



2015

REPORT

ON THE WORK OF THE ACADEMY FOR JUDGES AND PUBLIC PROSECUTORS
"PAVEL SHATEV" FOR 2015





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I. INTRODUCTORY REMARKS

The Academy for Judges and Prosecutors "Pavel Shatev" (hereinafter the Academy) continues to play a central role in professional vocational education and training of judges, prosecutors, and the judiciary and prosecution service. In the past nine years, the institution promptly and fully has met the obligations from undertaken projects and from cooperation with many domestic institutions, professional associations of other judicial professions and civil society as well as from the undertaken projects with foreign embassies in the Republic of Macedonia, related training institutions in the region and in Europe, and with other international organizations. Confirmation of this are also the previous reports and the latest progress report by the European Commission on the Republic of Macedonia, which continuously in positive manner have evaluated the work of the Academy and have strongly supported all its reform activities within the Draft strategy for the reform of the justice sector.

The Draft Strategy for reform of the justice sector 2016-2020, prepared within the IPA 2010 project "Further support for independent, responsible, professional and efficient judiciary and promoting probationary service and alternative measures" has defined key chapters and subchapters, in which the intervention areas and actions to be taken have been proposed. The Academy was organizer of significant activities that are aimed at strengthening the independence, impartiality and transparency of the justice sector, in particular to improve the competence of judges and public prosecutors through advanced professional training system.

Within the implementation of the Action Plan of the Government of the Republic of Macedonia, prepared on the basis of the list of urgent reform priorities for the Republic of Macedonia (according to report by Reinhard Priebe) from June 2015, sent by the European Commission (DG for neighborhood and accession negotiations), the Academy carried out all activities with timeline for implementation by the end of 2015; according to the plan, for these activities, the Academy was designated as their organizer, whereas, in cooperation with other partners, the Academy conducted training on ethics and integrity of judges to cope with pressure, then basic and advanced training for trainers intended for newly appointed lecturers at the Academy, as well as activities aimed at the development of a methodology for assessing the effectiveness of training and their impact on improving the quality of the regular judicial and prosecution practice. To this end, the foreign expert, engaged by the IPA 2010 project "Further support for independent, responsible, professional and efficient judiciary and promoting probation and alternative measures", as part of the component for capacity-building of the Academy, paid a working visit to the Academy and the relevant judiciary institutions in the country. Also, under the timelines provided in the Plan, a procedure has been started for enrollment of the 6th generation of participants in the initial training program, while activities have also been undertaken for providing funds to send judges for a study stay at the ECHR and for sending candidates for judges and public prosecutors for one-month internship at the ECHR.



The Academy continually examines, investigates and meets the training needs of its target groups and the wider social needs for providing independent, transparent, accessible judiciary in favor of the citizens of the Republic of Macedonia. According to the plan for improving the standards of training, pursuant to modern principles and standards of the European institutions for training and the latest documents of international organizations concerning the training of the judiciary, the activities were aimed at improving the quality of training in general, i.e., for advancing mechanisms for planning, preparation and implementation of programs for continuous and initial training, introducing new mechanisms to prepare all exams (entrance exam, final exam, and exam for director, psychological test and the integrity test), as well as for further advancement of modern teaching techniques and methodologies, aimed at improving the skills of lecturers and mentors for presentation and transmission of knowledge and skills to target groups, participants in the training. Particular attention was devoted to the training on legal argumentation and explanation of court decisions in criminal and civil matters, and to the bills of indictment, in order to increase the quality of court decisions that are published with a view to greater public scrutiny in the work and the quality of the work of judges and prosecutors, particularly with regard to their decisions. Regarding the training on new procedural laws, of particular importance for improving the guarantees of equality of arms is introducing a new concept of training on the new Law on Criminal Procedure, while training sessions take place separately for judges and separately for prosecutors and by use of separate teams of lecturers for each target group. Also the same concept was used in terms of training sessions on the new Law on determining the type and meting out the severity of the sentence.

The implementation of the Work Program for 2015 was complete, while there was also fulfillment of all law-defined obligations in terms of initial and continuous training of judges, prosecutors and other target groups through implementation of the annual catalogs for 2015. Also, there was full implementation of all project activities stemming from the international cooperation of the Academy with its foreign partners and supporters.

In 2015, a new Law on the Academy for Judges and Prosecutors was passed ("Official Gazette of the Republic of Macedonia," no. 20 of 20 February 2015). This new law introduced new, stricter criteria for entering the initial training and thus in judicial/prosecutorial profession, and in selecting the members of all the bodies of the Academy that create and implement its policies, while also introducing changes in the way of implementation of the program for initial training and taking the entrance exam and the final exam at the Academy. Then there were the amendments to the Law ("Official Gazette of the Republic of Macedonia", no. 192, of 5 November 2015, and the "Official Gazette of the Republic of Macedonia", no. 231 from 31 December 2015) that introduced electronic examinations, which offers the opportunity that the entire examination process be followed live via the website of the Academy; furthermore, for the purpose of completing the required number of prosecutors, new conditions for admission to initial training were introduced.

At the same time, the Academy continued to strengthen its partnership with training institutions in the region and in Europe, in the segment on implementation of training modules that represent priorities for training; the Academy also continued the established practice of translating and publishing the judgments of the European Court of Human Rights



(ECHR) and other relevant international documents, issuing publications and brochures, which are an important source of knowledge and building process of lifelong learning.

In order to promote the judicial system of the Republic of Macedonia and its values, the Academy continued its participation in the activities of international bodies and organizations of the European Union, the Council of Europe and beyond, such as, in the European Judicial Training Network (EJTN), the GRECO committee of the Council of Europe, the Consultative Council of European Judges (CCJE), the European Commission for the Efficiency of Justice (CEPEJ), the International Organization for Judicial Training (IOJT) and many others, while providing comparative information and translation of documents that had significant contribution in strengthening the quality and efficiency of the judiciary.

II. LEGISLATION

In 2015 a new Law on the Academy for Judges and Prosecutors was passed ("Official Gazette of the Republic of Macedonia," no. 20 of 12 February 2015) followed by its amendments ("Official Gazette of the Republic of Macedonia," no. 192 of 5 November 2015, and no. 231 of 31 December 2015). The Law, in terms of status, does not deviate from previous legal concept in terms of the Academy independence and governs the work of the Academy as a public institution for admission and professional training of candidates for judges and public prosecutors, for continuous training and upgrading the professionalism of judges and prosecutors, for continuous training of clerks working in the judiciary and prosecution service, training of civil servants participating in the implementation of laws related to the judiciary, performing analytical activities in the judiciary theory and practice as well as in the work of the bodies of management and financing.

In 2015, the Academy Management Board adopted all the bylaws of the Academy, within the jurisdiction of the Board, which were harmonized with the new Law on the Academy.

The Statute of the Academy for Judges and Prosecutors "Paul Shatev" ("Official Gazette of the Republic of Macedonia," no.56/2015) and other bylaws, in detail regulate the internal organization and manner of performance of all segments of activity of the Academy.

III. ACTIVITIES OF THE BODIES OF THE ACADEMY

1. WORK OF THE ACADEMY MANAGEMENT BOARD

The Academy Management Board, in 2015, held 12 meetings where important issues were discussed within the scope of responsibilities of the Management Board, whereby upon the proposal of the Academy director adoption was made of the new Academy Statute and its new bylaws/rules that in detail regulate certain segments of the work of the Academy, in



order to comply with the new Law on the Academy for Judges and Prosecutors that was adopted in February 2015 ("Official Gazette of the Republic of Macedonia" no. 20 of 12 February 2015), with application starting from 20 May 2015. Given that the new Law on the Academy provides new criteria for the appointment of members in the bodies of the Academy, the Academy Management Board also adopted the Rules on conducting examination for director of the Academy and for conducting professional examination and upon the proposal of the Academy Program Council established the Program for conducting examination for director of the Academy and for conducting professional examination. The Management Board also appointed the drafters of the questions and case studies for examination for director from among the Academy lecturers, which also apply for the examination for members of the Management Board as well as for members of the Commission for verification of such questions and case studies for the said examination, composed of professors from the faculties of law and economics.

The Management Board adopted the Report on the work of the Academy for 2014, the Annual financial statement for 2014, the Work Program for 2015; the Board also adopted the Plan on Public Procurement for 2015, the Financial Plan and Strategic Plan of the Academy, while based on positive opinion of the Academy Program Council the Board also established a new list of lecturers according to the criteria laid down in the new Law on the Academy. In addition, upon the proposal of the Program Council of the Academy, the Program for taking the final exam in the initial training and the Specialized training program for lay judges were established.

Within its powers, and in order to implement the new Law on the Academy, the Board established a new Commission for the final exam, new Commission for entrance exam, and new Commission for verification of questions for examination for director.

In course of 2015, the Board monitored the situation relating to the preparations for admission of a new generation of participants in the initial training and was regularly informed of the actions initiated by the director, aimed at attracting eligible candidates, as well as of all ongoing activities related to the timely preparation and successful conducting of the examinations and of all activities; likewise, the Board made conclusions and decisions within the scope of its competence, reviewed bids for projects and offered guidelines for cooperation with related institutions, organizations, and associations in the country and abroad. In early November 2015, the Board made the decision to make a public announcement for the admission of the 6th generation of participants in the initial training.

2. WORK OF THE PROGRAM COUNCIL OF THE ACADEMY

The Program Council, as a professional body of the Academy, is tasked to monitor the conduct of training programs, their effectiveness and success, to give opinion on the list of lecturers and to continuously work on upgrading and improvement of training programs, teaching methodologies and techniques, in collaboration with lecturers, mentors, the director and the administrative service of the Academy, in accordance with the Law on Academy for Judges and Prosecutors.



During 2015, acting within its powers provided by the new Law and the Statute, the Program Council held meetings chaired by the director. At these meetings, the Council provided guidance and determined: the draft program for the final exam in the initial training, and the draft program for practicing judicial/public prosecutor office, and the specialized training program for lay judges. Furthermore, the Council also approved a new list of lecturers who qualify under the new Law on the Academy.

Under the new competence provided by the new Law on the Academy, the Program Council performed verification of the databases of questions and databases of the case studies, intended for conducting of the entry examination and the final examination at the Academy, previously prepared by the lecturers appointed by the Board of the Academy.

3. WORK AND ACTIVITIES OF THE DIRECTOR OF THE ACADEMY

The Program for work of the director, approved by the Management Board, was fully implemented in cooperation with administrative service of the Academy. As part of regular business activities, within the framework of array of conferences, round-tables, trainings and conferences, organized in the period from January to December 2015, in cooperation with domestic and foreign/international relevant institutions and projects that involved national and foreign experts, the director had a total of 22 welcome and thematic speeches.

In his capacity as a lecturer, the director of the Academy delivered lectures on several current topics devoted to specific novelties in the legislation of the Republic of Macedonia relating to the new Law on Criminal Procedure, corruption, conflict of interest, the case law of the European Court of Human Rights, with regard to individual articles of the European Convention on Human rights, ethics and code of ethics, anti-corruption measures, freedom of expression, hate crimes, domestic violence, etc. The director also promoted several publications, manuals, collections of documents and translations of judgments of the ECHR, in cooperation with UNDP and UN Women, OSCE, CCJE, as well as with the Regional database on case law of the European Court of Human Rights, offered in the languages of countries in the region and relevant to the countries of Southeastern Europe, supported by the AIRE Center in London.



The director had working meetings with representatives of numerous national and international institutions, embassies and projects, project evaluators for the purpose of: negotiating and successful implementation of projects, exchange of experiences, lecturers, organizing study tours and publishing various publications, or in other words: to intensify domestic and international cooperation with judiciaries in many



countries.

In terms of promoting the work and activities of the Academy, for the sake of recruiting the best students at the faculties of law and to attract more candidates for the initial training, the director delivered several lectures at faculties of law, signed a Memorandum of cooperation with the State University in Shtip and the University "American College" in Skopje, while in cooperation with the administrative service of the Academy organized promotional meetings with court clerks and court officials and other potential candidates in the districts covered by the four appellate courts in the country.

