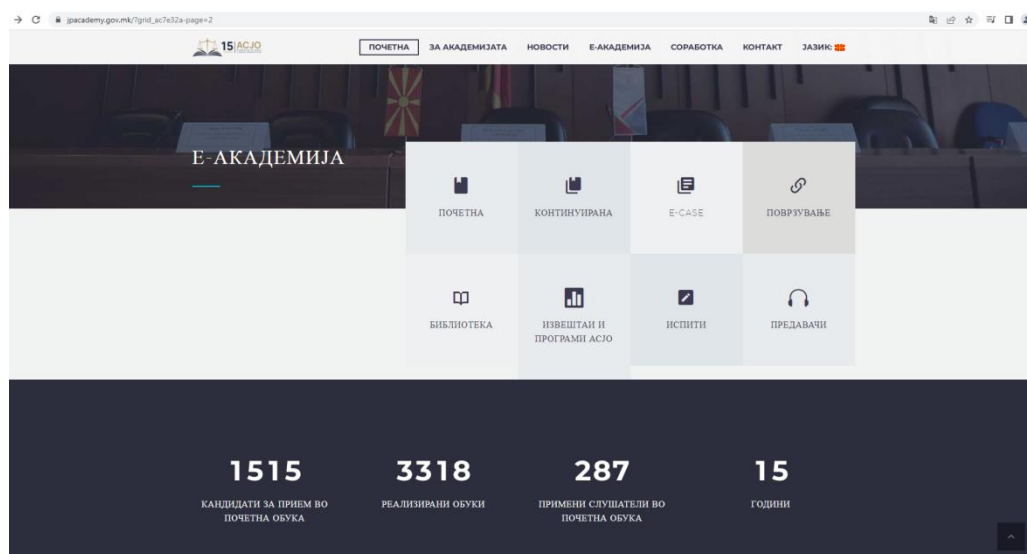
Over the course of 2022, the Academy implemented 95.47% of the Training Catalogue, and 4.53% of the planned events were postponed. The high percentage of completed trainings remains imperative for the Academy for the next year as well.

XIII TRANSPARENCY IN THE WORK

For the sake of more successful and transparent work, as well as for timely information about all important activities, the Academy published a series of articles, texts and links on the relevant important topics on its website over the course of 2022.

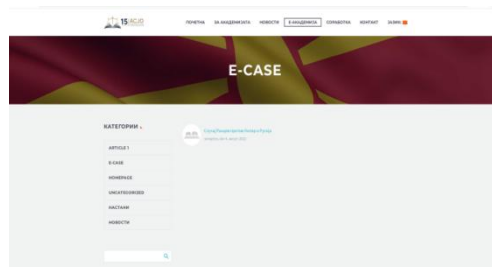
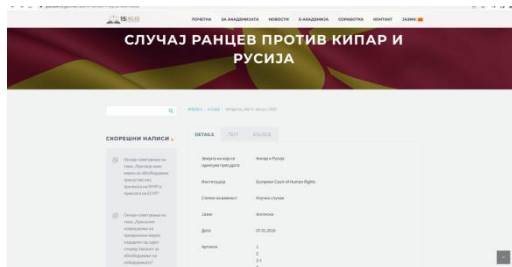
In 2022, according to the statistics, there was an increase in visits to the Academy's website, which indicates that the Academy regularly updates the content of its website, which significantly increases the interest of legal professionals from the Republic of North Macedonia in the role and work of the Academy.

In order to bring the Academy closer to all visitors to its website, and with the support of the European Union, the Academy has modernized its website, changing its interface to now provide more systematized data and easier access to relevant information for all interested users.



The new look of the website, besides the improved visual effect, also brings an innovation, more precisely, the website has a field dedicated to the connection between European legislation and national legislation, i.e. national laws and the articles of the European Convention on Human Rights.

The "e-case" field is of particular importance, providing judgments of the European Court of Human Rights against North Macedonia, but also against other countries, displaying individual details of the judgment itself.



The Academy for Judges and Public Prosecutors provides regular public and transparent information about its activities through the website www.jpacademy.gov.mk, through the notice board and by publishing the adopted by-laws in the Official Gazette of the Republic of Macedonia. However, most of the relevant information about the Academy's operations is published on the Academy's website, such as: the by-laws, organizational structure and organizational composition, training programs and training calendars, while for the more significant events that it organizes, the Academy delivers press reports to the media in the Republic of North Macedonia, publishing interviews and the like.

The Academy is simultaneously also active on social networks through its Facebook page, where the most significant events from the scope of work of the Academy are announced, for the purpose of informing the general public.

APPENDIX TO THE REPORT

OFFICIAL CEREMONY

Celebrating the admission of the eighth generation to the initial training of the Academy for Judges and Public Prosecutors of North Macedonia



The eighth generation of participants at the Academy for Judges and Public Prosecutors (AJPP), counts 97 candidates and is the most numerous generation enrolled in the training for future judges and public prosecutors since 2006. The director of AJPP prof. Dr. Natasha Gaber-Damjanovska, in a statement to the media after celebrating the enrollment of the eighth generation, said that in the meantime, another 58 candidates are participating in the practical part of the ongoing training (seventh generation), and she hopes that in the end of November they will successfully pass the final exam and will fill the positions in the judiciary and the prosecutor's offices that will become vacant in the meantime.

"We hope that this trend will continue for the Academy. Considering the great needs for judges and prosecutors of the Macedonian judiciary, we will again need to open new calls and a new examination process through which we will have additional new generations of judges and public prosecutors," stated Gaber Damjanovska.



The director also gave an answer regarding the remarks of the judges and prosecutors that the training in AJPP takes too long. According to her, the duration of the training is due to the assessment that there is a lack of equality in knowledge of the legal sciences resulting from all the universities in the country.

– "For this reason, the EU insists that the educational activities within the Academy should last for two years and not a day less. But that's why as an Academy, our task is to consider when one generation enrolls, to enable testing for another new generation as soon as possible, so they follow continuously, and that a vacuum is not felt. What we have now as a shortcoming is the result of the absence of testing and admission in the last 5 to 10 years. In the last few years, it has been intensified, but at the moment we cannot make up for what was missed ten years ago," Gaber-Damjanovska pointed out.

The event was attended by senior representatives of the judicial institutions in the country, of the Government of the Republic of North Macedonia and of the Diplomatic Corps in the Republic of North Macedonia, as well as representatives of relevant domestic and foreign institutions.

The following directed their congratulations to the participants from the lectern of the Supreme Court: prof. Dr. Nikola Tupanchevski, Minister of Justice of the Republic of North Macedonia, Ms. Besa Ademi, President of the Supreme Court of the Republic of North Macedonia, Mr. Ljubomir Joveski, Public Prosecutor of the Republic of North Macedonia, Mr. Antonio Jolevski, President of the Council of Public Prosecutors of the Republic of North Macedonia and Mr. Selim Ademi, Deputy President of the Judicial Council of the Republic of North Macedonia.



In their addresses, all of the speakers sent positive messages and reminded the participants that these two positions will require their utmost responsibility if they want to be truly successful and develop into independent and professional legal practitioners who will dispense justice in our state, which will rest upon the highest international standards and European principles. The assessment of the rule of law and citizens' perception of justice is created based on their profiles and for those reasons, the professional calling they have decided on will require them to invest maximum effort and knowledge that should be continuously upgraded and improved.



The Academy is a respectable institution that has shown, over the past 15 years, that it can provide quality judges and public prosecutors capable of rising to the daily challenges that come with these positions, and we hope that it will continue thus in the future.