Within the framework of the regular business activities in the GRECO Committee of the Council of Europe, in capacity as a representative of the Republic of Macedonia, the director of the Academy attended the plenary meetings (67-70); in this context, in cooperation with all relevant institutions, particularly the Ministry of Justice, the judiciary and SCPC, the director also realized activities aimed at implementing the obligations assigned to the Republic of Macedonia in the fourth round of GRECO Evaluation.

In order to better promote the work of the GRECO Committee, and to implement an effective fight against corruption in the country, the director delivered a series of lectures at conferences organized by the Academy, and also at the invitation by SCPC, the Macedonian Parliament, where he presented all latest developments related to this topic, while some of the most important documents that emerged from the GRECO meetings were translated into Macedonian language and published on the website of the Academy.

Also, from 5 to 6 May 2015, the director attended the seminar "Measuring the results and effects of training - challenges for proper evaluation and assessment of the reactor level," in Zagreb, Croatia. The purpose of the seminar was to offer the best practices in terms of evaluation and assessment of conducted training for judges and prosecutors, for the sake of the introduction of this methodology to assess the effectiveness of the training. In order to intensify regional cooperation, the director participated in the joint meeting of directors of the academies of the region (Belgrade, March 2015), which focused on the need to deepen cooperation in the development of joint training curricula of crucial importance, such as ethics, integrity of judges, the application of certain articles of the ECHR and applying the practice of the ECHR, in order to exchange best lecturers in certain fields. As part of the preparation of the new project with the Embassy of Great Britain in support of establishing a unified jurisprudence in the Macedonian legal system, the director was part of a delegation of representatives from the Macedonian judiciary on a study visit to London. This project is essential for the Academy to develop the skills of judges relating to legal arguments and referring to the decisions of the ECHR in domestic court decisions and curriculum development in that direction.

During the reporting period, in order to have greater transparency in the work, the director gave two interviews for portal "Akademik," the Macedonian Information Agency (MIA) and the MIA correspondent covering the work of the Council of Europe.

Within his authority, the director, in 2015, adopted a number of decisions in accordance with the Law on the Academy for Judges and Public Prosecutors, the Public Procurement Law, the Labor Law, the Law on Civil Servants, the Law on Execution of the Budget of the Republic of Macedonia, the Payment Operations Law, the Law on Accounting for Budgets and Budget Recipients, the Regulation on office and archive operations, as well as other decisions arising from the need for uninterrupted operation of the Academy.

In 2015, the director, as a member of the working group established by the Minister of



Justice in the Government of the Republic of Macedonia, for the preparation of amendments to the Law on Prevention of Corruption, coordinated the working group in preparation of the new Law on Whistle-blowers, in accordance with obligations arising from the Priebe Plan. As head of the delegation of GRECO, he was member of the working group of the State Commission for Prevention of Corruption of the Republic of Macedonia, for the preparation of the new State program for prevention and repression of corruption and reducing the occurrence of conflict of interest in the area of judicial reform and implementation of the recommendations of the fourth round of GRECO evaluation in relation to the judges, while also participating in the working meetings relating to the promotion of ethics and integrity.

The director actively participated in working groups on the judiciary and on the criminal justice system, which were formed for the preparation of the Strategy to reform the judicial system. The director also actively participated in all work activities related to the preparation and implementation of the Action Plan of the Government of the Republic of Macedonia, prepared on the basis of the list of urgent reform priorities for the Republic of Macedonia (according to Report by Reinhard Priebe). According to this plan, in terms of the Academy, implementation of several activities was planned related to the organization of training for judges and prosecutors, on the topic of ethics and integrity of judges, training for trainers as well as the development of methodology for evaluation of the training with engagement foreign legal expert, including the exchange of experiences and comparative practice by organizing study visits to the European Court of Human Rights in Strasbourg.

At the same time, the director worked on the implementation of the IPA 2010 project: "Further support for independent, responsible, competent and efficient judiciary and promotion of probation and alternative measures", with involvement of the key experts from the IPA 2010 project aimed at strengthening the independence, accountability, professionalism and efficiency of the judiciary through the implementation of sub-components 1, 2, 4 and 5 relating to the Academy. In this context, implementation was made of two training sessions on "Ethics and integrity of judges to deal with the pressures," two basic and two advanced trainers' sessions for the lecturers in the Academy initial and continuous training. Start was made of the phase of the new assessment methodology. The director also actively participated in the development of new curricula and working materials.

The director of the Academy participated in the initial meeting aimed at successful implementation of the regional project on "Legal protection from discrimination in Southeast Europe", implemented by GIZ, while the Academy, as implementing partner, will actively participate in its overall realization. Within the project, which runs until August 2016, it is planned to conduct a comprehensive study and analysis of the situation of legal and institutional protection against discrimination in South East Europe.



IV. INTERNAL ORGANIZATION, WORK AND ACTIVITIES OF ADMINISTRATIVE SERVICE OF THE ACADEMY

INTERNAL ORGANIZATION

In the Academy the following organizational units exist:

1. Training Department:
 - 1.1 Unit for initial training and practice of judicial or prosecutorial function;
 - 1.2 Unit for continuous training, international cooperation, foreign aid and management of IPA funds;
2. Department for Legal Affairs and Human Resources:
 - 2.1. Unit for Legal Affairs and Human Resources;
 - 2.2. Unit for Information Technologies, library, statistics, research and strategic planning.
3. Unit for Financial Affairs

In 2015 as well, the administrative service of the Academy professionally performed all activities and tasks necessary for its smooth operation, by which it make a major contribution to the realization of planned goals in all segments of its work and in the institutional strengthening within the overall justice system. The administrative service in quality and timely manner performed all tasks and activities arising from the scope of its operations, provided support in carrying out the responsibilities of the bodies of the Academy, maintained cooperation with lecturers and mentors as holders of the educational process and preparation of exams, and performed effective business correspondence with other bodies and institutions. All obligations and priorities were performed in time that were arising from the regulations on labor relations, on procurement, on budget, and from other activities that contributed to the realization of the planned goals in the work of the Academy.

In addition, employees in administrative service, through their active participation in the organization and implementation of training sessions, through direct contacts with the trainers, mentors and trainees, were able to perceive the importance and usefulness of the training, and consequently, their role as initiators and creators of the programs for future training increasingly strengthened.



PROFESSIONAL DEVELOPMENT AND TRAINING

In terms of own professional development and professional and efficient work, in 2015, the employees attended several training sessions for administrative staff, organized by the Ministry of Information Society and Administration, on the following topics:

- ✚ 10 to 11 September 2015 - "Fundamentals of the European Union"
- ✚ 20 April 2015 and 13 May 2015 - "Training on Mentoring"
- ✚ 17 December 2015 - "Procedure for professional training of administrative staff"
- ✚ 16 September 2015 - "Ethics and anti-corruption measures in administration"
- ✚ 24 December 2015 - "Management System Learning"
- ✚ 9 July 2015 - "Using the information system for human resources"

In addition, a representative of the administrative service and a member of the Working Group for Chapter 23 of the NPAA - Judiciary and Fundamental Rights, attended the workshop on "Improving the coordination mechanisms for monitoring and evaluation of reforms in the justice sector", organized by the Ministry of Justice, "Zenith" Association for development initiatives and "Konrad Adenauer" Foundation.

In terms of continuous professional development of employees of the Academy, at the end of the year, the Annual training program for administrative officers for 2016 was adopted in order to have further development, improvement and promotion of knowledge of the employees, in accordance with the Generic training plan for 2016, prepared by the Ministry of Information Society and Administration.

PARTICIPATION OF THE ACADEMY ADMINISTRATIVE SERVICE IN VARIOUS BODIES AND WORKING GROUPS

Employees in the Academy administrative service, in addition to performing their regular duties within the scope and activities of the Academy, under the authority of the director, took active participation as members of the Working Group for Chapter 23 of the NPAA - Judiciary and Fundamental Rights (coordinated by the Ministry Justice) and the Working Group for Chapter 3.7. NPAA - Intellectual Property Rights (coordinated by the National Institute of Industrial Property).

Within the project for development of a Strategy with an Action plan to reform the bar examination, which is conducted with the support of the European Commission by the Minister of Justice in the Government of the Republic of Macedonia, seven thematic working groups were established. Four of them include representatives of the Academy as follows: the director, member of the working groups on the judiciary and criminal justice system; the head of the administrative department, who is a member of the working group on sectorial policies and implementation of EU law, while one representative of the administrative service (IT technician) and one IT lecturer at the Academy, are members of the working group on IT and E-Justice.



Also, the Minister of Justice established a working group for preparation of amendments to the package of laws on the judiciary, which included also as members the director and the head of the administrative department.

V. HUMAN RESOURCES

In 2015, the Academy hired two additional administrative officers to the position of junior desk officer, while on the basis of the Law on transformation into full-time employment, during the year, a financial consent was obtained on the transformation of the voluntary work contract of one volunteer into full-time employment contract by September 2016.

Together with newly employed, in 2015, in addition to the director, the following employees were engaged:

- 16 administrative officers;
- 2 workers;
- 1 volunteer, and
- 1 part-time employee.

From 5th generation, initial training for the 2013/2015 academic year, 13 attendants of the initial training have been employed for a definite time period, for the initial training implementation period, as well as for the period after completion of the initial training until a candidate is appointed as a judge or a public prosecutor, as a judge in a basic court or as a public prosecutor in the basic public prosecutor's office.

VI. INITIAL TRAINING

Fifth generation of attendants for the 2013/2015 initial training - 13 attendants

❖ Practical training

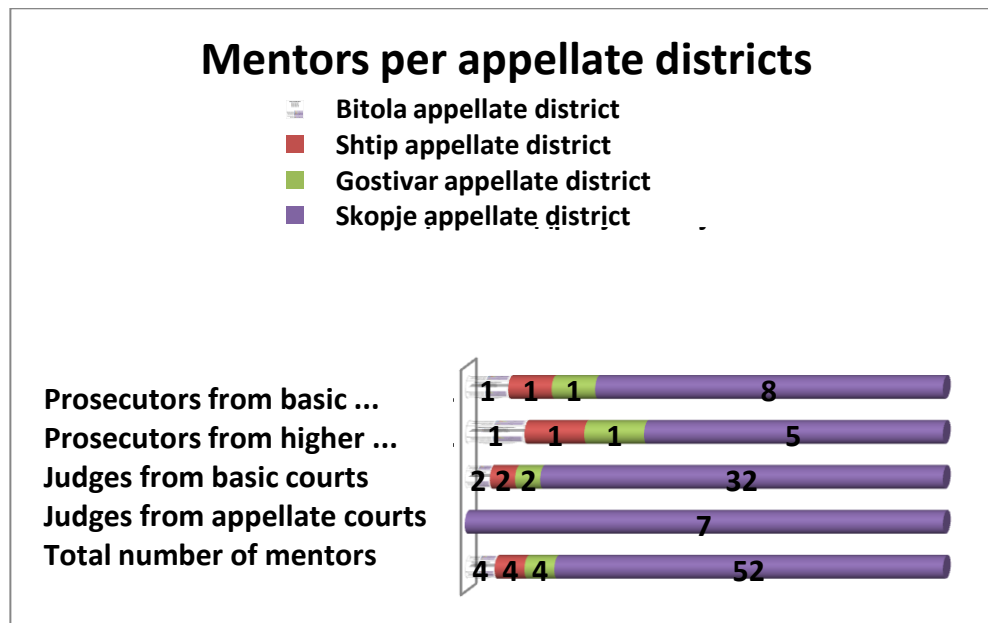
Practical training for the fifth generation of attendants of the initial training started on 15 September 2014, while it was being implemented for 15 months and ended in November 2015.

Pursuant to the wishes of the participants in the initial training, five attendants followed training sessions in basic courts in Skopje and Veles, while eight attendants followed



training sessions in the public prosecution offices in Skopje, Strumica, Bitola and Gostivar, in accordance with their domicile.

For delivery of practical training sessions, engagement was made of 64 mentors, of who were 7 judges from the appellate courts, 38 judges from the basic courts, 8 public prosecutors from higher public prosecutor's offices and 11 public prosecutors from the basic public prosecutor's offices.



According to the Initial training program/practical teaching, mentoring of trainees to be appointed as judges was conducted as follows:

- 10 months in the basic courts (5 in the civil law and 5 in the criminal law),
- 3 months in the appellate courts (1.5 months in the civil law and 1.5 months in the criminal law),
- 1 month in the basic public prosecutor's offices.

Mentoring of trainees to be appointed as public prosecutors was conducted as follows:

- 10 months in the basic public prosecutor's offices,
- 1 month in the higher public prosecutor's offices,
- 2 months in the basic courts (1 in the civil law and 1 in the criminal law),
- 1 month in the Ministry of Interior (police).

The practical classes were conducted through the following methods and techniques:

- attending court hearings presided by the mentor, or another judge;
- preparing draft judicial decisions, draft indictments and other court trial acts;



- attending questioning of suspects and witnesses in the public prosecutor's office and at the main hearing;
- attending investigative actions undertaken by the public prosecutor and conducting investigative activities under the supervision of a mentor/a public prosecutor;
- attending the moment when the judge for preliminary proceedings takes over the case;
- attending the moment when the trial judge/the trial chamber makes decision on investigating the charges;
- attending and participating in the plea-bargaining;
- participation in mock court trials;
- participation in study visits and training abroad.

In accordance with the Rules on practical training, attendants of initial training, during the practical training, had mandatory activities that are graded and that are not graded. The mandatory activities that are graded included the preparation of civil and criminal judgments, indictments, draft plea-bargaining and decisions to dismiss criminal charges, and the realization of mock court trials in the role of civil and criminal judge and public prosecutor. Accordingly, there were a total of 130 mock court trials, 25 of which in the role of a judge at the main hearing in civil proceedings, 25 in the role of a judge at the main hearing in a criminal case and 80 in the role of prosecutor at the main hearing. Attendants designated for judges were obliged to implement 5 mock trials in the role of a judge at the main hearing in civil procedure and 5 mock trials in the role of a judge at the main hearing in a criminal case, while attendants designated for public prosecutors were obliged to realize 10 mock trials in the role of prosecutor at the main hearing. Attendants designated for judges were obliged to draft 5 criminal convictions and 5 civil judgments, while attendants designated for public prosecutors were obliged to draft 5 indictments, two draft plea-bargainings and 3 decisions to dismiss the criminal charges. Accordingly, they drafted a total of 25 criminal convictions, 25 civil judgments, 40 indictments, 16 draft plea-bargainings, and 24 decisions to dismiss the criminal charges.





After completing the practical teaching, on 13 November 2015, in order to facilitate the preparation of the participants for the final examination, a conference was held, where participants together with educators from the Academy, who participated in the preparation of case studies, were solving case studies from civil and criminal cases.

❖ Final examination

The final examination for participants in the initial training of the fifth generation was conducted in accordance with the Program for the final exam, as determined by the Board of the Academy, at the meeting held on 20 July 2015 and in accordance with the Rules of passing the final examination, published in the "Official Gazette of the Republic of Macedonia", no. 77 of 12 May 2015. According to the newly adopted Law on Academy for Judges and Prosecutors ("Official Gazette of the Republic of Macedonia," no. 20 of 20 February 2015), the final exam consisted of practical (written) and an oral part. The case studies, questions for each subject and oral questions were prepared by the lecturers of the Academy.

At its session held on 26 November 2015 and based on proposals from the competent authorities, the Board of the Academy made decision to form the Commission for the final exam.

Taking the written practical part of the final exam was held on 18 December 2015, at the ASSECO Examination Center. The examination was conducted in the examination room, specially equipped for examinations having material and technical equipment, internet connection, and equipment for recording of the examination. The examination was recorded and broadcast live on the website of the Academy. The written practical part of the exam was conducted electronically, by solving two case studies. Each case study was to be solved by studying it and by answering eight questions arising from the study, with offered ten possible options of answers, one of which is correct answer, five are similar to the correct answer but still incorrect, and four are different from the correct answer and incorrect. The selection of case studies was performed electronically in such a way that each participant was announced with an access code to the electronic system, and the software of the electronic system randomly offered one criminal and one civil case, or two criminal cases from the database of case studies.

The oral part of the final exam was conducted in two days, on 22 and 24 December 2015. The choice of oral questions for each participant was conducted electronically in such a way that the participant was announced with access code of the electronic system, while the software of the electronic system, at random, determined four questions to the participant. Grading of answers to questions from the oral part was done based on the precision and accuracy of the answers to the questions, and based on the ability to express, to present arguments for analytical and critical thinking. Each member of the Commission individually graded answers to the questions given by each participant during the oral part, for which exam protocol was filled in with the received points for each participant.



Immediately after completion of the oral part of the examination, the Commission, on 24 December 2015, determined the total score of the final examination for each candidate separately.

Following the adoption of the report on the implementation of the final examination by the Board, the Commission published a preliminary list of the final examination on 25 December 2015, while the procedure is still in progress.

❖ **Practicing the function of judge and public prosecutor**

According to the Program for practicing the function of judge and public prosecutor and Rules for the practice of the function of judge and public prosecutor, adopted by the Board, at its meeting held on 21 December 2015, practicing the function of judge and public prosecutor for the participants in the initial training has started on 28 December 2015. During the practice, participants will work under the supervision of a judge or a public prosecutor, who is determined by the court president or by the public prosecutor of a prosecution office in coordination with the Academy. The participants will have their practice in the first instance court or the basic public prosecutor's office, where they had the second phase of initial training, depending on whether they have acquired the status of a candidate for judge or candidate for public prosecutor. The program content of the practice will depend on the acquired status of a candidate for a judge or a public prosecutor, will be performed in program cycles, and will last until his election as a judge or public prosecutor.

❖ **Admission of participants for the initial training in the 2016/2018 academic period - 30 participants in total.**

The Academy published an announcement for the admission of 30 participants in the initial training for the academic 2015/2017 period in the "Official Gazette of the Republic of Macedonia", no. 195 of 9 November 2015, with the registration deadline of 15 days, while the Board, at its session held on 26 November 2015, based on the proposals of the competent institutions, made decision to constitute the Commission for the entrance examination.

83 candidates sent their applications for the public announcement, out of which, by decision of the Commission, 64 applications by the candidates were assessed as timely and complete and they will electronically take the qualification test on 27 January 2016.

Taking the entrance exam will be conducted under the Program for the entrance examination and in accordance with the Rules of passing the entrance examination published in the "Official Gazette of the Republic of Macedonia", no. 77 of 12 May 2015 and the Rules amending the rules on passing the entrance exam, published in the "Official Gazette of the Republic of Macedonia", no. 195 of 9 November 2015.

Within the legal time frame of 45 days from the date of the qualifying test, the Academy organized preparatory classes for all applicants for admission to initial training. At these preparatory classes, which were held on 30 November 2015, interested candidates took electronically the qualification test and the practical (written) part of the exam.



VII. CONTINUOUS TRAINING

The continuous training for judges and prosecutors was conducted in accordance with the General program for continuous training of judges and prosecutors and the Annual catalog of activities for 2015.

The focus again this year was on the most important areas of law, such as amendments to domestic legislation, international legislation and EU legislation and case law. The areas and topics which are provided in the National Program for the adoption of the European Union law (NPAA) stipulate obligation for their processing, therefore the participants received training on the Law on Civil Procedure, the Criminal Code and the new Law on Criminal Procedure, training for fight against organized crime and corruption and financial crime, ethics and conflict of interest, application of the European Convention on Human rights, especially for Art. 10, separate areas of EU law, training in the field of intellectual property law, etc. Novelty represent intensive training sessions on legal argumentation of decisions on detention and legal argumentation and reasoning of decisions in criminal and civil matters.

Training sessions, whose topic allows it, are conducted multidisciplinary, by means of interdisciplinary composition of the lecturers and participants.

Depending on the needs of target groups, an adequate number of training sessions on civil and criminal matters are conducted in decentralized manner.

This year special attention was paid to improving the quality of training by placing greater emphasis on the practical aspect of teaching, improving teaching materials and having greater involvement of judges and prosecutors from the higher instances.

NUMBER OF TRAINING SESSIONS IN 2015

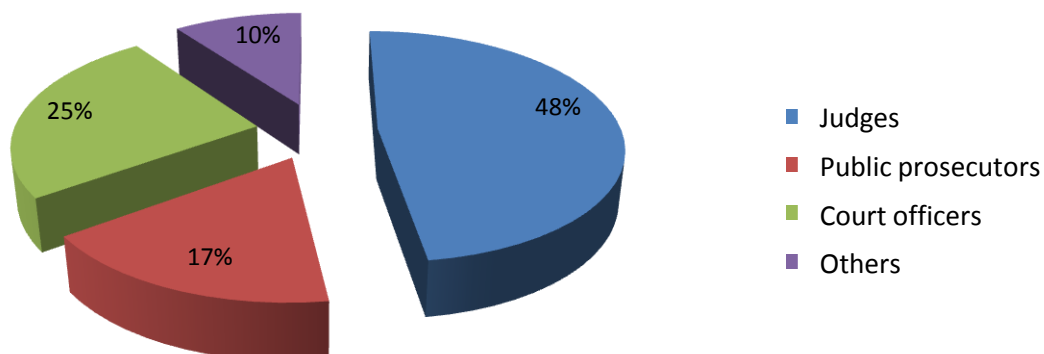
In the period from 1 January 2015 to 31 December 2015, the Academy organized and conducted a total of 267 training sessions, involving 5888 participants, of whom 2814 participants from among the judges, 1014 participants from among the public prosecutors, 1468 participants from among the law clerks from courts and prosecution offices, and 592 other participants as representatives of other relevant institutions, organizations, NGOs, etc., invited by the Academy and working in areas related to the content of the training.





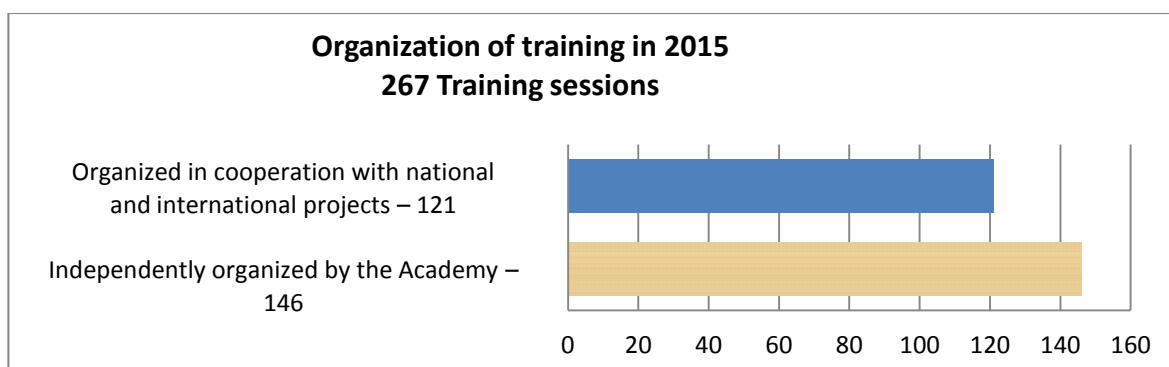
STRUCTURE OF THE TARGET GROUPS

In 2015 there were 5888 participants, of whom were



ORGANIZATION OF TRAINING

From a total of 267 training sessions realized in the reporting period, 146 training sessions were the outcome of the independent organization by the Academy, while 121 training sessions were organized by the Academy in cooperation through partial or complete co-financing from other domestic and foreign projects, associations, organizations and institutions.

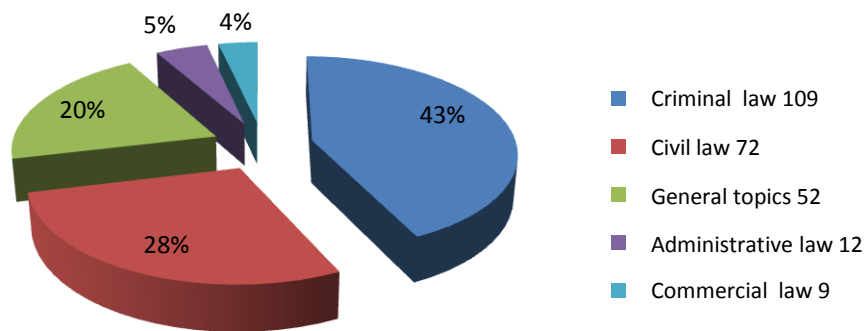


CONTENT OF THE TRAINING

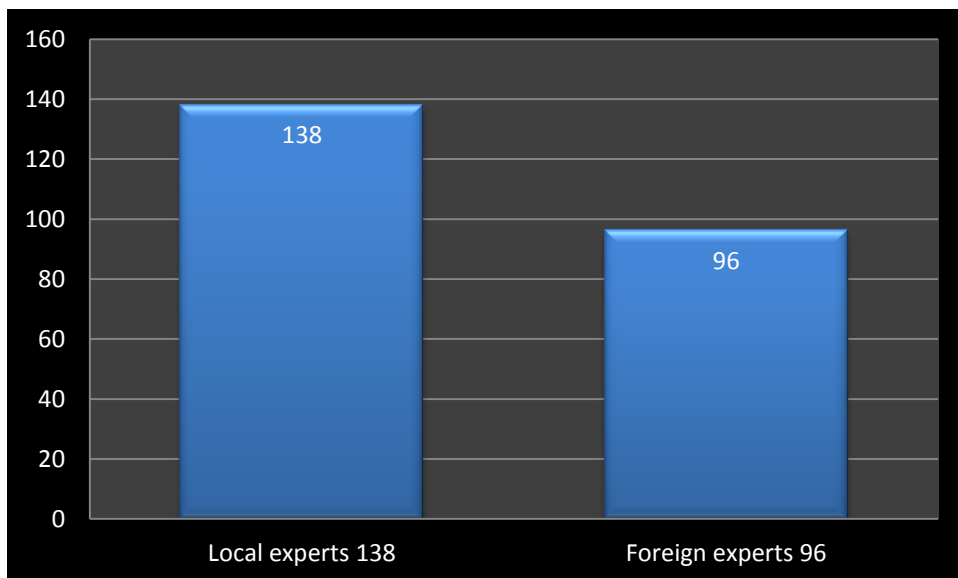
From the total given training in the reporting period, 72 sessions were in the area of civil law, 109 of the criminal law, 12 in the area of administrative law, 9 in the area of commercial law and 52 training sessions were devoted to general topics. Graphically, the structure of the training is as follows:



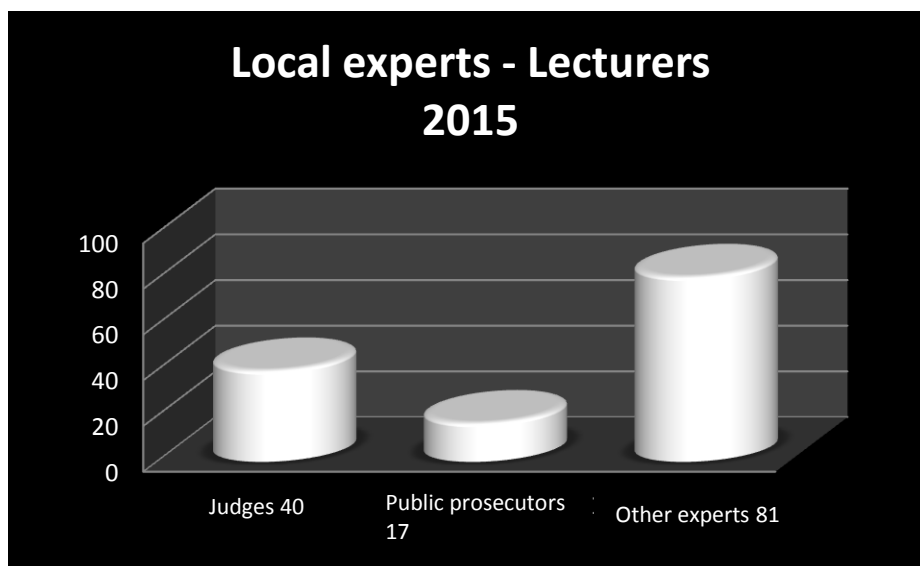
Training sessions per areas



During 2015, a total of 234 lecturers were engaged, of which 138 were domestic and 96 were foreign experts.



Out of the domestic experts, who in 2015 took part as lecturers in the training, 40 were judges, 17 were prosecutors and 81 were other experts, according to the areas covered by the training.

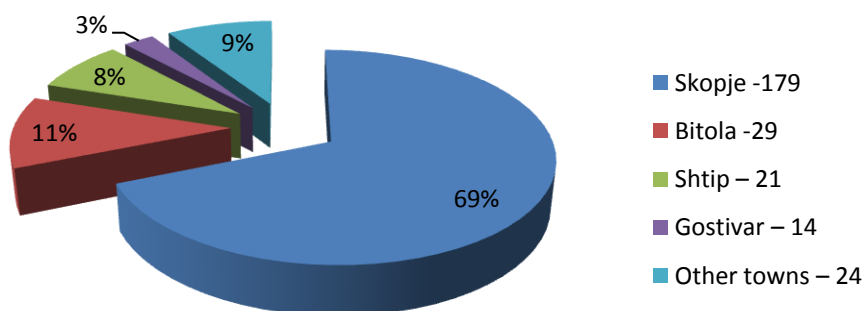


In 2015 there was continued engagement of top-level experts - judges and prosecutors from other countries engaged in the highest courts, judges from supreme courts, constitutional courts, state public prosecutors, law professors, judges of the European Court of Human Rights and other top experts.

Besides the lecturers of the Academy, who are on the list of regular lecturers, the Academy also hires occasional lecturers - experts from relevant ministries, institutes, authorities and other government bodies, institutions and organizations, especially those that are partners to the Academy in fulfilling the obligations for training in accordance with the NPAA, such as experts from NGOs, retired judges, law professors, assistants, lawyers, notaries, enforcement agents, experts, then psychiatrists and many others, in context of the profile required for specific training.

Of the total number of training sessions that were conducted during the reporting period, 179 were held in Skopje, 29 in Bitola, 21 in Shtip, 14 in Gostivar, while the remaining 34 training sessions were held in other cities and towns throughout the Republic of Macedonia.

Decentralized training sessions





CONTINUOUS TRAINING FOR APPLICATION OF PROCEDURAL LAWS

➤ LAW ON CIVIL PROCEDURE

In the period from 1 January 2015 to 31 December 2015, the Academy organized 5 trainings on implementation of the LCP, intended for lay judges and court officials such as:

- 2 trainings for court officers with the participation of 57 attendants from all appellate districts, and
- 3 trainings with participation of 45 lay judges, including 19 lay judges from the appellate district of Skopje, 10 lay judges from the appellate district of Bitola, 16 lay judges from the appellate district of Gostivar.

For judges from civil departments of the courts, the USAID Project of Judicial Strengthening together with the Supreme Court, in cooperation with the Academy, conducted workshops on "Implementation of the LCP" as follows:

- 6 trainings for judges from civil departments with the participation of 218 attendants from all appellate districts.

➤ LAW ON CRIMINAL PROCEDURE

The Academy - in cooperation with and financial support from the OSCE Mission to Skopje and the Legal Office of the INL Program of the US Embassy in the Republic of Macedonia, at the moment of enactment of the new Law on Criminal Procedure - launched activities to prepare judges, prosecutors and representatives of the judicial police, for the practical implementation of the Law. Over the past years basic and then advanced trainings were conducted, which covered the mentioned target groups; given that the LCP is in force for almost 2 years, based on the comments and questionnaires assessing the training that took place in the past years, the training program for the new LCP, scheduled for 2015, was developed in order to select the specific topics from the application of the new LCP.

In 2015, the Academy and its partners adopted a decision on a new concept of training for LCP; in other words, they were to be organized for judges and prosecutors respectively, because these target groups face their own specific problems and issues.

Due to the need for further improvement of skills, especially for the new institutes of investigation techniques, such training continued in 2015 as well; to this end international experts have been engaged who had worked under such a system and could offer an experience that would be extremely important.

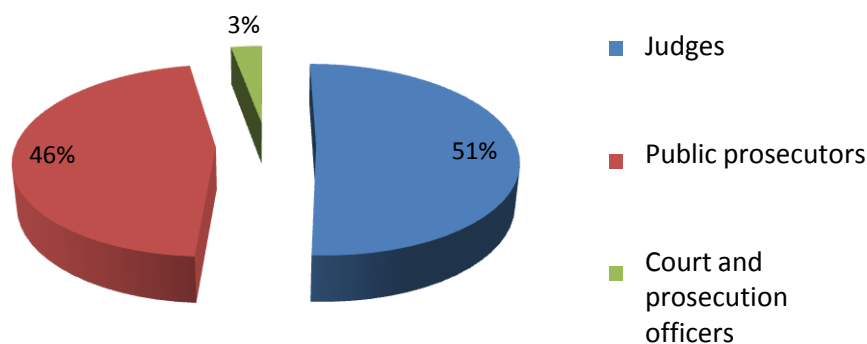
Within the said cooperation, **in May and June 2015 there were 8 2-day trainings on the new LCP, of which: 4 for the judges and 4 for the public prosecutors** from all appellate



districts, while these training sessions covered all judges and public prosecutors, who in 2014 failed to pass all four modules. The trainings **were attended by 171 participants of which were 79 prosecutors, 87 judges and 5 court and prosecution officers**. These trainings were conducted by eminent national and international experts that enabled the exchange of experiences, locating the practical problems of application of certain legal provisions of the new LCP, with the hope of finding a solution to the current dilemma in the application of the new LCP.

In cooperation with the IPA 2009 Project to support the implementation of the reform of the criminal justice system, the Academy held **3 round-tables** on the topic: **Application of the Law on Criminal Procedure - previous experience and practice, focusing on the "Previous procedure"; "Indictment and assessment, the rights of the defense to gather evidence, and plea-bargaining"; and "Debate on the compatibility of the Law with the European Convention on Human Rights"**, with the participation of judges from criminal departments and public prosecutors from all appellate districts, clerks and officials from the courts and from the public prosecutor's offices, lawyers, representatives of the Ministry of Justice, Ministry of Interior, the Financial Police and the Customs Administration of the Republic of Macedonia. The purpose of these round-tables was to present recent experiences regarding the application of the Law of Criminal Procedure, to locate the practical problems of application of certain legal provisions and to make suggestions for possible amendments to the Law.

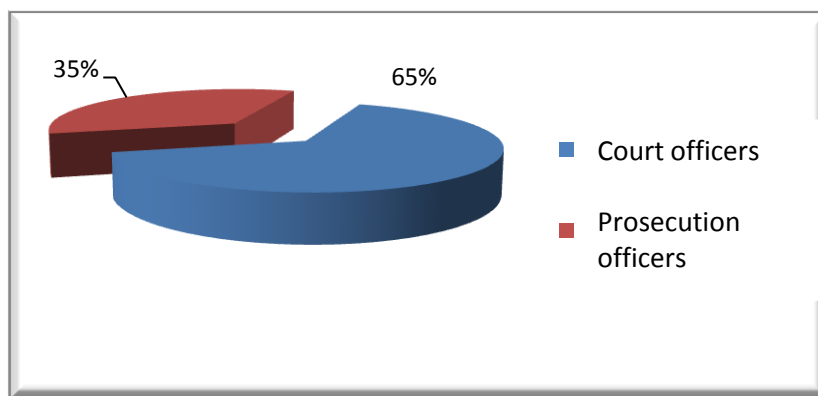
Participants in training sessions on new Law on Criminal Procedure



➤ **LAW ON CRIMINAL PROCEDURE (COURT AND PROSECUTION OFFICERS)**

In the period from 1 June 2015 to 31 July 2015, the Academy independently organized and conducted 10 2-day trainings in appellate districts of Bitola, Gostivar, Skopje and Shtip, on the topic of **"Advanced training on the new Law on Criminal Procedure"**.

The thematic trainings were designed for professional judicial and prosecuting officers from the court criminal departments, attended by 223 participants of which 146 judicial officers and 77 prosecuting officers.



➤ LAW ON DETERMINING THE TYPE AND METING OUT THE SEVERITY OF THE SENTENCE

In order to ensure the smooth realization of the process of reforming the criminal justice system of the Republic of Macedonia, on 29 November 2014, the Law on determining the type and meting out the severity of the sentence was adopted ("Official Gazette of the Republic of Macedonia", no.199 of 30 December 2014) which started its practical application on 7 July 2015.

Given the fact that this is a new law to introduce for the first time objective criteria for determining the type and meting out the severity of the sentence, respecting thus the standard of proof "beyond reasonable doubt", undoubtedly a need was imposed to implement practical training for judges and prosecutors in order to ensure its successful implementation.

To this end, the Academy, in cooperation and financially supported by the Legal Office of the INL Program of the US Embassy in the Republic of Macedonia, initially organized a pilot training of trainers, and on 6 March 2015 it started with the implementation of the trainings, which were of mandatory character, whereas, according to the agreement, the trainings were conducted for judges and prosecutors respectively, by selected educators, based on pre-determined timetable.

According to the annual training plan, in March-July 2015 period, **15 2-day trainings** were conducted on the new Law on determining the type and meting out the severity of the sentence, of which **8 were for judges and 7 were for public prosecutors**. The trainings **were attended by 374 participants of which were 160 prosecutors, 190 judges and 24 court and prosecution officers**. During training one could notice the active attitude and interest of participants, particularly with regard to issues related to the practical application of this law.

Taking into account the topics, presentation by lecturers and interest of the participants, these trainings were successfully realized. In this regard, participants had the opportunity to learn about the legal solutions in the new Law, the approach in the application of legislation and worksheets attached to the Law in determining the severity of the sentence, with elaborating and explaining the aggravating and mitigating circumstances that exist on the side of the offender. After the exercise, participants and trainers agreed that the legislation achieves unification of penal policy in the imposition of penalties by the courts in the Republic of Macedonia by prescribing objective criteria for determining the type and sentencing by an objective categorization of the crime and the former life of the offender, specifically provided for in the Law.



➤ **SPECIALIZED TRAINING MODULES FOR THE HIGHER ADMINISTRATIVE COURT AND THE ADMINISTRATIVE COURT**

Judges and the administrative service of the Higher Administrative Court and the Administrative Court attend training tailored to their needs, with the possibility to participate in other trainings where topics of interest to the administrative courts are elaborated. During 2015, alone or in cooperation with domestic and foreign partners, 12 events on the following topics were organized: "Fully funded pension insurance"; "Customs debt with particular reference to the interest in the customs debt"; "Tax law: Income tax and property tax"; "Prohibition of agreements on prices and exchange of sensitive information"; "Article 6 of the ECHR - Trial within a reasonable time"; "Law on social protection"; "Application of Laws in the jurisdiction of the Ministry of Education"; "Mediation, agreements and contracts in administrative procedures and administrative proceedings"; "Application of EU law in the Republic of Macedonia in the pre-accession period"; "Application of the Law on Health Insurance"; "Application of the Law on Real Estate Cadaster with particular reference to filing claims for correction of erroneous entry of records in land books"; "Law and practice of refugee protection".

➤ **TRAINING ON INTELLECTUAL PROPERTY**

In 2015, the Academy, pursuant to the provisions of the National Program for the Adoption of the Acquis (NPAA), maintained continuous training of judges and public prosecutors in the field of intellectual property, in order, by further raising awareness of the importance of intellectual property and the consistent application of regulations in this area, to ensure effective prosecution of violators of intellectual property rights and effective judicial protection.

In this context, the Academy, alone or in cooperation with state bodies and institutions involved in the system of protection of intellectual property rights as well as with foreign partners, conducted 5 training sessions dedicated to building respect to intellectual property rights and the different aspects of their civil law and criminal justice protection, which were attended by 130 participants including 84 participants from the judiciary of the Republic of Macedonia (56 judges, 18 prosecutors and 10 law clerks from courts and prosecutor's offices) and 46 participants from other relevant institutions - the Ministry of Justice, Ministry of Culture, Ministry of Interior, Customs Administrations, State Labor Inspectorate, State Office of Industrial Property together with lawyers, agents of the industrial property rights.

➤ **TRAINING ON BRIBERY, CONFISCATION AND FIGHT AGAINST CORRUPTION**

During 2015, the Academy independently organized a conference on "Confiscation, extended confiscation/illegal acquisition of property", intended for judges from the court



criminal departments and public prosecutors from all appellate districts and representatives of the Agency for Management of Confiscated Property.

In collaboration with IRZ, the Academy organized a seminar on "Public Procurement Law with special emphasis on the fight against corruption", intended for judges and public prosecutors from all appellate districts and officers responsible for public procurement in the courts and prosecutor's offices.

With the financial support of TAIEX, a Regional Conference on prevention of corruption in the judiciary was held. The regional conference was attended by judges, prosecutors and representatives of the judiciary academies in the region - Serbia, Montenegro, Kosovo, Albania, Bosnia and Herzegovina, Turkey, and Macedonia, representatives of the Ministry of Justice and the State Anti-Corruption Commission. Top experts in the field of anti-corruption were hired as lecturers. The regional conference was an opportunity to exchange experiences regarding the measures taken by states in order to strengthen judicial integrity and the possibility of finding common solutions to strengthen preventive mechanisms to combat corruption.

➤ **TRAINING ON ETHICS AND FIGHT AGAINST CORRUPTION AND CONFLICT OF INTEREST**

Following the recommendations of GRECO, in the fourth round of evaluation as regards the prevention of corruption of lawmakers, judges, prosecutors and lay judges, in 2015, in cooperation with the SCPC, the Academy organized four training courses for judges and public prosecutors, four trainings for lay judges, on topics related to ethics, ethical conduct, conflict of interest and anti-corruption measures, and four trainings for court and prosecution officers and one training for judicial police, including:





- 4 trainings for judges and prosecutors on the topic "Ethics / Conflict of Interest," which involved a total of 93 participants from all appellate districts involving 76 judges and 17 public prosecutors;
- 4 trainings for lay judges, on the topic: "Conflict of Interest / Anti-corruption Measures / Ethics and Code of Ethics", which involved 77 lay judges from all appellate districts, of which 33 were lay judges from the appellate district of Skopje, 22 lay judges from the appellate district of Gostivar, 13 lay judges from the appellate district of Bitola and 9 lay judges from the appellate district of Shtip;
- 4 trainings for court and prosecution officers on the topic: "Conflict of Interest / Anti-corruption Measures / Ethics and Code of Ethics", which involved 99 participants from all appellate districts, of which 75 were court officers, and 24 were prosecution officers; and
- 1 training for judicial police, on "Ethics and Code of Ethics", which involved 24 participants from all appellate districts.

➤ **TRAINING FOCUSED ON CERTAIN ARTICLES OF THE EUROPEAN CONVENTION ON HUMAN RIGHTS**

For consistent application of the European Convention on Human Rights, in 2015, the Academy organized a total of 14 events dedicated to the Convention on the following topics:

- Freedom of expression and the right to privacy (Article 10 and Article 8 of the ECHR) / Application of the Law on Civil Liability for Defamation (4 seminars were held);
 - Introductory training on the use of databases of European jurisprudence on human rights;
 - Article 6 of the ECHR - Trial within a reasonable time;
 - Application of Article 3 of the ECHR;
 - Practical application of Articles 2, 3 and 5 of the European Convention on Human Rights;
 - Articles 6 and 13 of the European Convention on Human Rights and Freedoms;
 - Application of the ECHR;
 - Application of Articles 8 and 14 of the European Convention on Human Rights;
 - Application of the case law of the ECHR;
 - Retrial of domestic criminal and civil cases upon judgments derived from the ECHR;
- and
- Respect of the right of ownership - Article 1 of Protocol 1 to the ECHR.

➤ **TRAINING FOCUSED ON EU LAW**

Training sessions focused on EU law were held on the following topics: "Insurance Law"; "The implementation of EU law in the Republic of Macedonia in the pre-accession period" (this theme was elaborated at four conferences held in decentralized manner) and "Free movement within the EU internal market."



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

Within the specialized training program for court presidents and prosecutors of public prosecutions, in 2015, organized by the Academy, there were two trainings for presidents of courts on these topics: "Protection of personal data / Free access to public information" and "Leadership and court management" and two trainings for prosecutors of public prosecution on the following topics: "Protection of personal data /Free access to public information" and "Leadership and management of public prosecution office".

In cooperation with the Chamber of Enforcement Agents, 4 round-tables were organized, taking place in all four appellate districts, on "Judicial protection against irregularities in the enforcement of decisions." They were intended for the presidents of courts, judges from civil departments and enforcement agents.

➤ **TRAINING OF TRAINERS**

During 2015, the Academy independently organized two trainings for trainers, while in cooperation with the IPA project 2010: "Further support for an independent, responsible, competent and efficient judiciary and improvement of probationary service and alternative measures", two basic and one advanced training for trainers were organized.

➤ **LAY JUDGES**

Fulfilling the legal obligation under Art. 42 of the Law and in accordance with the recommendations of GRECO in the 4th round of evaluation, lay judges must attend specialized training organized by the Academy.

The Academy of Judges and Prosecutors "Paul Shatev", in the period from January 1 to 31 December 2015, organized 11 trainings for lay judges, with the participation of 189 attendants on the following topics:

1. **"Conflict of Interest / Anti-corruption Measures / Ethics and Code of Ethics"** - 4 trainings were held with the participation of 77 lay judges, of whom 33 were lay judges from the appellate region of Skopje, 22 lay judges from the appellate region of Gostivar, 13 lay judges from the appellate region of Bitola and 9 lay judges from the appellate region of Shtip.
2. **"Implementation of the new LCP"** - 4 trainings were held with the participation of 67 lay judges of which 33 were lay judges from the appellate region of Skopje, 24 lay judges from the appellate region of Bitola, 10 lay judges from the appellate region of Shtip.
3. **"Implementation of LCP"** - 3 trainings with participation of 45 lay judges were held, including 19 lay judges from the appellate district of Skopje, 10 lay judges from the appellate district of Bitola, 16 lay judges from the appellate district of Gostivar.



➤ **TRAINING OF COURT OFFICERS AND PUBLIC PROSECUTION OFFICERS**

During 2015, the Academy continued the professional upgrading of judicial and public prosecution officers (under Article 114 of the Law on Judges and Prosecutors), which have their own important contribution to the successful operation of the courts and public prosecution offices.

Training for judicial and public prosecution officers covering different target groups: administrative service in the courts and prosecutor's offices, senior officers and administrative clerks and judicial police.

According to the Program and the Catalog for training of judicial and public prosecution officers, in 2015, 22 training sessions were held on the following topics:

- "Service of court writs pursuant to the Law on Civil Procedure and the Law on Criminal Procedure"
- "Preparation of the annual account"
- "Writing charges and indictments"
- "Implementation of the Court rules of procedure"
- "Case management and time"
- "Implementation of the Law on Civil Procedure"
- "Conflict of Interest / Anti-corruption Measures / Ethics and Code of Ethics"
- "Techniques of writing decisions"
- "Law on judicial service (system of pay, rewards, benefits, promotion, appraisal, disciplinary action and systematization)"
- "Rights and obligations of court spokesperson's office and way of communication with the media"
- "Protection of personal data and free access to public information"
- "Technical presentation of persistent user applications"
- "System of electronic service of court documents, criminal records and ACCMIS"
- "Application of the Law on Public Procurement."

➤ **TRAINING FOR JUDICIAL OFFICERS AND PUBLIC PROSECUTION OFFICERS**

In the period from 1 January 2015 to 31 December 2015, the Academy organized 22 training sessions for judicial and public prosecution officers, which were attended by 608 participants, 409 from among judicial officers, 70 from among the public prosecution officers, 35 IT specialists, 30 court spokespersons, 43 officers and 21 court couriers.





Also in 2016 the Academy will continue to organize seminars and training relevant for the court administration, in order to increase the quality of work of the judicial and prosecutorial service.

➤ **JUDICIAL POLICE**

In the period from 1 January to 31 December 2015, the Academy organized 2 trainings with participation of 53 judicial police officers, covering the following topics:

1. **"Court rules of procedure"** with the participation of 29 officers from all appellate districts, and
2. **"Ethics and Code of Ethics"** with the participation of 24 officers from all appellate areas.

VIII. COOPERATION WITH NATIONAL BODIES, ORGANIZATIONS AND INSTITUTIONS AND FOREIGN PARTNERS AND PROJECTS

Cooperation with local authorities, institutions, organizations and associations, as well as with foreign partners and projects, established at the beginning of the functioning of the Academy, took place in 2015, with the same intensity .

NATIONAL BODIES, ORGANIZATIONS AND INSTITUTIONS

During 2015, in the area of organization of events related to continuous training, the Academy has cooperated with the Public Revenue Office, the Commission for Protection of Competition, Chamber of Enforcement Agents, Chamber of Bankruptcy Trustees, Ministry of Economy, the Judicial Council of the Republic of Macedonia, Ministry of Justice, Central Register, Bureau of Execution of Sanctions at the Ministry of Justice, Macedonian Young Lawyers' Association, Bureau of Representation of the Republic of Macedonia to ECHR, Chamber of Assessors of the Republic of Macedonia.

Within the cooperation with the Chamber of Enforcement Agents, 4 seminars were organized on "Judicial protection against irregularities in the enforcement of decisions," intended for court presidents, held by appellate districts, and a training on "Disciplinary responsibility of the enforcement agents."

The cooperation with the Chamber of Bankruptcy Trustees resulted in organizing 2 workshops, on "Practical experiences, case law and legal problems in the implementation of the bankruptcy proceedings" and 2 workshops on the topic: "Filing lawsuits for establishment of contested claims in the bankruptcy proceedings."



In cooperation with the Ministry of Economy, the Judicial Council of the Republic of Macedonia, the Ministry of Justice and the Central Register, three conferences were held on the topic: "Application of the provisions of the Bankruptcy Law and Rule-book on the selection of a bankruptcy trustee according to the method of electronic selection."

In cooperation with the Bureau of Execution of Sanctions at the Ministry of Justice, with the financial support of the Council of Europe, 3 seminars were held on the topic: "Strengthening of the coordination between the internal and external bodies for inspection of prisons."

FOREIGN PARTNERS AND PROJECTS WHICH THE ACADEMY COOPERATED WITH IN 2015

The Academy continued its established cooperation with foreign partners and projects whose financial and technical support helped organizing numerous workshops, round tables, seminars:

- Embassy of the French Republic and Judicial Academy of the French Republic; Turkish Judicial Academy; British Embassy;
- TAIEX-Instrument of Technical assistance and information exchange of the European Commission; Council of Europe; HELP Program of the Council of Europe; OSCE Spillover Monitor Mission to Skopje - Department of rule of law; German Foundation for International Legal Cooperation - IRZ; European Bank for Reconstruction and Development; EIPA; GIZ;
- The US Embassy in the Republic of Macedonia - INL Program; USAID Project of strengthening the judiciary; UNHCR; IPA projects; WINPRO; ICITAP; WIPO, UNODC.

➤ OSCE SPILLOVER MONITOR MISSION TO SKOPJE - DEPARTMENT OF RULE OF LAW

The planned activities within the cooperation between the Academy and the OSCE Mission in Skopje, in 2015, were realized through events dedicated to anti-discrimination legislation and the concept of equality, hate crime, the Criminal Procedure Law and the European Convention on Human rights.

In the area of protection and prevention of discrimination the following events were organized: "The concept of equality and anti-discrimination" - 4 conferences held in various appellate districts; "International and national jurisprudence procedures for establishing direct discrimination"; "Burden of proof in judicial proceedings to establish discrimination" and "Protection from discrimination based on sexual orientation" in partnership with the LGBT Center in Skopje.

The training cycle on discrimination was completed by staging promotion of two publications: "Judgments about discrimination case law of the European Court of Human Rights and the Court of Justice of the European Union" and "Practical manual on the Law on Prevention and Protection from Discrimination."



Regarding cooperation in context of hate crimes, four training courses were organized for criminal judges and prosecutors for each appellate district respectively. Upon completion, a public debate was organized on the draft amendments to the Criminal Code and other laws relating to hate crimes. In Budva, Montenegro, the annual meeting on hate crime was held, which Macedonia, as a partner of the OSCE in the implementation of the portfolio dedicated hate crime, was invited to attend with its representatives. The annual meeting was held with the attendance of participants from the countries of the region.

In the segment on ECHR, three workshops were held on the practical application of Articles 2, 3, 5, 6, 8, 13 and 14 of the European Convention on Human Rights and a workshop on the application of the case law of ECHR.



Together with the OSCE, also conferences were held on the topics: "The mechanism of constitutional complaint" and "Strengthening the rule of law under the criminal justice system as response to terrorism."

In June 2015, the Academy, together with the Organization for Security and Cooperation in Europe (OSCE) - Department for suppression of international threats, held a seminar on "Strengthening the rule of law under the criminal justice system as a response to terrorism" .

The realization of this event was upon the initiative of the OSCE and the Permanent Representative of the Republic of Macedonia to OSCE, in order to implement the Strategy of the United Nations to combat terrorism and its Action Plan.

The seminar was intended for experts from national institutions with competence in the fight against terrorism. It aimed to contribute to the further strengthening of the criminal



law mechanisms (in conformity with the rule of law) for effectively preventing and combating terrorism by exchanging information, experience and appropriate procedures and practices. Besides representatives of national institutions, as lecturers, the seminar was also attended by many public prosecutors, representatives of relevant ministries of the EU member states and the US as well as UN experts, OSCE and other international organizations.

The seminar was attended by 26 participants from relevant Macedonian institutions such as the Financial Intelligence Agency, the Center for Crisis Management, Ministry of Interior, Customs Administration, Financial Police, Ministry of Defense, the Basic Public Prosecutor's Office in Skopje and the Public Prosecutor's Office for organized crime and corruption, the Public Revenue Office.

➤ **COUNCIL OF EUROPE AND ITS HELP PROGRAM**

Cooperation with the Council of Europe and the Directorate for the Execution of Sanctions, during 2015, continued with organization of three round-tables on "Strengthening the coordination between the internal and external bodies for inspecting prisons". The Bureau of Representation of the Republic of Macedonia to ECHR was also involved in organizing this event.

After the successful implementation of the round-tables, final conference was held for the project "Strengthening the capacity of law enforcement for proper treatment of detained and convicted persons", organized by the Academy, the Delegation of the European Union, in collaboration with the Program Office of the Council of Europe in Skopje, the Ministry of Interior and Ministry of Justice of the Republic of Macedonia.

Cooperation with HELP Program of the Council of Europe, in 2015, resulted in conducting pilot training for distance learning, on "Family law and human rights." The training was intended for all interested civil law judges and lawyers and it was attended by 25 representatives of the judiciary.

This cooperation is intended to continue throughout 2016, by conducting training for distance learning on "Hate crime", intended for judges from court criminal departments and public prosecutors.

Also, the Academy, in cooperation with the Council of Europe and the Macedonian Young Lawyers' Association, organized a conference on "Detention of irregular migrants and asylum seekers."

➤ **INL PROGRAM (BUREAU FOR INTERNATIONAL FIGHT AGAINST DRUGS AND ENFORCEMENT OF LAWS) OF THE US EMBASSY IN THE REPUBLIC OF MACEDONIA**

The INL Legal Office at the US Embassy in Skopje, during 2015, continued to support the seminars relating to the reform of criminal law. Particularly significant was support in terms of training, while the following events were organized in this context:



- The fight against terrorism: best practices in investigation and prosecution of cases of participation in foreign armies;
- Conference on Combating Corruption: best practices in fighting corruption in the public sector.

With help of the US Embassy in the Republic of Macedonia, and in cooperation with the US Embassy in Croatia, Macedonia participated in the regional project for the preparation of a regional program for individual articles of the ECHR. As part of this project, several working meetings were held in Dubrovnik, Croatia, attended by participants from the region. As a result of these meetings, in 2016 there is expectation that a program would be designed for judges, public prosecutors and representatives of the Ministry of Interior for recognition in practice of cases where there is a violation of Articles 2,3,4,5 and 6 of ECHR.

➤ **COOPERATION WITH ICITAP**

In the reporting period, the Academy, in cooperation with the US Department of Justice ICITAP Macedonia Program, the Office of the INL Resident Legal Adviser at the US Embassy in Skopje and the Department for forensic examinations and expertise at the Macedonian Ministry of Interior, organized a second cycle of 5 one-day workshops on "Forensic analysis of disputed documents." The workshops were intended for all prosecutors working in appellate districts who initially attended the first-cycle workshops consisting of one-day sessions on "Forensic DNA analysis." These workshops were attended by 60 participants including 49 prosecutors, one prosecution officer, and 10 representatives from the Ministry of Interior.

➤ **COOPERATION WITH USAID**

As part of the Program for continuous training of judges, in cooperation with the USAID, the following events were organized:

- 6 two-day seminars for judges from court civil departments on "Implementation of the Law on Civil Procedure";
- 1 two-day seminar for judges from the court departments for trade disputes on "The legal positioning of managers under LTC / Annulment of the decisions of the shareholders' assembly in case law";
- 1 three-day training for judges and court officers on "Public Relations and Media"; and
- 1 two-day working meeting on the harmonization of case law at the level of appellate courts, designed for judges of the Supreme Court and the 4 courts of appeal, whose organization was also supported by JCRM.

➤ **German Foundation for International Legal Cooperation - IRZ**



Within the reporting period, and in cooperation with the German Foundation for International Legal Cooperation - IRZ that has had a fruitful cooperation of many years with the Academy, and by means of the IRZ financial support, the Academy carried out the following activities: "Judicial issues on recognizing the decisions of the Court of Arbitration / Recognition of foreign court decisions in civil law area and their recognition procedure under the International Private Law Act," "Mediation, agreements and contracts in the administrative procedures and administrative proceedings", "Mobbing", "Respect for the right to property - Article 1 of Protocol 1 to the ECHR", "Judicial Ethics / Conflict of Interest," "Law on public procurement with particular emphasis on the fight against corruption." All events were attended by over 150 participants, including judges, prosecutors, lawyers, representatives of ministries and other institutions that address issues, which were the subject of the above training, as well as candidates from the initial training workshop on "Mobbing".

➤ **PROTECTION OF WITNESSES IN THE FIGHT AGAINST CORRUPTION AND ORGANIZED CRIME (WINPRO II)**

During 2015, in the framework of cooperation with the WINPRO II EU Project for the protection of witnesses in the fight against organized crime and corruption, funded by the IPA 2012 multi-beneficiary program, the Academy conducted 5 trainings on "System for witness protection in the Republic of Macedonia in the fight against judicial corruption and organized crime", taking place at different dates, in all appellate districts. The training was attended by judges of the criminal departments and prosecutors of all instances, and regional senior police officers for investigation in regional frameworks at the Ministry of Interior of the Republic of Macedonia.

➤ **UNODC - United Nations Office on Drugs and Crime**

Cooperation with UNODC resulted in holding a seminar on "Integrity of judges", where attending judges had the opportunity to familiarize themselves with basic international documents relating to the fight against corruption as well as international best practices for the prevention of corruption.

➤ **EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT**

As a continuation of the project, which was implemented in 2014 and was fully funded by the European Bank for Reconstruction and Development relating to the basic accounting skills for bankruptcy judges, the Academy organized a workshop on "Basic accounting knowledge and practices for judges who work on bankruptcy proceedings."

➤ **IPA PROJECT "SUPPORT TO THE IMPLEMENTATION OF REFORMS IN THE PENAL SYSTEM"**



In cooperation with the IPA project, the following events were organized:

- 3 workshops on "Organized crime - human trafficking and migrant smuggling." One of these workshops was organized in cooperation with TAIEX;
- 3 workshops on "Cybercrime";
- As final events of this project, there were three round tables on "Application of LCP, present experience and practice", of which 2 were intended for judges, prosecutors, lawyers and representatives of the Ministry of Interior, Ministry of Justice, the Financial Police Office and the Customs Administration, and one intended for court clerks and senior officers of the courts and prosecutor's offices.

➤ **PROJECT IPA 2010 - "FURTHER SUPPORT FOR INDEPENDENT, ACCOUNTABLE, COMPETENT AND EFFICIENT JUDICIARY AND IMPROVEMENT OF THE PROBATIONARY SERVICE AND ALTERNATIVE MEASURES"**

Cooperation with the IPA project 2010: "Further support for independent, responsible, competent and efficient judiciary and improvement of probationary service and alternative measures" initiated holding two workshops on "Ethics and integrity of judges to cope with pressure", while in the framework of this cooperation two basic and one advanced training for trainers were held.



Within this cooperation, a 3-day working visit to Macedonia by Dr. Rainer Hornung, deputy public prosecutor in the Public Prosecutor's Office in Lörrach, Germany, was organized. The purpose of his visit was to develop a methodology for assessing the training organized by the Academy. During the visit, in order to obtain information on implementation of seminars by the Academy, he had working meetings with representatives of the Ministry of Justice, the Judicial Council of the Republic of Macedonia, the Council of the Public Prosecutors of the Republic of Macedonia, members of the Academy Board, members of the Academy Program Council, lecturers, mentors, judges, who had attended the initial training at the Academy, and the director and clerks of the administrative service of the Academy.



The methodology for evaluation of the training that he needs to develop should be received in 2016.

➤ **WIPO**

In cooperation with the World Intellectual Property Organization (WIPO) and the State Office for Industrial Property, a national-level workshop was held on "Building respect to intellectual property for officials authorized to enforce intellectual property" .

➤ **UNHCR**

The cooperation with UNHCR resulted in the organization of seminar intended for judges and court advisers at the Higher Administrative Court and the Administrative Court, on "Law and practice in the protection of refugees."

➤ **GERMAN ASSOCIATION FOR INTERNATIONAL COOPERATION – GIZ**

During 2015, GIZ began the implementation of a regional project for legal protection from discrimination in Southeast Europe. The project duration is one year, i.e., from September 2015 to August 2016. It is anticipated at the beginning of 2016, from January to March, to conduct a comprehensive study and analysis of the legal and institutional protection against discrimination in South East Europe. In these activities, the Academy is a partner of GIZ and Academy representative / expert will actively participate in the implementation of the research to obtain information relevant to the Republic of Macedonia.

➤ **BRITISH EMBASSY**

As part of the cooperation with the British Embassy, from August to September 2015, the Academy, through its representative / expert, participated in the mission to establish the condition and position of jurisprudence in the Macedonian legal system. This mission additionally included one domestic and one international expert. The report of this mission was published at the end of the year by the Center for Legal Research and Analysis and financially supported by the British Embassy.

Within this cooperation, during March 2016, it is envisaged for the Academy to organize training session delivered by lecturers from the Judicial College, London. The training will consider possibilities for judicial practice to be implemented in the "General program for continuous training," while there will be also review of the novelties that the Academy should use as an effective tool for training of target groups.



➤ **TWINNING PROJECT WITH CROATIA AND LATVIA**

Within the Twinning project "Strengthening the rule of law" implemented by the Ministry of Justice, activities for the Academy are planned in the "Component 2" of the project - "Improving the knowledge and capacities of stakeholders in the justice sector on the EU law and other international standards of justice in terms of encouraging their transposition into national legislation." In November 2015, the director of the Academy had meetings with representatives of Croatia and Latvia, whereby agreement was reached on next steps in terms of "Component 2", i.e., it is planned, during 2016, to implement training for judges and prosecutors in the field of EU law and the European Convention on Human Rights.

➤ **NETWORK OF INSTITUTIONS FOR TRAINING OF THE JUDICIARY IN THE WESTERN BALKANS**

At the invitation of the Secretariat of the Regional Cooperation Council, representatives of the Academy for Judges and Prosecutors "Paul Shatev" attended the preparatory meeting of the Network of the institutions for training of the judiciary in the Western Balkans, held on 23 June 2015, at the headquarters of Regional Cooperation Council in Sarajevo, Bosnia and Herzegovina. The meeting was attended by representatives of judiciary training institutions of Albania, Bosnia and Herzegovina, Kosovo, Montenegro, Serbia, and Macedonia, as well as representatives of the AIRE Center, SEELS, GIZ, and ABA ROLI BRRLN, as representatives of the partners of the Regional Cooperation Council (RCC).

The meeting provided an opportunity for representatives from all participating countries to present the work of their institutions, to exchange experiences and best practices and to discuss and propose modules for promoting cooperation between the judiciary training institutions at the regional level.

The purpose of the meeting was to provide an overview of different systems for initial and continuous training of judges and public prosecutors, which are conducted by training institutions in the region, of the difficulties they encounter in their work and, by sharing experiences and best practices, to arrive at possible solutions for more efficient work, as well as to discuss the mandate and the role of Network of the judiciary training institutions, which can be established in accordance with the Regional Action plan of the RCC.

The results and conclusions from the meeting in Sarajevo should be a starting point for future cooperation and regular meetings of the judiciary training institutions in SEE for enhanced cooperation with concrete, sustainable and consistent results.



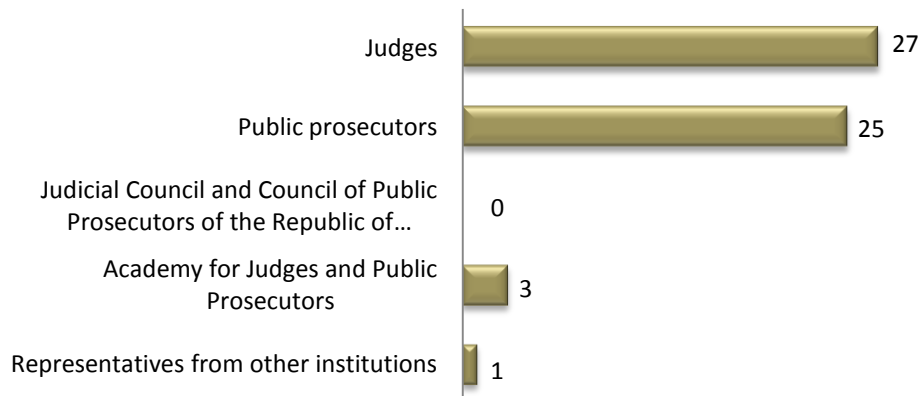
IX. INTERNATIONAL COOPERATION

➤ STUDY VISITS

There was continuation of the practice of involving judges, prosecutors, candidates for judges and for public prosecutors, and representatives of the bodies and the administrative service of the Academy, the Judicial Council and the Council of Public Prosecutors of the Republic of Macedonia, in conducting study visits, international training, exchanges, meetings, workshops and conferences abroad. In the area of international cooperation, the Academy was intensely involved in the organization of training activities with several projects.

In 2015, the Academy conducted 21 study visits abroad, with the participation of 27 judges and 25 prosecutors, 3 representatives of the Academy and one representative from other institutions, including:

Study visits in 2015



➤ TRAINING IN COOPERATION WITH THE TAIEX INSTRUMENT FOR TECHNICAL ASSISTANCE AND EXCHANGE OF INFORMATION AT THE EUROPEAN COMMISSION

With the financial support of the TAIEX Instrument for Technical Assistance and Information Exchange of the European Commission, in 2015, workshops were held on the following topics:

- "Anti-discrimination",
- "Organized crime - human trafficking and migrant smuggling" (the organization of this workshop also included the IPA project),
- "Regional Conference on the prevention of corruption in the judiciary",
- "Labor law in the EU and the case law of the European Court of Justice and the European Court of Human Rights."



➤ **INTERNATIONAL COOPERATION WITH THE FRENCH EMBASSY AND ACTIVITIES FOR 2015 IN ACCORDANCE WITH THE SIGNED THREE-YEAR MEMORANDUM OF COOPERATION**

The Academy of Judges and Public Prosecutors, the French Embassy in the Republic of Macedonia and the French post-graduate National School for the Judiciary (ENM), in Bordeaux, France, in 2015, successfully implemented the planned activities in the field of initial training and in the field of continuing training. To this end, in 2015, 3 conferences were held where 6 prominent legal practitioners from France shared their practical experiences with the attendants, on the following topics: "Measures to ensure the presence of the accused", "Disposition and explanation of verdicts", "Jurisprudence of the ECHR and its application in national courts. " The conferences, depending on the target group, were attended by judges and public prosecutors from all instances and all appellate districts and by law clerks from courts and public prosecutor's offices.



In the period from 26 January 2015 until 13 February 2015, the Academy enabled implementation of internship of a candidate from ENM, continuing the current practice in the area of exchange of candidates from the initial training at ENM and the Academy. At the beginning of 2016, the Academy will again host and will enable the realization of internship of one candidate from ENM for three weeks in which the candidate from ENM will have the opportunity to see the judicial system of the Republic of Macedonia.

Some of the activities remain to be realized in 2016, and it is seminar on the topic "Management of the courts," which is intended for presidents of courts / senior court officials, including a visit to the Academy by candidates from ENM as well.

➤ **EUROPEAN CENTER FOR JUDGES AND LAWYERS, EUROPEAN INSTITUTE OF PUBLIC ADMINISTRATION - EIPA**

In cooperation with the European Center for Judges and Lawyers, the European Institute of Public Administration - EIPA, from 1 January 2015 to 31 December 2015, five training sessions were held with the participation of 88 attendants on the following topics:



1. "Insurance Law ", 1 training held with the participation of 26 judges from all appellate districts;
2. "Leadership and management of courts," 1 training session held with the participation of 23 court presidents;
3. "Leadership and management of public prosecution office", 1 training held with the participation of 17 public prosecutors from the public prosecutor's offices in the Republic of Macedonia;
4. "Modern approach to management and administration of the courts", one training session was held with the participation of 13 court administrators, and
5. "Modern approach to management and administration of prosecution offices", 1 training was held with the participation of nine senior administrative officers in prosecution offices.

Also of particular importance within the cooperation of the Academy with the European Center for Judges and Lawyers, the European Institute of Public Administration (EIPA), Luxembourg, is that as a result of successful cooperation, for several years the Academy has nominated participants in seminars within the Catalog of activities of EIPA, open to participation by attendants from other countries, while in 2015 the Academy nominated two attendants.



The preparation of a long-term project with EIPA for special training modules on EU law and judicial administration is in the pipeline.

➤ TURKISH JUDICIAL ACADEMY

Within the successful cooperation established between the Academy and Judicial Academy of the Republic of Turkey, which resulted in the signing of a Memorandum of cooperation, which should be implemented through a series of activities that will improve the judicial systems of the two countries, a seminar on "Cyber-crime" was held on 4 and 5 March



2015 in the premises of the Academy. The realization of this event was also the official start of the implementation of the activities specified in the prepared working plan for joint appearance of two academies, aimed at: improving the judicial systems through the exchange of comparative experiences.

At this seminar, the judge from the Supreme Court of the Republic of Turkey and a judge from the Judicial Academy of the Republic of Turkey presented the criminal law regarding cyber-crime in Turkey, while national experts from the Public Prosecutor's Office for Organized Crime and Corruption and the head of the Department for cyber-crime and digital forensics at the Ministry of Interior of the Republic of Macedonia gave presentations on the local context. The seminar was attended by 28 participants including 9 judges, 18 prosecutors and one officer.

X. COMPUTER SYSTEM

Under the influence of new developments in information technology in 2015, with the aim of improvement of the initial and continuous training, the Academy has taken several inventive steps, which have upgraded the entire computer system of the Academy.



Namely, in 2015, according to the new Law on the Academy, electronic examinations at the Academy were introduced; for this purpose a separate exam room was set aside at the Academy, specially equipped with technical material and IT equipment, with internet connection and equipment for recording the exam. For the first time

taking the exam was broadcast live on the website of the Academy of Judges and Public Prosecutors.

Within IPA 2010 project, which is funded by the European Union and is intended to strengthen the institutional capacities of the Academy, courts and public prosecutions, as donation, the Academy received 25 personal computers, 2 network printers, 10 personal printers and one scanner. In anticipation of admission of the 6th generation of participants in the initial training program, these computers are set up in the hall designed to deliver the initial training at the Academy.



XI. LIBRARY

The Library of the Academy continued the positive trend of enrichment of the library fund and participation in events that are essential for its operation and its end users.

In accordance with modern achievements in the field of library work and positive electronic library solutions that offer faster and greater access to as much as possible content in the area of law, the Academy increased its library with new legislation texts, with domestic and foreign law literature and law journals, while also working on improving the existing electronic library database.

In 2015, the Academy participated in the preparation, promotion and distribution of several new titles of law publications, in order to provide users with a wide range of law texts and links to databases that are published on the website the Academy.

In cooperation with the OSCE and the Commission for Protection against Discrimination, two publications were promoted: "Practical Manual on the Law on Prevention and Protection from Discrimination", which describes the procedure by which the National Anti-discrimination Commission operates and offers a comparative analysis of various European models and "Judgments of the European Court of Human Rights and the Court of Justice of the European Union," which is a compilation of international jurisprudence in relation to cases of discrimination.

in 2015, on its web site, the Academy published bulletins of the International Anti-Corruption Academy (IACA), and other relevant texts that were sent to the Academy by experts and legal practitioners, whereby excellent cooperation has been achieved.

As part of its multi-annual cooperation with the prominent lawyer from the United States, Mr. Michael Diliberto, the Academy continued to publish his articles on the topics of mediation, once a month, on its web page.

The website of the Academy also published a series of useful links that would enable the expert circles in Macedonia to get access to several documents, materials, publications, articles and editions in the field of law.

Within the cooperation with the Consultative Council of European Judges of the Council of Europe (CCJE), on its website, the Academy continuously published all relevant documents drafted and adopted by these two bodies, while some of them were translated and published in Macedonian language.

Also on its website, the Academy regularly published all activities of the head of the Macedonian delegation to GRECO as well as other relevant documents adopted by this body. A significant part of these documents were also translated and published in Macedonian language.



The Academy continued to promote the regional database on case law of the European Court of Human Rights relevant to the countries of Southeastern Europe, where more than 1000 judgments have been posted and translated into the languages used in the region. The website of the Academy also offers links through which users can access the database and any other documents obtained from the AIRE Center in London.

XII. BUDGET AND PUBLIC PROCUREMENT

➤ **BUDGET**

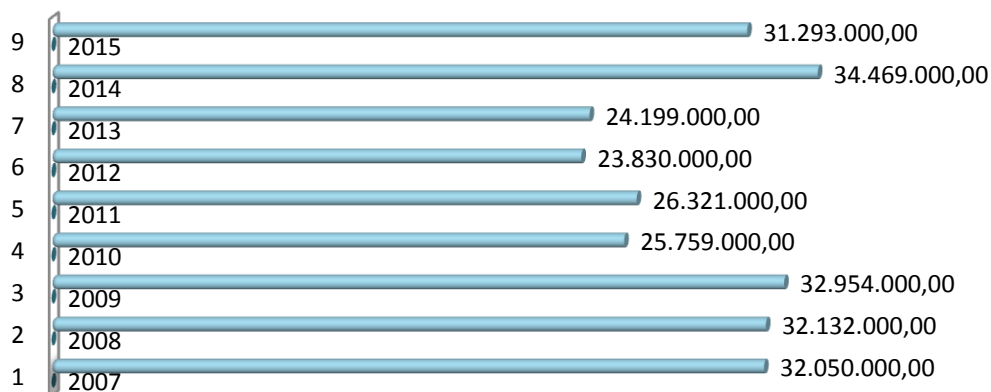
For 2015, the Academy was approved a budget amounting to MKD 31293000.

Since the beginning of 2015, by 31 December 2015, the Academy has spent MKD 27582622 from its budget.

2015	Approved budget MKD 31293000
401 Basic salaries	MKD 14696000
402 Contributions	MKD 5097000
420 Travel and subsistence expenses	MKD 300000
421 Utilities	MKD 2000000
423 Materials & fixtures	MKD 800000
424 Repairs and maintenance	MKD 300000
425 Contracted services	MKD 70000
426 Other current expenditures	MKD 1000000
480 Purchase of equipment	MKD 100000



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



➤ **PUBLIC PROCUREMENT**

During 2015, the Academy made 15 procurement deals:
- Procedure with the request for proposals - 15 procedures;

XIII. STATISTICS

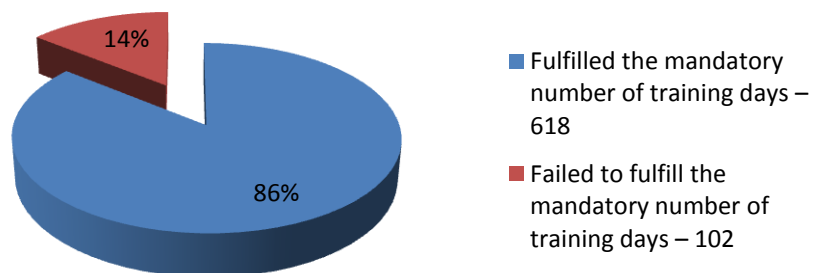
The software system for process management, which the Academy introduced 2011, represents the main database for judges and public prosecutors that the Academy uses in its work. Regular updates of data in the database is crucial for the functioning of the Academy, especially in anticipating and planning the required number of training sessions per area, in order to enable the target groups to fulfill the mandatory number of days of training for current year.

Regarding the status of the judges and all changes related to their position, the data are received from the electronic data system of the Judicial Council of the Republic of Macedonia, which is connected to the database of the Academy.

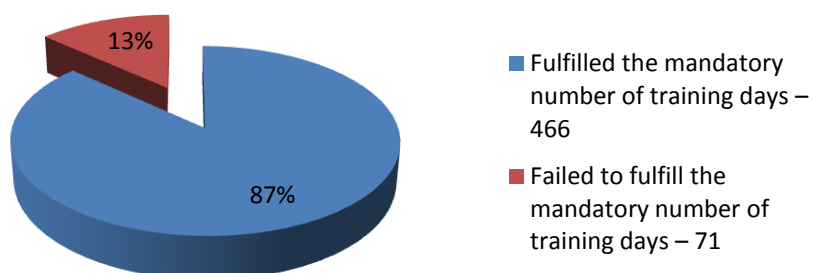
Regarding the status of public prosecutors, the Academy obtained information about public prosecutors from the Council of Public Prosecutors of the Republic of Macedonia and they are entered into the database of the Academy.



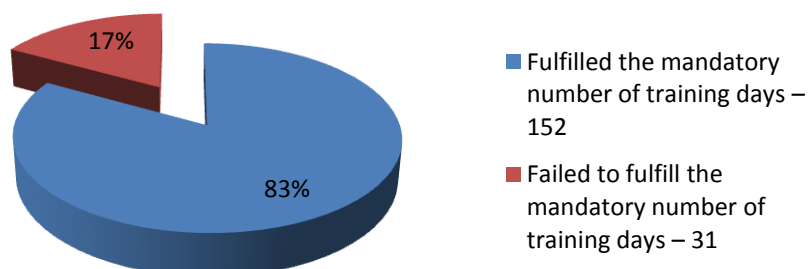
**Fulfillment of the mandatory continuous training in
2015
Total number of judges and public prosecutors**



**Fulfillment of the mandatory continuous training
in 2015
Total number of judges**



**Fulfillment of the mandatory continuous training
in 2015
Total number of public prosecutors**





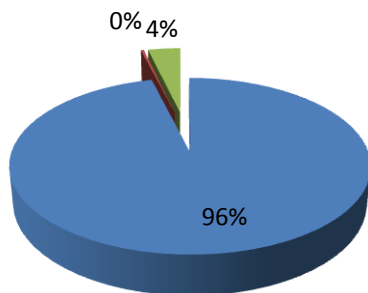
XIV. EVALUATION

The events organized by the Academy are evaluated through questionnaires that are part of the working material for each event. These questionnaires gather information about the success of the program offered, the success of the event and the quality of the presentation of the lecturers. With their completion, the Academy is able to determine the effects of a seminar, influence then can be exerted in order to improve the classes delivered by the lecturers, while generally this also provides information on the needs of the target groups.

The obtained data for 2015 indicate a high level of satisfaction among participants of training sessions with the way they are organized, the choice of topics and their benefit to the participants and the selection of lecturers and the way they deliver the event.

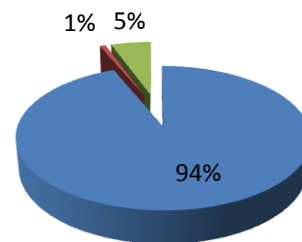
Was the program well structured?

■ Yes ■ No ■ Partially



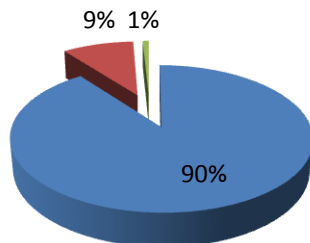
Will this training help upgrade your knowledge?

■ Yes ■ No ■ Partially



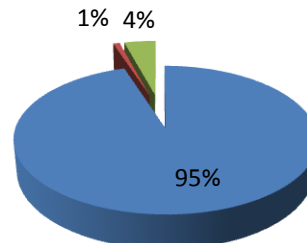
How do you evaluate the quality of presentations made by the lecturers?

■ Excellent ■ Good ■ Poor



Are you satisfied with the organization of the training?

■ Yes ■ No ■ Partially



The Academy has already started activities aimed at implementing the new solution as provided by law to evaluate the effectiveness of training and to that end is already working on development of a new methodology in cooperation with leading experts in the EU.



XV. WORK TRANSPARENCY

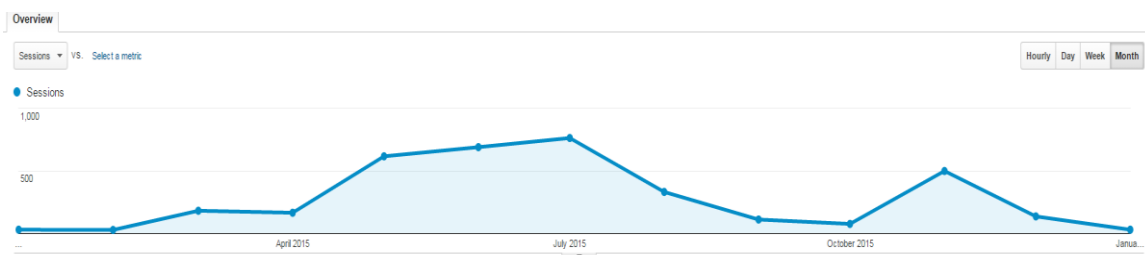
The Academy provides regular, public and transparent information on its activities through the website: www.jpacademy.gov.mk, through bulletin board and publication of its bylaws in the "Official Gazette of the Republic of Macedonia".

In order to have timely information on all significant activities, on its website in 2015, the Academy made more than 350 posts (text and links), while in cooperation with the Macedonian Information Agency (MIA), MIA covered more than 20 events which were attended by legal experts from the country and abroad, by domestic and foreign legal practitioners as well as by senior representatives of the diplomatic corps in the Republic of Macedonia. Also, in addition to MIA, some of the events were covered by several electronic and printed media outlets in the country. Most of the events were also mentioned on the "Akademik" portal, while also publishing several interviews of prominent international experts who had delivered presentations on important law topics.

To increase transparency, some of the events organized by the Academy were published also on the website of the Bar Association of the Republic of Macedonia as part of the successful cooperation between these two institutions.

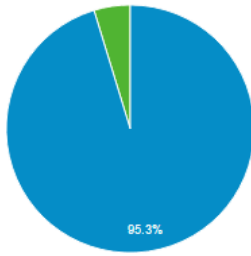
The high reputation of the Academy beyond the country's borders is also indicated by the interest shown by important bodies of the Council of Europe and the EU, by posting articles, links and so on, relating to the activities made by the Academy.

In 2015, according to statistics, the website of the Academy was visited by more than 3388 visitors, indicating that by years there has been increasingly higher interest by Macedonian citizens about the work of the Academy, and at the same time that the Academy pays special attention to its work transparency by regularly publishing new content.





■ New Visitor ■ Returning Visitor



The Academy provides regular, public and transparent information on its activities through the website: www.ipacademy.gov.mk, through bulletin board and publication of its bylaws in the "Official Gazette of the Republic of Macedonia". Most of the information about the work of the Academy is published on the website of the Academy such as: bylaws, organizational structure and organizational composition, training programs, calendars of training, while on the other hand, as regards its major events, the Academy

sends press releases to the media in Macedonia, then publishes interviews and the like.